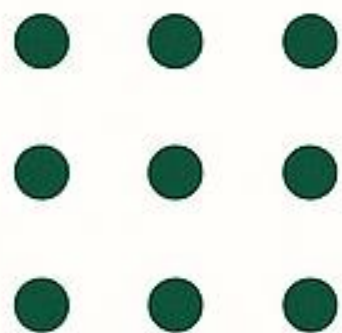




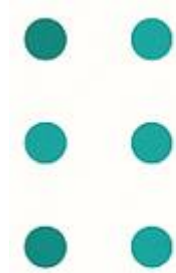
CSR REPORT

2025

Communication of Progress



Summary



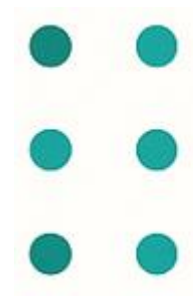
Company Overview

- A word from the President
- Our activity
- Figures
- Our premises in Chartres
- Our business model
- Our DNA, our reason for being
- Our consolidated commitment
- Our 2030 goals
- Our commitment to SDGs
- Our certifications
- Our awards

Our 5 pillars of commitment

1. A responsible offer
Product mapping
RSPO / FSC Focus
2. A reduced carbon and environmental footprint
Carbon footprint / Consumption report / Waste report
3. The traceability of our ingredients
Mapping our suppliers / Responsible purchasing
4. Responsible transports
5. Quality of life at work
Employee involvement
Social report

Company Overview



A word from the President

Acting !

This is the keystone of our vision and, day after day, we strive to have the most positive impact on our society and environment through all our decisions and actions.

The last few years have been record-breaking in terms of the consequences of climate change. And armed conflicts have only intensified.

Convinced of the urgency, we aspire to a future where innovation and sustainability go hand in hand to meet current and future challenges. We are committed to offering and promoting products that respect the environment and society, while prioritizing their high quality and reliability. We are consolidating our strategy day by day in collaboration with our suppliers, partners and employees to strengthen our sustainability initiatives.

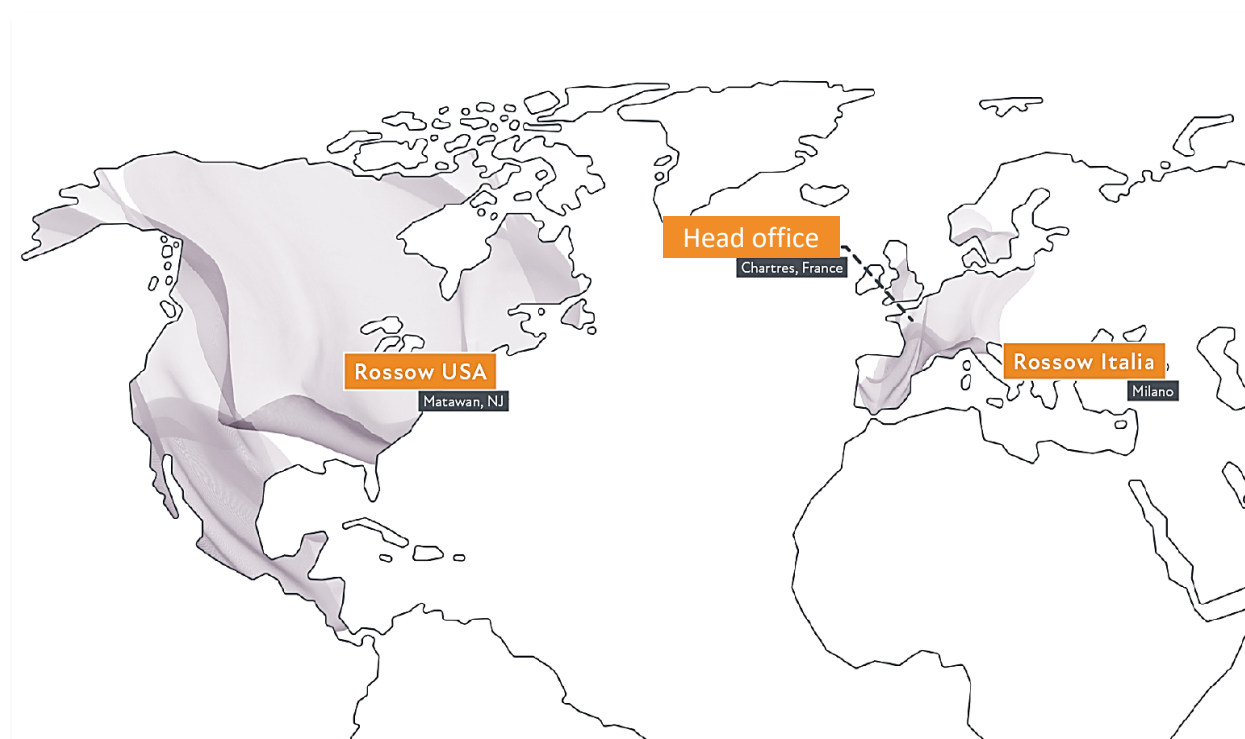
We are pleased to present through this CSR report a summary of our efforts and achievements, demonstrating our commitment to a sustainable future!

Nicolas ROSSOW

Our activity

Founded in 1955, Rossow supplies specialty ingredients for targeted markets for cosmetic and industrial uses. Our product portfolio consists of texturing agents, emulsifiers and polymers, waxes, stabilizers... of natural origin, synthetic or from recycling.

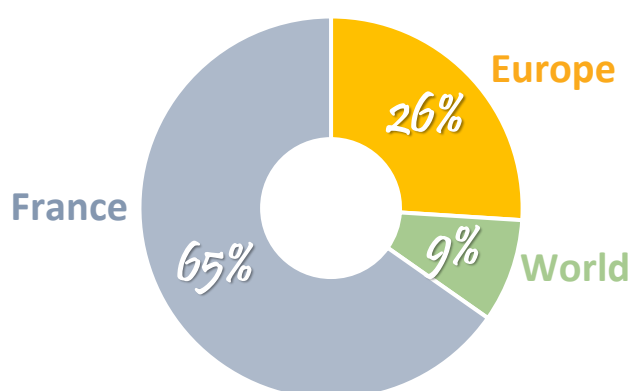
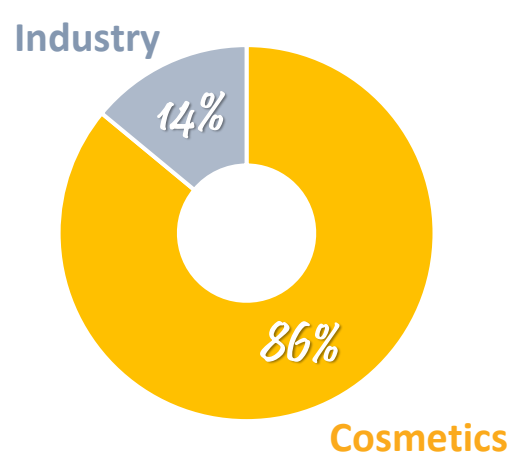
More than a distributor, Rossow is a bridge between its suppliers and customers with the continuous objective of building long-term relationships of trust. We strive to highlight our partners' raw materials and support our customers in their pursuit of excellence.



2025 Figures

Turnover **15,4 M€**

Distribution of our markets (in sales share)

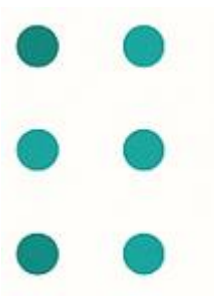


Our premises in Chartres

In April 2022, our employees moved into our new offices in Chartres, a site offering greater opportunities for growth.

This RT 2012 certified site was carefully designed to minimize its immediate and future environmental impact. Everything was designed to optimize energy and water consumption and ensure exceptional working conditions for our teams.

It reflects our commitment to the environment, climate change, and people.



Wide open spaces and new possibilities...

- 23 000 m² of land
- 1370 m² of offices
- 2400 m² of warehouse
- 250 m² of laboratory



- 1 samples room
- 3 loading docks
- 1 ground-level dock

- 1 cafeteria
- 1 break terrace
- 4 meeting rooms

Intelligent management...

From its inception, the building was designed with energy and environmental efficiency in mind:



For lighting: 100% LED lighting with dimming based on natural light (photoelectric cells) and occupancy sensors



For air: Air Handling Unit (AHU), humidity-controlled double-flow mechanical ventilation, air-to-air heat pump, and free cooling with skylights



For heating: thermodynamic water heater, high-efficiency boiler, and programmable pellet stove

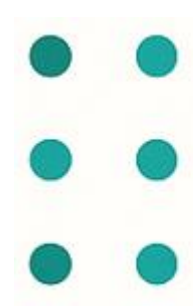


For carbon: timber frame and reinforced wood wool insulation to store maximum CO₂



Finally, its **roof** has been covered with a new reflective coating that captures up to 70% of sunlight, thus limiting the building's temperature rise during heat waves.

Our business model



Resources & activity

- knowledge and traceability of our products thanks to our long-term partners,
- responsive supply chain that listens to needs,
- laboratory for the characterization and application of our materials,
- technical expertise.

Value creation

We offer our customers

- effective
- innovative
- virtuous

solutions to meet the new expectations of the markets.

Our DNA, our reason for being

Our overall mission is to promote responsible innovation in the cosmetics and industrial sectors by offering high-performing and ethical specialty products. We have translated this core principle into the following four key themes:

- CSR leadership that fuels your innovation
- Experts to support you
- Strong relationships built on trust
- An international dimension to your tailored solutions

Our consolidated commitment

We have consolidated our commitment through a CSR policy in accordance with the principles of the ISO 26000 standard, signed by all the members of the Management Committee.

Our mission

To promote responsible innovation by offering high-performance and virtuous specialty products.

Our values

- Transparency and protection of information
- Exemplary behavior and ethical conduct
- Respect for the environment and people
- Well-being at work

5 issues identified:



A responsible offer

Our products must be sourced, designed and used in the most virtuous way possible. This translates into compliance with criteria such as natural origin, renewable resources, green chemistry, upcycling, etc., or through technical characteristics that contribute to the eco-design of finished products.



A reduced carbon and environmental footprint

All of our activities are part of a decarbonization strategy and must be covered by the use of renewable resources. Our energy and water supplies have guarantees of origin or are self-generated thanks to the implementation of sustainable technologies (pellet stove, solar trackers, water recovery tanks, etc.).



The traceability of our ingredients

The raw materials from which our products are made must be fully known, traced, and sourced in a way that respects human rights at all levels of the value chain. Priority is given to sourcing the most local ingredients possible.



Responsible Transport

Our upstream and downstream material flows must be transported by means of transport specifically selected to minimize environmental impacts (optimization of routes and loads, low vehicle consumption, choice of fuel, etc.) and comply with legal standards in terms of working conditions.



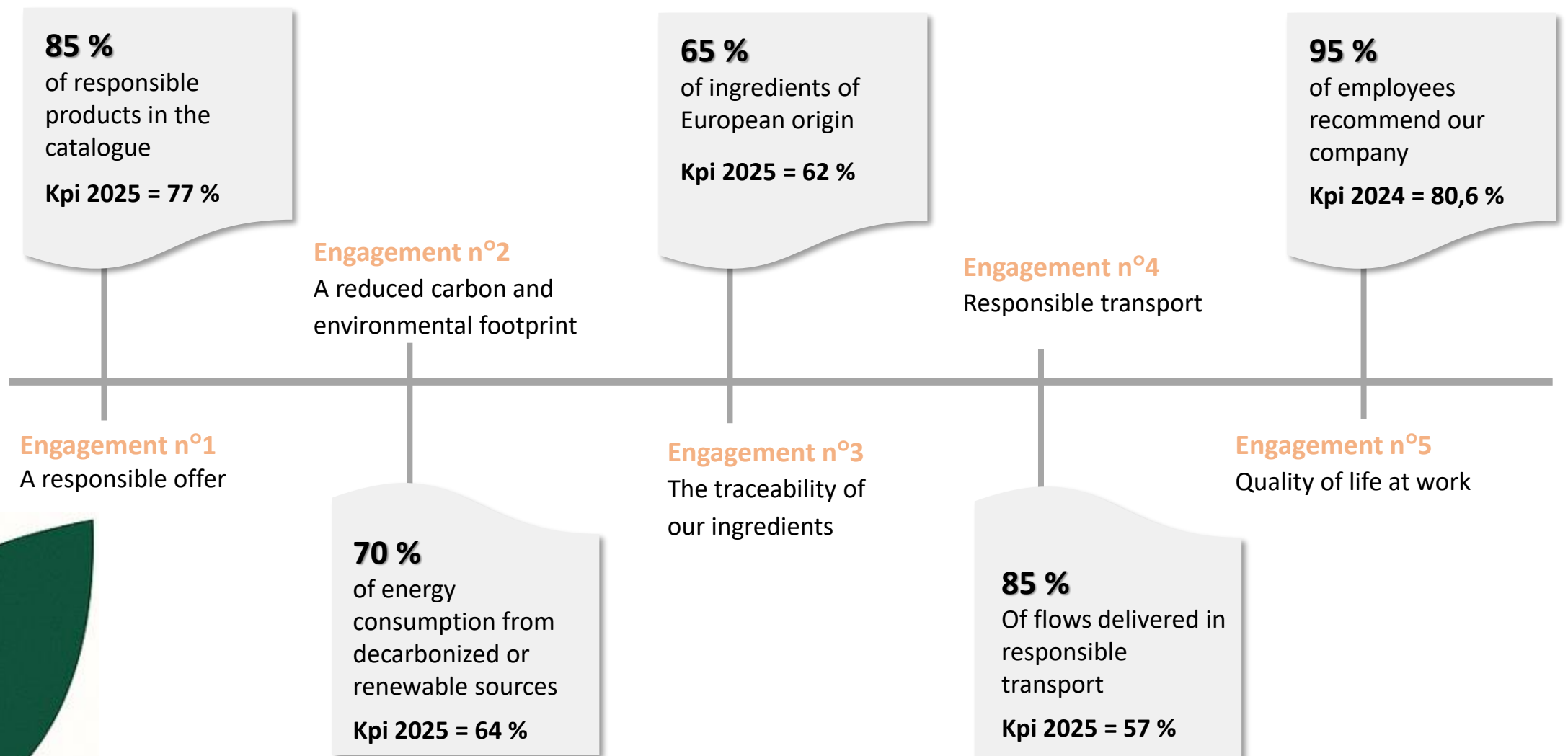
Quality of life at work

We must offer all our employees an optimal quality of life at work based on a set of criteria such as the company's values, the working environment, work-life balance, health and safety at work, training opportunities, etc.



Our 2030 goals

For the 5 challenges identified, we have set ambitious objectives for 2030 that determine our vision for the future.



Our commitment to the SDGs

Rossow is mobilizing its efforts to work for all the SDGs within the framework of the 2030 Agenda, a universal agenda for sustainable development set by the United Nations with the goal that all human beings can live in peace and prosperity by 2030.

Discover some examples of our actions:

Our commitment to the Global Compact

Since 2019, we have been supporting the United Nations Global Compact and its 10 principles around human rights, labor standards, the environment and the fight against corruption.



- 1. Poverty** (Icon: 1 PAS DE PAUVRETE) UEBT (Fair Trade) certified suppliers
- 2. Hunger** (Icon: 2 FAIM -ZERO-) Promoting sustainable agriculture, sustainable incomes for all
- 3. Health** (Icon: 3 BONNE SANTE ET BIEN ETRE) Risk prevention and quality of life at work
- 4. Education** (Icon: 4 EDUCATION DE QUALITE) Integration of work-study students, professional training
- 5. Equality M/F** (Icon: 5 EGALITE ENTRE LES SEXES) Flexible working hours, pay equity M/F for equivalent positions
- 6. Water** (Icon: 6 EAU PROPRE ET ASSAINISSEMENT) Recovery and recycling of rainwater from roofs
- 7. Energy** (Icon: 7 ENERGIE PROPRE ET D'UN COUT ABORDABLE) Electricity from renewable sources, consumption control, hybrid vehicles
- 8. Labor** (Icon: 8 TRAVAIL DECENT ET CROISSANCE ECONOMIQUE) Job creation, favourable working conditions and social protection
- 9. Industry** (Icon: 9 INDUSTRIE, INNOVATION ET INFRASTRUCTURE) Catalogue of eco-designed products, low-energy buildings
- 10. Inequality** (Icon: 10 INEGALITES REDUITES) Non-discrimination of any kind
- 11. Communities** (Icon: 11 VILLES ET COMMUNAUTES DURABLES) Network of local service providers
- 12. Sustainable consumption** (Icon: 12 CONSOMMATION ET PRODUCTION RESPONSABLES) Certified products COSMOS, RSPO, FSC, BIO...
- 13. Climate** (Icon: 13 MESURES RELATIVES A LA LUTTE CONTRE LES CHANGEMENTS CLIMATIQUES) Annual carbon footprint, decarbonization objectives
- 14. Oceans** (Icon: 14 VIE AQUATIQUE) Pollution control of runoff, prevention of water pollution
- 15. Biodiversity** (Icon: 15 VIE TERRESTRE) Environmental impacts assessed and managed
- 16. Peace** (Icon: 16 PAIX, JUSTICE ET INSTITUTIONS EFFICACES) Good ethical trade practices (anti-corruption)
- 17. Partnerships** (Icon: 17 PARTENARIATS POUR LA REALISATION DES OBJECTIFS) Responsible purchasing charter, support for local associations



Our certifications

ISO 9001 / 14001

Committed to a responsible approach, we base our activity on recognized international standards. Our quality and environmental certifications demonstrate our professionalism and commitment, offering guarantees to our partners, clients and suppliers, while facilitating the adoption of best practices within the company.



ISO 9001

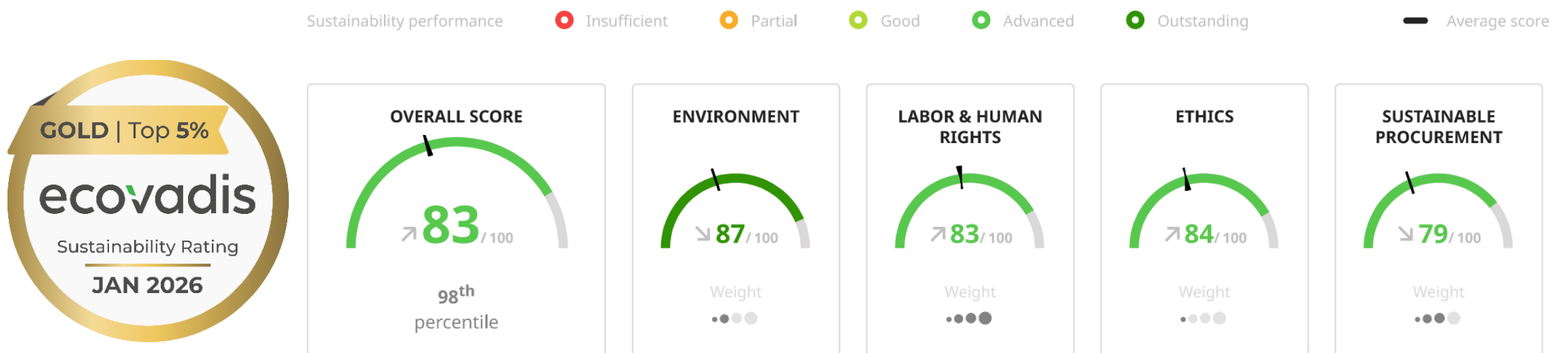
Adopted in 2002 to streamline our methods and strengthen customer confidence, this standard has structured our business for 24 years.



ISO 14001

Implemented in 2022 when we moved to our new site in Chartres, this standard reinforces the integration of environmental issues into our activities.

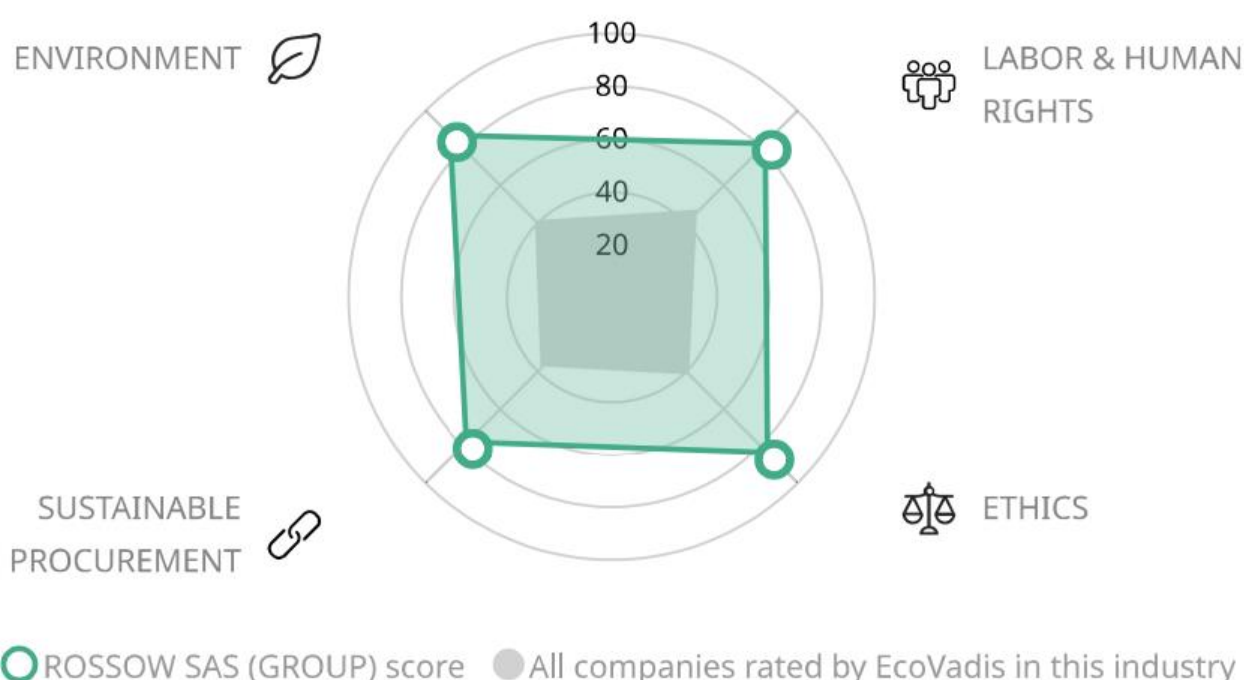
Our awards



After four years at Platinum level, our company has achieved an overall **EcoVadis** sustainability score of **83%** this year, a **1% improvement** compared to 2024. This places us in the **top 2%** of companies in our sector but only earns us the Gold medal. While this result is somewhat disappointing, it nonetheless highlights the fact that more organizations are committing to CSR, which is clearly the primary objective of this assessment. Congratulations to EcoVadis for bringing so many virtuous organizations on board.

This recognition underscores our commitment and ongoing efforts to improve our practices in social, ethical, environmental, and responsible sourcing. This medal is the result of teamwork among employees and partners, and a shared desire to build a more sustainable future together.

We are determined to go even further and take on new CSR challenges.



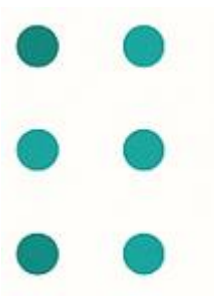
Conclusion of our evaluation

"The company has an advanced CSR management system covering the four themes assessed."





We joined the approach proposed by the CDP in 2016, the year from which we began the evaluation of our SCOPES 1, 2 and 3 (Greenhouse Gas or GHG emission categories), and established our first objectives for reducing our CO₂ emissions.



Year after year, we continue our commitment to the CDP and strengthen our environmental footprint analysis.

This year, as in 2024, we completed the full questionnaires alongside major multinational corporations to best address the challenges of protecting the planet and meet our clients' expectations for environmental transparency.

SEA



Climate change



Forests



Water security

A

B

B

B

D/D- Disclosure

C/C- Awareness

B/B- Management

A/A- Leadership

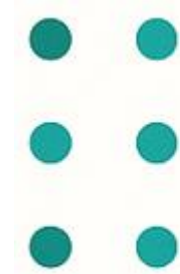
Thanks to the ongoing efforts of all our partners and employees, we have once again confirmed our position among the most committed companies in our sector in 2025, achieving the "Leadership" (A) level in the SEA (Supplier Engagement Assessment) category and the "Management" (B) level across all three areas: Climate, Forest, and Water. The SEA assesses companies' performance in governance, targets, Scope 3 emissions, and value chain engagement using the CDP Climate Change Questionnaire.

We are delighted to share our CDP 2025 results with you, which demonstrate the ambitious sustainability goals we have set for ourselves.

Thank you to everyone—customers, partners, and suppliers—who support us in achieving our objectives!



Our 5 pillars of commitment



1 - A responsible offer

Our products must be sourced, designed and used in the most virtuous way possible. This translates into compliance with criteria such as natural origin, renewable resources, green chemistry, upcycling, or through technical characteristics that contribute to the eco-design of finished products.

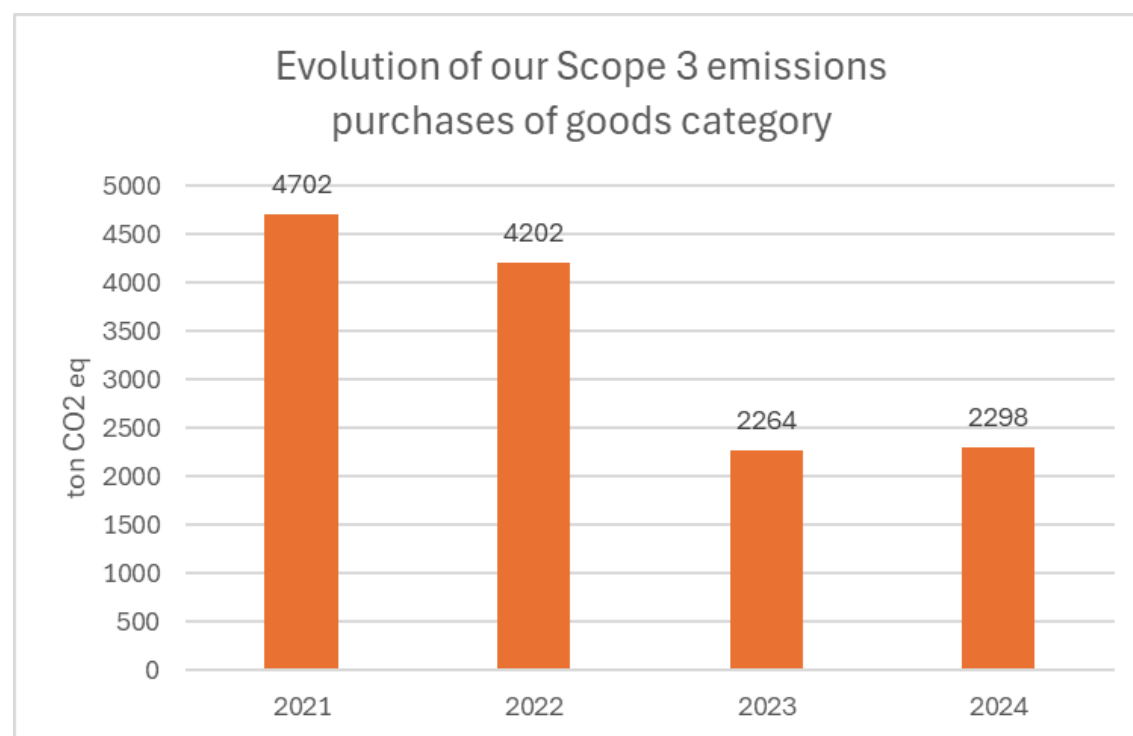
Objective 2030

- 85% of responsible products in the catalogue

2025

- 77% of responsible products in the catalogue

In collaboration with our suppliers, we are evolving our offer towards ingredients and packaging with a lower environmental impact. Our emissions have been stable since 2023, following the cessation of the marketing of synthetic products and palm products.



As the balance of the planet is intimately linked to human activities, we are convinced of the need to take concrete action to combat deforestation and protect biodiversity.

Our approach is based on the promotion of responsible supply chains, based in particular on **RSPO** and **FSC** certifications.

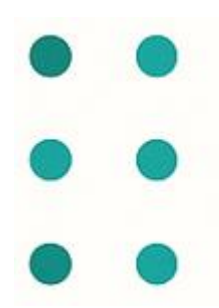
Mapping our products

Bio-based products	----->	70%	of our references are derived from biomass (renewable carbon) or geo-sourced
Sustainable palm	----->	83%	of our palm-derived ingredients are RSPO Mass Balance certified
Sustainable forest	----->	100%	of our pure cellulose powders come from FSC-certified forests

It also involves the selection of ingredients that meet sustainability criteria as much as possible. Our ingredient offering consists of:

- references in accordance with **ISO 16128** (naturalness),
- references **Cosmos®**, **Natrue®**, **Ecodetergent®**, **Bioagricert®**, approved
- Fair trade references, **UEBT®** and **Fair For Life®** certified,
- 1 range of **100% natural, palm-free, eco-designed and made in France.**

2 - A reduced carbon and environmental footprint

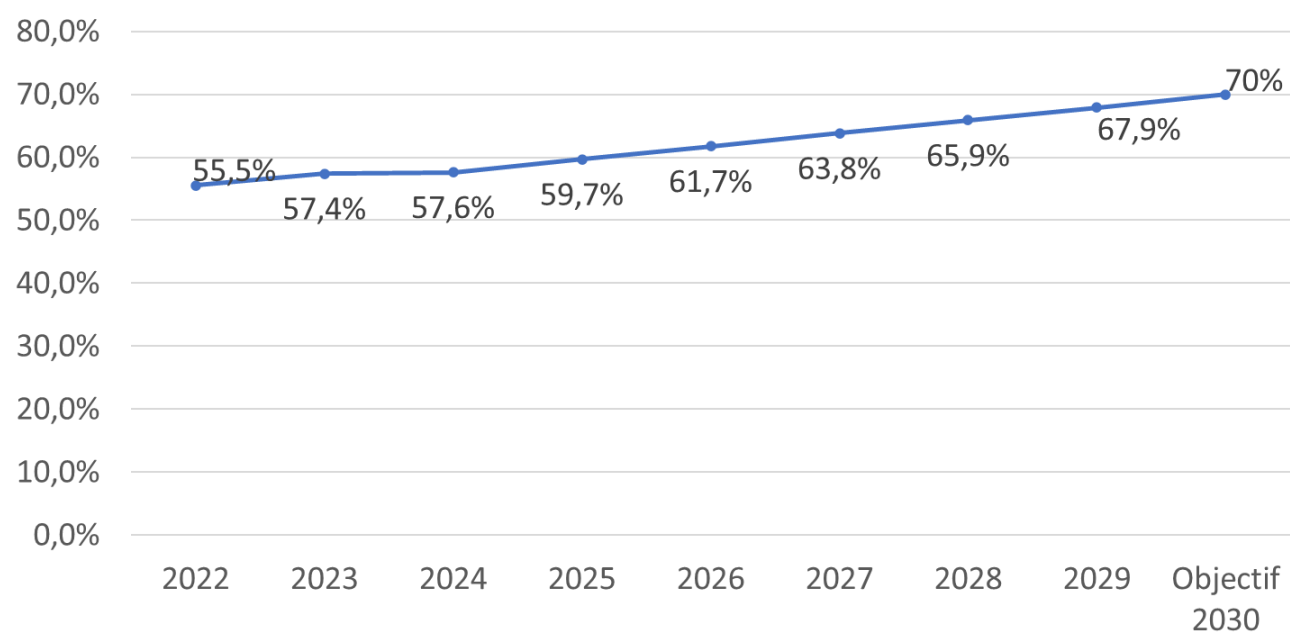


All of our activities are part of a decarbonization strategy and must be covered by the use of renewable resources. Our energy and water supplies have guarantees of origin or are self-generated thanks to the implementation of sustainable technologies (pellet stove, rainwater recovery tank, etc.)

Objective 2030

➤ 70% of energy consumption is decarbonized or renewable

CSR Trajectory

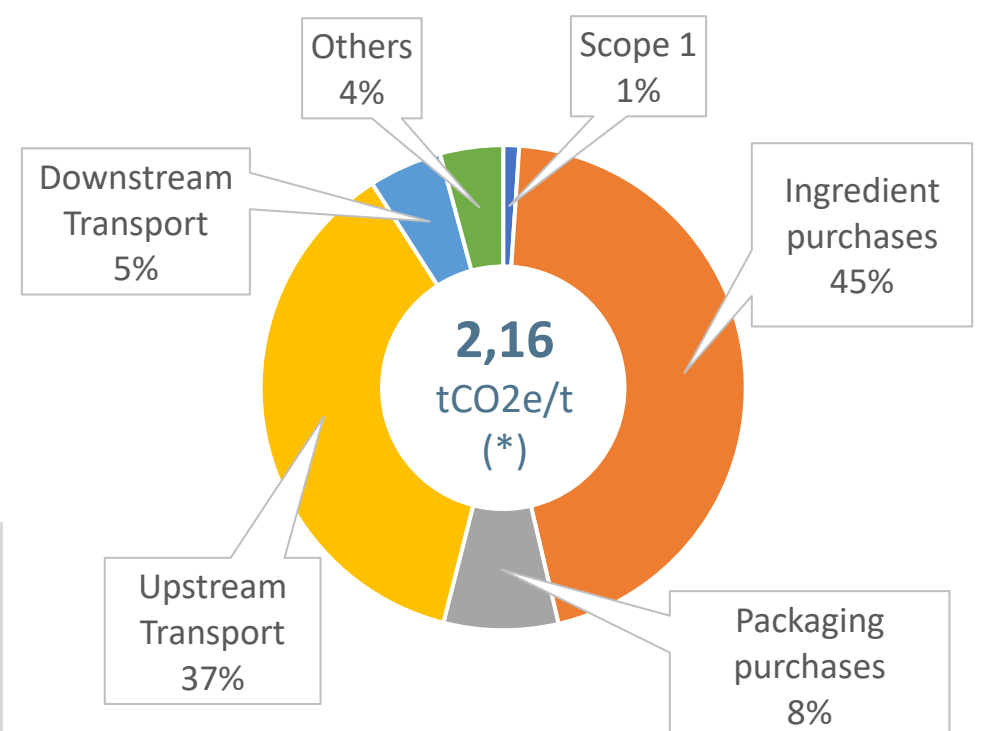


2022	2023	2024	2025
55,5 %	57,4 %	57,6 %	64,3%

Carbon footprint

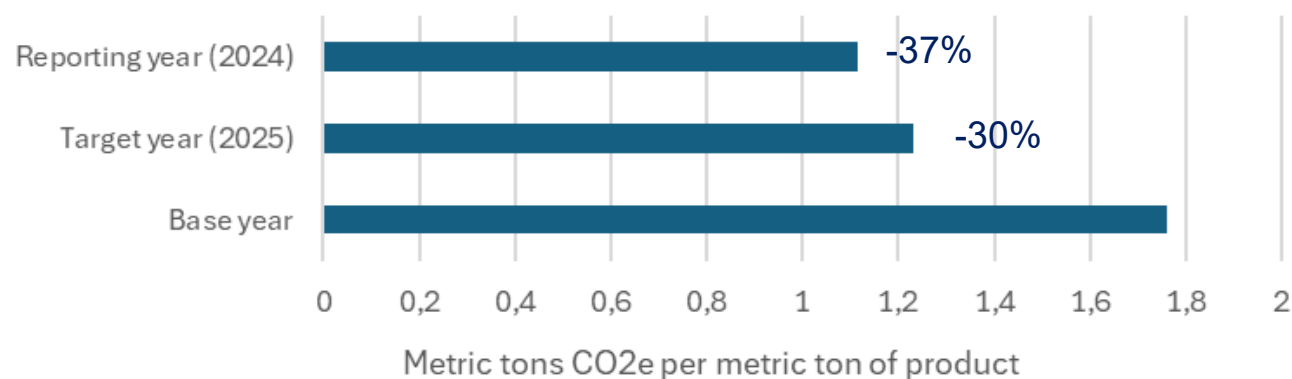
We report our GHG (Greenhouse Gas) emissions annually as part of the CDP (see p8).

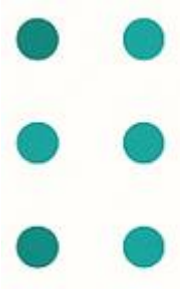
Our 2024 report on our largest contribution (purchasing), in relation to the tonnage of our products, showed that **we had achieved our target of a 30% reduction between 2019 and 2025!**



(*) GHG emissions per ton of products sold, excluding use and end-of-life of products

Scope 3 – Purchased goods and services



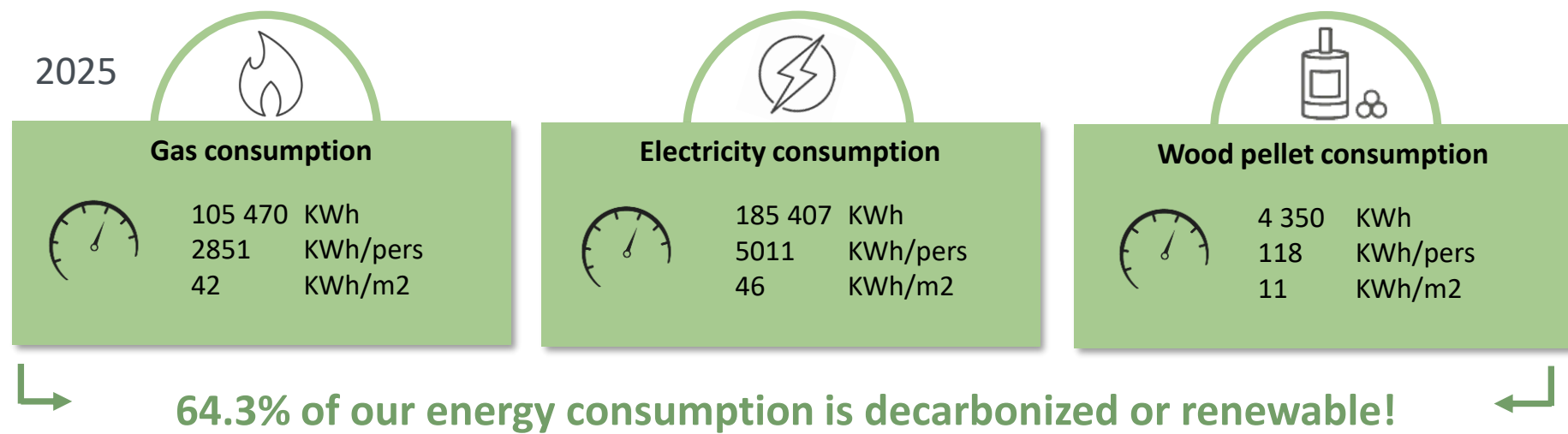


Assessment of our consumption

Energy balance

Despite the excellent performance of our premises (see p. 4), both in terms of optimizing the light and the insulation of the various spaces, we make it a point of honor to limit our energy consumption, thanks in particular to improving the configuration of centralized heating management, but also to optimizing our internal tools and operating methods.

We have thus **reduced gas consumption by 17% between 2023 and 2025**, improving our rate of decarbonized or renewable energy consumption.

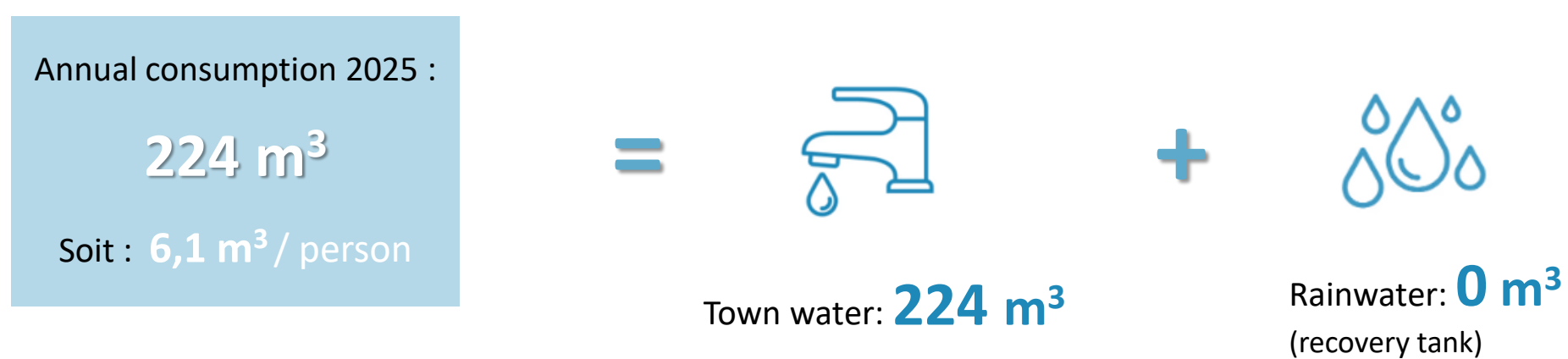


Water Consumption

Just like our energy consumption, it is essential to stay on track with the management of our water consumption.

Thus, our water strategy is deployed at two levels:

- ✓ direct impacts related to consumption and discharges from our site,
- ✓ indirect impacts related to all water needs within our supply chain, especially for our ingredients of natural origin (through CDP Water – See p8).



➤ A technical design problem is currently preventing us from using our rainwater collection tank. Nevertheless, **we have managed to reduce our city water consumption by 9% between 2024 and 2025!**

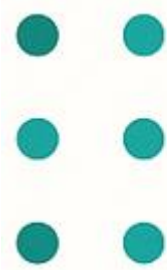
Fuel consumption



Committed for many years to the decarbonisation of our vehicle fleet, we have made it a point of honour to equip all our employees with hybrid, plug-in hybrid or electric vehicles. Each vehicle choice was based on the real needs of each member of our team in order to optimize the CO2 balance of each one.

Waste assessment










98.7% of our waste recycled or recovered



Following our move to our new premises in 2022, we have implemented rigorous waste management, in accordance with the expectations of the ISO 14001 standard and the Regulations, in particular the sorting of our waste according to the 7 streams.

Each area of activity (warehouse, laboratory and offices) has its own specific guide to good practices.

If in 2025 we were not able to reuse part of our waste (this was the case for 27% of our waste in 2024), we have set ourselves the goal in 2026 to restudy this opportunity and aim for 100% of waste to be reused, recycled or recovered.

Reused waste  REUSE	Recycled waste  RECYCLE	Recovered waste  WASTE - TO - ENERGY	Waste disposed of 
0%	62,7%	35,9%	1,3%
	 Wood 2760 kg  Paper Cardboard 1560 kg  Plastic 360 kg	 Mixed non-hazardous waste 2680 kg	 Hazardous waste 100 kg



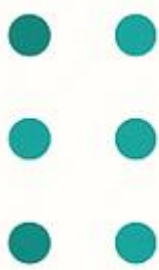
Our staff, new arrivals, external service providers or visitors, are made aware of the rigorous sorting of waste, whether in the administrative areas with the sorting of paper or the break and catering areas, with the provision of containers for compost.

We monitor all our consumption and act to reduce it,
the best waste is the one we don't produce



REDUCE





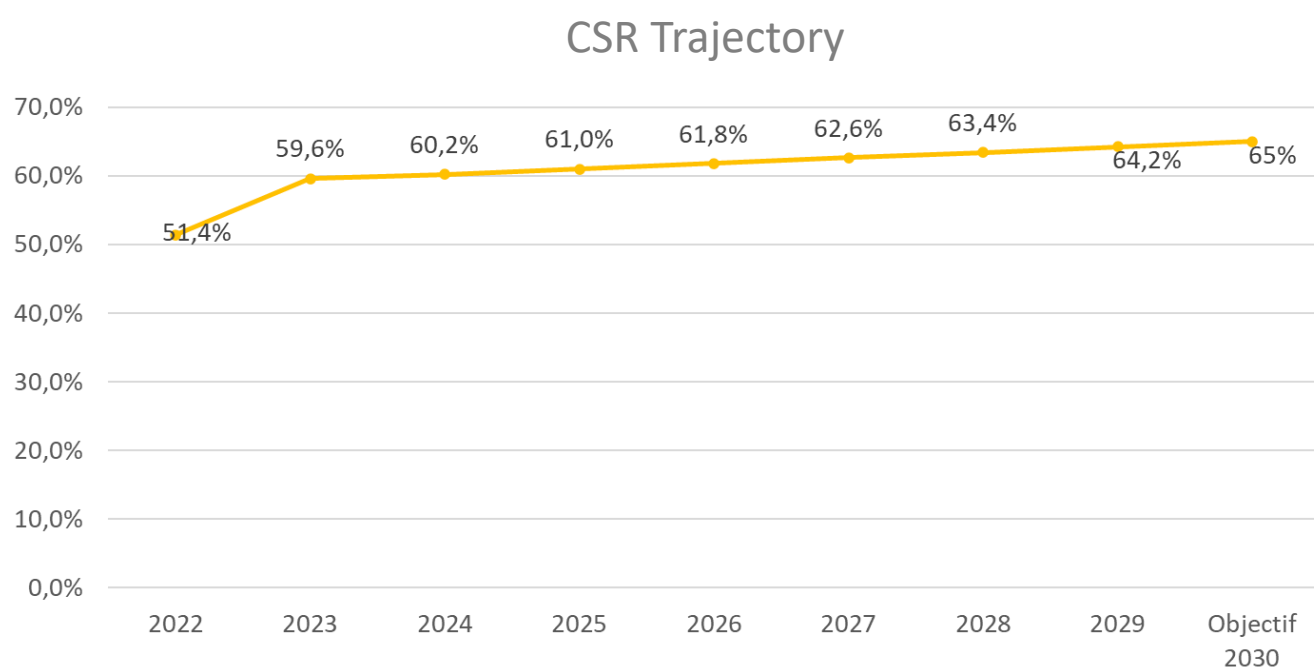
3 - The traceability of our ingredients

The raw materials from which our products are made must be fully known, traced, and sourced in a way that respects human rights at all levels of the value chain. Priority is given to sourcing the most local ingredients possible

Objective 2030

- 65% ingredients of EU origin

We are getting closer to this goal every year. And if this is only a figure, in very concrete terms it means less carbon impact in our supply chain and more security for our customers as well. There are many hazards that can affect the supply chain today. The shorter it takes, the more resilient we will be.



2022	2023	2024	2025
51,4 %	59,6 %	60,2 %	62%



Mapping our suppliers

We conduct due diligence with all our suppliers according to a multi-criteria selection that integrates their environmental and social commitments

- 69% of our suppliers are ISO 9001 certified
- 62% of our suppliers are ISO 14001 certified
- 15% of our suppliers are ISO 45001 certified
- 8% of our suppliers are ISO 50001 certified
- 100% of our suppliers are committed to a responsible approach
- 77% of our suppliers are evaluated by Ecovadis or Sedex
- 23% of our suppliers are committed to the CDP (Carbon Disclosure Project)

We share our values and requirements with all our suppliers through our responsible purchasing charter, which includes our environmental, social and ethical requirements as its main themes. We are also participating in the enrichment of the Tracse platform with the aim of improving the knowledge of supply chains between the various stakeholders concerned.

4 - More responsible transport

Our upstream and downstream material flows must be transported by means of transport specifically selected to minimise environmental impacts (optimisation of loads and routes, low vehicle consumption, choice of fuel, etc.) and comply with legal standards in terms of working conditions.

Objective 2030

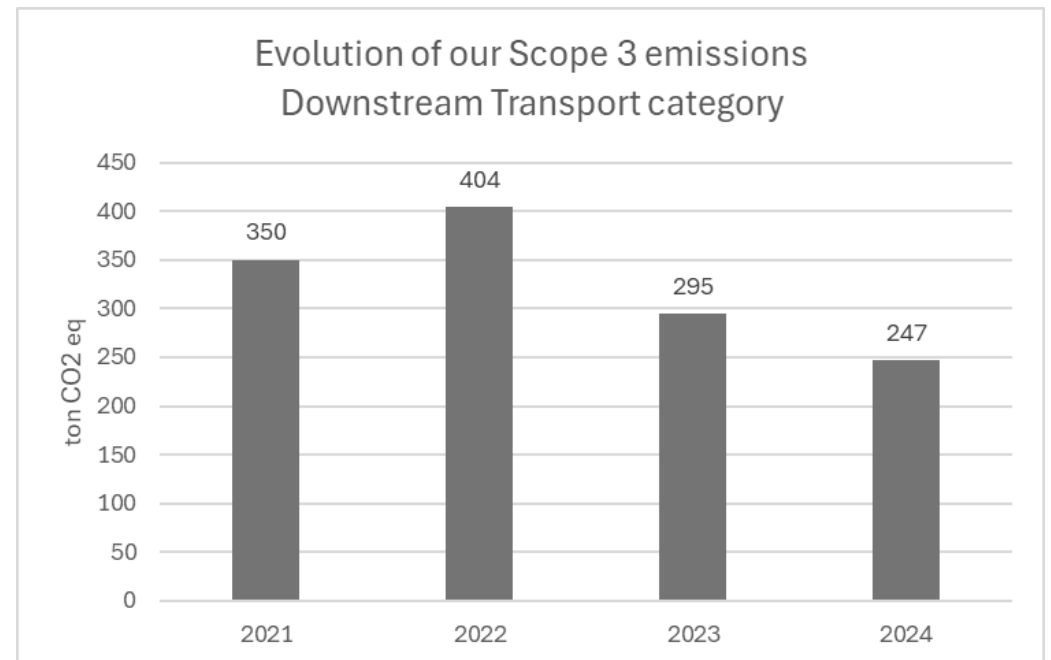
- 85% of flows delivered by responsible transport

2025

- 57% of flows delivered by responsible transport

We reduce emissions from our shipments by:

- ✓ limiting the use of the aircraft,
- ✓ carefully selecting our carriers.



5 - Quality of life at work

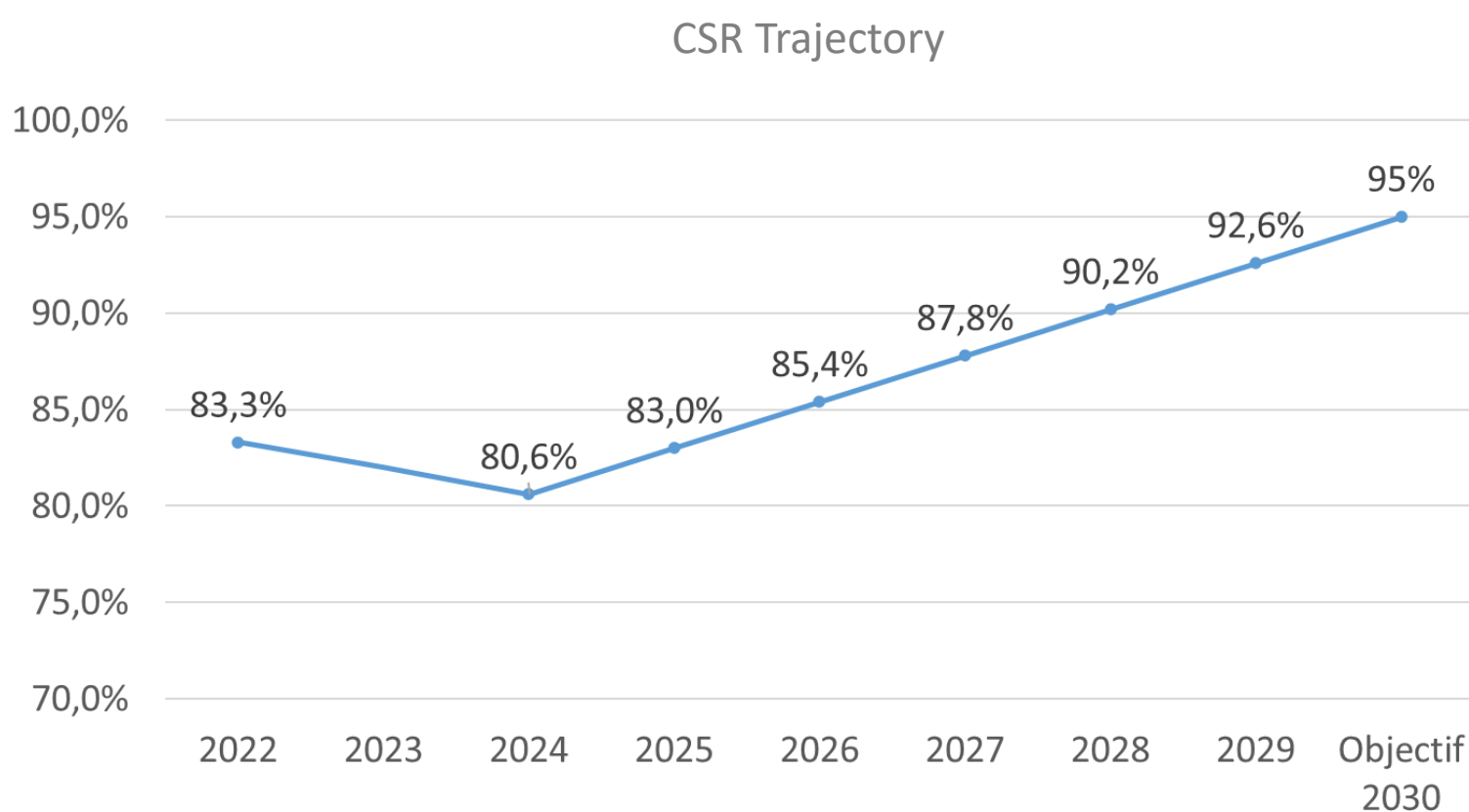
We must offer all our employees an optimal quality of life at work based on a set of criteria such as the company's values, the working environment, work-life balance, health and safety at work, training opportunities, etc.

Our new premises in Chartres allow us to offer a pleasant working environment to each member of the team. The office spaces all benefit from large openings to the outside as well as acoustic comfort conducive to concentration throughout the day.

Meeting spaces have been set up in various places of the company to encourage exchanges at all times. Numerous events punctuate the year, sometimes festive, sometimes formal, allowing everyone to share the life of the company in a friendly atmosphere.

Objective 2030

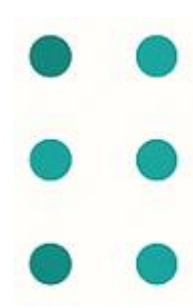
- 95% of employees recommend coming to work at Rossow




2022	2023	2024	2025
83,3%	Not measured	80,6%	Not measured


We wanted to measure the recommendation rate to an external person by each member of the company. In 2024, we obtained a recommendation rate score of 80.6%. Even if this rate remains slightly lower than it was in 2022, we are pleased to see that most employees consider the company to be a recommendable place to work. We do everything we can to support our employees' days at work and provide them with the level of conviviality necessary for their development.


Social report





Our teams in a few figures

- 

Group headcount: **42**
75% of women
25% of men
- 

98% of permanent contracts
2% work-study students
- 

39 years old average age
4 years and 5 months average seniority
6% of senior employees (over 55 years old)
- 

3 new hires (permanent contracts)
6 interns welcomed
Turnover rate: **19%**
- 

6% part-time

Reminder of our annual objectives

- ➔ Permanent contracts rate > **85%**
- ➔ Turnover rate < **30%**
- ➔ Average seniority > **5 years**
- ➔ Annual training rate > **50%** of employees
- ➔ A rate of professional training > **50%** of all training courses

Pay equity

Interdecile ratios =

- 3.69** last decile (D10) / first decile (D1)
- 2.19** median income (D5) / first decile (D1)

D1 = average of the lowest 10% of wages
D10 = average of the top 10% of wages



Education and skills

Rossow is committed to the development of its employees' skills through training programs adapted to the identified business needs.

321.5 hours of which:
24 hours to senior employees (+50 years)
10 different training courses

65% of trained employees representing:
20 different people
1.13 man-days

20% of training courses promoting professionalization

73% Rate of completion of professional interviews (every 2 years)



Health and Safety

Rossow is committed to optimizing the working conditions of its employees, ensuring effective prevention and control of occupational risks in all positions.

0 work accident / **0** days off work

0 frequency rate / **0** severity rate

16% Workplace First Aid Rescuers

70% of safety-related training courses completed

2.81% absenteeism rate

➤ Our very good results in terms of accidents must be maintained and it is a constant effort to perpetuate a safe working environment with the objective of developing a strong safety culture within our teams.

We are also recording good results in terms of our annual objectives, and in particular a confirmed decrease in the turnover rate over the last two years.

We are continuing our efforts to provide everyone with stable and sustainable employment.