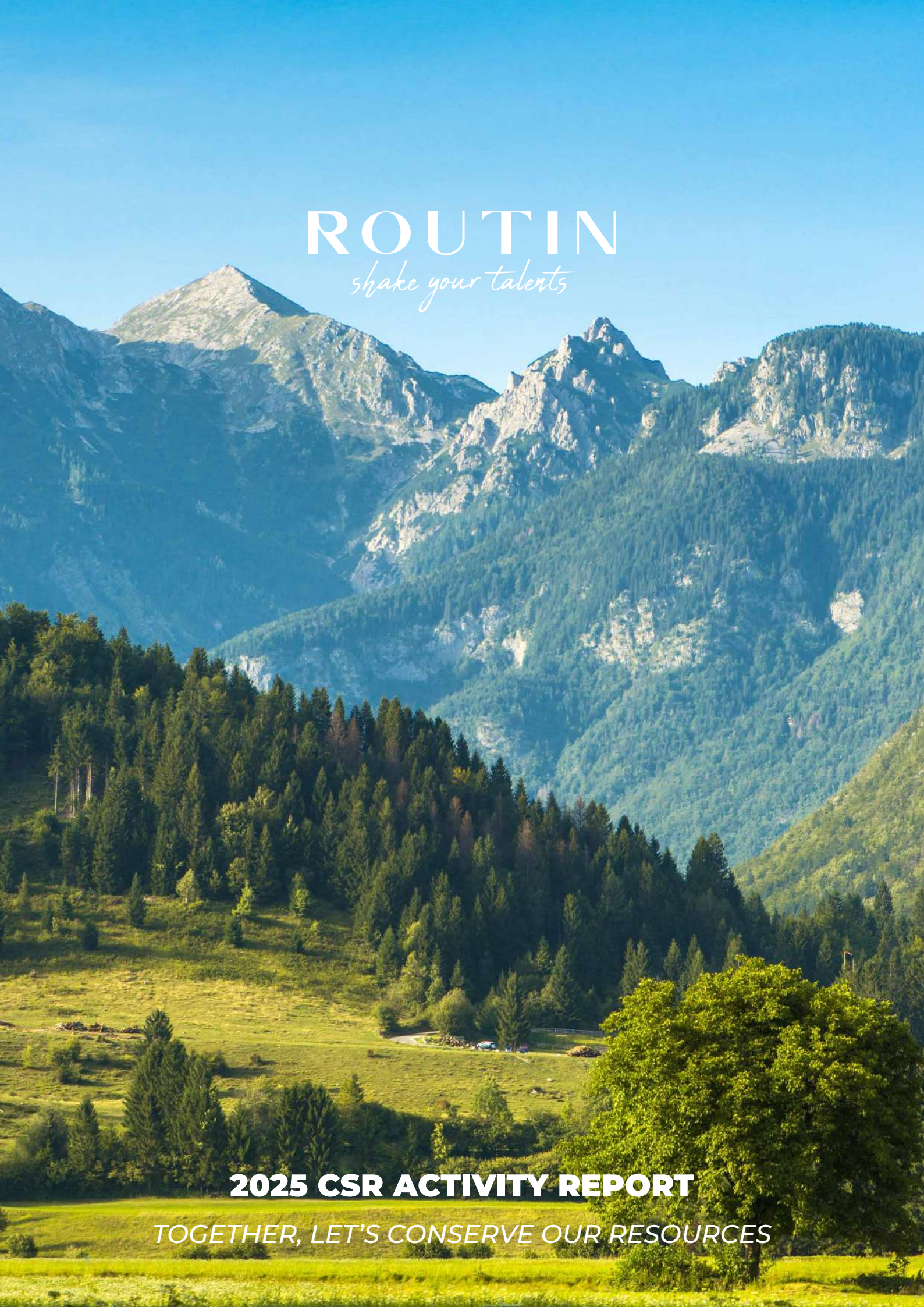




ROUTIN

shake your talents

2025 CSR ACTIVITY REPORT

TOGETHER, LET'S CONSERVE OUR RESOURCES

ROUTIN

shake your talents



ARTONIC
FRANCE

CAPPUCCINE!



CREATIVITY
COMMITMENT
PERFORMANCE



CONTENTS

2025 CSR ACTIVITY REPORT

ROUTIN
shake your talents

INTRODUCTION

01. A UNIQUE CSR STRATEGY:
SHAKE YOUR TALENTS
PP. 9 - 13
02. **TALENTS:**
AN APPROACH
RECOGNISED BY
SEVERAL LABELS
PP. 14 & 15
03. TRANSMISSION
PP. 16 - 22
04. ANALYSIS
& INNOVATION
PP. 23 - 25
05. LOCALNESS
PP. 26 - 31
06. ENVIRONMENT
PP. 32 - 40
07. NATURALNESS
& QUALITY
PP. 41 - 43
08. TRADE ECOSYSTEM
AND JOBS
PP. 44 - 47
09. SOLIDARITY
PP. 48 - 50
10. 2025 INDICATORS
PP. 51 - 53
11. CONTRIBUTING TO
THE SUSTAINABLE
DEVELOPMENT
GOALS
PP. 54 - 58

INTRODUCTION

2025 CSR ACTIVITY REPORT



“

In 2025, our commitment became even stronger. For the first time, we are publishing a CSR activity report covering the whole Group and focusing on a shared ambition. This report reflects our desire to structure, share, and plan for a long-term social responsibility policy anchored in our practices and culture.

Having obtained B Corp™ and EcoVadis Platinum certification

towards the end of 2024, 2025 marks a major turning point for Routin. Routin is the first company in our sector to embark on a decarbonization plan, aiming at a **7.5%** reduction in carbon intensity per year over a five-year period. The initiatives carried out by our teams in 2025 have already led to an **11%** reduction.

This collective ambition came to full fruition during a full-day seminar dedicated to CSR and the B Corp™ label, when all teams came together to focus on our commitments, trajectories, and responsibilities.

This key event strengthened the resolve of our employees and affirmed CSR as a strategic, overarching, and unifying lever of action.

Our mission is clear and the issues have been identified. 2026 opens with new plans covering the social, societal, and environmental dimensions. And against a complex international backdrop, we are convinced that we are right to go one step further... and perhaps even lead the way.

”

Loïc Couilloud, CEO, Routin

74%

OF EMPLOYEES OPTED TO BECOME GROUP SHAREHOLDERS VIA THE FCPE (EMPLOYEE SHARE OWNERSHIP FUND)

ROUTIN
shake your talents



“*Crafting sustainable aromatic ingredients to inspire creative drinks and enhance the taste experience.*”



A HISTORICALLY COMMITTED COMPANY

2025 CSR ACTIVITY REPORT

ROUTIN
shake your talents

A PROGRESSIVE TRANSFORMATION THAT HAS BECOME A GLOBAL, COLLECTIVE AND COMMITTED STRATEGY FOR DECARBONIZATION AND POSITIVE IMPACT.



SUMMARY 2025

2025 CSR ACTIVITY REPORT

Organization of a full-day Group seminar on CSR and the B Corp™ label.

Life cycle analysis (LCA) team training.

Rollout of the Group decarbonization plan across scopes 1, 2 and 3.

Integration of a carbon footprint calculation tool into the new product development process.

Renewal of the EcoVadis Platinum medal for the La Motte-Servolex site.

Definition of the Group CSR strategy.

Rollout of the Routin Academy internal training platform.

01.

A UNIQUE CSR STRATEGY:

shake your talents

ROUTIN
shake your talents


Eyquebelle
1949

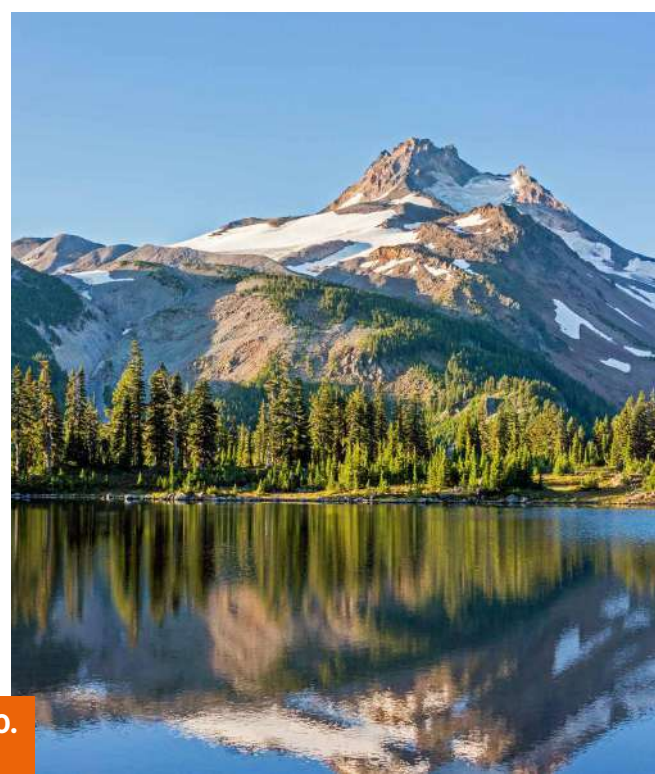
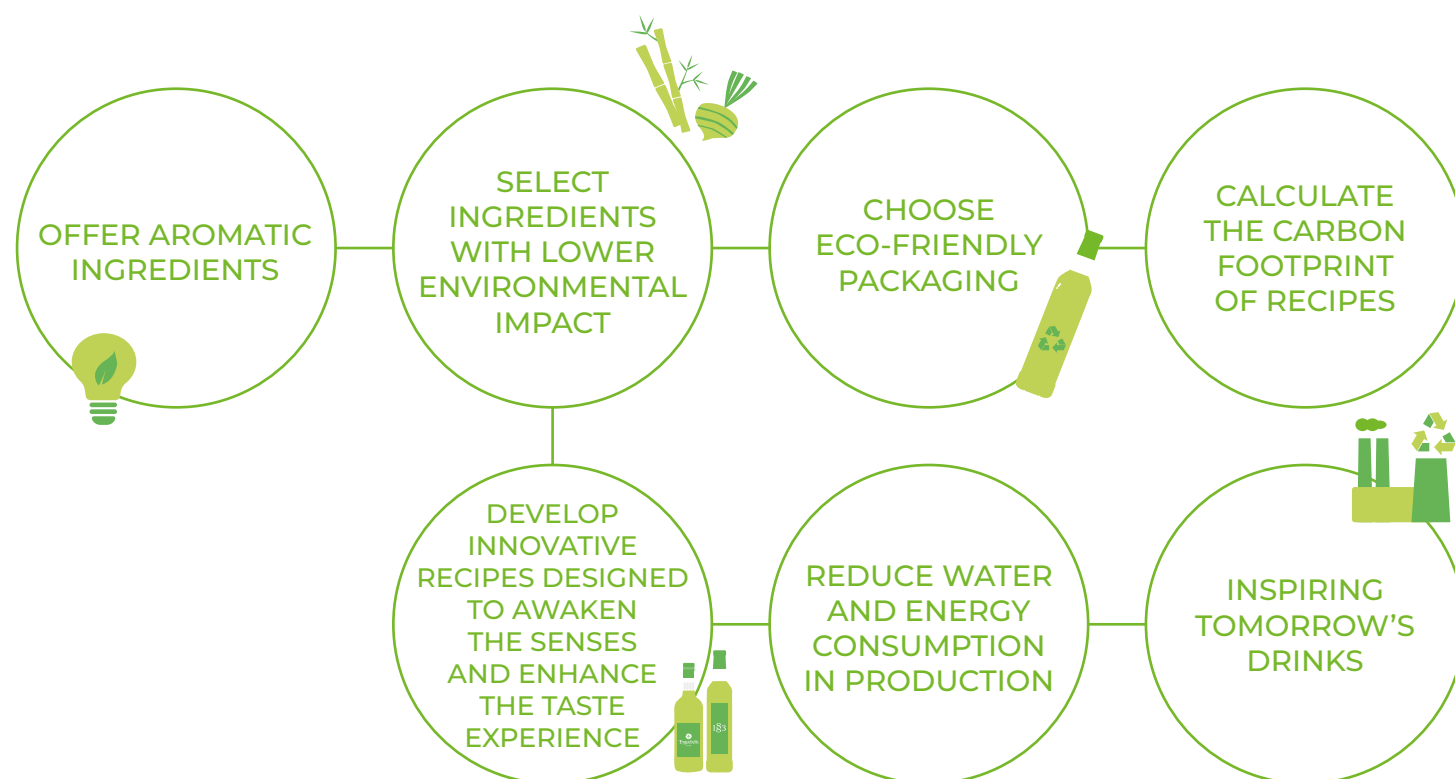
2025 CSR ACTIVITY REPORT

A UNIQUE CSR STRATEGY: SHAKE YOUR TALENTS

2025 CSR ACTIVITY REPORT

ROUTIN
shake your talents

In keeping with our long-standing awareness of these issues, our CSR policy formalizes our commitments, provides a response to tomorrow's societal and environmental challenges and reinforces Routin's mission: "Crafting sustainable aromatic ingredients to inspire creative drinks and enhance the taste experience."



THE CSR PROGRAM SHAKE YOUR TALENTS

Imagining tomorrow's world shakes up ideas, challenges them, gives them meaning and activates them.

Our strategy, which revolves around the word 'TALENTS', explores areas for progress through actions with a specific impact on transmission, the environment, and taste.

**ROUTIN, THE CREATIVE DRINKS INGREDIENTS GROUP,
HAS BASED ITS "shake your talents" CSR POLICY
ON SEVEN PILLARS DESIGNED TO ACTIVELY PROMOTE
A MORE SUSTAINABLE WORLD.**

Each letter stands for a commitment to which a set of actions and monitoring indicators is assigned.

The actions are mainly based on the results of our double materiality assessment aimed at identifying our material impacts.

Our double materiality matrix is a key tool for integrating the expectations and concerns of all our stakeholders, whether internal or external.

It was developed in accordance with the 10 thematic standards of the CSRD (Corporate Sustainability Reporting Directive), covering our entire value chain.



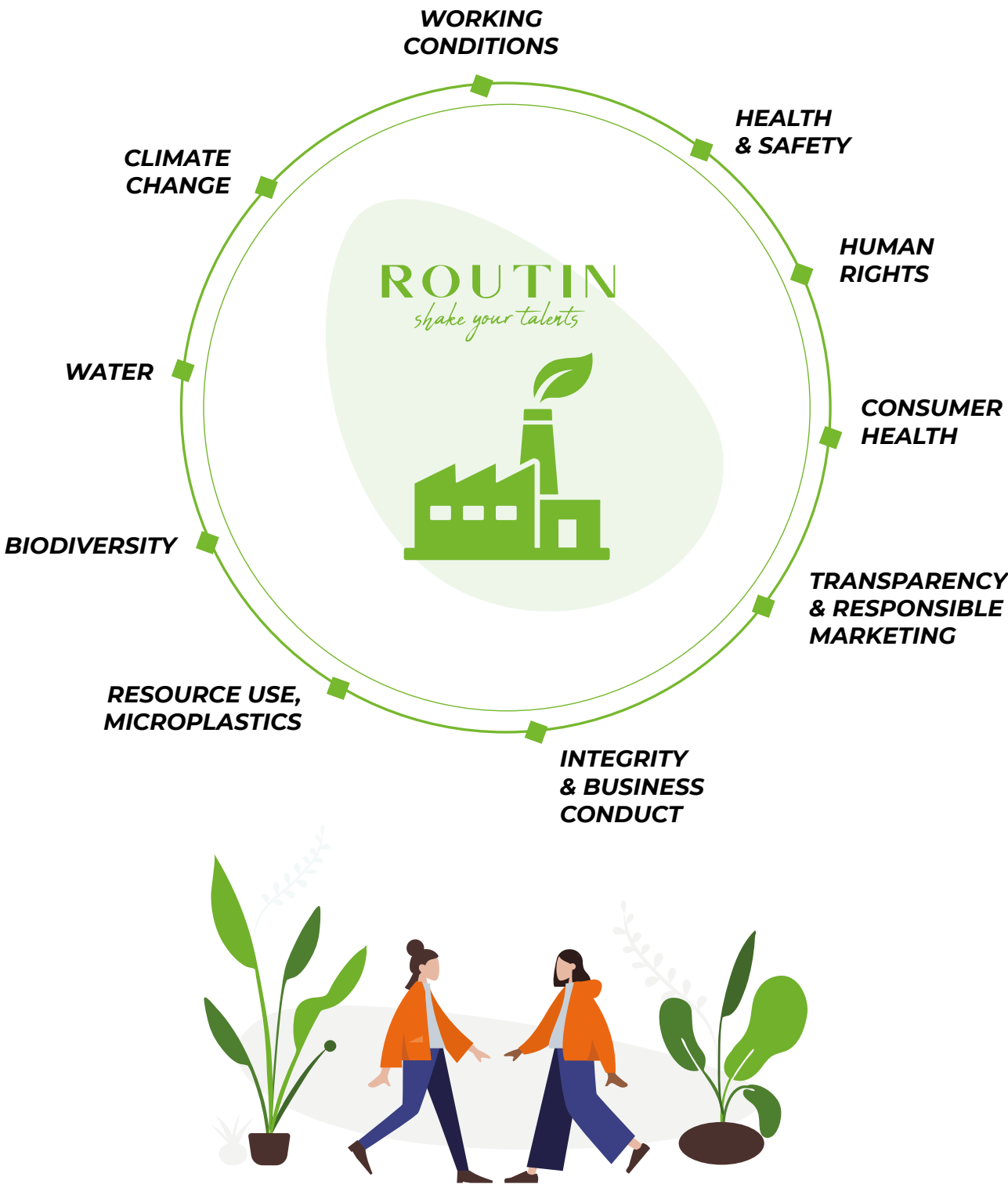
The issues were assessed in a deliberately unfiltered and independent manner to ensure a neutral, objective, and faithful analysis of our impacts, risks, and opportunities.

A UNIQUE CSR STRATEGY: SHAKE YOUR TALENTS

2025 CSR ACTIVITY REPORT

The Group then assessed each issue according to its importance and defined a threshold above which an issue is considered material.

12 MATERIAL ISSUES WERE IDENTIFIED:



SHAKE YOUR TALENTS
T
TRANSMISSION

SHAKE YOUR TALENTS
A
ANALYSIS & INNOVATION

SHAKE YOUR TALENTS
L
LOCALNESS

SHAKE YOUR TALENTS
E
ENVIRONMENT

SHAKE YOUR TALENTS
N
NATURALNESS

SHAKE YOUR TALENTS
T
TRADE ECOSYSTEM

SHAKE YOUR TALENTS
S
SOLIDARITY

TALENTS: AN APPROACH RECOGNISED BY SEVERAL LABELS



TALENTS: AN APPROACH RECOGNISED BY SEVERAL LABELS

2025 CSR ACTIVITY REPORT

B Corp™ CERTIFICATION

This is a new step that the La Motte-Servolex site took in **August 2024** in its **quest for a fairer and more responsible society**.

With a score of **90.6 points**, Routin's La Motte-Servolex site is now a **B Corp™ -labeled company**. Routin satisfies B Lab's cross-functional social, environmental, and governance standards.

This initiative helps to instill our mission and desire to make a positive impact into our Company's DNA in order to manage it with greater awareness of our impacts on people and the living world in general.

That is why our practices are certified according to environmental, social and governance standards.

Find out more at bcorp.com



PME+ LABEL

Since 2018, the **La Motte-Servolex site has held PME+ certification**, a label that distinguishes companies committed to **driving social and environmental progress**.

Find out more at www.pme-plus.fr

ECOVADIS PLATINUM RATING

A highlight of the last two years was the **EcoVadis Platinum Medal being awarded to the La Motte-Servolex site**.

The EcoVadis rating covers a broad spectrum of non-financial management systems, including impacts on the following areas: **Environmental, Social & Human Rights, Ethics and Responsible Purchasing**.



03. TRANSMISSION

TRANSMISSION

2025 CSR ACTIVITY REPORT



TRANSMIT KNOWLEDGE AND SENSITIZE STAKEHOLDERS
IN ORDER TO DRIVE PROGRESS ON SOCIAL
AND ENVIRONMENTAL IMPACTS.

RAISING AWARENESS AMONG INTERNAL STAKEHOLDERS

TRAIN AND RAISE AWARENESS OF CSR ISSUES

We are convinced that the Company's performance is intimately linked to the commitment of our employees.

In our company,

100%



OF EMPLOYEES RECEIVE ANNUAL
CIVIC RESPONSIBILITY TRAINING IN
SOCIAL AND ENVIRONMENTAL ISSUES
SUCH AS CLIMATE CHANGE AND
WATER CONSERVATION



Annual employee training in social and environmental issues.

2022

We have made our teams aware of the importance to conserving water resources and on the concepts of visible and invisible water, through an educational module designed alongside the Water Family association.

2023

All our employees have received Climate Fresk training.

2024

Following on from that, they also took part in the 2Tonnes workshop in 2024, thus strengthening their understanding of ecological transition issues.



2025

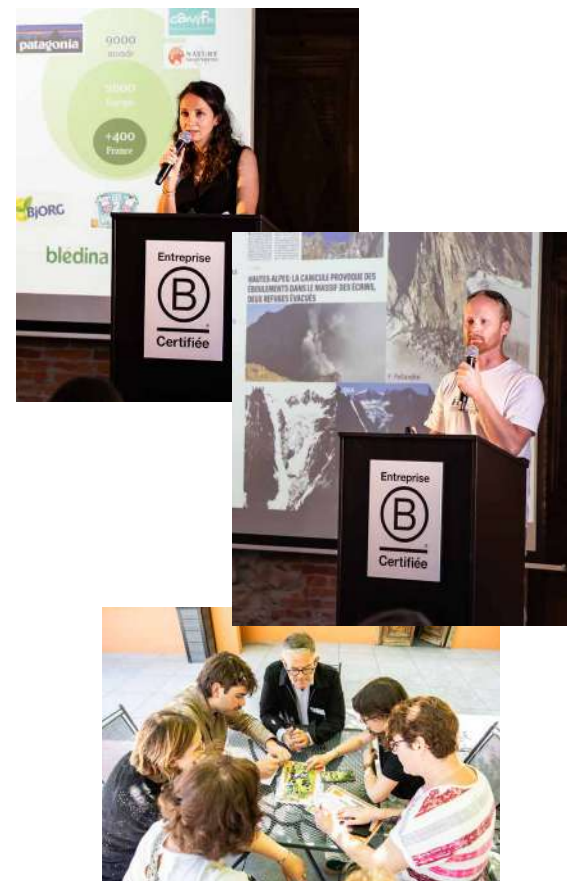
In 2025, we dedicated a full-day seminar to responsibility, commitment, and collective recognition.

On the agenda:

- Presentation of our CSR roadmap, decarbonization strategy, and the implications of the B Corp™ label.

- Speech by **Dr. Jacques Mourey**, in charge of scientific missions at the Conservatoire d'Espaces Naturels de Haute-Savoie, on the impacts of climate change at high altitude.

- Collaborative workshops to discuss, propose, and strengthen our understanding of CSR issues and the B Corp™ approach.



ANCHORING CSR OBJECTIVES AT THE HEART OF EVERY ROLE

100%



OF OUR MANAGERS ARE ELIGIBLE FOR A BONUS THAT IS 10% LINKED TO CSR TARGETS.

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.

RAISING AWARENESS AMONG EXTERNAL STAKEHOLDERS

INVOLVEMENT IN CSR DISCUSSION SESSIONS

Because corporate social responsibility is everyone's business, friendly discussions are organized within and outside the workplace. In 2025, we delivered awareness training to more than 360 people during these stakeholder commitment meetings.



PARTICIPATION IN MEETINGS TO PROMOTE THE SHARING OF GOOD PRACTICES AND COLLECTIVE MOBILIZATION ON CSR ISSUES

During the summer of 2025, our CSR team attended the major **ADEME** meeting at the **Auvergne-Rhône-Alpes Prefecture** alongside over 200 companies mobilized to further the environmental transition. **Marine Temporal**, Director of R&D, Quality, and CSR at Routin, presented our decarbonization strategy built on ADEME's ACT Step by Step methodology.



PARTICIPATION IN THE MY LITTLE PLANET CHALLENGE

2025 was also an opportunity for Group employees to take part in My Little Planet, a three-week team competition presenting a range of ecological challenges.



1st place for Routin in the Corporate category of the My Little Planet Challenge

Nearly **3,000** ecological challenges met

102 participating employees



ORGANIZING STAKEHOLDER COMMITMENT MEETINGS:

These included the **4th edition** of Supplier Green Day at our Drink Design Center® to reward the committed service providers and suppliers we work with on a daily basis.

80 people attended (in person and remotely) the presentation of our CSR policy and certification track record.

ON THE AGENDA FOR THIS EVENT:

Presentation of our responsible purchasing policy.

A talk by **Augustin Boulot**, General Delegate of B Lab B Corp™.

Presentation by winning suppliers, focusing on their decarbonization initiatives: **Smurfit Westrock, SGT, Verallia, Cristalco, Sedamyl, Jungbunzlauer, Geodis | Road Transport, Metarom Group.**



The eight winners were awarded a CSR trophy, "Le Sirop d'Or" [Golden Syrup], for their CSR policy and took part in the afternoon Biodiversity Fresk workshop led by **Sarah Gautschoux of Sounds Good Conseil**, a local partner supporting us in various CSR projects.



INVOLVEMENT WITH LOCAL SCHOOLS AND UNIVERSITIES:



As a committed partner of the Master in International Trade at **Savoie Mont Blanc University** and the **Lycée Hôtelier de Tain-l'Hermitage**, we are committed to introducing our responsibility policy to the young talents of our region.

Through these partnerships, we provide **financial support** and organize **mentoring initiatives**, while **training modules are provided** by members of the Management Committee to promote dialog between the academic world and the Company.

Each year, we welcome students to our production sites so they can discover our business lines and industrial know-how and see how we put our CSR commitments into practice.

THE AIM IS TO
RAISE AWARENESS
AMONG THE NEXT
GENERATION OF
PROFESSIONALS
ABOUT THE
IMPORTANCE
OF INTEGRATING
RESPONSIBLE
PRACTICES INTO
THEIR WORK.



In addition, through our **partnership with the Water Family**, awareness-raising workshops are held in schools to **alert the younger generations to the challenges of resource conservation and sustainable development.**





INVOLVEMENT WITH OUR PARTNERS:

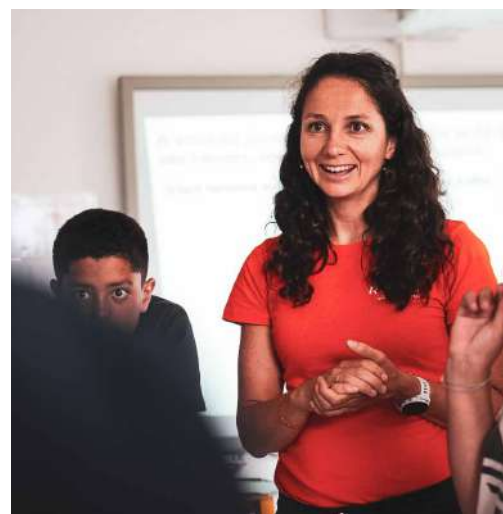
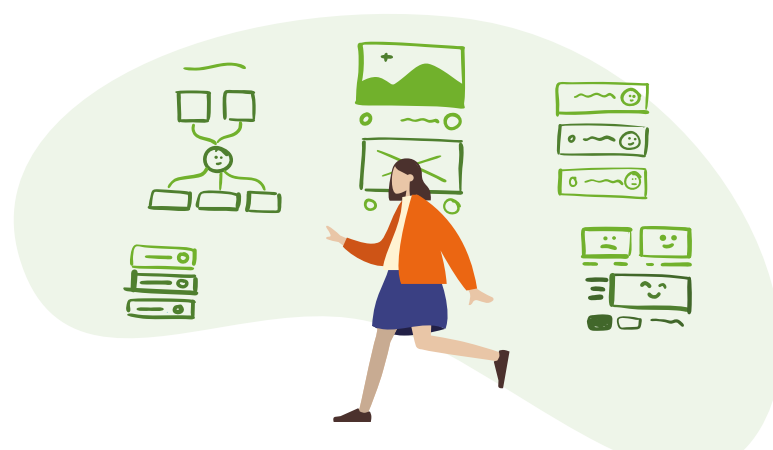
In 2025, several awareness-raising workshops on social and environmental impacts were held with athletes, children, and members of the RESPECT association.

These gave rise to insightful discussions about climate issues that invited us to deepen our understanding, take a step back and brainstorm potential individual and collective actions to reduce our carbon footprint.



A CHILD-SIZED CLIMATE FRESK

No long lectures or sanctimonious speeches. Instead: cards, games and meaningful sharing. Hosted by Capucine Vonfeld and Marine Temporal, this climate fresk redesigned for young people had a simple but powerful goal: understand more to act better.



04.

ANALYSIS & INNOVATION



ROUTIN
shake your talents



COMBINING INNOVATION AND CARBON PERFORMANCE, DESIGNING SUSTAINABLE PRODUCTS.

PRODUCT INNOVATION & SENSORY ANALYSIS

IN 2025
963 HOURS

OF SENSORY ANALYSIS TRAINING
WERE PROVIDED.

Innovation is central to our development strategy, enabling us to meet changing consumer expectations, environmental challenges, and market quality requirements.

The **sensory analysis** that is fundamental to this process **allows us to evaluate and steer product development** based on the organoleptic characteristics of the products.

Using our **AromaSensoris™** palette guide, our master syrup makers and expert panelists have developed a **sensory analysis and aromatic blending method that is unique in the world.**



Together, innovation and sensory analysis ensure products that are high-performance, distinctive, and aligned with the experience consumers expect.



Routin's AromaSensoris™ palette

INTEGRATING CARBON FOOTPRINT ANALYSIS INTO THE DEVELOPMENT OF NEW RECIPES

Convinced of the importance of developing innovative and environmentally friendly beverages, **our CSR, R&D and Packaging teams have been trained in life cycle analysis (LCA)** by 02M, a firm specializing in environmental impact engineering.

THIS PROCESS AIMS TO:

IDENTIFY
OUR MAIN
ENVIRONMENTAL
HOTSPOTS

COMPARE
FORMULATION,
SOURCING
OR PACKAGING
SCENARIOS AND
ALTERNATIVES

QUANTIFY AND
PUBLICIZE THE
ENVIRONMENTAL
PERFORMANCE
OF OUR PRODUCTS

APPLY AN ECO-DESIGN
AND CONTINUOUS
IMPROVEMENT
APPROACH TO OUR
DEVELOPMENTS

Since the end of 2025, the **integration of an internal carbon calculator into our new product development process** has allowed us to compare the various alternatives, identify environmental hotspots and design products with a lower carbon footprint.

The **carbon impact criterion is now fully integrated into the choice of ingredients and packaging during the development of recipes.**

We are committed to selecting the best ingredient/emission factor and packaging/emission factor combinations based on available environmental data, in order to limit the carbon footprint of our products right from the design phase.

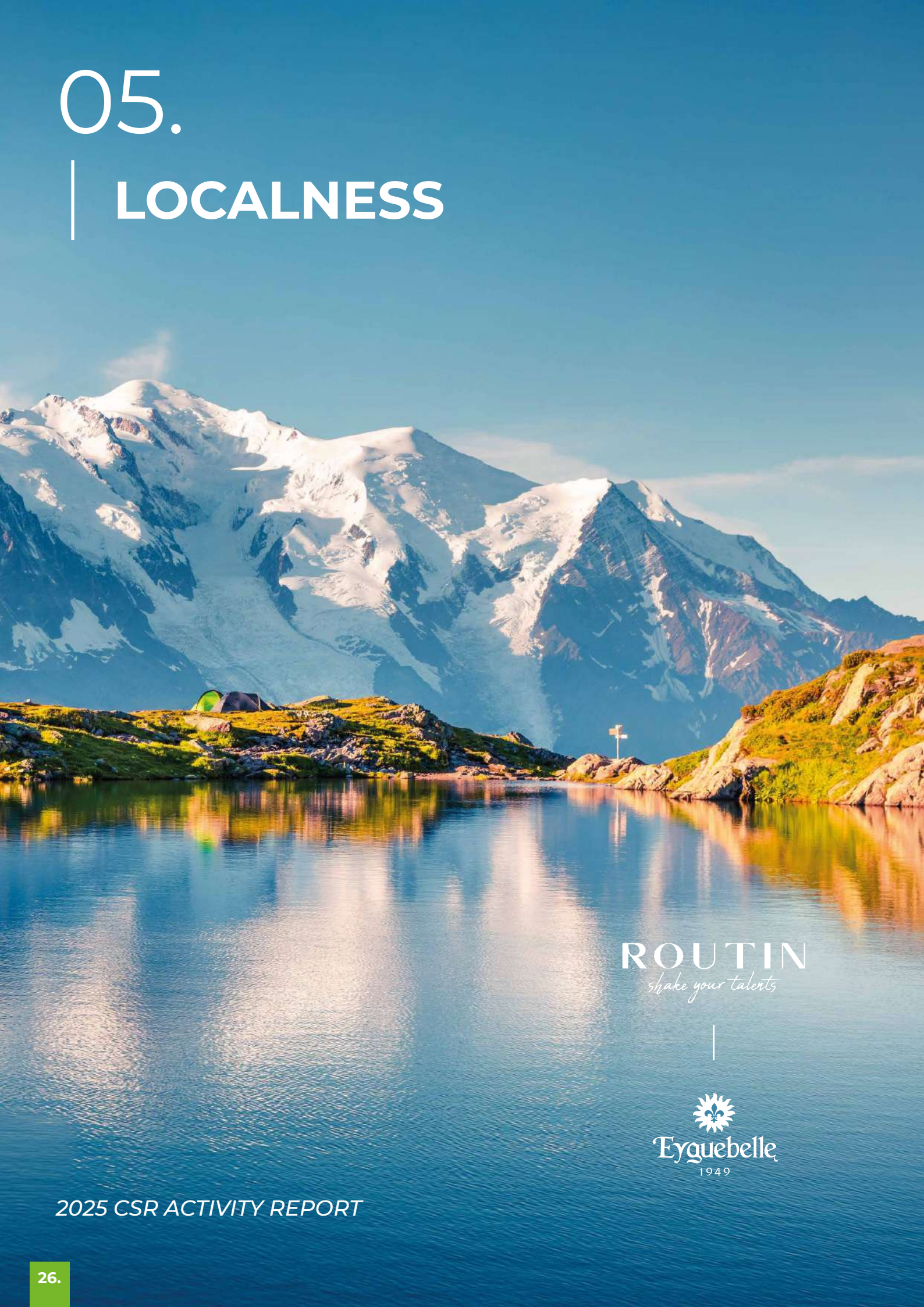
USE OF APPROPRIATE
DATABASES
(AGRIBALYSE
AND ECOINVENT)

USE OF SPECIFIC OR
SEMI-SPECIFIC EMISSION
FACTORS CALCULATED
BY EXTERNAL FIRMS

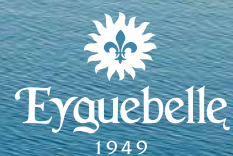
USE OF
SUPPLIER DATA

05.

LOCALNESS



ROUTIN
shake your talents



2025 CSR ACTIVITY REPORT

LOCALNESS

2025 CSR ACTIVITY REPORT



PROMOTING LOCAL EXPERTISE AND NURTURING OUR REGIONAL ROOTS.

CHOOSING A RESPONSIBLE APPROACH

We are constantly striving to **establish trusted long-term local partnerships** underpinned by 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 our supplier and service provider selection process.



Sustainable relationships: value and foster long-term relationships with our suppliers.



Collaboration: work closely with our strategic suppliers to promote more sustainable and environmentally friendly practices.



Transparency and fairness: assess our partners using objective criteria promoting transparency and fairness.



51.6%

OF OUR TARGET PARTNERS ARE LOCATED WITHIN A RADIUS OF 322 KM.

9.7%

OF OUR TARGET PARTNERS ARE LOCATED OVER 1000 KM AWAY.

93.5%

OF OUR PURCHASES ARE MADE WITH LONG-TERM PARTNERS (> 5 YEARS).

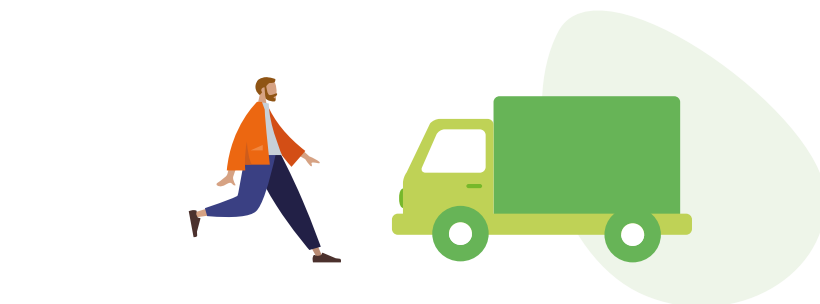
RESPONSIBLE PURCHASING POLICY

We have developed a responsible purchasing policy in order to consider the risks associated with the products and services we purchase, minimize negative externalities, and aim for sustainable economic performance.

In order to consolidate our responsible purchasing process across our supply chains, **we have developed our own supplier support program.** This mechanism aims to support, **advance and enhance our partners committed** to an ambitious CSR policy. Integration into the program is primarily based on the results of our internal assessment solution, which measures our suppliers' commitment in terms of governance, social performance, and environmental impact. Since its deployment in 2022, this solution has served as a structural lever for monitoring progress, identifying areas for improvement and strengthening collaboration.

25

SUPPLIER CSR INTERVIEWS CARRIED OUT SINCE THE CREATION OF THE SUPPORT PROGRAM



A SHARED VISION, ETHICS, AND CODE OF CONDUCT

To affirm our commitment to responsible practices, the Group has adopted a Code of Conduct that clearly reflects what we expect of all our stakeholders. We count on our partners to fully adhere to the principles and requirements it sets out, in order to **build a more ethical, sustainable, and ambitious value chain together.**



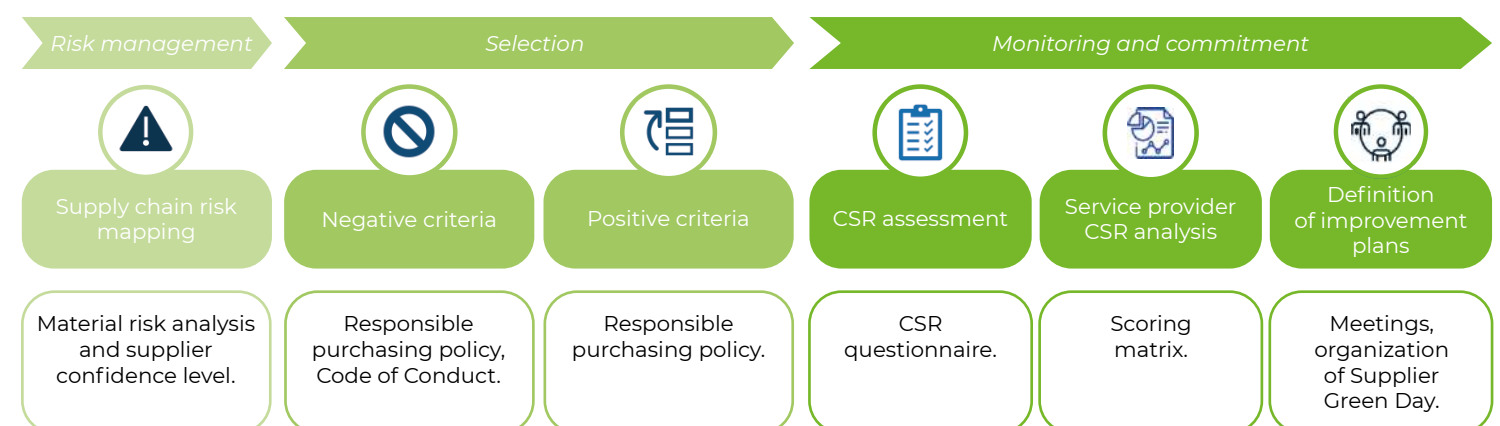
HUMAN RIGHTS

We affirm with conviction our commitment to fully respecting human rights, as well as the following core principles:



The Supplier Code of Conduct is an essential prerequisite to any new listing. Ongoing compliance with the code's commitments is essential to the smooth running and the longevity of our collaboration.

OUR APPROACH TO RESPONSIBLE PROCUREMENT



COLLABORATION WITH OUR PRIORITY PARTNERS

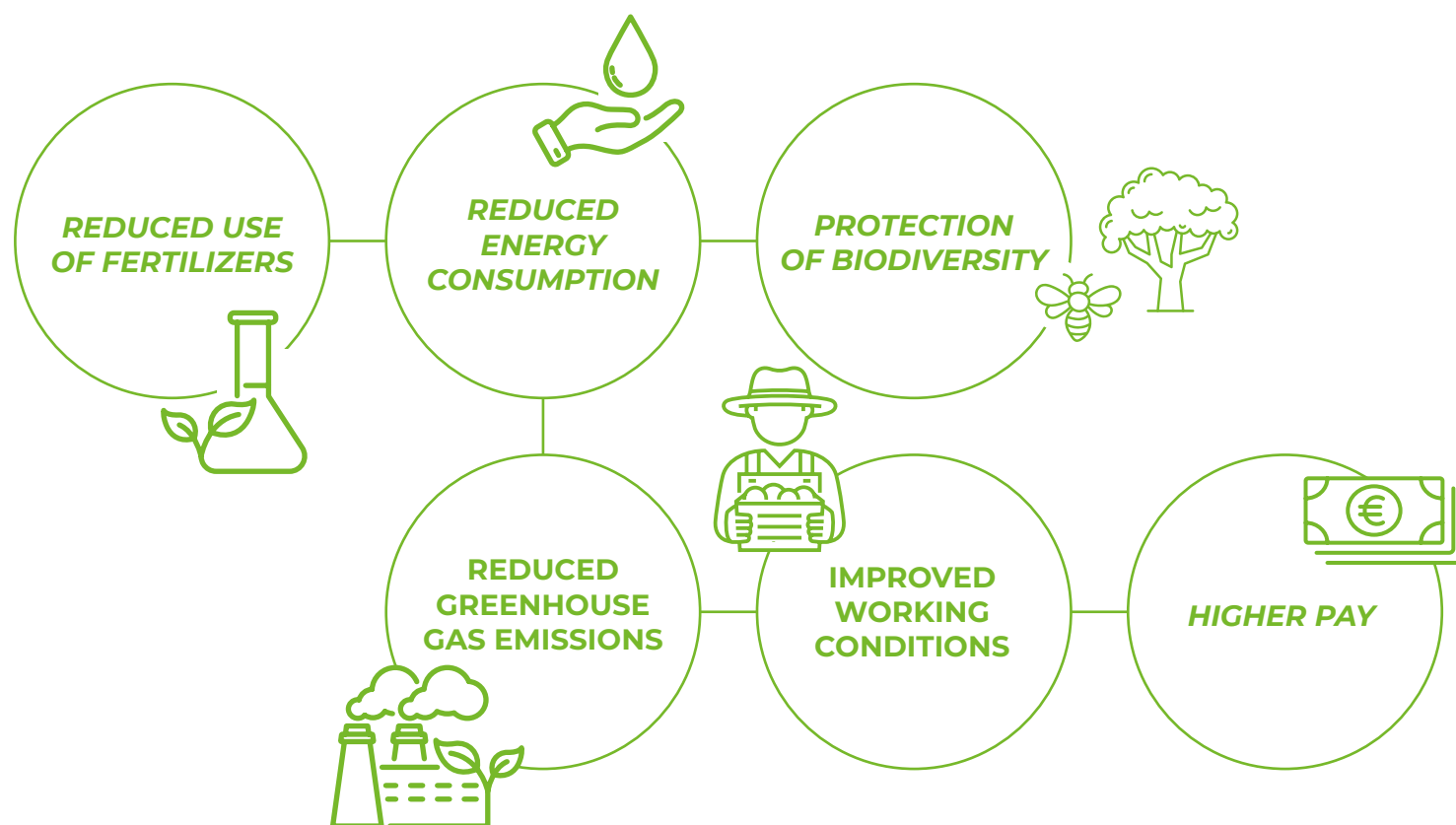
At the end of 2025, we introduced an **internal assessment process to analyze the social and environmental impacts** of our upstream value chain. This process has allowed us to identify priority partners and more effectively target situations requiring action to prevent or mitigate the most significant impacts.

As such, we initiated the **sourcing of a Bonsucro-certified cane sugar**. This sustainability label guarantees **responsible sugar cane production** that is respectful of people, communities, companies, local economies, and ecosystems.

Find out more: <https://bonsucro.com>

IN 2025

WE BECAME BONSUCCRO MEMBERS
AND WE OBTAINED THE CERTIFICATION.



Meanwhile, the Group partnered with the **Cocoa Horizons Foundation**, an organization that supports the United Nations Sustainable Development Goals (1, 5, 8, 10, 12, 13, and 15).

The Foundation aims to improve the livelihoods of cocoa farmers and their communities by promoting sustainable and entrepreneurial agriculture, boosting productivity, and supporting community development projects that protect both nature and children.

Find out more: www.cocoa horizons.org



LOCAL COMMITMENT & REGIONAL ROOTS

The Group acts at the heart of **economic, social, and environmental ecosystems**. A strong local commitment to **supporting the local economy** (employment, know-how) and **boosting regional development and attractiveness**. The regional roots also reinforce employees' pride and sense of belonging.

COMMANDO EYGUEBELLE

Summer presence serving local consumers. During the summer, our teams went to meet holidaymakers on the main traffic routes. These interactions helped enhance our local roots through tastings and awareness-raising activities promoting links with the regions and their residents.

EYGUEBELLE OPEN DAYS 2025

Successful new edition:

More than 1,100

VISITORS PARTICIPATED IN GUIDED TOURS OF THE PRODUCTION UNIT ON THE VALAURIE SITE.

More than 2,300

PEOPLE CAME TO TASTE OUR PRODUCTS AND OUR NEW PRODUCTS DURING THESE TWO DAYS.

SUPPORT FOR LOCAL STAKEHOLDERS

Support for local stakeholders is one of the strong commitments of our social responsibility initiative.

We help to promote local products and regional know-how by giving them visibility on our sites, thus contributing to the influence of the local economy

By the same rationale, we favor short circuits and responsible consumption through several initiatives. Local food trucks visit the La Motte-Servolex site regularly. In addition, our employees are given the opportunity to buy baskets of locally-produced fruit and vegetables. Seasonal fruit from a local co-op is also available for free at the La Motte-Servolex site.

Through these initiatives, we support the local economy, encourage seasonal consumption, and strengthen our regional roots.



REDUCING OUR CARBON FOOTPRINT AND STRENGTHENING OUR COMMITMENT TO PROTECTING THE ENVIRONMENT.

REDUCING OUR CARBON FOOTPRINT

We are fully committed to combating climate change by cutting our greenhouse gas emissions across our entire value chain. Every year, we carefully monitor our carbon footprint by performing an assessment in accordance with the Greenhouse Gas Protocol.



Measure and validate

- Annual measurement of greenhouse gas emissions on **scopes 1, 2 and 3**.
- Verification of the inventory by an independent and accredited body.



Commitments

- Set targets aligned with scientific knowledge:
- Scopes 1 & 2: **42% absolute emission reduction** by 2030, in line with our **SBTi** commitment.
 - Scopes 1, 2 & 3: reduction of **7.5% per year in carbon intensity** (tCO₂e/€m), 32% cumulative reduction by 2029.



Draw up a climate transition plan

- Define GHG **emission mitigation measures**.
- Develop a plan to achieve net-zero emissions and short-term goals.



Implement

- Implement the climate action plan.
- Communicate results and progress.

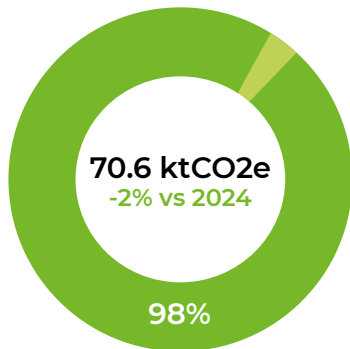
ROUTIN
shake your talents





MEASURE

Since 2022, the carbon footprint has been calculated annually for the Group as a whole. In 2025, despite an 11% increase in our production, we reduced our greenhouse gas emissions by 2% in terms of absolute value, and by more than 10% in terms of carbon intensity (tCO₂e/€m).



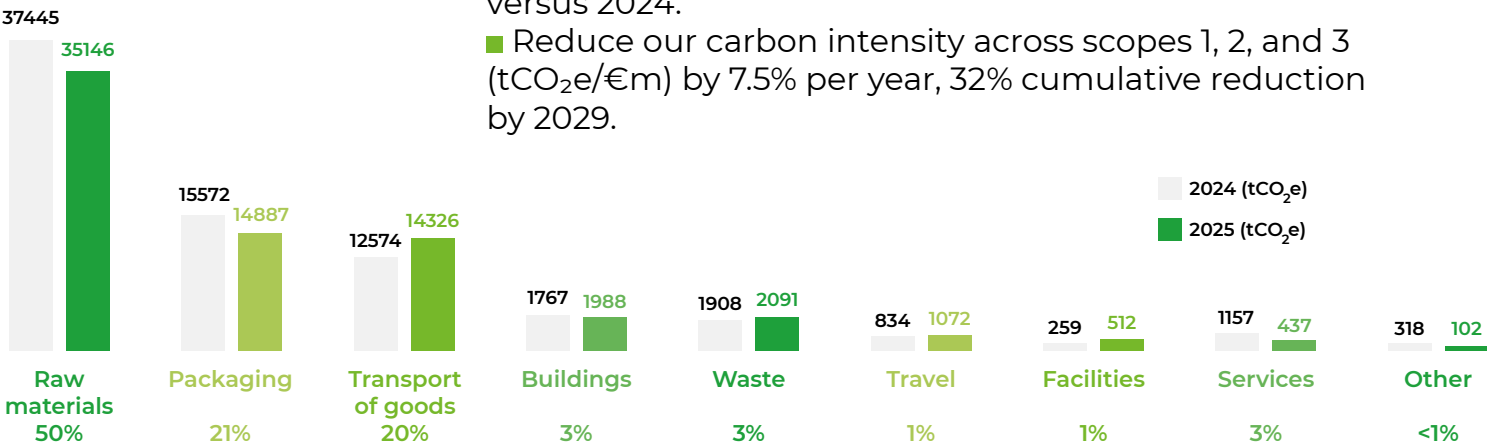
Carbon assessment result for 2025 vs 2024			
■ Scope 1	1675 tCO ₂ e	2%	-8%
■ Scope 2	12.6 tCO ₂ e	<1%	+9%
■ Scope 3	68,875 tCO ₂ e	98%	-2%

COMMITMENTS

We are committed to helping keep global warming below 1.5°C, including setting short- and long-term goals aligned with scientific knowledge. **At the end of 2023, the Group 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 have set the following goals for 2030:

- Reduce our scope 1 and 2 absolute GHG emissions by 42% versus the 2022, the baseline year.
- Reduce our absolute scope 3 FLAG GHG emissions by 30.3% and our scope 3 NON-FLAG emissions by 25% versus 2024.
- Reduce our carbon intensity across scopes 1, 2, and 3 (tCO₂e/€m) by 7.5% per year, 32% cumulative reduction by 2029.



DRAWING UP A CLIMATE TRANSITION PLAN

Our decarbonization approach, supported by our shareholders from a climate fund, is based on several levers including: the optimization of our energy performance through the development of self-consumption solutions, a more responsible procurement policy, and the integration of eco-design into all our product ranges.

Our priority is to reduce our carbon footprint now, while engaging and educating our stakeholders on the environmental impact of our products.

The years 2024 and 2025 were marked by the development of our short-, medium-, and long-term decarbonization plans, based in particular on the “ACT Step-by-Step” methodology developed by ADEME.



Agricultural ingredients

- Specific sectors
- Choice of ingredients



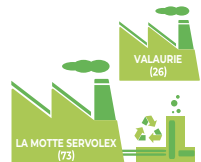
Packaging

- Choice of suppliers
- Increased proportion of recycled plastic
- Eco-design mindset



Transport

- Development of alternative fuels
- Increase in rail transport



Factory

- Reducing our energy consumption
- Use of renewable energy

■ Scope 1 and 2
■ Scope 3

OUR DECARBONIZATION LEVERS

AGRICULTURAL UPSTREAM AND PROCESSING: REDUCE EMISSIONS RELATED TO OUR AGRICULTURAL UPSTREAM AND INGREDIENT PROCESSING

In 2025, raw materials account for more than **50%** of our greenhouse gas emissions. Among them, our main ingredients, cane sugar and beet sugar, alone account for **25%** of our carbon footprint.

To reduce this impact, we are continuously strengthening our knowledge of raw materials, with the aim of identifying relevant and actionable decarbonization levers.

This approach allows us to act on several key areas:

- Geographical origin of materials
- Specific sectors
- Cultivation methods
- Transformation processes



Specifically:

67% of our cane sugar supply comes from Bonsucro-certified channels.



Support for sustainable cocoa production with the Cocoa Horizons program.



Orienting some of our supplies towards less emissive manufacturing processes.

PACKAGING: AN ECO-DESIGN MINDSET TO REDUCE THE IMPACT OF PACKAGING

Eco-design means designing packaging with reduced environmental impact compared to earlier generations. We work on three fundamental areas: the right packaging, incorporating recycled materials, and improving end-of-life management.

In addition, we have strengthened our knowledge of the different packaging sectors, which now allows us to more finely orient our choices and innovations towards solutions with a lower carbon footprint (geographical origin, manufacturing process, proportion of recycled materials, etc.).

In 2025 **77%**

OF PACKAGING RANGES RESULTED FROM A PROACTIVE ECO-DESIGN PROCESS.



At present, our three types of packaging (glass, plastic, and metal) are designed to be as light as possible.

We are continuing to incorporate recycled material into our containers, with the development of a container made from 100% recycled PET.



64%

RECYCLED MATERIAL ON AVERAGE IN PET PACKAGING.

TRANSPORT: REDUCE THE IMPACT OF OUR UPSTREAM AND DOWNSTREAM TRANSPORT FLOWS

The transport and shipment of our goods, whether inbound or outbound, must use solutions with reduced environmental impact. To do this, several actions are implemented:

- Optimizing loads and palletization, reducing the number of journeys from 2024 onwards.
- Upstream: 10% of transport using alternative fuels (HVO, B100).
- Downstream: Deployment of rail transport (Le Havre, Fos sur Mer).

FACTORIES: OPTIMIZED ENERGY MIX AND CONTROLLED PRODUCTION PROCESSES

Energy management at our production sites is a priority subject for the Group's teams.

Energy audits and recent opportunity analyses of energy mixes have helped identify sources of energy reduction and substitution.

The priority approach is a two-year plan to self-consume recovered biogas from the La Motte-Servolex biogas plant.



LA MOTTE-SERVOLEX, AN ISO 14001 CERTIFIED SITE, MONITORS ITS ENERGY CONSUMPTION ON A DAILY BASIS.

100%

OF OUR MANUFACTURING SITES USE RENEWABLE ELECTRICITY.

CARBON CONTRIBUTION

For several years, we have been contributing to the purchase of carbon credits to offset some of the emissions identified in our carbon assessment. In 2025, we chose to prioritize the sequestration of greenhouse gas emissions within our value chain by supporting the decarbonization of farms producing sugar beet from regenerative agriculture, the majority ingredient in our recipes.

For this new project, we have partnered with ReSoil, a project leader certified by the Low Carbon Label. This means that we are helping finance a collective initiative bringing together 15 farmers growing field crops, including sugar beet producers, located in the regions of Hauts-de-France and Centre-Val de Loire. These farms are committed to adapting their practices towards low-carbon agriculture capable of storing carbon in the soil and regenerating ecosystems.

This project reconciles agricultural performance, food sovereignty, and ecological transition, while contributing to the sustainable improvement of soil fertility and biodiversity and the conservation of natural resources, especially water.



COMMITMENTS TO ENVIRONMENTAL PROTECTION

WASTE MANAGEMENT

93.6%

OF OUR WASTE WAS RECYCLED OR RECOVERED IN 2025.

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

We also promote reuse by recovering some specific waste, such as glassine, caps, and boxes.

WATER: "BLUE GOLD" THAT MUST BE CONSERVED

since 2022

WE HAVE REDUCED OUR WATER CONSUMPTION PER LITER OF PRODUCT FROM 2.21 TO 1.99 LITERS OF WATER CONSUMED PER LITER OF PRODUCT MANUFACTURED GROUP-WIDE.

We are deeply committed to the conservation and sustainable management of water. Apart from its environmental importance, water is the key ingredient in our drinks.

Both production sites are committed to rolling out their water sobriety plan in order to recycle and reduce consumption.



Since 2014, the La Motte-Servolex site has been equipped with a biogas plant for the pre-treatment of its industrial effluents.

Without oxygen and using micro-organisms (in this case, granular sludge), the organic matter in the waste is broken down and generates biogas.

This technique reduces waste pollution by more than 80%. The treated waste water is released into the Greater Chambéry waste water system.

Since 2023, the Valaurie site has been equipped with a pre-treatment station for its industrial effluents

With oxygen, microorganisms degrade the organic matter present in the discharge, thus reducing effluent pollution (COD) by more than 95%. The treated waste water is released into the public waste water system.



We also affirm our desire to act responsibly and sustainably by supporting associations, such as Water Family, that work to create a positive impact on the environment through awareness-raising on water conservation.

BIODIVERSITY A KEY CONCERN OF OUR COMPANY

PARTNERSHIP WITH THE BIRD PROTECTION LEAGUE (LPO).



Our two production sites have established a partnership with the LPO in order to step up our action to promote biodiversity. La Motte-Servolex received "LPO Refuge Company" certification in 2023. This involves several aims: developing biodiversity in our green spaces, raising awareness, training and rallying our employees around a common project and shared space, and improving quality of life at work. A biodiversity diagnosis was carried out on the Valaurie site in 2025 in order to target future developments (nesting boxes, insect hotels, etc.)

We have several aims: welcome biodiversity into our green spaces, raise awareness, train and mobilize our employees in a practical way.





**PLANTING TREES
NEAR OUR SITE**

In November 2023, we officially launched our forest conservation project in collaboration with the Agir pour la Forêt Foundation. By doing this, we contributed to the planting of 60 fruit trees of heritage varieties, grown organically in the mountains 15 km from our production site.



This project forms part of a long-term program aimed at replacing trees killed by the effects of climate change with species of trees that are better adapted to our environment.

We continue to financially support the French national forestry commission (ONF) in their efforts to preserve and support natural regeneration and the renewal of damaged forest.



We are contributing to the reconstruction of a forest plot devastated by chalarose: 350 oak and whitebeam trees were planted in the communal forest of Chamousset in Savoie.



To mark this partnership, on December 1, 2023, we invited the association to a one-day Group CSR seminar.

The event allowed us to raise employees' awareness of environmental issues. Workshops were organized on the subjects of biodiversity, digital pollution, water conservation and recycling, with the active involvement of Greater Chambéry, the LPO AURA, the Water Family and Act for Now.

We continue to raise awareness through communications, training modules, and activities organized with the support of the LPO, including a wildlife observation session.



07.

NATURALNESS & QUALITY



ROUTIN
shake your talents


Eyquebelle
1949

2025 CSR ACTIVITY REPORT



DEVELOPING THE MOST NATURAL RECIPES POSSIBLE AND IMPROVING CUSTOMER SATISFACTION

The Group is committed to developing healthier, additive-free, and more environmentally friendly beverage ingredients that contribute to responsible consumption. Every recipe is developed in accordance with our commitments.

NATURAL INGREDIENTS AND ADDITIVE-FREE PRODUCTS

We prioritize the most natural ingredients, avoiding artificial colorings, flavorings, and preservatives insofar as possible.

For the on-trade international market, the 1883 brand offers a range of around 120 flavors, half of which are 100% natural (natural flavoring, natural coloring or no coloring, no preservatives). In addition, over half of our branded products contain no artificial flavorings or colorings, while 91% contain no preservatives.

LESS SWEET RECIPES WITH MORE FRUIT



Because we are keen to respond to health challenges, we are working to reduce the sugar content of our products.

We offer more intense ranges by adjusting the proportion and intensity of fruit and flavorings, which allows us to increase the dilution ratio 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 conventional syrups.



At the end of 2025, the Group expanded its beverage collection with a new category for coffee shops: 1883 Refresher Mix®.

This complementary offering produces fresher, more natural products with less sugar. Formulated with nearly 20% fruit juice, a cane sugar & stevia mix, a natural source of caffeine from green coffee, and 100% natural flavors and colors, this drink has up to 30% less sugar than a syrup.

INGREDIENTS THAT PROMOTE THE PRESERVATION OF BIODIVERSITY AND HELP REINFORCE RESPONSIBLE AGRICULTURAL PRACTICES

The Group's commitment also extends to the selection and sourcing of ingredients. The year 2025 was a key milestone, particularly for our sugar supply strategy.

■ 100% of organically grown sugar is now organic beet sugar grown in France.

■ We have also integrated Bonsucro certification into our cane sugar sourcing process, in order to strengthen the sustainability and traceability of this raw material and contribute to the transition to a more responsible sugar cane sector (find out more: www.bonsucro.com).

QUALITY AND CUSTOMER SATISFACTION

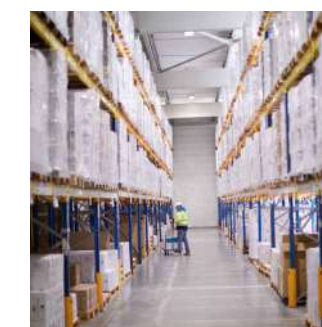
96%

OF OUR CUSTOMERS ARE SATISFIED WITH THE QUALITY OF OUR PRODUCTS.

Customer satisfaction is a key concern of our quality strategy. At 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, while 92% are aware of and satisfied with our CSR strategy.

Beyond the demands we make of our suppliers in terms of the selection of raw materials, we provide our customers with quality guarantees thanks to a certain number of recognized quality certifications and initiatives. Both of our production sites are IFS and ISO 9001 certified.

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



TRADE ECOSYSTEM AND JOBS



ROUTIN
shake your talents



TRADE ECOSYSTEM AND JOBS

2025 CSR ACTIVITY REPORT



MAKING ROUTIN A STANDARD-SETTER IN TERMS OF EMPLOYMENT, SAFETY, AND WELL-BEING AT WORK

The "T" in Trade Ecosystem and Jobs illustrates our commitment to promoting our employer brand to the talents of today and tomorrow, candidates and employees alike.

Our enduring commitment to human capital aims to strengthen performance, commitment, and creativity. We take concrete action to make our Company a model employer in terms of jobs, health, and well-being at work. **We are strongly committed to providing a safe, inclusive, and fulfilling work environment.**

*"Shake your Adventure -
Routin shake your Talents"*

74%

OF EMPLOYEES OPTED TO BECOME GROUP SHAREHOLDERS VIA THE FCPE (EMPLOYEE SHARE OWNERSHIP FUND)

The **first pillar** aims to ensure quality jobs within a positive, inclusive and fair work environment. Every year we conduct a survey among all employees to measure the company culture and ensure appropriate follow-up.



THE GROUP HAS A

79%

SATISFACTION RATE

We are taking action to improve the well-being of employees.

The CSR steering committees work to set up various mechanisms and benefits, such as prevention and health advice schemes, awareness-raising initiatives, promoting participation in sports, and developing sustainable mobility solutions.

For several years, on the La Motte-Servolex site, we have been offering collective Body Art and Pilates sessions funded by the Group and team handball and volleyball tournaments. We also participate in sustainable mobility days. In 2025, this approach was enriched by the establishment of naturopathic treatment.



TRADE ECOSYSTEM AND JOBS

2025 CSR ACTIVITY REPORT

We strive to make information accessible to everyone, including through the deployment of digital communication solutions. All the policies and benefits offered to employees are centralized on the Group's intranet, to guarantee fair access to information, whatever the job, hours, or working arrangements, and to allow everyone to keep up to date with news as conveniently as possible.

We encourage data collection also, to improve the measurement of diversity and inclusion indicators.

We are maintaining our efforts to promote equality in the workplace. Our female employment policy offers young female students and applicants the opportunity to imagine themselves in our various trades. **Every year, we measure gender pay equality by publishing our professional index.**

OUR GENDER EQUALITY INDEX HAS REACHED A SCORE OF [91] ON THE LA MOTTE-SERVOLEX SITE.

91

"Let's shake your talent together!"



The **second pillar** is skills and career development. 2025 marks the launch of our Group training school, the Routin Academy.



97%

OF EMPLOYEES HAVE TAKEN A ROUTIN ACADEMY TRAINING COURSE.

The Routin Academy allows all Group employees to access specialized training courses to fit their trade. It also offers cross-functional training on ethical, environmental, and social issues, as well as modules dedicated to the development of skills independent of the trade, such as financial management and stress management.



ROUTIN
shake your talents



The **third pillar** is based on strengthening our appeal in order to attract the human resources required to drive the Group's growth. With this in mind, we organize multiple recruitment drives, especially for operational positions, via regular job dating events. These events allow us to publicize our Company, present our trades, and engage in a direct exchange with candidates.

We pay particular attention to the onboarding process by providing new hires with key practical tools, including an employee handbook setting out the Company's culture, values, and practices.

Alongside this, we highlight our careers and employer sections, which offer potential talents a clear picture of our professional opportunities and working environment.



09.

SOLIDARITY

ROUTIN
shake your talents



SOLIDARITY

2025 CSR ACTIVITY REPORT



INTEGRATE SOLIDARITY AS A KEY COMPONENT
OF THE COMPANY'S CSR POLICY.

SPONSORSHIP, A LEVER FOR ACTION
TO CONTRIBUTE COLLABORATIVELY
TO THE IMPROVEMENT OF SOCIAL
AND ENVIRONMENTAL IMPACTS.

> €73,000

DONATED IN THE FORM OF
SPONSORSHIP TO CHARITIES.

In line with our CSR commitments,
we have developed a sponsorship
policy aimed at supporting projects
that generate positive social
and environmental impacts. The
policy contributes directly to the
implementation of our strategy,
strengthening our contribution to the
sustainable development of the regions
where we operate.

We choose to support meaningful
initiatives through our sponsorship
policy.
Our support, guided by the desire
to promote projects that are useful,
measurable, and fully aligned with our
values, revolves around three priorities:

- ENVIRONMENT
- EDUCATION AND TRANSMISSION
- SOLIDARITY

ASSOCIATIONS CHOSEN BY OUR
EMPLOYEES

Under the impetus of the CSR working
committees, our employees galvanize
their energy to support community
projects.

We work alongside charities, which
receive donations collected from
employees, to which the Company
adds a 100% matching contribution.
In addition, **solidarity collections**
organized for the associations chosen
by the employees collected €3590
in 2025.





EMPLOYEES' COMMITMENT TO COMMUNITY PROJECTS

Community commitment is an essential pillar of our **TALENTS** initiative. Throughout the year, Group employees are actively involved in initiatives aimed at strengthening social ties and supporting meaningful causes. Different types of action are proposed to allow each person to freely choose the initiative they support, depending on their inclinations and desires:



Participation in charity runs and walks: teams rally around sporting challenges

in aid of various associations, thereby transforming their collective effort into tangible support for social causes. This commitment is exemplified by our in-house event, the Printemps du Run (Odyssea, Circuit du Cœur, Charity Walk at Aiguebelle Abbey, etc.)

Awareness days: dedicated occasions to inform, share and act on specific themes (awareness of breast and prostate cancer screening, workshops to help patients and their loved ones, naturopathy, etc.), promoting a committed and responsible corporate culture.



Telethon workshops at La Motte-Servolex: collaborative and creative challenges organized internally to raise funds and support research.



Blood donation: participation in blood donor operations during working hours.



Donation boxes at La Motte-Servolex: employees involved in assembling donation packages offered to the 'Restaurants du cœur' charity intended for beneficiaries of the **La SASSON Association**.



10.

2025 INDICATORS



ROUTIN
shake your talents



2025 INDICATORS

2025 CSR ACTIVITY REPORT

		SCOPE	2022	2023	2024	2025 (cumulative or average)	RECOGNIZED STANDARDS			SCOPE	2022	2023	2024	2025 (cumulative or average)	RECOGNIZED STANDARDS
	Employees who have received CSR training (%)	Group	70%	70%	100%	100%		Efficiency of the Valaurie wastewater treatment plant (%)	Valaurie	-	-	-	97%		
	Employees with CSR targets (%)	Group	70%	100%	100%	100%			Group	-	-	-	31%	VSME - B5 - Biodiversity	
	Number of employees directly involved in the CSR strategy	Group	-	-	-	134			Group	-	-	94%	93.6%	GRI 306-3 VSME - B7 - Resource use, circular economy, and waste management	
	Number of stakeholders made aware of CSR	Group	-	232	201	361			Group	-	-	1%	1.1%	GRI 306-3 VSME - B7 - Resource use, circular economy, and waste management	
	Number of employees trained in LCA	-	-	-	7	7		% of packaging ranges that are fully or mainly recyclable, according to CITEO's TREE tool, for all ranges sold by LMS	Group	-	-	-	58%	GRI 301-1	
	% of packaging ranges for which an eco-design initiative is in progress	-	-	-	-	77%			La Motte-Servolex	41%	41%	44%	64%	GRI 301-2	
	Average carbon footprint of new products launched according to our internal tool	-	-	-	-	under development for 2026									
	Number of hours of sensory analysis training	Group	746	816	964	824									
	% of local suppliers (within 322 km) among primary suppliers	Group	-	-	-	52%	GRI 204-1		% of our syrups, sauces, and purees that are non-GMO	Group	100%	100%	100%	100%	GRI 417-1
	% of distant primary suppliers (>1000 km)	-	-	-	-	9.6	GRI 413-1		% of branded syrups with no artificial flavoring and no artificial coloring	Group	55.4%	57.7%	58.7%	62.8%	GRI 417-1
	% of long-standing primary suppliers (more than 5 years)	Group	-	-	-	87%			% of branded syrups with no artificial preservatives	Group	76.9%	79.6%	81.3%	82.2%	GRI 417-1
	% of primary suppliers who have signed our Code of Conduct or have their own code	-	-	-	-	74%			Rate of customer complaints (CC) (CC/million units sold)	Group	6.96	6.29	5.40	5.43	
	% of responses to CSR questionnaire for primary suppliers	Group	-	-	-	75%	GRI 308-1		Customer satisfaction rate for the brand (%)	Group	-	-	-	92%	
	% of primary suppliers of ingredients and packaging who have had a CSR interview	-	-	-	-	38%	GRI 414-1		Number of critical customer complaints	Group	0	0	11	2	GRI 416-2
	% of buyers trained in responsible purchasing	-	100%	100%	100%	100%									
	Water consumption (liters of water/liters of product manufactured)	Group	2.21	2.08	2.05	1.99	GRI 303-5 VSME - B6 - Water		Number of workplace accidents declared (with and without sick leave)	Group	-	10	13	5	GRI 403-9 VSME - B9 - Health and safety
	Carbon emission scopes 1+2 (tCO ₂ e)	Group	1439	1345	1823.5	1675	GRI 305-5 VSME - B3 - GHG		Rolling turnover (%)	Group	-	-	-	20.6%	VSME - B8 - General Features
	Reduction in scope 1 and 2 carbon emissions vs. 2022 (%)	Group	-	-6.5%	26.7%	17.3%	GRI 305-5 VSME - B3 - GHG	Gender equality index of the La Motte-Servolex site	La Motte-Servolex	-	84	86	91	GRI 405-1 GRI 405-2 CSRD / VSME - B10 - Compensation, Collective Bargaining and Training	
	Scope 1+2+3 emissions (tCO ₂ e)	Group	-	-	72097	70562.6	GRI 305-5 VSME - B3 - GHG		Unadjusted average salary gap between men and women	La Motte-Servolex	-	7.80%	8.60%	3.90%	CSRD / VSME - B10 - Compensation, Collective Bargaining and Training
	Reduction in scope 1, 2 and 3 carbon emissions vs. 2024 (%)	Group	-	-	-	-2.13%	GRI 305-5 VSME - B3 - GHG		% of employees that are Company shareholders	Group	-	13%	21%	65%	
	Scope 1+2+3 carbon intensity (tCO ₂ e/€m)*	Group	-	-	623	559	GRI 305-5 VSME - B3 - GHG	Overall Group satisfaction	Group	-	-	79%	79%		
	Reduction in scope 1+2+3 carbon intensity vs. 2024 (%)	Group	-	-	-	-10.2%	GRI 305-5 VSME - B3 - GHG	Satisfaction survey return rate	Group	-	-	70%	63%		
	Scope 1+2+3 carbon intensity (tCO ₂ e/€m)**	Group	-	-	610	541	GRI 305-5 VSME - B3 - GHG	% of employees who have taken a Routin Academy training course (number of users who have accessed at least one module)	Group	-	-	-	97%	CSRD / VSME - B10 - Compensation, Collective Bargaining and Training	
	Reduction in scope 1+2+3** carbon intensity vs. 2024 (%)	Group	-	-	-	-11.3%	GRI 305-5 VSME - B3 - GHG		Total syrup donations (€)	Group	-	-	€51,313	€110,739	
	Gas consumption per liter of product (KWh/m3)	Group	189	178	175	172	GRI 302-1 GRI 302-4 VSME - B3 - Energy		Total sponsorship donations (€)	Group	-	-	€69,550	€73,425	
	Electricity consumption per liter of product (KWh/m3)	Group	96	100	90	85	GRI 302-1 VSME - B3 - Energy		Total paid to employees' chosen associations (€)	Group	-	-	-	€3,590	
	Proportion of renewable electricity used in production	Group	89%	84%	98%	100%	GRI 302-1 VSME - B3 - Energy								
	% of renewable energy consumption (gas + electricity)	Group	30%	30%	33%	33%	GRI 302-1 VSME - B3 - Energy								
Efficiency of the La Motte-Servolex biogas plant (%)	La Motte-Servolex	85%	79%	68%	93%										
								*Calculation performed according to the GHG Protocol, incorporating the specific emission factor of the citric acid supplier. *Calculation performed according to the GHG Protocol,							

CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS

ROUTIN
shake your talents



CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS

2025 CSR ACTIVITY REPORT

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. The Group has chosen 6 of the 17 SDGs as priority goals that will shape its commitments and future action plans. These goals align perfectly with Routin's "Shake your TALENTS"

SUSTAINABLE DEVELOPMENT GOALS



CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS

2025 CSR ACTIVITY REPORT

ROUTIN
shake your talents



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

ROUTIN's contribution: 82% of Routin-branded products are preservative-free. Routin is committed to developing the most natural products possible. 62.8% of its branded products contain no artificial flavorings or colorings.



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

Group contribution: Investment in the construction of a biogas plant and wastewater treatment plant to clean industrial wastewater, thereby cutting pollution by more than 80%. Emissions testing is carried out regularly.

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

Group contribution: Since 2022, we have reduced our water consumption from 2.21 to 1.99 l of water consumed per liter of product manufactured Group-wide.



4.7 By 2030, ensure that all students acquire the knowledge and skills required to promote sustainable development, including through education promoting sustainable development and lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and culture's contribution to sustainable development.

Group contribution: Raise awareness and alert future generations to the challenges of resource conservation and sustainable development, through meetings, visits, and talks.

6.6 By 2030, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers, and lakes.

Group contribution: Financial support for associations with a positive environmental impact, including the Water Family and the Agir pour la Forêt endowment fund.

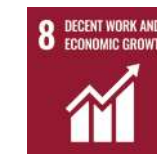
6.b Support and strengthen the participation of local communities in improving water and sanitation management.

ROUTIN's contribution: 100% of employees are made aware of water conservation via the Routin Academy in-house training platform.



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

Group contribution: Both production sites powered with electricity of renewable origin, thereby increasing the proportion of renewable energy in the global energy mix.



8.5 By 2030, achieve full productive employment and decent work for all women and men, including for young people and people with disabilities, and equal pay for work of equal value.

Group contribution: 22% of the Executive Committee and 51% of managers are women. A score of 91 on the gender equality in the workplace index in 2025. Our suppliers' practices in terms of ethics and equality are analyzed annually and challenged.

8.6 By 2030, substantially reduce the proportion of youth not in employment, education, or training (NEETS).

Group contribution: The La Motte-Servorex site is part of GEIQ, a group of employers focusing on integration and qualification, which trains people experiencing issues accessing employment. The site has trained 16 people over the last few years.

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

Group contribution: Ensure safety on Group sites by promoting awareness and through programs of behavior-based safety assessments to ensure workstation ergonomics.

CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS

2025 CSR ACTIVITY REPORT



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

Group contribution: Develop our packaging according to eco-design principles. Continuous improvement of waste recycling systems: 93.6% of the site's waste was recycled or recovered.

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

Group contribution: Annual employee awareness training on the challenges of sustainable development (Climate Fresk, 2Tonnes workshop, etc.)



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

Group contribution: At the end of 2023, an undertaking to adhere to the SBTi (Science Based Targets initiative) targets, in line with the scientific recommendations issued following COP21. Devising a low carbon strategy and pathway, using the ACT step-by-step methodology recommended by ADEME.

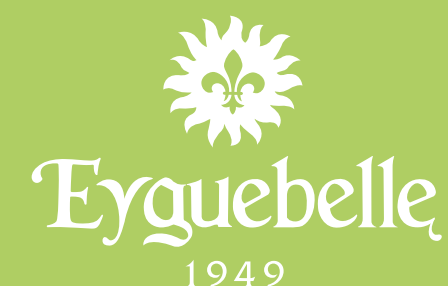


15.1 By 2030, promote sustainable management of all types of forest, halt deforestation, restore degraded forests, and significantly increase afforestation and reforestation globally.

Group contribution: Sourcing of cane sugar certified Bonsucro, a sustainability label guaranteeing responsible sugar cane production, respectful of people, communities, companies, local economies, and ecosystems.

ROUTIN

shake your talents



TOGETHER, LET'S CONSERVE OUR RESOURCES
2025 CSR ACTIVITY REPORT

ROUTIN

shake your talents

ROUTIN - 713 rue Denis Papin - 73290 La Motte-Servolex
www.routin.com