



INTERPARFUMS
PERFORMANCE
REPORT
ESG 2024

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EDITORIAL

Dear readers,

For three years, we have been publishing ESG reports to transparently share our achievements and ongoing journey toward progress. In a context of uncertainty, we are holding our course and taking a pragmatic approach to continuing with our roadmap. We firmly believe that a company's performance cannot be reduced merely to excellent economic results, such as our sales of €880.5m and our operating income of €178m. We must also demonstrate our extra-financial performance.

Combined financial and extra-financial performance, these help to make our products desirable and meet the expectations of our consumers and all of our stakeholders. The brands that trust us and are themselves committed to ESG strategies are increasingly requesting quantitative data from us, while also involving us in cross-cutting projects. Investors, shareholders, and the entire financial community are monitoring our performance and asking us questions, keeping us moving forward. Finally, our employees—without whom we could not achieve our goals—propose a range of initiatives and innovate constantly to improve our products' environmental footprint. This process also plays a key role in the success of our employer brand.

In 2024, we reaffirmed our commitment to the UN Global Compact and published our first Communication on Progress.

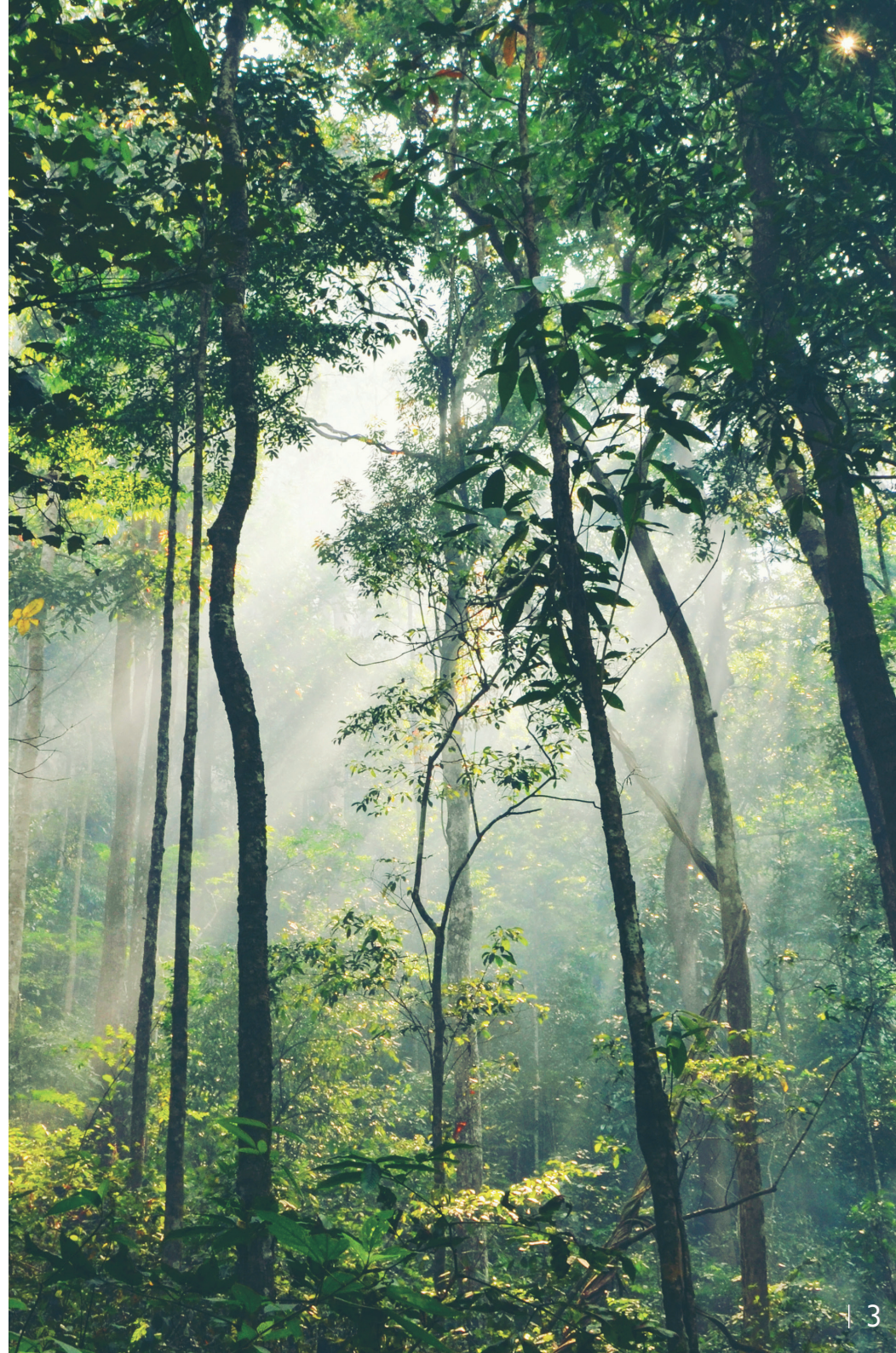
Across all CSR areas, we are tackling the challenges at the proper level, not neglecting any of them but prioritizing them based on their materiality. We have formalized our policies, action plans, targets, and indicators, all of which are presented in this document, structured as a sustainability report.

We also believe it is important to showcase the measures put in place by our partners, who are making particular progress on topics linked to climate, biodiversity, and human rights. By working together, we will be able to be part of the most demanding international frameworks designed to protect our ecosystem.

With its portfolio of strong, high-value brands, bolstered by the signature of the Lacoste licensing agreement and the acquisition of the intellectual property rights to the Off-White™ and Maison Goutal brands, 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 pathway to progress where every step is full of learning and inspiration.

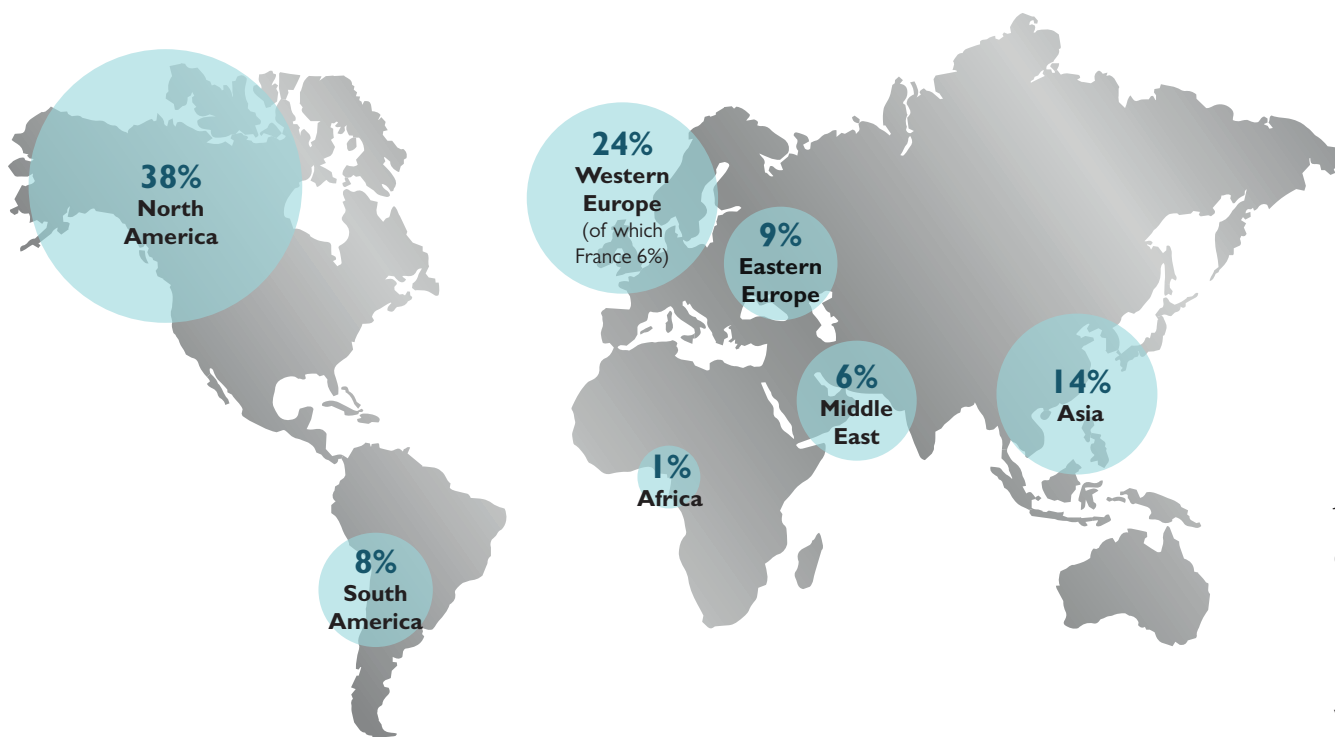
Philippe Santi,
Executive Vice President,
Chairman of the CSR Executive Committee



ABOUT INTERPARFUMS

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

2024 SALES BY GEOGRAPHICAL AREA



BRAND PORTFOLIO

Jimmy Choo: 26%
Montblanc: 23%
Coach: 21%
Lacoste: 9%
Lanvin: 5%
Rochas: 5%
Karl Lagerfeld: 3%
Van Cleef & Arpels: 3%
Kate Spade: 2%
Boucheron: 2%
Moncler: 1%

In late 2024, Interparfums^{SA} acquired the Off-White™ brand names and registered trademarks for Class 3 fragrance and cosmetic products, subject to an existing license expiring December 31, 2025. In addition, the acquisition of the Goutal brand in March 2025 formed part of Interparfums' strategy to expand its product offering into the Haute Parfumerie sector.



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. Formalizing a CSR approach was therefore a natural way of demonstrating the Group's extra-financial performance and bringing it to life in a pragmatic way. This strategy is based on a double materiality matrix and is supported by objectives, in line with best practices in the sector with the aim of achieving CSRD¹ compliance.

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- 16 Initiatives supported by
Interparfums and external
recognition of our ESG impact

¹ Corporate Sustainability Reporting Directive.



—ACTIVITIES AND BUSINESS MODEL

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

Interparfums' raison d'être is to create and develop long-term fragrance lines for prestigious brands. This strategy is built on a portfolio of high-quality brands of international renown in the world of leather goods, fashion, haute couture, high-end jewelry, and accessories, all of which have a rich history.

Interparfums employs 353 people (see the "Own workforce (ESRS S1)" section). The company does not have any production sites worldwide, instead relying on a network of trusted partners (see the "Interests and viewpoints of external stakeholders" section). Interparfums owns a Rochas fashion boutique (Rochas's fashion activities are not currently included in the scope of this report).

..... TRENDS IN THE PERFUME SECTOR

Every day, the Interparfums teams master new trends, with some already having an impact on its 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.

Consumers' and brands' growing expectations in terms of sustainable development

Sustainability is taking hold in the fragrance world, from the selection of ingredients to the development of refillable packaging. Consumers are increasingly interested in the origin of the ingredients used in fragrances and are seeking out authentic stories coupled with an iconic scent identity.

Immersive, multisensory perfumery

Fragrances are no longer merely sprayed onto the skin; they interact with the environment, stimulate multiple senses, and immerse the wearer in an all-encompassing sensory world, as evidenced by the success of perfumed mists.

Custom creations

There has never been such desire for customization. Consumers are looking for a unique experience and creating custom fragrances is becoming a crucial trend. Luxury houses are already offering customers the opportunity to experience designing their own perfume. Combining multiple fragrances using layering also offers a chance to stand out from the crowd.

Innovative olfactory notes

Creators are increasingly turning to fragrances inspired by raw nature, such as sea sprays combining saline and mineral notes, while vegetables are also being featured in new creations.

Non-gendered, 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.

Increasingly stringent regulations

Ingredient classifications based on their hazardous profiles are continually developing, meaning that to remain compliant, many fragrances require reformulation with the additional challenge of maintaining their original scent. Required regulatory information is also increasing, covering both allergens and recycling instructions and in turn requiring teams to review product packaging and associated digital content.

Haute Parfumerie is seeking to become the perfume world's haute couture, making fragrance into an exceptional art in which creativity, rarity of raw materials, and expertise are taken to their highest levels, with collections designed to offer customers an exclusive, almost intimate experience.

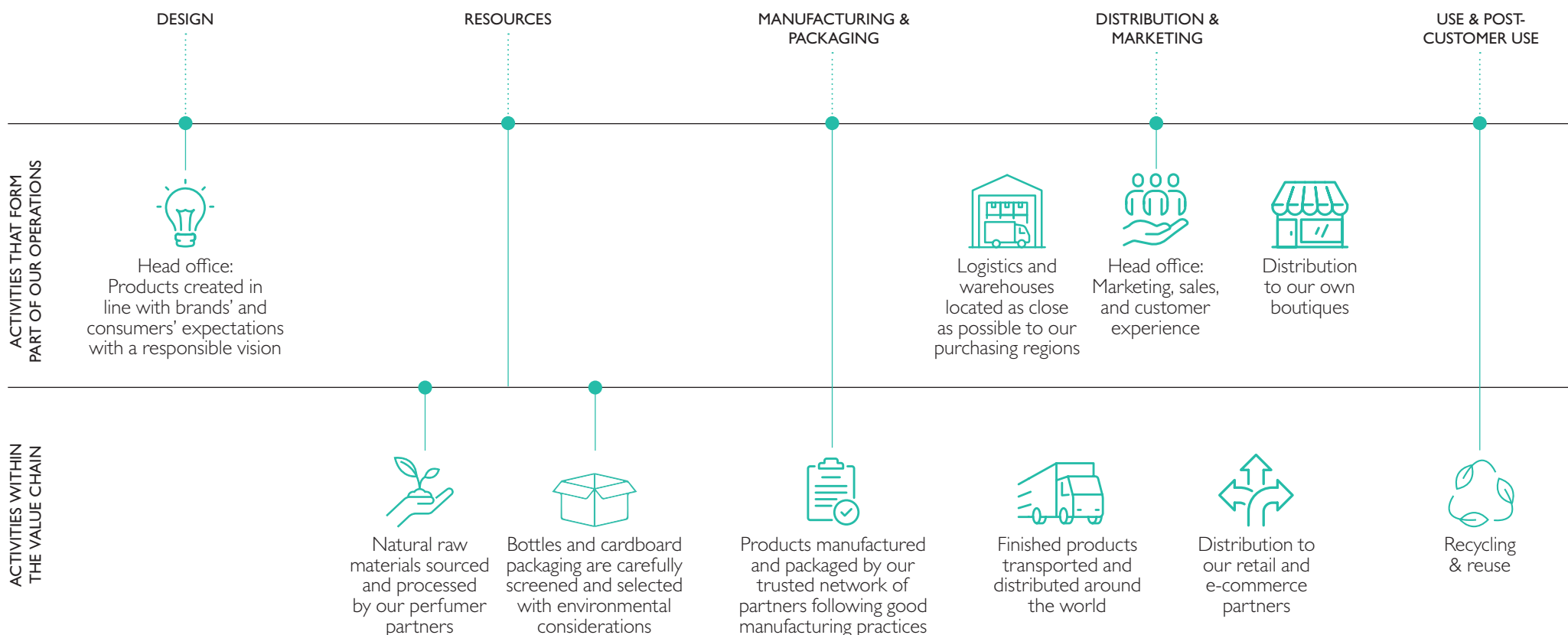


DESCRIPTION OF THE BUSINESS MODEL AND THE VALUE CHAIN

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 sectoral

coalitions for projects designed to improve its product offering.





..... OUR ASSETS

Human:

- 353 employees across multiple countries
- A wide range of skills
- Experienced teams
- An agile organization
- A responsible employer charter



Immaterial:

- A portfolio of 13 iconic brands
- Expertise in creating, developing, and distributing prestige perfumes and cosmetics
- An entrepreneurial culture



Industrial & commercial:

- Around a hundred industrial partners
- 85% Western European sourcing
- Close monitoring of industrial partners
- An international distribution network



Social:

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



Environmental:

- Environmental footprint taken into account in product design
- A 36,000sqm 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 Middenext Corporate Governance Code and Anti-Corruption Code of Conduct
- CSR Executive Committee



Financial:

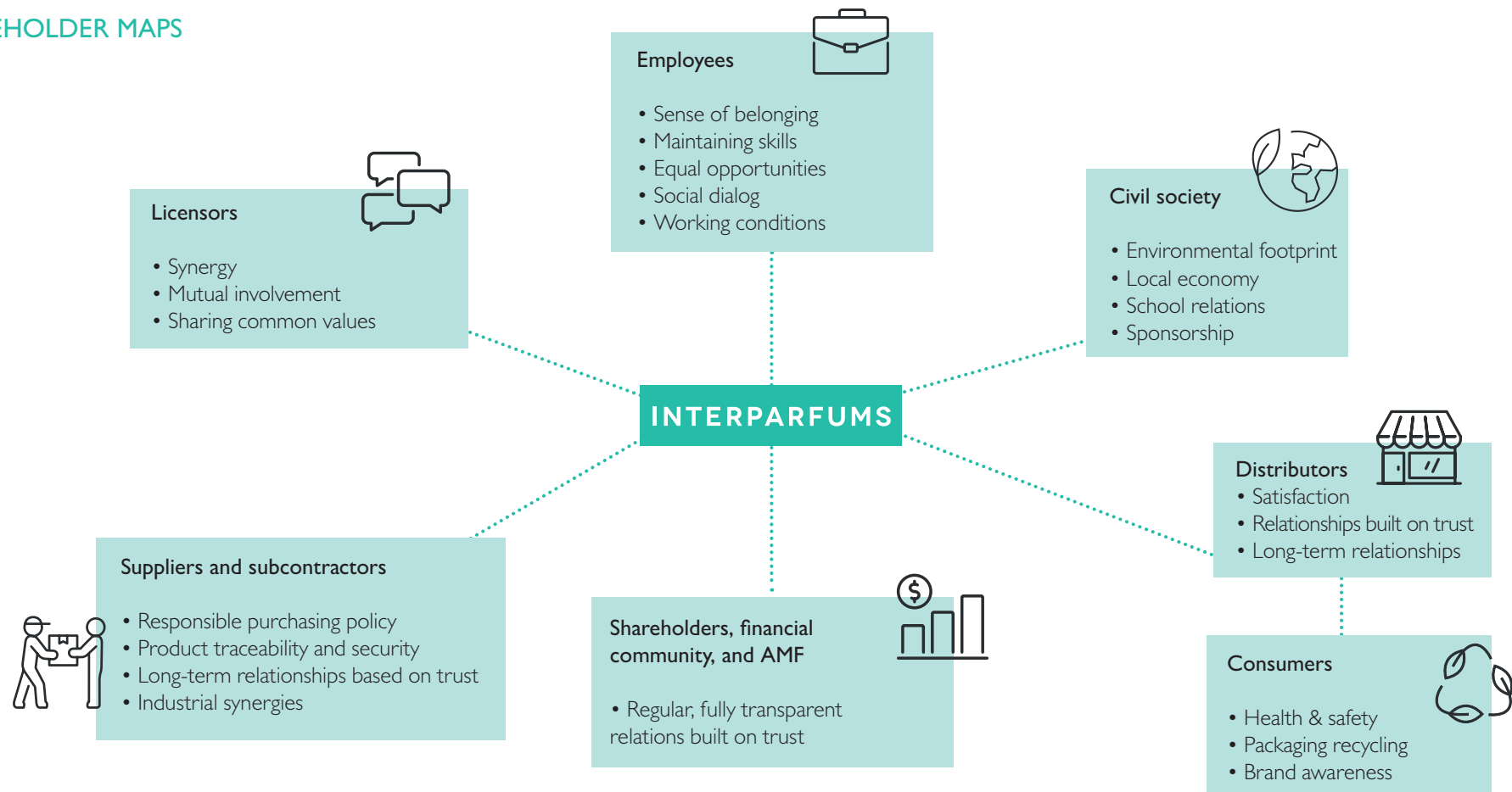
- A very strong balance sheet with net cash of €57m
- A company listed on Euronext compartment A, controlled by the founders



STAKEHOLDERS' ENGAGEMENT

Within the Interparfums ecosystem, it is important to fully identify the CSR challenges and expectations of all of these stakeholders throughout the entire value chain. This approach creates solid relationships with each stakeholder group.

STAKEHOLDER MAPS



The table below sets out the main groups of stakeholders with which Interparfums has relationships. The overall aim of Interparfums' engagement process is to forge longlasting business relationships, achieve its goals and sustainable development commitments, and gather external viewpoints. Interparfums includes the outcomes of this 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	<p>A motivating pay policy linking employees to company performance</p> <p>Performance action plans every 2-3 years</p> <p>Employee engagement survey</p> <p>Formal social dialog in France and locally at Group level</p> <p>Annual reviews</p>	<p>€67m paid to employees in compensation and profit sharing in 2024</p> <p>A recommendation score of 80.4%</p> <p>A Social and Economic Committee in France</p> <p>100% of reviews held</p>	
Future employees	<p>Recruitment interviews</p> <p>Satisfaction survey of interns and work-study participants</p>	Project 2025	
Licensors	Constant dialog with the management team	Licensing contracts renewal of Coach and Van Cleef & Arpels	
Suppliers and subcontractors	Constant dialog with the Supply Chain & Operations Department and marketing teams, and ensuring supplier commitment on ESG issues	<p>83% of relationships date back more than 10 years</p> <p>€256m of industrial purchases in Europe in 2024</p> <p>An average EcoVadis score of >70/100 among industrial suppliers</p> <p>Implementation of a traceability platform</p>	
Distributors	Constant dialog with the Export and France Departments and subsidiaries (IPLB and IPAP)	Seminar organized in 2024	
Consumers	Regulatory Affairs Department and Legal Department	0.995 claims per million products sold in 2024	
Shareholders, investors, financial community, and AMF	<p>Regular meetings with the Financial and Sustainable Development Department</p> <p>Responding to questionnaires from extra-financial ratings agencies</p> <p>Individual Shareholders' Consultative Committee</p> <p>Over 28,000 individual shareholders</p>	<p>Creation of an Investor relations and Analyst Manager role</p> <p>Improved MSCI, Sustainalytics, and Ethifinance scores</p> <p>Two annual meetings of the Individual Shareholders' Consultative Committee</p> <p>Two letters written to shareholders each year</p>	
Civil society	A sponsorship and philanthropy policy	€354k of spending allocated to sponsorship and donations in 2024	

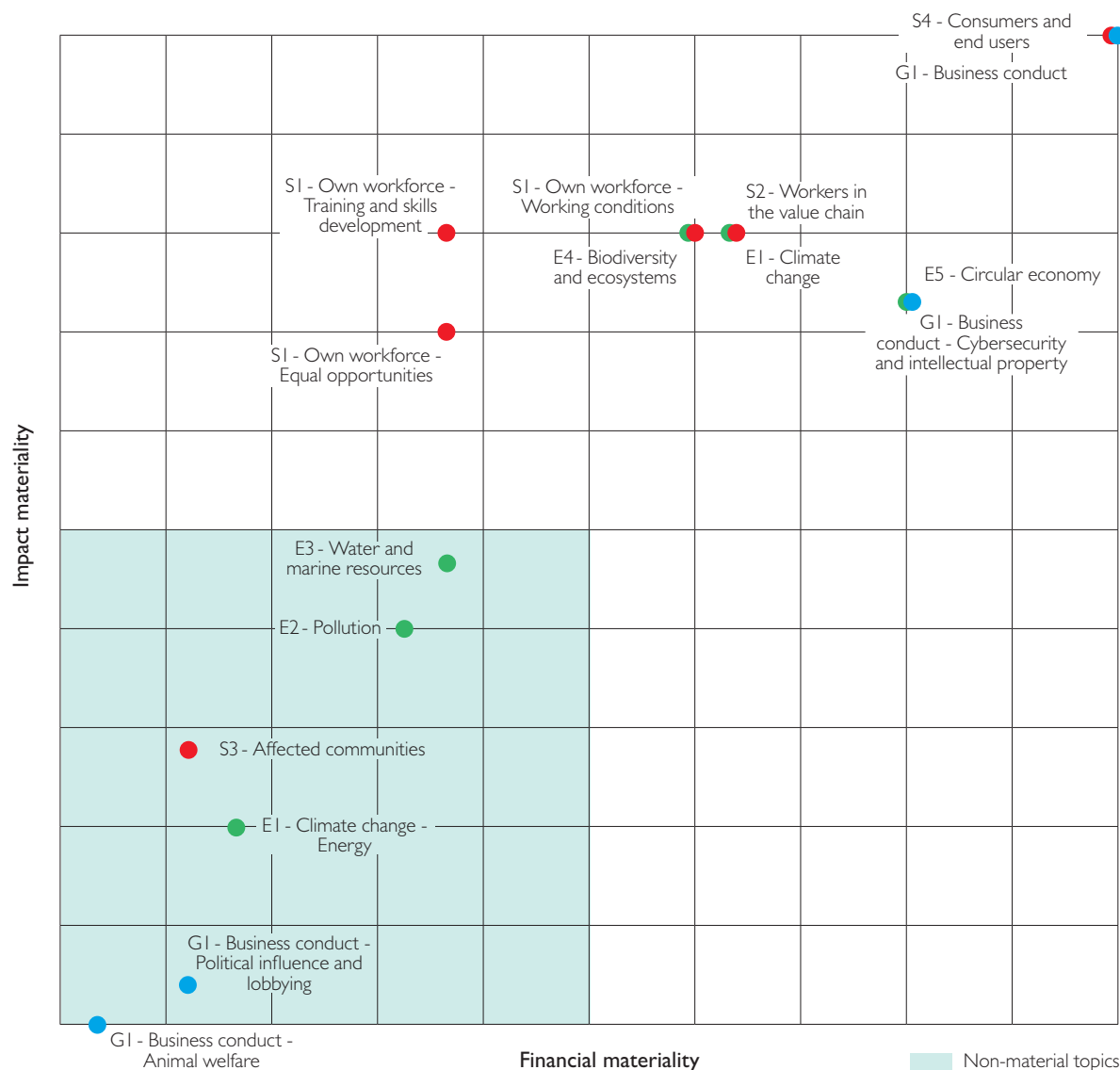
² Sustainable Development Goals.

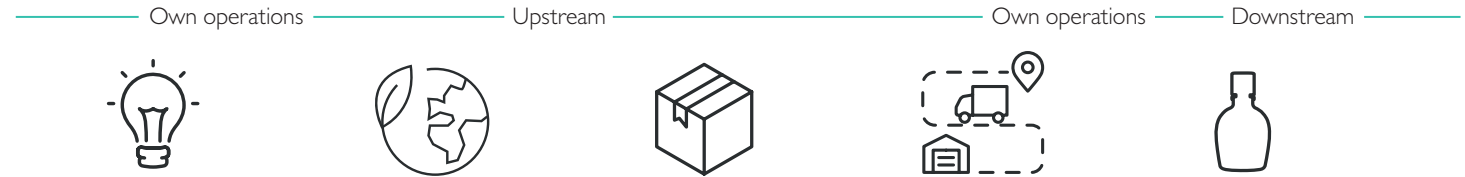
DOUBLE MATERIALITY MATRIX

Double materiality matrices have become an essential tool in companies' sustainable development strategies, helping to build an approach that reflects an integrated vision of the risks and opportunities involved in ESG challenges. Against a backdrop in which company 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 challenges. 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, Financial, 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 was punctuated by multiple steps for reflecting on the relevant challenges, 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 challenges that would be addressed were relevant to and appropriate for Interparfums. This exercise will be periodically repeated to ensure that the Group remains aligned with its challenges and the double materiality analysis will be included on the CSR Committee's agenda annually for approval.





ESRS	Double materiality matrix	IRO category	Design	Resources	Manufacturing and packaging	Distribution and marketing	Use and post-customer use	Timeframe of material IROs
E1	Climate change		Climate change mitigation					
			Climate change adaptation					
							Energy	
E2	Pollution			Substances of concern and very high concern			Substances of concern and very high concern	
E3	Water and marine resources			Use of water resources				
E4	Biodiversity and ecosystems			Erosion of biodiversity				
				Soil degradation				
				Dependence on ecosystem services				
			Eco-design					
				Regenerative agriculture				
E5	Circular economy		Resource inflows			Waste	Resource outflows	
			Eco-design					
S1	Own workforce		Working conditions			Working conditions		
			Equal opportunities			Equal opportunities		
			Skills development			Skills development		
S2	Workers in the value chain			Working conditions, equal treatment & ethics				
S3	Affected communities			Rights of affected communities				
S4	Consumers and end-users						Consumer safety	
							Transparency, traceability, and availability of information	
G1	Governance		Business conduct and ethics					
			Cybersecurity and intellectual property					
			Political influence and lobbying					
			Community engagement and philanthropy					
			Animal welfare					

Negative impact Risk Opportunity

Short term (1 to 3 years) Medium term (3 to 5 years) Long term (over 5 years)

CSR STRATEGY

Challenges linked to corporate social responsibility (CSR) play a growing role in the lives of businesses and their employees, not only professionally but also personally. This meant that, for Interparfums, determining a CSR strategy to allow the company to tackle these challenges was self-evident.

To support this approach, the management team established a CSR Executive Committee in early 2021, formed of all internal stakeholders—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 led by Muriel Buiatti, Director of the Sustainable Development Department. It met six times in 2024 and is responsible for managing Interparfums' CSR strategy with the ambition to:

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 an optimized set of eco-design specifications, including measures to reduce packaging and introduce recycled and recyclable materials within all products developed.

Measure its carbon footprint using the GHG protocol methodology (Scopes 1, 2, and 3) to launch a low-carbon pathway compatible with the Paris Agreement of December 12, 2015, which was validated by the SBTi in august 2025 (Science Based Targets initiative).

Strengthen its sustainable development approach by rolling out a business ethics charter aimed at operational stakeholders.



6 CSR
Executive
Committee
meetings
in 2024



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 biobased products.

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



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, fragrances, and POS advertising³ in addition to the logistics chain.

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 the CSR Governance section for more information) in her capacity as a new independent director. The Committee met twice in 2024. Its role is to make CSR a major and central issue within the Board of Directors, with a particular focus on the climate pathway, biodiversity erosion, 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, and 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 Fresk.

³ Point of Sale advertising.

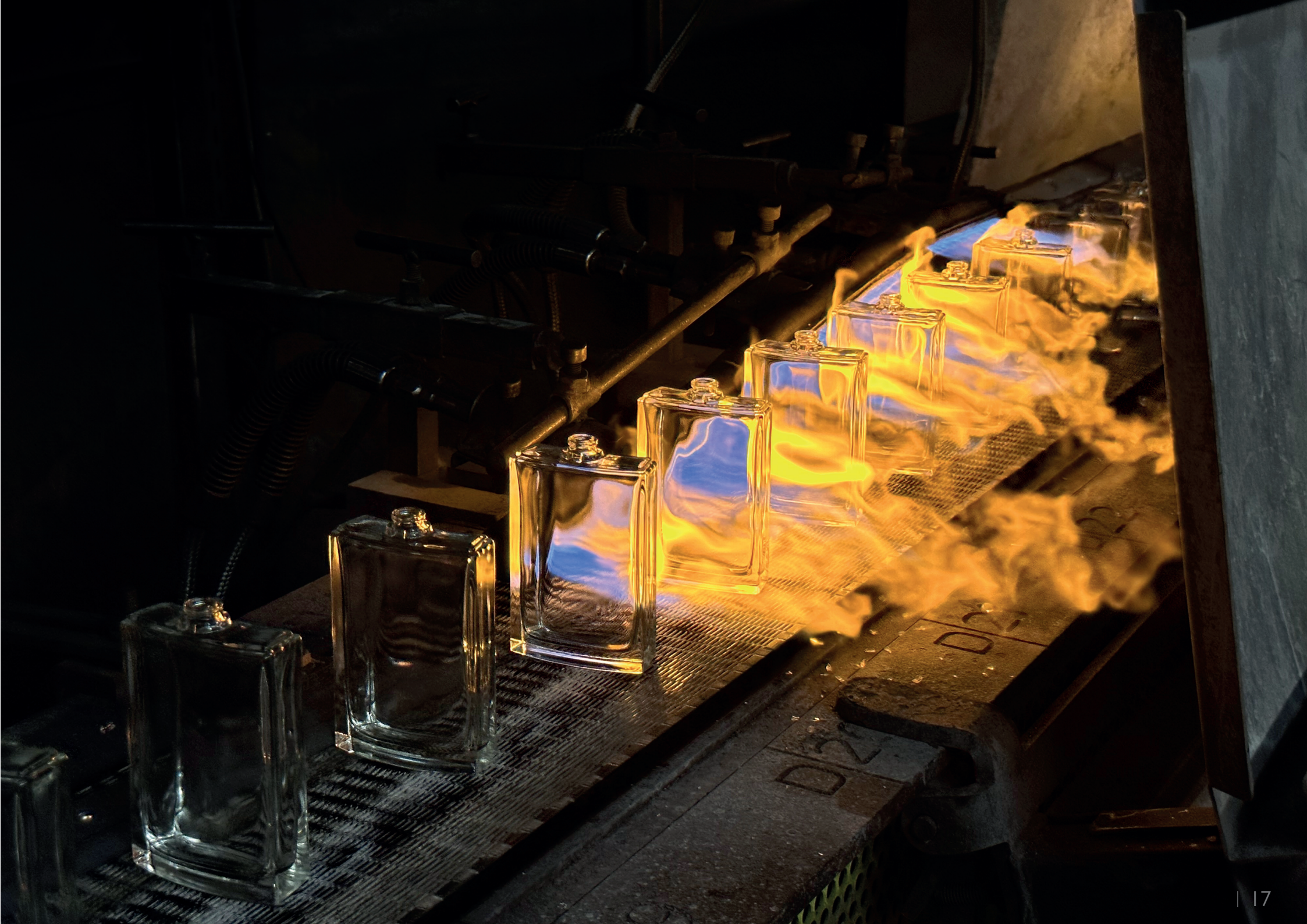
CSR OBJECTIVES

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

ESRS	SDGs	OUR 2030 OBJECTIVES	OUR PROGRESS IN 2024
Propose 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 >72/100	2025 target achieved: Average supplier score assessed by EcoVadis: 70.6/100
ESRS E5		Use 88% recyclable packaging	83% of our packaging is recyclable
ESRS E5		Circulate the eco-design charter to all industrial suppliers	100% since 2022
ESRS S2		Send visibility requests via the Transparency One platform to Tier One suppliers representing 50% of purchases by total.	0% (platform launched in Q1 2025)
Launch a low-carbon pathway align with science-based pathways			
ESRS E1		Achieve an absolute reduction of 42% ⁴ in scope 1 and 2 greenhouse gas emissions ⁵ compared to 2021 (decarbonization pathway validated by the SBTi)	Emissions reduced by 12.7% between 2021 and 2024.
		Reduce the physical intensity of scope 3 ⁵ greenhouse gas emissions by 51.6% compared to 2021 (decarbonization pathway being validated by the SBTi)	Physical intensity (kgCO ₂ /L of fragrance) reduced by 7.5% between 2021 and 2024
		Continue contribution projects (carbon sequestration)	Initial Agoterra project launched in 2023 with a target of 960 tCO ₂ eq in 2027: 42% of the target achieved in 2024 (396 metric tons)
		Over 90% of the total value of industrial purchases made from suppliers with a low-carbon pathway	25% of suppliers disclosing to CDP, covering 62% of 2024 purchases by value
Attract, support, and develop talents			
ESRS S1		Carry out an engagement survey every two years with a participation rate of >85%	Participation rate of 82.5% in 2025
		Train 70% of employees annually	2025 target achieved: 91.8% of employees trained
ESRS S1		Deliver an average of 10 training hours per employee	Training hours per employee = 6.65
		Give employees CSR training	93% of employees trained
		Raise employee awareness on disabilities	Annual talk from a charity/committed public figure and involvement in Duoday
Act ethically and demonstrate compliance			
ESRS G1		Roll out the business ethics charter to all stakeholders	61% of partners have signed the business ethics charter (industrial suppliers) on Provigis, covering 95% of 2024 purchasing totals.
		Raise awareness among all employees	93% of Group employees received anti-corruption training

⁴ Reference year: 2021

⁵ 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.



6. INITIATIVES SUPPORTED BY INTERPARFUMS AND EXTERNAL RECOGNITION OF OUR 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 published its first Communication on Progress in April 2025.

GOLD | Top 5%

ecovadis

Sustainability Rating

In July 2025, following the completion of its EcoVadis assessment, Interparfums was awarded a gold medal, given to the top 5% of companies assessed by the agency over the 12 months prior to the medal award date. This medal reflects the quality of the company's management system and testifies to its commitment to promoting transparency throughout the value chain.

MSCI ESG RATINGS

A

The MSCI ESG rating index assesses over 8,500 companies, assigning their resilience to ESG risks a score between AAA and CCC. In February 2024, Interparfums recorded improvements in all categories: Environment, Social, and Governance.

The Group was rated BBB in 2024, compared with B in 2023.

After receiving its latest score in February 2025, it is now rated A, demonstrating the Group's continued performance in these areas.



The Group took 44th place worldwide in the first "World's Best Companies - Sustainable Growth" rankings published by Time magazine, which recognized the top 500 most exemplary companies in terms of economic growth and environmental commitment over the 2021-2023 period. Of the 23 French companies selected, Interparfums placed second. 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

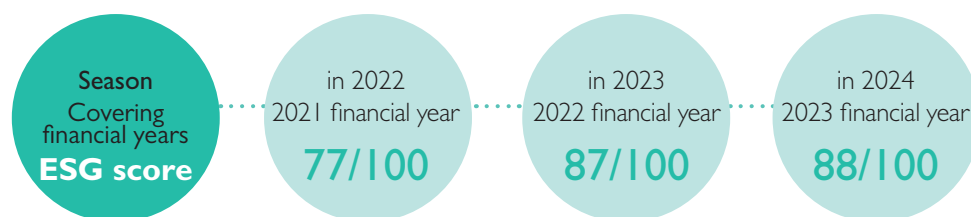
The CSA index from S&P Global Ratings covers 13,000 businesses, assessing their sustainable development practices each year. Interparfums' score on the index increased by 7 points between 2024 and 2025.

EthiFinance ESG ratings

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 2024 season, Interparfums once again improved its ESG ranking. This rating is calculated using 140 criteria across four pillars: *Environment, Social, Governance, and External Stakeholders*.

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

The Group placed third in the >€500 million revenue category, third among French companies assessed, and first in the sector ranking for the third year running.



In its second response to the **CDP** questionnaire, in early 2025, Interparfums scored C on the Climate Change questionnaire. The CDP is a non-profit organization that operates the world's leading environmental disclosure platform.



With a record of over 24,000 companies reporting information through the CDP in 2024 and a more detailed questionnaire, sharing environmental impact data has now become the norm for businesses.

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.

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 is now seventh out of 101 companies. The July 2025 rankings also reveal its progress on environmental aspects, including 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. The new score highlights more generally the significant progress we have made in how we manage ESG risks.



The **SBTi** has approved, in August 2025, Interparfums' near-term science-based emissions target.

⁶ A lower Sustainalytics score indicates a lower risk profile.



INTERESTS AND *VIEWPOINTS OF* EXTERNAL STAKEHOLDERS

Carrying out and developing its activities, Interparfums has identified the following challenges:

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

21 Building trust-based relationships with
all external stakeholders



BUILDING TRUSTING RELATIONSHIPS WITH ALL EXTERNAL STAKEHOLDERS

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

Sub-topic	IROs identified	Value chain			Importance of IROs
		Upstream	Own operations	Downstream	
Supplier relationships	Interdependence between Interparfums and its suppliers in light of the business model	●●●●	●●●●	●●●●	<div><div></div></div>
Brand relationships	Suggesting shared commitments that meet brands' expectations upon signing the licensing agreement and throughout its term	●●●●	●●●●	○	<div><div></div></div>
Distributor relationships	Sales success depends not only on products but also on distribution networks	○	●●●●	●●●●	<div><div></div></div>
Relationships with shareholders and the financial community	Seeking investors and attracting shareholders who are increasingly interested in ESG	○	●●●●	●●●●	<div><div></div></div>

FORGING A UNIQUE, PRIVILEGED RELATIONSHIP IS BUILT ON UNDERSTANDING EACH BRAND'S UNIVERSE AND PROPOSING PRODUCTS THAT ALIGN WITH ITS SPECIFIC IDENTITY.

Since signing its first contract in 1988, Interparfums has developed a significant portfolio of luxury brands under license. The management team is responsible for initiating contact with Luxury Houses before developing and maintaining close relationships with licensors.

Through close collaboration between the Group's marketing departments and the brands, which has strengthened 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 our dedicated permanent contacts mean we

develop perfect knowledge of each customer's unique world and maintain that knowledge over the years, offering brands quality products that support their brand identity.

As each continent and region has its own tastes, identity, and olfactory culture, as well as its own sensibilities and brand affinity, no fragrance has a single destination.

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, and Singapore, 132 employees put their expertise to use by distributing 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, organized in spring 2024, was an opportunity to present all of 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 warm, welcoming, and inspiring moments with the Interparfums teams with whom they work closely on a daily basis.

We benefit from multiple opportunities to explain Interparfums' ESG strategy, performance, and risk management to all stakeholders within the financial community.

This dialog helps us to understand and take account of expectations, particularly among investors, and maintain their confidence.

... POLICY: FORGING LASTING INDUSTRIAL PARTNERSHIPS

The supplier specifications, supplier portal, responsible purchasing charter and business ethics charter form the basis of the Group's commitments to working closely and constructively with suppliers and partners. The responsible purchasing charter, which was formally agreed in late 2024 and is available at <https://www.interparfums-finance.fr/>, sets out Interparfums' expectations including in terms of CSR to include suppliers in a shared approach to progress.

..... ACTIONS

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

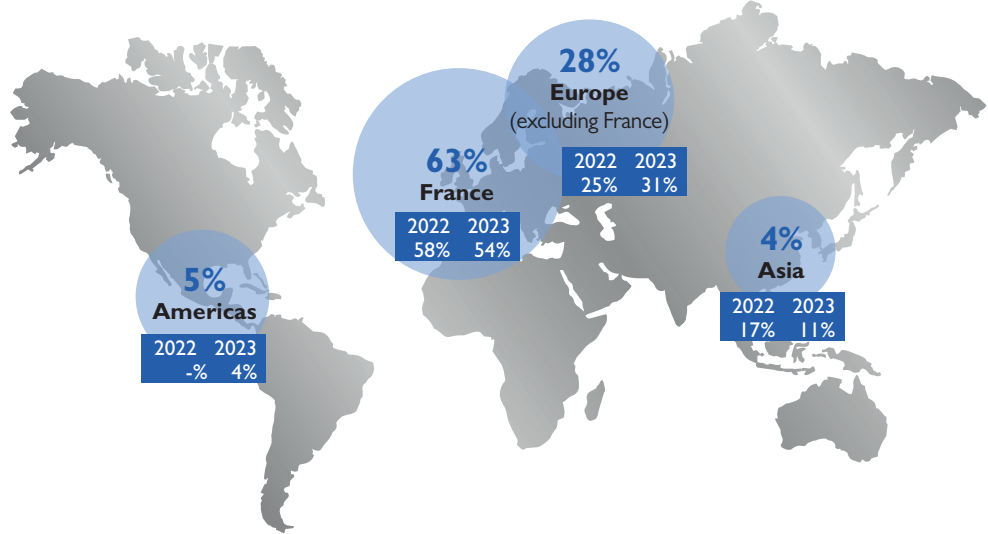
Running a Quality Management System with confidence
The Group maintains very long-term relationships built on quality and trust with the majority of its suppliers, subcontractors, and other service providers. They are essential partners for the Group, allowing it to meet its needs for raw materials, packaging, and promotional products. Due to quality and performance requirements, selecting production partners and managing relationships with them represents a key challenge for the Group.

As well as working with them to manage costs, quality, and innovation, the Group is committed to developing a sustainable and responsible partnership with them that respects social and environmental principles. The Group has introduced specifications for purchasing, logistics, and Good Manufacturing Practice (GMP) standards for its subcontractors.

In addition, it has drawn up a business ethics charter that is binding on its partners, ensuring they comply with the ethical, moral, and legal rules that 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. As of late 2024, 62% of suppliers, representing 95% of direct purchases by total, 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 as well as achieve clear, transparent communication facilitated by the 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.

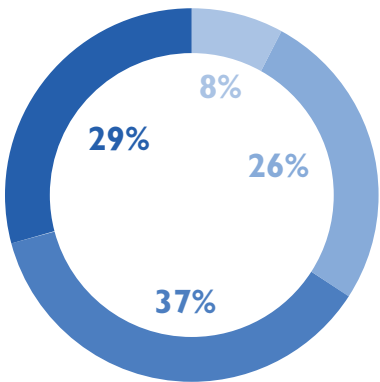
GEOGRAPHICAL ORIGIN OF PURCHASES
MADE BY THE SUPPLY CHAIN &
OPERATIONS DEPARTMENT IN 2024



Typology of suppliers by company size
(scope of suppliers assessed by EcoVadis)

Through the specifications and the portal, the Group and its suppliers commit to achieving a common objective, consisting in particular of:

- innovating through improved service quality and added value;
- increasing product robustness, minimizing defects, and reducing the need for after-sales support;
- researching and developing new techniques to create new products or improve existing ones.



- Very small
- Small
- Medium
- Large

OUR SUPPLIERS' CSR PERFORMANCE RESULTS

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, and its assessment method is based on international CSR standards.

In 2024, 127 suppliers were assessed or in the process of being assessed, representing 91% of Interparfums' purchases by total (stable compared to 2023). 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 using the following approach:

- Using the IQ Plus module to get access to a more customized, more robust risk classification across the entire supply base;
- Sending simple, free questionnaires to suppliers that present country- or sector-based risks as identified in the previous step;
- Rolling out the EcoVadis Ratings module, as is currently taking place for industrial suppliers.

This step-by-step process will help further improve the proportion of suppliers committed to Interparfums' responsible purchasing approach and expand it to new types of supplier (such as communications and marketing agencies).

EcoVadis assessments

PERFORMANCE

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

2030 goal

72/100

2024 results

70.6/100



Number of suppliers assessed
127



Average score (overall score)
70.6/100



Environment score
73.2/100



Social and Human Rights score
71.2/100



Business ethics score
64.3/100

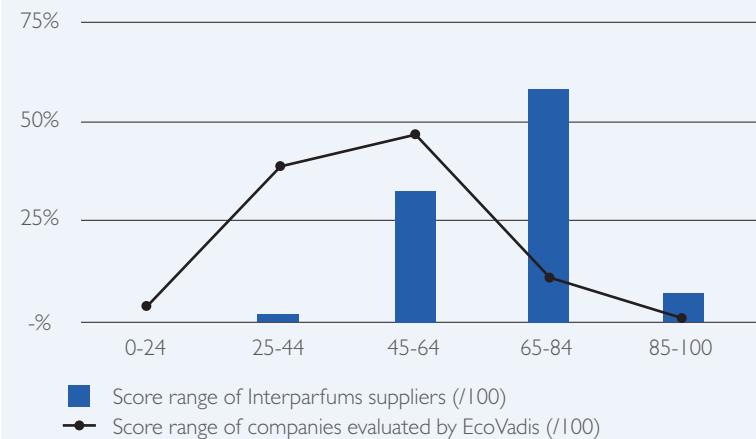


Responsible purchasing score
68.3/100

Interparfums reached its 2025 target for the average Ecovadis score of industrial partners ahead of schedule, by the end of 2024. A new target—72/100—has been set for 2030. This is an ambitious goal in light of the increasingly stringent scoring criteria and the emergence of other sub-topics such as those relating to paying living wages.

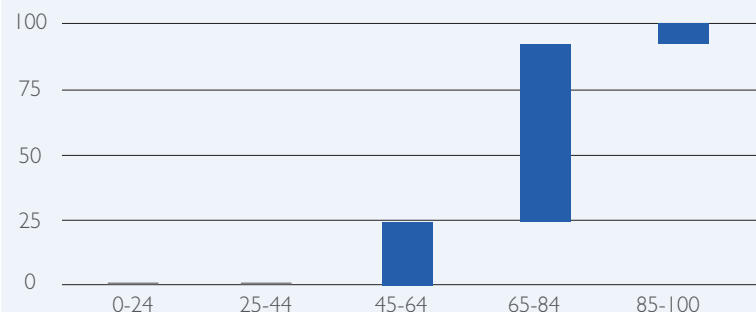
Comparison between the CSR performance of Interparfums' suppliers and that of all the companies assessed by EcoVadis

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 2024) by suppliers' EcoVadis score (out of 100)

It is important to note that since late 2024, 99.78% of the purchases by value that Interparfums makes from EcoVadis-assessed suppliers are from suppliers with a rating $\geq 45/100$, 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.





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

partners have demonstrated clear progress in their scores, reflecting their efforts to properly tackle all aspects.

Proportion of suppliers reassessed over the period	Increase in the average EcoVadis score (overall score)	Increase in the average Environment score	Increase in the average Social and Human Rights score	Increase in the average Business Ethics score	Increase in the average Responsible Purchasing score
97%	+2.5 points	+1.7 points	+3.4 points	+2.9 points	+2.1 points

A closer look at Interparfums' top ten suppliers

The Group's top ten suppliers accounted for 38% of purchases in 2024. It therefore seemed pertinent to focus specifically on their CSR performance. Seven of them respond to the CDP climate survey, but not all of them make their performance public. The Group meets them annually to discuss all CSR-related topics and share mutual climate strategy ambitions. Six are committed to the SBTi approach, with four having received validation for a 1.5°C pathway by 2035.

PERFORMANCE

Total industrial purchases by value made from suppliers with a low-carbon pathway



In addition, given the close links established with our logistics service provider at the Criquebeuf warehouse (France), we asked our partner about the number of lost-time accidents involving employees. Regrettably, there were two in 2024.

MAINTAINING TRUST WITH THE FINANCIAL COMMUNITY AND SHAREHOLDERS

• Responsibility for investor dialog falls on the newly created Investor and Analyst Manager role, assisted by the ESG team. Interparfums responds to multiple requests from investors, and these are likely to increase with the announcement

of new brokers covering the company. Note that since Interparfums' inclusion in the SBF 120 and CAC Mid 60 indexes, it has been covered by brokerage firms from France, Italy, and the English-speaking world.

The growing importance of sustainable development-related topics, driven both by investors and by financial and extra-financial ratings agencies, as well as the upcoming implementation of the CSRD, will strengthen this trend. Interparfums' aim is to give stakeholders access to high-quality information in full transparency, aligned with market practices and in compliance with new standards and ESG 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 this not only during its Annual General Meeting but also throughout the year, publishing a shareholder newsletter as well as various annual and half-yearly results presentations.

In early 2022, the Group set up a Individual Shareholders' Consultative Committee to strengthen its communication and respond more effectively to the legitimate expectations of its shareholders. The committee of twelve shareholders, including two employees, met once in 2022, once in 2023, and twice in 2024.

ENVIRONMENT

The Group does not directly manage industrial sites but is involved in developing an environmental policy in collaboration with its subcontractor and supplier partners throughout its value chain, notably for logistics and distribution and in particular 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 recycling waste prevention, reduction and disposal.

26	Climate change
33	Water
35	Biodiversity and ecosystems
40	Circular economy
46	The environment in the value chain



CLIMATE CHANGE

IMPACTS, RISKS, AND OPPORTUNITIES (IROs)

Sub-topic	IROs identified	Value chain			Importance 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 in our premises.	● ●	●	● ●	

PHYSICAL RISKS FOR OUR OWN SITES AND PACKAGING PARTNERS' PLANTS

Interparfums has analyzed the exposure of its headquarters, 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. The following risks were

studied: coastal flooding, earthquakes, fires, water scarcity, landslides, volcanic eruptions, and extreme heat. Research into transition risks (such as the number of heatwave days and changes in rainfall) 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 measures taken by the relevant stakeholders. 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 tackling the social impact of increasingly frequent heatwaves.

The analysis will be further developed in 2025 with a transparency platform that includes water scarcity risk mapping.

..... POLICY

As part of its commitment to tackling climate change, in 2023, Interparfums began aligning with the goals of the Paris Agreement, which aims to limit global warming to 1.5°C compared to preindustrial levels. In December 2023, the company committed to setting out science-based emissions reductions targets in line with the methodological framework of the Science Based Targets initiative (SBTi) and having them validated by the organization.

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

- Scopes 1 and 2 (accounting for 0.1% of our carbon footprint): An absolute reduction of 42% by 2030 compared to 2021 (the chosen reference year)
- Scope 3 (accounting for 99.9% of our carbon footprint): A 51,60% reduction in the physical intensity of emissions (expressed in kgCO₂ eq 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 in particular 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 has been validated in August 2025.

ACTIONS



..... Climate change mitigation transition plan

Interparfums has committed itself to a climate transition pathway aligned with the objectives of the Paris Agreement and this pathway was validated by 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 covering GHG emissions reductions across all scopes (scopes 1, 2, and 3). This plan is built on identifying key decarbonization drivers 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.

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

Drivers of decarbonization: Scopes 1 and 2

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. Scope 1 and 2 emissions fell by 12.7% between 2021 (reference year) and 2024, 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 warehouse has also made energy efficiency efforts. The new site is now connected to the gas grid for heating and 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 transport of finished products. In 2018, a warehouse in Singapore became operational to promote shorter supply chains across the Asia–Oceania region.



Drivers of decarbonization: Scope 3

Purchases of goods:

Once the carbon footprint had been measured, it was found that 38% of direct production-related purchases were made by suppliers committed to the SBTi initiative. 63% were from partners who respond to the CDP Climate Change questionnaire.

We pay particular attention to the pathways taken by the Group's 10 largest suppliers, who account for 38% of direct production purchases. Notably, nine of them respond to the CDP Climate Change questionnaire. Six are committed to the SBTi approach, with four having received validation for a 1.5°C pathway by 2035. Nine use innovative processes and renewable energy.

The Group is convinced that by involving its suppliers in its approach, it will be able to move forward along a low-carbon pathway. As part of these efforts, in 2024, it engaged with those suppliers that had made less progress on climate issues to help them rectify the situation, continuing dialog with them to move forward together on this crucial matter.

100% of the suppliers assessed by EcoVadis in 2024 reported that they were implementing energy-saving measures, and 62% of them were using one or more renewable energy sources. Furthermore, 94% of suppliers are tracking their carbon footprint (up by 22 points on 2023) and 91% have carried out a study covering all scopes (1, 2, and 3). Significant progress has been made in this area.

In any case, 92% of purchases of goods and services for production are made from suppliers located in Europe. As the latter are either subject to CSRD regulations or are part of the value chain of customers affected by these regulations, 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 related to packaging production and end-of-life management, it is essential to roll out the optimized eco-design charter, which gives guidelines on topics such as optimizing the weight of the glass used in bottles, incorporating post-consumer recycled (PCR) glass, and eliminating certain materials that pose recycling challenges.

Regarding cardboard packaging and box design, the REDUCE project—led by the Supply Chain & Operations teams—is working on cutting

packaging size and weight. An assessment of past products revealed that certain packaging inserts were highly complex and required manual folding. 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 positively affected 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 the new box saves a potential 6 metric tons CO₂eq per product line per year. This will now be expanded to other product lines and is expected to further reduce the amount of cardboard used in 2025 and 2026.

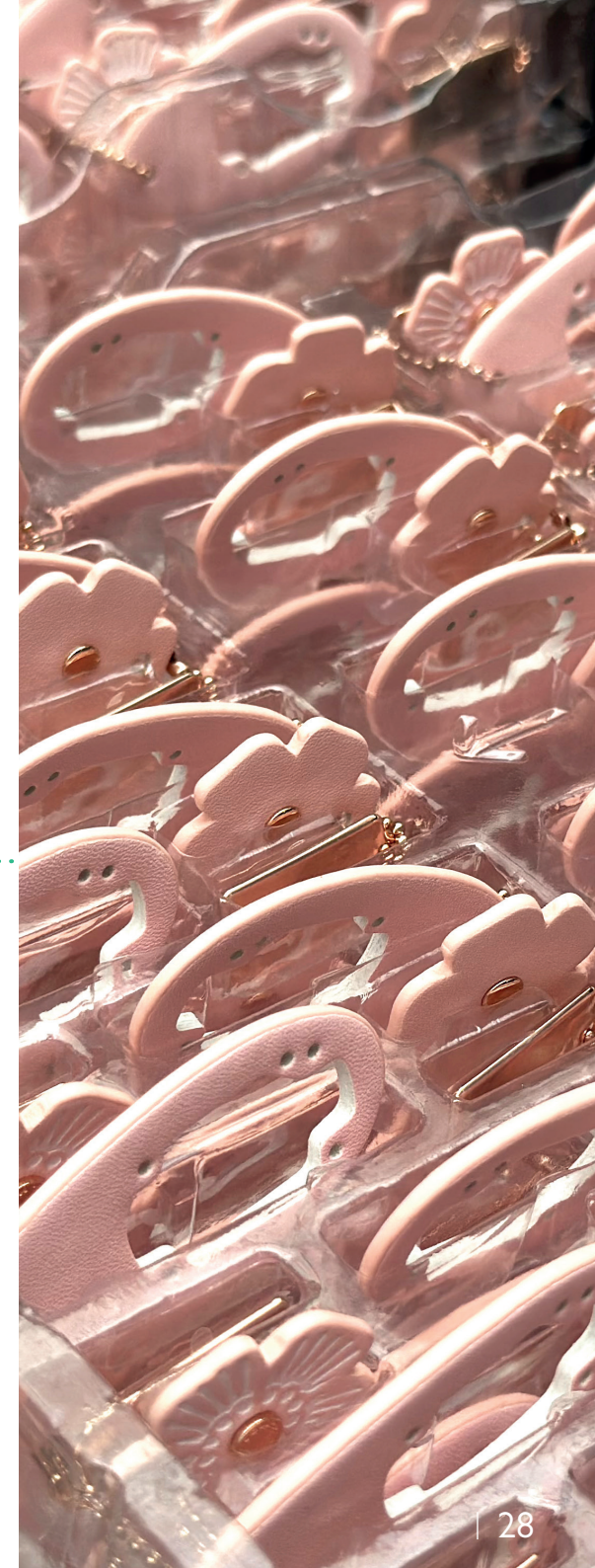
The decarbonization initiatives implemented by Interparfums' suppliers and internal teams are expected to generate tangible benefits for the Group's product (for example, converting glassmakers' kilns to electric furnaces).

RESULTS

Since 2021, a full scope 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 a high degree 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 made a commitment to the SBTi (Science Based Targets initiative) to ensure that, in 2025, it could have its carbon pathway validated by the organization, which was obtained in august 2025

In addition, for the second time, Interparfums completed the CDP Climate Change questionnaire in 2024 and it was identified that the company is taking coordinated measures on climate issues, resulting in a score of C. This allows us to determine areas for improvement, particularly in terms of finding climate-related opportunities and involving the value chain.





As indicated opposite (Drivers of decarbonization: Scope 3), suppliers have made major efforts to calculate their own carbon footprints, and the decision was made to recalculate the 2023 Scope 3 figure using the same methodology as for 2024. The latter uses carbon data available from 95% of our suppliers, representing 98.3% of purchases by total value, 19% of which are calculated using average sector emissions. This significantly improves the level of uncertainty.

	2021	2023	2024	Change 2023 / 2024
Carbon footprint (scopes 1, 2, and 3) - in tCO ₂ eq	170,428	252,529	224,961	-11%

Interparfums' carbon intensity per €k of sales remains at the low end of its sector. Additionally, given Interparfums' business, it seems pertinent to look at developments to the carbon intensity per liter of fragrance produced over the year. As previously mentioned, the reference year is 2021.

	2021	2023	2024	Change 2021 / 2024
Carbon intensity -in kg of CO ₂ (scopes 1, 2, and 3) per €k of sales	304	316	255	-16%
Carbon intensity -in kg of CO ₂ (scope 3) per L of fragrance	57.2	53.3	53	-7.5%

Interparfums aims for its climate pathway to 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 32, and to have our GHG emissions reduction targets validated by the SBTi, which was obtained in August 2025.

Scope 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; 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, from 2024, the offices located in a building attached to the head office. This means that 2024 covers a different scope to previous years.

The Group also has 21 company cars for its sales teams. The new vehicles are equipped with petrol or hybrid engines. Recharging stations have also been installed in the parking lot, in addition to spaces for bicycles.

in tCO ₂ eq	2021	2023	2024	Change 2021/2024
Scope 1	226	202	194	-14%
Scope 2	41	38	39	-5%
Total	267	240	233	-12.7%

PERFORMANCE

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

2030 goal vs. 2021

-42%

2024 results vs. 2021

-12.7%



Scope 3 emissions

Unsurprisingly, the largest source of emissions is purchases of goods and services, given that Interparfums does not have its own production plant and fully outsources its manufacturing.

Preparations for major launches in 2025 have contributed to an increase in Scope 3 emissions. Finally, the upward trend in the sum of royalties paid (translated into monetary ratios) also has an impact on the carbon footprint. The increase in emissions from fixed assets is a result of real estate transactions and technical investments, particularly in new molds and tooling.

in tCO ₂ eq	2021	2023	2024
Scope 3 Upstream			
Purchased goods and services	155,059	277,508	196,512
Capital goods	2,211	3,965	6,322
Fuel and energy related activities (not included in scopes 1 and 2)	73	60	59
Upstream transportation and distribution	857	6,753	7,101
Waste generated in operations	17	24	29
Business travel	495	585	355
Employee commuting	15	19	20
Upstream leased assets	-	-	-
Other indirect upstream emissions	-	2	22
Scope 3 Downstream			
Downstream transportation and distribution	4,875	4,875	4,876
End-of-life treatment of sold products	3,659	5,360	3,481
Downstream leased assets	-	-	-
Investments	2,900	3,138	5,950
Scope 3 total	170,162	252,289	224,728

PERFORMANCE

Lower physical intensity emissions (kgCO₂eq/L fragrance) across Scope 3 (using the SBTi's near-term pathway)

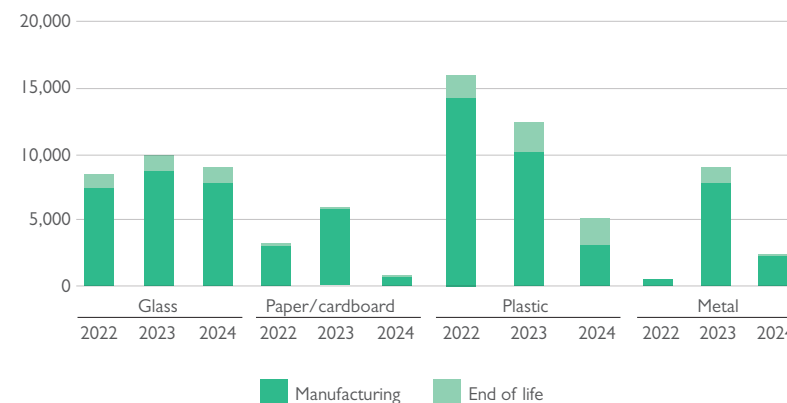
2030 goal vs. 2021

-51,60%

2024 results vs. 2021

-7.5%

Orders of magnitude of the carbon footprint of components (in tCO₂eq)



Logistics

Collaboration with the warehouse and goods dispatch manager in the context of optimization of inter-plant shipping and the logistics platform have helped reduce...

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 was tested, proved to be relevant and will be rolled out more widely in 2025.

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 (in terms of 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 young French mission-driven company that connects farmers who are committed to the ecological transition with companies that want to help achieve the global goal of climate neutrality by 2050. An initial regenerative agriculture project has been selected, offering a large number of environmental co-benefits (such as improved water and air quality, increased biodiversity, and greater soil fertility) and social benefits (including local investment, additional income for farmers, and a pathway toward healthier food).

The first farm supported is in the french department Loiret, where the farmer grows sugar beet, durum wheat, grain corn, and a mixture of grasses and pulses. Supporting beet farming aligns 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 tCO₂eq of carbon over 5 years, through the Low Carbon national certification scheme. 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 confirmed that the farm was in line with the original pathway. The farmer is continuing to make lasting efforts as part of a medium-term vision.

PERFORMANCE

Performance of a five-year (2022-2027) carbon sequestration plan with a farmer

2027 goal

960 metric tons

2024 results

396 metric tons



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 next one is due in 2025 and will determine opportunities for further improving energy efficiency. These include lighting, heating, and ventilation throughout the logistics site, such as adjusting ventilation flow rates and scheduling reduced heating/ventilation at weekends.

With this in mind, the warehouse lighting is automatically switched off when staff are outside on break, and the temperature in the warehouse is maintained at 11°C. Energy use is also limited through measures to manage the electric forklift trucks' charging schedules using 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, it has installed dedicated cycle storage and charging terminals for electric cars at the logistics site.

in kWh	2022	2023	2024
Total energy consumption	1,845,715	1,696,084	1,682,325
Total fossil fuel energy consumption (and % of total consumption)	680,917 (37%)	578,263 (34%)	465,317 (28%)
Solar energy generated and used by the head office	6,000	4,881	6,841
Proportion of renewable and recovered energy consumed	na ⁷	9%	11%

⁷ Not available

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

Topics	TCFD recommendations	2024 actions	Work focuses in 2025
Governance			
Disclose the organization's governance around climate-related risks and opportunities.	<p>a) Describe the Board's oversight of climate-related risks and opportunities</p> <p>b) Describe management's role in assessing and managing climate-related risks and opportunities.</p>	<p>The Board receives regular updates from the CSR Department on climate- and biodiversity-related risks and opportunities. They attended a presentation on the consequences of the implementation of the Corporate Sustainability Directive (CSRD) on these topics with a focus on double materiality. A CSR Committee has been created within the Board and is responsible for monitoring climate issues. The chair of the CSR Committee is responsible for climate-related topics, including physical risks and transition risks.</p> <p>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.</p> <p>Members of the Board and the Executive Committee took part in a Climate Fresk to increase their knowledge of the topic.</p>	<p>Outlining a climate pathway prior to SBTi validation.</p> <p>Creating an action plan aligned with the Paris Agreement.</p> <p>Providing regular information to the Executive Committee on the risks and opportunities related to the climate and biodiversity.</p> <p>Building the Executive Committee's skills on key climate- and biodiversity-related topics.</p>
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.	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p> <p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Interparfums has identified a low level of vulnerability to climate change risks and responded to the CDP Climate questionnaire in 2024, receiving a score of C.</p> <p>Interparfums has committed to the Science Based Targets initiative (SBTi), and its GHG emissions reduction targets have been validated in August 2025.</p>	<p>Interparfums will continue its work on climate-related risks and opportunities and will share them by taking the CDP questionnaire in 2025 and following the SBTi's climate pathway, including FLAG (Forests, Land, and Agriculture) emissions, and its GHG emissions reduction targets have been validated in August 2025.</p>
Risk management			
Disclose how the organization identifies, assesses, and manages climate-related risks.	<p>a) Describe the organization's processes for identifying and assessing climate-related risks.</p> <p>b) Describe the organization's processes for managing climate-related risks.</p> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Interparfums has identified a low level of vulnerability to climate change risks.</p> <p>Interparfums has engaged with the perfumers with which the Group works to discuss the climate- and biodiversity-related risks and opportunities that affect both parties.</p>	<p>Interparfums will continue its work to support suppliers that are the furthest behind on these topics, with primary focus on certain packaging partners.</p>
Metrics and targets			
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>Interparfums has published its full carbon footprint since the 2021 fiscal year.</p>	<p>Following on from the assessment exercise, Interparfums has worked on its carbon pathway goals and aligned them with the SBTi framework with near-term targets that have been validated in August 2025.</p>

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)

Sub-topic	IROs identified	Value chain			Importance of IROs
		Upstream	Own operations	Downstream	
Water resources	Potential pressure on water resources from manufacturing certain raw materials used in fragrances as well as alcohol, depending on geographical area.	●●●●	○	●	<div><div></div></div>

ACTIONS

In 2023, the Group responded to the CDP Water Security questionnaire and obtained a score of C-, reflecting Interparfums’ level of awareness of the issue. All the perfumers Interparfums collaborates with have completed the CDP Water Security questionnaire, with the six major suppliers scoring A-. 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 perfumes 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. Agricultural practices are evolving in parallel and the

cooperatives’ member farmers follow the SAI Platform (Sustainable Agriculture Initiative) guidelines. Over 75% of the beet grown by these cooperatives is certified SAI Gold or Silver worldwide. Cooperatives receive support with improving their farming practices, particularly in water management.

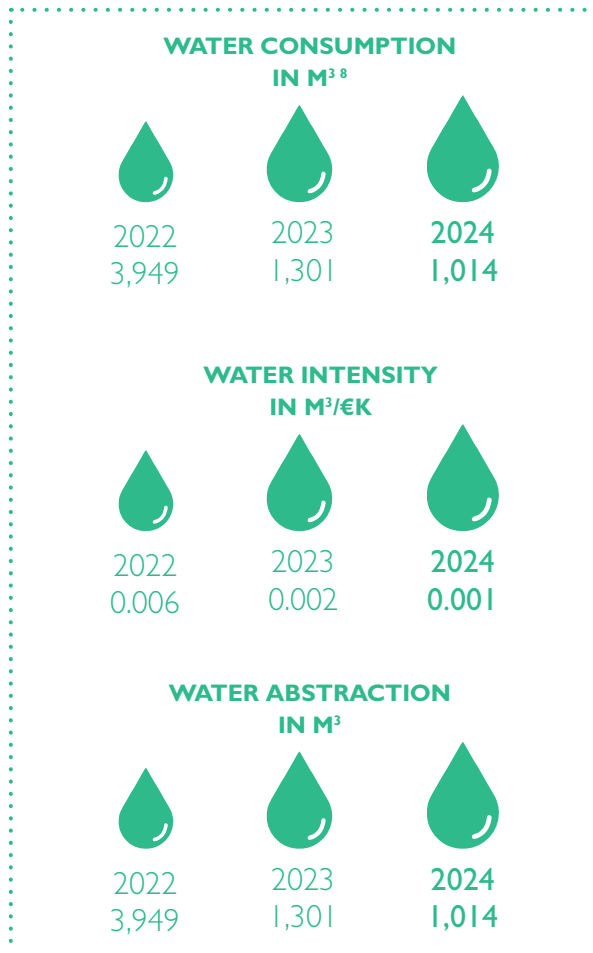
POLICY

Interparfums recognizes the importance of water resources but in light of the fact that water-related impacts are located within certain suppliers as part of the upstream value chain, the Group is currently addressing this topic via its sustainable purchasing policy, which sets out Interparfums’ expectations of its suppliers in terms of managing water resources.

RESULTS

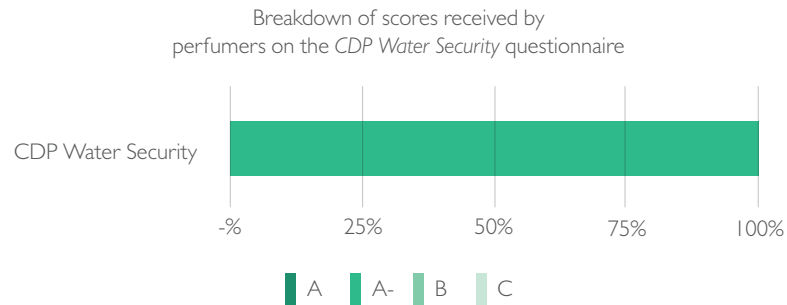
Water in our operations

In terms of direct operations, in 2021 and 2022, two water leaks were identified as responsible for the over-consumption of water resources at the warehouse. These were investigated and resolved, reducing water consumption at the warehouse to a reasonable level in 2023, which was further reduced in 2024.



Water in our value chain

Interparfums is aware that water is only a relevant topic for some of its partners. Of these, the most notable are sugar cooperatives and perfumers upstream in the 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. The Group analyzed perfumer partners' responses to the CDP Water Security questionnaire in 2024⁹ to gain an overview of performance in terms of impact on water resources. This analysis reveals consistently high scores (100% A- scores), demonstrating that relevant partners are fully taking water issues into account.



⁸ Consumption in water stress areas is zero across 2022, 2023, and 2024.
⁹ At the time of publishing, the 2024 data had not been made public and it was not possible to update these figures. As such, the data reflects their performance in 2023.



BIODIVERSITY AND ECOSYSTEMS

Perfumes 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)

Biodiversity risk analysis

Sub-topic	IROs identified	Value chain			Importance of IROs
		Upstream	Own operations	Downstream	
Impact on biodiversity loss and species status	Manufacturing a fragrance involves processing natural ingredients from plant species, potentially unbalancing ecosystems and resulting in pollution from industrial activities.	● ● ● ●	○	○	
Impact on ecosystem status	The farming practices used by our partner perfumers and farmers can result in a risk of soil degradation or land use change.	● ● ● ●	○	○	
Dependence on ecosystem services	There is a level of dependence on the ecosystem services provided to fragrances by biodiversity, in particular growing plant extracts, via pollination.	● ● ● ●	○	○	
Eco-formulation	Eco-formulation involves anticipating and limiting the environmental impact and pressures of a finished product through formulas that use fewer resources and are sourced from sustainable sectors.	● ● ●	● ●	○	
Regenerative agriculture	Regenerative agriculture ensures farming has positive impacts on the soil, biodiversity, and climate through sustainable 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 the table that maps and ranks the potential impacts of Interparfums' business on biodiversity on p. 36, and the table that maps and ranks the potential biodiversity-related dependencies stemming from Interparfums' business on p. 37). The first table maps the link between the Group's business activities and each of the five main factors of biodiversity loss identified by IPBES

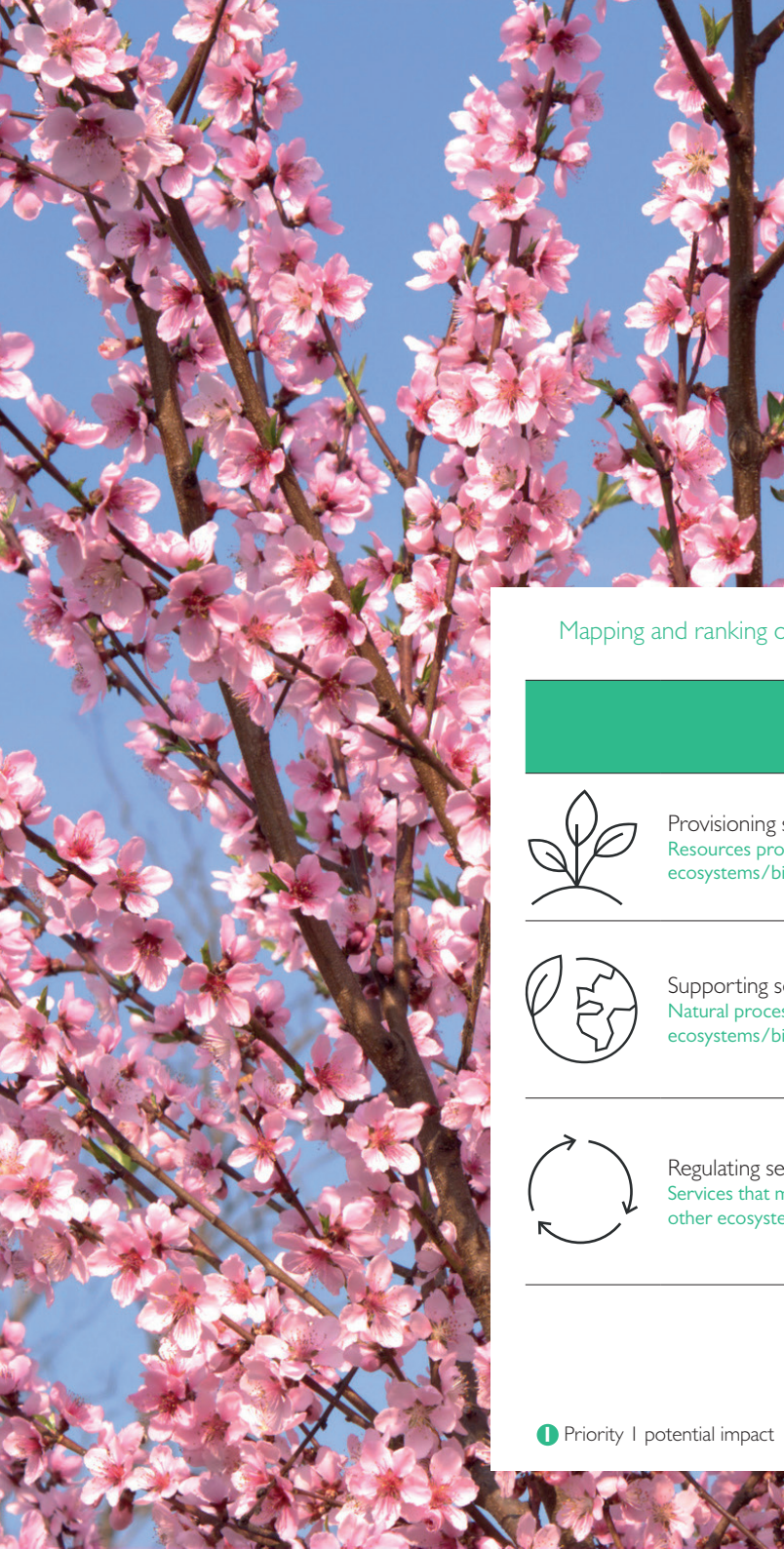
(the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services), which are: land / sea use change, pollution, climate change, direct exploitation, and invasive alien species. The analysis highlights that most of the priority potential impacts occur upstream, then downstream, and that direct impacts linked to our own operations remain very limited.



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

Indirect impacts - Upstream			Direct impacts	Indirect impacts - Downstream
	Land / sea use change	<div>1</div> <ul style="list-style-type: none">• Land transformation via agriculture• Extraction of the natural resources required for manufacturing (alcohol, solvents, glass)	<div>3</div> Land area occupied by the head office and warehouse	<div>2</div> Urbanization from distribution (logistics platforms) and our partners' commercial infrastructure
	Pollution	<div>1</div> <ul style="list-style-type: none">• Soil, water, and air pollution from agricultural inputs (crop protection products)• Pollution stemming from our partners' industrial activities		<div>2</div> Plastic/microplastic pollution linked to packaging for finished products sold on the market
	Climate change	<div>1</div> GHG emissions from product-related farming, processing, and packaging sites	<div>3</div> GHG emissions from energy consumption at the head office and warehouse	<div>2</div> GHG emissions from transport, downstream logistics, and distribution
	Direct exploitation	<div>1</div> <ul style="list-style-type: none">• Over-harvesting of plants, water stress• Non-regenerative use of natural resources used in production (glass, metal, etc.)		<div>2</div> <ul style="list-style-type: none">• Single use of certain materials• Recycling is dependent on end users and local infrastructure
	Invasive alien species	<div>3</div> International shipments of raw materials that can increase the risk of biological introduction (via packaging and logistics chains)		<div>3</div> Risks linked to global distribution channels



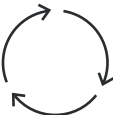
1 Priority 1 potential impact 2 Priority 2 potential impact 3 Priority 3 potential impact



..... ANALYSIS OF INTERPARFUMS' POTENTIAL IMPACTS ON BIODIVERSITY

The second table maps the link between Interparfums' business activities and their potential dependence on each of the three types of ecosystem services: provisioning services, supporting services, and regulating services. The mapping once again shows that our upstream value chain is home to the highest priority potential dependencies.

Mapping and ranking of potential biodiversity-related dependencies stemming from Interparfums' business

	Indirect impacts Upstream	Direct dependencies	Indirect dependencies - Downstream
 <div>Provisioning services Resources provided by ecosystems/biodiversity</div>	<div>1</div> <ul style="list-style-type: none"> • Supply of natural plant raw materials: perfume plants, essential oils, beets for alcohol • Supply of surface water and groundwater • Supply of wood fibers for cardboard packaging 	No ecosystem service provided	No ecosystem service provided
 <div>Supporting services Natural processes regulated by ecosystems/biodiversity</div>	<div>1</div> <ul style="list-style-type: none"> • Pollination • Soil quality and fertility • Water quality and water cycle maintenance • Nutrient cycles • Natural habitats • Functional biodiversity in agroecosystems 	<div>2</div> <div>Dependence on species diversity for innovation and formulation</div>	No ecosystem service provided
 <div>Regulating services Services that maintain other ecosystem services</div>	<div>2</div> <ul style="list-style-type: none"> • Climate regulation • Water cycle regulation • 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. Note that the Group's impacts are primarily indirect and concentrated within the upstream value chain, mainly linked to production of ingredients used in fragrances and the 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.

..... 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, building on a historic and environmentally friendly culture of city gardens while also refining 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 to the Fédération des Conservatoires des Espaces Naturels. This mapping was based on the precise addresses of the sites in question.

In 2023, Rochas presented Citron Soleil, a collection that revisits the iconic ingredients of Eau de Rochas, with joyful yet sophisticated fragrances. Rooted in the Mediterranean spirit that Marcel Rochas held close to his heart, the collection grew in 2024 with the arrival of Orange Horizon. These *Nouveaux Rendez-*

vous fragrances are composed of responsibly sourced ingredients, including lemon, orange, neroli, and mandarin. perfumer's claim Sourced Responsibly means it sources and purchases natural resources 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. Building on its partners' CSR strategies, Interparfums shoulders its duty of care, works to become more transparent, and plays its part in a process of continuous improvement throughout its value chain. As an example, neroli essential oil comes from two main countries: Tunisia and Morocco.



In Tunisia, bitter oranges are grown in small family plantations with an average of 40 trees per family, around the Nabeul region. In Morocco, the green belt between Fez and Marrakesh is home to the largest bitter orange plantations, where the majority of neroli producers have their own groves. Our partner orange groves in Morocco are all organic-certified. The perfumer has committed to a responsible sourcing process with UEBT¹⁰ verification carried out in 2023. Since then, it has carried out continuous improvement work with the partner locally.

The mandarin oranges of the specific quality sought by the partner are sourced from Italian family companies located in Southern Italy. Relying on knowledge passed down through

the generations, they produce essential oils and natural citrus juices of the highest quality from fruits grown in this part of Italy (Calabria and Sicily), home to the best Italian citrus groves. The factories are audited using the SMETA¹¹ 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 mandarin orange farming. These projects ensure the *Nouveaux Rendez-vous* can take a holistic approach.

Found in particular in perfumes including Sunrise pour Homme by Moncler, Black Meisterstück by Montblanc, Coach Dreams Moonlight by Coach, and L.12.12 White by Lacoste, patchouli is inextricably linked with Indonesia. Growing patchouli is challenging due to autotoxicity, i.e. 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 the island of Nias to Sumatra, then Java, and now to Sulawesi. Taking the ecosystem into account is a core part of perfumers' strategy to ensure a sustainable supply of patchouli. Additional information on the social aspect is included in the "Employees in the value chain" section.

To ensure a supply while preventing deforestation and protecting ecosystems and biodiversity, transparent monitoring of supply chains is a crucial step. With this in mind, building on the contributions made by the Cosmetics working group of the French National

¹⁰ 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 sources of natural ingredients.

¹¹ The SMETA (Sedex Members Ethical Trade Audit) audit protocol is the standard required for inclusion in the Supplier Ethical Data Exchange (Sedex).

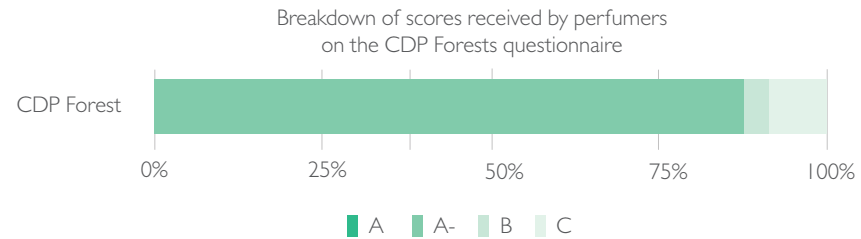
Biodiversity Strategy 2030, Interparfums began mapping its supply chain and values via the Transparency-One platform. Implementing this traceability process will ultimately make it easier implement measures to reduce our products' social and environmental impact. In addition, using 100% FSC cardboard for boxes also helps us mitigate indirect deforestation risks.

..... RESULTS

Interparfums is aware that biodiversity is a crucial challenge for some of its upstream partners. To analyze the Group's potential impact that may occur via its purchases, Interparfums has put indicators in place to monitor resources used and associated certifications where relevant. These indicators can be used to monitor wood and paper resources and as such, the Group's potential indirect impact on deforestation, as well as the plastic materials used in our packaging.

Topic	Theme	Units	2024	2023	2030 target
Wood and paper	Percentage of FSC cardboard used in product packaging (gift sets and boxes)	%	100%	88%	100%
Wood and paper	Percentage of launches (by number) over the subsequent year including FSC cardboard in boxes and gift sets	%	100%	89%	100%
Wood and paper	FSC cardboard intensity	Metric tons/€m sales	1.80	1.98	1.60
Plastic	Intensity of plastic used in product packaging	Metric tons/€m sales	1.47	1.77	1.25

The CDP Forests questionnaire is also important to Interparfums. As a company, the Group is attentive to managing natural spaces and believes that it is crucial not to introduce raw materials that are responsible for deforestation in any country worldwide. We analyzed our perfumer partners' responses to the CDP Forests questionnaire in 2024¹². This analysis reveals consistently high scores (88% A-scores), demonstrating that relevant partners are aware and managing their impact on forests.

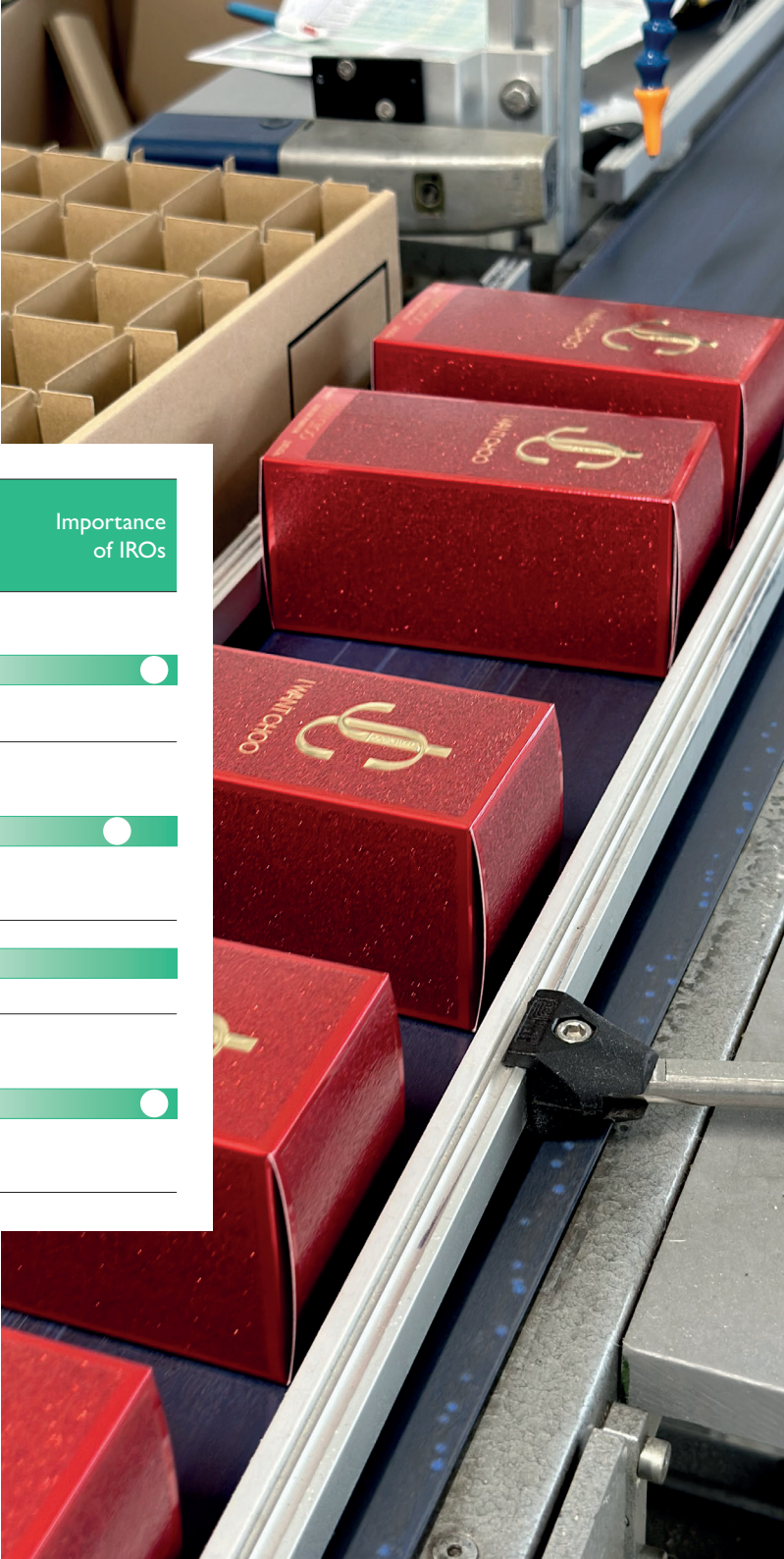


¹² At the time of publishing, the 2024 data had not been made public and it was not possible to update these figures. As such, the data reflects their performance in 2023.

CIRCULAR ECONOMY

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

Sub-topic	IROs identified	Value chain			Importance of IROs
		Upstream	Own operations	Downstream	
Resource inflows and resource use	Consequences of extracting virgin raw materials (glass, paper, cardboard, plastic) as inputs for finished product packaging, which can be mitigated by using recycled or reusable materials.	●●●●	●	○	<div><div></div></div>
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.	●●	●	●●●●	<div><div></div></div>
Waste linked to our operations	Limited production of household-type waste within the head office and warehouse.	○	●●●●	○	<div><div></div></div>
Eco-design and circular economy	Eco-design is a powerful opportunity to limit the environmental impacts by reducing dependence on single-use raw materials upstream, as well as waste generated when using the finished products downstream.	●●	●●●	●●●	<div><div></div></div>



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

.....ACTIONS

As part of its commitment to more responsible, more circular consumption, Interparfums joined the Circul'R coalition in 2024 with the aim of testing perfume bottle reuse. The Group began testing this approach across two retailers and several dozen of their sales locations in France in summer 2025 with Eau de Rochas products. The initiative involves the bottles being rigorously collected by retailers before they are carefully washed and returned to circulation, while ensuring health and safety remains in line with our quality standards and the requirements of the perfume sector. This pioneering project has three aims:

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

- It will test customers' appetite for reuse in the perfume market and may be a better way of addressing growing expectations;
- And finally, 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 designed to prevent waste and promote a circular economy through circular production and consumption models, including encouraging businesses to develop solutions and mechanisms for reuse. It could also potentially help to reduce our carbon footprint if life cycle analyses reveal greenhouse gas emissions savings as a result of avoiding emissions from manufacturing new bottles.

This trial constitutes a first step toward a circular model, and will undergo initial testing within a limited scope of committed partners. Our ultimate aim is to roll it out on a wider scale, working with our suppliers and distributors, to deliver 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, glassmaking, and packaging. The Group engages with them on 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. The aim of this charter is to highlight the Group's best practices for optimizing its products' eco-design and has been rolled out to 100% of industrial partners. The objectives are set out by product category, including glass, decorative elements, caps, inserts, and boxes. It also includes promotional products such as gift sets, tubes, and point-of-sale advertising. This is a global approach that also enables the Group to comply with the

regulatory obligations of the French AGECE anti-waste law.

PERFORMANCE

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

2025 target

100%

2024 results

100%

Improving products' environmental impact

Action to prevent 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 it can be recycled or disposed of in the best possible way.

To reduce the impacts arising from its activity, some bottles produced by the Group are tinted by applying a water-soluble solution, resulting in a color that is partly biodegradable without harming natural environments. For the rest of its product ranges, 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 bathing product lines, replacing them with recyclable plastics. 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 helped the Group improve monitoring of waste levels among 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 on discontinued products. The recovered components are then sorted before being destroyed. Finished products are also donated to charities.

Results
as of late
December
2024

Percentage of
launches
(by number)
including PCR
glass in 2025

74%



Promotional products included in the CSR approach

In-depth work has been carried out on promotional products, which represent a significant volume of units: over 4.7 million gift sets and almost 3.2 million gifts with purchases. The aim was to challenge each of the components in these segments throughout their life cycle. Our investigation revealed that all the components are produced and assembled in France, Spain, and Italy. 46% of our gifts with purchases are labeled Made in France (such as candles and cases).

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.

This includes promotional products such as gift sets, tubes, and point-of-sale advertising. This is a global approach that will enable the Group to comply with the regulatory obligations of the French AGECL law (anti-waste law for a circular economy), but this will have an effect on all production.

The design of the gift sets also takes environmental concerns into account, with a choice of two formats, each with three bottle heights based on the volume of fragrance. In addition, because of new specifications from certain distributors, the sets will be subject to further developments. The new format will allow us to eliminate almost 200 metric tons of polystyrene and 40 metric tons of 100% recycled APET plastic. The inserts used in the gift sets have to be robust for transport purposes and to protect the product during storage in warm, humid conditions. Proposals for recyclable APET inserts have been made for certain Rochas lines and cardboard inserts are now used in the majority of our boxes. With regard to the plastic tubes used for brands' scented bath/shower products, a study has been carried out based on the skirt, head, and cap components to

reduce the amount of plastic used and ensure recyclability. The process of replacing virgin plastic in boxes has begun with the essential steps of testing compatibility with the formulas. By 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, and more than 2 million do not or no longer contain carbon black (which makes them difficult, if not impossible, to recycle).

Another measure designed to reduce the consumption of unnecessary packaging is to discourage its use (particularly polybags) and replace it. In 2024, except for fragile items, promotional products will be wrapped in kraft paper and no longer packaged in plastic. 623,000 polybags will have been optimized, saving the equivalent of 148,000 500 ml plastic bottles and 10.6 metric tons of CO₂. When wrapping items using recycled kraft paper is not possible, biodegradable polybags will be used.

This drive to improve our product offering continues without compromising on quality and is based on proposals from suppliers. Gifts with purchases are a major driver of consumer decisions. The CSR initiative extends to their selection. Our five suppliers of gifts with purchases are already assessed by EcoVadis, and their average score is 77.6/100 (four are Platinum and one Gold according to the 2022 ranking), which is well above the average score for their sector (which is either 39 or 47, depending on the company).



..... POINT-OF-SALE ADVERTISING

Although Interparfums’ production of plastic POS advertising is not on the same scale as that of a makeup manufacturer, the Group is participating in the Selective Perfumery working group run by the Institut du Commerce, which aims to rally brands and distributors around the issue of collecting and recycling in-store displays in France. This collective approach also brings together POS advertising manufacturers that are already committed to eco-design and offer displays that can be dismantled. In addition, the Group has launched a pilot reverse logistics approach in partnership with a retailer to

recover obsolete POS advertising and identify a material recovery process. This will be even more achievable when POS advertising is made of a single material.

Whenever possible, Interparfums plans to reduce the weight of POS advertising, particularly on in-store tester displays. In addition, in-depth work is 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 in-store advertising design are set out below:

Life cycle stage	Theme	2024 achievements	2025 targets
Production	Material separability	In 2024, 91% of POS advertising is designed to be separable at the end of its life	2025 targets: 80% of POS advertising must allow end-of-life material separation (change of scope; expansion of product base)
	Single materials	Some achievements	Increase the number of applicable items compared to 2025
	Mechanical assembly	78% of POS advertising is mechanically assembled (limiting the use of glue, screws, and magnets)	80% of POS advertising will be mechanically assembled
Logistics	Flat-pack delivery	75% of POS advertising delivered flat	80% of POS advertising delivered flat
	Packaging	75% of our POS advertising is free of plastic packaging	Removal of 100% plastic packaging (if plastic packaging remains, it will be made of recycled and recyclable plastic to protect certain materials during transport).
	Transport	98% of POS advertising is delivered by boat, train, or truck (from the supplier to the warehouse located in Criquebeuf)	98% of POS advertising deliveries to the storage warehouse (Criquebeuf) are by boat, train, or truck.

A study was carried out to use life cycle analyses (LCAs) to compare the environmental impacts of two PFSUs (storage columns) from one of the brands. One is single-use, while the other includes a reusable structure. The same cover is used on both PFSUs. The freestanding PFSU is composed of an MDF (medium-density fiberboard) structure and a cardboard cover, both of which are single-use. The reusable PFSU is formed of a steel structure, which can be reused, and a single-use cardboard cover. The results show that after two uses, the steel PFSU is preferable overall to the disposable PFSU, with the exception of two key indicators. From five uses onward, the reusable version is preferable across all indicators. The next step is to work with retailers to determine what storage options they can offer.

Eco-design of these resources is now included in the specifications to keep their environmental impact to a minimum.

Working with a retailer and a POS advertising manufacturer, Interparfums has launched a trial in which single-material POS advertising is collected from stores for material recycling by the manufacturer. The operation may be extended depending on its success.



..... WASTE LINKED TO OUR OPERATIONS

Action to prevent 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 2024, 56 metric tons of waste were recycled through various channels (plastic, pallets, paper and cardboard, and alcohol). In addition, 8 metric tons of non-hazardous waste were incinerated with heat recovery. No hazardous waste was disposed of in 2024.

in metric tons	2022	2023	2024
Amount of waste produced	42.3	30	64
Percentage of waste recycled	63%	90%	88%
Amount of hazardous waste	10	0	0



HELPING CONSUMERS RECYCLE PACKAGING

Cardboard packaging for perfumes 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. It will be translated into English to inform as many consumers as possible.

Some retailers have launched individual initiatives to collect packaging for cosmetics and perfumes, rewarding consumers who return them. These channels are monitored and traceable by the brands. The Group encourages such virtuous initiatives.



PERFORMANCE

Use recyclable packaging

2030 goal

88%

2024 results

83%

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.

RESULTS

In addition, depending on the risk analysis carried out for direct suppliers, their performance against other standards is also monitored. 100% of perfumers respond to the CDP Climate Change questionnaire. Their 2023¹³ ratings are above B, a performance level Interparfums finds reassuring because it means they are taking appropriate climate change and biodiversity measures. Ratings of this level reflect a mature analysis of climate risks and opportunities. In addition, 75% of the perfumers contacted are ISO 14001-certified, and they account for over 95% of total purchases from perfumers by volume.



Number of suppliers with a completed assessment

98

Environment score

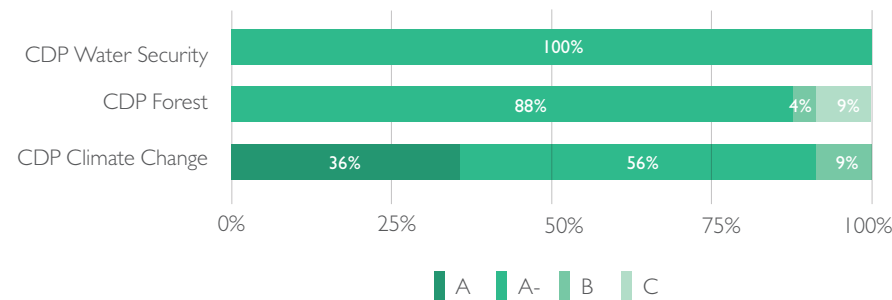
73.2/100

Percentage of suppliers assessed by EcoVadis who are ISO 14001 certified

43%

Increase in average Environment score +1.70 points

Breakdown of scores received by perfumers on the CDP questionnaire



¹³At the time of publishing, the 2024 data had not been made public and it was not possible to update these figures.



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 experiences and a highly 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.

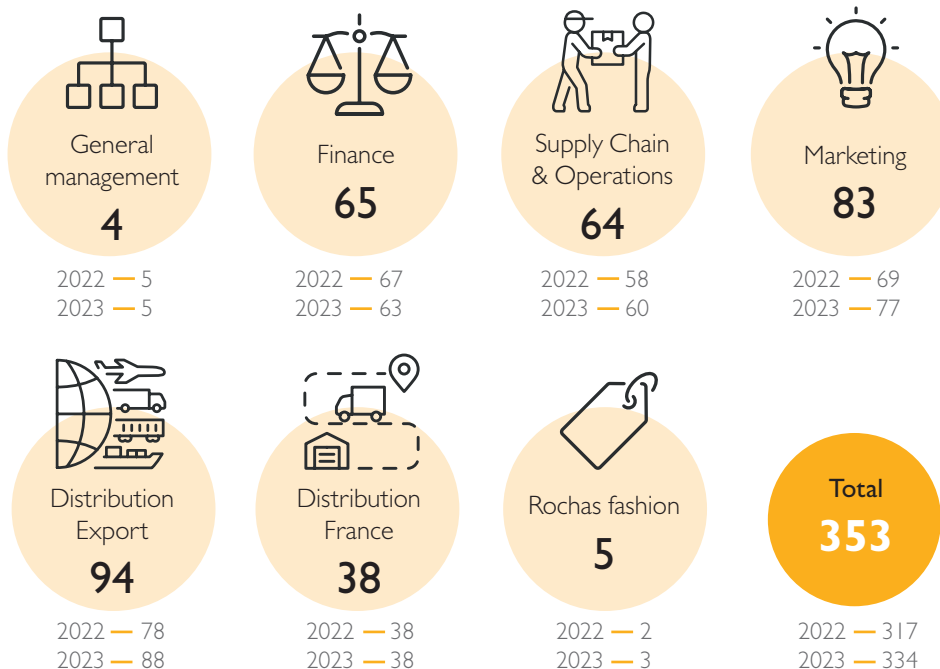
- 48 Interparfums employees
- 49 Working conditions
- 55 Equal treatment and equal opportunities for all
- 58 Employees in the value chain
- 60 Consumers and end users



INTERPARFUMS EMPLOYEES

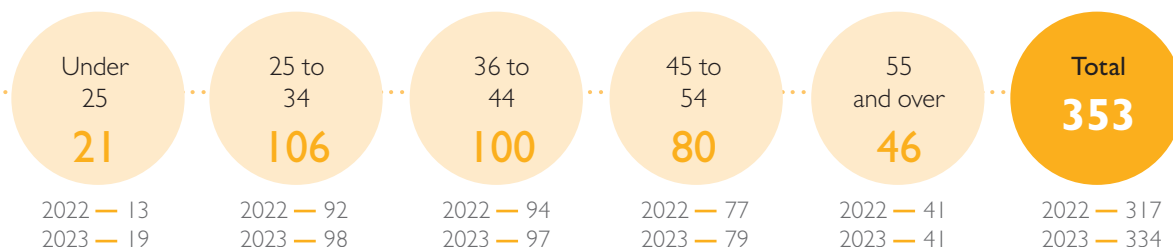
WORKFORCE BREAKDOWN

At 12/31/2024



EMPLOYEES BY AGE

At 12/31/2024

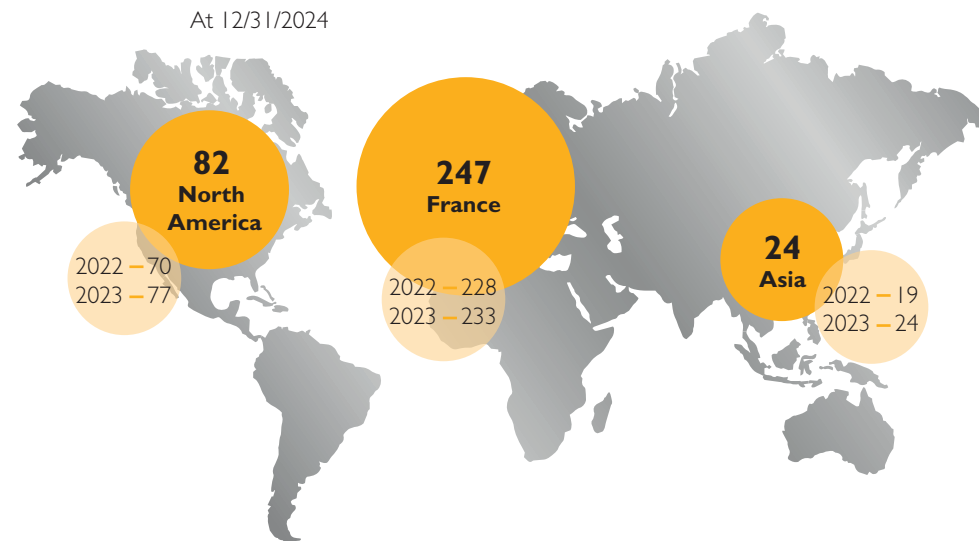


Average employee age: 41

Average employee seniority: 7.6 years

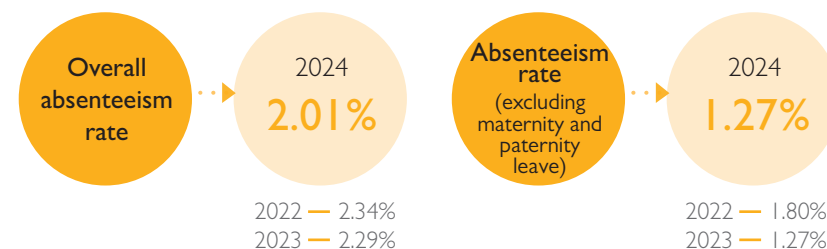
EMPLOYEES BY GEOGRAPHICAL AREA¹⁴

At 12/31/2024



The staff turnover rate for 2024 is down sharply at 13%, in a return to pre-Covid levels. A large number of senior employees left the company in 2022 and 2023 due to professional retraining or new career paths which began during the Covid crisis. As the Group is growing, it is also onboarding new employees. One third of observed departures are mutually agreed within Interparfums^{SA} (France). These departures are as a result of personal or professional plans.

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



¹⁴ All the Group's employees work in countries that respect the Conventions of the International Labour Organization (ILO).



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

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

Sub-topic	IROs identified	Value chain			Importance of IROs
		Upstream	Own operations	Downstream	
Job security and living wages	Risk of insecurity with some contract types, particularly in outsourced roles.	○	● ● ●	○	<div><div></div></div>
Working time and work-life balance	Risk of occasional overload can affect motivation and quality of life at work, lowering productivity and increasing turnover.	○	● ● ●	○	<div><div></div></div>
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.	○	● ● ●	○	<div><div></div></div>
Health and safety at work	Activities within the sector are unlikely to lead to accidents, but mental health issues can affect quality of life at work, in turn impacting motivation, absenteeism, and turnover.	○	● ● ●	○	<div><div></div></div>

... POLICY

All of these challenges 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.

ACTIONS AND RESULTS

Listening to employees

Alongside annual performance reviews aimed at gathering feedback from all employees, Interparfums also carries out annual engagement surveys. 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. The survey was repeated in early 2025 across the entire Group. Upon closing, it had a participation rate of 82.5% and a recommendation score of 91.4%. The results showed progress on the previous year across all topics.

Interparfums recognizes that well-structured remuneration can be a powerful driver of motivation and performance, and to this end carried out a remuneration study in 2024. The 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. It will also help to maintain a positive working environment and avoid workplace tensions from perceived unequal treatment.



PERFORMANCE

Repeat the engagement survey every two years

2030 goal
Participation rate
85%

2025 results
Participation rate
82.5%

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. The Group's policy is to pay all its employees a salary 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 variable component as well as exceptional bonuses paid based on Group results.

Salary level	2022	2023	2024
Percentage of employees paid above the living wage in the countries in which they work	100%	100%	100%
Average employee pay (excluding corporate officers)	€81,126	€85,273	€88,607
Median employee pay (excluding corporate officers)	€60,190	€61,071	€63,580
Average national wage (France, the United States, Singapore) according to the OECD (https://www.oecd.org/fr/data/indicators/average-annual-wages.html) and Singapore data (https://stats.mom.gov.sg/Pages/Income-Summary-Table.aspx)-wa	€55,532	€59,497	€60,178

Employees by contract type	2022	2023	2024
Permanent	307	323	336
Non-permanent	10	11	17
Permanent jobs created	19	22	15



Benefits

In France, Interparfums pays 100% of the cost of the “base” mutual health insurance scheme for all employees (whether on permanent, fixed-term, apprenticeship, or 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'. Complementary mutual health insurance is also available to all employees as soon as they join the workforce, with no waiting period. As the claims/contributions ratio has been positive for several years (due to compliance with the responsible contract requirements of the French social security financing law and the specifications established in 2019 with the 100% Healthcare reform, among other factors), some consumption areas were significantly improved in 2023 to the benefit of employees. In Singapore and the United States, specific health-related measures are in place. Interparfums offers employees 100% of their healthcare costs.

Profit sharing

In accordance with French law, a profit-sharing agreement was signed in 2001. For 2024, as in previous years, a significant gross amount of over €4.3 million was redistributed to employees in early 2025, a 10% increase on 2023.

Company Savings Plan and Collective 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 are accompanied by a substantial matching contribution from the company.

In addition, a Collective Retirement Savings Plan allows all employees (in France) to prepare for their retirement and benefit from a substantial company contribution. Employees can also transfer a portion of their unused leave to the plan each year.

In addition, employees benefit from a supplementary pension plan with defined contributions and 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 development of its pay and non-monetary benefits policy, from January 1, 2024, this policy 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.

Special pension arrangements are available for employees in Singapore and the United States.

In addition, and in order to develop employee share ownership, in December 2018 and then in March 2022, the Group set up two performance share award schemes intended for all employees.

Social dialog

For employees working in France, elections for staff representative organizations are held every four years, as required by law. The Social

and Economic Committee (CSE) was renewed in 2023. It is made up of four 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 have an impact on employees.

After 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. The committee is formed 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 contact points have also been appointed since 2020. The size of our entities in Singapore 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 both countries.

	2022	2023	2024
Percentage of employees covered by a collective agreement in accordance with regulations	72%	70%	70%
Percentage of employees covered by formal social dialog or an independent trade union	72%	70%	70%
Percentage of employees covered by social dialog (formal or informal)	100%	100%	100%





Health and safety

In 2024, two lost-time commuting-related accidents occurred, while no lost-time work-related accidents were recorded. Additionally, 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.

Our employees, who work mainly in the offices at our Paris headquarters, enjoy excellent working conditions. 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 vehicle charging points.

In addition, the Group is particularly sensitive to the issue of good posture at work and the prevention of musculoskeletal risks. Mobile employees are provided with good-quality company cars and all have IT equipment tailored to their needs. Interparfums has also implemented 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, and a dedicated and well-maintained lunch area. Workstations have also been mapped to measure difficult working conditions, with no workstation classed as presenting difficulties.

France scope (2022 and 2023) and Group scope for 2024	2022	2023	2024
Number of lost-time accidents	1	1	0
Number of lost-time accidents while commuting	0	0	2
Frequency index (number of work accidents with lost time per million hours worked)	2.48	1.87	0.00
Severity rate (number of days of accident-related absence per thousand hours worked)	0.03	0.01	0.00
Number of occupational illnesses	0	0	0

In addition, as part of efforts 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.

Involving employees in high-impact 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.



€354,000 was allocated to sponsorship in 2024, not including product donations made to organizations such as Dons Solidaires, which were provided without compensation or valuation. In addition, Interparfums employees enthusiastically 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, which were given to the charity La fabrique de la solidarité. Interparfums also added miniature perfumes and shower gels to each box, bringing an extra touch of elegance and care.

Additionally, Interparfums chose to support the Société des Amis des musées d'Orsay et

de l'Orangerie from 2024. These museums are ideally located next to the Group's head office and their programs will 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.

In another cultural focus, Interparfums wanted to take part in the Cercle Montherlant - Académie des beaux-arts prize, which is awarded annually to a French-language work devoted to art. The 2024 prize was awarded to "Jean Luce et le renouveau de la table française, 1910-1960" by Sung Moon Cho, published by Editions Norma. Sung Moon Cho is a researcher in contemporary decorative arts who specializes in 20th-century ceramics and glassware and the history of tableware.

The Group supports charities and institutions working in the fields of solidarity, protecting children, tackling exclusion, and healthcare through financial aid helping them to carry out their projects and initiatives. Since 2018, through the Givaudan Foundation, Interparfums has funded the installation of 10 school facilities in Sulawesi, the Indonesian island that is the source of the specific patchouli used in Montblanc Explorer Eau de Parfum. Over 1,200 children and 110 school teachers have benefited from this initiative. In 2024, Interparfums renewed its partnership with the Givaudan Foundation. Its contribution has helped implement a digital library program in four schools, offering access to high-quality educational resources through



digital devices and benefiting 386 schoolchildren. The program has also helped train 45 teachers.

In 2024, Interparfums once again provided support to both CEW, funding socio-beauticians for women with cancer, and EliseCare, which helps civilian victims of war.

In addition, 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 a range of 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. Since 2022, Rochas has been a member of the Institut Français de la Mode Foundation, supporting its policy of social inclusion by financing the social scholarship fund that has been set up.

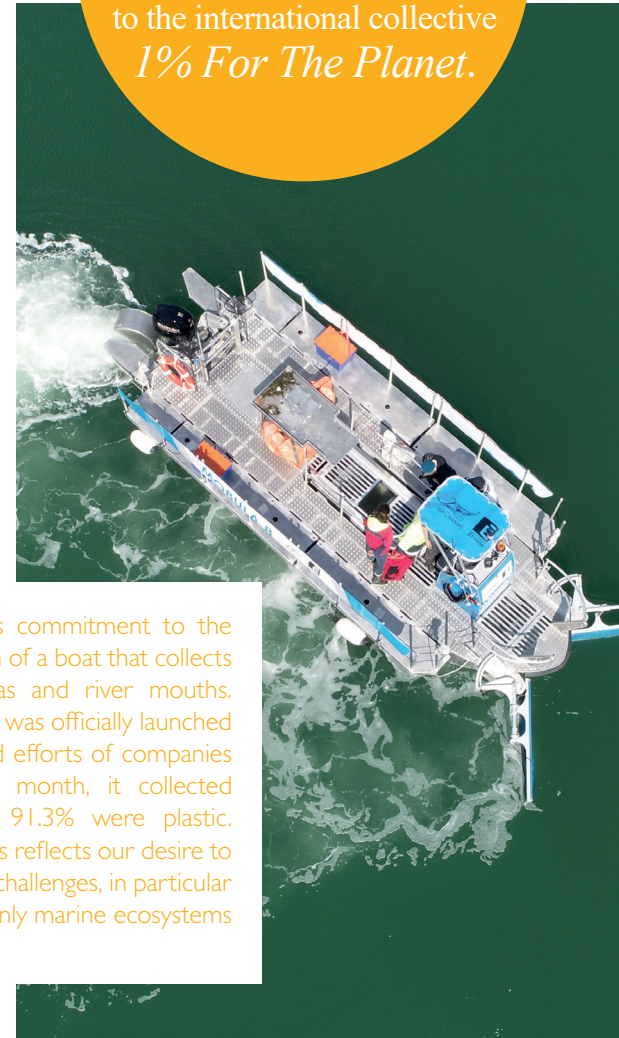
Interparfums has also set up an initiative in which 1% of revenue from *Rochas Girl* is donated to

€354,000
Total spending
allocated to
sponsorship
in 2024

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 *Orange Horizon*, part of the *Les Nouveaux Rendez-vous* collection by Rochas.

1%
of revenue
from *Rochas Girl*
is donated
to the international collective
1% For The Planet.

Finally, Interparfums demonstrated its commitment to the oceans in 2023 by funding construction of a boat that collects floating plastic waste in coastal areas and river mouths. The *Mobula 8.2* arrived in Malaysia and was officially launched in February 2025 thanks to the shared efforts of companies that share the same goals. In one month, it collected 11,955 pieces of waste, of which 91.3% were plastic. Our support for The SeaCleaners Swiss reflects our desire to act in the face of global environmental challenges, in particular plastic pollution, which threatens not only marine ecosystems but also human health.



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

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

Sub-topic	IROs identified	Value chain			Importance of IROs
		Upstream	Own operations	Downstream	
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.	○	● ● ●	○	<div><div></div></div>
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.	○	● ● ●	○	<div><div></div></div>
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.	○	● ● ●	○	<div><div></div></div>
Well-being and working environment	Challenges linked to quality of life at work and stress prevention in a highly competitive environment, with continuous improvement drivers through management and HR tools.	○	● ● ●	○	<div><div></div></div>



.. POLICY

With a very familial management style and close relationships with employees, 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 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, as well as ensuring that employees feel fulfilled at work and help to create 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 up to it.

Actions

Equal treatment and skills development

The Human Resources Department takes particular care with each of its recruitments. Only the skills, experience, qualifications, and personality of candidates are taken into account when selecting new recruits. 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. In 2024, during the European Week for the Employment of People with Disabilities, on November 21, 2024, we had the opportunity to take part for the first time in DuoDay, a nationwide event that offers people with disabilities a chance to experience the world of business. Six duos were formed at Interparfums with employees, offering an introduction to our marketing, development, and sales roles. It was an enriching day for all involved, offering an opportunity to share our expertise as well as challenge perceptions of disability and overcome prejudices. The day began with an introduction to the company, interactive workshops, and immersion in our work environments. The afternoon was dedicated to creative activities such as engraving, bottle crimping, and a fragrance discovery session. DuoDay was a resounding success, embodying our values of inclusion and sharing while also highlighting the importance of diversity and the wealth of our talents.

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.

In addition, 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 2024, the total cost of these outsourced services was €1,121,474.

EQUAL TREATMENT AND SKILLS DEVELOPMENT

Parity results



2024	75%	25%	GENDER PARITY ACROSS WORKFORCE OVERALL
2023	74%	26%	
2022	74%	26%	
2024	63%	37%	GENDER PARITY ACROSS WORKFORCE IN MANAGEMENT ROLES
2023	61%	39%	
2022	65%	35%	
2024	42%	58%	GENDER PARITY ACROSS THE EXECUTIVE COMMITTEE
2023	27%	73%	
2022	27%	73%	
2024	55%	45%	GENDER PARITY ACROSS THE BOARD OF DIRECTORS
2023	50%	50%	
2022	45%	55%	
2024	85/100		WORKPLACE EQUALITY INDEX RATING (FRANCE)
2023	84/100		
2022	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 business 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 equipment, management, language learning, professional training, and personal development, new subjects were added in 2024. 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, **dedicated cybersecurity modules** have increased teams' awareness of this essential topic. They will be repeated regularly.

Impact-led training has already reached 32% of employees in France thanks to their involvement in a Climate Fresk workshop.

IMPACT-LED TRAINING

32%
OF EMPLOYEES
TRAINED
(IN FRANCE)



FRANCE SCOPE IN 2022 AND 2023 AND GROUP SCOPE IN 2024



Percentage of employees given training
at least once during the year

2022 | **2023** | **2024**
50% | **55%** | **92%**



Number of training hours

2022 | **2023** | **2024**
1,591 hr | **2,635 hr** | **2,347 hr**



Average number of training hours
per employee

2022 | **2023** | **2024**
6.98 hr | **11.31 hr** | **6.65 hr**

PERFORMANCE

Train employees

2030 goal

70%

of employees/year

2025 results

92% +

of employees trained

PERFORMANCE

Deliver an average of 10 training hours per employee

2030 goal

10 hrs

2024 results

6.65 hr

EMPLOYEES IN THE VALUE CHAIN

IMPACTS, RISKS, AND OPPORTUNITIES (IROs)

Sub-topic	IROs identified	Value chain			Importance of IROs
		Upstream	Own operations	Downstream	
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 can promote responsible practices through our purchases and our charter.	● ● ● ●	●	● ●	<div><div></div></div>
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.	● ● ●	○	● ● ●	<div><div></div></div>
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 showcasing committed suppliers presents opportunities.	● ●	●	●	<div><div></div></div>
Employment rights	Child labor and forced labor are forms of labor exploitation and are an unacceptable impact. They would expose the company to major legal and reputational risks. Instead, it can seek to promote ethical working conditions that help strengthen trust-based business relationships.	● ● ● ●	●	●	<div><div></div></div>



... 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 human rights breaches by our suppliers. They are therefore asked to ensure that no child labor takes place in their immediate value chain and to undertake to pay a living wage to

the adults involved. 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 particularly closely.

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

2024
27%
28% in 2023
PERCENTAGE OF SUPPLIERS ASSESSED BY ECOVADIS CERTIFIED ISO 45001/OHSAS 18001

2024
39%
36% in 2023
PERCENTAGE OF SUPPLIERS ASSESSED BY ECOVADIS CERTIFIED ISO 45001/OHSAS 18001 AS A % OF PURCHASE TOTALS



.....ACTIONS

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 working with its partners on these issues, aware of their complexity and the difficulty of resolving them quickly.

For example, Interparfums favors vertical sourcing from perfumers because of better control over practices and supports their initiatives in terms of traceability (such as the sector's efforts to create a multi-brand coalition regarding jasmine in Egypt).

Mapping and traceability within the value chain

In an effort to constantly improve its knowledge of its supply chain and value chain, in 2025, Interparfums began rolling out a tailored traceability and mapping tool featuring our main suppliers. This process will focus on our key items and sectors and has multiple goals:

- Mapping all links in our upstream value chain to identify the flows, dependencies, and stakeholders involved
- Better understanding the social, environmental, and ethical challenges associated with different sectors
- Identifying areas of vulnerability or risk exposure
- Strengthening our ability to manage risks through more accurate vision.

Ultimately, the platform will allow us to build more targeted action plans tailored to each type of risk and sector, with the aim of improving our supply chain's overall resilience. It will also help to achieve greater transparency regarding our stakeholders, who are expressing growing expectations in this area.



..... VALUE CHAIN TRACEABILITY

PERFORMANCE

Send visibility requests via the Transparency One platform to Tier One suppliers representing (in % of total purchases)

2030 goal

50%

2025 results YTD

40%

CONSUMERS AND END-USERS

IMPACTS, RISKS, AND OPPORTUNITIES (IROs)

Sub-topic	IROs identified	Value chain			Importance of IROs
		Upstream	Own operations	Downstream	
Information on consumers	Practices such as unauthorized data collection or sharing of consumers' personal information can compromise personal data confidentiality. This can result in a loss of trust, harm the brand's reputation, and expose the company to legal sanctions.	○	● ●	● ● ● ●	<div><div></div></div>
Transparency and traceability	A growing challenge in the perfume sector is to provide clear, comprehensive access to information on the products consumers purchase. An opportunity to innovate through traceability of ingredients and supply chains.	● ● ●	●	● ● ● ●	<div><div></div></div>
Health and safety	Risks involved in using cosmetic products that can result in allergic reactions or skin sensitization, for example. This can expose the company to scandals or legal sanctions, but is an opportunity for higher product safety and quality standards.	○	●	● ● ● ●	<div><div></div></div>

POLICY

The Group is responsible for marketing the cosmetic products it sells and for assessing their safety. It also relies on information provided by perfumers, who assess the safety of the raw materials used to make the fragrances. The product quality, safety, and compliance policy and the product development policy, accessible at <https://www.interparfums-finance.fr/>, 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 disruptor¹⁵.

¹⁵ These 16 families of products, the list of which is published by the ECHA (European Chemicals Agency), are banned and, of course, are not present in our products.

Training outcomes

The Group carries out skin safety tests on the products it markets. In accordance with EC regulation 1223/2009, none of these tests are carried out on animals. Dermal safety tests are carried out on healthy adult volunteers. The Group has ensured that all its suppliers have taken account of the REACH regulation (EC Directive No. 1907/2006 of December 18, 2006) on the registration, evaluation and authorization of chemicals. All the technical and organizational measures required to comply with REACH have been implemented within the Group. It is not subject to registration as a downstream user of substances. However, Interparfums wanted to proactively communicate with its suppliers to ensure that the registrations occurred smoothly and that the compliant chemical substances in its products continued to be supplied.

Perfumes contain alcohol (>78%). This ingredient is not classified as an endocrine disruptor and is tolerated in cosmetics on the basis of a favorable opinion from 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 disruptor¹⁵.

The Group has taken the initiative of contacting its subcontractors and suppliers to ensure that they effectively comply—and require that those upstream in their supply chain comply—with the necessary registrations, notifications, and requests for authorization. Interparfums has asked all its suppliers to commit to supplying

articles that do not contain any substance 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, particularly 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 created by our partners, including our perfumer partners, in full compliance with regulations. Our perfumer partners are active members of the International Fragrance Association (IFRA) through their membership of Prodarom (the French representative on IFRA's European regional committee). IFRA has drawn up standards for hundreds of perfuming ingredients based on rigorous assessments conducted by the Research Institute for Fragrance Materials (RIFM). The institute is a global scientific non-profit dedicated to evaluating perfume ingredients to ensure they are safe for use in consumer products. The 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. The IFRA sets requirements for the perfume industry to follow, exceeding those set 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

the 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 can consult The Fragrance Conservatory's 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 with regard to monitoring molecules present in formulas when bans occur; for example. The ban on the use of linal from March 1, 2022, meant that all perfumes containing this molecule had to be redesigned, in conjunction with the perfumers. New registrations were filed following 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 approaches taken by European bodies, and in particular with developments to the REACH regulatory framework and environmental policies linked to the Green Deal, we decided to anticipate the need to substitute substances likely to be categorized CMR 1B (carcinogenic, mutagenic, or reproductive toxicant – category 1B) in our formulas. We took this approach on the basis of corporate responsibility, transparency, consumer health, and environmental protection.

As a result, Interparfums began taking steps to ban the following substances from its products: heliotropine, galaxolide, tonalide, tea tree oil, lily-like substances, and acetophenone. Work to replace these molecules (found in fragrance concentrates) began in fall 2024. Since then, all new concentrates approved have complied with the specifications.

No PFAS (per- and polyfluoroalkyl substances) are present in products marketed by Interparfums.

All products that Interparfums develops are designed in strict compliance with the regulations in force in all of 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.

Cosmetovigilance procedure and structure put in place

Cosmetovigilance is a system for monitoring and recording undesirable effects associated with the use of cosmetics in humans. It concerns any undesirable effect, serious or otherwise, which has occurred under normal or reasonably foreseeable conditions of use of a cosmetic product or which is likely to result from misuse. Interparfums processes and analyzes the cosmetovigilance cases reported to it. A procedure defining the steps to be taken when a complaint is received is automatically put in place and corrective measures are automatically rolled out.

The two-person regulatory team within the Supply Chain & Operations Department is responsible for checking the formulations of our products. The Quality Department, composed of eight people, continuously monitors defects and non-conformities that may arise among subcontractors throughout the entire production chain.

This team of scientists continually 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.

0.015
claims
per million
products sold
in 2023

0.995
claims
per million
products sold
in 2024

No product
recalls were
required during
the period
in question

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 scored 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.

For all products, a team of European Registered Toxicologists carries out safety assessments and writes a two-part product safety report. Part A provides cosmetic product safety information, while part B gives the results of the safety assessment. The 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).

Since 2013, all our packagers have been implementing the ISO 22716 international standard on Good Manufacturing Practices, which sets out guidelines for the production, control, packaging, storage, and shipment of cosmetic products. By describing the plant's activities, it serves as the practical evolution of the Quality Assurance concept.

Against this regulatory backdrop, the quality team has begun regularly auditing all packaging plants in accordance with the ISO 22716 standard. The purpose of these audits is to ensure that packagers maintain a good level of traceability and quality. All plant activities have been reviewed, including the processes for receiving raw materials and packaging items, manufacturing, packaging, and quality control. These reports have demonstrated that the Group's subcontractors comply with ISO 22716 Good Manufacturing Practices and in particular the traceability required for all fragrance production.

Interparfums is able to design fragrances that comply with certain distributors' specifications so that they can promote them at points of sale 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: Seeking highly natural products.

Interparfums uses only plant-based alcohol in all its fragrance lines, almost exclusively beet-based alcohol, 99.5% of which is natural. 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 ingredients certified to ISO 9235 or ISO 16128. As a result, the fragrances are at least 80% natural.

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** launch includes a perfume made with 31.3% ingredients of natural origin according to the ISO 16128 standard. In addition, 34.2% of the perfume, 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 mid-cap listed companies) and as such is developing its governance in line with the ESG challenges identified in its materiality matrix 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 local regulations in all the countries in which it operates and does not engage in tax evasion. The Audit Committee presents the tax breakdown to the Board of Directors each year.

- 65 Motivated and committed governance
- 66 CSR governance
- 67 Variable remuneration policy
- 68 Ethics and compliance



ACTIVE AND COMMITTED GOVERNANCE

In 2024, the members of the Board of Directors took part in information-sharing sessions designed to help them anticipate future regulations, in particular regarding climate change, business ethics, the fight against corruption, and forced labor. They have been specifically trained in the fight against corruption. They have also received training on the process of drawing up the double materiality matrix to give them sufficient expertise when approving matrices. A second training session on biodiversity has been organized given the high relevance of this topic to Interparfums. Board members have also attended a Climate Fresk.

In 2024, the Governance, Nominations, and Remuneration Committee was created.

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, in particular those relating to CSRD¹⁶. Interparfums is a member of the FEBEA and UNIFAB, giving the Group access to support with developing its business activities. Rochas participates in the work of the Comité Colbert and the Fédération de la Haute Couture et de la Mode.

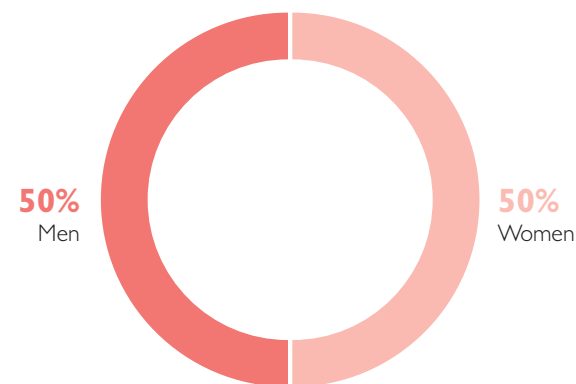
Following the AGM held on April 17, 2025, the Board of Directors is now composed of eight members as described opposite.

The members of Interparfums' Executive Committee receive CSR training in the form of a program covering the Group's main challenges, including the Climate Fresk for climate issues, CSRD¹⁶ and reporting, business ethics, and duty of care.

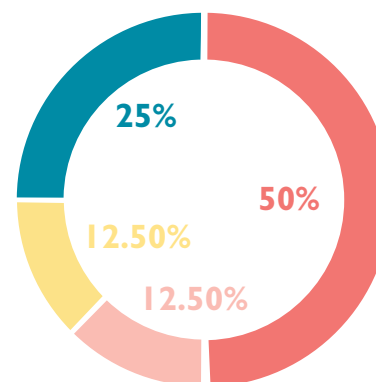
COMPOSITION OF THE BOARD OF DIRECTORS

(post-AGM of 04/17/2025)

GENDER DISTRIBUTION



SENIORITY IN OFFICE



DIRECTORS' AREAS OF EXPERTISE ⁽¹⁷⁾



- less than 4 years
- 4 to 11 years
- 12 to 15 years
- more than 16 years

- In-depth knowledge of the Group
- Finance & accounting
- Perfume sector
- Distribution
- Media & digital
- CSR

¹⁶ Corporate Sustainability Reporting Directive

¹⁷ 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, was created in 2021. It is formed of nine members, four of whom are part of Interparfums' Executive Committee: the Chief Financial Officer, the Vice-President of Human Resources, the General Counsel, and the Vice President of Supply Chain & Operations. It also includes the Finance Department, the Head of Corporate & Compliance/DPO, the Communications Department, and the Shareholder Relations Department. This committee is led by the Sustainable Development Director.

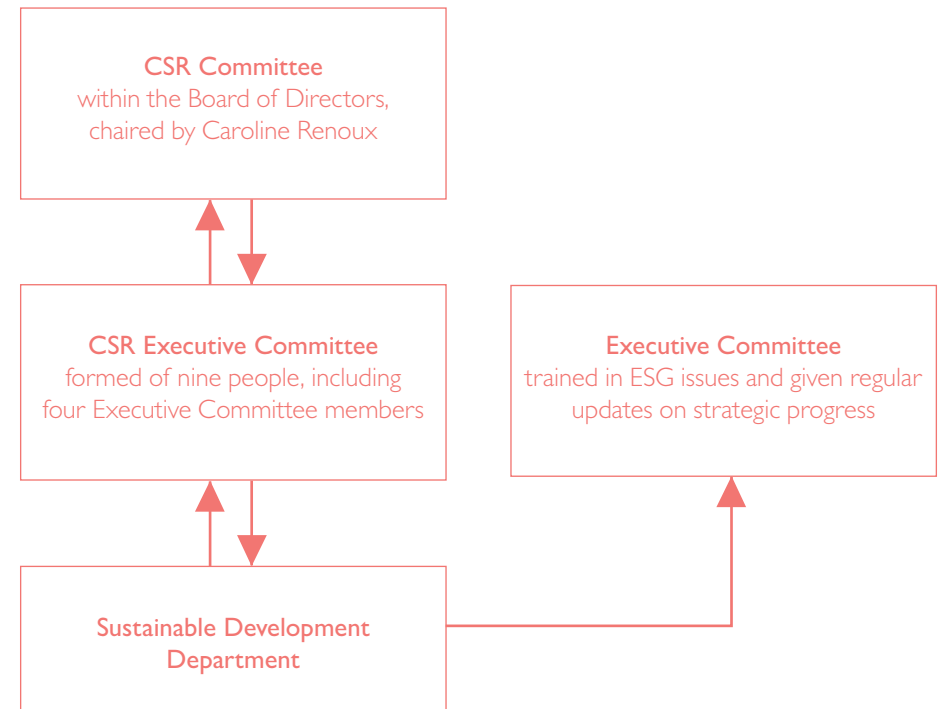
The CSR Executive Committee regularly reports on its work to Philippe Bénacin, Chairman and CEO of Interparfums, as well as to the CSR Committee of the Board of Directors created in 2024.

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

Caroline has extensive experience and expertise in ESG. She is a graduate of ESSCA in Angers and of the Collège des Hautes Études de l'Environnement et du Développement Durable (CHEDD) Centrale Paris, and in 2010 she founded Birdeo, a leading recruitment and HR consultancy firm specializing in positive-

impact jobs and sustainable development. Birdeo has been awarded the B Corp label since 2015 and adopted "mission-led company" status in 2021. Driven by deep environmental awareness and a firm believer that new economic, social, and environmental challenges will result in a revolution at least as large as the digital revolution, in 2019, she decided to go one step further by founding People4Impact by Birdeo. Caroline now leads this entity, 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 REMUNERATION POLICY FOR THE CHAIRMAN AND CEO

Details of the remuneration policy for the Chairman and CEO are provided in section 2.1.1 of Part 4 of the annual report, which is available online at <https://www.interparfums-finance.fr/>. For greater transparency, this section sets out the non-financial criteria as part of the CEO's variable remuneration policy. The target variable remuneration remains unchanged from 2024. This remuneration will be paid on the condition that the same quantitative and qualitative criteria are met as in 2024, with the addition in 2025 of an environmental criterion relating to a reduction in greenhouse gas emissions, on the recommendation of the Governance, Nominations, and Remunerations Committee, which was approved by the Board of Directors. This remuneration will be paid following the 2026 AGM.

The Chairman and CEO's variable annual remuneration is calculated on the basis of financial and non-financial criteria. The latter accounted for 40% in 2024 and this figure will rise to 50% for 2025. The criteria are as follows:

QUALITATIVE CRITERIA



Quality and balance of relationships with stakeholders (brands, customers, suppliers, etc.)
10% in 2024
10% in 2025



Management of subsidiaries (USA, Singapore)
10% in 2024
10% in 2025

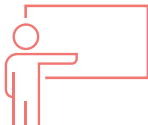


New initiatives linked to sustainable development (CDP, SBTi membership, extra-financial ratings)
5% in 2024
5% in 2025

QUANTITATIVE CRITERIA



% of women on the Executive Committee as at 12/31 of that year
5% in 2024
5% in 2025



% of employees who received training during the year
5% in 2024
5% in 2025



% reduction in carbon intensity between year N and the previous year
- in 2024
10% in 2025



% independent directors as at 12/31 of that year
5% in 2024
5% in 2025





IMPACTS, RISKS, AND OPPORTUNITIES (IROs)

Sub-topic	IROs identified	Value chain			Importance of IROs
		Upstream	Own operations	Downstream	
Counterfeits and dupes	Product counterfeiting can affect consumers' health and safety, impact the brand's image, and lead to lost sales.	●	● ● ●	● ● ●	<div><div></div></div>
Intellectual property	Proactively managing intellectual property standards offers a comparative advantage in a competitive market, but failure to comply exposes the company to risks of misappropriation and legal penalties.	○	● ● ●	○	<div><div></div></div>
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.	● ●	● ● ●	● ● ●	<div><div></div></div>
Supplier relationship management	Social and economic risks in supplier relationships, balanced against the opportunity to establish and maintain long-lasting, responsible partnerships.	● ● ● ●	● ● ●	○	<div><div></div></div>
Cybersecurity	Data leaks and cyberattacks can cause major operational disruption with potentially significant negative financial consequences.	●	● ● ● ●	● ● ●	<div><div></div></div>
Combating corruption	Corrupt practices can affect and compromise the integrity of the value chain, tarnishing the company's reputation.	● ● ●	● ● ●	● ● ●	<div><div></div></div>
Business ethics	Integrating business ethics into the company culture significantly reduces reputational and financial risks.	● ● ●	● ● ● ●	● ●	<div><div></div></div>

.. POLICY

Ethical business charter and the Middenext 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. Consequently, it decided to adopt the Middenext Anti-Corruption Code of Conduct to express its firm convictions on the topic and share them with its entire workforce and all third parties with which it works. This Code of Conduct sets out the guidelines to be applied by all employees, whether in France or abroad. The aim is for all Group employees to adopt ethical behavior in their activities within the Group. In addition, a business ethics charter has been put in place. The charter can be enforced against its partners to ensure they comply with the ethical, moral, and legal rules to which the Group is committed. The charter is shared with them via the Provigis monitoring platform launched in October 2023, and partners sign it electronically. This allows the rollout to be measured and partners may be asked to implement improvement plans. As well as circulating the business ethics charter, the Group made the decision to give

	2023	2024
Number of suppliers registered on the Provigis platform	113	110
Percentage of suppliers who have signed the ethics charter	51%	61%
Percentage of suppliers who have signed the ethics charter as a % of purchases	nd	95%

PERFORMANCE

Roll out the business ethics charter to stakeholders via Provigis



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.

..... 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 platform—which ensures all exchanges remain confidential and secure—allows anyone to report a situation that appears to breach the

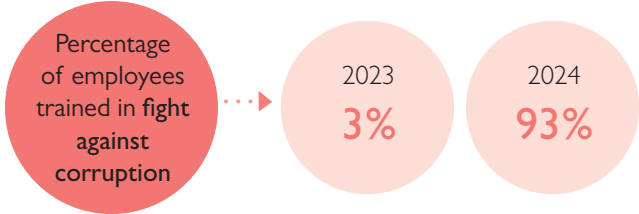
Group's ethics. In the past, alerts were received by other means, and no alerts were received in 2023. The platform was introduced alongside proactive communication setting out the procedure for filing a report and giving details of the data confidentiality policy in accordance with the General Data Protection Regulation (GDPR; see box opposite). More generally,

The General Counsel is responsible for reporting on all topics linked to business ethics to the Executive Committee, of which she is a member, and the Board of Directors where necessary.



a data protection officer is responsible for all GDPR-related measures.

In the event of a whistleblowing report, an Ethics Committee made up of the General Counsel, the Human Resources Director, the Head of Compliance, and the DPO is responsible for handling it, conducting investigations and, if necessary, calling in a specialist outside firm. No such reports were received in 2024.



PERFORMANCE

Training employees on ethics and compliance



Training

By the end of 2023, the Board of Directors and the Executive Committee had received anti-corruption training. Over the course of 2024, all employees then took an e-learning module on the same topic. Lastly, employees identified as being at risk (within the Group) will be sent on a face-to-face training course scheduled for 2025.

Duty of care

In light 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 gives them medium- and long-term visibility on its forecast levels of activity, its development strategies, and its needs in terms of innovation, so suppliers can build their own strategy and develop their capacity to adapt to achieve the desired 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 who 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 of 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.fr/en/privacy-policy-interparfums/>. It sets out the data protection principles and the framework governing the way in which individuals' personal data is processed. Individuals include all of Interparfums' stakeholders, including its customers, digital users, employees, staff, 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 policies and charters mentioned previously. Generally, the role of the data protection officer 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.



Cybersecurity

Interparfums' cybersecurity measures goes 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 developing and can result in major consequences for businesses, including reputational harm, financial loss, operational disruption, and theft of sensitive data. A dedicated governance framework is in place, led by the Chief Information Officer, who reports directly to the Deputy Chief Executive Officer and to the Chairman and CEO in the event of a suspected crisis. This framework is responsible for identifying any potential vulnerabilities and implementing appropriate protective security measures. These include network and asset protection tools and intrusion detection systems.

The human factor is one of the most exposed vulnerabilities in the security chain. As such, it is crucial that employees receive cybersecurity training, and such training was put in place in 2024 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 put in place 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 in the following pages, unless otherwise stated, cover the Group (France, the United States, and Singapore) and are consolidated for the year 2024 (i.e. from January 1 to December 31, 2024). No subsidiary is excluded from this reporting scope. The extra-financial scope mirrors the financial reporting scope. All Interparfums operations are therefore covered in this report.

73	Main risks
80	Indicator tables
84	Useful resources

SUMMARY TABLE OF THE MAIN NON-FINANCIAL RISKS IDENTIFIED

In accordance with Article 16 of European regulation 2017/1129, the Group has limited its presentation to risks that are specifically related to itself, either by the nature of its business or by the specific nature of some of its operations. The Group's generic risks are therefore excluded from this classification.

The Group has mapped the risks, organizing them according to their importance and probability of occurrence. They are shown schematically below to illustrate the issues at stake, but this does not replace the explanations that follow. Several risks associated with social, environmental, and corporate issues have been specifically identified and integrated into the risk matrix. These issues are also taken into account in the description and management of other risks.

After taking into account the measures put in place by the Group to manage these risks, the mapping process categorized them into four types: business-related risks, industrial risks, financial risks, and legal and IT risks.

The risk categories presented below are not presented in order of importance. However, within each category, the risk factors are presented in descending order of importance, as determined by the Group at the date of publication of the Universal Registration Document.

Regarding the risks linked to the war in Ukraine, the Group has chosen to provide the summary below to clarify its overall impact.

Risks related to the war in Ukraine

For very many years, the company's products

have been sold on the Russian, Belorussian, and Ukrainian markets via an independent agent with a chain of stores. The Interparfums Group has no industrial or commercial facilities and no employees in any of these three countries.

In 2022, sales in Russia, Belarus, and Ukraine accounted for less than 4% of Group total sales, with no outstanding receivables at December 31. In 2024, sales in the region accounted for less than 3% of Group total sales, with no overdue receivables at December 31.

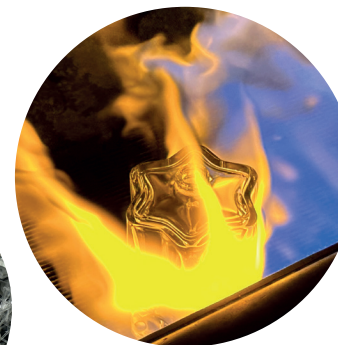
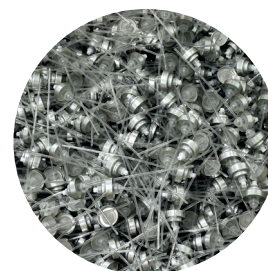
In light of its long-standing business relationship of over 30 years with its local agent, the Group has chosen to support its partner by maintaining a minimum level of business, combined with receivables collection agreements, minimizing risk exposure while complying with the sanctions implemented by the European Union, in particular the export restrictions set out in Council Regulation (EU) 2022/428 of March 15, 2022.

In 2022, the war in Ukraine put strong pressure on the energy and raw materials markets, sparking global inflation, which continued in 2023 and 2024. The Group was particularly exposed as a result of the increase in cost in glassware and other components. However, these increases stabilized in 2024. Higher

pricing in 2022 and 2023 and control of fixed costs, including in 2024, made it possible for the Group not only to compensate for the effects of inflation but also to increase its net margin in 2024.

Summary of the main risks identified

Risk level	Very high	<ul style="list-style-type: none"> - Sensitivity of shareholder equity - Termination of a major license 		
		<ul style="list-style-type: none"> - Protection of brands/ intellectual property - Image and reputation - Product quality and safety 	<ul style="list-style-type: none"> - Changes in foreign exchange rates - Supply and production - Risks associated with the health, political, and economic environment - IT/cybersecurity 	
	Low	<ul style="list-style-type: none"> - Risks associated with human resources 	<ul style="list-style-type: none"> - Erosion of biodiversity 	<ul style="list-style-type: none"> - Effects of climate change
		Low	Medium	Very high
Probability of occurrence				



..... BUSINESS RISKS

Risks associated with the termination of a major license

Risk description	Risk assessment and management
<ul style="list-style-type: none"> In the perfume and cosmetics industry, the licensing system consists of a ready-to-wear, jewelry, or accessories brand granting a right to use its name to a licensee (Interparfums) in return for payment of a royalty indexed to sales. The risk is that the contract will not be renewed when it expires. 	<ul style="list-style-type: none"> A number of factors tend to reduce or even cancel out this risk: <ul style="list-style-type: none"> long-term contracts (ten years or more); the option for early renewal; a diversified brand portfolio; Group-specific characteristics (sophisticated marketing, distribution network, corporate structure, etc.); a limited number of potential licensees with a similar profile; - ongoing efforts to seek new licenses to reduce the significance of existing brands in the portfolio. In addition, Interparfums owns the Lanvin brand in class 3 (perfumes) and the Rochas brand in classes 3 (perfumes) and 25 (fashion), thereby reducing the potential impact of the risk of non-renewal of license agreements. Similarly, in late 2024, Interparfums acquired the Off-White® brand names and registered trademarks for fragrance and cosmetic products in class 3, subject to an existing license expiring December 31, 2025, on which date the Group will begin using the fragrance brand. This strategy also helps mitigate the potential impact of risks associated with the non-renewal of license agreements.

Risks associated with human resources

Risk description	Risk assessment and management
<ul style="list-style-type: none"> As in any business, losing a key employee represents a risk for Interparfums. It is crucial to maintain business continuity and ensure organizational resilience in the face of such losses. 	<ul style="list-style-type: none"> The Group manages this risk through its recruitment and talent management policy, with customized training and development programs. Employees' wishes and requests are identified during their development interviews. We have mapped our business lines to anticipate recruitment needs. To ensure full preparedness for a potential transition, the Executive Committee was expanded in 2025 based on its members' professional and interpersonal skills.

Risks associated with the health, political and economic environments

Risk description	Risk assessment and management
<ul style="list-style-type: none"> • With operations in over 100 countries, the Group regularly assesses its exposure to country risks. • The Group generates a significant proportion of its sales outside France, including 6.3% in the Middle East, 9% in South America, and less than 3% in Russia, in which country geopolitical instability is monitored by the teams responsible for collecting receivables. • As a general rule, the Group constantly monitors all the markets in which it operates, particularly the US market. 	<ul style="list-style-type: none"> • In view of the Group's policy on debt collection and monitoring of trade receivables, the quality of receivables, and the financial strength of its distributors, the Group has not set aside any provisions in the financial statements for the year ended December 31, 2024, in respect of countries considered to be at risk. • In addition, to reduce the risks of insolvency and in the face of growing geopolitical instability, the Group has taken out insurance with Euler Hermes and Coface on a significant proportion of its export trade receivables. • The Group specifies that it complies with the sanctions against Russia adopted by the European Union, in particular the export rules defined by Council Regulation (EU) 2022/428 of March 15, 2022.

Risks associated with the Group's image and reputation

Risk description	Risk assessment and management
<ul style="list-style-type: none"> • The Group's reputation plays an important role in its relationship with licensees and other major stakeholders (customers, suppliers, employees, and job applicants). • Damage to the Group's image and reputation, whether based on proven facts or not, regardless of its nature or origin, whether internal or external (social media, the press), and whether in good or bad faith, would have adverse impacts on the Group's image and, ultimately, on its sales, licensee relationships, business, and development. 	<ul style="list-style-type: none"> • The Group upholds strong values and maintains close relationships with its licensors, external stakeholders (customers and suppliers), and employees. Regarding the latter, the Group's strong reputation results in a significant number of external applications when it posts job vacancies. • Interparfums' high-quality products, selection of suppliers and industrial facilities, choice of a selective distribution network, and collaborative employee management all contribute to minimizing the risks of negative information circulating about the Group. The creation of a whistleblowing hotline, open to internal and external stakeholders alike, allows anyone to express their concerns within the regulatory framework. In addition, a regular engagement survey ensures that employees' voices are heard. • Furthermore, the Group's partners have signed the business ethics charter and its employees follow the responsible employer charter, both of which greatly reduce the likelihood of this risk occurring and limit the negative impact in the event of a risk being identified. The Group has also adopted the Mollenet Anti-Corruption Code of Conduct. In addition, the Group has mapped its corruption risks and raised awareness of the issue among all employees. • Implementing a supplier traceability platform based on risks linked to their business activities will also help mitigate this risk.

Risks associated with licensees' image and reputation

Risk description	Risk assessment and management
<ul style="list-style-type: none"> Interparfums' reputation is also defined by the image of its brands, which are part of the Group's intellectual capital. Major damage to the image and reputation of a licensee would have an impact on Interparfums' image and could adversely affect its ability to continue its business and development. 	<ul style="list-style-type: none"> The Group ensures that its licensees have a code of business ethics or a code of good conduct. The Group is also in close contact with its licensees, which means that any risk situations can be managed jointly. Finally, the Group's licensees are major players in the world of jewelry, ready-to-wear, and accessories and are subject to regulatory and legal constraints in terms of duty of care, which Interparfums shares as a link in their value chain.

.....INDUSTRIAL RISKS

Supply and production risk

Risk description	Risk assessment and management
<ul style="list-style-type: none"> Interparfums' Production Department is responsible for supplying raw materials to partner factories. The production risk lies in the possibility that industrial partners may be unable to manufacture the products to be marketed on time. Given the existing risks in terms of climate change and erosion of biodiversity, the Group specifies that none of the areas where its packaging plants are located, mainly in France and Europe, are subject to identified environmental risks. 	<ul style="list-style-type: none"> To reduce this risk, the Group is working with manufacturers to put in place production plans at a very early stage, and is increasing the number of molds, tools, and production sites it uses. By regularly reviewing and monitoring production schedules with component suppliers and selecting a wide range of suppliers, the Group is able to reduce the risk of supply chain disruptions. The Group is constantly on the lookout for new suppliers and ensures that it has other procurement sources to prevent dependency. The company also relies on the CSR assessments of its suppliers carried out by the EcoVadis platform (IQ+, Vitals, and Ratings). Their performance levels are closely monitored by the Supply Chain & Operations Department, and corrective action plans are proposed where necessary. Implementing a supplier traceability platform based on risks linked to their business activities will also help mitigate this risk. Using the Thinkhazard tool, the Group has analyzed the exposure of its packaging partners' sites to the risks of coastal flooding, water scarcity, and extreme heat. The level of risk is classified as low to medium. Furthermore, none of these strategic sites for the company is located in a Natura 2000 zone or under the responsibility of the Fédération des Conservatoires d'Espaces Naturels.

Risks associated with product quality and safety

Risk description	Risk assessment and management
<ul style="list-style-type: none"> The safety of the consumers who use the Group's products is fundamental to the manufacturing process. Non-compliance with legislation or regulations throughout the manufacturing process could lead to the destruction or recall of the offending products. 	<ul style="list-style-type: none"> The Group systematically and strictly complies with the regulations and laws of the countries in which it operates. The regulatory team within the Supply Chain & Production Department is responsible for checking the formulations of our products. The quality team constantly monitors subcontractors throughout the production chain for defects and non-compliance. Cosmetovigilance is carried out by the regulatory team. A regulatory monitoring procedure, with the help of the professional association of cosmetics manufacturers, allows Interparfums to ensure strict compliance with regulations, particularly with regard to monitoring molecules present in formulas when bans occur, for example. The Group is capable of phasing out such molecules from its products within a short timeframe compared to the fragrance development cycle.

Risks associated with erosion of biodiversity

Risk description	Risk assessment and management
<ul style="list-style-type: none"> The Group uses ingredients of natural origin in the composition of its fragrances, and as such, takes full account of their sustainability in a context of global warming and decreasing access to these resources. 	<ul style="list-style-type: none"> The Group works closely on these issues with its perfume suppliers, who are major players in the perfume sector. They have confirmed their ability to maintain continuity of supply thanks to their varietal selections and their agricultural management, particularly in terms of water supply and use.

..... FINANCIAL RISKS

Risks of sensitivity of shareholder equity and net income

Risk description	Risk assessment and management
<ul style="list-style-type: none"> A significant proportion of the Group's assets consists of intangible assets representing upfront license fees or the purchase cost of its brands, whose value is heavily dependent on future operating performance. Valuing intangible assets also requires the Group to make objective, complex judgments regarding matters that are by their nature uncertain. 	<ul style="list-style-type: none"> In the event of a change in the underlying hypotheses on which the valuation is based, a reduction in shareholder equity through profit or loss would be recorded. However, the three main brands in the portfolio, which account for 69% of sales, either had no upfront license fee or had a negligible book value at December 31, 2024. The risk of depreciation therefore only exists for the other brands, including own brands. However, the Group's business model is resilient, allowing variable costs to be adjusted to maintain the net margin in the event production costs rise or sales fall. This limits the likelihood of having to record a significant impairment loss across our fragrance brands.

Foreign exchange risk

Risk description	Risk assessment and management
<ul style="list-style-type: none"> A significant portion of Group sales occurs in foreign currencies, primarily in US dollars (50.2% of sales) and, to a lesser extent, in pounds sterling (4.2% of sales). This therefore creates a foreign exchange rate fluctuation risk. 	<ul style="list-style-type: none"> The Group's foreign exchange risk management policy aims to hedge trade receivables for the financial year in US dollars and pounds sterling. To do this, the company uses forward foreign exchange contracts, in accordance with procedures prohibiting speculative transactions.

Financial risks associated with the effects of climate change

Risk description	Risk assessment and management
<ul style="list-style-type: none"> As a result of its business sector and the diversity of its suppliers' and customers' geographical locations, Interparfums does not foresee any risks arising from physical changes associated with climate change that could have significant financial impacts on the Group in the medium term. However, regulatory developments are occurring in this field, both nationally and in Europe, which could require the Group to adapt some of its procedures. 	<ul style="list-style-type: none"> The Group is conscious of its carbon footprint, in particular from its purchases of goods and its logistics system, and strives to limit its impact. As a result, the Group has decided to address all impacts stemming from its value chain and introduce a low-carbon pathway that will incorporate its main suppliers' action plans. This information, which includes greenhouse gas emissions measurements (across Scopes 1, 2, and 3), is set out in the climate change section of our Universal Registration Document. The Group therefore intends to comply with upcoming regulations, particularly those relating to carbon neutrality. It follows the recommendations of the TCFD (Task Force on Climate-Related Financial Disclosures) and reports to the CDP to share its climate-related data with all its stakeholders. To align with best practices, the Group is working to implement a transition plan in line with the pathway set out in the Paris Agreement, which has been submitted to the SBTi (Science-Based Targets initiative), and validated in August 2025.

.....LEGAL AND IT RISKS

Intellectual property

Risk description	Risk assessment and management
<ul style="list-style-type: none"> Interparfums' brands are strategic intangible assets for the Group and are protected in the countries in which they are marketed. Marketing a product whose trademark is already used by other companies or not renewing protection for important trademarks in the portfolio could lead to disputes and requests for the destruction of the stock concerned. 	<ul style="list-style-type: none"> Conducting prior art searches and monitoring registrations and renewals over the life of the trademark are priorities for the Group and are the subject of specific oversight by a dedicated team within the Legal Department. This team, equipped with high-performance tools, manages and defends these intellectual property rights worldwide.

Risk description	Risk assessment and management
<ul style="list-style-type: none">• In an environment of digital transformation and constantly evolving technologies, the Group's business relies on increasingly digital processes.• System malfunction, downtime, or data loss could have a significant impact on the Group's business.	<ul style="list-style-type: none">• The IT Department has introduced strict rules on infrastructure, application, and access rights security.• It has also put in place equipment and tools to protect and update security against intrusions, cyberattacks, and system obsolescence. It carries out regular penetration testing campaigns. In 2024, Interparfums SA also organized a series of training sessions for all employees on preventing the risk of cyberattacks. All new employees receive mandatory cybersecurity training.• In addition, the Group has introduced an IT charter setting out the rights and duties of employees who use the information system to ensure that it is used in a secure environment and in accordance with internal control procedures. A dedicated personal data protection charter includes all of the best practices in the field. The Group's approach is based on training its employees on the topic.

TABLE OF ESG INDICATORS

Reporting scope: the content of this report and the indicators presented in the following pages, unless otherwise stated, cover the Group (France, the United States, and Singapore) and are consolidated for the year 2024 (i.e. from January 1 to December 31, 2024). No subsidiary is excluded from this reporting scope. The extra-financial scope mirrors the financial reporting scope. All Interparfums operations are therefore covered in this report.

Indicator		Results 2022	Results 2023	Results 2024	ESRS	Frameworks SDGs	GRI
Environment							
Emissions	Total annual greenhouse gas emissions Scope 1 and 2 (in tCO ₂ eq)	235	240	233	ESRS E1	13	305-1, 305-2
	Total annual greenhouse gas emissions Scope 1, 2, and 3 (in tCO ₂ eq)	152,937	252,529	224,961	ESRS E1	13	305-1, 305-2
	Carbon intensity (in kg CO ₂ per €k sales)	218	316	255	ESRS E1	13	305-1, 305-2
	Number of carbon sequestration projects	1	1	1	ESRS E1	13	305-1, 305-2
	Total energy consumption (in MWh)	1,754	1,696	1,682	ESRS E1	7	305-1, 305-2
	Self-produced renewable energy consumption (in MWh)	nd	4.88	6.84	ESRS E1	7	305-1, 305-2
Water	Water consumption (warehouse) (in m ³)	3,949	1,301	1,014	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 PCR (recycled) glass used in product packaging	37%	78%	78%	ESRS E5	12	301-2
	Intensity of PCR glass use (in metric tons/€m sales)	11.3	7.8	7.9	ESRS E5	12	301-2
	Percentage of FSC cardboard used in product packaging (gift sets and boxes)	10%	88%	100%	ESRS E5	12	301-2
	FSC cardboard intensity (in metric tons/€m sales)	3.20	1.98	1.80	ESRS E5	12	301-2
	Intensity of plastic used in product packaging (in metric tons/€m sales)	1.91	1.77	1.47	ESRS E5	12	301-1
Waste	Amount of waste produced (warehouse) (in metric tons)	42.3	30	64	ESRS E5	12	306-3
	Percentage of waste recycled	0.83	0.9	0.88	ESRS E5	12	306-5
	Amount of hazardous waste produced (in metric tons)	8.8	0	0	ESRS E5	12	306-4
Pollution	Total financial penalties and fines paid for breaches of current environmental regulations	0	0	0	ESRS E2	12	2-27

Indicator		Results 2022	Results 2023	Results 2024	ESRS	Frameworks SDGs	GRI
Social							
Employment	Group workforce	317	334	353	ESRS SI	8	2-7
	Workforce by geographical area - France	228	233	247	ESRS SI	8	2-7
	Workforce by geographical area - United States	70	77	82	ESRS SI	8	2-7
	Workforce by geographical area - Asia	19	24	24	ESRS SI	8	2-7
	Workforce by contract type - Permanent	307	323	336	ESRS SI	8	2-7
	Workforce by contract type - Non-permanent	10	11	17	ESRS SI	8	2-7
	Permanent jobs created	19	23	15	ESRS SI	8	401-I
	Percentage of employees covered by a collective agreement	72%	70%	70%	ESRS SI	8	402-I
Loyalty and absenteeism	Employee breakdown by age	Under 18: 0%	Under 18: 0%	Under 18: 0%	ESRS SI	10	405-I
		18 to 24: 4%	18 to 24: 5.7%	18 to 24: 5.9%			
		25 to 34: 29%	25 to 34: 29.3%	25 to 34: 30.0%			
		35 to 44: 29.7%	35 to 44: 29%	35 to 44: 28.3			
		45 to 54: 24.3%	45 to 54: 23.6%	45 to 54: 22.7%			
		55 and over: 13%	55 and over: 12.4%	55 and over: 13.0%			
	Average employee age	nd	41.0	40.8	ESRS SI	10	405-I
	Average seniority	8.1	7.5	7.6	ESRS SI	8	405-I
	Turnover	19%	22%	13%	ESRS SI	8	405-I
	Total absenteeism rate	2.34%	2.29%	2.01%	ESRS SI	8	405-I
	Absenteeism rate (excluding maternity and paternity leave)	1.21%	1.80%	1.27%	ESRS SI	8	405-I

	Indicator	Results 2022	Results 2023	Results 2024	ESRS	Frameworks SDGs	GRI
Diversity and inclusion	Gender parity in the permanent workforce - Women	74%	74%	75%	ESRS SI	5	405-1
	Gender parity in the permanent workforce - Men	26%	26%	25%	ESRS SI	5	405-1
	Gender parity in management roles - Women	65%	61%	63%	ESRS SI	5	405-1
	Gender parity in management roles - Men	35%	39%	37%	ESRS SI	10	405-1
	Workplace equality index score (France)	84/100	84/100	85/100	ESRS SI	10	405-2
	Number of employees recognized as disabled	3	3	4	ESRS SI	4	405-1
	Number of interns	4	0	1	ESRS SI	4	405-1
Training	Percentage of employees who attended at least 1 training course during the year	32%	55%	92%	ESRS SI	4	404
	Number of training hours	1,591	2,719	2,347	ESRS SI	3	404
	Average number of training hours per employee	5	8	7	ESRS SI	3	404-1
Safety	Number of lost-time accidents	1	1	0	ESRS SI	3	403-9
	Number of lost-time accidents while commuting	0	0	2	ESRS SI	3	403-9
	Frequency index (number of lost-time work accidents per million hours worked)	2.48	1.87	0	ESRS SI	3	403-9
	Severity rate (number of days of accident-related absence per thousand hours worked)	0.03	0.01	0	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 service	0	1	1	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	0.04	0.02	0.99	ESRS S4	3	416

Indicator		Results 2022	Results 2023	Results 2024	ESRS	Frameworks SDGs	GRI
Governance							
	Percentage of independent directors	45%	50%	55%	ESRS G I		2-9
	Percentage of women on the Board	45%	50%	55%	ESRS G I	5	2-9
	Individual Shareholders' Consultative Committee	Yes	Yes	Yes	ESRS G I		2-9
	CSR Committee	No	No	Yes	ESRS G I		2-9
	Directors' attendance rate	98%	99%	93%	ESRS G I	8	2-9
	Effective tax rate	24.8%	26.9%	25.5%	ESRS G I	8	205
	Percentage of employees trained in the fight against corruption	nd	3%	93%	ESRS G I	8	205
	Number of incidents reported through the whistleblowing procedure	0	0	0	ESRS G I	8	205
	Percentage of suppliers who have signed the ethics charter	- %	51%	62%	ESRS G I	8	414
	Personal data protection policy (DPO)	Yes	Yes	Yes	ESRS G I	8	418

nd: Not defined

Report compliant with GRI standards (self-declaration)

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 products' environmental
impact and composition

<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](https://www.sustainalytics.com/esg-rating/interparfums/1008759663)

Commitments and memberships

FEBEA

Global Compact

MiddleNext

SBTi

<https://www.febea.fr/>

[https://unglobalcompact.org/what-is-gc/
participants/163783](https://unglobalcompact.org/what-is-gc/participants/163783)

<https://www.middlenext.com/>

[https://sciencebasedtargets.org/companies-taking-
action#dashboard](https://sciencebasedtargets.org/companies-taking-action#dashboard)

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