

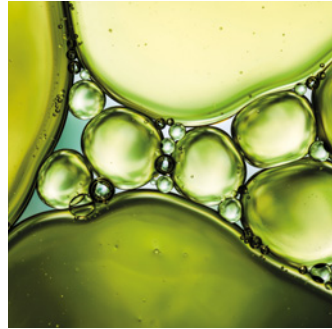
WE
CAPTURE
WHAT
MOVES



CS 2021 REPORT

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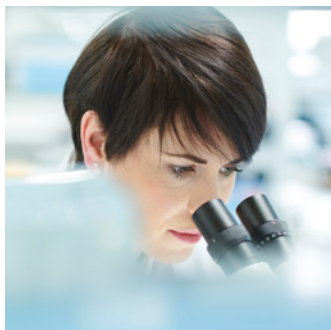
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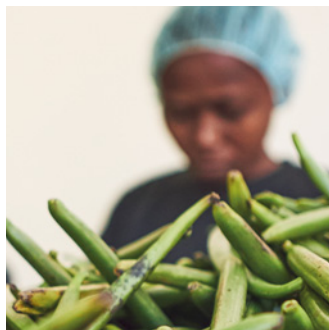
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ABOUT THIS REPORT

This report sets out the MANE Group's Corporate Social Responsibility (CSR) approach: its sustainable development commitments and the progress made towards achieving its objectives.

It also aims to report transparently on the approach put in place by our company to contribute to the Sustainable Development Goals (SDGs) and the 10 Principles of the United Nations Global Compact.

To further ensure comprehensiveness and relevance, we prepared this report by referring to the guidelines of the Global Reporting Initiative (GRI). This report also meets the legal requirements stipulated in France by Order No. 2017-1180 of 19 July 2017 and Decree No. 2017-1265 of 9 August 2017 establishing a Statement of Non-Financial Performance (SNFP).

Each year, our procedure for collecting, analysing and consolidating the Group's CSR information, as well as the reliability of the reported results, is verified by an independent third party.

ACKNOWLEDGEMENTS

This report was prepared by the MANE Group's CSR and Communication Departments and drew on the work of all the Group's CSR correspondents. We would like to thank all the employees who contributed to it.

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2021

is a year that will be remembered in more ways than one. Firstly, we joyfully celebrated our 150th anniversary. In 1871, my great-grandfather, Victor, inspired by and passionate about the cultivation and distillation of perfume flowers, created the company MANE in Bar-sur-Loup. Five generations have succeeded each other over the course of the past 150 years to fulfil our mission: to perpetuate the MANE Group as an independent family company, assuming its destiny and its responsibility vis-à-vis its customers and employees.

Jean Mane
PRESIDENT

MESSAGE FROM THE PRESIDENT

Marked by periods of lockdown linked to the Covid-19 pandemic, 2021 was as difficult a year as 2020. Once again, the exceptional resilience of our collaborators, as well as our compliance with barrier measures and health protocols, enabled us to maintain the quality of the service provided to our customers, while preserving the health of our collaborators. We would like to thank them all for their tireless work and positive attitude throughout the year, allowing us to continue the planned expansion investments.

These 150 years of existence are the expression of our desire to act in accordance with the strong value of our family culture.

Combined with our passion to meet the needs of our customers and the pursuit of high ethical standards, it is one of the three values that characterise “The MANE Way”. A new governance structure was also introduced in 2021. It defines the structuring framework we need to accelerate our development and continue pioneering the world of sensory experiences to satisfy our customers’ needs. The CSR Department is at the heart of this new governance, as a member of the Global Management Team. It influences strategic choices and managerial practices, to create shared value for our customers, collaborators, suppliers and partners, and for communities and our environment. Indeed, it is the only possible way to conceive celebrating our 200th anniversary.

2021 thus marks the end of our first CSR roadmap, initiated in 2009, and structured around 15 objectives contributing to **our 4 sustainable development commitment pillars**. The purpose of this report is to inform our stakeholders of the actions implemented to achieve our objectives. It contributes to the continuous improvement of our process to communicate on progress.

We are now looking towards 2030, with our new CSR roadmap in hand. We are determined to go further, notably in the pursuit of the reduction of CO₂ emissions across our entire value chain, in accordance with our Science-Based Targets and a trajectory compatible with a global warming limited to 1.5 °C.

I hope you find it interesting.

4 OUR COMMITMENT PILLARS



GROUP PROFILE

OUR IDENTITY

In 1871, Victor Mane was inspired by the exceptional beauty of the natural elements surrounding him and began to produce fragrant materials from these regional flowers and plants.

What began as a small distillery has since grown to become one of the leading flavours and fragrances companies in the world.

The Mane family has managed the Group since its creation. Victor's sons, Eugène and Gabriel, modernised and started developing the business internationally. In 1959, Maurice, Eugène's son, took the reins. He successfully oversaw the expansion of the company until 1995, when he became President of the Supervisory Board. Jean, his eldest son, is appointed President of the MANE Group. Michel, his youngest son, becomes President of the Americas region. Samantha Mane, Jean Mane's eldest daughter, now serves as Director of the EMEA (Europe Middle East Africa) region. Over the last ten years, several members of the fifth generation of the Mane family have joined the Group, continuing the family adventure.

MANE is now the leading French group and one of the world leaders in its sector. The headquarters are based in Bar-sur-Loup, near Grasse, in the south-east of France.

The Group is present on all continents through its 50 research and development centres and its 27 manufacturing sites. For nearly ten years, it has consistently posted strong growth and results.

MANE IN A FEW FIGURES



OUR PRODUCTS

FLAVOURS

Developing a taste for our know-how

The Flavour division provides the **leaders of the food and drink industry** with **cutting-edge solutions** to a wide spectrum of gustative challenges:

- creation of unique organoleptic experiences;
- optimisation of taste perception;
- masking unwanted notes.

Through our unique expertise, understanding of consumer preferences and unrivalled knowledge of raw materials, we provide our clients with the best that nature has to offer **to enhance their taste experience.**

Key expertise and products

MANE solutions are designed for all **food and drink applications** (beverages, dairy products, confectionery, bakery, savoury, and nutrition) and are based on consumer preferences. MANE has tremendous expertise in the different flavour forms (liquid, powder, granules, emulsions, capsules and paste) and adjusts formulations to fit the requirements of customer processes and market regulations.

Our innovation efforts focus on 4 research platforms:

- PURE CAPTURE™ ;
- SENSE CAPTURE™ ;
- N-CAPTURE™ ;
- TREND CAPTURE™ .

FINE FRAGRANCES

Let perfume talk

Our international perfumers design fragrances that embody MANE's two key pillars: **technology and creativity.**

Our Fine Fragrances Creative Studios are based in **Paris, Dubai, New York and São Paulo.** At these studios, MANE has created some of the most prestigious fine fragrances on the market, paving the way to new olfactory paths.

Exceptional ingredients, outstanding technology, and targeted consumer insight nurture the imagination and emotions of our fragrance creators. This inspiration leads them to **design visionary perfumes** destined to become tomorrow's classics. By combining their individual personalities and artistic vision, our perfumers **come together to unleash boundless creativity.**



FRAGRANCES FOR CONSUMER GOODS

Adding glamour to daily life

The fragrances that MANE creates are not only original and exquisite, but also highly effective, successful and competitive. They benefit all applications from toiletries to fabric care, including MANE's natural and proprietary cooling agent, Physcool®, which can be used in skincare formulations.

Through consistent analysis and integration of consumer insights and market trends, MANE develops cutting-edge fragrances that draw on its technical expertise to seamlessly fit targeted brands and markets. Our teams understand our clients' and consumers' needs, which our perfumers then bring to life in the form of **a unique olfactory experience**.

INGREDIENTS

Capturing the essence of nature

From traditional extractions to biotechnologically obtained molecules and our **innovative Jungle Essence™ extracts**, our manufacturing processes are inimitable. In a constant quest for **excellence**, our teams tirelessly travel the world, collecting raw materials and forging partnerships with remote communities. In this way, we are able to **secure sourcing, ensure shorter supply chains, circumvent price fluctuations and offer premium ingredient options**.

The secret to our success is our exceptionally diverse portfolio of premium raw materials. The sophisticated and technically advanced compounds we formulate are derived from only the highest quality, speciality ingredients.



OUR BUSINESS MODEL

OUR CHALLENGES

COMPANY

- Respecting human rights
- Fighting against inequalities
- Inclusive growth
- Territorial anchoring and local development
- Fair practices
- Securing the supply of raw materials
- Climate justice

ENVIRONMENT

- Carbon neutrality
- Adapting to climate change
- Preserving and restoring biodiversity
- Preventing pollution
- Circular economy

CONSUMPTION

- Protecting consumer health and safety
- Naturalness of ingredients
- Dietary changes
- Guarantee and traceability of supply chains
- Transparency of product information

OUR RESOURCES

FINANCIAL RESOURCES

- Capital **fully** held by the MANE family for 150 years
- Financial stability with a long-term vision
- Controlled debt

EMPLOYEES

- +7,100** employees
- Industrial and technological know-how
- 64** flavourists and **83** perfumers

SUPPLIERS

- +1,000** suppliers and service providers

OUR STRENGTHS

THE MANE WAY

- Acting with a strong family culture
- Being passionate about the needs of our customers
- Maintaining high ethical principles

INNOVATION

- 50** R&D Centres
- 8%** of turnover reinvested in R&D
- Pioneer in biotechnology
- Exclusive extraction technologies
- Green Motion™ by MANE

GLOBAL PRESENCE

- 27** manufacturing sites
- Established in **39** countries
- 90%** of sales made internationally

OUR VISION

Pioneering the world of sensory experiences to satisfy our customers' needs.

OUR MISSION

We capture what moves consumers by designing ingredients, fragrances and flavours that create emotions and lasting memories, sustainably.

OUR VALUE CREATION

TURNOVER

- €1,506** million

FOR OUR CLIENTS

- 93%** customer satisfaction
- Product quality and safety (ISO 9001, 14001, 50001, 45001, FSSC 22000 and IFS/BRC certification, etc.)
- Traceability of raw materials
- 56%** of headquarter suppliers assessed on their CSR by an independent third party

FOR OUR EMPLOYEES

- Creation of sustainable jobs (**91%** permanent contracts)
- 18** hours of training on average per employee
- GEEIS label (Gender Equality) obtained by V. MANE FILS (France), MANE Ibérica and MANE Italia
- Continuous improvement of health and safety at work (**53%** reduction in the accident frequency rate from 2009 to 2021)

FOR OUR SUPPLIERS

- Long-term partnerships
- Support for their CSR evaluation
- Establishment of sustainable channels

FOR THE ENVIRONMENT

- A **27%** reduction in our GHG emissions (scopes 1 and 2) per tonne of product from 2009 to 2021
- Reduction of our energy (**-30%**) and water (**-28%**) consumption from 2009 to 2021
- 33%** renewable energy
- 81%** of waste recovered
- Commitment to a trajectory to reduce our CO₂ emissions aligned with the objectives of the Paris Agreement on climate.
- Financing of reforestation and ecosystem restoration projects

FOR SOCIETY

- Local anchoring and contribution to local development
- Sponsorship of and partnerships with local associations and communities



54% FLAVOURS

Our flavour solutions are designed for all food and drink applications (beverages, dairy products, confectionery, bakery, savoury products and nutrition).

36% FRAGRANCES

The fragrance division radiates across the world of beauty by designing fragrances with enchanting scents, but also high-performance compositions that are suitable for all applications (toiletries, laundry care, household products or ambient fragrance).

10% INGREDIENTS

By combining synthetic molecules and natural ingredients from around the world with our in-house technology, we can provide a comprehensive range of qualitative and thrilling creations.

REVIEW OF OUR ROADMAP FOR 2009-2021

Our Group, which has just celebrated its 150th anniversary, has demonstrated its long-standing commitment to sustainable development.

This is the summary of our roadmap for 2009-2021. We are proud to present to you the objectives we have achieved and exceeded.



* Per tonne of product and per report 2009



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CSR STRATEGY

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Our mission cannot be achieved without integrating social responsibility into the heart of the company's strategy and business lines.

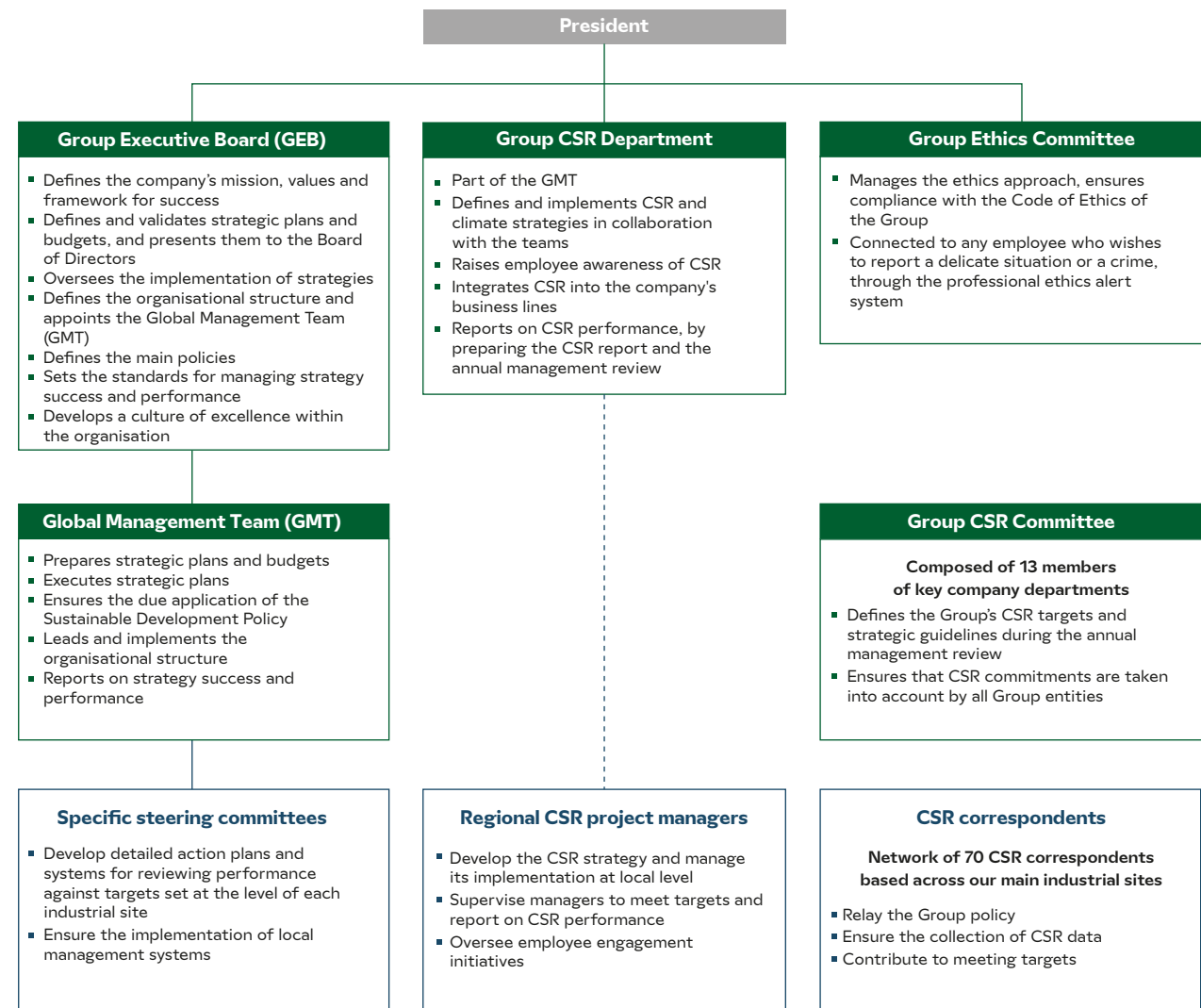
Since 2009, we have focused our efforts on the deployment of a strategic, proactive CSR approach, built around dialogue with our stakeholders and combined with effective governance.

Each commitment made is translated into operational terms, in the form of objectives that the teams adopt, monitor and continuously improve.

Reflecting CSR's central role in the company and its sustainability, the CSR Department reports directly to the Group President and is part of the Global Management Team.

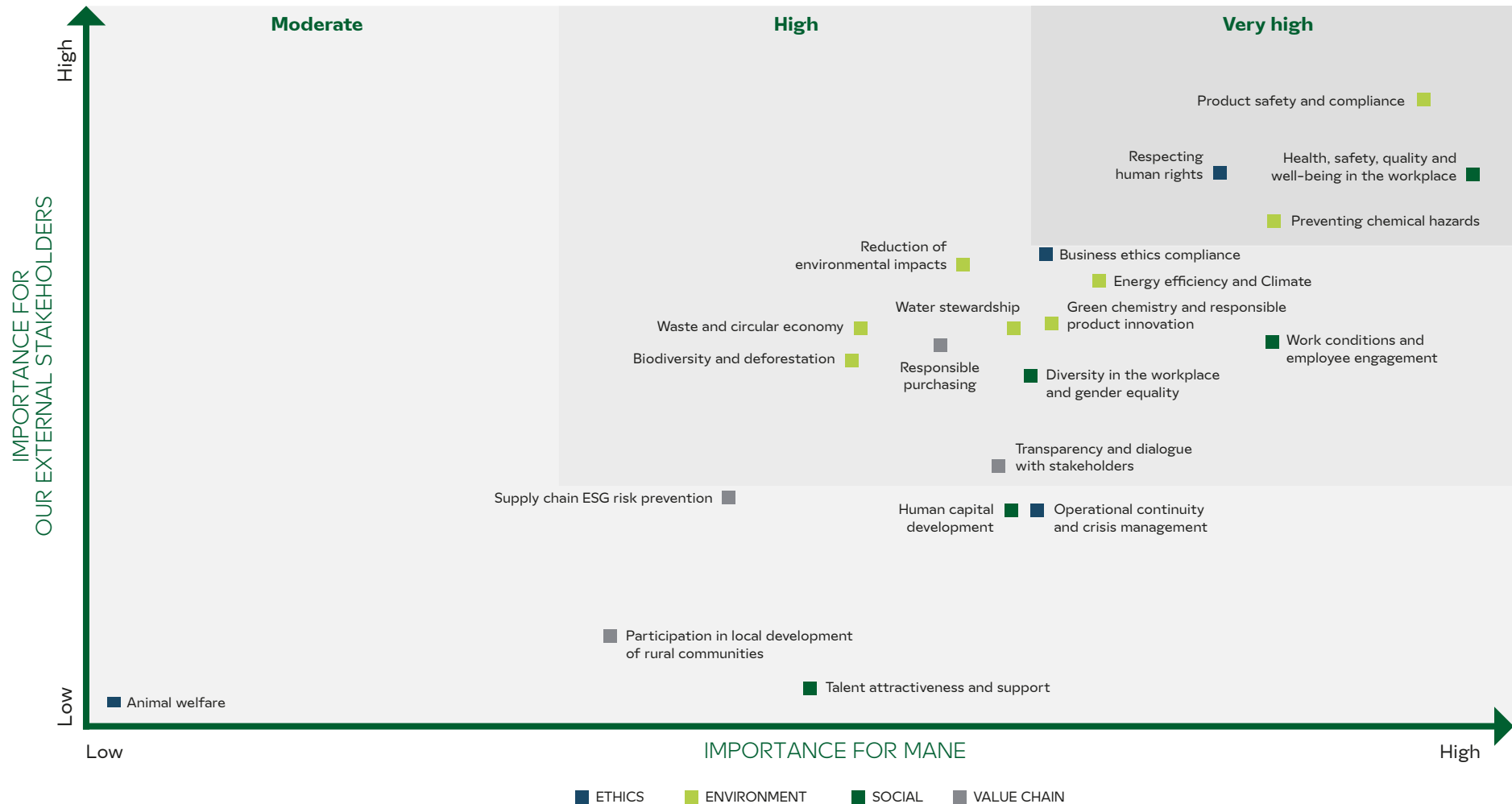
The CSR Department ensures the implementation of the CSR approach, in line with the Group's Sustainable Development Policy, at the various subsidiaries.

CSR GOVERNANCE



MATERIALITY MATRIX

The materiality matrix is an overlap of CSR issues which are important for the company and stakeholder expectations on these topics. It summarises the results of the materiality study, which was conducted with over 4,000 stakeholders in 2021. Each issue is prioritised from the point of view of the MANE Group and its stakeholders. The issues considered to be priorities from both points of view were selected for inclusion in our roadmap and our CSR report.



NON-FINANCIAL RISKS

Our global footprint and the diversity of our activities expose us to labour, environmental and societal risks both internally and in relation to our business relationships and products.

MANE operates in a constantly changing economic, competitive and technological environment. In 2021, we revised our non-financial risk mapping and our materiality analysis. It is aligned with our CSR strategy and presents the risks and opportunities identified in relation to some of our commitments.

The table below contains the following items: main risks identified, description of their potential impacts on the company and policies applied to address them. The description of these policies and their results are communicated throughout this report in each of the corresponding chapters.

ACT AND OPERATE ETHICALLY AND RESPONSIBLY

Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality	Policies applied by MANE
Respect human rights	Risks	Regulatory non-compliance	<ul style="list-style-type: none"> ■ Criminal and administrative penalties ■ Damage to the company's reputation and image 	**	<ul style="list-style-type: none"> ■ Regulatory monitoring process ■ Internal Code of Ethics and system for raising awareness of the challenges and risks related to human rights and business ethics
		Violations of basic human rights and labour rights		* *	
Opportunities	Reassure customers as part of their due diligence	<ul style="list-style-type: none"> ■ Market share development 	*		
Ensure compliance and ethical business practices	Risks	Violations of internal rules of ethics	<ul style="list-style-type: none"> ■ Criminal and administrative penalties ■ Damage to the company's reputation and image 	**	
		Corruption and fraud		***	<ul style="list-style-type: none"> ■ Anti-corruption system ■ Anti-corruption regulatory watch process in the countries where we operate ■ Form to declare conflicts of interest

ENSURE RESPONSIBLE MANAGEMENT OF OUR PRODUCTS

Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality	Policies applied by MANE
Guarantee the safety and security of industrial sites	Risks	Major industrial accidents	<ul style="list-style-type: none"> Effects on the health and safety of employees and local communities 	***	<ul style="list-style-type: none"> Major Accident Prevention Policy and Occupational Health and Safety Management Systems
		Intrusion and malicious acts and acts of terrorism of a physical or cyber nature	<ul style="list-style-type: none"> Damage to the company's reputation and image Operating loss 	**	<ul style="list-style-type: none"> Policy to fight malicious acts Strengthening of security at Seveso sites in France Safety audits, intrusion simulation exercises
Reduce pollution and spills	Risks	Odour pollution	<ul style="list-style-type: none"> Complaints from local residents Criminal and administrative penalties Loss of operating permit 	**	<ul style="list-style-type: none"> Priority of our Design Office regarding odour control and treatment
		Pollution	<ul style="list-style-type: none"> Release of effluent and emissions, waste generation, accidental chemical spillage 	**	<ul style="list-style-type: none"> ISO 14001 certification
	Opportunities	Reduction of odour nuisance and pollution	<ul style="list-style-type: none"> Better management of significant environmental impacts Cost reduction Improved relations with local authorities and residents 	**	<ul style="list-style-type: none"> Target to increase the number of ISO 14001 certified sites
Ensure product safety and compliance	Risks	Changing expectations of increasingly suspicious consumers regarding the ingredients used in cosmetic and food products	<ul style="list-style-type: none"> Strong demand for natural, sustainable and healthier products Loss of turnover with our customers if we cannot respond to changing consumer expectations 	**	<ul style="list-style-type: none"> Sustainable palm oil purchasing policy Sustainable sourcing programmes Development of sustainable consumer product lines
		Complexity of regulations and industry standardisation	<ul style="list-style-type: none"> Loss of innovation Relocation (fewer regulatory constraints) Reduction in the range of usable products 	**	<ul style="list-style-type: none"> Compliance with REACH regulations
		Health risks related to products	<ul style="list-style-type: none"> Effects on consumer health and safety Product recalls Administrative and criminal penalties related to REACH Production disruptions 	**	<ul style="list-style-type: none"> Toxicological studies Quality and food safety management systems and Food Allergens Policy
	Opportunities	Continuous product improvement	<ul style="list-style-type: none"> Proof of customer confidence 	**	<ul style="list-style-type: none"> IFS/BRC and ISO 22000 certification

ENSURE RESPONSIBLE MANAGEMENT OF OUR PRODUCTS

Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality	Policies applied by MANE
Improve the energy efficiency of our facilities and fight climate change	Transition risks	Increasing regulatory pressure on GHG emissions	<ul style="list-style-type: none"> ■ New climate laws ■ Increased energy bills and higher operating costs 	***	<ul style="list-style-type: none"> ■ Low-carbon energy substitution plan ■ Development of a low-carbon strategy ■ ISO 50001 certification
		Non-compliance	<ul style="list-style-type: none"> ■ Financial impact: fines, administrative and criminal penalties, etc. 	*	<ul style="list-style-type: none"> ■ Ongoing regulatory monitoring ■ Consolidated annual CSR reporting (verified by an independent third-party organisation) ■ New more ambitious 2030 “Science Based Targets” ■ Development of a low-carbon strategy
		Damage to the brand’s image	<ul style="list-style-type: none"> ■ Damage to reputation ■ Loss of potential customers 	***	
	Transition opportunities	Development of low-carbon products	<ul style="list-style-type: none"> ■ Reorientation of R&D strategies towards the development of products with a lower GHG impact ■ Competitive positioning and differentiation 	***	
	Transition risks	Insufficient technological upgrading of industrial plants	<ul style="list-style-type: none"> ■ Loss of productivity and operational performance of plants ■ Increase in the Group’s carbon footprint <ul style="list-style-type: none"> ▶ Loss of revenue on products with a high GHG impact 	*	<ul style="list-style-type: none"> ■ Best Available Techniques (BAT) ■ ISO 50001 certification
	Physical risks	Vulnerability to extreme weather events	<ul style="list-style-type: none"> ■ Material damage to infrastructure 	**	<ul style="list-style-type: none"> ■ Climate risk analysis ■ Implementation of a BCP (business continuity plan)
<ul style="list-style-type: none"> ■ Interruption of production and damaged products 			**		
		<ul style="list-style-type: none"> ■ Interruption of production due to droughts and heat waves and increased production costs 	**	<ul style="list-style-type: none"> ■ Conducting a water stress risk analysis ■ Group Water Policy ■ CEO Water Mandate 	

CARE ABOUT OUR EMPLOYEES

Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality	Policies applied by MANE
Develop the professional skills of employees and promote our ability to attract and support talent	Risks	Talent shortage	<ul style="list-style-type: none"> Recruitment difficulties 	*	<ul style="list-style-type: none"> “MANE Academy” managerial skills development programme
		Retirements	<ul style="list-style-type: none"> Loss of skills and expertise 	*	<ul style="list-style-type: none"> Intergenerational contract (France)
		Loss of talent	<ul style="list-style-type: none"> Recruitment difficulties Lack of motivation and loss of interest of employees Turnover 	*	<ul style="list-style-type: none"> Implementation of working from home and associated rules in the subsidiaries and in France (collective agreement) Collective agreements on quality of life at work (France) Happy Index at Work Top work places (USA)
	Opportunities	Promotion of internal mobility	<ul style="list-style-type: none"> Skills development Increased motivation among employees Talent retention and development 	*	<ul style="list-style-type: none"> Development of succession plans Development of internal and international mobility plans
Guarantee hygiene, health, safety and well-being at work	Risks	Personal risks	<ul style="list-style-type: none"> Effects on employee health and safety: work-related injuries, occupational diseases, absenteeism 	***	<ul style="list-style-type: none"> ISO 45001 certification (Arochema India Ingredients, MANE Shanghai, MANE KANCOR, MANE India and MANE Mexico) Occupational Health and Safety policies
		Occupational stress	<ul style="list-style-type: none"> Unhealthy work environment Lack of motivation and loss of interest of employees Absenteeism Turnover 	*	<ul style="list-style-type: none"> Survey to assess occupational stress Training and awareness for managers on stress prevention and training for medical staff to better identify these risks
	Opportunities	Well-being at work	<ul style="list-style-type: none"> Positive effects on employee health and development of employee potential Improved team cohesion and talent retention 	*	<ul style="list-style-type: none"> Quality of Life at Work approach (France)
Promote diversity in the workplace and equal treatment of women and men	Risks	Non-compliance with regulations (equal pay, professional integration of people with disabilities, etc.)	<ul style="list-style-type: none"> Damage to the company’s reputation and image Criminal and administrative penalties Lack of motivation and loss of interest of employees 	*	<ul style="list-style-type: none"> Company agreement on work-life balance as well as professional equality and equal pay (France) E-learning training to raise awareness and train employees on gender equality in the workplace (France)
		Risks of discrimination		*	<ul style="list-style-type: none"> Company agreement to promote the employment of people with disabilities (France) Code of Ethics and associated training Use of ESATs (French Establishments and Services providing Assistance through Work)
	Opportunities	Performance	<ul style="list-style-type: none"> Composite teams with different visions and ideas Intellectual stimulation as a vector of innovation 	*	<ul style="list-style-type: none"> HR policies on diversity and inclusion Signature of the Diversity Charter (France) GEEIS certification of V. MANE FILS, MANE Ibérica and MANE ITALIA

PROMOTE SUSTAINABILITY ALONG VALUE CHAIN








Commitments	Risks and opportunities	Description of risks and opportunities	Potential impacts	Criticality	Policies applied by MANE
Prevent and manage ESG risks in the supply chain	Risks	Human rights violations in the supply chain	<ul style="list-style-type: none"> ■ Criminal and administrative penalties (due diligence) ■ Damage to reputation and image ■ Disruption to the supply chain ■ Loss of turnover with our customers 	***	<ul style="list-style-type: none"> ■ Responsible purchasing policy including a CSR evaluation process for suppliers ■ Supplier CSR Charter
	Physical risks	Vulnerability to extreme weather events	<ul style="list-style-type: none"> ■ Impact on resources and crops of natural raw materials in terms of: availability, yields, price fluctuations ■ Disruption of the supply chain for the transportation of raw materials 	**	<ul style="list-style-type: none"> ■ Plan to secure ingredients ■ Analysis of climate risks affecting suppliers ■ Water stress risk analysis ■ Group Water Policy
	Opportunities	Development of privileged partnerships	<ul style="list-style-type: none"> ■ Securing the supply of raw materials ■ Reduced risk of non-compliance with human rights and international labour standards 	**	<ul style="list-style-type: none"> ■ Contracts dating back a number of years with certain suppliers ■ Development of responsible channels



OUR RESULTS IN 2021




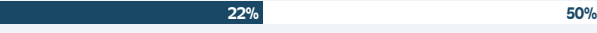




Implemented in terms of a long-term outlook, our CSR approach is part of the MANE Group's development strategy. It is based on our desire to take full responsibility for our impacts on our stakeholders and society at large. Through a materiality analysis, carried out since 2012 and updated in 2021, we have identified our priority CSR challenges. Based on these challenges, we made 20 commitments structured around 4 pillars, which make up our Sustainable Development Policy. These commitments also allow us to contribute to the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015.

We then roll out these commitments at Group level in the form of concrete, qualitative or quantitative targets to be achieved. These targets constitute our new roadmap for 2018–2030. They are set with a 2030 deadline and measured against 2018, considered as our reference year.

SDG	Our CSR commitments	Our 2030 targets	Our results in 2021
 ETHICS	<ul style="list-style-type: none"> Respect human rights Ensure compliance and ethical business practices 	100% of employees sign the Code of Ethics	92% 100%
		100% of employees trained in the Code of Ethics	72% 100%
		100% of the employees most exposed to corruption risks sign the Purchasing Code of Ethics or CEO/CFO	97% 100%
		100% of the employees most exposed to corruption risks trained in anti-corruption	94% 100%
      ENVIRONMENT	<ul style="list-style-type: none"> Ensure product safety and compliance Reduce pollution and spills Improve the energy efficiency of our facilities and fight climate change Integrate the concept of Green Chemistry into R&D Reduce environmental impacts during production Guarantee the safety and stewardship of water Effectively managing our waste to promote the circular economy Preserve biodiversity and fight against deforestation 	90% of products shipped from ISO 14001 certified sites	83% 90%
		90% of products made from natural extracts and synthetic molecules with a GREEN MOTION™ score higher than 50/100	84% 90%
		Zero waste to landfill	11% 0%
		Reduce our water consumption by 20%* ✓	-11% -20%
		Reduce our water consumption by 25%* in regions subject to high water stress	-13% -25%
		Reduce our energy consumption by 25%* ✓	-8% -25%
		100% of energy consumption from renewable energies	45% 100%
		Reduce our CO ₂ emissions by 57% on scopes 1 and 2* ✓	-25% -57%
		Reduce our CO ₂ emissions by 38% on scope 3*	-34% -38%

* Per tonne of product, compared to 2018.

✓ Indicators verified by the independent third-party organisation to provide reasonable assurance.

SDG	Our CSR commitments	Our 2030 targets	Our results in 2021
SOCIAL     	<ul style="list-style-type: none"> Guarantee hygiene, health, safety and well-being at work Ensure good working conditions to improve employee engagement Promote diversity in the workplace and equal treatment of women and men Develop our employees' professional skills Promote our ability to attract and support talents 	90% of employees receive at least one training	 Target already achieved and exceeded (91%)
		90% of employees have an annual appraisal	 85% 90%
		Reduce our lost-time accident frequency rate by 20% compared to 2018	 (+12% Priority area for improvement) -20%
		50% of employees working in an ISO 45001 certified site	 22% 50%
VALUE CHAIN   	<ul style="list-style-type: none"> Strengthen transparency, communication, reporting and dialogue with stakeholders Implement a responsible purchasing policy Prevent and manage ESG risks in the supply chain Participate in the local development of rural communities 	90% of the Group's purchases made from suppliers committed to a CSR policy	Target 84%-achieved at the headquarters (Not yet consolidated at Group level)
		90% of the Group's global suppliers committed to a CSR policy	 77% 90%
		50% of the Group's suppliers assessed on their CSR by an independent third party	Target already achieved and exceeded at the headquarters (56%) (Not yet consolidated at Group level)

COMMITMENTS AND RECOGNITION OF OUR CSR POLICY

In terms of sustainable development, MANE strives to support international and recognised standards, as well as industry initiatives. Expert assessments and recognition from sustainable development improve transparency and give credibility to our CSR approach in the eyes of our stakeholders. Our commitment and success in this area have been recognised by independent third-party organisations. External awards and recognitions attest to the positive perception of our sustainable development strategy. Our Group is thus rewarded for the efforts made to improve its practices.





2

ACT AND OPERATE ETHICALLY AND RESPONSIBLY

Respect human rights	22
Ensure compliance and ethical business practices	24



For MANE, being a responsible company is above all about behaving in an ethical manner. Maintaining the highest ethical standards is one of our strategic priorities.

We are committed to promoting and respecting international human rights law in all the countries where we operate.

OUR CONTRIBUTION TO THE SDGS



RESPECT HUMAN RIGHTS

A GLOBAL CODE OF ETHICS

Respect for human rights is one of our strong commitments, validated by our membership of the United Nations Global Compact since 2003.

We are committed to:

- respecting the international labour standards set out in the conventions and recommendations of the International Labour Organization (ILO);
- preserving the environment;
- acting against corruption in all its forms.

In 2013, MANE structured and formalised its ethics approach in a Code of Ethics applicable throughout the Group.

Respect for human rights and fundamental freedoms is the core of our Code of Ethics. This document is our roadmap for implementing the ethical principles that govern the Group's operations.

Translated into 30 languages, this Code of Ethics is available on the Group's intranet and website, at the following address: <https://www.mane.com/our-ethics>.

In France, our Code of Ethics is included in the internal regulations of V. MANE FILS. As such, it is subject to the employee representative consultation procedure.

It is essential that all MANE employees act in accordance with the principles of our Code. This is why we aim to have each of them sign it by 2030. Since 2020, all new hires are required to read the Code of Ethics and undertake to comply with it by signing the document.

Signature of the Code of Ethics	2021
Number of employees who signed the Code of Ethics	6,571
% of the Group's consolidated workforce	92%

ALERT SYSTEM

As part of the means deployed to ensure the due application of the principles of the Code of Ethics, the Group set up an alert system in 2017.

It enables Group employees to refer any suspicion of a violation of the Code of Ethics to the Ethics Committee. The alert procedure is explained in detail in the Code of Ethics. It ensures the total confidentiality of both the author of the report and the person concerned. Members of the Ethics Committee can be contacted by email at the following address: ethics@mane.com.

All alerts sent to the Committee are the subject of investigations, recommendations to management and feedback to the authors of the reports.

In 2021, the ethics alert line was contacted on 22 occasions. After an initial screening, the Ethics Committee estimated that 18 alerts concerned situations that could be resolved by the Human Resources Departments. Two anonymous alerts could not result in extended processing. A detailed analysis confirmed the seriousness of two other alerts with possible breaches of the Code of Ethics.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

RENEWAL OF THE PRESIDENT'S COMMITMENT

"For the nineteenth consecutive year, MANE is supporting the Global Compact and renewing its commitment to implementing and promoting the 10 universally recognised Principles in its strategy, organisational culture and operations, as part of a continuous improvement approach."

Jean Mane
President

RAISE AWARENESS AND TRAIN EMPLOYEES

A training campaign ensured that employees had a good understanding of the Code and its implementation.

This training was designed to:

- illustrate the different types of behaviour to be prohibited as being likely to characterise violations of the Code;
- provide guidelines to respond to ethical dilemmas.

Thus, in the examples provided in the training material or in the associated quiz, employees are placed in about twenty different scenarios to understand in a concrete way the risky situations they may be confronted with.

The training is available via e-learning and in several languages on the Group's intranet.

Ethics training	2021
Number of employees who completed ethics training	5,192
% of the Group's consolidated workforce	72%

By 2030, 100% of the Group's employees will have participated in the online training and completed the Code of Ethics quiz.

PREVENT HUMAN RIGHTS VIOLATIONS IN OUR SUPPLY CHAIN

In addition to our responsibility as part of our own activities, we also believe that it is our responsibility to help influence the behaviour of our suppliers.

In order to avoid being complicit in human rights violations in our supply chain, we include the due consideration of this risk in our supplier risk analysis process⁽¹⁾.

To do this, we refer to the Human Freedom Index (HFI) published jointly by the Cato and Fraser institutes and the Friedrich-Naumann Foundation for Freedom. The HFI is a ranking that presents an index of 0 to 10 per country according to their level of individual, civil and economic freedoms.

We use this index to assess the risk of non-compliance with human rights among our suppliers depending on the country in which their plants are located or their natural raw material channels.

This analysis makes it possible to guide our purchasing and audit decisions according to the levels of risk identified. We also carry out other analyses as part of our responsible purchasing policy, including risks related to corruption, climate change and deforestation.

MANE also encourages its suppliers to commit to respecting human rights by signing its Supplier CSR Charter. The six principles of this Charter are additional points of vigilance to be followed during the assessments and/or audits carried out at suppliers' sites in relation to their social responsibility.



(1) See chapter entitled "Implement a responsible purchasing policy" of this report.

ENSURE COMPLIANCE AND ETHICAL BUSINESS PRACTICES

PREVENT CONFLICTS OF INTEREST

As stipulated in our Code of Ethics, employees are required to avoid any situation that could create a real or apparent conflict between their personal interests and those of the Group.

If this is the case, the employee experiencing a conflict of interest must inform his or her immediate supervisor and document it in a conflict of interest declaration. The Ethics Committee is informed.

ANTICORRUPTION

We have put in place a system to translate our commitment to the fight against corruption into concrete actions. This system comprises eight measures:

1. a Code of Ethics included in the internal regulations;
2. an internal alert system;
3. a corruption risk mapping;
4. a procedure to assess third parties;
5. accounting control procedures;
6. a training system for exposed managers and staff;
7. a disciplinary regime;
8. an internal control and evaluation system.

RAISE AWARENESS AND TRAIN EMPLOYEES EXPOSED TO CORRUPTION RISKS

In addition to the Group Code of Ethics, we have drawn up two more specific Codes of Ethics for the managers and employees most exposed to the risk of corruption:

- the Group's Purchasing Code of Ethics;
- the Group's Code of Ethics for Chief Executive Officers and Chief Financial Officers.

We identified a panel of 398 employees at the Group in 2021 (i.e. close to 5.5% of the workforce). We ask them to sign these documents.

Signature of specific Codes of Ethics	2021
Number of employees most exposed to corruption risks (target audience)	390
Number of employees most exposed to the risks of corruption who have signed their specific Code of Ethics	377
% of target audience	97%

These employees must also follow a training course on corruption issues and risks and take a quiz.

Anticorruption training	2020	2021
Number of employees most exposed to corruption risks who have taken anticorruption training	226	368
% of target audience	57%	94%

A follow-up and awareness-raising campaign was carried out in 2021, thus making it possible to increase the number of employees who completed the anticorruption training.

In addition to the target audience, by the end of 2021, another 757 Group employees had also taken this training on a voluntary basis. In total, 16% of Group employees were made aware of this issue.





3

ENSURE RESPONSIBLE MANAGEMENT OF OUR PRODUCTS

Ensure product safety and compliance	26
Integrate Green Chemistry into R&D	29
Reduce environmental impacts during production	30
Improve the energy efficiency of our facilities and fight climate change	31
Guarantee the safety and rational management of water	35
Effectively manage our waste to promote circular economy	37
Reduce pollution and spills	38
Preserve biodiversity and fight against deforestation	40



It is impossible to separate the performance of our company and its acceptance by society from the reduction of the environmental impacts of our activities. Our goal is to better protect the communities and ecosystems around us.

To reduce these impacts, we have made the following commitments:

- ensure product safety and compliance;
- reduce pollution and spills;
- improve the energy efficiency of our facilities and fight climate change;
- integrate the concept of Green Chemistry into R&D;
- reduce environmental impacts during production;
- guarantee the safety and rational management of water;
- effectively manage our waste to promote the circular economy;
- preserve biodiversity and fight against deforestation.

OUR CONTRIBUTION TO THE SDGs



ENSURE PRODUCT SAFETY AND COMPLIANCE

ENSURE THE HEALTH SAFETY OF OUR PRODUCTS

The quality and safety of products are legitimate expectations of and major concerns for our consumers. Guaranteeing the health and safety of our products by protecting the health and safety of consumers is therefore a challenge and a priority for MANE and its customers.

Our approach covers the entire supply chain, starting with suppliers. We incorporate very strict controls in our purchasing and audit process, which allows us to select safe and high-quality raw materials. Audits are conducted at suppliers' sites to verify their ability to meet MANE's quality and safety requirements and identify any points of weakness.

All our production sites have established quality and health safety management systems. These systems provide for procedures and methods established at the various stages of production (reception, control of work in progress, final control). The manufacture and control of our products therefore meet strict standards. Risk analyses reduce the risks of physical, chemical and microbiological contamination to an acceptable level. Associated monitoring plans are in place to ensure continuous control.

Before the finished products leave our sites, we run tests to validate that they can be used safely. The tests carried out on finished products generally include physicochemical, microbiological and organoleptic tests.

They ensure that the finished products we supply to our customers are safe, of uniform and consistent quality, and satisfactory for consumer safety.

The vast majority of the Group's sites which manufacture food flavours are ISO 9001, IFS & BRC, FSCC 22000 or ISO 22000 certified, depending on the region. The manufacture of our finished products for the pharmaceutical industry (human or veterinary use) complies with Good Manufacturing Practices (GMP). These facilities are inspected by the French authorities. The fragrances and cosmetic ingredients that we manufacture are ISO 9001, EFFCI or ISO 22716 certified, depending on the site.

ASSESSING THE TOXICOLOGICAL SAFETY OF PRODUCTS

As part of our innovation approach, the development of a new ingredient or a new technology is subject to a rigorous assessment process regarding safety and regulatory matters. The intrinsic properties of new products are assessed and serve as the basis for our safety assessment and hazard classification processes. Research projects are coordinated by a Scientific Committee whose members meet every quarter.

During the innovation process, the environmental impact and animal welfare are also taken into account. This issue is of the utmost importance to MANE. The Group does not test its flavouring or fragrance compositions on animals. Moreover, no animal testing is carried out or ordered by MANE for its manufactured ingredients, unless otherwise required by national or regional regulations.

Our commitment to avoid animal testing in all cases is also reflected in our commitment to finding alternative methods. Since 2007, we have ben shareholders of ImmunoSearch. This research company is dedicated to the development of in vitro toxicological tests.

We also forge key partnerships with and/or take equity stakes in companies that are experts in non-animal experimentation methods, such as R&D companies developing QSAR models (*in silico* methodology).

MANAGE REACH COMPLIANCE

MANE manufactures and imports chemical substances into the European Union. As such, we must comply with the requirements of the REACH regulation (concerning the registration, evaluation and authorisation of chemical substances) for our portfolio of natural and synthetic raw materials. Protecting human health and the environment is not only the purpose of this regulation, but also a pillar of our Sustainable Development Policy. In order to ensure optimal compliance, a Regulatory Affairs team is dedicated to REACH obligations. External partnerships complement our regulatory and scientific expertise. MANE is also an active member of the working groups on the subject at the International Fragrance Association (IFRA) and the European Federation of Essential Oils (EFEO).

As regards the registration process, we have registered more than 120 substances, taking into account the exemptions related to the uses that MANE can benefit from. As the registration process is a continuous process, we work proactively on updating the files submitted. In this context, since 2019 we have participated in the project to improve REACH filing launched by the European Chemical Industry Council (CEPIC) in cooperation with the European Chemical Agency (ECHA).

Tools developed in-house, including a REACH dashboard, make it possible to monitor the quantity of substances. This work is done in close collaboration with the Purchasing and Production departments. MANE also exercises due diligence in ensuring that its suppliers meet their obligations. All information collected is recorded on various media and shared on the company intranet.

Comparable actions are carried out to implement other regulations similar to REACH, such as UK REACH and TURKEY REACH (KKDK).

PROMOTE SUSTAINABLE CONSUMPTION

Our responsibility in terms of sustainable consumption begins with our ability to develop products that benefit the environment and society at every stage of their life cycle.

Secondly, it is linked to the nature of the information we provide to our customers about our products, in order to encourage more responsible choices for our customers and, ultimately, consumers.

In this respect, the GREEN MOTION™ by MANE tool⁽¹⁾ allows us to inform our customers about the environmental profile of their composition and to direct their choices towards formulas that have a lower environmental impact.

Fragrance, a vector of well-being

When it comes to their fragrances and everyday products, consumers no longer want to have to choose between performance, pleasure, health and the environment.

The fragrance must be a sign of effectiveness and a vector of well-being, in addition to contributing to the more responsible profile of the product of which it is part.

Aware of this paradigm shift, MANE has, for several years, invested in a strategy of fragrance innovation, mindful of its environment and the well-being of consumers.

First of all, our solid expertise in green chemistry and our mastery of biotechnology and extraction processes enable us to enrich the perfumers' range with creative and responsible raw materials.

To support our perfumers with ever more demanding specifications, we have put in place a portfolio of innovative tools and solutions. Our FRESHPLEX™ captives reduce the perception of bad odours. The POWERBLOOM™ or FOOTPRINT formulation aids, tools derived from Data Science, respectively make it possible to increase diffusivity or accelerate the creation of more environmentally friendly fragrances. Finally, to meet the growing need for the objectification of the emotional benefits generated by fragrances, MANE has calibrated a series of methodologies based on the principles of Cognitive Sciences, as part of the WELLMOTION™ programme.

Our responsible innovation approach is also reflected in new fragrance vectors. We offer our customers MANENCAPS™ FC X2, a collection of fragrances produced in our plants. Available in a solid and ready-to-bottle version, this solution comes on a biodegradable support made from plants. It is ideal for scenting linen.

We are also investing in the development of biodegradable micro-capsules in order to reconcile the persistence of a fragrance on linen and reduce the release of microplastics into ecosystems.

MANE has developed AQUAFINE™, a concentrated biodegradable formulation, delivering a long-lasting fragrance without the use of alcohol or a solvent. This solution also represents a major environmental asset with a carbon footprint that is 22 times smaller than a traditional alcoholic formulation.

Healthy and tasty food

As a key player in the agri-food production chain, MANE is aware of its contribution to the well-being of consumers. In order to encourage them to eat a more balanced diet, it is essential that these foods are healthier, but also appreciated by consumers. This is our daily challenge: to develop flavours that meet consumer desires and to help food and beverage manufacturers reformulate their products with healthier alternatives. MANE has set up an international research programme aimed at understanding the modulation of taste. We have thus developed taste modulation systems to reduce the sugar, salt or fat content without compromising taste and mouthfeel.

Sugar

SENSE CAPTURE™ MS is a range of innovative solutions for modulating sweetness. Its unique properties are based on the three dimensions of taste: sweetness intensity, dynamics and sweetness quality. SENSE CAPTURE™ MS GENUINE is the latest generation of natural flavour solutions for beverages, cookies, confectionery, sauces, etc.

Salt

Replicating the many functions of salt without compromising taste, SENSE CAPTURE™ SALT is a natural and clean label solution for salt reduction. It is designed to be used in a wide range of food products: soups, sauces, broths, prepared meals, meats, processed cheeses, savoury snacks and bread and pastry products.

(1) See chapter entitled "Integrate Green Chemistry into R&D" of this report.

Fat

The reduction in fat content and the replacement of monosodium glutamate (MSG) in food and beverages also have a significant impact on products mouthfeel, by disrupting consumers' taste perception. MANE has developed a complete range of SENSE CAPTURE™ solutions, which effectively improve mouthfeel by significantly increasing the coating and fatty sensation of low-fat dairy products, as well as providing roundness in the mouth to culinary applications.

These different solutions can be combined, thus offering a holistic approach to taste modulation. They make it possible to reach a satisfactory solution, even in the case of the most complex problems.

Protein transition

MANE also offers solutions to replace animal proteins with plant-based alternatives. Consumers concerned about the future of the planet are changing their eating habits to reduce their environmental footprint, especially when it comes to proteins. This change in eating habits is also called 'protein transition': producing animal proteins in a more sustainable way or replacing them with proteins from plant or other sources in all or some of their food.

While health, animal welfare and financial reasons are at the heart of the replacement of animal protein in our diet, environmental aspects are also becoming increasingly important. 30% of European consumers say they consume savoury processed vegetarian/vegan food for ethical reasons related to the environment. Consumers therefore tend to eat less meat⁽¹⁾ and dairy products and replace them with more plant-based alternatives that are said to be better for their health and the environment.

Companies part of the Group MANE have been involved in plant science since 1981, replacing animal proteins in meat products. We then extended our expertise to other segments and categories of food products such as fresh dairy products and ice creams.

MANE's "Protein Transition" programme manages all research projects on proteins and the challenges they pose in terms of taste. This programme does not only take into account plant-based proteins. It also anticipates the use of other alternative proteins such as insects, in vitro proteins or proteins from fungi.

Taste is the most important factor in deciding whether or not to buy a product again. Consumers will only turn to more sustainable proteins if they like the taste of the food and drinks containing them.

The natural flavours and aromas produced by the company are especially suitable for these new foods and may benefit from a vegetarian or vegan status. MANE also uses its expertise to optimise plant-based flavour combinations for the best sensory profile of the finished product.

With its SENSE CAPTURE™ MASK range, MANE focuses on masking flavours. This range is particularly suited to the sensory challenges associated with products with high levels of protein or with undesirable notes such as those perceived in many plant-based products, both in the sweet and savoury worlds. SENSE CAPTURE™ PROTEIN is the perfect flavour solution, reducing off-notes from the use of plant-based proteins and astringent or bitter tastes.

PURE CAPTURE™ BH, for its part, provides the roasted accent much sought after in meat substitutes to recreate the taste of fried meat products.

Lastly, MANE's ingredients allow for simplicity in the ingredient statements of finished products, such as concentrated vegetable juices and spice extracts.



(1) MANE M2P study carried out in France, Germany, the United Kingdom, Spain and Italy in 2020, based on over 2,900 interviews.

INTEGRATE GREEN CHEMISTRY INTO R&D

Innovation is one of the strategic pillars of the MANE Group, a driving force for meeting the needs of our customers in a differentiated way.

In 2021, the Group invested 8% of its turnover in R&D activities.



Our commitment to sustainable innovation is to design safe and healthy products with a minimised environmental impact and maximised sensory benefits for the consumer. This entails innovation strategies involving the increased use of renewable and biodegradable raw materials with a low carbon footprint, or the recovery of industrial waste. It also involves improving our processes to eliminate or reduce the use of hazardous substances or the associated energy consumption.

In 2021, we celebrated the tenth anniversary of the Flavour and Fragrance industry's first environmental assessment tool. GREEN MOTION™ is based on the 12 principles of green chemistry introduced by P. Anastas and J. Warner. This tool, accessible to all and free of charge, is based on a comprehensive, transparent and multi-criteria approach. It can be used to calculate the overall environmental impact of an ingredient or a formula on a scale of 0 to 100. This simple and relevant method is based on a set of criteria grouped into seven fundamental concepts: E-factor, economy of atoms, mass yield of the chemical reaction, origin of raw materials, hazards and toxicity of reagents, type of solvents and manufactured products. Integrated via software into the perfumers and flavourists formulation tool, GREEN MOTION™ has become a veritable tool for improving our compositions in terms of their environmental footprint.

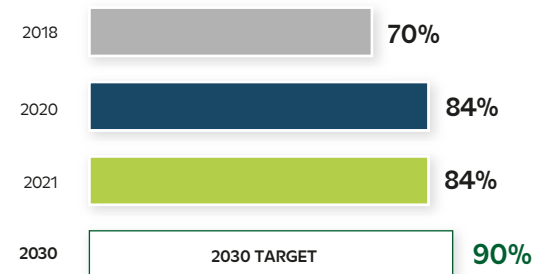
The new application is available online upon registration:

<https://greenmotion.mane.com/login>

84%

OF NATURAL EXTRACTS AND SYNTHETIC MOLECULES
HAVE A GREEN MOTION™ RATING > 50%

PRODUCTION OF NATURAL EXTRACTS AND SYNTHETIC MOLECULES WITH A GREEN MOTION™ RATING > 50%



We have reached and exceeded our 2021 target of producing 80% of natural extracts and synthetic molecules with a GREEN MOTION™ score above 50%. Our new target for the year 2030 is to increase this figure to 90%.



To accelerate the transition from fossil carbon to renewable carbon, we joined the Renewable Carbon Initiative (RCI) in 2021. This platform, at the crossroads of the chemical industries, aims to redefine the contours of renewable carbon in the long term, by considering carbon from biomass, but also from recycling and CO₂ captured from the atmosphere.

REDUCE ENVIRONMENTAL IMPACTS DURING PRODUCTION



MEASURE OUR IMPACTS

Thanks to the specific methods and tools implemented at the Group, we can measure and monitor our environmental impact at all levels. This approach enables us to make the decisions necessary to improve our performance and achieve all the environmental objectives we have set for ourselves.

SYSTEMATISE ISO 14001 CERTIFICATION

As part of our Sustainable Development Policy, we have committed to increasing the share of the Group's total tonnage shipped by ISO 14001 certified sites to over 90%. The implementation of an Environmental Management System (EMS) at a site makes it possible to:

- ensure compliance with regulations;
- identify and minimise the environmental impacts generated by the site's activities;
- manage environmental risks.



In 2021, three industrial sites joined the list of certified sites: MANE Ibérica in Spain, MANE Inc. in the United States and MANE India.

These certifications are the tangible result of the efforts made by local teams over the past two years. They have enabled us to increase the share of tonnage shipped by certified sites from 56% to 83% between 2020 and 2021.

In 2021, our industrial site in South Africa was unable to complete its certification project, due to delays in relation to the health crisis. As a result, we were unable to reach the 90% target that we had set for ourselves (target renewed for 2030).

TRAIN AND RAISE AWARENESS ON THE ENVIRONMENT

To support our environmental approach, we are investing in employee awareness-raising and training initiatives. The training policies of each of the Group's entities include modules dedicated to managing environmental impacts and risks.

In France, for example, all new hires receive a one to two-day induction training course to raise their awareness of environmental and energy management as well as occupational risks. Each employee is then required, depending on the risks related to their responsibilities, to follow specific training modules throughout their professional career.

Dedicated poster, communication and IT system campaigns are also being developed internally in order to ensure employees are aware of efficient actions, labelling regulations, chemical hazards, policies, indicators etc.

INVEST IN THE ENVIRONMENT



These investments made it possible to finance our actions in the following areas:

- waste treatment and disposal;
- reduction of pollution and spills;
- use of renewable energies;
- purchases of equipment to improve the energy efficiency of our facilities and optimise our water and energy consumption;
- use of outsourced consulting and equipment control services.

IMPROVE THE ENERGY EFFICIENCY OF OUR FACILITIES AND FIGHT CLIMATE CHANGE



OUR COMMITMENTS

So far

We are aware that the risks associated with global warming can be seen as both a threat and an opportunity. This is why we take into account the impact of our activities on the climate in our strategic thinking.

We have long been committed to reducing our carbon footprint. In 2007, we signed the Caring for Climate commitment. This historic commitment is now reinforced by our commitment to two major international initiatives in the fight against global warming:

- in 2015, we signed the Paris Pledge for Action, committing the Group to align its climate strategy with the objective of the Paris Agreement to limit global temperature rise to 1.5°C compared to pre-industrial levels;
- in 2019, we joined the Science Based Targets initiative (SBTi) to translate our commitment into concrete, science-based targets.

After an initial target achieved and exceeded by a 15% reduction in our CO₂ emissions on scopes 1 and 2 per tonne of product between 2009 and 2021, we have set ourselves two new targets for 2030:

- reduce our scopes 1 and 2 emissions per tonne of product by 57%, compared to 2018;
- reduce our scope 3 emissions per tonne of product by 38%, compared to 2018.

These are all indirect emissions (not counted in scopes 1 and 2) related to our value chain as a whole, such as: purchases of raw materials, upstream and downstream transport of goods, and employee travel.

In the future

Our new targets were approved by the SBTi in March 2021. They are compatible with the WB2C trajectory (well below 2 °C). In January 2022, to go even further with our commitment, we resubmitted new and more ambitious targets to the SBTi to align ourselves this time with a warming trajectory of 1.5 °C. We expect their approval by the end of 2022.

To meet our targets, we are committed to working on two fronts:

- reducing the energy intensity of our activities;
- the use of renewable energies.

In 2021, the CSR Department organised several SBT workshops with representatives of the Logistics, Operations, Environment, Sales and Purchasing Departments of the various regions (EMEA, Americas and Asia) in order to raise their awareness and involve them in the process of reducing Group emissions.

At each of our production sites, areas for improvement have been identified and action plans implemented to reduce our energy consumption and carbon impact.

GOVERNANCE

The CSR Department (reporting directly to the Group President) was appointed to oversee the climate strategy, a priority integrated into the strategic pillars of MANE's Sustainable Development Policy.

As part of the new governance set up in 2021, the CSR Department is part of the Global Management Team (GMT). The role of the GMT, in association with the Group Executive Board (GEB), is to design and implement the Group's strategic priorities.

With the integration of the CSR function into the GMT, the GEB therefore takes into account the risks and opportunities related to climate change in the preparation of strategies, budgets, investments and business plans.

The progress made in our climate strategy is analysed in detail during management reviews. These are held each year both at the regional level, with the site managers and the managers of the functional departments concerned, and at the global level (at headquarters) with the members of the CSR Committee, which include the members of the GEB, and the Group President.

The purpose of these meetings is:

- to assess the effectiveness of the actions implemented as part of our climate strategy;
- to identify opportunities for improvement;
- to enable senior executives to guide their decisions.

IDENTIFY, ASSESS AND MANAGE CLIMATE RISKS

Today, managing the risks related to climate change is essential, both to identify and assess all types of climate risks and to adapt to the consequences of climate change.

Climate risk management is integrated into our general non-financial risk analysis and management system⁽¹⁾. In terms of methodology, we followed the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures) to communicate these risks in a transparent manner in our report.

We have developed a climate risk analysis process covering both our production sites and our raw material suppliers. The aim is to identify the Group's most exposed activities. For this, we use the following indices:

- World Risk Index (WRI) of the United Nations Institute for the Environment and Human Security (UNU-EHS); and
- Global Climate Risk Index (CRI) of the NGO Germanwatch.

The analysis shows that four of our industrial sites, all of which are in Indonesia and India, are exposed to a high risk of natural disasters caused by climate hazards. Upstream of our production activities, our suppliers of essential oils of mint in India and vanilla in Madagascar are also exposed to risks related to climate change.

To counter the risks weighing on the activity of our production sites, we prepared a Business Continuity Plan (BCP). Thanks to the BCP, the Group prepares the organisation of its business in the event of a crisis (lack of supply of raw materials, power cuts, property damage caused by climatic events of exceptional intensity) and implements mitigation strategies that make it possible to minimise, as far as possible, the impact of these threats.

A plan to secure ingredients has also been put in place by the Purchasing Department. It is mainly at the agricultural level that the impact of climate risks can be significant on our raw material supply chains (supply disruption, low yield, rise in the cost of raw materials).

The due consideration of climate risks is also integrated into our supplier CSR monitoring process. In addition to the criteria related to compliance with human rights and labour standards, the CSR evaluation of our suppliers covers their environmental management (management of water, waste, energy and carbon emissions).

(1) See chapter entitled "Non-financial risks" of this report.

REDUCE THE ENERGY INTENSITY OF THE GROUP'S ACTIVITIES

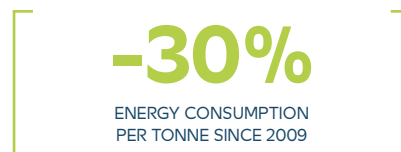
We strive to integrate the best available techniques in order to implement less energy-intensive industrial processes on our sites.

Due to the extraction processes carried out there, our production sites in France (Bar-sur-Loup and Quéven) and India (Angamaly) account for 48% of the Group's total energy consumption. It is therefore as a priority on these sites that we have opted for the implementation of an ISO 50001 certified energy management system.

The ISO 50001 standard is a verifiable tool to help manage energy performance through:

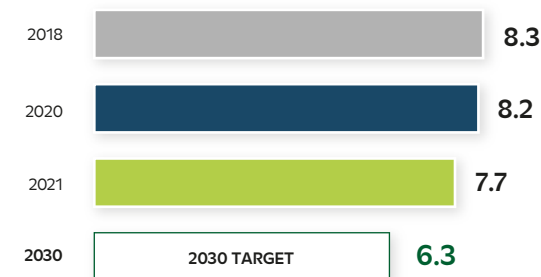
- a review of the main energy expenditure items, or significant uses;
- the implementation of Energy Performance Indicators (EPI);
- data collection and analysis through energy audits;
- the involvement of all employees;
- the development of an energy policy;
- the establishment of specific objectives;
- the evaluation of the results obtained with a view to continuous improvement.

This approach has proven to be effective since our industrial site in Bar-sur-Loup (France) has reduced its energy consumption per tonne of product by 20% since its ISO 50001 certification in 2015.



ENERGY CONSUMPTION

(IN GIGAJOULES PER TONNE OF PRODUCT)



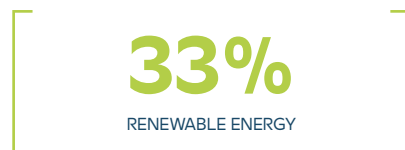
Indicators verified by the independent third-party organisation to provide reasonable assurance.

Energy consumption (in GJ)	2018	2020	2021
Natural gas	327,341	346,637	348,516
Electricity	318,804	331,068	344,777
Self-generated energy	55,783	91,865	122,363
Fuel oil	13,059	12,604	16,044
TOTAL	714,986	782,174	831,700

At Group level, all our industrial sites have been making efforts to reduce their consumption for several years, resulting in a 30% reduction in our energy intensity compared to 2009. We have therefore achieved and exceeded our initial target of a 20% reduction from 2009 to 2021.

As part of our new roadmap for 2030, we set a target of reducing our energy consumption per tonne of product by 25% compared to 2018.

USE OF RENEWABLE ENERGIES



Ten years ago, we committed to increasing the share of renewable energy to 33% of our total energy consumption by 2021. Our objective has now been achieved, thanks notably to the following actions:

Green electricity

Our production sites in France, Spain and the United States (MANE USA in Wayne) signed a green electricity contract for 100% of their consumption. In 2021, 45% of the electricity consumed by the Group was of renewable origin. Our new target for 2030 is to achieve 100% green electricity.

Biomass

Our MANE KANCOR industrial sites in Angamaly and Byadgi have installed biomass boilers to recover energy from plant residues from their extraction processes and to generate steam. In 2021, this enabled them to self-produce 72% of their energy consumption.

Photovoltaic panels

Our industrial sites in Thailand and Indonesia have installed solar panels enabling them to self-generate about 25% of their electricity consumption.

LEED® certification

MANE has obtained LEED® Gold certification for its new reception centre in Bar-sur-Loup, in France (inaugurated in 2017), and its new factory in Guarne, Colombia (inaugurated in 2018).

These new buildings were built and fitted out in compliance with the requirements of the LEED® standard by using more ecological materials and limiting water and energy consumption.

FIGHT CLIMATE CHANGE

Each year, we carry out a carbon footprint assessment of all the Group's activities according to the GreenHouse Gas Protocol (GHG Protocol). This methodology allows us to identify significant GHG emission sources across our value chain (scopes 1, 2 and 3) in order to guide our strategic climate decisions.

ACT | ASSESSING LOW CARBON TRANSITION®

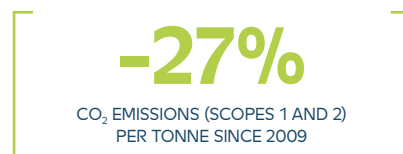
In 2021, MANE had its climate strategy assessed by the Assessing Low-Carbon Transition (ACT) initiative, developed by ADEME and CDP. This approach provides methods and tools to assess the alignment of a company's strategy with a decarbonisation trajectory adapted to its activities, in light of its sector.

MANE was rated 13 A+.

13 corresponds to the low-carbon transition performance score (score of 1 to 20).

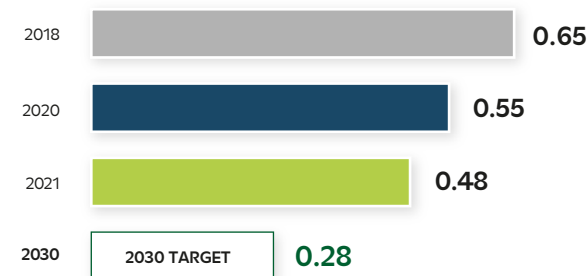
A is the evaluation score, which summarises the evaluation with regard to six additional criteria (scale from E to A).

+ is the trend score which indicates in which direction the company score should be expected to change if the ACT assessment is subsequently repeated (on a scale of -/=/+).



CO₂ EMISSIONS ON SCOPES 1 AND 2

(IN TONNES OF CO₂ EQUIVALENT PER TONNE OF PRODUCT)



CO ₂ emissions (scopes 1 & 2)	2018	2020	2021
In tonnes of CO ₂ equivalent	55,666	53,055	51,684

Methodological note:

The calculated scopes did not take into account MANE Italia. The emission factors used to estimate CO₂ emissions relating to electricity consumption and refrigerant leakage are taken from:

- (1) For electricity: the Base Carbone® database of the ADEME (French Environment and Energy Management Agency).
 - (2) For natural gas: the Base Carbone® database of the ADEME for France, the website of the Environmental Protection Agency (EPA) for the United States and the 2006 IPCC Guidelines for National Greenhouse Gas Inventories for other countries.
 - (3) For fuel oil: Base Carbone® of ADEME.
 - (4) For refrigerants: the sixth Assessment Report of the IPCC.
- ☑ Indicators verified by the independent third-party organisation to provide reasonable assurance.

Between 2020 and 2021, we reduced our emissions on scopes 1 and 2 per tonne of product by 12%. It was essentially the significant reductions in energy consumption by MANE Inc. in the United States and the leakage of refrigerants by MANE in Bar-sur-Loup (France) that enabled us to achieve this performance.

The ISO 14001 certification recently obtained by MANE Inc. enabled the implementation of a more effective environmental management system, focused on reducing energy intensity.

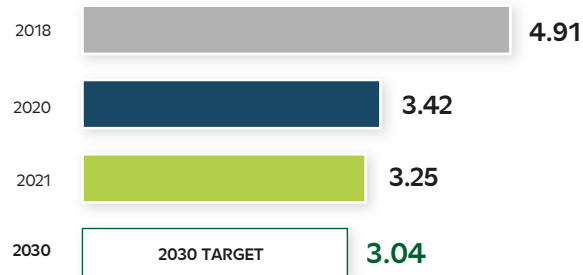
The MANE Colombia site implemented measures to significantly reduce its CO₂ emissions on scopes 1 and 2. The remaining irreducible emissions were offset through a reforestation project (BanCO₂) in the East Antioquia region.

-34%

CO₂ EMISSIONS ON SCOPE 3
PER TONNE SINCE 2018

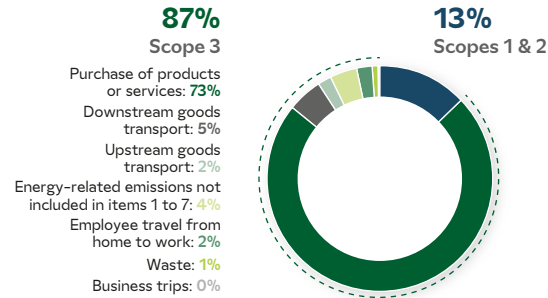
CO₂ EMISSIONS ON SCOPE 3

(IN TONNES OF CO₂ EQUIVALENT PER TONNE OF PRODUCT)



GHG emissions (Scope 3)	2018	2020	2021
In tonnes of CO ₂ equivalent	420,819	326,584	347,930

DISTRIBUTION OF CO₂ EMISSIONS ACROSS THE ENTIRE VALUE CHAIN



Methodological note:

The calculated scope does not take into account MANE Italia. Scope 3 is calculated according to Article 75 of the ENE law and on the basis of the 2015 ADEME Sectoral Guide (CHIMIE) for carrying out a greenhouse gas emissions report.

The item "Purchases of products or services" covers purchases of raw materials and packaging. Associated emissions are calculated by type of product for 80% of volumes based on emission factors such as Ecoinvent, the ADEME's Base Carbone® and IPCC 2007 in particular. Total emissions are estimated by extrapolation on the basis of emissions calculated on 80% of the volumes

The "Upstream goods transport" item covers raw materials purchased with packaging. The "Downstream goods transport" item covers the products shipped with packaging. The emissions associated with these two items are calculated according to the type of transport and the city of origin/departure, based on emission factors from the ADEME's Base Carbone® and transport providers in particular.

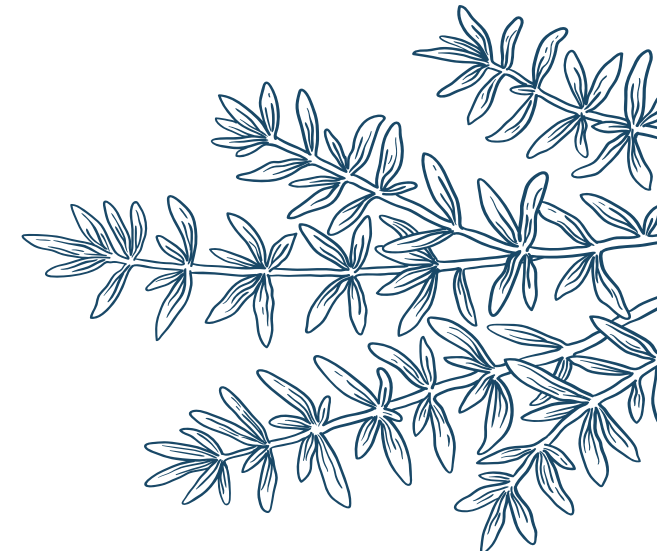
We reduced our CO₂ emissions by 34% on scope 3 per tonne of product from 2018 to 2021. This reduction is due in large part to the actions taken to optimise the transport of goods upstream and downstream, such as the preference in certain cases of maritime and rail transport.

We are currently working on the action plan to reduce scope 3 GHG emissions, i.e. emissions indirectly related to the activities of the sites.

Given the major impact of purchases of raw materials and packaging and upstream and downstream transport on the Group's overall carbon footprint (87%), the reduction in CO₂ emissions linked to these items will be decisive in achieving objectives defined within the framework of the Science Based Targets initiative.

CARBON OFFSETTING TO SUPPORT ACCESS TO ELECTRICITY IN MADAGASCAR

We complete our commitment to reducing our CO₂ emissions by financing carbon offsetting projects outside our supply chain. In 2018, we approached TOZZI GREEN (through AERA GROUP) from which we acquired 230,000 carbon credits spread over four years. This project involves supporting the development of a network of hydroelectric power plants in Madagascar (Mahitsy and Sahnivotry plants around the capital Antananarivo and Maroansetra in the Sava region) to reduce the country's dependence on thermal power plants and imported fuel, two more expensive options. We plan to continue this collaboration over the coming years.



GUARANTEE THE SAFETY AND RATIONAL MANAGEMENT OF WATER



OUR COMMITMENTS

Water is an essential resource for our activities. It is a vital component of our industrial processes, which is involved in many production stages.

For several years, we have been committed to preserving water quality and resources in all our operations. After an initial target achieved and largely exceeded by a 15% reduction in consumption per tonne of product between 2009 and 2021, we have set ourselves two new targets for 2030:

- reduce our water consumption per tonne of product by 20% compared to 2018;
- reduce water consumption per tonne of product at our sites located in high water stress areas by 25% compared to 2018.



In June 2021, to go further in our commitment to water management, we became signatories of the CEO Water Mandate. This Global Compact initiative mobilises business leaders with regard to water, sanitation and the United Nations Sustainable Development Goals.

As part of our "CEO Water Mandate" commitment and through our new Group Water Policy, we are committed to:

- integrating water management issues into our corporate strategy and governance;
- measuring and monitoring water management practices;
- increasing operational efficiency and reducing pollution;
- identifying and understanding our water supply impact in accordance with local constraints;
- promoting good water management practices throughout our value chain: including water-related performance criteria in our supplier assessments and encouraging their initiatives to improve water management;
- providing adequate water, sanitation and hygiene (WASH programme) services in the workplace for all employees and visitors.

GOVERNANCE

Our Water Policy is integrated into the environmental management systems of each of our industrial sites, most of which are ISO 14001 certified. The identified improvement actions are included in the local environmental management programmes.

The analysis of water performance and targets is included in the various CSR Management Reviews (regional and Group).

WATER CONSUMPTION

To reduce our water consumption, we work in two ways:

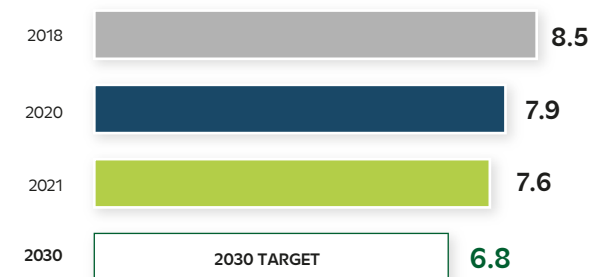
- the reduction and optimisation of water consumption by implementing specific measures and raising employee awareness. The goal is to reduce water consumption (sobriety, closed circuits, automated cleaning in place (CIP) systems) and to optimise consumption through regular monitoring (installation of remote meter reading to detect leaks and abnormal consumption in real time);
- the implementation of water recycling and reuse projects on production sites.


-28%

WATER CONSUMPTION
PER TONNE SINCE 2009

WATER CONSUMPTION

(IN M³ PER TONNE OF PRODUCT)



 Indicators verified by the independent third-party organisation to provide reasonable assurance.

Water consumption	2018	2020	2021
In m ³	730,605	749,968	817,933

In 2021, 817,933 m³ of water were consumed at all of our industrial sites. We reduced our consumption per tonne of product by 4% compared to 2020. This improvement is mainly due to the MANE sites in Mexico, Colombia and France (Notre-Dame and La Sarrée) which respectively reduced their consumption by 31%, 15% and 3% per tonne of product.

MANE Colombia installed a rainwater collection system. Rainwater is treated and reused internally. In 2021, this new system enabled our plant in Colombia to supply 96% of its water consumption, i.e. a saving of 3,100 m³ of water.

ASSESSING WATER STRESS RISK

In order to manage the water supply according to local constraints, we carry out an annual analysis of the risks of water stress at all our industrial sites. The aim is to be able to identify, among the areas where our sites are located, those in water-stressed areas.

We use the Aqeduct Water Risk Atlas from the World Resources Institute (WRI). This global water risk mapping tool provides several indices, including one specifically related to water stress, for around a hundred river basins located in over 180 countries.

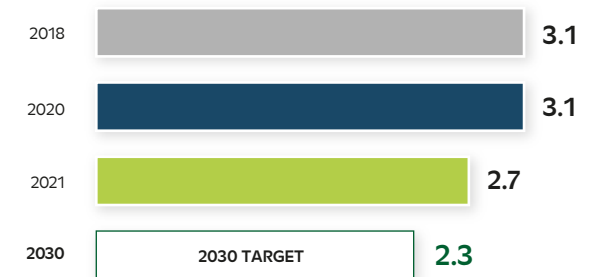
EXPOSURE TO WATER STRESS RISK

Manufacturing sites	Water consumption (m ³)	Share of Group water consumption	Level of exposure to water stress
MANE Mexico	19,495	2.4%	Extremely high
DELI SPICES	4,028	0.5%	
MANE KANCOR (Bareilly site)	8,603	1.1%	
MANE India	5,535	0.7%	High
MANE KANCOR (Byadgi site)	42,495	5.2%	
MANE Shanghai	19,221	2.3%	
MANE Sablé-sur-Sarthe	6,485	0.8%	
MANE USA	4,997	0.6%	
TOTAL	110,859	14%	

Eight of the Group's industrial sites are located in areas where water stress is high or extremely high. They alone represent 14% of the Group's total consumption.

It is on these sites that we have set a more ambitious target of a 25% reduction in consumption per tonne of product from 2018 to 2030.

WATER CONSUMPTION OF SITES LOCATED IN A HIGH WATER STRESS AREA (IN M³ PER TONNE OF PRODUCT)



Consumption by entities in high/very high water stress regions	2018	2020	2021
In m ³	93,930	107,794	110,859

In 2021, these eight plants consumed 110,859 m³ of water and collectively reduced their consumption by 14% per tonne of product.

Actions were undertaken to reduce the consumption of drinking water from local distribution networks as much as possible.

For example, MANE India and MANE KANCOR Byadgi treat their effluents and reuse them for watering their green spaces. MANE Mexico set up a water purification system that is used in the reverse osmosis process. The waste from this process is used to produce steam. This project saved 1,200 m³ of water in 2021. MANE Mexico also had a rainwater recovery system installed to recycle it and reuse it in production. This installation reduces water withdrawals from the local water network.

EFFECTIVELY MANAGE OUR WASTE TO PROMOTE CIRCULAR ECONOMY

The Group generates different types of waste while manufacturing its products: paste-like residue, organic waste, sludge from the internal treatment of effluent, used edible oils, packaging waste (paper, cardboard, metal, plastic), glass, solvents, etc.

Our waste management policy is based on three axes:

- reduce the hazardous waste generated by our activities at source;
- increase the proportion of our recovered waste (recycled or incinerated with energy recovery);
- raise awareness among our employees about selective sorting.

Here are some examples of what our industrial sites have put in place over the last ten years.

In India, our production units in Angamaly and Byadgi transform plant waste from their extraction processes into fuel to supply their biomass boilers.

In France, the organic waste from our extraction activities and the sludge generated by our wastewater treatment plant are sent to an external partner for composting. All of our paper and cardboard waste is sorted and recycled, as are all non-soiled metal drums and plastic packaging. Our wooden pallets are all reused if in good condition; otherwise, they are recycled. In total, 92% of the waste generated at the Bar-sur-Loup site and 99.5% at Quéven is recycled.

In Mexico, employee awareness-raising actions and the reinforcement of selective sorting have increased the proportion of recycled waste from 63% to 98% from 2009 to 2021.

At our USA site (MANE Inc.), we increased the waste recovery rate from 45% to 70% from 2016 to 2021 by directing part of the waste to a local incineration channel with energy recovery.



At the end of 2021, at Group level, we managed to reduce the total amount of hazardous waste generated per tonne of product by only 12%, compared to 2009. As a result, we did not attain our target of 33%. 85% of our hazardous waste comes from the Bar-sur-Loup site, where the implementation of new encapsulation and coating processes for encapsulated flavours since 2019 generates significant quantities of complex waste to be treated. A few areas of reflection are being explored to reduce them and encourage their internal processing. It is nevertheless important to mention that our initial target of a 33% reduction was not realistic. We noted that it is not technically possible to achieve it.



However, 80.5% of our waste was recovered (recycling or incineration with energy recovery), compared to 69% in 2009. As a result, we achieved the target we had set ourselves for 2021. In 2021, 10.6% of our waste was sent to landfill. From now until 2030, we will focus our efforts on a goal of zero waste to landfill.

HAZARDOUS WASTE GENERATED

(IN KG/T)



Hazardous and non-hazardous waste by type of treatment (in tonnes)	2020	2021	Share of waste by type of treatment
Recycling	7,129	7,155	40.0%
Incineration with energy recovery	6,056	7,248	40.5%
Incineration without energy recovery	993	1,061	5.9%
Landfill	2,070	1,903	10.7%
Others	342	519	2.9%

REDUCE POLLUTION AND SPILLS

VOC EMISSIONS

Controlling Volatile Organic Compound (VOC) emissions resulting from the use of organic solvents is a priority of MANE's environmental policy. The Group is focusing its efforts specifically on its manufacturing sites in France, where VOC emissions are highest due to the synthesis and extraction activities performed there. We are taking action at several levels to reduce our VOC emissions effectively:

- reduce emissions at source;
- post-treat emissions.

Reduce emissions at source

Incorporating one or more of the twelve principles of green chemistry when setting up a chemical process or synthesis makes it possible to reduce VOC emissions at their source. For example, supercritical CO₂ is an alternative to organic solvents. This clean technology allows extraction without organic solvents and does not generate effluents.

Post-treat emissions

Where substituting VOC emissions is technically or economically impossible, we are capturing and treating the emissions to reduce the various pollutants contained within. Our processes include biofilters, gas scrubbers, condensers and cold traps.

Our production sites in France have implemented a Solvent Management Plan (SMP) to identify sources of VOC emissions and quantify releases to the atmosphere in order to find improvement solutions adapted to the positions transmitters concerned.

The two sites in Bar-sur-Loup are subject to local authority decrees fixing their annual emissions targets at 8% of the quantity of solvents used during the year for the Notre-Dame site, and 5% and 10% for new and old facilities respectively at the La Sarrée site. In 2021, we were significantly below these regulatory limits with an average of 4.4% at Notre-Dame and 4.3% at La Sarrée.

ASSESSING THE RISK OF CHEMICAL EXPOSURE

MANE has developed a method for modelling⁽¹⁾ the risk of the chemical exposure of workers. This method is intended to be more relevant than the ECETOC (TRA) tool commonly used in the flavours and fragrance industry. This prevention tool supports decision-making processes in order to:

- reduce the risk of hazardous exposures;
- put in place appropriate personal and/or collective protective equipment;
- train employees in a more targeted manner.

This model can help design exposure control measures in the following areas:

- structure of facilities;
- work organisation;
- storage of materials;
- personal respiratory protection;
- ventilation, choice of packaging;
- process automation, etc.

Measurements taken at MANE have already led to specific and positive changes in the workshops. One example is the use of smaller containers in order to minimise volatilisation during transfer operations, as well as reducing handling for the most hazardous substances at the end of the weighing and mixing stages.

(1) This assessment tool was discussed in the PLOS ONE journal.

Study reference: Angelini E, Camerini G, Diop M, Roche P, Rodi T, Schippa C, et al. (2016) Respiratory Health – Exposure Measurements and Modelling in the Fragrance and Flavour Industry. PLOS ONE 11(2): e0148769. <https://doi.org/10.1371/journal.pone.0148769>

EFFLUENTS

Industrial effluents generated by activity at our manufacturing sites may contain pollutants. For this reason, all our effluents are routinely treated or pre-treated before being released into local sewerage systems or the environment, in accordance with current regulatory requirements. Each site is responsible for defining its own effluent management programme depending on its activity levels, materials produced and products used.

The Group has two objectives with regard to effluent management:

- improving purification yields for our treatment plants;
- reducing, as far as possible, the volume and pollutant load of effluents discharged.

Our MANE Indonesia (in Cibitung), MANE KANCOR (in Bareilly), MANE Do Brasil and MANE Bar-sur-Loup (France) plants had treatment plants built on their sites to treat effluents before they are discharged in the local sewerage network.

There is also a treatment unit at our MANE Quéven plant in France, MANE Inc. in Lebanon, Ohio in the United States, and MANE Mexico, where we have Industria Limpia certification.

Some subsidiaries reuse internally treated water to supply water to the gardens.

QUALITY OF EFFLUENTS

Quality of effluents	2018	2020	2021
In tonnes of COD	606	737	936
In kg per tonne of product	7.1	7.7	8.6

ODOUR POLLUTION

Certain MANE activities (manufacture of aromatic products and chemical synthesis activities) may cause odour pollution. When making flavours from garlic, blackcurrant or durian (a tropical fruit from Southeast Asia known for its very particular smell), strong odours are released. If conditions are not suitable, local residents can smell these odours.

At our new manufacturing site in Indonesia (Cibitung), odour emissions from the production unit are processed using a biofilter in which the filter material is made up of compost, peat and wood bark. This facility is the largest biofilter used by the Group and can treat all extracted air from weighing stations in the flavour and fragrance production unit to reduce odour pollution.

NOISE POLLUTION

Our activities do not cause major noise pollution. However, some industrial machines are a source of noise pollution and can make work difficult for employees. We put in place adequate prevention and protection measures. We also carry out occasional noise level measurements at the property line.

GROUND POLLUTION

Each Group site implements systematic retention methods and adapted maintenance programmes. These programmes make it possible to ensure the water-tightness of effluent collection networks and to collect accidental spills in places where potentially hazardous products are stored or handled. The goal is to prevent their infiltration into the soil.



PRESERVE BIODIVERSITY AND FIGHT AGAINST DEFORESTATION

OUR COMMITMENT

We are aware of the impact of our activities on biodiversity, but also of the dependence of our raw materials on natural resources.

Among the risks incurred by our company in relation to the erosion of biodiversity are those related to the availability and costs of raw materials of natural origin. Only healthy soil can provide good-quality, perennial crops.

The preservation of biodiversity and the fight against deforestation are therefore an integral part of our sustainable development and purchasing policies.



In 2016, we signed the Business and Biodiversity Pledge, initiated by the Secretariat of the Convention on Biological Diversity (CBD), at its 13th COP in Cancun.

This commitment offers business leaders the opportunity to highlight the importance for companies of biodiversity and the ecosystemic services it provides, the vital role that companies can play in the conservation and sustainable use of biodiversity and ecosystemic services, and the urgent need to combat the loss of biodiversity and ecosystem degradation.

INTEGRATING BIODIVERSITY ISSUE INTO OUR PURCHASING POLICY

Our sustainable palm oil purchasing policy

The first vegetable oil produced in the world, palm oil is omnipresent in our daily lives, in many consumer products such as cosmetics and food products. Faced with constantly growing demand, palm oil plantations are developing, often to the detriment of forests in Malaysia and Indonesia, where more than 85% of the world's palm oil is produced.

Although our consumption of palm oil and its derivatives remains very low compared to the global market, we are convinced that the Group has a role to play in promoting sustainable palm oil production in its value chain.

Since 2020, we have been a member of the Roundtable on Sustainable Palm Oil (RSPO). The RSPO promotes the cultivation and use of sustainable palm oil on the basis of certification according to several traceability models: Identity Preserved (IP), Segregated (SG) or Mass Balanced (MB).

Since 2020, 100% of the palm oil we buy is RSPO Mass Balance certified. Since 2021, all palm oil derivatives used in the composition of our products are also RSPO Mass Balance certified.

Ensure that the benefits stemming from the use of genetic resources are shared

Some of our natural raw materials are subject to Access and Benefit-Sharing (ABS) regulations under the Nagoya Protocol.

We therefore constantly monitor changes in national ABS laws with the cross-functional involvement of all the departments concerned (R&D, Environment, CSR, Purchasing, Regulatory Affairs, Sales, etc.). To do this, in-depth work was carried out to trace and integrate into the information systems the geographical origins of all the natural raw materials that we purchase. A dedicated cross-functional working group has been set up to ensure compliance with ABS regulations in all our R&D and purchasing activities.

Integrating biodiversity-related risks into purchasing

In the same way as the other potential risks related to suppliers (risks of corruption, non-compliance with human rights, climate, etc.), we integrated the due consideration of risks related to biodiversity in our responsible purchasing policy⁽¹⁾. These risks include:

- the risk of deforestation for natural raw materials from the countries most affected by deforestation (according to the WWF Living Forests report);
- the risk of extinction of certain threatened species, according to the International Union for the Conservation of Nature (IUCN) Red List or the appendices of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES);
- the risk of non-compliance with ABS regulations by suppliers of certain species covered by them;
- the risk of using pesticides banned in certain countries.

For the suppliers identified as being at risk in our analysis, we ensure that their practices are strictly monitored on aspects related to the preservation of biodiversity in their activities.

We also support our suppliers in the establishment of responsible sourcing channels and the certification of certain sensitive supply chains (UEBT, RFA, BIO certifications, etc.).

PROMOTE THE RESTORATION OF BIODIVERSITY

Through our carbon offsetting projects, we also contribute to the restoration of biodiversity.

Reforestation programmes in Madagascar

In 2018, MANE invested in the implementation of a reforestation project in the new protected area of Loky Manambato in the north-east of Madagascar, in an area that is cleared of trees since 10 years.

The project has three key aims:

- reforest 213.8 hectares with exotic and indigenous species and expand forest conservation activities that have already been implemented in this area;
- restore the mangroves in order to protect marine biodiversity and protect fishing activities;
- support the development of productive agriculture by planting fruit, acacia and eucalyptus trees in order to diversify the income of local communities by practising subsistence farming.

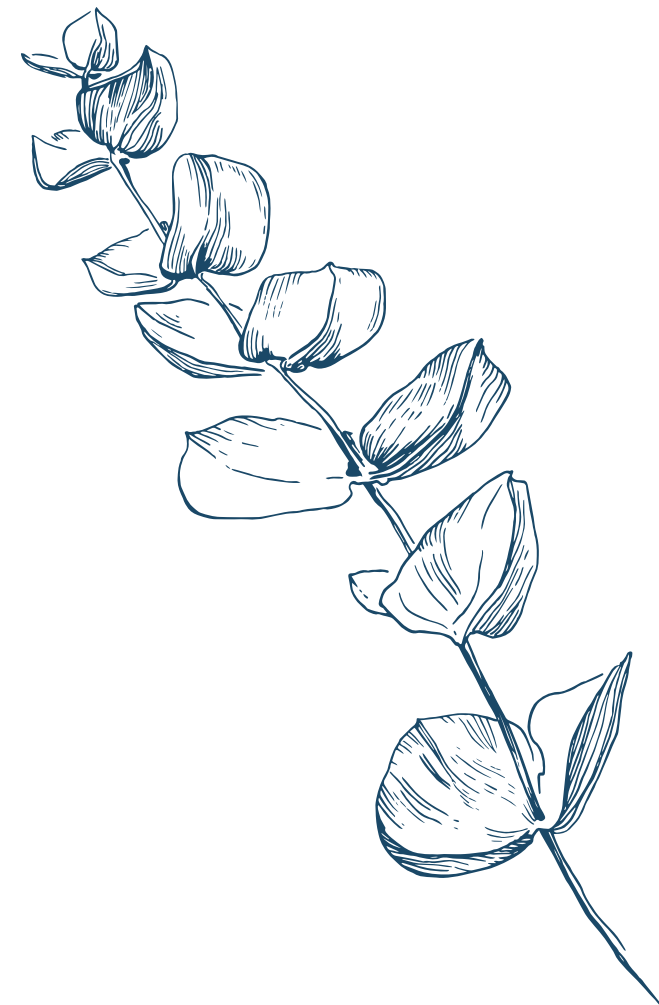
Plantation operations began at the end of 2018. The objective of this project was to generate 31,296 carbon credits by the end of 2020, 20% of which allocated to MANE. In 2020, however, plantations fell behind the initial schedule due to the Covid-19 pandemic and the state of health emergency announced by the Malagasy government.

Significant efforts have been made since then to catch up. At the end of 2021, over 200,000 plants had been planted (on more than 80 hectares) and 230,000 propagules had been planted (on 46 hectares in the mangrove area). All seedlings produced in nurseries were planted in 2021, proof of the successful completion of this programme. The corresponding carbon credits are currently being assessed by an independent third party.

Building on this positive experience, a new commitment is underway for the next four years, building on the existing geographical scope, in order to consolidate and extend it.

Financing of the “Manejo Sostenible de los Bosques” project

For several years, MANE Colombia has financed the Manejo Sostenible de los Bosques project to offset its irreducible emissions on scopes 1 and 2 with BanCO2. The programme aims to conserve the equivalent of 12,325 hectares of forests spread over 141 properties in the East Antioquia region. BanCO2 pays farmer families living on these properties for environmental services rendered. These payments encourage them to adopt practices aimed at combating deforestation in their regions, while ensuring continuity of revenue generation.



(1) See chapter entitled “Implement a responsible purchasing policy” of this report.

4

CARE FOR OUR EMPLOYEES

Promote our ability to attract and support talents	43
Guarantee hygiene, health, safety and well-being at work	45
Ensure good working conditions to improve employee engagement	47
Promote diversity in the workplace and equal treatment of women and men	48
Develop our employees' professional skills	50



We believe the success of our company is built above all on the expertise of our employees. They are the Group's main asset. They allow it to be a major player in the field of flavours and fragrances. Our aim is to encourage them to thrive in the workplace, whilst offering them a safe and healthy working environment.

Our Human Resources Policy is based on the following guidelines that apply from the time of recruitment and throughout the career of each employee at the company:

- promote our ability to attract and support talent;
- guarantee hygiene, health, safety and well-being at work;
- ensure good working conditions to improve employee engagement;
- promote diversity in the workplace and equal treatment of women and men;
- develop our employees' professional skills.

OUR CONTRIBUTION TO THE SDGS



PROMOTE OUR ABILITY TO ATTRACT AND SUPPORT TALENTS

The expertise of its employees is the main source of wealth in a creative and manufacturing company such as ours. We want to recognise the value and commitment of our employees by enabling them to develop in their work.

We support internal professional and geographical mobility, personalised development plans and a fair wage policy in order to provide motivation through professional development and personal fulfilment.

OUR WORKFORCE

At 31 December 2021, the Group's total consolidated workforce stood at 7,176 employees, an increase of 6.3% compared to 2020.

BREAKDOWN OF CONSOLIDATED WORKFORCE BY REGION

	2021
EMEA	39.5%
ASIA	29.3%
THE AMERICAS	31.2%

The four countries with the largest number of Group employees are France (1,747 employees), the United States (1,012 employees), India (723 employees) and Indonesia (598 employees). Together, they account for 68% of the Group's total workforce. MANE continues to increase its presence in the rest of the world and specifically in South Africa, Mexico and China, which represented 18% of the total workforce at the end of 2021.

METHODOLOGICAL NOTE ON SOCIAL REPORTING

The scope of consolidation of the social data reported below relates to the workforce at 31 December 2021 at all MANE Group sites located in the following countries, representing a representative sample of 83% of the Group's total consolidated workforce.

BREAKDOWN OF REGIONS

EMEA	South Africa, Spain, France, Switzerland, Italy
ASIA	China, India, Indonesia, Japan, Thailand
THE AMERICAS	Brazil, Colombia, United States, Mexico

DISTRIBUTION BY GENDER AND GEOGRAPHICAL AREA

	Men	Women
EMEA	59%	41%
ASIA	66%	34%
THE AMERICAS	58%	42%
GROUP	61%	39%

The overall workforce by gender did not change from 2020 to 2021.

DISTRIBUTION BY AGE AND GEOGRAPHICAL AREA

	< 30	30-50	> 50
EMEA	23.6%	53.4%	22.9%
ASIA	29.7%	63.9%	6.3%
THE AMERICAS	19.5%	58.5%	21.6%
GROUP	24.2%	58.6%	17.3%

DISTRIBUTION BY TYPE OF CONTRACT

	Permanent contracts	Non-permanent contracts
EMEA	93%	7%
ASIA	80%	20%
THE AMERICAS	100%	0%
GROUP	91%	9%

91%
OF OUR EMPLOYEES
HAVE PERMANENT CONTRACTS

Most of the remaining 9% on non-permanent contracts are in China, in accordance with local regulations where the duration of contracts is limited to 3 years. It should be noted, however, that in China, employees with more than ten years of service can benefit from a permanent contract, as well as employees who accumulate more than two temporary contracts, i.e. 13% of the workforce of MANE Shanghai.

HIRES AND DEPARTURES

Our recruitment is open to all internal and external candidates, regardless of gender, age, training, disability, origin, nationality or culture. We are constantly implementing recruitment initiatives to attract new talent from all over the world, thus strengthening the international dimension of our teams.

In 2021, MANE recruited 974 employees, i.e. an increase of 39% compared to 2020. This increase in recruitment is due to the post-Covid-19 economic recovery.

At the same time, 541 people left our company, i.e. 7% less than the number of departures in 2020.

EMPLOYEE TURNOVER

	EMEA	Asia	The Americas	World
Hires	338	264	372	974
Departures ⁽¹⁾	159	128	254	541
<i>(including dismissals)</i>	31	3	78	112
Turnover⁽²⁾	7.4%	7.6%	14.4%	9.1%
• Men	7.6%	7.0%	15.9%	9.3%
• Women	6.8%	7.5%	12.8%	8.7%

Methodological note:

(1) Departures: dismissals, resignations, retirements and deaths (excluding the end of fixed-term contracts and probationary periods at the request of the employer).

(2) Turnover: total number of departures during the year divided by the total number of employees at the end of the year and multiplied by 100.

The Group's average turnover fell from 2020 to 2021. In 2021, the average turnover was 9.1%, compared to 10.2% in 2020. This average shows great disparities between countries with, for example, a rate of 5.4% in France compared to 15.2% in the United States. In the United States, the unemployment rate continued to decline at the end of 2021, falling to 3.9%. This context of full employment makes it all the more difficult to retain our American employees.

In a tense labour market context (talent shortage, high employee turnover), we must protect and secure our human capital. This challenge lies in our ability to attract and retain talent as an employer. This is one of our strategic priorities. In 2019, we launched the MANE Academy. This is an intensive training programme aimed at developing managerial leadership. For the time being, this programme has involved a first cohort of around one hundred employees in 2020/2021. A second programme will start in 2022.

We are also setting up levers to develop our employer brand (presence of our company on social media, communication campaigns conducted with target schools, HappyIndex® Trainees and Top New Jersey Workplace labels).

WAGES

Our ability to attract and retain talent is also based on a fair, motivating and equitable compensation system. We offer an attractive, stimulating and competitive wage system and working conditions that are consistent with market practices. Moreover, we ensure internal fairness to motivate and engage employees.

GUARANTEE HYGIENE, HEALTH, SAFETY AND WELL-BEING AT WORK



OUR APPROACH

In order to prevent occupational hazards in the workplace, including those linked to stress, MANE is prepared to work with all relevant stakeholders. Managers and supervisors drive the policy and any resulting actions. At our French sites, the Social and Economic Committee (CSE), the Health, Safety and Working Conditions Commission (CSSCT) and the occupational health team are all involved in this process. All employees also have a role to play, from identifying risks to developing and implementing prevention action plans.

After meeting and exceeding our first target of a 33% reduction in the frequency rate of workplace accidents from 2009 to 2021, at Group level, we set ourselves two new targets for 2030:

- reduce the frequency of workplace accidents by 20% compared to 2018;
- increase the proportion of our employees working on an ISO 45001 certified site to more than 50%.

To achieve its objectives, MANE bases its occupational health and safety management on the following axes:

- compliance with local regulations;
- implementation of an occupational health and safety management system in accordance with the requirements of ISO 45001;
- analysis and processing of accidents and near misses to identify the factors that contributed to them and implement appropriate corrective or preventive measures;
- development of a health and safety culture, aimed at ensuring that each employee is responsible for their own health and safety and that of others;
- due consideration of hardship factors;
- improvement of working conditions.

ISO 45001 CERTIFICATION

The MANE Shanghai, MANE KANCOR India (Angamaly) and MANE Mexico sites are ISO 45001 certified. These certifications cover 20% of the Group's workforce.

RISK ASSESSMENT, A PILLAR OF OUR HEALTH AND SAFETY APPROACH

The risk assessment approach is one of the pillars of our occupational health and safety management system. This participatory analysis is carried out using an internal methodology that enables us to prioritise our risks and our various actions.

PREVENT CHEMICAL RISKS

In view of our activities, our prevention approach obviously focuses on the prevention of chemical risks. Chemical risks are the result of the exposure to or the use of hazardous chemicals, which can cause adverse health effects. Our approach to preventing chemical risks is notably based on:

- the identification of hazardous products present in the company, whether used as such or generated by an activity or a process in the form of gas or dust;
- comprehensive and rigorous risk assessment taking into account the severity of the risk.

Generally speaking, the company invests heavily in reducing employee exposure as much as possible. The actions implemented give priority to the elimination or substitution of dangerous products and processes by other less dangerous products or processes and to collective protection measures.

Our prevention approach also includes the following measures:

- information, awareness-raising and training of employees;
- implementation of hygiene measures (individual and collective);
- establishment of emergency procedures;
- health monitoring of exposed employees.

INDUSTRIAL RISK MANAGEMENT

Industrial risk is defined as an accidental event that can occur on an industrial site involving dangerous products and/or processes and lead to immediate serious consequences for employees, local residents and the environment. In order to limit the occurrence and the consequences,

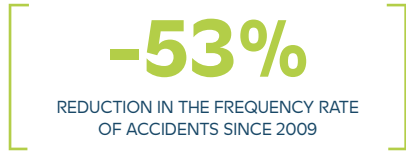
the most dangerous industrial companies are subject to special regulations and regular checks. This is the case of our two industrial sites in Bar-sur-Loup which are classified ICPE (Installations Classées pour la Protection de l'Environnement) subject to authorisation and "Seveso III low threshold" for Notre-Dame and "Seveso III high threshold" for La Sarrée. Our other French sites are also classified as ICPE subject to authorisation for Quéven and declaration for Sablé-sur-Sarthe.

In this context, we have drawn up our Major Accident Prevention Policy (PPAM), which is our roadmap for the prevention and management of industrial risks. This involves raising awareness of, training and empowering employees and external service providers working on our sites, integrating industrial safety as early as possible into the design of facilities, internal audits, and regular planning exercises to better understand emergency situations. Communicating with the utmost transparency on the safety and industrial security of our sites is a key part of this policy in order to maintain a climate of trust with employees, residents and local authorities.

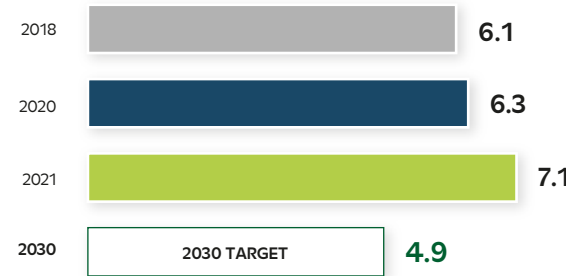
FIGHT AGAINST OCCUPATIONAL STRESS

Occupational stress is also incorporated into our prevention policy in the same way as other occupational hazards. These risks can be caused by activities themselves or triggered by the organisation of work and working relationships (excessive workload, confrontational relationships, management styles, intensity and complexity of work, etc.) As exposure to these situations at work can be detrimental to the health of employees (depression, anxiety, burnout), occupational stress is taken into account in our risk prevention approach. Prevention also involves training medical staff to develop the skills they need to take care of people as soon as they feel they are under stress, not to mention raising awareness and training managers on stress prevention.

Every five years, MANE conducts a survey on its French sites to prevent occupational stress. This survey is carried out in partnership with the occupational health team and an independent firm. The latter supports us in measuring the stress level of our employees, in prioritising the main causes of stress and in developing a corrective or preventive action plan, as appropriate. The most recent employee survey was conducted in March 2021. It is part of a new Quality of Life at Work approach launched and presented to employee representatives at the end of 2020. As employees have been through a long health crisis period, it was important to seize this opportunity for dialogue to actively contribute to improving the quality of life at work and to analyse all occupational risks. The results of this survey were presented to the various departments at the end of 2021. The first actions implemented should be finalised by the end of 2022.



FREQUENCY RATE FOR ACCIDENTS



	2018	2020	2021
Number of work-related injuries	67	63	81
Number of occupational diseases	2	2	7
Number of days lost	1,078	1,988	1,968
Number of hours worked	10,649,584	10,713,644	11,371,425
Frequency rate⁽¹⁾	6.3	5.9	7.1
Severity rate ⁽²⁾	0.13	0.19	0.17

Methodological note:
 (1) Number of workplace accidents resulting in more than one day lost time, over a period of 12 months, per million hours worked.
 (2) Number of days lost per 1,000 working hours.

Thanks to the continuous efforts of everyone, we have seen a very significant decrease in the frequency of workplace accidents since 2009. In 2021, this rate was 7.1 accidents per million hours worked, a reduction of 53% compared to that recorded in 2009.

ENSURE GOOD WORKING CONDITIONS TO IMPROVE EMPLOYEE ENGAGEMENT

It is in the field, by paying more attention every day to imagining new solutions to improve the working conditions of our employees, that we demonstrate our exemplary nature: preventing work-related injuries and occupational diseases, and empowering employees and their managers with regard to occupational safety and health, and work-life balance.

By benefiting from a quality work environment, our employees can effectively devote themselves to the service of our industrial customers, as well as the millions of consumers we indirectly serve every day, around the world.

IMPROVE QUALITY OF LIFE AT WORK

Ensuring quality of life at work is a challenge that not only involves preventing occupational stress and decreasing absenteeism but also developing the attractiveness of the company and improving employee creativity, commitment, motivation and loyalty. Many actions are carried out within the Group to improve the environment and working conditions. From 2011, MANE launched an approach on the prevention of occupational stress, working conditions and more generally the quality of life at work, notably through a significant investment in managerial training. Numerous qualitative actions and approaches have improved the environment and working conditions.

In 2018, to go further in this regard, a collective agreement was signed with the V. MANE FILS to decide on new commitments aimed at enabling everyone to achieve the best possible balance between their professional and private lives, and notably:

- develop support for employee organisations by implementing work from home and reinforcing the right to disconnect;
- start a new phase of occupational risk prevention;
- increase management capacity so that managers can be even more involved in managing their teams (ensuring appropriate training and support methods and tools are available);
- support employees in managing illness: extend the transfer of leave days for child illness provided by the company, implement a family carer policy and create part-time jobs for family carers.

This agreement was renewed in 2021.

ABSENTEEISM RATE

	2021
EMEA	5.3%
ASIA	1.1%
THE AMERICAS	4.9%
WORLD	3.8%

Methodological note:

Absenteeism rate: Number of days absent over a 12-month period, compared to the number of working days expected for the employee over the same period.

In 2021, the Group's absenteeism rate was 3.8%, a low level reflecting generally high morale among our employees at work.

Our target for 2021 was to keep the absenteeism rate at less than 4%, a result already achieved for several years.

SOCIAL DIALOGUE

The Group is committed to encouraging social dialogue in all countries where it does business. Freedom of assembly and the right to collective bargaining are key principles in our Group Code of Ethics.

We believe that social dialogue can play a productive part in negotiations, consultations or information exchange between the company and employee representatives to encourage cooperation to increase the positive social impact of the company.

Across the Group's sites in France, social dialogue occurs with members of the Social and Economic Committee (CES), which since 2018 has merged all of the employee representative bodies (ERB), employee representatives (EP), Works Council (WC) and Health, Safety and Working Conditions Committee (HSWCC).

SUMMARY OF COLLECTIVE AGREEMENTS IN FRANCE

All V. MANE FILS employees are covered by the National Collective Agreement for Chemical and Allied Industries of 30 December 1952.

In 2021, five collective agreements were signed, covering the following topics:

- agreement on wages, working hours and value-added sharing of 28 May 2021;
- profit-sharing agreement of 29 June 2021;
- amendment No. 7 to agreement establishing the company savings plan (PEE) of 29 June 2021;
- company agreement to promote the employment of people with disabilities of 28 September 2021;
- company agreement on the balance between personal and professional life as well as on professional and salary equality of 8 November 2021.

PROMOTE DIVERSITY IN THE WORKPLACE AND EQUAL TREATMENT OF WOMEN AND MEN

ANTI-DISCRIMINATION POLICY



In 2008, MANE signed the Diversity Charter. This signature embodies the company's commitment to diversity at the highest level. Through a proactive approach, we wish to act in favour of diversity and thus go beyond the legal and judicial framework on the fight against discrimination.

In 2017, we went further in this commitment by updating our Human Resources Policy. The goal is to allow employees to report to the Ethics Committee on any dysfunction in terms of diversity, equal opportunities or discrimination.

COMBATE GENDER INEQUALITIES IN THE COMPANY

We ensure that no gender inequalities are created. On 8 November 2021, Management once again signed an agreement relating to gender equality in the workplace and work-life balance. This agreement reaffirms our commitment to the principle of non-gender discrimination, and the recognition that diversity in employment is a source of complementarity, social balance and economic efficiency.

In terms of recruitment, we continue to act positively in favour of gender diversity and gender balance in services.

We are also pursuing and reinforcing the equal pay policy. Equally, we are developing the opportunities for our employees to best reconcile parenthood and individual performance.

As regards professional training, we are rolling out a major campaign to raise awareness of non-discrimination. We foster good access to training for women and men. In 2020, V. MANE FILS set up a professional equality training programme. MANE called on an external communications company to design an e-learning module to raise employee awareness of this topic in an original and fun way. Around 170 people have participated in this online session since 2020. This module should be relaunched in 2022, when the new e-learning tool integrated into the HR management platform will be launched.

In 2020, pursuant to the French law on the freedom to choose a professional future, V. MANE FILS calculated the Gender Equality Index of its workforce in France. The Gender Equality Index at that time was 98/100. For 2021, the methods used to calculate the indicators comprising the Index did not allow us to calculate the overall score. Three indicators could not be calculated: the one on increases and the one on promotions because they concerned less than 40% of the workforce, and the indicator on the return from maternity. The Index is thus considered incalculable for 2021.

It should be noted that in 2021, due to the economic and financial uncertainty resulting from the health crisis, the company took measures to improve the purchasing power of its employees. However, the latter are not considered by the Ministry of Labour as a salary measure in the professional equality index. Nonetheless, the company made sure that these measures were also applied to men and women, as well as to female employees returning from maternity leave.



MANE obtained GEEIS certification (Gender Equality European & International Standard), issued by Bureau Veritas, for its sites in France, Spain and Italy.

OPEN EMPLOYMENT TO PEOPLE WITH DISABILITIES

One of the main pillars of our commitment is to carry out the actions necessary to integrating people with disabilities. For example, we adapt workstations when necessary.

As far as possible, we also place orders for services from ESATs (French Establishments and Services providing Assistance through Work), such as:

- maintenance of premises;
- maintenance of green spaces;
- bottling of fragrances;
- removal, dismantling;
- processing and recycling of waste electrical and electronic equipment;
- packaging of boxes, etc.

Management and the trade unions of V. MANE FILS signed, for the fourth time, an agreement in favour of people with disabilities.

As an extension of the actions carried out and monitored since 2012, which have continued unabated despite the health crisis, in 2021 MANE made a strong commitment to disability issues, as demonstrated by the following actions:

- Sud-Provence-Alpes Côte d'Azur won first prize for its disability policy as part of the Diversity Tour de France;
- faithful sponsorship of the race organised by "Special Olympics France" for mental disabilities, since the creation of this event in 2011, and taking first place on the podium;
- renewed participation in the Hello Handicap virtual jobs fair with prestigious partners such as LVMH, L'Oréal and Nestlé;
- employee awareness-raising campaign to further promote understanding of disability in the workplace through videos, presentations and quizzes.

The agreement has, once again, been approved by the Regional Department of Business, Competition, Consumption, Labour and Employment (DIRECCTE).

The key objectives of the 2021-2023 agreement remain as follows:

- continue to increase the employment rate of employees with disabilities;
- hire at least ten employees with disabilities for the duration of the agreement;

- keep people with disabilities employed;
- continue to work with other sites outside Bar-sur-Loup;
- explore the possibility of accommodating various types of disabilities, subject to adaptation to the skills needs and requirements of the company;
- promote solidarity within MANE for parents whose children are severely disabled.

INVOLVE SENIOR CITIZENS WITH THE YOUNGER GENERATIONS

Since 2013, our company has been committed to the sustainable integration of young people and the transmission of knowledge among generations, with the aim of passing on the key skills required by the company. In September 2015, we received the 2015 intergenerational contract award from the then French President François Hollande. The MANE Group won in the category for companies with 300 or more employees. The main elements that caught the attention of the judging panel were the clear voluntary commitments in the area of recruitment and retention, the pragmatic nature of initiatives – particularly in terms of occupational risk prevention – and the willingness to transfer the key skills required by the company.

In 2017, MANE renewed a collective agreement, covering France, for a period of three years, including measures promoting:

- sustainable integration of young people into employment;
- employment of experienced workers;
- transfer of knowledge and skills.

V. MANE FILS set itself the target of awarding 40 permanent contracts under this agreement. At the end of the application of the agreement, 146 young people under the age of 26 (or young people with disabilities under the age of 30) were recruited on permanent contracts, more than triple the number we expected. The agreement also provided for the presence of 40 work-study contracts each year, all sectors combined. In 2020, 96 work-study students were present in the company. This number continued to increase in 2021, with 120 work-study students. The company also worked on four career paths (two were finalised and validated in 2021) in order to make advancement at V. MANE FILS even more attractive and thus retain our talent.



DEVELOP OUR EMPLOYEES' PROFESSIONAL SKILLS

DEVELOP HUMAN CAPITAL THROUGH TRAINING

We support the development of our businesses and anticipate future demands through an initial and ongoing training policy for our employees and customers.

A personalised induction programme is developed and implemented for new employees. It is adapted to their profiles, to the various business lines and organisations, as well as to the specificities of the activities.

MANE considers the development of its human capital to be essential. It reinforces the employability of employees, as well as the competitiveness and attractiveness of the company. We wish to maintain and enhance our know-how capital. In order to identify the continuous needs of each of our employees and the expectations of the Group, procedures have been defined to:

- identify the knowledge our employees already have and the gaps between this and the knowledge required by their role;
- establish specifications for future training;
- assess the professional skills of our employees.

In-house training is also encouraged to support teaching and activities that use information specific to the company to address relevant issues.

In France, we systematically offer all new hires, regardless of their employment contract, at least one day of induction training. This provides an opportunity to introduce them to the important rules to be followed in terms of safety, quality management, the environment, energy and occupational chemical risks.

The Human Resources Department at MANE France has also implemented a workforce plan in order to anticipate short- and medium-term human resource needs. The GPEC aims to offer employees the capacity to acquire new skills enabling them to adapt to changes in the sector and the working world.

The Group spends an average of 1.4% of its payroll on training (France: 2.6% compared to a legal obligation of 1%).



EMPLOYEES WHO PARTICIPATED IN AT LEAST ONE TRAINING PROGRAMME DURING THE YEAR



	2018	2020	2021
Number of employees trained during the year	4,783	4,554	5,444
Total number of training hours	107,024	84,287	105,898

Methodological note:

Recognised training includes internal and external training.

In 2021, 5,444 Group employees benefited from at least one internal or external training programme, representing 91% of the total workforce. We have therefore reached and exceeded our target for the year, which was set at 80%. In 2030, we renewed a more ambitious target of over 90% of employees receiving training during the year. The total average number of training hours is 18 hours per employee, an increase of 3 hours compared to 2020. This increase is a consequence of the post-Covid-19 recovery, where certain training sessions that could not take place in 2020 were postponed to 2021.

ASSESS THE PROFESSIONAL SKILLS OF OUR EMPLOYEES

A yearly review of progress and targets allows all employees to review the year and discuss their training needs with their line managers. This interview is a privileged moment of dialogue between the manager and his or her employee. The purpose of this exchange is to sustainably improve professional practices, results and behaviours. In recent years, this practice has been extended to all Group entities.

EMPLOYEES WHO HAD AN ANNUAL APPRAISAL



In 2021, 85% of the Group's employees had an appraisal. We therefore exceeded our target for the year by five points. For 2030, we raised this target to 90% of employees to have an annual appraisal.



5

PROMOTE SUSTAINABILITY ALONG OUR VALUE CHAIN

Strengthen transparency, communication, reporting and dialogue with stakeholders	52
Implement a responsible purchasing approach	55
Prevent and manage ESG risks in the supply chain	57
Our responsible purchasing programmes	57
Participate in the local development of communities	59



At MANE, we believe that growth is only sustainable if it is shared. Contributing to the local development of the areas in which the Group operates is a responsibility MANE takes very seriously. MANE is committed to building lasting relationships with local partners all over the world based on a balance of interests, trust and mutual commitments in terms of CSR.

Throughout our value chain, our approach to promoting CSR is based on the following axes, applied within the company:

- strengthen transparency, communication, reporting and dialogue with stakeholders;
- implement a responsible purchasing approach;
- prevent and manage ESG risks in the supply chain;
- participate in the local development of communities.

OUR CONTRIBUTION TO THE SDGS



STRENGTHEN TRANSPARENCY, COMMUNICATION, REPORTING AND DIALOGUE WITH STAKEHOLDERS

DIALOGUE WITH OUR STAKEHOLDERS

For a responsible and sustainable activity, MANE is committed to refining its strategy in collaboration with its stakeholders. Our goal is to listen to their concerns and expectations in order to provide them with an appropriate response, in a dynamic of dialogue and partnership.

Stakeholders	Main expectations and concerns	Methods of dialogue and information	Responses provided by the Group
Customers	<ul style="list-style-type: none"> ■ Protecting consumer health and safety ■ Regulatory compliance ■ Due diligence ■ Reduction of the environmental impact of products ■ Sustainable and equitable use of biodiversity ■ Fair practices ■ Innovation ■ Communication and transparency 	<ul style="list-style-type: none"> ■ Satisfaction surveys ■ Sharing of CSR information via the EcoVadis, SEDEX and CDP collaborative platforms ■ Exchange meetings ■ Customer audits ■ Publication of the (annual) CSR report audited by an independent third party ■ Website ■ Information sharing on social media 	<ul style="list-style-type: none"> ■ Monitoring customer satisfaction ■ Product ecotoxicity assessment ■ REACH compliance programme ■ Quality and food safety policies ■ ISO 9001, 14001, 45001, 50001, IFS & BRC and FSSC 22000 certification ■ Environmental assessment of our products with GREEN MOTION™ by MANE ■ SMETA audit of all our industrial sites ■ Answers to EcoVadis and CDP questionnaires ■ Collaborative partnerships ■ Responsible purchasing

Stakeholders	Main expectations and concerns	Methods of dialogue and information	Responses provided by the Group
Employees	<ul style="list-style-type: none"> Respecting human rights and international labour standards Working conditions Occupational health and safety Shares and profit-sharing Employability Equal treatment 	<ul style="list-style-type: none"> Quality of life at work surveys Employee representative bodies Social dialogue Consultation of the Social and Economic Committee (SEC) Yearly appraisals Notice boards at all sites Intranet sites 	<ul style="list-style-type: none"> Human Resources, Occupational Health and Safety and Disability policies Diversity Charter Group Code of Ethics and training Collective agreements Strategic planning for employment and skills 1.4% of payroll dedicated to training
Suppliers	<ul style="list-style-type: none"> Long-term partnerships Fair practices Respect of payment deadlines Support in the CSR assessment of their practices Sharing CSR practices 	<ul style="list-style-type: none"> General Conditions of Purchase Supplier CSR Charter Exchange meetings Sharing of CSR information via the EcoVadis and SEDEX platforms Sharing of CSR information via the EcoVadis and SEDEX collaborative platforms 	<ul style="list-style-type: none"> Purchasing Code of Ethics Anticorruption training for buyers Supporting suppliers in the evaluation of their CSR practices Respect of payment deadlines
Local communities, NGOS and associations	<ul style="list-style-type: none"> Creation of sustainable jobs Social investments Preventing significant industrial hazards Preventing pollution Sustainable use of natural resources Protecting consumer health and safety 	<ul style="list-style-type: none"> Discussions about solicitation Publication of the (annual) CSR report audited by an independent third party Information sharing on social media 	<ul style="list-style-type: none"> Partnership or sponsorship actions Visiting manufacturing sites Participating in employment forums and exhibitions School-company partnerships Hiring of interns and apprentices
Public authorities	<ul style="list-style-type: none"> Compliance with regulations Communication and transparency 	<ul style="list-style-type: none"> Information and discussion meetings to explain Group activities 	<ul style="list-style-type: none"> Regulatory monitoring and compliance
Local residents	<ul style="list-style-type: none"> Preventing significant industrial hazards No odour and noise nuisance Preventing pollution (effluents, emissions, waste, etc.) 	<ul style="list-style-type: none"> Information leaflet for local residents on industrial risks 	<ul style="list-style-type: none"> Major Accident Prevention Policy (PPAM) at the Bar-sur-Loup sites subject to Seveso and ICPE regulations Environmental policies and environmental and energy management systems at all production sites Measures to mitigate noise and odour pollution and to prevent pollution as part of environmental management programmes
Competitors/ professional associations	<ul style="list-style-type: none"> Knowledge sharing Fair competition Respecting intellectual property 	<ul style="list-style-type: none"> Exchange meetings Flavours Days 	<ul style="list-style-type: none"> Involvement in several professional federations and associations Participation in collective initiatives

SHARE OUR CSR INFORMATION WITH OUR CUSTOMERS

CSR has become a full-fledged rating criterion in our clients' annual assessments, along with innovation, quality, logistics and competitiveness. To give them access to our CSR information, we are members of several collaborative platforms.



Since 2012, we have been members of the EcoVadis platform and have completed their CSR evaluation questionnaire. To date, we are in contact with over 110 customers who were given access to our scorecard. After analysing responses and supporting documents, EcoVadis gives a score out of 100. To date, we are in contact with over 110 customers to whom we have given access to our scorecard. Our last assessment was completed in January 2022.

With a score of 78/100 (i.e. five points more than in 2020), we were awarded the Platinum medal, which places us in the Top 1% of companies assessed.



We are also members of the SEDEX platform. All our production sites respond to the Self-Assessment Questionnaire (SAQ) and are audited every three years by an independent third party according to the SMETA standard. Our audit reports are shared with our clients on the platform.



For the tenth consecutive year, we are disclosing our environmental data (governance, impacts, risks and results) through the CDP platform. Our responses to CDP questionnaires give our clients an overall view of the environmental risks that weigh on their organisation, while showing them our commitment and environmental performance.

In 2021, we received the following scores:

- A- in the CDP Climate Change questionnaire;
- B in the CDP Water Security questionnaire;
- B in the CDP Forests questionnaire.

MEASURE CUSTOMER SATISFACTION

Customer satisfaction shows the degree to which MANE pays attention to customer needs and preferences. It is essential to the sustainability of its success. Each year, as part of the ISO 9001 quality management systems implemented by the various Group entities, a satisfaction survey is sent to a representative panel of customers. The purpose of these surveys is to determine customer satisfaction in the following areas:

- business relationship;
- order processing and follow-up;
- delivery commitments and associated commitments;
- quality monitoring;
- key products and know-how;
- CSR approach.

CSR is therefore one of the subjects on which our customers are asked to provide feedback, in addition to other more traditional criteria. The results of the satisfaction surveys sent to customers are analysed by the Quality Departments which, if necessary, provide feedback internally to the departments concerned and to customers.

The Quality Departments produce a quantified assessment of the results of these surveys which is presented each year in a Quality management review.

For the EMEA region, for example, out of more than 1,800 customers surveyed (all categories combined), the overall level of satisfaction was 93%, and of 96% for our CSR approach. At Group level, the overall level of satisfaction was 93%.



IMPLEMENT A RESPONSIBLE PURCHASING APPROACH

OUR COMMITMENTS

The quality of the relationships we maintain with our suppliers contributes to the sustainability of our supply chains. Our goal is to build lasting relationships with our suppliers based on a balance of our respective interests, trust and shared CSR commitments.

This commitment aims to involve our suppliers in our responsible purchasing policy and to make CSR a true criterion for selecting suppliers, in the same way as quality, costs and deadlines. For several years now, the implementation of a responsible purchasing policy has been one of the key strategic priorities of our Sustainable Development Policy. Concretely, this goal breaks down into three quantified targets for 2021:

- over 90% of headquarter purchases will be made from suppliers committed to a CSR policy;
- over 80% of the Group's strategic suppliers will be committed to a CSR policy;
- over 50% of significant headquarter suppliers will have been assessed on their CSR by an independent third party.

From 2009 to 2021, we initially targeted our headquarter suppliers and the Group's strategic suppliers.

Our objective for 2030 is to roll out our responsible purchasing policy across all of the Group's production sites. With this in mind, we organise awareness-raising and training sessions for the purchasing, quality and CSR teams of our subsidiaries.

Since 2020, the creation of a Sustainable Purchasing Coordinator position at the Purchasing Department attests to our Group's desire to go further in its actions to integrate CSR into the Purchasing function.

OUR APPROACH

To integrate CSR into the Purchasing function, we have developed an approach that involves several fundamental steps:

- a Buyer's Code of Ethics which commits all Group employees who may be involved in purchasing decisions to behave in an ethical and responsible manner;
- training buyers to raise their awareness of corruption issues and risks⁽¹⁾;

- the Group's Supplier CSR Charter, which commits our upstream partners to join our CSR approach;
- a methodology for monitoring the CSR performance of suppliers and analysing supplier risks;
- training our buyers and internal auditors in the on-site CSR audit of suppliers.

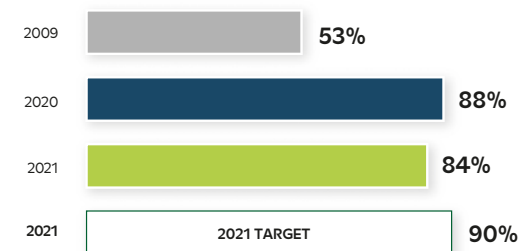
INVOLVE OUR SUPPLIERS IN OUR CSR APPROACH

The Group's Purchasing Department wants our suppliers to be stakeholders in our CSR approach. By having them sign the Group's CSR Charter, buyers ensure that our suppliers commit to respecting six fundamental CSR principles in the following areas:

- Human rights;
- labour standards;
- environment;
- anticorruption.

Our suppliers thus demonstrate their desire to develop their means of committing to a CSR policy and improving their performance in this area.

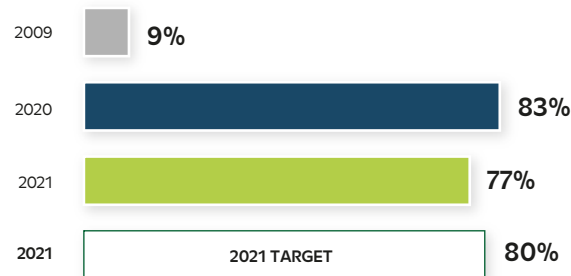
SHARE OF THE TOTAL AMOUNT OF PURCHASES MADE FROM SUPPLIERS COMMITTED TO A CSR POLICY*



* Committed to a CSR policy by signing the MANE Group CSR Charter or through the official communication of a CSR policy.

(1) See chapter entitled "Ensure an ethical business practice" of this report.

GROUP STRATEGIC SUPPLIERS* COMMITTED TO A CSR POLICY



* Negotiations with the Group's strategic suppliers are conducted centrally by the Group's Purchasing Department.

At the end of 2021, 84% of our headquarter purchases were made from suppliers committed to a CSR policy and 77% of the Group's strategic suppliers were committed to a CSR policy.

We aim to continue these efforts by rolling out our approach at Group level with a target of 90% of Group purchases made from suppliers committed to a CSR policy by 2030 and 90% of strategic suppliers committed to a CSR policy by 2030.

ASSESS THE CSR PERFORMANCE OF OUR SUPPLIERS

In order to ensure that our suppliers comply with fundamental CSR principles, we have incorporated CSR criteria into our process for selecting and monitoring the performance of our suppliers.

We developed a methodology for assessing their CSR practices using two different approaches:

- access to the results of the CSR assessments of our suppliers via the SEDEX and EcoVadis platforms;
- self-assessment support for suppliers less advanced in the process.

MANE is a member of the SEDEX and EcoVadis collaborative platforms. Our suppliers are therefore invited to share their SMETA audit report and/or their EcoVadis scorecard. If they are not present on these platforms or if they do not wish to join them, for their own reasons, we provide them with a self-assessment questionnaire. This tool was designed to help them

better understand CSR issues (linked to the six principles of the Charter they signed) and to self-assess based on a rating guide. The rating guide provides them with an exhaustive list of examples of expected practices to enable them to concretely identify areas for improvement.

HEADQUARTER MAJOR SUPPLIERS* ASSESSED ON THEIR CSR BY AN INDEPENDENT THIRD PARTY



* A supplier is considered significant if it meets at least one of the following criteria:

- in the Top 80% in terms of purchasing expenses;
- in the Top 80% in terms of volumes;
- presenting a potential CSR risk.

In 2021, 360 suppliers were considered significant, representing 86% of the Group's purchases. A supplier follow-up and invitation campaign was carried out. Thus, 56% of them were subject to an external CSR audit or evaluation during the year.

102 suppliers (representing 34% of headquarter purchases) are assessed by EcoVadis with an average score of 60%.

73 suppliers (representing 40% of headquarter purchases) were audited according to the SMETA standard by an independent third party.

49 suppliers (representing 40% of headquarter purchases) were audited on site by MANE with an average score of 60%.

27 suppliers were audited by an independent third party according to a standard other than SMETA or EcoVadis (for example For Life, UEBT, Rainforest Alliance, etc.).

We therefore exceeded our 2021 target by 50% (which, initially, only concerned headquarter suppliers). We set the same target of 50% by 2030, but this time at Group level, which includes the other production sites abroad.



PREVENT AND MANAGE ESG RISKS IN THE SUPPLY CHAIN

In addition to the involvement of our suppliers in our CSR approach and their assessment, we have implemented a supplier risk analysis process. This approach consists of identifying, prioritising, preventing and monitoring supplier-related risks.

This analysis is based primarily on the exposure of our suppliers to the risks inherent in the countries in which they are established. To assess these potential risks, we use indices such as:

- Transparency International's Corruption Perceptions Index;
- the Human Freedom Index of the Cato and Fraser institutes and the Friedrich-Naumann Foundation for Freedom;
- the World Risk Index of the United Nations Institute for the Environment and Human Security (UNU-EHS);
- the Germanwatch Global Climate Risk Index (CRI).

We also drew up an exhaustive list of potential CSR risks that may be linked to the different types of raw materials used by our suppliers (use of banned pesticides, child labour, deforestation, species threatened with extinction, etc.).

By compiling these various sources of information and linking them to the levels of supplier commitment and performance, we are able to determine a level of "residual" risk for each of our suppliers. This ranking allows us to prioritise the follow-up actions to be implemented with the suppliers most at risk.

Around 3% of our suppliers are assessed as having a high level of risk and 23% as having a moderate level. For the most part, these are suppliers which have not yet been assessed by a third party in terms of their CSR, but which have completed our self-assessment questionnaire. We therefore support them in the implementation of targeted actions according to the risks identified.

OUR SUSTAINABLE SOURCING PROGRAMMES

At MANE, we believe that it is possible, through our supply chain, to work hand in hand with our suppliers to ensure the sustainable use of biodiversity and strengthen inclusion in our value chain.

Through our responsible purchasing policy, we aim to forge special relationships with certain strategic producers and suppliers.

MANE, for example, decided to participate in the effort to preserve and restore the plantations in the Pays de Grasse and Provence (*Centifolia rose*, *mimosa*, *lavandin*, *cypress*, etc.). We have also established long-standing partnerships in Madagascar.

FOCUS ON MADAGASCAR

Vanilla

Most of the vanilla pods processed at MANE come from Madagascar, which is the source of 80% of global vanilla production. A long-standing player in the sector for 40 years, MANE exports and processes around 10% of the world's production of vanilla pods.

For 20 years, our goal has been to set up a fully traceable supply of vanilla, from pollination to finished aroma, in order to:

- guarantee full traceability, certified and audited at the various stages of the supply chain by ECOCERT;
- ensure a stable supply of vanilla pods;
- obtain vanilla pods which have been quality controlled;
- guarantee ethical and sustainable sourcing by improving conditions in relation to labour, the environment and local biodiversity.

With this in mind, we established an exclusive partnership with FLORIBIS 20 years ago. Located in the district of Vohémar, one of the four pillar villages of the "vanilla" zone in the north-east of the island of Madagascar. FLORIBIS is our local contact with farmers, cooperatives and collectors. The company helps producers to improve their cultivation practices, to strengthen the pod preparation process and to export them. The result is a mutual commitment involving MANE and the farmers: if the latter have implemented the good pollination, cultivation and care practices transmitted by FLORIBIS, we undertake to purchase their entire production, without carrying out any sorting to select only the best pods. This approach has enabled a significant improvement in the quality of the vanilla bean. It encourages farmers to pursue their efforts.

In addition, with FLORIBIS, we set up a payment system that allows farmers to earn additional income for high-quality vanilla pods. 500 agricultural workers and 280 farmers benefit from it. Overall, our activity in the sector has a positive socio-economic impact on 10,000 farmers in Madagascar.

Improving living and health conditions is one of the challenges we address vis-à-vis the local communities that produce vanilla. To meet their food supply and storage needs, especially during the period when there is no harvest, we began by financing, in partnership with the NGO FANAMBY, the construction of a rice granary. Every year, rice stocks (300 tonnes) are renewed and 1,100 FLORIBIS employees receive a donation of 25 kg of rice. Support is also provided to families so that they can create and grow their own vegetable gardens.

As part of our last support plan for 2018-2021, a number of actions were carried out in terms of health. We contributed to the financing of the Vohémar hospital. In 2018, FLORIBIS created a nursing home to which all employees have free access. Awareness-raising and HIV testing sessions were organised. Since 2018, 500 women have benefited from family planning.

Education is also a priority of this support plan. To combat illiteracy, we are trying to provide access to school education for as many children as possible from producer families. A first school, which can accommodate 600 children, was built for the FITAMA cooperative in 2009. Four new classrooms have since been opened in primary schools in Vohémar. 3,600 school kits, as well as 900 books and ten computers were given to school children. In order to improve infrastructure conditions for students, new sanitary facilities were built for two schools and drinking water tanks were installed.

For all families in the community, the municipal library was reopened. Literacy and accounting courses are provided to FLORIBIS employees and to residents who wish to attend.

We also work directly with cooperatives of vanilla producers, as is the case with the FML cooperative for the production of fair trade certified vanilla. In this context, MANE guarantees the purchase of a minimum amount and at a minimum purchase price. FLORIBIS oversees the planting and quality control of the vanilla pods. It provides support and its management and training expertise to partner communities and to biodiversity conservation initiatives.

From an environmental standpoint, the island of Madagascar is recognised as a biodiversity hotspot, with 11,200 endemic plant species⁽¹⁾.

However, deforestation currently threatens the island. Indeed, the expansion of plantation areas is often to the detriment of forests. The NGO FANAMBY and FLORIBIS are working on the mapping of areas in order to contain the destruction of forests. In 2018, they launched a reforestation programme in three protected areas (Vohemar, Loky Mananbato & Fanambana) for a period of 5 years.

FANAMBY also is also managing the creation of a National Park in Daraina, where there are farmers who supply vanilla pods to MANE and FLORIBIS. This Malagasy region is a unique and invaluable place in terms of biodiversity. The National Park will soon be included on the UNESCO World Heritage List.

Bourbon Vetiver

Vetiver is a remarkable plant currently grown for its roots. Very resistant to drought, it has historically been used to build roofs, make brushes, preserve furniture and linen, and protect soil against erosion. Vetiver has also always been used for its essential oil, extracted from its roots.

Since the 1980s, the lack of interest of Malagasy farmers has put an end to the cultivation of vetiver in Madagascar. Devastating hurricanes in Haiti also led to a poor harvest of this source, which resulted in a surge in prices. Seven years ago, in collaboration with the communities involved in MANE's vanilla supply chain in Madagascar, MANE reintroduced the cultivation of Bourbon vetiver in Madagascar. The production of these precious roots has now intensified and the quality of the essential oil is stable. This project has two effects on local communities: it generates a

second source of income (after vanilla); and, because the crop is grown on a plot at Vohemar airport, it contributes to the maintenance of the regional airport. Vetiver is grown on poor soil, without additives or additional watering. The fields are planted in sections, to allow harvesting all year round. The roots reach maturity after one year, a period that is very important to ensure the olfactory quality of Bourbon vetiver. On our plantation, farmers are trained by FLORIBIS in order to follow good harvesting practices to maintain a constant quality.

Bourbon Geranium

With its experience and its privileged links in Madagascar, MANE participated in the development of a Bourbon geranium supply chain, in the south of the country, in the Ihorombe region, thus confirming a little more the potential of this country in terms of cultivation of fragrant and aromatic plants.

Since 2017, in partnership with other local players, MANE has encouraged the return of this historic culture of Bourbon quality, which has been decreasing since the 1970s. The locally distilled essential oil thus offers a specific olfactory profile much appreciated by perfumers. The cultivation and distillation activities encourage the use of local labour and employ 15 permanent and 70 temporary staff.

Moreover, the environmental aspect was also taken into account with, notably, the planting of hedges to fight against wind erosion or the practice of combining and rotating crops to preserve the soil.

In addition to its supply of geranium essential oil, MANE has joined forces with the NGO Terres en Mêlées to support it in its "Rugby Academy Ihorombe" project. The objective of this project is to break the isolation of the populations neighbouring Bourbon geranium crops and contribute to the civic education of young people through rugby, by targeting their personal development and their social and professional integration. The tripartite partnership established with the NGO and the local partner has enabled the construction of a rugby field, the establishment of training sessions (benefiting 346 young people each week, 52% of whom are girls) and a regional and national championship. It also favoured the training of educators, raising awareness of sustainable agriculture through the operation of shared vegetable gardens as well as the integration of young people from the Academy into agricultural professions, driving machines and agronomy.



(1) Source: CEPF (Critical Ecosystem Partnership fund).

PARTICIPATE IN THE LOCAL DEVELOPMENT OF COMMUNITIES

Beyond our social responsibility directly linked to our industrial activities, our goal is to create value for the regions where we operate.

We contribute to the creation of direct and indirect jobs, as well as to the development of the professional skills of local actors. We also invest in local communities by financing infrastructure development programmes, improving access to health services and drinking water.

400,000 €
IN DONATIONS INVESTED
FOR LOCAL COMMUNITIES

INDONESIA

Tours for young people from the LP4Y association

The MANE site in Indonesia is pursuing its partnership with the Life Project For Youth (LP4Y) association. This association helps young people in situations of extreme poverty and exclusion to integrate into society and the world of work. In 2021, MANE Indonesia donated around 14,000 euros to the charity.

In January 2021, MANE Indonesia had the opportunity, as a sponsor, to attend the graduation ceremony for students who completed their first year of the LP4Y programme.

MANE Indonesia is also working with the real estate developer JABABEKA to help the local populations of Pasirgombong, where the plant is located. MANE contributes to providing access to drinking water in the event of a water supply problem, to developing a health control service and to supplying food for Covid-19 patients and subject to autonomous confinement.

CHINA

MANE Shanghai has been a proud sponsor of Children of Madaifu since 2013. This association cares for underprivileged children and orphans from poor families in the Chinese provinces of Gansu and Shanxi. In 2017, MANE Shanghai ratified a new 5-year sponsorship agreement with the association. MANE provides Children of Madaifu with the financial support needed to cover the annual living and tuition costs of several Chinese students until they graduate.

MANE also welcomes students on internships to introduce them to the world of flavours and fragrances. Equally, MANE Shanghai participates in the Love Apples operation in partnership with Children of Madaifu and Shanghai Young Bakers. The latter offers vocational training programmes to disadvantaged young people and young adults across China.

Every year, around Christmas, MANE buys apples from the Children of Madaifu association for its employees. Thousands of apples are sent to Shanghai Young Bakers, which then bakes pastries for MANE employees. The profits from this annual sales initiative are used to finance the activities of the two associations.

COLOMBIA

Each year, MANE Colombia donates money received from the sale of recycled waste and packaging to several foundations that support education and food for disadvantaged children.

MANE Colombia is also part of CEO (Corporacion empresarial del oriente) and ANDI (Asociacion Nacional de Industriales). MANE works with these external stakeholders on social and environmental issues.

FRANCE

MANE makes yearly donations to several organisations. For example, in 2021, it donated to:

- Université catholique de Lyon;
- SolidarSport (Nice);
- Les Amis Des Enfants (ADE), which supports children in the Sudan;
- La Congrégation des Petites Sœurs des Pauvres;
- Adrien, which helps sick children and their families;
- Confédération Nationale des Associations Familiales Catholiques;
- Special Olympics, Course Solidaire Interentreprises de Sophia Antipolis.

INDIA

MANE KANCOR has implemented a CSR policy focusing on social engagement and investment in the communities where the company does business.

The projects involved:

- help for the construction of a new building for the Peace Mission association. This building, located in Nedumbassery, will welcome many patients to receive palliative care;
- support for the skills development programme run by the Pelican Center association. This association helps homeless women, men and children with mental disabilities. The skills development programme supports rehabilitation patients so that they can earn a living once they leave the centre;
- support for a project focused on capacity building and the creation of livelihoods for low-income women;
- financial support for All Saints College (Trivandrum, Kerala) to set up a computer lab for economically disadvantaged students;
- the donation of tablets to 86 disadvantaged schoolchildren to enable them to access online education;
- financial assistance for the Adlux Convention Centre (Karukutty, Cochin, Kerala), the Taluk Hospital and the Government Hospital (Angamaly) to help them during the Covid-19 crisis.

MEXICO

CONALEP institute

MANE Mexico has a partnership with the CONALEP institute to help integrate young people from vulnerable communities. CONALEP, the National Council for Technical and Vocational Education, offers baccalaureate-level education with a technical specialisation recognised by various local bodies in terms of quality and competitiveness.

This partnership helps students develop their technical skills and introduces them to the business sector.

Students work at MANE Mexico for six months, while continuing their studies. A scholarship is offered to them during their time at the company.

Some of these students, who did their internship at MANE, are now company employees. They joined MANE Mexico in areas such as quality, research and development. In 2021, 49 students benefited from this programme, of which 14 were hired.

Academic scholarship for employees

Each year, MANE Mexico offers an academic scholarship to ten of its employees who wish to pursue a university degree and improve their academic qualifications. MANE Mexico covers registration fees, monthly tuition and diploma documentation.

In total, 17 employees were sponsored.

Niños de la Sierra

MANE Mexico supports the Niños de la Sierra association. It provides educational support to underprivileged children through monthly mentoring by employees. In 2021, MANE Mexico helped this association by donating 21,500 euros.

UNITED STATES

Opportunity Zones

In New Jersey, MANE USA employs 33 people living in disadvantaged areas, called "Opportunity Zones".

Donations to local associations

MANE USA donated food to various organisations, including the Parsippany Emergency Food Bank, the Wayne Interfaith Network and the New York Food Bank. MANE USA also donated personal hygiene products to shelters for women. These donations were distributed to The Dwelling Place, Midtown Manhattan NY, Rise of Broken Women and Hell's Kitchen Manhattan (New York).

MANE USA also donated women's clothing by participating in Dress for Success. This association aims to enable women to achieve economic independence by providing them with a support network, professional clothing and professional development tools.



APPENDICES

METHODOLOGY AND REPORTING PROTOCOL

The published non-financial information included in this report covers the period from 1 January to 31 December 2021. We have been publishing annual reports on our CSR approach since 2009.

Our previous report, on 2020 data, was published in July 2021.

SCOPE OF CONSOLIDATION

The scope of consolidation for the social, environmental and societal information referred to in this report concerns all of the Group's sites in France – including its headquarters – and in Switzerland, the United States, Indonesia, India, South Africa, Mexico, China, Brazil, Spain, Thailand, Colombia, Japan and Italy.

These entities represent 98% of the Group's consolidated turnover in 2021. Sites not included in the report are commercial buildings.

CHANGES AND REFORMULATION

This year, we added MANE Italia to the scope of consolidation. This production site represents 0.5% of the Group's consolidated turnover.

STATEMENT OF GRI COMPLIANCE

MANE applies the GRI reporting principles and prepares its reports in compliance with GRI Core standards: essential compliance option.

SNFP CROSS-REFERENCE TABLE

REFERENCE TABLE FOR THE STATEMENT OF NON-FINANCIAL PERFORMANCE

Articles L.225-102-1 et R.225-105 of the French Commercial Code

Required information		In the report	In the report
Company business model		Group profile	5 - 8
Description of the main risks		1. CSR strategy	13 - 17
Description of policies applied			13 - 17
Policy outcomes, including key performance indicators			13 - 17
Social issues	Employment	4. Care for our employees	43 - 44
	Work organisation		47
	Health and Safety		45 - 46
	Social dialogue		47
	Training		50
	Equal treatment		48 - 49
Environmental issues	General environmental policy	3. Ensure responsible management of our products	26
	Pollution		38 - 39
	Circular economy		37
	Climate change		31 - 34
	Protection of biodiversity		40 - 41
Societal issues	Societal commitments in favour of sustainable development	5. Promote sustainability along our value chain	59 - 60
	Subcontracting and suppliers		55 - 58
	Fair practices	22 - 24	
Information relating to the fight against corruption		2. Act and operate ethically and responsibly	24
Information on actions to promote Human Rights			22 - 23

GRI CONTENT INDEX

MANE has prepared this report in accordance with the reporting principles of the Global Reporting Initiative (GRI).

Standard	Category	Norm	Theme	In the report	
GRI 100 – GENERAL PRINCIPLES					
	Profile of the organisation	102-1	Name of the organisation	5 - 8	
		102-2	Activities, brands, products, and services	5 - 8	
		102-3	Location of headquarters	5	
		102-4	Location of operations	5	
		102-7	Scale of the organisation	5	
		102-8	Information on employees and other workers	43 - 44	
		102-12	External initiatives	20	
		102-13	Membership of associations	20	
	Strategy	102-14	Statement from senior decision-maker	3 - 4	
	Ethics and integrity	102-16	Values, principles, standards, and norms of behaviour	22 - 23	
	Governance	102-18	Governance structure	11	
	GRI 102: General disclosures – 2016	Stakeholders commitments	102-40	List of stakeholder groups	52 - 53
			102-41	Collective bargaining agreements	47
			102-42	Identifying and selecting stakeholders	52 - 53
			102-43	Approach to stakeholder engagement	52 - 53
		102-44	Key topics and concerns raised	12	
Reporting practice		102-45	Entities included in the consolidated financial statements	67 - 69	
		102-46	Defining report content and topic boundaries	61	
		102-47	List of material topics	12	
	102-48	Restatements of information	61, 67 - 69		
	102-49	Changes in reporting	61		
	102-50	Reporting period	61		
	102-51	Date of most recent report	61		
	102-52	Reporting cycle	61		
102-53	Contact point for questions regarding the report	2			
102-54	Statement of reporting in accordance with the GRI standards	61, 63 - 65			
102-55	GRI content index	63 - 65			
102-56	External assurance	67 - 69			
GRI 103: Management approach – 2016	Management approach	103-1	Explanation of the relevant issue and its scope	10 - 19	
		103-2	The management approach and its components	10 - 19	
		103-3	Evaluation of the management approach	20, 54	

Standard	Category	Norm	Theme	In the report
GRI 200 – ECONOMY				
GRI 201: Economic performance – 2016	Economic performance	201-1	Direct economic value generated and distributed	8
		201-2	Financial implications and other risks and opportunities due to climate change	15, 17, 32
GRI 205: Anticorruption – 2016	Anticorruption	205-1	Operations assessed for risks related to corruption	24
		205-2	Communication and training on anticorruption policies and procedures	24
		205-3	Confirmed incidents of corruption and actions taken	24
GRI 300 – ENVIRONMENT				
GRI 302: Energy – 2016	Energy	302-1	Energy consumption within the organisation	32 - 33
		302-2	Energy consumption outside the organisation	32 - 33
		302-3	Energy intensity	32
		302-4	Reduction of energy consumption	32
		302-5	Reductions in energy requirements of products and services	32
GRI 303: Water and effluents – 2018	Water and effluents	303-2	Management of impacts related to water discharge	39
		303-3	Water withdrawal	39
		303-4	Water discharge	39
		303-5	Water consumption	35 - 36
GRI 304: Biodiversity – 2016	Biodiversity	304-1	Significant impacts of activities, products, and services on biodiversity	40 - 41
GRI 305: Emissions – 2016	Emissions	305-1	Direct GHG emissions (scope 1)	33 - 34
		305-2	Indirect GHG emissions (scope 2)	33 - 34
		305-3	Other indirect GHG emissions (scope 3)	33 - 34
		305-4	GHG emissions intensity	33 - 34
		305-5	Reduction of GHG emissions	33 - 34
		305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	38
GRI 306: Effluents and waste – 2016	Effluents and waste	306-1	Water discharge by quality and destination	39
		306-2	Waste by type and disposal method	37
		306-3	Significant spills	39
		306-4	Transport of hazardous waste	37
		306-5	Water bodies affected by water discharges and/or runoff	39
GRI 307: Environmental compliance – 2016	Environmental compliance	307-1	Non-compliance with environmental laws and regulations	30

Standard	Category	Norm	Theme	In the report
GRI 308: Supplier environmental assessment – 2016	Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	55 - 56
		308-2	Negative environmental impacts in the supply chain and actions taken	55 - 56
GRI 401: Employment – 2016	Employment	401-1	New employee hires and employee turnover	43 - 44
		403-1	Occupational health and safety management system	45 - 46
GRI 403: Occupational Health and Safety – 2018	Occupational health and safety	403-2	Hazard identification, risk assessment, and incident investigation	14, 16, 45 - 46
		403-4	Worker participation, consultation, and communication on occupational health and safety	45 - 46, 53
		403-5	Worker training on occupational health and safety	45 - 46, 50
		403-6	Promotion of worker health	45 - 46
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45 - 46
		403-8	Workers covered by an occupational health and safety management system	45 - 46
		403-9	Work-related injuries	45 - 46
		403-10	Work-related ill health	45 - 46
GRI 404: Training and Education – 2016	Training and Education	404-1	Average hours of training per year per employee	50
		404-2	Programmes for upgrading employee skills and transition assistance programmes	50
		404-3	Percentage of employees receiving regular performance and career development reviews	50
GRI 405: Diversity and Equal Opportunities – 2016	Diversity and Equal Opportunities	405-1	Diversity of governance bodies and employees	44
GRI 407: Freedom of Association and Collective Bargaining – 2016	Freedom of association and collective bargaining	407-1	Operations in which the right to freedom of association and collective bargaining may be at risk	47
GRI 408: Child labour – 2016	Child labour	408-1	Operations and suppliers at significant risk of incidents of child labour	55 - 56
GRI 409: Forced or compulsory labour – 2016	Forced or compulsory labour	409-1	Operations and suppliers at significant risk of incidents of forced and compulsory labour	55 - 56
GRI 412: Human Rights Assessment – 2016	Human Rights Assessment	412-1	Operations that have been subject to Human Rights reviews or impact assessments	22 - 23
		412-2	Employee training on Human Rights policies or procedures	22 - 23
GRI 413: Local Communities – 2016	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programmes	59 - 60
		413-2	Operations with significant actual and potential negative impacts on local communities	59 - 60
GRI 414: Supplier Social Assessment – 2016	Supplier social assessment	414-1	New suppliers that were screened using environmental criteria	55 - 56
		414-2	Negative social impacts in the supply chain and actions taken	55 - 56
GRI 416: Customer Health and Safety – 2016	Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	26 - 27

TCFD CROSS-REFERENCE TABLE

We apply the TCFD (Task Force Climate-related Financial Disclosures) reporting framework.

Category	TCFD recommendations	In the report
Governance	a. Describe the Board's oversight of climate-related risks and opportunities.	11, 31 - 32
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	a. Describe the climate-related risks and opportunities over the short, medium, and long term.	15, 17
	b. Describe the impact of climate-related risks and opportunities on the investment strategy.	
	c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Risk management	a. Describe the organisation's processes for identifying and assessing climate-related risks.	15, 17, 32
	b. Describe the organisation's processes for managing climate-related risks.	
	c. Describe how climate-related risks are integrated into the organisation's overall risk management.	
Indicators and targets	a. Disclose the indicators used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	32 - 34
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 Greenhouse Gas (GHG) emissions, and the related risks.	
	c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	

EXTERNAL VERIFICATION



V. MANE Fils SAS

Registered office: 620, route de Grasse, 06620 Le Bar-sur-Loup

REPORT BY THE INDEPENDENT THIRD PARTY ON THE CONSOLIDATED NON-FINANCIAL STATEMENT

This is a free English translation of the Statutory Auditor's report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.


For the year ended 31 December 2021

To the Annual General Meeting,

In our capacity as independent third party of your company (hereinafter the "entity"), and accredited by the COFRAC under number 3-10491⁽¹⁾, we have undertaken a limited assurance engagement on the historical financial information (actual or extrapolated) of the consolidated

(1) Accreditation Cofrac Inspection, number 3-1049, scope available at www.cofrac.fr



non-financial statement, prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), for the year ended 31 December 2021 (hereinafter, respectively, the "Information" and the "Statement"), included in the Group's management report pursuant to the requirements of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (*Code de commerce*).

At the request of the entity, we conducted works designed to express a reasonable assurance conclusion on the information selected by the entity and identified by the sign .

LIMITED ASSURANCE CONCLUSION

Based on the procedures performed, as set out in the "Nature and scope of our work" section of this report, and the information collected, nothing has come to our attention that causes us to believe that the Statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

REASONABLE ASSURANCE CONCLUSION ON A SELECTION OF NON-FINANCIAL INFORMATION

Based on the procedures performed, as set out in the "Nature and scope of our work" and "Nature and extent of additional work on the information selected by the entity and identified by the sign  sections of this report, and the evidences collected, the information selected by the entity and identified with the symbol  in the Statement has been prepared, in all material respects, in accordance with the Guidelines.

PREPARATION OF THE STATEMENT

The absence of a commonly used generally accepted reporting framework or established practices on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, the main elements of which are presented in the Statement and available on request from the entity's registered office.

INHERENT LIMITATIONS IN PREPARING THE INFORMATION

As discussed in the Statement, the Information may be subject to inherent uncertainty because of incomplete scientific and economic knowledge and the quality of external data used. Some information is sensitive to methodological choices, assumptions or estimates used for their preparation and presentation in the Statement.

RESPONSIBILITY OF THE ENTITY

The Board of Directors is responsible for:

- Selecting or establishing suitable criteria for preparing the Information;
- Preparing a Statement in accordance with legal and regulatory requirements, including a presentation of the business model, a description of the main extra-financial risks, a presentation of policies applied to mitigate these risks and the outcomes of those policies, including key performance indicators;
- Implementing internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.


The Statement was prepared by applying the entity's Guidelines as mentioned previously..

RESPONSIBILITY OF THE STATUTORY AUDITOR APPOINTED AS INDEPENDENT THIRD PARTY

On the basis of our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- The compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code;
- The fairness of the historical financial information (actual or extrapolated) provided in accordance with Article R.225-105-I(3) and II of the French Commercial Code concerning action plans and policy outcomes, including the key performance indicators on the main risks.

As it is our responsibility to provide an independent conclusion on the Information as prepared by Management, we are not authorised to help prepare said Information, as that could compromise our independence.

At the request of the entity and outside of the scope of certification, we may express reasonable assurance that the information selected by the entity, presented in the appendices, and identified by the symbol  has been prepared, in all material respects, in accordance with the Guidelines.

However, it is not our responsibility to comment on the entity's compliance with other applicable legal and regulatory requirements, or the compliance of products and services with the applicable regulations.

REGULATORY PROVISIONS AND APPLICABLE PROFESSIONAL GUIDANCE

We performed our work described below in accordance with the provisions of Articles A. 225 1 and following of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie nationale des commissaires aux comptes*) relating to this engagement.

MEANS AND RESOURCES

Our work was carried out by a team of seven people between November 2021 and July 2022 and took a total of approximately four weeks.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted a dozen of interviews with the people responsible for preparing the Statement.

NATURE AND SCOPE OF OUR WORK

We planned and performed our work to address the areas where we identified that a material misstatement of the Information was likely to arise.


We believe that the work carried out, based on our professional judgement, is sufficient to provide a basis for our limited assurance conclusion:


- We obtained an understanding of all the consolidated entities' activities, and the description of the principal risks associated;
- We assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, where appropriate;
- We verified that the Statement includes each category of social and environmental information set out in article L. 225-102-1 III;
- We verified that the Statement provides the information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the information required under article L. 225-102-1 III, paragraph 2 of the French Commercial Code;
- We verified that the Statement presents the business model and a description of principal risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the principal risks;
- We referred to documentary sources and conducted interviews to:
 - assess the process used to identify and confirm the principal risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the principal risks and the policies presented;
 - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in Appendix. Concerning certain risk⁽¹⁾, our work was carried out on the consolidating entity, for the other risks, our work was carried out on the consolidating entity and on a selection of entities⁽²⁾.
- We verified that the Statement covers the scope of consolidation, i.e. all the consolidated entities in accordance with article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;
- We obtained an understanding of internal control and risk management procedures the entity has put in place and assessed the data collection process to ensure the completeness and fairness of the Information;


- For the key performance indicators and other quantitative outcomes that we considered to be the most important, as presented in Appendix, we implemented:
 - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
 - tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out on a selection of contributing entities³ and covers between 21% and 100% of the consolidated data selected for these tests;
- We assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance engagement performed in accordance with the professional guidance issued by the French Institute of Statutory Auditors; a higher level of assurance would have required us to carry out more extensive procedures.

NATURE AND EXTENT OF ADDITIONAL WORK ON THE INFORMATION SELECTED BY THE ENTITY AND IDENTIFIED BY THE SIGN

With regard to the information selected by the entity, presented in the appendix and identified by the symbol  in the Statement, we conducted the same work as described in the paragraph "Nature and scope of our work" above for the Information considered to be the most important, but in a more in-depth manner, in particular with regard to the number of tests.

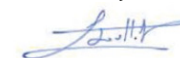
The selected sample accounts for between 46% and 55% of the information identified by the symbol .

We believe that our work is sufficient to provide a basis for our reasonable assurance opinion on the information selected by the entity and identified by the symbol .

Paris-La Défense, on 10 June 2022
KPMG S.A.

Fanny Houlliot
Partner
Sustainability Services

Philippe Levert
Partner




(1) Respect Human Rights; Ensure compliance and ethical business practices; Ensure product safety and compliance; Guarantee the safety and security of industrial sites; Prevent and manage ESG risks in the supply chain.

(2) V. MANE Films SAS and Mane Quéven (France), Mane Inc (USA), Mane Kancor (India).

APPENDIX

Qualitative information (actions and results) considered most important

Agreement signed on professional equality and the work-life balance

Measures to prevent occupational stress

ISO 14001 certification

Actions to raise awareness of the Group's approach to reducing greenhouse gas emissions

Commitment regarding water management

Anticorruption measures, including the procedure to assess third parties

Quality and product safety management systems

Product toxicological safety assessment process

Tools for monitoring REACH compliance

Means deployed to ensure the proper application of the principles of the Code of Ethics, including the alert system

Key performance indicators and other quantitative results considered most important**Level of assurance**

Total workforce and distribution by gender

Hires and Departures

Turnover

Proportion of employees who participated in at least one training program during the year

Frequency rate for workplace accidents with leave

Energy consumption per ton of product

Water consumption per ton of products

Scopes 1 and 2 CO₂ emissions

Scopes 1 and 2 CO₂ emissions per ton of product

Scope 3 CO₂ emissions

Proportion of hazardous and non-hazardous waste generated sent to landfill

Water consumption of entities located in a high water stress area

Proportion of employees most exposed to corruption risks who have taken anticorruption training

Share of significant suppliers assessed on their CSR

Limited

Reasonable

Limited

ASSURANCE REPORT BY THE INDEPENDENT THIRD PARTY ON THE GREENHOUSE GAS EMISSIONS DECLARED TO THE CDP BY V. MANE FILS S.A.S. FOR CIVIL YEAR 2021.

Following your request, in our capacity as independent third party of V. MANE Fils S.A.S. (the "Company"), we hereby report to you on the greenhouse gas emissions ("GHG emissions") scopes 1, 2 and 3 reported by the Company to the CDP for the civil year 2021 and presented in Appendix (the "Data").

The conclusion below is limited to the Data and does not cover the overall declaration to the CDP.

COMPANY'S RESPONSIBILITY

The Data were prepared under the responsibility of Ms Barbesant, CSR Director at V. MANE Fils S.A.S., in accordance with the CDP reporting guidelines, with respect to scope and methodological limits as described in the "Response CDP Climate Change Questionnaire 2022".

The quantification of these gases has an inherent uncertainty due to incomplete scientific knowledge used to determine emission factors and values needed in order to combine the emissions of various gases.

STATUTORY AUDITOR'S RESPONSIBILITY

On the basis of our work, our responsibility is to provide a report expressing:

- a limited assurance conclusion that greenhouse gas ("GHG") emissions scope 3, presented in Appendix, taken as a whole, is presented fairly in accordance with the CDP reporting guidelines, with respect to scope

and methodological limits as described in the "Response CDP Climate Change Questionnaire 2022",

- a reasonable assurance conclusion that GHG emissions broken down by Scope 1 and Scope 2 Data, presented in Appendix, has been prepared, in all material respects, in accordance with the CDP reporting guidelines, with respect to scope and methodological limits as described in the "Response CDP Climate Change Questionnaire 2022".

LIMITED ASSURANCE REPORT ON GHG EMISSIONS SCOPE 3

Nature and scope of our work

The work described below was performed in accordance with the International Standard for Assurance Engagements (ISAE) 3410 ⁽¹⁾ and with the professional standards applicable in France.

The work was conducted by Raffaele Gambino, Manager and Audrey Kraskowski, Auditor, from the Sustainability Services department of the Firm. The work was based on a review of the existing documentation as well as interviews with the persons in charge of the greenhouse gas reporting of V. MANE Fils S.A.S.

In order to provide our assurance conclusion, we conducted the following procedures:

- We reviewed the current reporting system and its organisation, including the procedures for collecting, consolidating and controlling the greenhouse gas emissions Data,
- We interviewed the people in charge of monitoring and reporting the greenhouse gas emissions,
- We ensured that the monitoring and quantification of emissions were performed in accordance with the CDP reporting guidelines, with respect to scope and methodological limits as described in the "Response CDP Climate Change Questionnaire 2022".
- For the Data, we implemented:
 - Analytical procedures to verify the proper consolidation of the Data collected and the consistency of any changes in those Data,
 - Tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the Data with the supporting documents. This work was carried out on a selection of contributing entities ⁽²⁾ and covers 23% of scope 3 Data.

We believe that the work carried out, based on our professional judgment, is sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.

Unqualified limited conclusion

In our opinion, the GHG emissions scope 3 Data declared to the CDP has been prepared, in all material respects, in accordance with the CDP reporting guidelines, with respect to scope and methodological limits as described in the "Response CDP Climate Change Questionnaire 2022".

REASONABLE ASSURANCE REPORT ON GHG EMISSIONS BROKEN DOWN BY SCOPE 1 AND SCOPE 2

Nature and scope of our work

With regard to GHG emissions broken down by scope 1 and scope 2 Data, we conducted the same procedures as those described in the paragraph "Nature and scope of our work". However, these procedures were more in-depth, particularly regarding the number of tests.

Consequently, the selected sample covers 46% of scope 1 and scope 2 Data.

We believe that the procedures and sample sizes used, based on our professional judgment, are sufficient to provide a basis for our assurance conclusions.

Unqualified reasonable conclusion

In our opinion, the GHG emissions scope 1 and scope 2 Data declared to the CDP has been prepared, in all material respects, in accordance with the CDP reporting guidelines, with respect to scope and methodological limits as described in the "Response CDP Climate Change Questionnaire 2022".

Paris-La Défense, July 20th 2022

KPMG S.A.

Fanny Houlliot
Partner
Sustainability Services



Philippe Levert
Partner



(1) ISAE 3410 - Assurance Engagements on Greenhouse Gas Statements.

(2) Mane Quéven (France), Mane Inc (USA), Mane Kancor (India).

APPENDIX

Data	Tones CO ₂ e verified	Assurance level
100% of the greenhouse gas emissions Scope 1 presented in questions C6.1 of the "Response CDP Climate Change Questionnaire 2022"	21,946 tCO ₂ e	Reasonable
100% of the greenhouse gas emissions Scope 2 presented in questions C6.3 of the "Response CDP Climate Change Questionnaire 2022"	Location-based: 35,455 tCO ₂ e Market-based: 29,738 tCO ₂ e	Reasonable
100% of the greenhouse gas emissions Scope 3 presented in question C6.5 of the "Response CDP Climate Change Questionnaire 2022"	347,930 tCO ₂ e	Limited

ASSURANCE REPORT OF ONE OF THE STATUTORY AUDITORS ON THE WATER INDICATORS DECLARED TO THE CDP

The Directors

V. MANE Fils SAS

620, route de Grasse, 06620 Le Bar-sur-Loup

To whom it may concern,

The purpose of this letter is to clarify matters set out in the assurance report. It is not an assurance report and is not a substitute for the assurance report.

This letter and the verifier's assurance report, including the opinion, are addressed to you and are solely for your benefit in accordance with the terms of the contract. We consent to the release of this letter by you to CDP in order to satisfy the terms of CDP disclosure requirements but without accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this letter or our assurance report.

In accordance with our engagement contract with you dated November 30, 2021 (the "contract") and for the avoidance of doubt, we confirm that our Report by the independent third party on the consolidated non-financial statement report to you dated June 10, 2022 (the "assurance report") incorporated the following matters:

1. Boundaries of the reporting company covered by the assurance report and any known exclusions.

Some representative offices and some small R&D centers and manufacturing sites are not included in the disclosure because their water needs and risks are not significant.

4 manufacturing sites have been excluded due to their very limited materiality: these account for less than 2% of the group's total water withdrawal.

2. Water consumption data verified; option to include other relevant data that has been verified with figures.

Total water withdrawals: 817.93 megaliters
(page 36 of V. MANE & Fils "2021 CSR report")

3. Period covered (e.g. '12 months to DD MM YY')

12 months to 31.12.2021

4. Verification standard used

- ISAE 3000 (revised) – Assurance engagements other than audits or reviews of historical financial information
- Article A.225-1 et seq. of the French Commercial Code Professional guidance of the French Institute of Statutory Auditors (*Compagnie nationale des commissaires aux comptes* or CNCC) applicable to such engagements

5. Assurance opinion (incl. level of assurance and any qualifications)

Reasonable assurance

No qualifications

6. Verification provider and accreditations (if relevant)

KPMG S.A.

Accreditation Cofrac Inspection, number 3-1049, scope available at www.cofrac.fr

7. Lead verifier name and relevant accreditations/professional membership (if relevant)

Fanny Houlliot, Partner, Sustainability Services

8. This letter should be prepared on the verifier's letterhead or include the signature of the lead verifier (or authorized signatory/ organization responsible for issuing the assurance report / statement) in the box below.

Fanny Houlliot
Partner
Sustainability Services



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