

ROUTIN

shake your talents



2024 CSR
ACTIVITY
REPORT

A HISTORICALLY COMMITTED COMPANY

2010 - 2014

- **Scope 1, 2 and 3 carbon-footprint assessments** conducted
- **Eco-design for packaging** introduced
- Diversity charter signed with a commitment to the 4Ps: **Products, People, Profit, Planet**
- Biogas plant constructed to process industrial effluent, **cutting pollution by more than 80%**
- Quarterly meetings with all employees to share information on **strategic focuses and forthcoming challenges**

2019

- Program for increasingly natural recipes introduced: **removal of controversial additives and preservatives**
- CSR discussions relating to the **Shake your TALENTS** structure begun
- **First Supplier Green Day** introduced

2021

- Routin teams trained to perform **carbon-footprint assessments**
- Membership of the **Eau, Neige et Glace Foundation**
- **Turbine generating renewable electricity** using biogas from the biogas plant installed
- Site switched to **100% renewable electricity**
- Fruit tree hedge planted to **encourage biodiversity**

2023

- **Changes to the Company's articles of association** to incorporate CSR aspects
- **All employees** benefit from Climate Fresk training
- Forest conservation project launched with the **Agir pour la Forêt** Foundation
- Official launch of the site as a **Refuge Company by the LPO**
- **SBTi (Science Based Targets initiative) targets** signed
- **ECOVADIS** gold medal renewed

2018

- **First CSR SC (Steering Committee)** established
- **PME+ Engagé** label obtained
- **Comprehensive SCR** criteria monitoring

2020

- **First 1883 syrups with 30% less sugar** launched
- Awarded **1st Prize in the CSR Trophies - Auvergne-Rhône-Alpes**
- **Shake your TALENTS** program introduced
- KPIs reviewed in line with the **Shake your TALENTS** policy

2022

- **ISO 14001 certification** obtained
- **Energy audit** conducted
- **Ecovadis** gold medal awarded
- **PME+ label** renewed
- Awarded the **LSA magazine CSR Trophy** in the **SME category**

2024

- Implementation of a supplier **CSR support plan**
- **2Tonnes workshops** for all employees
- Formulating our **Decarbonization Strategy**. Since 2024, we have been following the ACT step-by-step methodology of the French Environment and Energy Management Agency (ADEME) to help us formulate a decarbonization strategy
- **Change of shareholder:** Sustainable investment fund under Article 9 of the SFDR
- Awarded the **B Corp** label and the **Ecovadis Platinum Medal**



ROUTIN'S CSR STRATEGY

shake your talents

By means of this CSR strategy born out of long-standing awareness, **ROUTIN is seeking to respond to future societal and environmental challenges.**

Our Shake your TALENTS program embodies these commitments.

It reflects our desire to see the Group endure and play an active part in a world undergoing rapid transition and transformation. We focus on people and respect for the environment, thereby preparing better for the future.

THE CSR PROGRAM SHAKE YOUR TALENTS

Envisaging tomorrow's world means shaking up ideas, mixing them up and challenging them, making them meaningful, and putting them into action.

Our strategy, which revolves around the word 'TALENTS', explores areas for progress, involving measures with a specific impact on transmission, the environment, and naturalness.

In French, each letter stands for a commitment and, for each commitment, there are corresponding actions and monitoring indicators.



Based in the department of Savoie in the heart of the French Alps, Routin focuses its **Shake your TALENTS** CSR policy on seven priorities, thereby playing an active role in creating a more sustainable world.



TALENTS, an approach recognized by several certifications and rating systems:

Certified



Corporation

B Corp certification:

In August 2024, Routin reached a new milestone in its quest for a fairer and more responsible society: with a score of 90.6 points, ROUTIN is now a certified B Corp™ company. This certification takes into account five areas: Governance, Employees, Communities, Environment and Customers. By becoming B Corp™ certified, ROUTIN joins a global community of companies that adhere to exacting social and environmental standards. This highly demanding certification is a testament to the commitment of all our employees to building the world of tomorrow.



Ecovadis Platinum certification:

The year 2024 was also marked by the Company receiving the Platinum Ecovadis medal. The EcoVadis rating covers a broad spectrum of non-financial management systems, including the impact on the following areas: Environment, Social & Human Rights, Ethics, and Responsible Purchasing.



PME+ certification:

Since 2018, Routin has been certified PME+, a CSR certification for small and medium-sized French companies that are suppliers to the distribution sector and committed to more ethical and responsible practices.



TRANSMISSION:

Transmitting and raising our employees' and partners' awareness of social and environmental issues, in particular water conservation.

CSR training



All our employees benefit from annual training, as citizens, in social and environmental issues



Through the CSR training we offer them, as well as through our actions, we empower them to be responsible stakeholders themselves.

CSR targets for every role



All our managers have CSR target-based bonuses

We are convinced that the Company's performance is intimately linked to the commitment of our employees. Our employees think about sustainable development and, more particularly, the Company's impact and its stance in the face of societal challenges.

At Routin, all employees benefit from annual training, as citizens, in social and environmental issues, including climate change and saving water.

In 2022, 100% of our employees were trained in water conservation and the concept of visible and invisible water through a module developed with the Water Family association. In 2023, 100% of our employees benefited from Climate Fresk training and, as a follow-up, they all participated in the 2Tonnes workshop in 2024. During this immersive and educational workshop, our employees discovered the individual and collective drivers of the transition to a low-carbon world and developed their own low-carbon transition scenario for 2050.

Our approach goes further by empowering all our employees as regards the environmental and social challenges of their roles, allowing everyone to act at their own level. Since 2021, 10% of the bonus for all managers and senior executives has been based on the achievement of CSR targets.



Raising stakeholder awareness

Organizing active meetings with local players

As corporate social responsibility is everyone's business, friendly discussions are organized as part of awareness workshops. In 2024, we welcomed more than 1,000 external personnel to our premises. In particular, we invited the ISARA engineering school CSR collective "En Action," which works to support a dozen companies in the Auvergne-Rhône-Alpes region in structuring their CSR approach, for their closing day.



Being involved with local universities

The aim is to raise awareness among the next generation of professionals about the importance of integrating responsible practices into the heart of their profession.



As a committed partner of the Master's in International Trade at the Université Savoie Mont Blanc, we have the opportunity to present our responsible approach to young and talented individuals. We provide financial support and mentoring, as well as training modules delivered by members of the Executive Committee. Within this framework, we are also committed to training, passing on knowledge and raising students' awareness regarding the importance of water conservation and environmental protection. In 2024, more than 200 high school students were invited to discover the Company and learn about CSR.

"Responsible Drink Design®" module



The first "Responsible Drink Design®" training module designed with the Water Family

At our academy, the **DRINK DESIGN CENTER®**, we upskill professionals, bartenders and baristas from all backgrounds, and share our passion for the world of Drink Design®.



By means of the "Responsible Drink Design®" module, designed in partnership with the Water Family association, every bartender and barista is made aware of water conservation in their work, thereby becoming responsible professionals.





ART AND CREATIVITY:

Stimulating innovation, creation and new ideas for the benefit of French style Drink Design.

As a French designer of ingredients for creative drinks, we are committed to inventing and creating the drinks of tomorrow to meet all the needs of our consumers and customers.



The RE-IMAGINE 1883 Capsule Collection won an award at the 2025 Sirha Innovation Awards in the Beverages (Liquids) category.

Our own sensory analysis tool



Routin's AromaSensoris® palette

Thanks to our proprietary tool, the AromaSensoris® palette, our master syrup makers and our 15 expert panelists have a unique sensory analysis and aromatic blending method at their disposal.



In 2024, 964 hours of sensory analysis training were delivered at the Drink Design Center

We have also won several innovation awards for our on-trade and supermarket ranges.

The Madeleine 1883 syrup was selected to represent French expertise and innovation at the Grande Exposition du Fabriqué en France (the Great Exhibition of French Manufacturing) at the Élysée Palace in late 2024.



These awards demonstrate our commitment to innovating and reinventing the taste and experience of creative drinks.



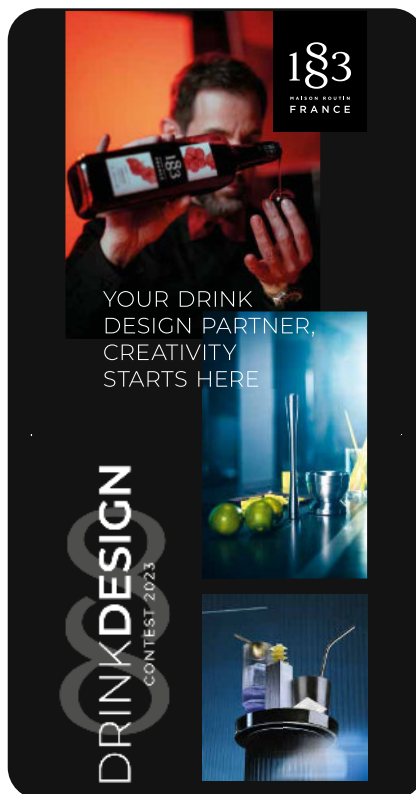
In 2024, innovations at Routin represented 19.5% of our turnover



Drink Design®

Supported by a collective of professional bartenders, baristas, chefs, culinary designers, actors, and master syrup makers, in 2022, Routin launched the Drink Design® movement: a new creative process aiming to transform mixology into a true global sensory and emotional experience.

Thanks to our talented employees, we have published the Drink Design book, the Art and Passion of the Cocktail, which highlights the parallels between the art of the cocktail and creative arts, including literature, music, and cinema.



Drink Design® training



In 2024, we provided 1,185 hours of Drink Design® training and masterclasses

We organized sessions in our 40-hour specialization cycle, allowing us to train 20 professional Drink Designers from around the world.



We also organized the Drink Design Contest in eight countries with more than 800 participants in late 2023 and early 2024: Australia, Poland, Germany, France, Brazil, Spain, South Korea, Dubai.

We have made Drink Design® a genuine communication platform for our three on-trade brands (1883, Artonic, Cappuccine).



LOCALNESS:

Developing trusted, long-term, local partnerships with shared CSR commitments.

Adopting a responsible approach

We are always seeking to establish trusted, long-term, local partnerships with shared CSR commitments. We are therefore committed to creating a network of suppliers who demonstrate environmental, social, and societal responsibility by focusing on:

- Communication: clearly communicate our sustainability commitments to our suppliers and partners, particularly through our Supplier Code of Conduct.
- Selection: incorporate environmental and social criteria into the selection of our suppliers and service providers.
- Long-term relationships: value and foster long-term relationships.
- Collaboration: work closely with our strategic suppliers to promote more sustainable and environmentally friendly practices.
- Transparency and fairness.



Over 40% of our partners are located within 322 km of our site



Only 15% of our partners are located more than 1,000 km away



87% of our purchases are made with long-term partners (> 5 years)

Responsible purchasing policy

Routin has a responsible purchasing policy in place in order to consider the risks associated with the products and services it purchases, minimize negative externalities, and aim for sustainable economic performance.

Furthermore, with the aim of strengthening our responsible purchasing approach in relation to raw material and packaging supply chains, we are developing our own supplier support program to assist and promote our partners who have ambitions in terms of CSR.





Partner Code of Conduct

A shared vision, ethics and Code of Conduct

Routin has also adopted a Code of Conduct covering its commitments to its partners and obliging them to satisfy Routin's requirements.

We expect our suppliers to adhere to our principles of sustainability, ethics, and transparency.

We aim to work primarily with partners with fair commitments and to support less committed suppliers to help them embark on a sustainable transformation process.



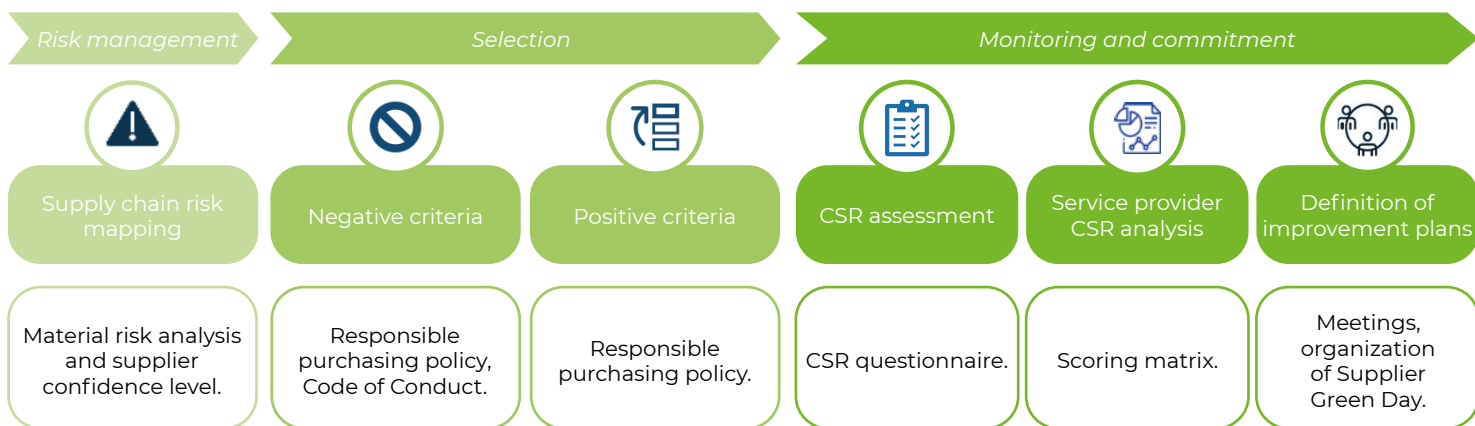
CSR assessment



Our own service provider CSR assessment and certification tool

Since 2022, we have developed our own service provider assessment tool focusing on governance, as well as social and environmental issues. The purpose of this tool is to assess all our partners' CSR commitments and progress.

Our approach to responsible procurement





Promoting local expertise and cherishing our regional roots.

Local commitment & regional roots

Local outreach, experience the life of a salesperson

Every employee is able to don the garb of a salesperson, for a day, and promote our products in the region's establishments. Around 100 professionals were able to discover or rediscover our products and innovations.

Organization of an open day

A deep dive into the heart of our expertise!

On November 20, we were delighted to welcome our employees' families to our Open Day.

80 people came to learn about or reconnect with our Company. It was a chance to socialize and enjoy various workshops and a tour of our production facilities.



Providing our employees with local food

Promoting and supporting local producers is also one of our aims.

We organize lunches with local food trucks and offer employees baskets of locally grown organic fruit and vegetables.



The Company also provided free seasonal fruit from a local cooperative.





ENVIRONMENT:

Reducing our carbon footprint and helping conserve our key ingredient: water.

Reducing our carbon footprint

We are committed to combating climate change by cutting our greenhouse gas emissions across our entire value chain. We monitor our carbon footprint annually by conducting a carbon-footprint assessment for scopes 1, 2, and 3 in accordance with the Greenhouse Gas Protocol methodology.



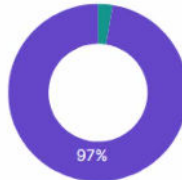
Measure

We conducted our first scope 1, 2 and 3 greenhouse gas (GHG) emissions assessment in 2009. Since 2021, this assessment has been carried out internally on an annual basis and is audited by an external firm.



Group carbon-footprint assessment results for 2024

● Scope 1	1,912 tCO ₂ e	3%
● Scope 2	20.4 tCO ₂ e	<1%
● Scope 3	71,104 tCO ₂ e	97%



Committing to and building a decarbonization strategy

At the end of 2023, we undertook to adhere to the SBTi (Science Based Targets initiative) targets, in line with the scientific recommendations issued following COP21. Launched in June 2015, the Science Based Targets initiative is a partnership between the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resource Institute (WRI) and the World Wildlife Fund (WWF).

We are committed to reducing our scope 1 and 2 emissions by 42% in absolute terms by 2030, and we aim to reduce our carbon intensity by 7.5% per year across all three scopes.



All our syrups are produced using renewable electricity

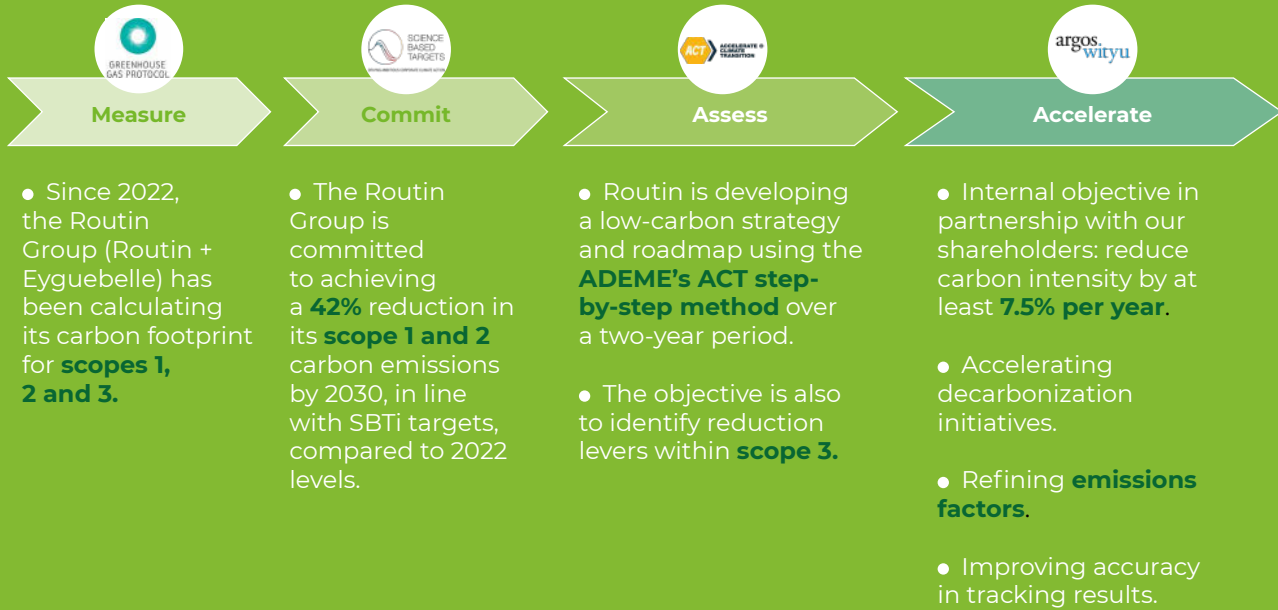
We are therefore working on a decarbonization plan, taking into account the areas with the highest emissions, while following the ADEME's ACT step-by-step methodology to help us build this strategy.



We are ISO 14001 certified and monitor our energy consumption on a daily basis. We have reduced our energy consumption per liter of syrup produced by 16% since 2020.



Our climate strategy



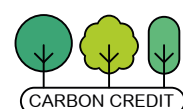
Our main areas of focus for decarbonization



Carbon contribution

We buy carbon credits to offset our scope 1 and 2 emissions, as well as those relating to travel by our employees and sales representatives.

As part of this, we support the Parque Nacional Cordillera Azul (PNCAZ) project in Peru, which is aiming to combat the deforestation of primary forests. This project is certified by an international REDD+ standard, guaranteeing benefits for the climate, biodiversity, and local communities.





An eco-design approach

Eco-design means designing packaging that has less environmental impact than that of earlier generations.



99% of our packaging is recyclable, and our preforms contain an average of 44.3% recycled PET

For several years, we have been striving to reduce our packaging's carbon footprint by focusing on three fundamental pillars: using the right amount of packaging, incorporating recycled materials, and managing the end of life of packaging.

At present, our three kinds of packaging (glass, plastic and metal) are designed to be as light as possible. We are continuing to incorporate recycled material into our jugs with the development of a jug made from 100% rPET. On average, PET packaging contains 44.3% recycled material.



In 2024, we successfully recycled or recovered 91.8% of our waste

With the aim of eliminating waste across our entire value chain, we are applying the principles of the circular economy to maximize waste recycling and recovery.

We also opt for reuse by recovering some specific waste, such as glassine, caps, boxes, and even cigarette butts. All our caps are recycled in partnership with the association Cœur2Bouchons. Since the end of 2022, all our cap boxes have been reused by removal companies, thanks to our service provider VALORALP.





Water, “blue gold” that must be conserved



Our water consumption per liter of syrup produced has decreased by 27% since 2019.

We are deeply committed to the conservation of water and its sustainable management. Beyond its environmental importance, water is a crucial element of our drinks and the key component of our syrups.

Since 2014, we have had an on-site biogas plant to pre-treat industrial effluent. Without oxygen and using micro-organisms (in this case, granular sludge), we break down the organic matter in the waste and generate biogas.

This technique reduces waste pollution by more than 80%.

Since September 2021, the biogas plant production is transformed into electricity through a turbine. The electricity is sold to an electricity provider.



We are proud of our partnership with the Eau, Neige et Glace Foundation, which is working to restore 100% pure water to nature.





Biodiversity at the heart of our Company



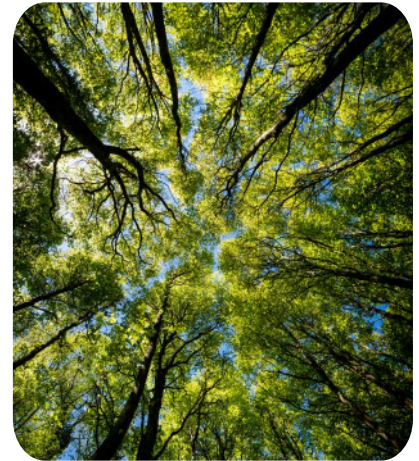
The LPO "Refuge company" label

In partnership with the Ligue pour la Protection des Oiseaux (League for the Protection of Birds), in 2023 we officially launched our site as an "LPO Refuge Company". Our aims: to welcome biodiversity to our green spaces, raise awareness, train and rally our employees around a common project and space, and improve our teams' quality of life.



Restoration of a forest plot

In 2024, we continued to raise awareness through monthly communications on "Biodiversity Challenges" and activities were organized with the support of the LPO, including a wildlife observation session.



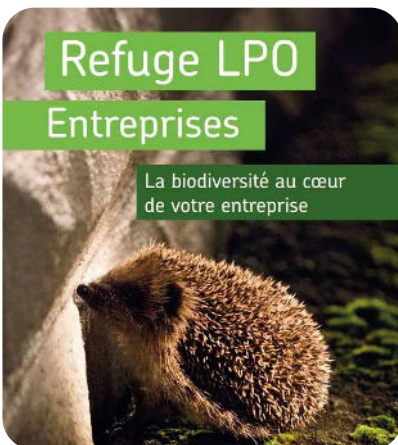
We have been supporting the Agir pour la Forêt Foundation since 2023.



In 2024, we contributed to the restoration of a forest plot decimated by Chalaras: 350 oak and whitebeam trees were planted in the communal forest of Chamousset in Savoie.

Refuge LPO Entreprises

La biodiversité au cœur de votre entreprise





NATURALNESS AND QUALITY:

**Developing the most natural recipes possible
and improving customer satisfaction.**

We are committed to developing the most healthy and natural syrups possible, thereby playing a part in responsible consumption.

Commitment 1: Natural ingredients and additive-free products

We prioritize the most natural ingredients, avoiding colorings, artificial flavorings, and preservatives insofar as possible. Our Oasis Syrup range perfectly embodies this philosophy, containing only sugar, fruit, water, and natural flavorings. With no citric acid and 30% more fruit, on average, than our competitors' products, and no additives, it is the most natural range of syrups on the market.

In addition, more than half our branded products contain no artificial flavorings or colorings, and 91% contain no preservatives.



Commitment 2: Lower sugar recipes

As we are keen to respond to health challenges, we are working to reduce the sugar content of our products without making use of sweeteners. We are producing increasingly intense recipes by playing with the intensity of fruit and flavorings, which allows us to increase the dilution rate of syrups and reduce the quantity of sugar in the final drink. We are also developing concentrate recipes containing around five times less sugar than traditional syrups.

Our experts are also exploring various alternatives to sugar, which provide the same sweet intensity while reducing the glycemic index.

Commitment 3: More fruit

All our fruit syrups contain at least 10% fruit juice. Some of them, such as the Oasis Syrup range, even have proportions of 20% to 60% juice.

In 2024, we brought the production of fruit purees containing at least 55% fruit in-house. 10 flavors were created.



Commitment 4: Our commitment to organic products and respect for biodiversity

The Company's commitment also extends to the selection and sourcing of its ingredients.

We have developed our own FRUISS organic range and, since 2020, 100% of the organic sugar used for our supermarket brand is organic beet sugar grown in France.

We are now available in a large number of stores to make organic products accessible to everyone.





Our commitments

GM-free

None of our syrups are derived from GMOs.

Concentration

More intense and concentrated syrups (dilution of 1+9 to 1+12 for certain ranges).
The Oasis Syrup range contains between 20% and 60% fruit juice.

No artificial preservatives

91% (compared to 83% in 2021) of our products contain no artificial preservatives.

No artificial flavorings or colorings

53% (compared to 40% in 2019) of our products contain no artificial flavorings or colorings. If natural alternatives are available and satisfy our quality requirements, the syrups created are always natural.

Recyclable packaging

99% of our packaging is recyclable.

Recycled materials

44% recycled PET in our plastic jugs.
All our boxes are FSC certified.





Quality and customer satisfaction



96% of our customers are satisfied with the quality of our products



Customer satisfaction lies at the heart of our quality strategy. For Routin, quality extends from the design of responsible products to after-sales service.

We are proud to say that 96% of our customers are satisfied with the quality of our products, and 92% are aware of and satisfied with our CSR approach. Our overall customer satisfaction rating is 92%.

Beyond the requirement we have of our suppliers, in terms of the selection of our raw materials, we provide our customers with quality guarantees thanks to a certain number of recognized quality certifications and strategies.

We are committed to raising our employees' awareness of the quality of our products, by means of the Food Safety Culture, and by pursuing our awareness-raising measures and continuous improvement strategy on a daily basis.





ECONOMIC FABRIC AND EMPLOYMENT:

Routin is setting the standards in terms of employment, safety, and well-being at work.

Pillar 1: A committed and inclusive employer brand

We enhance our appeal by promoting our social commitments and creating an inclusive, modern, and stimulating work environment.

- Enhanced internal communication: the creation of an HR page on our intranet makes it easier for all employees, including those working irregular hours, to access news. The aim is to strengthen the sense of belonging and access to useful information.

- Inclusion and diversity: we take concrete action to promote the inclusion of young people, people with disabilities, and those who are distant from the job market. In 2024, our teams broke new ground by participating in sports-based recruitment initiatives, which allowed them to discover candidates outside the confines of a resume. We also took part in an inclusive forum for workers with disabilities.

- Professional equality: our gender equality index stands at 86/100, proof of our commitment to fairness. We actively encourage more women to join all our professions.



"Let's shake your talent together!"

Pillar 2: Recruitment and integration: an experience that sets us apart

We place people at the heart of our recruitment process, with the aim of attracting and retaining committed talent.

- Immersive job dating events: regular on-site sessions involving managers, tours of the facilities, and product tastings. These events create genuine interaction between the Company and the candidates.



- Structured integration: each new employee receives an Employee Handbook, a reference tool designed to help them understand how we work and what we are committed to, and to facilitate their integration into the Group.





Pillar 3: Skills development and investment in individual potential

- **Share ownership:**

At Routin, we believe in a more collective, more involved, and fairer company. Employee share ownership is a concrete illustration of this commitment. In 2024, 18% of our employees became shareholders, a figure that continues to grow and is a strong symbol of their commitment to the Company and its vision. This opening up of the share capital allows everyone to contribute fully to our collective success and to benefit directly from the value created.



**18% of employees
are company
shareholders**

- **Launch of the Routin Academy (Spring 2025):** In 2024, our teams worked to bring to life our Group training school project, the Routin Academy, which was officially launched in spring 2025.



Our aim is to invest in our talent in order to develop their skills and support the Group's growth by offering training programs tailored to 100% of our employees.

- **GEIQ partnerships:** welcoming employees on training courses for machine operation, with support towards long-term employment.

Pillar 4: Health, well-being, and quality of life at work

We place the well-being of our employees at the heart of our social policy.

- **Annual survey:** conducted every year to measure satisfaction and help us develop our actions. The 2024 results will supplement those of 2023 and will be shared at the summer staff meeting.



- **Health and wellness activities:** introduction of sports sessions (Body Art, Pilates), organization of team tournaments (handball, volleyball) to strengthen team spirit, and awareness of healthy living with a naturopath (conference and individual consultations).



- **Promotion of active and sustainable mobility:** initiatives are proposed to combine health and respect for the environment.



Conclusion

Our HR policy is firmly focused on people and combines performance, commitment, and creativity. It reflects our desire to be a responsible and attractive employer that is aligned with the expectations of our employees.



SOLIDARITY:

Incorporating the CSR strategy as an integral part of the Company's development strategy.

Sponsorship



We donated more than €57,000 in sponsorship to local charities, as well as more than €21,000 in donations to associations through partnerships.

Solidarity is at the heart of our Company's values, which is why we have defined three priority areas:

- Support for environmental associations
- Support for associations involved in education and the transmission of knowledge
- Support for community associations

Associations chosen by our employees:

Employee commitment to the common good is a way of putting our CSR commitments into practice.

Since 2022, we have been raising awareness and getting all our employees involved in solidarity projects by organizing shared donation drives.

We support charities selected by our employees. These charities receive the donations collected from employees, plus a 100% matching donation from the Group.

The solidarity drive is organized for charities chosen by employees during Solidarity Week. This year, €1,680 was raised.

Employees' commitment to community projects

Pink October

Throughout the month of October, in partnership with the Savoie Committee of the Ligue contre le Cancer (League against Cancer), employees were encouraged to take part in breast cancer screening.

Several events and solidarity initiatives took place, such as workshops on how to perform breast self-exams, on helping people return to work, supporting for people with cancer and their loved ones, and more.





Blood donation

We encourage employees to get involved in community and local projects, such as participating in blood drives during working hours.

In 2024, in partnership with neighboring businesses, 34 people participated in the blood drive.



Spring charity runs

Registration for charity races is covered by the Company for employees and their families.

Odyssée & Circuit du Cœur

At the beginning of June, 36 Routin employees and their families took part in various races such as those organized by Odyssée and the Circuit du Cœur to raise money for breast cancer research and children with multiple disabilities.



Telethon

We play an active role in a Telethon by allowing our employees to make financial donations. We also organize sports activities within the Company on a dedicated day, during which performances are converted into monetary donations. These donations are then boosted by a contribution from Routin and paid to the Telethon. Other events and campaigns are organized throughout the year thanks to the commitment of our employees, in collaboration with our local partners. Over €2,500 was donated.




Support parcels and packages

At the end of the year, together with other companies from the region (mainly agri-food businesses), support parcels are donated to Restaurants du Cœur. In 2024, food items were distributed to around 500 families. At the same time, 92 boxes filled with gifts were prepared and given to people supported by the La SASSON Association, to help them enjoy a happy Christmas.



LIST OF NON-FINANCIAL INDICATORS FOR 2024

The following table presents the relevant quantitative indicators, to supplement the topics covered in the report.

	2022	2023	2024	2025 TARGET	GRI
	Number of employees benefiting from CSR training (%)	100%	100%	100%	
	Number of employees with CSR targets (%)	100%	100%	100%	
	Number of hours of Drink Design training	454	1,104	1,185	1,300
	Number of hours of sensory analysis training	746	816	964	800
	Innovations as a percentage of turnover (%)	16.2%	18.9%	19.5%	22.0%
	% of local suppliers (within 322 km) among suppliers > 80% in value	N/A	N/A	40%	>45% GRI 204-1 GRI 413-1
	% of distant suppliers (>1,000 km)	N/A	N/A	15%	<15% GRI 204-1 GRI 413-1
	% of long-term suppliers (> 5 years)	N/A	N/A	87%	>90%
	% of key suppliers responding to the CSR questionnaire (80% by value)	100%	79%	63%	>85% GRI 308-1 GRI 414-1
	Water consumption (Liters of water / Liters of syrup produced)	2.42	2.00	1.94	2.10 GRI 305-5
	Group carbon footprint scope 1+2 (tCO ₂ e)	1,439	1,345	1,932	<2,000 GRI 305-5
	Reduction in scope 1 and 2 carbon emissions vs. 2022 (%)	N/A	-7%	34%	<30% GRI 305-5
	Group scope 1, 2, and 3 carbon footprint (tCO ₂ e) (tCO ₂ e)	52,772	54,827	73,036	<85,030 GRI 305-5
	Scope 1, 2, and 3 intensity (tCO ₂ e/M€)	582	517	630	582 GRI 305-5
	Reduction in carbon intensity scope 1, 2 and 3 vs. 2024 (%)	N/A	N/A	N/A	-7.5% GRI 305-5
	Offsetting scope 1+2 footprint + travel to La Motte Servolex site (%)	100%	100%	100%	100%
	% of renewable electricity used to produce syrups	100%	100%	100%	100% GRI 302-1
	Biogas plant efficiency (%)	85%	79%	68%	92%
	% of waste recycled	91%	92%	91.84%	93% GRI 306-3
	% of recyclable packaging	97%	98%	99%	99% GRI 301-1
	% of recycled PET in PET preforms	41%	41%	44.3%	>50% GRI 301-2
	% of our syrups that are GM-free	100%	100%	100%	100% GRI 417-1
	% of our syrups that are vegan	98.7%	99.3%	100.0%	99.0%
	% of branded syrups with no artificial flavorings and colorings (generating turnover > €1,000)	52.1%	52.9%	53.4%	54.0% GRI 417-1
	% of branded products with no artificial preservatives	88.6%	88.9%	91.0%	91.0% GRI 417-1
	Rate of customer complaints (CC/million units sold)	7.0	6.1	5.6	6.0
	1883 brand customer satisfaction (%)	86%	92%	92%	90%
	1883 availability rate (%)	97.8%	98.5%	98.4%	98.5%
	Number of critical customer complaints	0	0	0	0 GRI 416-2
	Successful completion of food safety culture training (%)	NA	91%	96%	95%
	Number of workplace accidents declared	2	3	8	<5 GRI 403-9
	Absenteeism rate (%)	8%	7%	4%	<5%
	Gender equality in the workplace index (score)	81	84	86	85 GRI 405-1 GRI 405-2
	% of employees that are company shareholders	16%	15%	18%	80%
	% of employees who have completed the Routin Academy training program	N/A	N/A	being rolled out	100%
	Number of employees directly involved in the CSR strategy	59	59	84	100
	Total syrup donations (€)	€ 9,868	€ 70,114	€ 31,841	€ 30,000
	Total sponsorship donations (€)	€ 51,450	€ 38,869	€ 57,950	€ 60,000
	Total paid to employees' chosen associations (€)	€ 0	€ 4,850	€ 1,680	€ 2,250

CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are 17 commitments established by the United Nations, with the aim of eradicating poverty, protecting the planet, and guaranteeing prosperity for everyone by 2030.

Their implementation requires the active engagement of signatory governments, as well as all stakeholders in society: local authorities, associations, civil society, researchers, and companies. Routin has chosen 6 of the 17 SDGs as firm goals, in order for these to shape its commitments and future action plans. These goals align perfectly with Routin's "Shake your TALENTS" CSR strategy.

SUSTAINABLE DEVELOPMENT GOALS





3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment, and promote mental health and well-being.

ROUTIN's contribution: 91% of Routin-branded products are preservative-free. Routin is committed to developing the most natural products possible, 53.4% of its branded products contain no artificial flavorings or colorings.



6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

ROUTIN's contribution: €2.5 million has been invested in constructing a biogas plant to clean industrial wastewater, thereby cutting pollution by more than 80%. Routin also analyzes the quality of its waste.

6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

ROUTIN's contribution: Since 2019, our water consumption per liter of syrup produced has decreased from 2.64 L to 1.94 L. We are continuing our reduction efforts through the implementation of our water efficiency plan.

6.b Support and strengthen the participation of local communities in improving water and sanitation management.

ROUTIN's contribution: Routin raises the awareness of all its employees and customers of the need to conserve water by means of a training module designed with the Water Family.



5. End all forms of discrimination against women and girls everywhere.

Routin's contribution: Routin ensures that its suppliers are committed to ethical standards and the prevention of discriminatory acts via the signing of a Code of Conduct and the circulation of an Ethics Charter. It scored 86 on the gender equality in the workplace index in 2024.



7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.

ROUTIN's contribution: Routin produces renewable electricity on site by converting biogas from its biogas plant into electricity.

Since 2022, all electricity used on site has been sourced from renewable energy.



8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.

ROUTIN's contribution: Routin is part of GEIQ, a group of employers focusing on integration and qualification, which trains people experiencing issues accessing employment. Routin has trained 16 people over the past six years, which equates to 5,401 hours of training.

8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

ROUTIN's contribution: Routin guarantees safety within the Company by means of a program of behavior-based safety assessments to ensure workstation ergonomics.



11. By 2030, ensure access for all to safe, affordable, accessible and sustainable transport systems, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.

ROUTIN's contribution: Routin is continuing its mobility plan to encourage employees to use sustainable modes of transport to get around safely. In conjunction with the Greater Chambéry intercommunal structure, Routin organizes awareness events such as "ride your bike safely."



12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

ROUTIN's contribution: Routin is committed to an eco-design approach. All packaging is 99% recyclable. In 2024, 91.8% of the site's waste was recycled or recovered. The Company is aiming to have 93% of its waste recycled or recovered by 2025.

12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

ROUTIN's contribution: Routin raises all its employees' awareness of sustainable development issues every year.



13.2 Integrate climate change measures into national policies, strategies and planning.

ROUTIN's contribution: At the end of 2023, Routin undertook to adhere to the SBTi (Science Based Targets initiative) targets, in line with the scientific recommendations issued following COP21. Routin is currently devising a strategy and a low carbon trajectory, using the ACT step-by-step methodology recommended by the ADEME.

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

ROUTIN's contribution: As a committed partner of the Master's in International Trade at the Université Savoie Mont Blanc, we are committed to training, educating, and raising awareness among students about the importance of water conservation and environmental protection.



15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

ROUTIN's contribution: Routin participates in the Agir pour la Forêt program, a long-term initiative aimed at replacing trees decimated by the effects of climate change with tree varieties that are better suited to our environment.

15.a Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems durably.

ROUTIN's contribution: Solidarity is at the heart of our Company's values, which is why Routin has defined three priority areas, including support for environmental associations.

Routin supports, among others, the Ligue pour la Protection des Oiseaux (LPO) and the Office National des Forêts (ONF).

The background is a vibrant green with a large, dark green, curved shape that sweeps from the top left towards the bottom right, creating a sense of motion and depth.

ROUTIN

shake your talents

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