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RÉMY COINTREAU

CSR REPORT

2022/2023



“Rémy Cointreau cares for the terroirs that are essential to its Maisons and cultivates the savoir-faire of its people, so that clients can enjoy exceptional spirits and sensory experiences.

Upholding this heritage enables the family company to write its own destiny and to proudly pass on its centuries-old legacy to future generations.”

Rémy Cointreau group’s corporate purpose

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SUSTAINABLE EXCEPTION

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SUSTAINABLE EXCEPTION

GEARING UP TRANSFORMATION

Our “Sustainable Exception” transformation plan is ambitious and we have invested the necessary means to support it: a clear vision, CSR governance deployed at all levels of the Group and 80 million euros over 10 years.

It is based in particular on the conversion to agroecology for all our terroirs, the use of renewable energies for our production sites, awareness and training of our employees on the issues of sustainability and responsible drinking, the eco-design of packaging but also the launch of pilot projects exploring the circularity of glass.



“We are a player in an ecosystem where everyone’s responsibility is to take into account the environmental impacts at all stages of products’ life cycle.

We want to be a driving force to commit all our stakeholders – whether they are partner-farmers, consumers of our bottles, our glassmakers, our carriers or our distributors – to this joyful and necessary transition towards greater sufficiency and responsibility.”

Laetitia DELAYE,
Head of Corporate Social and Environmental Responsibility

OUR CSR MANIFESTO

At Rémy Cointreau, our story is one of transmission.

For the last 300 years, we have embraced our role as guardians, passing our savoir-faire, terroirs and vision on to the next generation.

Our family company has been planning our next century, for centuries. For this reason, sustainability is not a concept for us. It is rooted in existential and daily actions.

Rémy Cointreau, built on generations, for generations.

01/ BECAUSE CLIMATE CHANGE IMPACTS THE VERY EXISTENCE OF OUR TERROIRS

We commit with winemakers and farmers to deploy agroecological farming practices that not only increase soil resilience, but make a positive climate and biodiversity impact.

02/ BECAUSE TOGETHER, MAKING A DIFFERENCE IS POSSIBLE

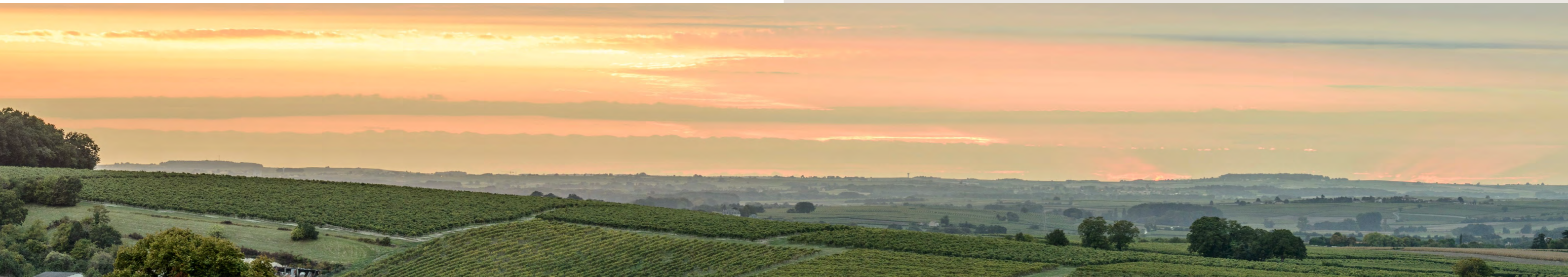
Rémy Cointreau is a company, for sure. But more importantly, we are a united and inclusive community of women and men. All of us are driven by the desire to commit together as employees, but also to stand as unwavering partners: from our agricultural suppliers to our bartenders.

03/ BECAUSE POSITIVE CHANGE NEEDS TIME

Only by embracing the true pace of nature can we bring life to the most iconic spirits, while safeguarding resources and passing on our know-know to the future generation, in all its integrity.

At Rémy Cointreau, we believe that making exceptional wines and spirits means setting example, with sincerity and transparency, from more responsible environmental practices all the way to responsible consumption. To pass on and to lead the way.

This is what The Sustainable Exception is all about





GROUP CSR HIGHLIGHTS

20 YEARS OF CSR AT RÉMY COINTREAU

- **2003**
Creation of a CSR Division
Membership of the UN Global Compact
- **2004**
Definition of a Group CSR policy
- **2006**
Publication of the Group's 1st carbon footprint (scopes 1 & 2)
- **2012**
Alignment of the Group's CSR charter with ISO 26000
- **2014**
Non-financial reporting reaches the GC Advanced level (Global Compact)
- **2016**
Creation of a CSR Committee within the Board of Directors
Membership of SEDEX
- **2017**
Membership of the French Business Climate Pledge
- **2018**
Act4Nature Membership (Biodiversity)
- **2020**
Definition of the Group's corporate purpose
Publication of the "Sustainable Exception" roadmap
A-Rating granted by CDP Climate
Bruichladdich distillery B-Corp Certification
- **2021**
Launch of the programmes: New Generation Terroirs, A Planet of Exception and R.E.S.P.E.C.T.
Construction of a network of 100 CSR champions within the Group
4Pour1000 Membership
- **2022**
Validation of Net Zero commitments with the SBTi (FLAG and Non-FLAG)

OUR CSR COMMITMENTS

01/

PRESERVE OUR TERROIRS

- Accelerate the transition of our terroirs towards regenerative agriculture;
- Promote our soils as carbon sinks in the fight against global warming;
- Invest in research and development to preserve our terroirs and their singularity.

02/

ACT FOR OUR PEOPLE AND OUR COMMUNITIES

- Ensure responsible, committed, and exemplary governance at all levels of the company;
- Guarantee well-being in the workplace and promote the diversity of teams for greater richness and creativity;
- Ensure the transmission of our ancestral savoir-faire and develop a learning culture among our employees;
- Promote ethical and responsible consumption and communication;
- Engage with our partners and communities to share our values and our value creation.

03/

COMMIT THROUGH TIME

- Reduce the environmental impact of our activities (carbon and water) and aim for Net Zero carbon by 2050;
- Carry out solidarity-based climate actions contributing to the Group's carbon neutrality.



KEY FIGURES

82%

OF OUR AGRICULTURAL SUPPLIES ARE ENGAGED IN A CERTIFICATION PROCESS (100% GOAL FOR 2025)

100%

OF OUR ESTATES ARE CURRENTLY CONVERTING TO REGENERATIVE AGRICULTURE

46%

OF THE GROUP'S MANAGERS ARE WOMEN

61%

OF EMPLOYEES ARE SHAREHOLDERS IN THE GROUP (WORLDWIDE)

83%

OF STRATEGIC SUPPLIERS ARE COMMITTED TO A PROACTIVE CSR APPROACH

59%

OF EMPLOYEES ARE TRAINED IN RESPONSIBLE CONSUMPTION (R.E.S.P.E.C.T. E-LEARNING)

38%

OF RENEWABLE ENERGY IS USED IN OUR PRODUCTION SITES (100% GOAL FOR 2030)

78%

OF BOTTLES ARE SOLD WITHOUT SECONDARY PACKAGING (85% GOAL FOR 2025)

-16%

IN CO₂ EMISSIONS RELATED TO THE TRANSPORT OF BOTTLES (VS 2021/2022)

TERROIR

PRESERVE OUR TERROIRS

OUR STRATEGY

Each product is the expression of our terroir: a particular soil, a unique climate, specific biodiversity. We are committed to protecting these fragile ecosystems and perpetuating our savoir-faire that has been built over generations. Climate has always been part of their story and global warming stands as a new challenge. That is why, in our fields and with our partners, we are committed to applying agroecological practices, developing resilient varieties for our raw materials and using precision technology to support more sustainable agriculture and wine-growing.

“At Mount Gay, we now use 100% organic fertiliser to maintain the biodiversity of soil, without compromising on yield.”

Jacklyn BROOMES,
Agricultural and CSR Manager Mount Gay Rum

OUR COMMITMENTS

01/

ACCELERATE THE TRANSITION TO REGENERATIVE AGRICULTURE IN OUR TERROIRS

We started the transition process by initiating the certification of our Maisons' agricultural supplies. We then wanted to go further by encouraging them to adopt regenerative farming practices to strengthen the resilience of our regions. This is the goal of our “New Generation Terroirs” plan: All our estates are now converting to agroecology practices and we want to bring all our partners on board by 2030.

02/

INVESTING IN R&D TO SUSTAINABLY PROTECT OUR TERROIRS AND THEIR SPECIFICITY

Global warming is a challenge for our Maisons. It impacts the vital development metrics of our raw materials – grapes, barley, oranges, etc. – used to make our exceptional wines and spirits. These rapid developments have led the Group and each Maison to invest to protect our terroirs and those of our partners. To achieve this, we collaborate with research institutes and invest in new technology.

03/

BIODIVERSITY: AN INDICATOR OF THE HEALTH OF OUR TERROIRS

For Rémy Cointreau, biodiversity is a priority. It is a key indicator of soil fertility and resilience and thereby contributes to the uniqueness of our countryside and of our spirits. We integrate its conservation into our activities by setting up restoration and protection initiatives adapted to the specific needs of our terroirs. By 2025, we want all our Maisons to take on board at least one biodiversity project.



OUR ACTIONS

ACTION 01/

CERTIFYING OUR AGRICULTURAL SUPPLY

We consider that our journey towards agroecology involves guarantees external to the Group, which testify to our progress and commit us in the long term. Recognised certifications play this role with each of our Maisons.

In Barbados, 85% of Mount Gay's sugar cane purchases are Bonsucro-certified. In Champagne, Telmont leads the way with 80% of Organic Agriculture (AB) and High Environmental Value (HVE) certified land. All Rémy Martin delivery companies are committed to HVE certification, and those at Domaine des Hautes Glaces are AB-certified. As for Westland in the United States, it is making progress, with 62% of its supplies Salmon Safe or Regenerative Organic Agriculture-certified.

In 2023, 82% of the agricultural raw materials produced or purchased by our Maisons are committed to certification, compared to 64% in 2021. At this rate, we remain confident that we will be able to engage all our terroirs in the process by 2025. These certifications commit our partners to a sustainable approach and also act as guidelines for their farming practices.

ACTION 02/

CONVERTING OUR ESTATES TO AGROECOLOGY

Agroecology advocates farming methods that attach great importance to soil health and aim to improve the use of natural resources (water, biodiversity). All our Maisons are currently converting to agroecological practices. The challenge to date is for them to measure the ecological health of our soils, to carry out experiments before scaling up, and to bring our employees and partners on board.

Domaine des Hautes Glaces is taking a leading role in this area. For more than 10 years, it has introduced crop rotation, plant cover, crops without synthetic inputs and agroforestry. It sources ingredients from the local terroir (barley, spelt, AB certified oats).

In Barbados, Mount Gay is also a pioneer in the cultivation of sugar cane: 100% organic fertilisers, permanent soil cover (bagasse mulching, rotation crops, etc.), more respectful mechanical work, planting of trees at the edges of plots, nutrient-renewing fallow, etc. There is also organic control of plant diseases and rational management of water resources.



ACTION 03/

EMBARCKING OUR PARTNER IN THE AGROECOLOGICAL TRANSITION

The agroecological transition involves our entire ecosystem. Why is it crucial? Because more than 95% of our raw material supplies come from our partner farmers and winegrowers. Within each of our Maisons, our experts interact with our partners in order to raise awareness, train and support them in the transition and monitor the health of the soils over the long term.

It is necessary to explain the reasons behind the sustainability of practices, the transmissibility of terroirs and long term commitment. At Rémy Martin, this took the form, for example, of 5 events with 460 partner winegrowers in January 2023.

Our Maisons actively work to strengthen their expertise, talk with each other to build their knowledge, and then share their findings with our partners. The challenge is to adopt agroecological practices in their specific terroir, starting from an existing toolbox: precision agriculture, plant cover, increased crop rotation, minimisation of inputs, protection of biodiversity, etc.

ACTION 04/

GENESIS: MEASURING THE IMPACT OF OUR AGRICULTURAL PRACTICES ON SOIL

If our soil is to play its part in delaying climate change and preserving biodiversity, we need to know it better. For this, Genesis, the world's leading ecological soil health rating agency has been supporting us for the past 3 years. On the basis of its scientific diagnosis, we can assess the impact of our agricultural practices with the aim of improving long term health of soils, their yields and their resistance to climatic and biological risks.

The Genesis rating is based on four essential pillars to assess soil quality and sustainability: carbon (quantity stored in the soil), biodiversity (biological functioning of the soil), water (soil's retention capacity) and its fertility (soil's capacity to produce).

To date, this evaluation has involved about thirty partner winegrowers and Rémy Martin estates, about ten farms in Trièves, suppliers of Domaine des Hautes Glaces, and our Bruichladdich distillery.

**ACTION 05/
R&D: IDENTIFYING CLIMATE
AND DISEASE-RESISTANT VARIETIES**

We aim for 100% identified resistant varieties for our agricultural raw materials by 2030. The challenge is to secure the production of our raw materials. Our R&D departments, in partnership with the academic world, successfully identify and test them.

Domaine des Hautes Glaces is teaming up with INRAE in France to test old varieties of barley seeds, with the aim of developing varieties that are more resistant to heat and drought. Likewise, Westland in the United States is partnering with Washington State University.

The VIBRACC project, in partnership with INRAE, BNIC and CVC (Conservatoire du Vignoble Charentais), aims to find grape varieties resistant to mildew, powdery mildew and black rot (the most common diseases), while showing resilience to global warming, by the natural cross between Vidal blanc and other resistant varieties.

Our anti-parasite research is just as dynamic, with Cointreau working to protect orange and bitter orange trees threatened by citrus greening disease. While no treatment currently exists, we are working with CIRAD in Guadeloupe to limit its impact through natural techniques (tolerant rootstocks, tillage, etc.).



**ACTION 06/
RÉMY MARTIN X ONF: PROTECTING
LOCAL FORESTS**

Rémy Martin has been a patron of the Office National des Forêts for more than 10 years. Our cognac Maison supports actions to protect or reforest the local woodland, including the conservation of the common oak, which is used to make the ageing casks of its eaux-de-vie. Since 2021, alongside CPIE Périgord-Limousin, it has participated in the financing of the “Eco-Horte: a school forest” project.

The forest of Horte is rich in a biodiversity of trees mixing hardwood (chestnut, oak) and evergreens (maritime pine, Scots pine, etc.). Eco-Horte is studying in particular the development of the common oak and its adaptation to climate change, with a view to providing a solution for its future preservation.

The project also carries out actions in favour of habitats – beneficiaries of animal biodiversity – and monitors the adaptation of other shrub species to climate change. Its facilitators raise awareness among schools and the general public during thematic visits, and involve citizens in small projects (e.g. maintenance, planting, protection of shrubs against game, etc.).



“For several years now, the ONF has been engaged in a profound reflection on the problems of global warming in order to make forests more resilient. It is possible that, in the future, you will be able to come across new forest species in the forest of Horte... To check that out, you will have to come back!”

Frédéric VILLELÉGIÉ, Regional Forest Technician of the forest of Horte

**FOCUS
IN GREECE WITH KOSTANTINOS KALPAXIDIS,
DEPUTY METAXA MASTER**

**01/
CAN YOU TALK TO US ABOUT YOUR
COLLABORATION WITH YOUR AGRICULTURAL
PARTNERS ON SAMOS?**

We advise and accompany them in their agroecological transition. Of our 87 partner farmers, 35 follow us in this annual program, which consists of analysing their soil, making a diagnosis and proposing appropriate improvements.

In this logic of transmission, we involve renowned experts and lead very open meetings to collect their requests, on the practices to adopt, certifications, the roadmap... Our legitimacy on the subject also comes from the trials we conduct within our Estate, a vineyard covering 1.6 hectares that acts as a test and demonstration plot to convince our partners about the effectiveness of these practices.

**02/
WHAT ARE METAXA’S AGROECOLOGY GOALS?**

We want to get all our partners involved in this transition in the next 5 years. This will allow us to preserve our soil and make it more resilient and protect the outstanding biodiversity of Samos – in and above the soil. We have a formidable task ahead but we are helped because the island – due to its rugged terrain and its demanding, dry and windy climate – has been implementing agroecological practices for many years now.

**03/
WHAT IS THE ROADMAP FOR YOUR WORK
WITH YOUR PARTNERS?**

First, we analyse their soil (amount of organic matter, biological life). Then, we advise them on which agroecological practices to adopt. For example, we suggest reducing soil amendment (fertilisers), adopting vegetation cover in winter (grasses, legumes to fertilise and trap carbon), stopping the burning of pruning residues for mulching, reducing tillage, etc.



“Metaxa was born in an extraordinary setting, the Greek island of Samos. This island is home to one of the most important biodiversity pools in the entire Mediterranean: thousands of migratory and local birds, hundreds of species of mammals and reptiles, including many rare and endangered species, but also more than 1,500 species of plants, including 60 species of orchids. This rich and varied biodiversity is essential for the cultivation of grapes: an exceptional vineyard of only 1.6 hectares whose vines are cared for and harvested by hand.”

PEOPLE

ACT FOR OUR PEOPLE AND OUR COMMUNITIES

OUR STRATEGY

The environmental transition that we promote for our terroirs is inseparable from our human and social ambition. We are a community of men and women united around common values: excellence for our exceptional products, respect, desire for constant progress on parity, inclusion, diversity, sharing the value of the company, support for more responsible consumption, etc. We extend this human component of our CSR strategy to our partner-farmers, winemakers, bartenders, etc., stakeholders that we continue to encourage and value because they are essential in our ecosystem.

“Excellence, humanism, sincerity and collective intelligence give our community a strong backbone that allows us to move forward.”

Vivian WENG,
Vice President HR Greater China



RÉMY COINTREAU

Each letter of R.E.S.P.E.C.T guides through the ritual:



Get Ready: start by drinking a glass of water



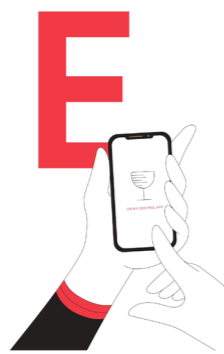
Eat before and during the tasting



Smell and Sip slowly



Pause by drinking water again



Enjoy responsibly: check your limits with your favorite "Drink Control" app



Be the Captain by making sure your friends are celebrating responsibly too



Take your Time and pay a tribute to the people who crafted these spirits generation after generation

OUR COMMITMENTS

01/ ESTABLISHING WELL-BEING AT WORK, PROMOTING TEAM DIVERSITY AND ENSURING ACCOUNTABLE AND ENGAGED GOVERNANCE

Year after year, we move forward in our quest for professional equality, parity, inclusion, diversity and behavioural ethics within our teams. We have also made it a central pillar of our governance.

In order to guarantee that our ethical commitments cross through all our activities, "CSR champions", drivers of our committed approach, have been working with passion since 2022. Their presence on the ground reflects our determination in this area and is the foundation of our action.

02/ SHARING VALUE AND OUR VALUES WITH ALL OUR PARTNERS AND COMMUNITIES

Sustainable transformation is a collective adventure. Its acceleration requires the respect and commitment of the men and women who make up our community but also the support of our partners: from our agricultural suppliers, to our bartenders, to our glassmakers and distributors, here and elsewhere.

Sharing and transmitting our heritage, both intangible through our values and tangible through our financial support, is part of our genetic make up.

03/ ENCOURAGING MORE RESPONSIBLE CONSUMPTION

Our exceptional and sustainable products are intimately associated with pleasure, tasting, suspended time, celebration and rarity. They are also the object of our awareness on responsible consumption. We provide in-house training based on our proprietary responsible consumption ritual, R.E.S.P.E.C.T., and we promote it externally to consumers. We are also innovating to reduce the alcohol content of our recipes.



OUR ACTIONS

ACTION 01/ STRIVING FOR PROFESSIONAL EQUALITY

At Rémy Cointreau, we believe that diversity within our community is a vehicle for prosperity, openness and performance. Professional gender equality is a pillar of this approach, and we are targeting a score of 90/100 on the Professional Equality Index for our French sites by 2025 (89/100 in 2023). At the Executive Committee level, we are aiming for 40% women by 2025 and parity by 2030.

In practical terms, we ensure that pay is equal between men and women on recruitment with equal skills and also for individual pay rises. We take care to facilitate the organisation of the work of our parent employees (childcare, maternity leave, etc.). Finally, the Group monitors the ratio of female to male managers, which was almost equal in 2023 (46% vs 54%). We also ensure equitable access to training. All these indicators allow us to approach this subject rationally, and to carry out targeted and appropriate actions to achieve a fair balance.

89/100: Professional equality index (vs 84/100 in 2021/2022)

ACTION 02/ OFFERING THE BEST WORK CONDITIONS

Throughout the Group and in our Maisons, we seek the most favourable working conditions for our employees, because we believe that this guarantees their well-being and professional development.

In Scotland, our Bruichladdich distillery even distinguished itself in 2022 and 2023 by obtaining the label "Best place to work for women in the UK", and "Best place to work for well-being". Our producer of exceptional whisky and gin has organised an "annual well-being week" with spaces and activities to facilitate enjoyment of life at work and mental health, such as yoga, a library and meditation. Women returning from maternity leave are given customised coaching and International Women's Day is the subject of open discussions and events on issues of parity and vulnerability. All these activities help our British employees feel better within our Group.

Bruichladdich is also the first whisky distillery to be awarded the "B-Corp" label, which rewards its social and environmental performance, in a small circle of 4,000 companies worldwide.

**ACTION 03/
EXTENDING EMPLOYEE SHAREHOLDING
TO OUR INTERNATIONAL EMPLOYEES**

At Rémy Cointreau, social balance and the feeling of belonging to united collective are fundamental values. As a result, we want to engage our employees in the Group through an employee shareholding plan called "My Rémy Cointreau".

In 2021, the Group rolled out its first employee shareholding plan reserved for French employees, offering the possibility of acquiring Rémy Cointreau shares at discount price. This plan met with great success with a subscription rate of nearly 77%. In 2022, the Group opened a new plan, this time reserved for international employees. It was again marked by a high take-up rate, with nearly 50% of employees choosing to invest, showing their strong commitment to and confidence in the Group's long term development prospects.

By the end of these two plans, 61% of employees were shareholders of the Rémy Cointreau group!

**ACTION 05/
SUPPORTING OUR COMMUNITIES
AND SECURING THE COMMITMENT
OF OUR EMPLOYEES**

SUPPORTING OUR COMMUNITIES
Over the past five years, we have funded more than 5 million euros in sponsorship or direct and indirect actions to support our communities around the world. In this way, we want to continue to be a positive impact player in our business areas, beyond being an attentive employer. Supported associations include 40cean in Barbados and the United States (beach cleaning), support for students in internships or apprenticeships, tree plantations, support for young people in difficulty/ from Priority Inner-City Neighbourhoods...

ENGAGING OUR EMPLOYEES IN SKILLS SPONSORSHIP
In 2022, we also launched skills sponsorship with our foundation and with the Group's employees. Coordinated by Vendredi, a platform for connecting associations and businesses, this sponsorship program allows employees to invest two days a year working for an association, where their skills will be useful and appreciated.

**5 million euros
paid in the form
of sponsorship or direct
and indirect actions
to our communities
in the past 5 years**

**ACTION 04/
ENGAGING OUR "ON TRADE" PARTNERS WITH
THE SUSTAINABLE SHAKERS COMMUNITY**

Ensuring the commitment of our bar and restaurant partners is crucial to encourage them to take part in our sustainable transition. We have therefore formalised this dimension of our relationship by creating an ad hoc community, The Sustainable Shakers, which brings together our on-trade partners (restaurants, bars, hotels, etc.) who share our values. Our desire here is to highlight them, to bring visibility to their sustainable development actions on our Group social networks, through a series of videos. The BOCA restaurant in Dubai was the setting to our Sustainable Shakers launch where we drafted the first report.

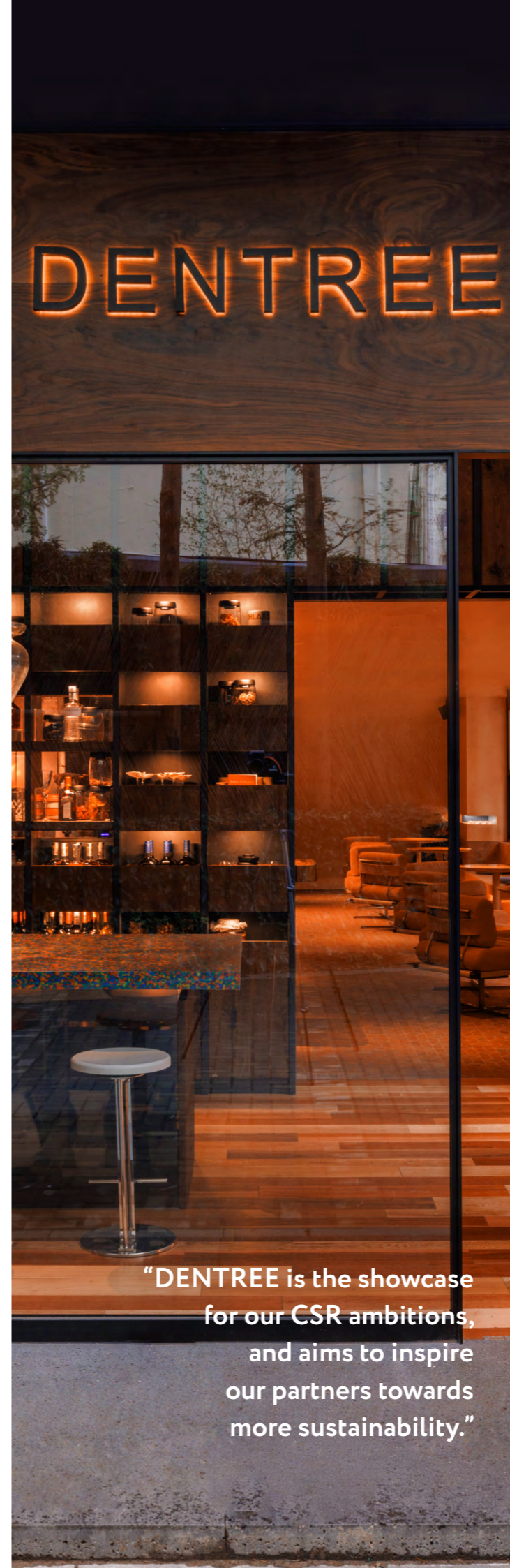
Beyond providing visibility, Sustainable Shakers is a lively community hosting events dedicated to sharing responsible practices – circular economy, energy sufficiency, responsible innovation, etc. Our ambition is to position ourselves with this network of key players in wines and spirits as a committed partner in terms of environmental responsibility, on which they can rely to support their own ambition.

**ACTION 06/
TRAINING ALL OUR EMPLOYEES
AND PARTNERS IN RESPONSIBLE
CONSUMPTION**

Our employees are the foundation of the success of R.E.S.P.E.C.T., our proprietary responsible consumption ritual. It is therefore logical that we started raising awareness through them, to make them ambassadors to our partners and clients by deploying our E-learning. In 2023, 59% receive training through the program with its seven-step protocol for responsible drinking. Across the Group, we particularly put the spotlight on these practices for our target groups most concerned with consumption, such as our salespeople, ambassadors, cellar managers and their teams, who often represent the Group commercially.

Our challenge of promoting responsible drinking is common to all our markets, intimately linked to the vision we carry on our wines and exceptional liqueurs, and to the care we take with the health of our employees. This cultural ownership of our driving forces is all the more important as we aim in the coming years to raise awareness among our stakeholders – bars, hotels, restaurants, consumers, etc.

This is why we are now providing special support to the people who are most often in contact with them.



**"DENTREE is the showcase
for our CSR ambitions,
and aims to inspire
our partners towards
more sustainability."**

**FOCUS
JÉRÔME CANOVAS,
BRAND DIRECTOR
FOR THE LIQUORS
AND SPIRITS DIVISION
OF RÉMY COINTREAU
CHINA**

**01/
HOW LONG HAVE YOU BEEN A "CSR
CHAMPION" AND WHAT DOES IT MEAN?**

Based on my sales and marketing expertise, I was appointed as a "CSR Champion" in 2021, and specifically on the DENTREE high-end concept bar project in Shanghai, China. In our subsidiary, I work alongside other CSR Champions, such as our HR Director, focusing on inclusiveness. Each in our field, we are able to convey our convictions of sustainability to our employees and partners, and to carry out concrete CSR projects.

**02/
HOW IS THIS EXPRESSED
IN THE DENTREE PROJECT?**

I piloted DENTREE with the help of my team and with our external service providers, based on a precise vision inspired by our CSR principles. This concept bar presents a set of innovations that aim to move towards carbon neutrality, from design to operational roll-out. In terms of construction, this comes down to the choice of materials – natural wood, recycled and recyclable brick, etc. –, low-energy lighting, water filters (to avoid the use of plastic), etc.

We use sensors to control our energy consumption, even if we use green electricity. Finally, we prefer local products to make cocktails. We are proud that the RESET Label has given us a high circularity score: 50% against 5% for the industry average!

**03/
WHO ARE YOU TRYING TO SIGN UP TO OUR
CSR COMMITMENTS WITH THIS PROJECT?**

Our employees first, then our bartender-partners, whom we train in sustainability masterclasses, on the DENTREE premises. We also receive individuals to whom we clearly explain our approach. Because if I am a CSR Champion, my team excels in supporting me by raising awareness every day with our partners and clients.



TIME

COMMIT THROUGH TIME

OUR STRATEGY

We are fully committed to reducing our carbon emissions and achieving “Net Zero” by 2050. For this, we are working with our partners to sustainably improve, and even transform, our practices. We are reducing the energy consumption of our production sites and switching our distilleries to renewable energies. We are rethinking the design of our bottles to reduce their impact and encourage new modes of consumption. We are optimising our flows, favouring the most environmentally friendly modes of transport and investing in those of the future.

“My dream is to have a circular solution adapted to each of our Maisons and our markets.”

Thomas DECRÉ,
Sustainable Packaging Innovation Manager

OUR COMMITMENTS

01/ REDUCING OUR CARBON FOOTPRINT

We must show creativity and pragmatism to reduce the carbon footprint of our activities. Reduction of emissions linked to our transport, reduction of our energy consumption, increasing supply of renewable energy, eco-design of our bottles and recycling and re-use are at the heart of Group's and our Maisons' actions in favour of a more circular and low-carbon economy.

03/ MANAGING WATER RESOURCES MORE RESPONSIBLY

As we know, rapid global warming leads to water stress that modifies terroirs, their seasonality and resilience. This is why we are committed to preserving and saving water resources in our production cycle.

02/ CONDUCTING SOLIDARITY-BASED CLIMATE ACTIONS

We are fully committed to reducing the impact of our activities and our carbon emissions.

Beyond these actions, we also strive to closely support those countries where we are present by supporting solidarity-based climate actions that contribute to the environmental and energy transition.

OUR ACTIONS

ACTION 01/ REDUCTION GOALS VALIDATED BY THE “SBTi”

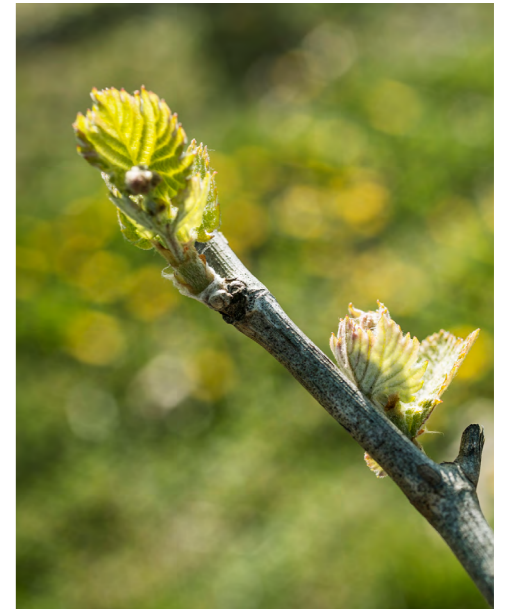
This commitment has underscored our ambition in terms of climate goals. In November 2021, at COP 26, we committed to validating reduction targets with the SBTi. We have joined the “Business Ambition for 1.5°C” initiative, a coalition of international organisations and industry leaders who want to limit warming to +1.5°C compared to the pre-industrial era.

These goals were validated at the end of 2022, and we are proud to have been one of the first two global companies to validate FLAG targets, which will allow us to gauge the carbon sequestered in the soil alongside our traditional reduction actions.

This means a 42% reduction in emissions by our production sites (scope 1 & 2) and a 25% reduction for our main scope 3 levers (packaging and transport purchases) by 2030/2031. For our emissions specifically related to agricultural raw materials (FLAG target), we are aiming for a 30% reduction.

These targets correspond to a 50% reduction in our carbon emissions per bottle by 2030.

By 2050, we are aiming for “Net Zero Carbon”, i.e. a reduction of 90% of the Group's emissions, in absolute terms.



ACTION 02/ DEPLOYING A MORE RESPONSIBLE ENERGY STRATEGY

In our production sites, we strive to apply the same energy strategy: sobriety, efficiency and development of renewables. In 2022/2023, our French sites reduced their consumption by 8%, mainly through heating and electricity sufficiency actions.

38% of the energy consumed in 2022/2023 was also from renewable sources (biogas, solar, wind, etc.). We aim for 100% renewable energy in 2030, with different solutions depending on our sites (solar in Barbados, biofuel and hydrogen in Scotland, biogas and steam in Cognac, etc.).

Finally, some actions in terms of energy efficiency are also promising: Maison Rémy Martin has tested preheating wines and brouillis at higher temperatures (from 40 to 50°) in order to reduce the amount of energy needed for distillation.

The deployment of such a sector-wide action could be an important source of energy efficiency in the years to come.

ACTION 03/ REMOVING UNNECESSARY PACKAGING

Secondary packaging can be an unnecessary layer around the product. At Rémy Cointreau, we are here aiming for Gift boxes, a bottle overpack that acts as protection, design feature or information on the product. We want to remove most of them, in order to focus on the primary packaging (the bottle), and thus save raw materials (paper-cardboard trees, plastics fossils, etc.), and ultimately reduce our carbon footprint.

That's why we are committed to eliminating our secondary packaging. In March 2023, 78% of the Group's bottles had none, compared to 21% in 2019. We are targeting 85% for 2025. While Telmont, Cointreau, or Belle de Brillet no longer use them, the very high-end brands such as Rémy Martin LOUIS XIII still use them, but have innovated with a cellulose box, made of recycled and recyclable materials.

We are pioneering this initiative that targets gift boxes in the world of wines and spirits and have been joined by other players in the sector.



ACTION 04/

RESTORING GLASS AS AN ETERNAL MATERIAL #ONEBOTTLEFORETERNITY

Rémy Cointreau’s flagship program since 2022, #OneBottleForEternity assumes that glass and bottles are infinitely recyclable. It focuses on their circularity, with the aim of reducing emissions associated with their production, transport and distribution. The potential is undeniable: glass is 100% recyclable, but also reusable.

Three of our Maisons have launched a pilot project for the circularity of their bottles. Mount Gay is testing a deposit system: empty bottles are collected, cleaned and refilled. Objective: 30 to 40% reused bottles by 2025.

In the UK, our partner, ECOSPIRITS, is replacing Cointreau and Mount Gay single-use bottles with refillable 4.5-litre containers installed at our hospitality clients’ premises. The result is a virtual disappearance of bottles and overpacks and more storage capacity.

Finally, in 2022, our Maison LOUIS XIII launched “The infinity wheel”, a service that offers its clients the opportunity to refill the iconic crystal carafe an unlimited number of times in its LOUIS XIII stores, during a personalised ceremony.

ACTION 06/

SOLIDARITY-BASED CLIMATE ACTIONS IN OUR MAJOR MARKETS

In parallel with our fundamental reduction actions, we are supported by the South Pole agency to identify solidarity-based climate projects. We contribute financially to 6 certified projects in the United States and China, in the fields of renewable energy, sustainable management and forest restoration. These actions also support initiatives to protect territories (such as water conservation) and communities most vulnerable to climate change (actions in favour of diversity and transmission).

In China, this is expressed through the development of facilities powered by renewables to replace coal plants and the construction of 100 hydroelectric plants to supply low-carbon energy to local rural communities.

In the United States, for example, we support the Pierce Conservation District on the restoration of riparian forests (woodland adjacent to a watercourse). Finally, we support the work of the Boone County Conservation District, which guarantees sustainable forest management in the Appalachian Mountain Range.

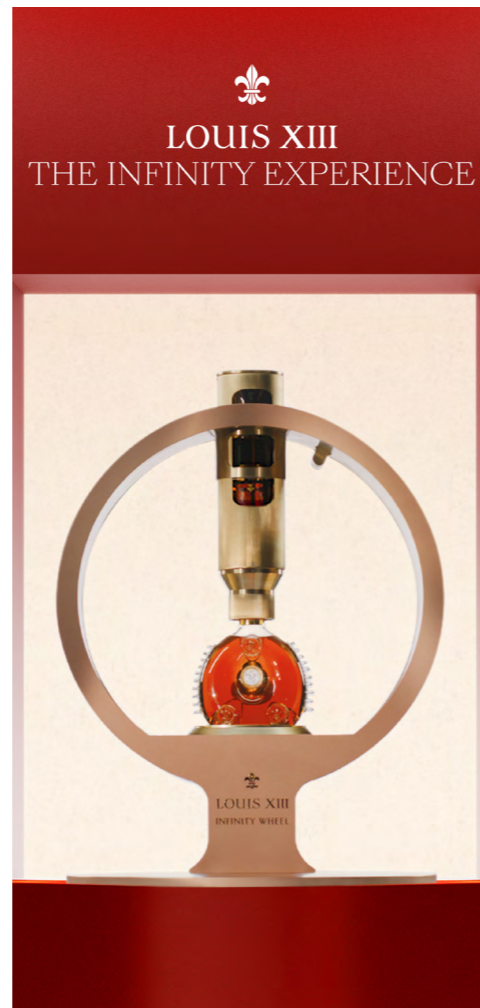
- 600,000 t of CO₂ avoided or sequestered
- 75,000 ha of regenerated forests
- 25 animal species preserved
- 3,000 jobs created in rural areas

ACTION 05/

REDUCING OUR CARBON EMISSIONS FROM DOWNSTREAM TRANSPORT

Downstream, our transport accounts for 10% of the Group’s overall CO₂ emissions which we are striving to reduce. In 2022/2023 our carbon emissions are down 16% compared to last year (new reduction in air traffic, strong increase in rail, switch to biofuel for road transport, replacement of wooden pallets by “slip sheets”). In 2023, more than 80% of t/km is covered by maritime transport, 10 times less emitting than rail freight, 30 times less than road transport, 200 times less than air transport. But we want to push for more.

We also want to contribute to the decarbonisation of tomorrow’s maritime transport. After joining the NEOLINE consortium in 2021, we also support the coalition using the technology developed by ZEPHYR & BORÉE: cargo ships will be largely wind-powered, complemented by synthetic fuel (green hydrogen). The first containers are planned for 2025 and will reduce the emissions of the journey between France and the United States by at least 50%.



FOCUS

PAUL GABIE, CEO OF ECOSPIRIT

01/

HOW LONG HAS ECOSPIRITS BEEN WORKING WITH RÉMY COINTREAU AND HOW?

We initiated our collaboration in early 2022 with the common desire to test a circularity project for high-end wines and spirits in the “on-trade” channel (bars, restaurants).

Since January 2023, we have been leading the first pilot of our partnership in the UK: a large refillable container, the ecoTOTE, used, cleaned and refilled locally. Tested for 6 months with 30 bars, restaurants and hotels in London, the experiment is very conclusive. It has led us to upscale in different markets of the Group, depending on their maturity.



“Moving from a linear economy to a circular economy is an absolute necessity.”

02/

AS A PARTNER OF RÉMY COINTREAU, HOW CAN YOU HELP US ACHIEVE OUR CARBON REDUCTION GOALS THROUGH THE CIRCULAR ECONOMY?

The potential to develop circularity is important for the wine and spirits sector, especially in on-trade where the number of bottles opened per week can be significant. The bottles can be replaced by large containers featuring the brand identity.

In the industry, we believe that the future of glass packaging depends on re-use, because it is an inert material, retains aromas, is beautiful and can be formatted in the image of brands.

We support Rémy Cointreau, which is a pioneering Group, but the entire industry will have to embrace circularity in the future. By deploying these solutions, Rémy Cointreau is demonstrating to the rest of industry that large-scale transition is possible.

ECOSPIRITS works with the Group in the UK but is also exploring opportunities in other markets. This is important because it has real potential to bring on board the wine and spirits market.



RÉMY COINTREAU

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