



RÉMY COINTREAU

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Chairman

<https://www.remy-cointreau.com/en/csr/>

RÉMY COINTREAU'S INDIVIDUAL COMMITMENTS IN *act4nature*

Rémy Cointreau is a French family/listed company whose origins date back to 1724. It was formed in 1990 when two families, the Hériard Dubreuil (who owned E. Rémy Martin & Cie SA) & Cointreau (Cointreau & Cie SA) merged their Holding companies. Rémy Cointreau has, ever since, been keen to preserve this Family DNA, focusing on the long-term development of its brands. These include Rémy Martin & Louis XIII for Cognac, Cointreau liqueur, Metaxa brandy, Mount Gay rum, Bruichladdich Scotch Whisky & St Rémy brandy. While each of them has its own identity, they all share a set of common values, among which sustainable agriculture & biodiversity are key.

Rémy Cointreau employs some 1,900 people worldwide, and achieved, in fiscal 2017/18 (March end), sales of 1.1 billion euros. The group is listed on NYSE Euronext Paris.

Rémy Cointreau & Biodiversity:

The group's new signature, "Terroirs, People & Time", clearly conveys its values. It also reflects its ambitions in terms of CSR, aligned with the UN's 17 Sustainable Development Goals (SDGs). A "materiality analysis" has led us to focus on 10, including sustainable agriculture & biodiversity.

Rémy Cointreau has been developing many actions in this context: one of the main elements of our 2020 CSR Plan is preserving the environment: "give back to the earth what we received from her".

Thus, Rémy Cointreau aims to protect its territories & their natural resources.

Governance:

Since 2017, the variable part of senior Management annual incentive is indexed on specific CSR KPIs, in line with our priority SDGs. One of them targets the development of sustainable (& responsible) agriculture to produce our raw materials.

6-year target (2024):

100% of land used to grow all agricultural raw materials used by Rémy Cointreau should adopt a recognised label or certification process.

High Agricultural Environmental Value Certification (HAEV-France):

The Domaines Rémy Martin have, since 2012, been certified "HAEV - level 3" (the highest), a certificate from the French Ministry of Agriculture that acknowledges actions & processes implemented for the benefit of biodiversity & the reduction of chemical substances.

3-year target (France-2021):

Renew this certification for our Domaines.

Furthermore, the Maison Rémy Martin procures its eaux-de-vie from the Cognac Cooperative "Alliance Fine Champagne" (AFC). A joint working group has been formed to develop the HAEV process within the Cooperative.

3-year Target (France-2021):

100% of AFC members engaged in this process, and, by 2023, at least 50% of winegrowers duly certified at the highest (3) level.

Agricultural processes:

Domaines Rémy Martin

A biocontrol platform was created, as early as 2014, with the Charente "Chambre d'Agriculture" and the private company "Bioline Consulting" to experiment with trichogrammas (a parasitoid, insect from the same family as bees) to fend off cluster roller moths.

4-year target (France-2022):

Validate an alternative method of natural protection for the vineyard to decrease the use of pesticides.

Long term improvement of potential yield from cultivated land must be achieved through various environmentally (and water) friendly processes. Our Domaines are considering the possibility of using winter covers, such as green fertilisers.

This should help generate, while the vineyard is "resting", plant biomass enabling the capture of nitrogen which will be released later during the growing season.

7-year target (France-2025):

Validate an alternative method of natural fertilisation for the vineyard that preserves biodiversity.

Mount Gay (Barbados)

In line with its wider focus on Terroirs & Biodiversity preservation, Rémy Cointreau has recently acquired a 330-acre Sugar Cane plantation in Barbados.

5-year Target (Barbados-2023):

Establish more environmentally respectful agricultural practices & share them with local farmers.

Forest Preservation

Decline of World Forest area is one of the main consequences of the deterioration of biodiversity. Consequently, our group has been active, for several years, in preserving forests.

Domaines Rémy Martin

Since 2012, our Domaines have "set aside" 7 acres of experimental forest in Charente to experiment around biodiversity, in cooperation with the French "Centre national de la propriété forestière" (CNPF) & the French Society for the Protection of Birds.

9-year target (France-2027):

Organise plant & insect censuses to monitor & improve the regeneration of fauna & flora along the river Charente.

Maison Rémy Martin

In 2018, Rémy Martin has engaged, for the fifth year in a row, in a benevolent partnership with the French "Office National des Forêts" (French National Forestry Commission).

2-year target (France-2020):

Help reinstate English Oak (*Cercus Robur*) in Maine-et-Loire & assess its ability to resist climate changes.

Bee preservation

Rémy Cointreau reiterates the pledge it has made in previous years for the setting up of beekeeping fallows by the Domaines Rémy Martin. Rémy Martin works in conjunction with the French association "Un Toit pour les Abeilles" (a roof for the bees).

5-year target (France-2023):

Annual renewal of beekeeping fallows in partnership with this association.

Preserving Terroirs

Bruichladdich (Island of Islay – Scotland)

For the past 13 years, Bruichladdich has been helping re-planting traditional barley on the Island of Islay, across a range of varieties to preserve local Terroirs. The Botanist Gin has, in parallel, created its own Foundation to work more closely with the population of the Island to improve their understanding (and the sustainability) of local botanical species.

10-year Target (Scotland-2028):

Maintain & ensure our supplies while preserving Islay biodiversity & the wider development of biological agriculture in Scotland.

Staff Commitment

All over the world, Rémy Cointreau seeks to enrol all its employees ("upstream and downstream") to become more committed to reducing our environmental footprint. Every employee can thus be a real ambassador for the protection of the environment.

2018 Target (Global):

Organise a one day "give back to Community" event worldwide, for our 1,800 colleagues with Environment as a main theme, focusing on biodiversity in each of our key markets.

