



Commitment Letter

CSR

Building
sustainable
growth
together.



CP
PHODÉ

Our DNA

Since 1996, Phodé, an independent French group of human scale based in the heart of southern France, has been committed to developing sensory and innovative solutions that contribute to the well-being of people and animals.



Founded by Daniel Eclache, a veterinarian and visionary entrepreneur, the Phodé Group was born from a strong conviction: odors influence our emotions and behaviors.

A pioneer in olfactory science and a recognized expert in the formulation of plant-based active ingredients, the Group has built, over the years, solid scientific expertise serving the challenges of animal nutrition, the agri-food industry, and nutraceuticals.

Historically, research, innovation, and people have been at the core of our development:

+10%

of our revenue is dedicated to R&D

19%

of our employees work in R&D

4 CIFRE THESES

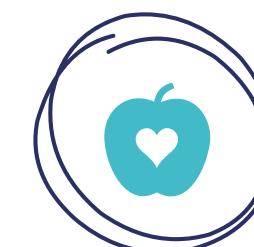
have been supported by Phodé, demonstrating our strong commitment to research.



TRUE TO OUR VALUES OF CREATIVITY, COMMITMENT, AND SHARING, WE TAKE ACTION TO PROMOTE:



Sustainable livestock farming that respects animal welfare through our Animal Care activity.



Functional, natural, and pleasurable nutrition through our Human Care activity.

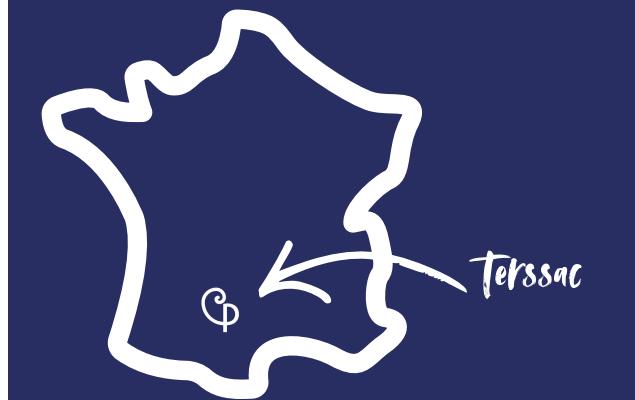


Pleasant olfactory environments through our Air Care activity.

LOCAL ROOTS

From the very beginning, we have been convinced that economic performance must go hand in hand with our social, societal, and environmental responsibilities.

This commitment has been reflected in our industrial choices, our procurement approach and our strong roots in the Tarn region.





A STRUCTURED ROADMAP

Today, we have chosen to formalize this ambition through a structured and ambitious CSR approach: to build sustainable growth that respects the women and men who drive our company, is mindful of our environmental impact, and creates value for all our stakeholders. This commitment is reflected in our industrial choices, our sourcing strategy, and our strong roots in the Tarn region.

Our CSR approach is structured around **5** key pillars:



PEOPLE

Providing a safe working environment that fosters employee engagement and **professional development**, enabling everyone, at their own level, to contribute to the company's success.

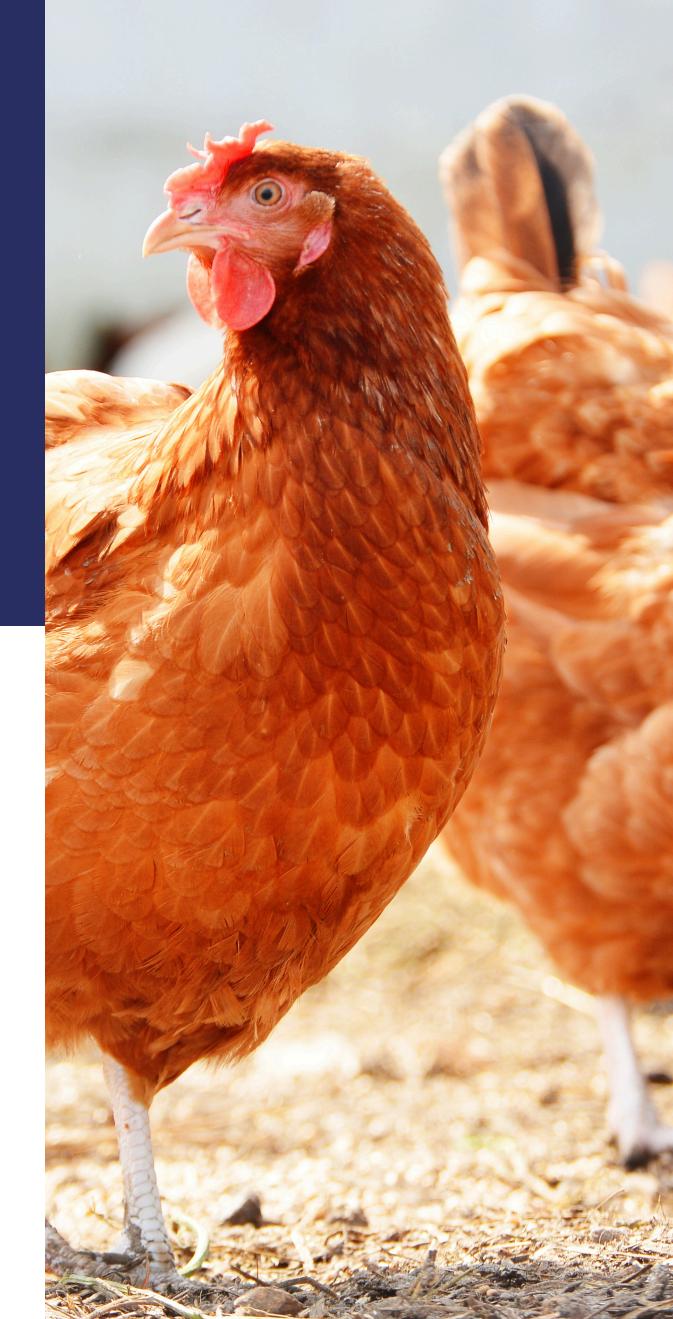


INDEPENDENCE

A guarantee of our strategic freedom and the preservation of our know-how, independence enables us to develop tailor-made solutions aligned with our convictions and values. Our site in Tersac, which houses our laboratories and production units, embodies this **independence** and our attachment to "**Made in France**."

ENVIRONMENT

By continuing to reduce our ecological footprint (resource consumption, CO₂ emissions, materials management), we are implementing concrete actions to preserve natural resources and ecosystems.



INNOVATION

As the historic driving force of Phodé, innovation lies at the heart of our solutions and reflects our determination to combine **performance, sustainability, and purpose**.



CUSTOMER ORIENTATION

By ensuring excellence in customer support and the uncompromising quality of our products, certified through **FAMI-QS**, **ISO 22000**, and **Ecocert standards**, while also contributing to our customers' sustainability challenges.

CLEAR OBJECTIVES:



Continue to drive innovation by leveraging:

- Scientific partnerships and collaborations with international academic institutes.
- Natural alternatives to reduce the environmental footprint of livestock farming and aquaculture.
- Proven, sustainable solutions that contribute to the well-being of people and animals.
- Functional and sensory ingredients serving the agri-food and nutraceutical industries.

Manage our energy, water, and raw material consumption; optimize waste management; and measure our greenhouse gas emissions in order to continuously reduce our environmental footprint.



Engage our employees, customers, and suppliers in promoting and deploying our CSR initiatives, to jointly build a more responsible and sustainable future.



Maintain a collaborative working environment that encourages skills transfer, talent development, and employee safety. We continuously invest to ensure safe working conditions.



Pursue our efforts toward obtaining a CSR certification, as a mark of recognition of our commitments and investments.

Through this letter, we, the members of the Phodé Executive Committee, affirm our collective commitment to carrying this CSR approach forward with determination and exemplary conduct, so that it permeates all our activities and inspires our employees, partners, and customers.

Pierre Etienne
Chief Executive Officer

Nathalie Legendre
Deputy Chief Executive Officer

Magali Larrode
Human Resources Director

Jean-Christophe Nicolas
Chief Financial Officer



Φ
PHODÉ

www.phode.com

