

INTERPARFUMS, INC.
ESG REPORT
2024

FOR THE FUTURE OF FRAGRANCE



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EXECUTIVE STATEMENT



Jean Madar

2024 marked a meaningful year of progress for Interparfums. We achieved solid performance with record sales and earnings, including a 12% net sales increase in our United States operations. This forward momentum reflects our growing commitment to responsible business practices. We recognize that sustainable success requires balancing financial performance with our responsibilities to stakeholders, communities, and the environment.

We are encouraged by the progress we have made. Over the past 18 months, our MSCI ESG Rating has improved from "CCC" to "BB" as of March 2025, a meaningful advancement that reflects our systematic approach to ESG integration. While we acknowledge there is more work ahead, we are committed to continued improvement and have set our sights on achieving further rating enhancements by the end of 2025.

Our approach to growth and innovation now encompasses a broader view of impact. We are actively addressing our environmental footprint, examining our supply chain practices, and fostering a workplace culture that reflects our values. These efforts represent not just compliance or risk management, but genuine opportunities to create value for all stakeholders.

As we look ahead, we remain focused on identifying and implementing initiatives that will strengthen our business while contributing positively to the communities and environment in which we operate. This report outlines our current efforts, identifies the work yet to be done, and sets forth our commitments for continued progress on our journey.

A handwritten signature in dark ink that reads "Jean Madar". The signature is written in a cursive, flowing style.

Chairman of the Board
& Chief Executive Officer
Interparfums, Inc.

ABOUT INTERPARFUMS

Since our creation over 40 years ago, Interparfums has grown into an international fragrance powerhouse. Our company produces and distributes a wide array of prestige fragrance and fragrance-related products under license agreements with brand owners. While we may be a global company, we have preserved a family spirit that places priority on long-term vision and takes pride in placing values at the core of all we do.

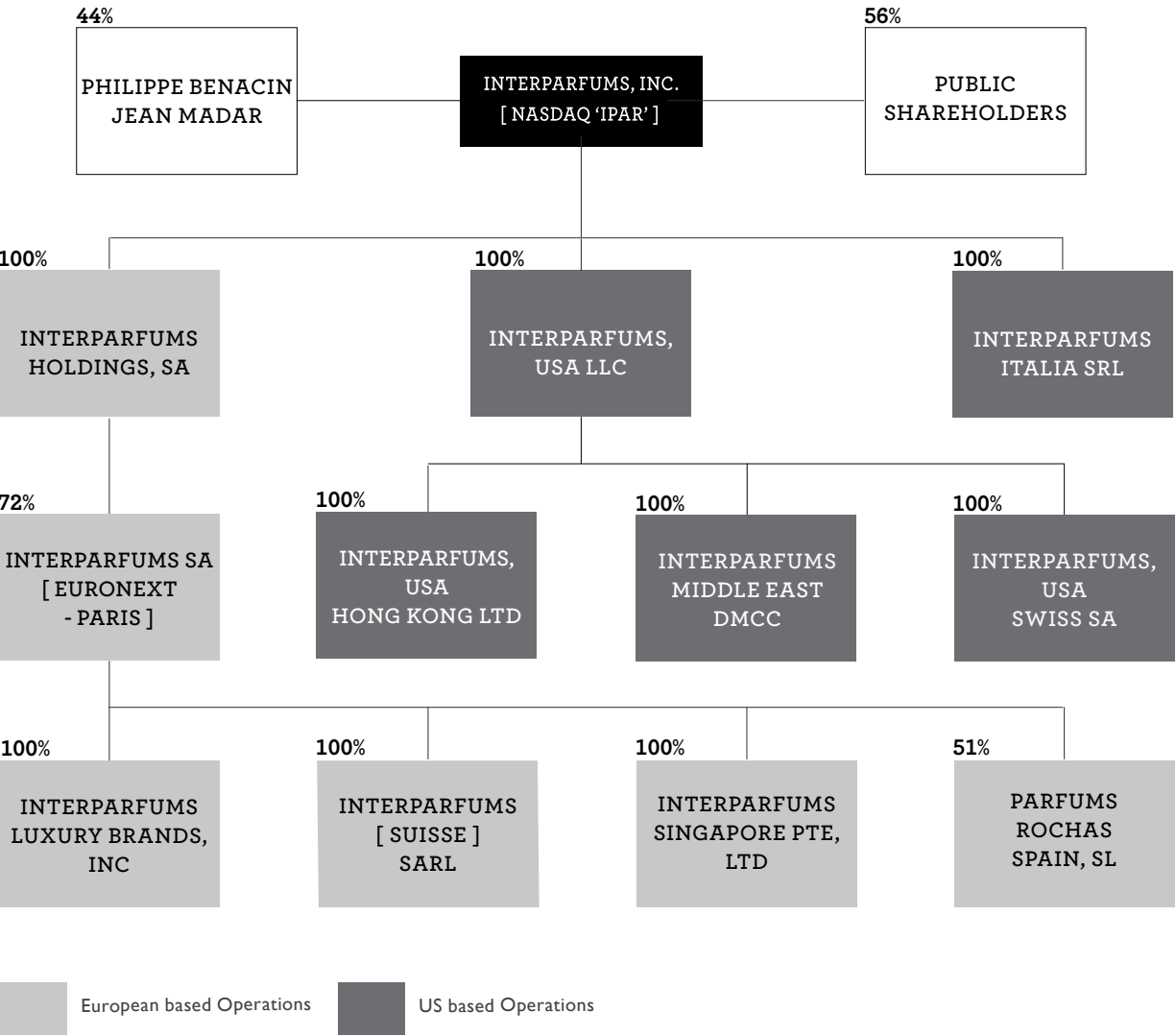
Our parent company, Interparfums, Inc., manages its business in two operating segments: European based operations through Interparfums SA and United States based operations through Interparfums, USA LLC, Interparfums Italia Srl, and their respective affiliates.



This report discusses our United States based ESG program, and when we refer to ESG activities of Interparfums in the rest of the report, we are referring solely to the work done in the United States and Italy, as well as sales offices in Geneva, Hong Kong, and Dubai where noted. Please visit <https://www.interparfums-finance.fr/engagements-rse/publications-rapports/> to see the most recent ESG Report for Interparfums SA.

The portfolio of prestige brands includes Abercrombie & Fitch, Anna Sui, Donna Karan/DKNY, Emanuel Ungaro, Ferragamo, Graff, GUESS, Hollister, MCM, Oscar de la Renta, and Roberto Cavalli.

SIMPLIFIED CHART OF THE ORGANIZATION



ESG STRATEGY

Interparfums, Inc. is in the process of consolidating its approach to Environment, Social, Governance (“ESG”) activities and reporting. Following the work done by our French subsidiary, Interparfums SA, the United States ESG program was launched in September 2022 for our subsidiaries, Interparfums, USA LLC in the United States and Interparfums, Italia Srl in Italy. The final step in our ESG reporting will be the combination of both ESG programs into a single cohesive report.

We have defined Interparfums’ ESG strategy and have been developing new projects and activities to reflect the United Nations’ sustainable development goals, which are present throughout this document. Our ESG strategy is based upon the challenges we face, our risk analysis and the expectations of our stakeholders.

We are committed to:

- **Creating a more diverse and inclusive culture and supporting our community.** Our people make our success possible. We want to build a culture genuinely focused on listening to employees, supporting their development, and leveraging their value.
- **Reducing and optimizing our environmental footprint.** Climate change requires urgent action. Quantifying and disclosing our carbon impact is the first step in making measurable progress on environmental sustainability.
- **Understanding the impact of our fragrances throughout their whole life cycle.** Responsible product design and ingredient procurement will allow us to respond to evolving social and environmental challenges.
- **Acting transparently and responsibly.** We prioritize safety, compliance, and proactively addressing critical ingredient challenges such as chemicals and hazardous materials.



Interparfums, USA New York Headquarters

PORTFOLIO OF BRANDS US OPERATIONS



Abercrombie & Fitch



ANNA
SUI



DKNY



DONNA KARAN



emanuel ungaro



FERRAGAMO



G R A F F



GUESS



HOLLISTER



MCM



Ocean de la Route



roberto cavalli

ENVIRONMENT

COMMITTED TO REDUCING & OPTIMIZING OUR ENVIRONMENTAL FOOTPRINT.



At Interparfums, we are working to create an environment where our employees can act as active citizens and feel supported in their desire to promote a more sustainable workplace. We see ourselves as an active participant in our supply chain and seek to understand, and address, our emissions.



Cafeteria at the New York Headquarters



Branded Water Bottles

ACTIVE EMPLOYEE CITIZENSHIP

Since 2022, our New York office has partnered with Fraîche to provide high-quality snacks and meals curated from local restaurants and brands. We provide employees with a daily credit for these healthy meals, drinks, and snacks.

We also continue our tradition of celebrating Earth

Day in the New York office. We partnered with Fraîche to host employees for activities, treats, and education around sustainability. Our CEO, Jean, also shared an email with our employees to commemorate Earth Day by sharing the four pillars of our ESG strategy and highlights from our 2023 ESG Report.



Our Fraîche Fridge Offering Healthy Food and Snacks to Office Employees



Celebrating Earth Day in Our New York Office

OFFICE SUSTAINABILITY INITIATIVES

We are also doing our part to facilitate sustainability initiatives within our office. As part of our New York office’s Earth Day celebration, we circulated updated resources on our in-office recycling program. The New York office also continued its recycling initiative with color-coded bins and printed sorting instructions to facilitate the appropriate disposal of everyday items. Our Italy office also maintains an office recycling program.



Our IT department coordinated two partnerships to facilitate the return and responsible disposal of electronics. The first was with Regentech USA, a computer recycling company, to recycle unused electronics. The second was Computer 4 People, a nonprofit that seeks to refurbish donated electronic devices and provide opportunities to individuals and communities to thrive in the digital age. These partnerships help us act as responsible citizens and find the best pathways for our unused or unneeded electronics.



Updated sustainability tips and recycling best practices for our New York office



SUPPLY CHAIN INITIATIVES

We sit within a complex supply chain. While we manufacture, market, and distribute a wide array of prestige fragrance and fragrance-related products, we do not own manufacturing facilities. We act as a general contractor and source our needed components from trusted suppliers. These components and parts are then sent to our third-party fillers, which manufacture the finished product and deliver them for distribution.

To learn more about how we work with our suppliers and our focus on responsible procurement, see Responsible Fragrance Supply Chain, below.

To maximize the intersection between environmental impact and business opportunity, our packaging and operations teams identified opportunities for supply chain efficiencies across several of our brands.

- In 2024, these measures included the following brand- or product-specific ecodesign initiatives:
- Moving from a magnetic to a snap fit cap, resulting in a lighter weight component.
 - Transitioning a deodorant package to a mono-material canister better suited for recyclability.
 - Utilizing materials and components from excess inventory, thereby reducing materials designated for destruction or landfill.

We are also in the process of evaluating our supply chain in an effort to bring it closer to our end consumers to both lower costs and reduce our carbon footprint.

In the future, we would like to explore ways to quantify the environmental impact of these initiatives to inform our processes and iterate on our successes.

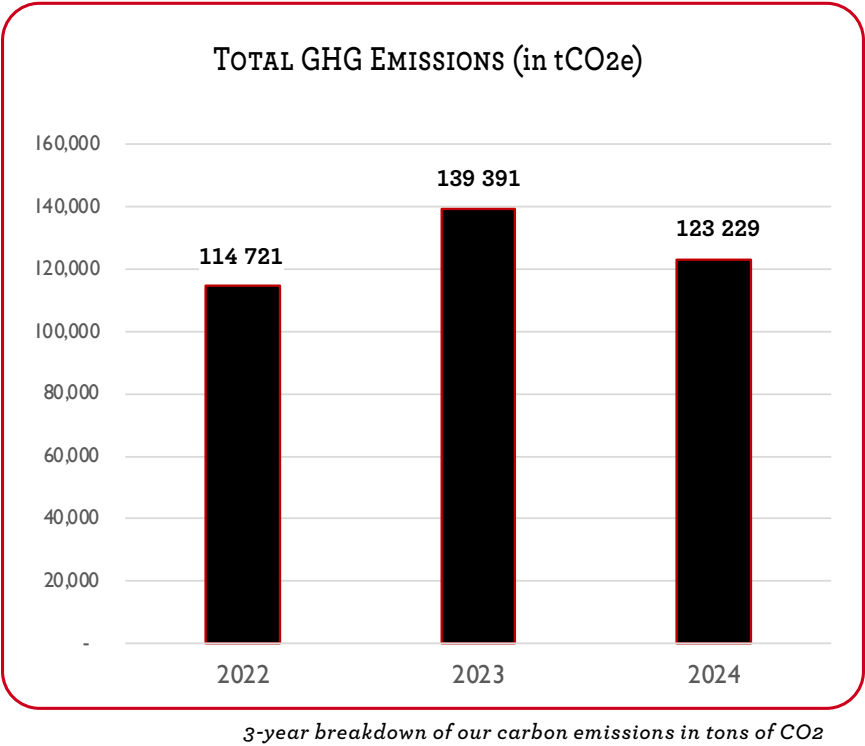
CARBON FOOTPRINT OF OUR ACTIVITIES

Interparfums calculates its total carbon footprint in coordination with Interparfums, SA in Paris. These calculations are done in accordance with the International Green House Gas Protocol for the conversion of all emission sources into an equivalent measure of tons of CO2 and the Base Carbone®, a public database of emission factors made available by the French Agency for Ecological Transition (“ADEME”).

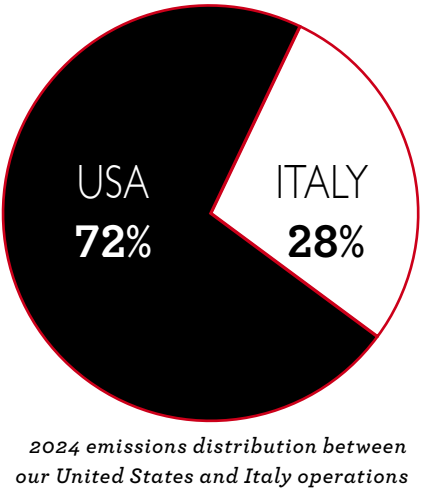
Our Scope 1 emissions cover the direct GHG emissions that occur from sources that we control or own (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles). We have no company vehicles and do not own manufacturing facilities, resulting in a small Scope 1 figure.

Our Scope 2 figures, relating to indirect energy related GHG emissions (i.e., those related to electricity) from our offices and warehouse, are similarly low. While we did see an increase in our Scope 2 emissions in 2024, we expect this to be the result of having captured additional data within our Scope 2 value chain.

Our business is not capital intensive and we do not own manufacturing facilities. Unsurprisingly, then, most of our emissions are captured in Scope 3. These are GHG emissions resulting from assets not owned or controlled by Interparfums but are within our upstream and downstream value chain.

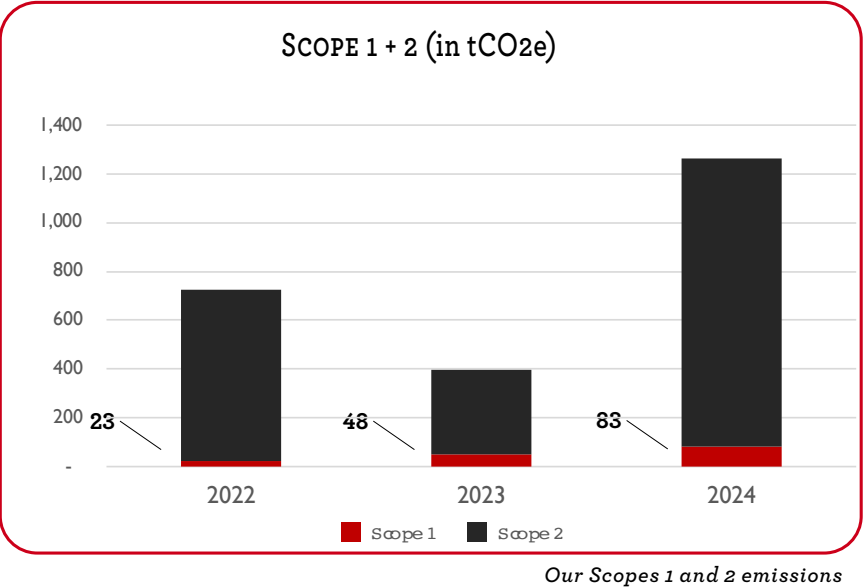


BREAKDOWN OF THE GHG EMISSIONS BETWEEN USA & ITALY

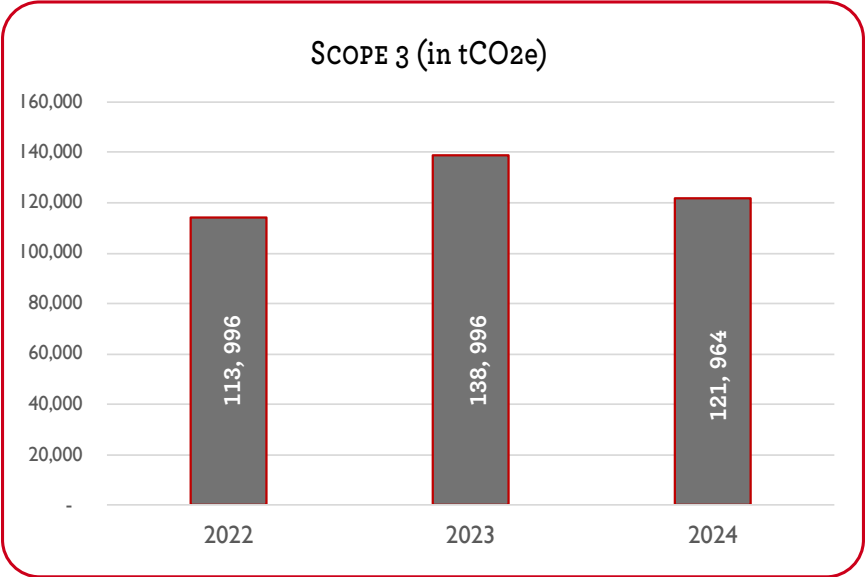


SCOPE 1
(GAS AND FUEL ENERGY CONSUMPTION)
83 TONS/WEIGHT 0.07%

SCOPE 2
(ELECTRICITY CONSUMPTION)
1,182 TONS/WEIGHT 0.96%

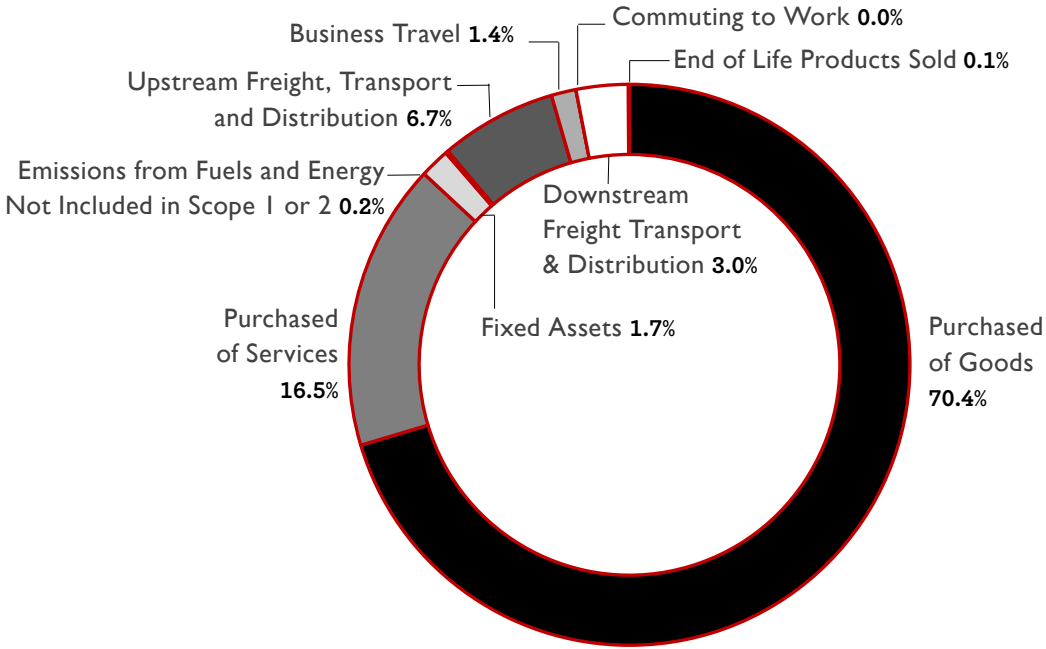


SCOPE 1
(GAS AND FUEL ENERGY CONSUMPTION)
83 TONS/WEIGHT 0.07%



Our Scope 3 Emissions

FOCUS ON SCOPE 3 EMISSIONS



Understanding our Scope 3 emissions by category

DETAILED BREAKDOWN OF SCOPE 3 UPSTREAM AND DOWNSTREAM EMISSIONS
(MEASURED IN TONS OF CO₂)

UPSTREAM	2022	2023	2024
Products and services purchased	111,150	134,158	106,013
Fixed assets	531	457	2,089
Emissions from fuels and energy not included in scope 1 or 2	63	0	196
Upstream freight, transport and distribution	2,252	4,381	8,195
Waste generated	0	0	0
	(Not determined)	(Not determined)	
Business travel	0	0	1,737
	(in services purchased)		
Commuting to work	0 (Negligible)	0 (Negligible)	0 (Negligible)
DOWNSTREAM			
Downstream freight transport and distribution	0 (in services purchased)	0	3,659
End of life products sold	0	0	76
	(Not determined for 2022)	(Not determined for 2023)	
TOTAL	113,996	138,996	121,964

SOCIAL
COMMITTED TO CREATING
A MORE DIVERSE
AND INCLUSIVE CULTURE
WHILE SUPPORTING
OUR COMMUNITY



At Interparfums, we celebrate the values of entrepreneurship, commitment, creativity, and passion with our employees and across our business. We value the talents and abilities of our employees and seek to foster an open, cooperative, and dynamic environment in which our employees can thrive.



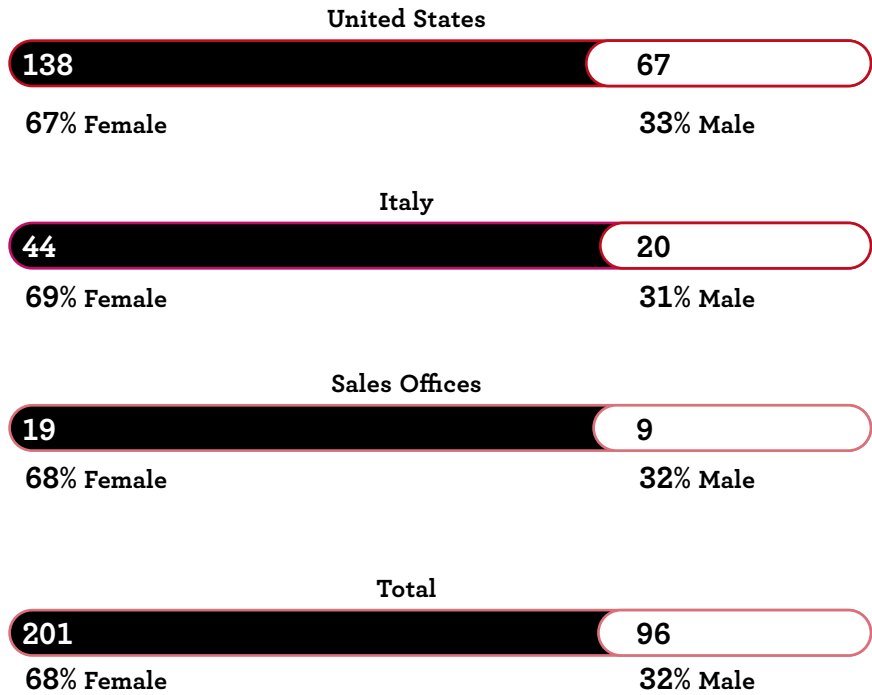
WORKFORCE BREAKDOWN AND DISTRIBUTION

Our workforce is distributed across the United States, Italy, Europe, and Asia, with Head offices in New York City and Florence and regional and distribution offices based in Dubai, Hong Kong and Geneva.

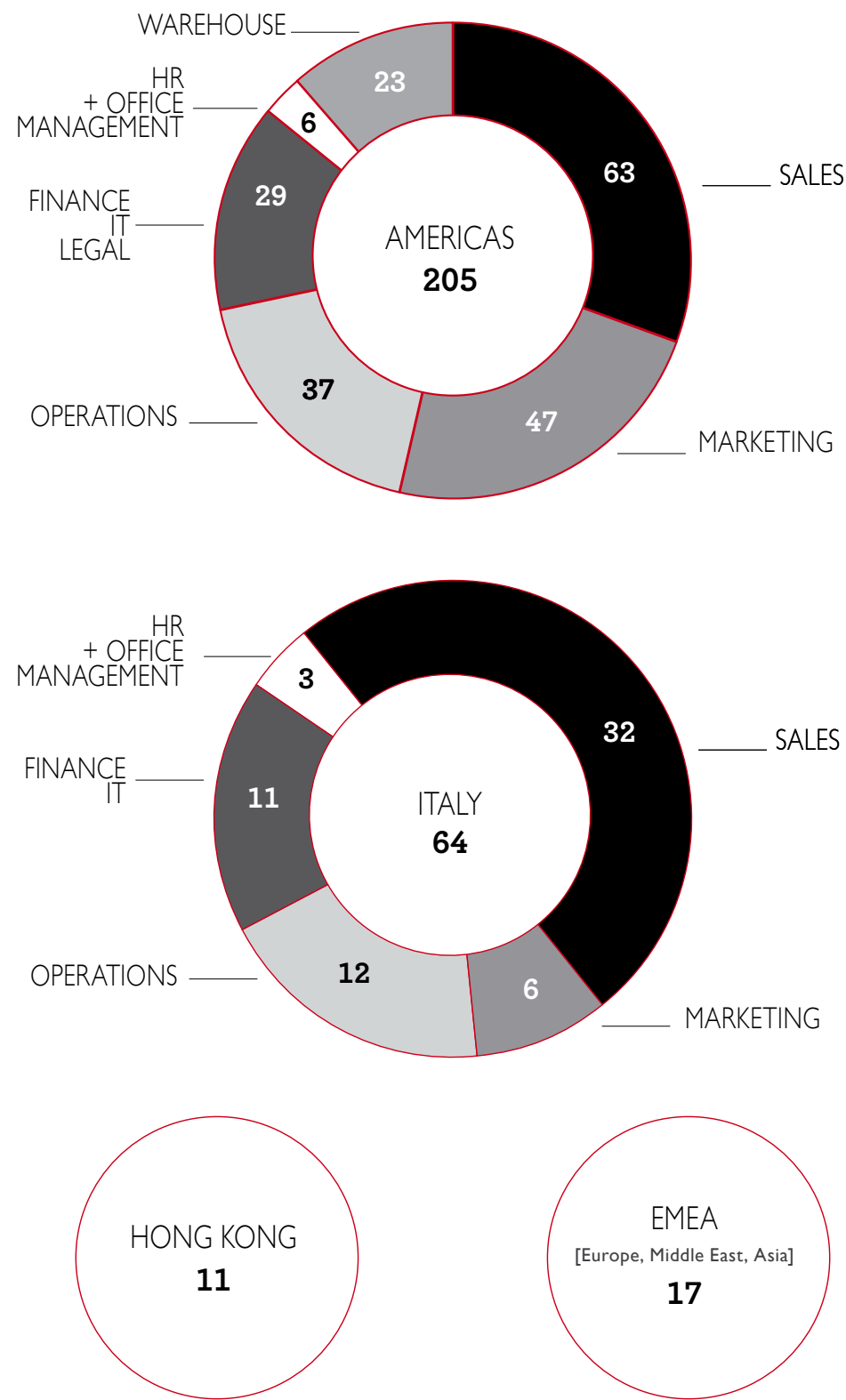
TOTAL EMPLOYEE COUNT



GENDER DISTRIBUTION (ACTUAL RATIO AND PERCENTAGE OF FEMALE: MALE EMPLOYEES)



EMPLOYEES BY FUNCTION



EMPLOYEE VALUES

Interparfums is committed to maintaining a workplace where all employees are treated with respect and dignity. We believe that our employees are the source of our collective inspiration, innovation, and strength. By creating an environment where every voice is valued, we empower our teams to collaborate and explore new possibilities in the world of fragrance.

OUR EMPLOYEE-FOCUSED VALUE PROPOSITIONS

To support and maintain this environment, we aspire to promote the following employee-focused value propositions:

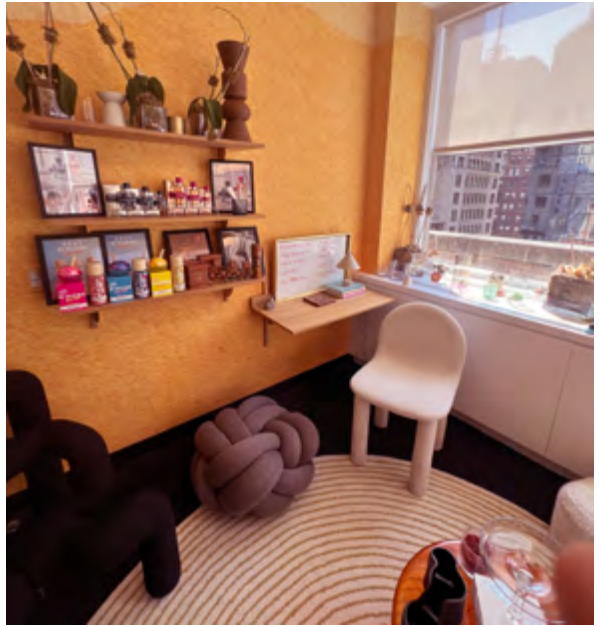
- Cultivating a culture that promotes our values of entrepreneurship, commitment, creativity, and passion.
- Developing a respectful and inclusive work environment.
- Empowering employees to develop their skills and grow their careers.
- Fostering team spirit and cross-functional collaboration.
- Ensuring equal opportunity for all.

A SAFE AND INCLUSIVE SPACE

At Interparfums, we've created a workplace where every individual's unique identity is celebrated as a source of collective strength. We share an unwavering commitment to fostering an environment where everyone can bring their whole selves to work with confidence and pride. Our approach to inclusion is recognized at the leadership level and throughout our whole organization.

Ensuring that all employees feel safe and supported at work is a top priority. We require all US employees to participate in comprehensive anti-harassment training. In 2024, we had 237 employees participate in 237 hours of harassment prevention training.

For issues such as allegations of harassment or discrimination, our United States Employee Handbook outlines a grievance mechanism so that incidents are reported directly to employees' supervisor or the Chief Human Resources Officer. Supervisors are required to notify the Human Resources Department immediately upon receiving any reports of harassment, and we prohibit any form of retaliation against employees for filing good faith complaints under our policy.



The Wellness Room in Our New York Office

RECRUITMENT AND ONBOARDING

We welcome new employees through a structured onboarding process to ensure that they seamlessly integrate into the Interparfums workplace and culture. Our goal is to provide a warm and welcoming environment from our employees’ very first day.

Our buddy program pairs tenured employees with new hires to welcome them and facilitate the onboarding process during their first three months. This role is intended to supplement employees’ managers to help grasp our ways of working and workplace culture.



56 people hired in 2024 as employees



We hosted our new employees for two half-day “Newcomer Seminars,” where new hires were brought together for a multi-day intensive workshops to help them embed into Interparfums work and culture. New employees learn more about our company vision, our brand portfolio, our teams, and our ways of working. To supplement this new education, we also invite new hires to participate in teambuilding activities to build camaraderie among their new colleagues.

In Italy, our employee onboarding process includes a welcome day with training on company history and values, cross-functional team meetings, and a new employee team dinner.

Beyond onboarding, we continue to foster a sense of collaboration and innovation among our employees with our annual seminars for all global employees. This provides a platform for our employees to present a comprehensive perspective on our brands, products, and marketing strategies to facilitate greater alignment across the company.

CAREER AND TALENT DEVELOPMENT

Our greatest asset, and the key to our success, is our people. Our employees come to Interparfums to build legacies, not just careers. This is exemplified by our executive leadership team, many of whom have shaped our journey for decades. Newer leaders, such as our Chief Financial Officer and Chief Human Resources Officer, have also integrated into our longstanding culture.

For new employees, our Human Resources team created a new employee welcome guide to provide support resources for new hires at multiple stages of their first year of employment with Interparfums. We continue to support our employees with a performance management program, which is initiated by our Human Resources Office and owned by the employees themselves. This program is designed to drive individual performance and organizational effectiveness by aligning individual and company objectives. Employees set their business and career development goals, so they are empowered to take advantage of professional advancement possibilities. By integrating individual goals, continuous feedback, and career development milestones, we are nurturing careers that will drive our success.

ANNUAL PROCESS AND HIGH-LEVEL TIMELINE

Jan/Feb	Apr/May	July/Aug	Nov/Dec
Goal Setting & Development Planning	Q2 Check-In	Mid-Year Check-In	End-of-Year Review: Performance Assessment
Meeting between Employee and Manager to: <ul style="list-style-type: none">•Define 3-5 goals aligned with Interparfums strategic priorities, team objectives, and employee's role & responsibilities.•Create Individual Development Plan (IDP) based on (a) what is needed to achieve the goals; and (b) personal growth objectives.	Quarterly meeting between Employee and Manager to check on goals and development plan.	Discussion between Employee and Manager to: <ul style="list-style-type: none">•Celebrate achievements of the past months.•Provide feedback on performance.•Reflect on learning, what is needed to be successful.•Adjust goals if needed.	Meeting between Employee and Manager to: <ul style="list-style-type: none">•Assess performance + progress against goals based on employee's self-review and manager's feedback.

Finally, we emphasize our core values of entrepreneurship, creativity, passion, and commitment by bringing together experienced team members with institutional knowledge alongside newer hires with fresh perspectives. To recognize employee tenure, we introduced an Employee Anniversary Program to acknowledge employees who have been with us for 3, 5, 10, 15, 20, 25 and more years. Employees reaching these milestones receive recognition and are invited to join CEO Jean and the Leadership Team for a celebratory lunch or toast.

COMPENSATION AND BENEFITS

Interparfums provides employees with a number of competitive financial and non-financial benefits. Our full-time US-based employees are provided an increasingly attractive employment package including Medical, Dental, Vision, basic and voluntary Life Insurance, AD&D Short-term and Long-Term Disability, a 401(k) program (plus company match), parental leave, and commuter benefits.

For our Italian operations, some of the benefits are required by law, such as health insurance for employees and family coverage, supplementary voluntary pension scheme, parental leave, study leave and paid time off. A welfare plan is provided for employees in Italy that each employee can use through a dedicated platform that comprises a broad range of benefits and services (transport and mobility, education, health, culture and leisure time, supplementary pension, fringe benefit). Ten paid hours per year are allocated for medical appointments. Lunch vouchers per day worked are given to cover lunch expenses. Depending on the position, specific categories of employees are entitled to a company mobile phone and unlimited internet access.

In our New York office, Fridays are work-from-home, with reduced “Summer Fridays” working hours between Memorial Day and Labor Day weekend. In Italy, we implemented remote working two days per week with flexible working hours throughout the week.

EMPLOYEE ENGAGEMENT

Our goal is to build a culture where our employees feel included, engaged, and motivated. To learn about what drives our employees and to understand their priorities, we issued two companywide Engagement Surveys in 2024. These surveys give us critical insights into the needs of our employees. Based on the results, our HR team was able to design People & Talent initiatives with a focus on onboarding, performance, internal communications, and company culture. The results of these surveys were also shared with employees during Town Hall meetings to facilitate a deeper conversation. These presentations give employees the opportunity to present Company performance results, function updates, share wins and successes, and provide a forum for Q&A.

EMPLOYEE TRAINING STATISTICS

We are proud to provide access to training support and resources to our employees on a variety of important topics, including hazardous materials, harassment prevention, workplace violence, cyber security, and health and safety / CPR as well as fragrance training and LinkedIn Learning courses to support our employees’ professional development.

Global Training Hours – 2,283
United States Training Hours – 1,701
Italy Training Hours – 486
EMEA / APAC Training Hours – 96



Interparfums, USA New York Headquarters

CONSUMER SAFETY, ENGAGEMENT, AND REGULATORY COMPLIANCE

**COMMITTED TO ACTING
TRANSPARENTLY AND
RESPONSIBLY, WHILE
PROACTIVELY ADDRESSING
CRITICAL INGREDIENT
CHALLENGES.**



COMPLIANCE POLICY

At Interparfums, safety is a top priority and regulatory compliance is the foundation of our global success. We work to ensure that every product label, formula, and fragrance oil meets or exceeds the evolving global market standards. We also comply with the latest standards set by the International Fragrance Association (“IFRA”), going above regulatory requirements, and ensuring that our fragrance products meet the highest safety and quality benchmarks globally.

CHEMICAL MANAGEMENT & INGREDIENT SAFETY

At Interparfums, consumer safety drives every decision we make. From the first sketch of a fragrance concept to the final product on shelves, we embed rigorous safety protocols into each step of our process.

We continuously monitor emerging research, evolving consumer expectations, and shifting regulatory landscapes to ensure our products align with safety benchmarks across a wide spectrum of criteria. We also maintain dynamic partnerships with our contract manufacturers and fragrance houses, creating a collaborative ecosystem in which to achieve the highest standards in fragrance safety and performance.

OUR RESTRICTED SUBSTANCES LIST

Our safety framework operates through multiple intelligence streams:

- **Scientific vigilance:** Evaluation of material safety data and toxicological research.
- **Market responsiveness:** Soliciting and implementing direct feedback from distributors, retailers, and consumers.
- **Regulatory foresight:** Active monitoring of global regulatory trends, tracking proposed restrictions, and attending conferences to enhance market surveillance.
- **Industry collaboration:** Sharing knowledge with leading fragrance houses and third-party safety experts such as Biorius and the "Independent Beauty Association" trade association.

As a result of this framework, we have developed a Restricted Substances List (“RSL”) which serves as a cornerstone of our approach to product safety and compliance. This list is circulated to our filler and fragrance house partners to ensure that all product development aligns with the standards.

This RSL includes various chemical categories, including:

- Phthalates
- Parabens
- Formaldehyde formers
- Microplastics
- Intentionally added per- and polyfluoroalkyl substances (“PFAS”)

REGULATORY COMPLIANCE

While the fragrance industry faces increasingly sophisticated compliance demands, we've positioned ourselves at the forefront of regulatory innovation, particularly within the United States and European Union - markets that set the global benchmark for cosmetic safety and chemical governance.

UNITED STATES
EMBRACING THE MoCRA REVOLUTION

The Modernization of Cosmetics Regulation Act represents a seismic shift in American cosmetic oversight, and we've embraced this transformation as an opportunity to elevate our standards. Our compliance framework doesn't merely meet MoCRA requirements; it anticipates future iterations, positioning us ahead of regulatory curves while ensuring seamless product safety, enhanced reporting protocols, and unprecedented ingredient transparency.

EUROPEAN UNION
MASTERING COMPLEX COMPLIANCE

Within the EU's intricate regulatory ecosystem, we navigate multiple frameworks simultaneously. Our operations seamlessly align all Interparfums products to comply with the EU Cosmetics Regulation (EC 1223/2009) while actively monitoring the evolving Classification, Labeling and Packaging (CLP) requirements and the comprehensive Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) framework. This multi-dimensional approach demonstrates our commitment to chemical safety and environmental stewardship across all product lines.

THE EU'S CHEMICAL STRATEGY ON SUSTAINABILITY

The European Union's Chemical Strategy on Sustainability represents the future of chemical management, where expanding hazard classifications and emerging regulations will reshape our industry. We are actively engaging with our fragrance house partners to reformulate fragrance to proactively remove materials that we expect to be classified in such a way as to restrict their use.

RESPONDING TO CONSUMER PREFERENCES

In addition to our focus on regulatory compliance, we also seek to develop premium products aligned with shifting consumer preferences. For example, all new fragrance oils developed for Interparfums are vegan (i.e., containing no animal products, animal by-products, or animal derivatives).

This focus on animal welfare also extends to animal testing. We comply with the EU Cosmetics Regulation (EC 1223/2009), which includes stringent restrictions on animal testing. Our safety testing and evaluation during product development reflects our commitment to non-animal testing methods. Interparfums also maintains membership with the Independent Beauty Association (IBA). This organization regularly speaks out against animal testing in the beauty industry, pledging to continue to work with the industry and regulators, nationwide and abroad, to finally make animal testing a thing of the past.

GIVING CONSUMERS A VOICE

To provide an outlet for consumers seeking to ask questions regarding technical information (i.e., whether a fragrance could be considered "gluten-free") or to submit information regarding product interactions, we have created an email channel for direct engagement. In response to consumer inquiries, we investigate these questions in collaboration with our fragrance suppliers and contract manufacturers to provide answers to the consumers. Whether the inquiry pertains to vegan or gluten-free fragrances or whether a product is "free of" a chemical, we review the ingredients to each product in the inquiry.

We also utilize a Cosmetovigilance email, cosmetovigilance@interparfumsinc.com, for adverse event reporting. If a consumer has an adverse reaction after using an Interparfums product, they can reach out to the Cosmetovigilance email and our team will investigate, including gathering additional information and reporting to regulatory authorities as necessary.



Interparfums, USA New York Headquarters

RESPONSIBLE FRAGRANCE SUPPLY CHAIN

COMMITTED TO UNDERSTANDING THE IMPACT OF OUR FRAGRANCES THROUGHOUT THEIR WHOLE LIFE CYCLE.



At Interparfums, we create prestige fragrances and fragrance-related products that are sold around the world. To do this, we rely on a network of suppliers and partners. From perfume designers who identify olfactory trends to packaging experts to create the most enticing bottles, these companies form a critical part of the Interparfums ecosystem. We are therefore committed to working with the best in the industry and developing a responsible sourcing methodology that ensures high performance across our value chain.



OUR SUPPLY CHAIN ECOSYSTEM

At Interparfums, safety is a top priority and regulatory compliance is the foundation of our global success. Within our product development landscape, we work with suppliers in the following categories:

- Independent perfumery design companies
- Perfumers
- Fillers
- Packaging manufacturers
- Logistics

These partners come together to support our work in designing, creating, and distributing some of the best fragrances on the global market.

SUPPLIER CODE OF CONDUCT

In partnering with our suppliers, we also mandate that they comply with rigorous standards regarding the treatment of their employees and that they accept the Interparfums Supplier Code of Conduct, which reflects our principles and values. These standards cover important requirements on forced or child labor, health and safety, and freedom of association.

SUPPLIER ENGAGEMENT: ECOVADIS

Since 2023, we have engaged with EcoVadis to assess the performance of our supply chain and suppliers. We onboarded the first tranche of our suppliers into the EcoVadis platform covering key supplier categories such as fragrance houses, packaging, and fillers and are now happy to report that a second tranche of suppliers have been assessed.

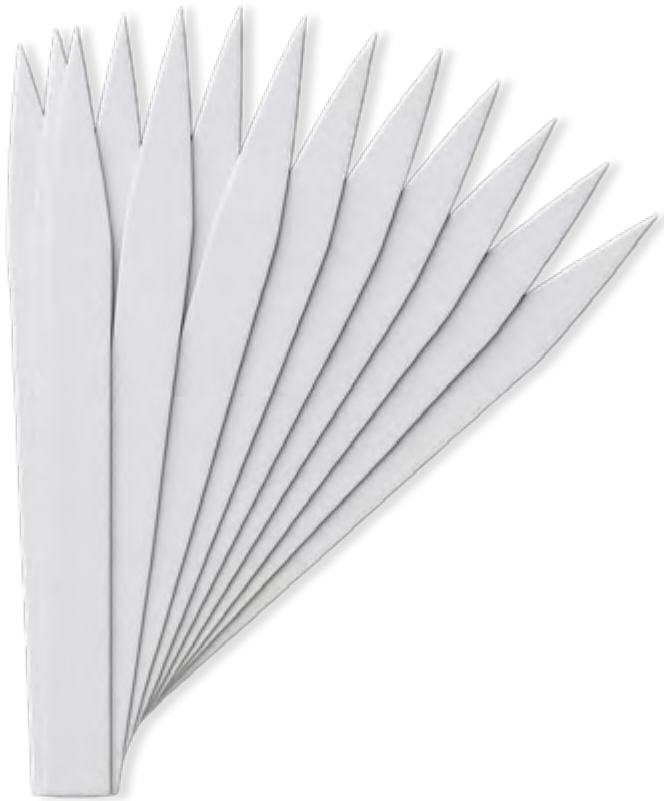
We have now been able to assess the performance of 54 of our suppliers across the following four themes: (1) environment; (2) labor and human rights; (3) ethics; and (4) sustainable procurement.

Number of Suppliers Assessed:	54
Average Score:	70 / 100
Environment Score:	73 / 100
Social and Human Rights Score:	69 / 100
Business Ethics Score:	64 / 100
Responsible Purchasing Score:	66 / 100

SNAPSHOT ON FRAGRANCE HOUSES

Of note is the performance of our fragrance house partners, who demonstrate a strong level of performance across all EcoVadis indicators.

Average Score:	80 / 100
Environment Score:	83 / 100
Social and Human Rights Score:	80 / 100
Business Ethics Score:	71 / 100
Responsible Purchasing Score:	80 / 100



RESPONSIBLE FRAGRANCES

As consumers grow increasingly interested in transparency and environmental impact, we are exploring new approaches to ingredient sourcing that complement our existing practices. We are working toward standards that balance our environmental goals with product quality expectations. Different brands and projects allow us to highlight various aspects of sustainable practices, with ingredient selections that reflect our ongoing consideration of environmental factors, such as water usage and biodiversity, with new innovations in green chemistry and biotechnology.

FRAGRANCE DEVELOPMENT
CASE STUDY

One of our most exciting launches developed in 2024 is the MCM collection. MCM is a German life-style goods and fashion house with a focus on functional innovation. Inspired by the creative spirit of MCM, we introduced the MCM fragrance collection featuring six unique fragrances.

Each fragrance in the MCM collection reflects the iconic animal characters of MCM. For example, MCM Jolly Rabbit is an uplifting scent featuring notes of orange, lemon, ginger, neroli, and vetiver. With 30% natural-origin ingredients, 5 upcycled ingredients, and 79% ingredients classified as ultimately biodegradable, Jolly Rabbit provides the MCM customer with a beautiful expression of responsible fragrance.



MCM MCM Fragrance Collection



MCM MCM Jolly Rabbit

For the development of the MCM collection, we were delighted to work with one of our longtime fragrance house partners, dsm-firmenich. As a leader in the fragrance industry, dsm-firmenich maintains a strong commitment to sustainability throughout its operations. They are currently rated **Gold by EcoVadis**, **AA by MSCI**, and **16.8 (Low Risk) by Sustainalytics**. We were able to utilize many of their core impact initiatives in the development of the entire MCM collection, including their robust approach to responsible sourcing of natural ingredients.

GOVERNANCE

COMMITTED TO REINFORCE OUR CORPORATE GOVERNANCE PRACTICES



Interparfums, Inc., formerly Inter Parfums, Inc., (also referred to as the "Parent Company") is a publicly traded company (Nasdaq GS: IPAR), and files reports with the Securities and Exchange Commission. All United States based operations are conducted by Interparfums, USA LLC, Interparfums Italia Srl, and their respective affiliates.



BOARD OF DIRECTORS

The Board of Directors of the Parent Company, which is elected by its shareholders, has the ultimate responsibility for the governance of our Company. During 2024, the Parent Company had a Board of Directors consisting of nine persons, including a majority of whom, five, are independent directors.

Composition of the Board of Directors



Two of our directors, Jean Madar and Philippe Benacin, are the founders of the Parent Company and also the beneficial owners of our two largest shareholders, representing 44% (22% indirectly each) of the company, which further aligns the Parent Company's Board with the interests of its shareholders.

BOARD DIVERSITY POLICY AND BOARD NOMINATIONS

Our Parent Company maintains a Board Diversity policy that sets out a framework to promote diversity on the Board of Directors. The Board of Directors recognizes that diversity among its directors will support balanced decision making and debate which, in turn, will enhance decision making by the Board by utilizing differences in perspective.

The Nominating Committee monitors the implementation of the Board Diversity Policy and reports to the Board on the achievement of the objectives for promoting board diversity. The Nominating Committee recommends director candidates for election to the Board and annually evaluates the overall performance of the Board. The selection of candidates for appointment to the Board is based on merit. Within that overriding emphasis on merit, the Nominating Committee seeks to fill Board vacancies by considering candidates that bring a diversity of background and industry or related expertise and experience to the Board. The Nominating Committee's considerations include achieving an appropriate level of diversity regarding factors such as skills, business and other experience, education, gender, age, ethnicity and geographic location.

Of the nine (9) board of directors of our Company, we presently have one (1) member who self-identifies as a female and white, and one (1) male member who identifies as Hispanic and white (two or more races or ethnicities).

**ANTI-BRIBERY
AND CORRUPTION POLICY**

Our Parent Company maintains an anti-bribery policy that prohibits bribes, kickbacks and other payoffs and benefits to suppliers or customers. The Parent Company also prohibits employees and agents from receiving, directly or indirectly from a third party, anything of a significant value (other than salary, wages or other ordinary compensation) in connection with a transaction entered into with either the Parent Company or Company.

Bribes, kickbacks and payoffs include, but are not limited to:

- Gifts of other than nominal value;
- Cash payments by employees or third persons, such as agents, suppliers, customers or consultants, who are reimbursed by the Company;
- The uncompensated use of Company services, facilities or property except as may be authorized by the Company;
- Loans, loan guarantees or other extensions of credit (except from lending institutions at prevailing rates).

**For additional information on our governance practices and policies,
please refer to our most recent Annual Report.**



APPENDIX

KEY ESG POLICIES

BOARD DIVERSITY POLICY

https://www.interparfumsinc.com/_files/ugd/932dd5_c4e23e2bcab947edb8672bef8d2fbaab.pdf

ANTI-HEDGING POLICY

https://www.interparfumsinc.com/_files/ugd/5e35a5_02d9cb250b6944789ee452806e266b64.pdf

ANTI-BRIBERY POLICY (see P9)

https://www.interparfumsinc.com/_files/ugd/932dd5_79a5a3f9162c4992b273272e9706edbf.pdf

CODE OF CONDUCT

https://www.interparfumsinc.com/_files/ugd/932dd5_79a5a3f9162c4992b273272e9706edbf.pdf

**We would like to thank all Interparfums employees
who made this report possible.**

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