



*2025 Eurofragrance  
Sustainability Report*

# **Executive Summary**

May 2026

# A word from our CEO

## *Growth in a culture of **creativity** and **responsibility***

2025 was a defining year in our story, as we continued to expand our industrial footprint, opened new Creative Centers and further strengthened our local presence in the regions. Growth, however, is not only a matter of scale, it is also, and, above all, a question of how we choose to grow.

Environmental and social responsibility are not parallel priorities to our business ambitions; they are the foundations that make long-term success possible. We have always been, and will continue to be, committed to reducing our environmental impact and finding ways to support the communities in which we are present.

When we decided to install solar panels on the roof of our flagship plant in Rubí, we took a deliberate step towards more responsible operations. Over time, the results spoke for themselves: a meaningful reduction in our carbon footprint and... our electric bill. It is a win-win outcome and a clear example of the kind of actions we want to do more of.

The same mindset guides our Scientists and Perfumers as they develop advanced

fragrance technologies, such as encapsulation, and innovative proprietary ingredients like Olivante® and Euphorion®, always with an environmental and social perspective in mind.

The men and women of Eurofragrance will remain at the heart of our ambitions. Future growth will require empowered teams, diverse talent and a culture where creativity and responsibility walk hand in hand. I feel that it is only by fostering a safe, inclusive and engaging work environment that we will be able to deliver the fragrance innovations and creativity that our partners have come to expect from us. Equally important is the way we govern our organization. Transparency and ethical decision-making to mitigate risks will remain paramount as they build trust among stakeholders, up and downstream.

We have known for years that integrating sustainability into our strategic decision making is essential to ensuring our growth. Our 2025 business results and achievements are proof of this, and we plan to continue down this path with purpose and integrity in the years to come.

*Joan Pere Jiménez, CEO*



*We kept moving  
forward in 2025*

Discover key projects  
and results from our  
**2025 Sustainability Report**



# Responsibility at the heart of our decisions

*Our four focus areas drive value for people and planet*

Our sustainability efforts are built around four key focus areas: safety, community, business ethics and resources, which define the scope and direction of our sustainability initiatives.

As a signatory of the United Nations Global Compact, our operations align with the Sustainable Development Goals on human rights, labor, environment and anti-corruption.

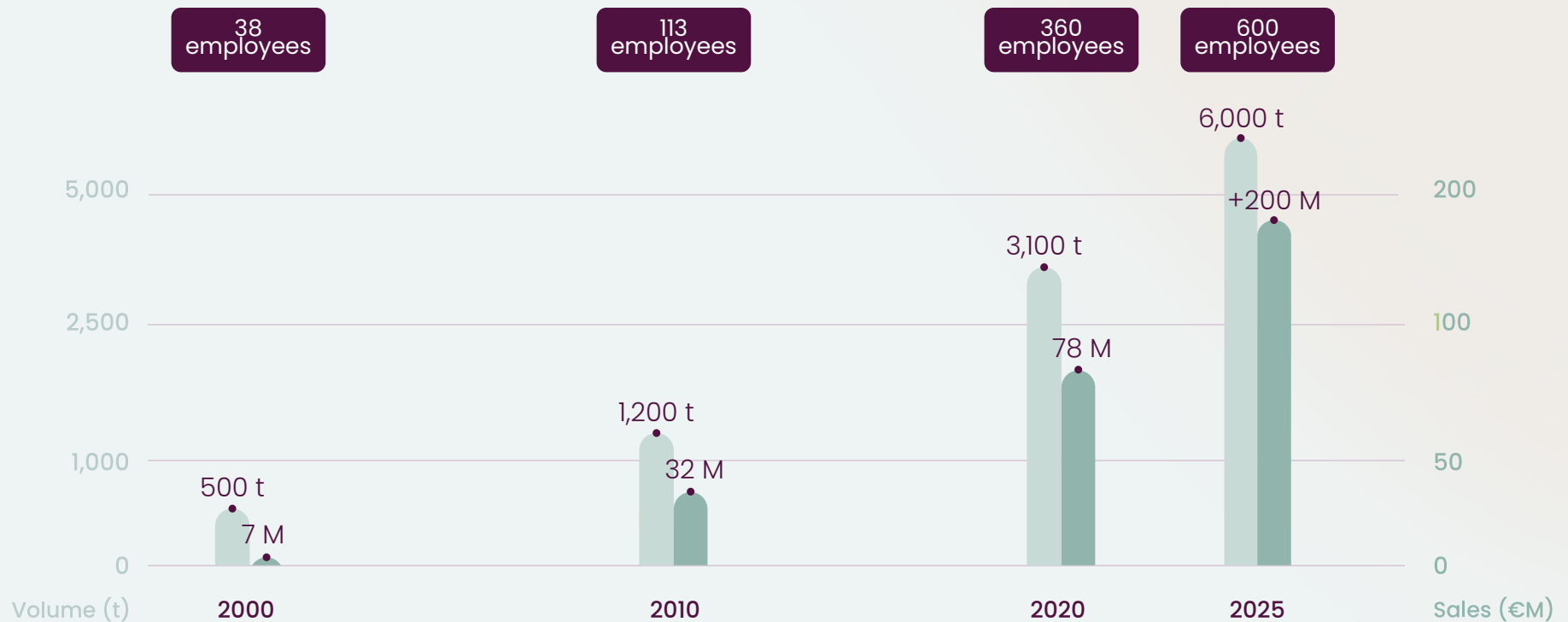
Focus areas	Key topics	SDG	SDG
Safety	Occupational Health & Safety	3	GOOD HEALTH AND WELL BEING
	Consumer Health & Safety	3	GOOD HEALTH AND WELL BEING
Community	Equality and Diversity	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH
	Fair wage	8	DECENT WORK AND ECONOMIC GROWTH
	New ways of working	8	DECENT WORK AND ECONOMIC GROWTH
	Training	8	DECENT WORK AND ECONOMIC GROWTH
Business Ethics	Human Rights	17 PARTNERSHIPS FOR THE GOALS	8 DECENT WORK AND ECONOMIC GROWTH
	Bribery and anti-corruption	8	DECENT WORK AND ECONOMIC GROWTH
	Responsible sourcing	17	PARTNERSHIPS FOR THE GOALS
	Cybersecurity	9	INDUSTRY, INNOVATION AND INFRASTRUCTURE
Resources	Products	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Biodiversity	15	LIFE ON LAND
	Carbon footprint	13	CLIMATE ACTION
	Paper reduction	12	RESPONSIBLE CONSUMPTION AND PRODUCTION
	Energy	7	AFFORDABLE AND CLEAN ENERGY
	Water	6	CLEAN WATER AND SANITATION
	Waste	12	RESPONSIBLE CONSUMPTION AND PRODUCTION

# Growing our business, strengthening our teams

## Sales increased by 16% in 2025

Eurofragrance closed 2025 with sales totaling more than 200 million euros. All regions participated in these excellent results: APAC, EAT, IMEA and LATAM, with a special mention for the Middle East, Latin America, Africa, Türkiye and Indonesia. Every product category: Fine Fragrance, Home and Personal Care, and Air Care experienced growth.

Volumes of produced fragrance and our workforce has naturally followed this trend.



# People at the core of our commitment

*From employee well-being to social engagement beyond our sites*

In 2025, Eurofragrance's commitment to people and inclusive talent management was externally recognized, as we achieved Best Company for All Talent.

Once again, Eurofragrance employees exhibited solidarity from East to West, participating massively in our global Community Day. A team also traveled to Valencia to help those still affected by the flooding disaster.

All Eurofragrancers count with a medical insurance, and additionally, in Dubai we conducted a Breast Cancer Awareness camp that included a full medical check-up on site for all employees.



**2.7%**  
of our net profit  
*in 2025 supported philanthropic actions in our communities*

**50%**  
female representation  
*in Eurofragrance's Management Team*

**10,000**  
hours of annual employee  
*training and professional development*

**Well-being**  
program deployed  
in affiliates  
*across our global network*

# Health and safety as a shared responsibility

*Caring for people throughout  
our value chain*

We aim to foster environments that are safe and secure for our suppliers, for the men and women on our workforce and for our customers and their consumers who enjoy our fragrances.

Year after year, we improve our records, solidify our global procedures and introduce innovative programs for the safety and well-being of our stakeholders.

**71%**  
**of our suppliers**  
*have Health & Safety  
management system  
in place*

**460+**  
**health and safety hours**  
*of training were administered  
to Eurofragrance employees  
in 2025*

**100%**  
**of ingredients**  
*in our palette are evaluated  
for safety and compliance*

**Zero**  
**complaints filed**  
*relating to product Health  
& Safety non-compliance*



# Integrity guiding how we do business

*Ethical practices embedded  
across our operations and  
supply chain*

Going beyond simply issuing our Code of Ethics and Behavior, in 2025, we pursued training on the Crime Prevention Model with an emphasis on the “Commitments to Our Code of Ethics,” the “Anti-Fraud Policy” and the “Whistleblower Channel.”

Amongst other projects, we also conducted a gap analysis in order to apply for a RSPO certification in 2026.

We have continued to encourage our suppliers to take on sustainability-related projects. We wish to work with partners who share our values.

**96%**

*of our workforce has received  
training on our Crime Prevention  
and Code of Ethics*

*Our suppliers do  
their fair share*

**90%**

*have implemented their  
own code of ethics*

**82%**

*of our raw materials and  
packaging suppliers have  
signed our code of ethics*

**77%**

*follow their own  
sustainability policy*





# Sustained action, proven environmental impact

*Smarter use of energy and water  
delivering long-term progress*

Every year, we try new initiatives and set new projects in motion. But some of our programs have been in place for over five years, and now we can really appreciate the results of our investments. For instance, by reducing and offsetting our Scope 1 and 2 emissions, since 2023 we achieved carbon neutrality for our manufacturing plants.

Our continued efforts to optimize processes while reducing our environmental impact have enabled us to lower both the energy required and the water consumed in the production of our fragrances. At the same time, we continue to apply the 3R philosophy (Reduce, Reuse, Recycle) to waste management, actively seeking recycling opportunities across the different regions in which we operate.

## 44 tons of CO<sub>2</sub>

*were saved thanks to solar  
panels on our flagship factory*

## 100%

*certified renewable energy  
on our two Spanish sites*

## 41%

*reduction of our direct carbon  
emissions per ton of fragrance  
produced versus 2021*

## 41%

*reduction in water consumption  
per ton of fragrance produced  
versus 2021*

## 17%

*less energy consumed  
per ton of fragrance  
produced versus 2021*

# Associations, initiatives and recognitions



In 2025, we received our second EcoVadis platinum



Since 2021, we adhere to the United Nations Global Compact for corporate sustainability initiatives



Recognized as “Best Company for All Talent 2025” for our commitment to the inclusive management of all talent



We ranked 15 in the HappyIndex® AtWork 2025, a certification that evaluates the overall employee experience



In 2025, awarded Silver for “Best Company Committed to Sustainability” and Bronze for “Best Sustainability Initiative”



Since 2020, we are a signatory of the Sustainability Charter issued by IFRA and IOFI



Since 2022, our carbon footprint is calculated and validated by the Spanish government



Since 2024, we are members of the Roundtable on Sustainable Palm Oil (RSPO) as an Associate Member with the Trademark License number 9-5662-24-000-00