

WE
CAPTURE
WHAT
MOVES

A glass dropper is positioned at the top center, with a single drop of clear liquid hanging from its tip. Below it, a glass beaker is partially visible, containing a clear liquid. The background is a soft, out-of-focus light grey.

ABOUT US 2025.

We start from
NATURE

We combine it with
HUMAN NATURE

WE CREATE

**FRAGRANCES
AND FLAVOURS**

THAT DELIVER

EMOTIONS

AND CARRY

YOUR BRAND'S IDENTITY

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THE MOST EXCLUSIVE
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What we do

01

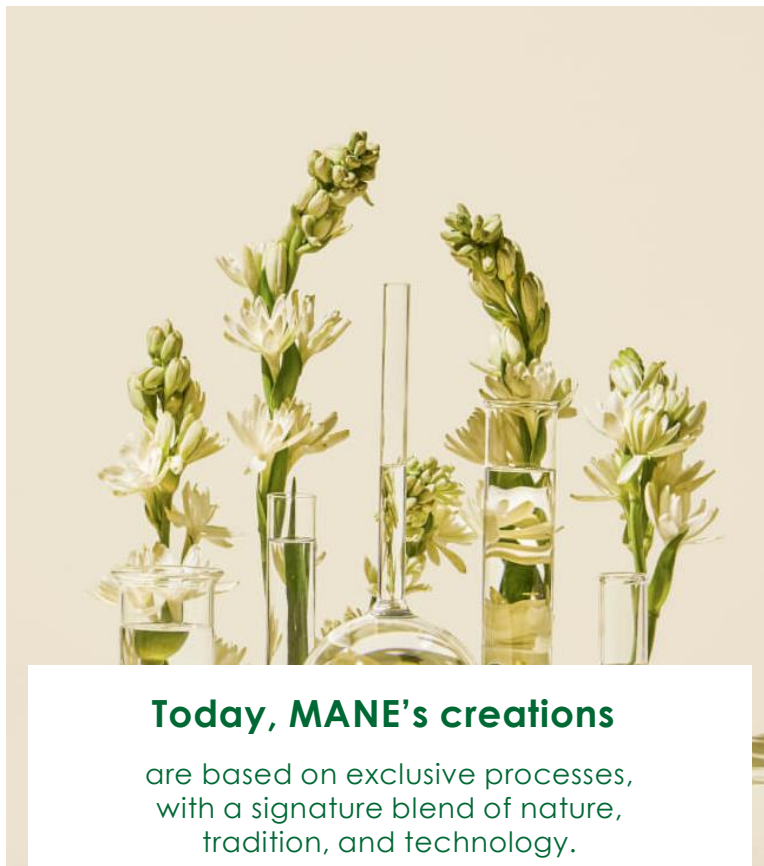
WE CRAFT
THE MOST EXCLUSIVE
INGREDIENTS

Everything starts from ingredients



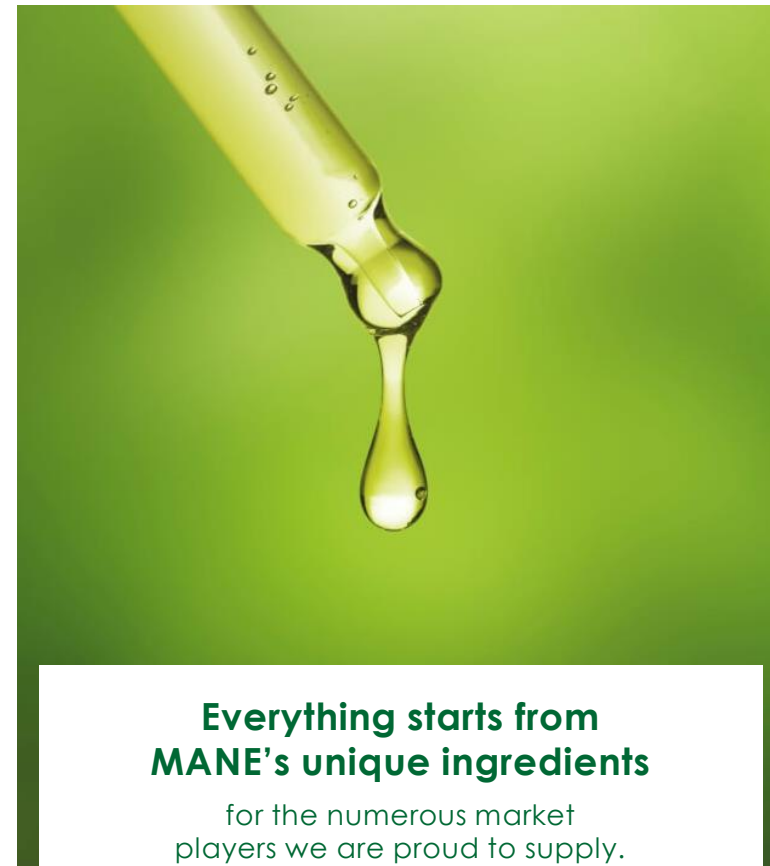
MANE's roots

go back to 1871, when Victor Mane began collecting and distilling flowers in the South of France.



Today, MANE's creations

are based on exclusive processes, with a signature blend of nature, tradition, and technology.



Everything starts from MANE's unique ingredients

for the numerous market players we are proud to supply.

We capture the very essence of nature valuing both tradition and innovation

Nature is our inspiration.



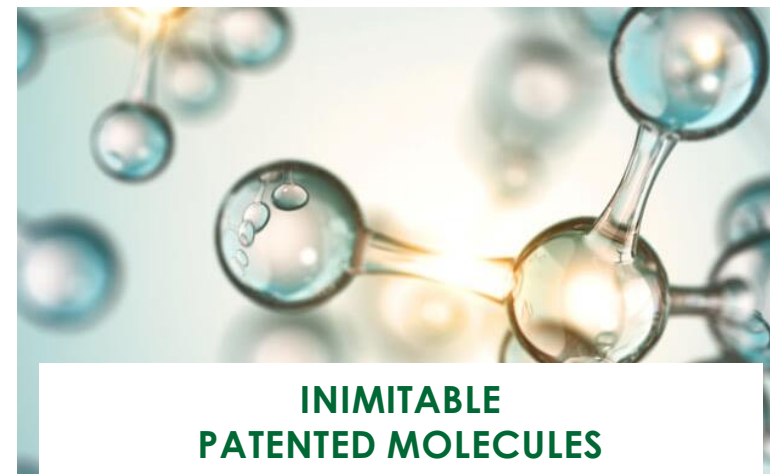
CONSCIOUS & EXCLUSIVE SOURCING

We seek out and preserve authenticity in its purest form: in people, lands, and tradition. We reveal the inimitable wherever it lies, working hand-in-hand with local partners.



FROM TRADITIONAL TO HIGH-TECH EXTRACTION

When addressing ingredients, there are no convenient shortcuts. Capturing the quintessence of every raw material takes precision, expertise, and years of study.



INIMITABLE PATENTED MOLECULES

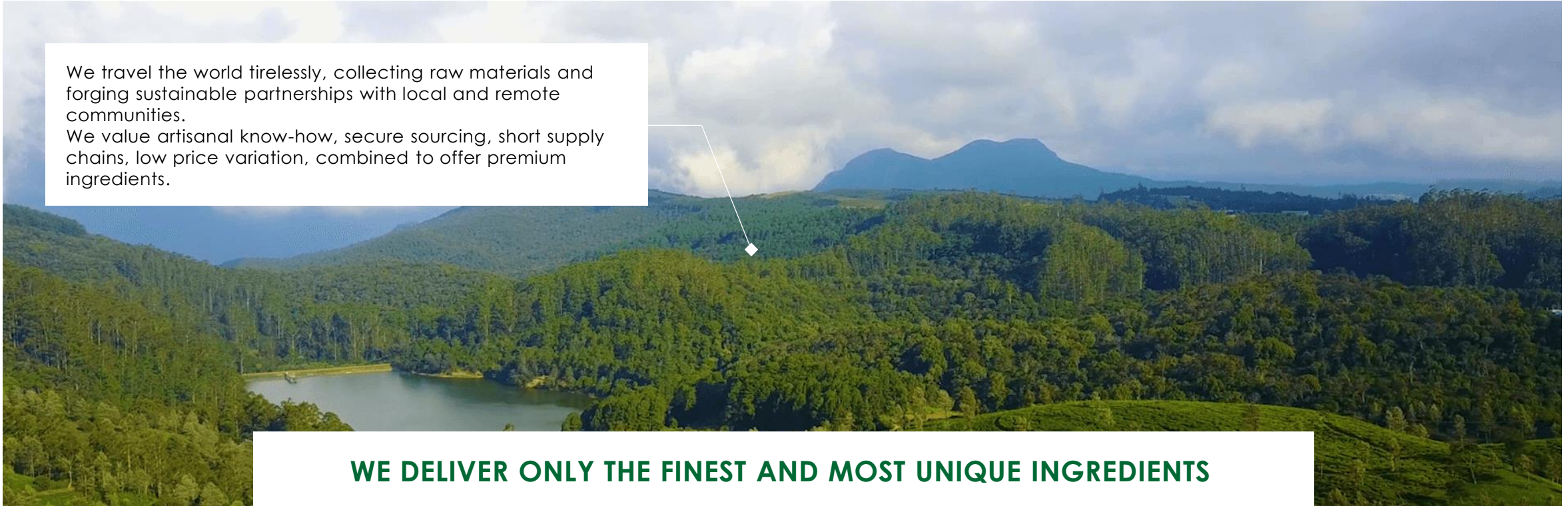
We are innovators. We use state-of-the-art biotechnologies, organic chemistry, and raw material treatments to develop the molecules needed for the creation of singular flavours and fragrances.

INSPIRATIONAL PALETTE PROVIDING OVER 350 IN-HOUSE EXTRACTS AND MOLECULES, WITH COSMOS ECOCERT, ORGANIC, HALAL AND KOSHER INGREDIENTS, PERFECT FOR CREATING BOTH FLAVOURS AND FRAGRANCES.

Conscious and exclusive sourcing

Sourcing the rarest ingredients requires a certain taste for adventure.

We travel the world tirelessly, collecting raw materials and forging sustainable partnerships with local and remote communities. We value artisanal know-how, secure sourcing, short supply chains, low price variation, combined to offer premium ingredients.



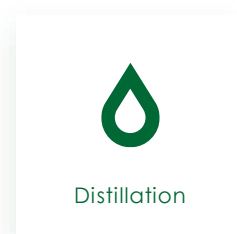
WE DELIVER ONLY THE FINEST AND MOST UNIQUE INGREDIENTS



We respectfully and humbly unveil gifts of nature...
Learn more

From traditional to high-tech extraction processes

MANE has perfected its expertise in extraction and transmitted it from generation to generation.



Essential oils



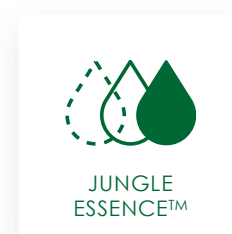
Absolutes Resinoids



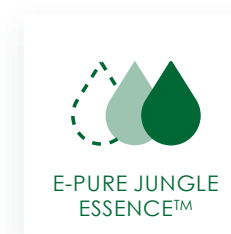
Aqueous infusions
Hydro-alcoholic infusions



Co-extracts



Supercritical CO₂ extracts



Supercritical CO₂ extracts
(flowers enfleurage)

Molecular distillation & fractionation

Purification of isolates and aroma chemicals by powerful vacuum distillation at low temperatures, preserving heat-sensitive high boiling point derivatives.

From distillation to supercritical CO₂ extraction, our in-house capabilities make it possible to process all types of raw materials, from flowers to fruit, roots, wood, and more.

From traditional to high-tech extraction processes

JUNGLE ESSENCE™
a breakthrough in extraction technology.

From a small, easy to use and portable tool to our main production unit in Le Bar-sur-Loup

This revolutionary extraction technology provides an eco-friendly solution to produce extracts of exceptional quality and purity, maintaining the olfactive properties of the original raw materials. JUNGLE ESSENCE™ KIT allows us to obtain sample-sized extractions of odorous molecules, which can then be recreated at industrial production levels.



E-PURE JUNGLE ESSENCE™ the rebirth of enfleurage



Fragile flowers are macerated in a natural vegetable oil right next to the field to guarantee optimal freshness. This infusion process is followed by a JUNGLE ESSENCE™ extraction, accomplishing a perfect balance between top and heart notes.

Historically, delicate flowers were extracted by enfleurage which is based on the capacity of fatty substances to absorb odorous molecules. Practiced since antiquity, this technique was perfected in Grasse, in the South of France and was widely used from the beginning of the 18th century. MANE has reinvented the enfleurage process.

What we do

02

WE CREATE
SIGNATURE
FRAGRANCES

Our perfumers' talent and creativity serve every fragrance category

FINE FRAGRANCE



BOUNDLESS CREATIVITY

We transform the ideas of artists and innovators into exclusive fine fragrances.

CONSUMER GOODS



LEND GLAMOUR TO DAILY LIFE

Our perfumers transcribe local consumer insights and market trends into unique olfactive experiences.

Fine Fragrance

Exceptional ingredients, targeted consumer insight, and patented technologies nurture the inspiration and creativity of our Fine Fragrance perfumers.

Your one-of-a-kind
olfactive signature
comes from

Unique
Ingredients

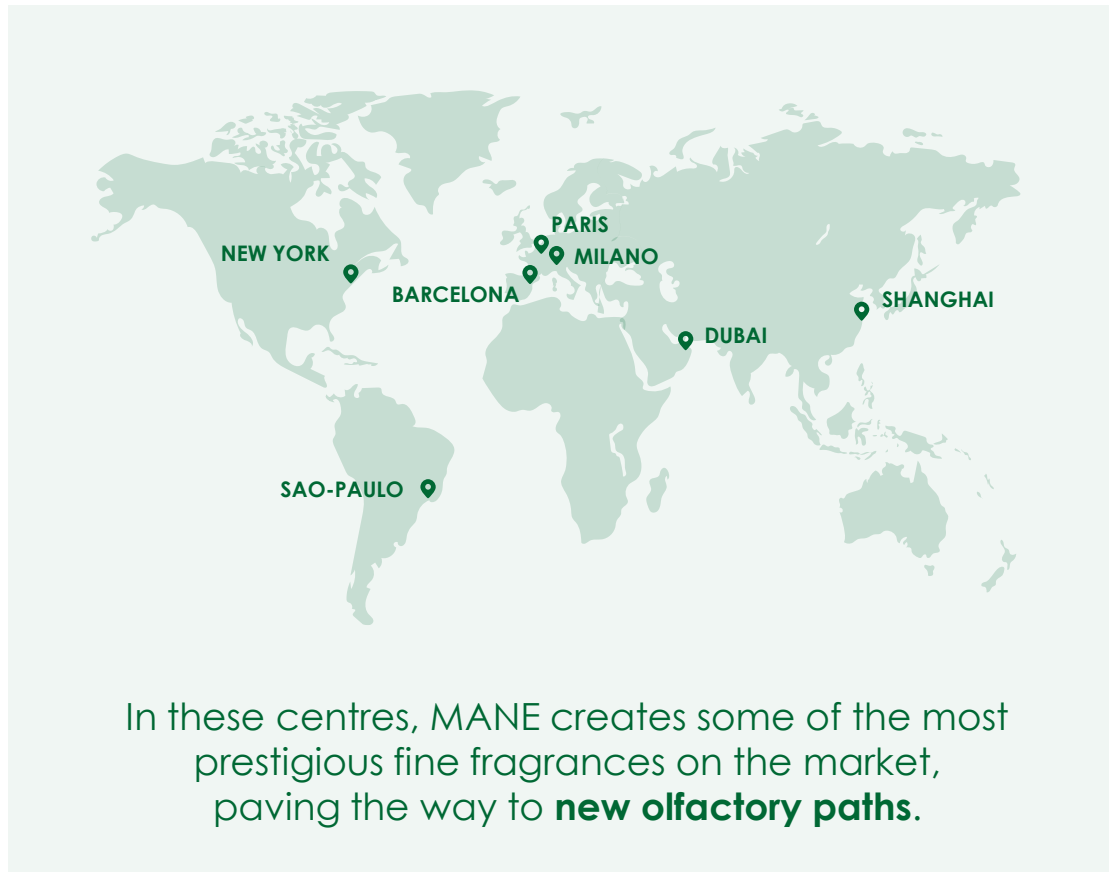
Deep socio-cultural
understanding

Outstanding
Technology

It leads to the design of **visionary perfumes** destined to become tomorrow's classics.

Fine Fragrance

7 Fine Fragrance Creative Centres.

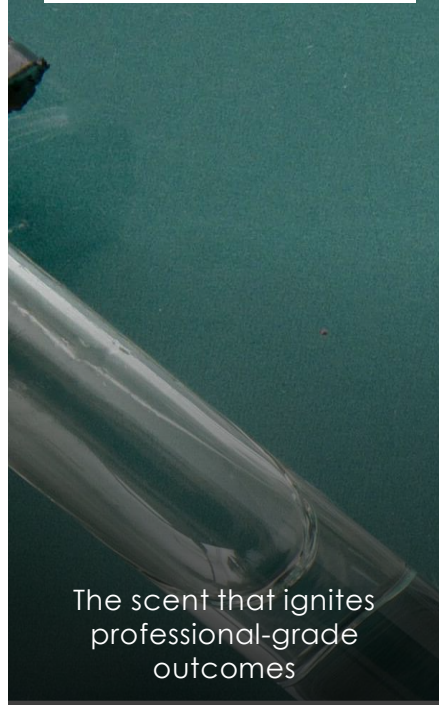
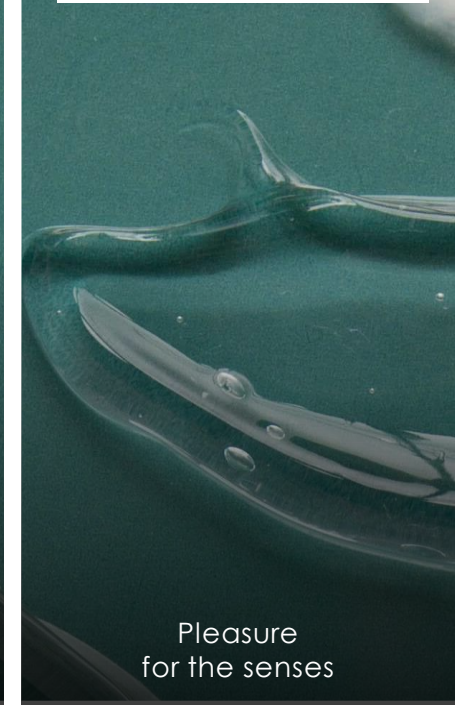
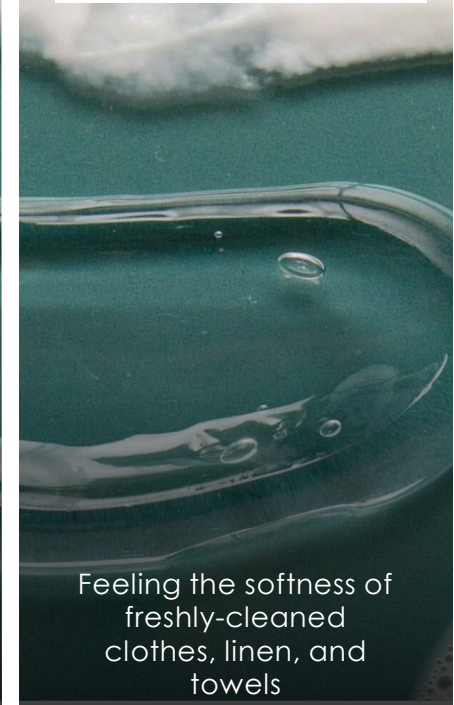
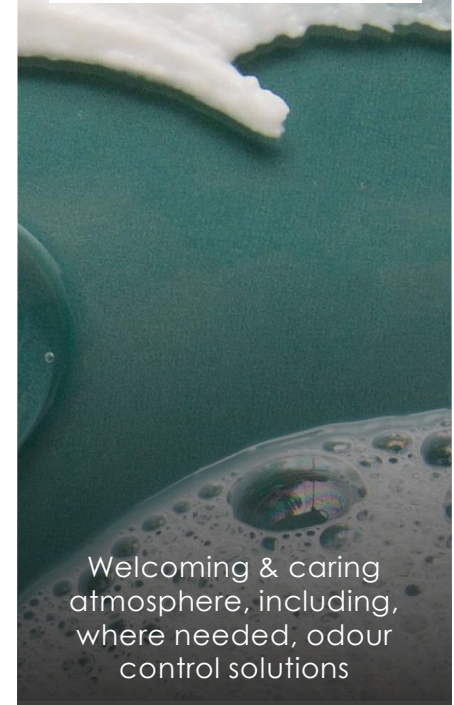
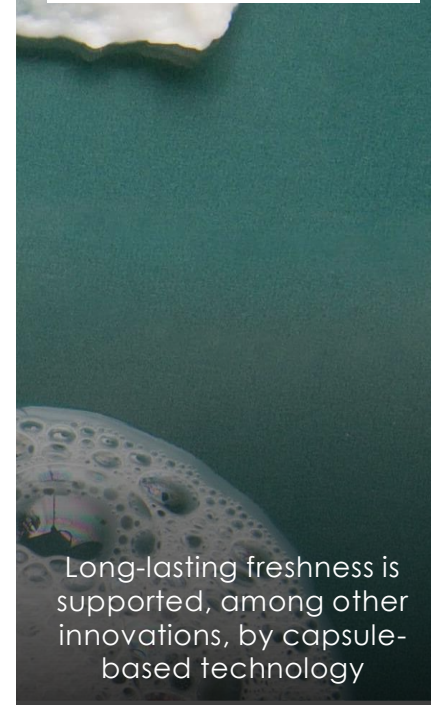


Merging their individual personalities and artistic vision, **our perfumers** come together to unleash boundless creativity.

- ◆ Evaluation teams guide them with their olfactive expertise.
- ◆ Marketing teams stimulate them with insights into trends and business analysis.
- ◆ Weaving together technology and creativity leads to innovation.
- ◆ From innovation comes the will to grasp what changes, what thrills, what touches consumers.

Consumer Goods

We are deeply involved in the industrial processes of your products.

HAIR CARE	SKIN CARE	FABRIC CARE	AIR & HOME CARE	ORAL CARE
 <p>The scent that ignites professional-grade outcomes</p>	 <p>Pleasure for the senses</p>	 <p>Feeling the softness of freshly-cleaned clothes, linen, and towels</p>	 <p>Welcoming & caring atmosphere, including, where needed, odour control solutions</p>	 <p>Long-lasting freshness is supported, among other innovations, by capsule-based technology</p>

Throughout the development process, our experts ensure the technical quality, efficiency and base-compatibility of our fragrances. They also collaborate with MANE's partners and customers in order to create new and innovative products.

Consumer Goods

More than fragrances, we provide creative olfactive solutions.

Off-the-shelf fragrance collections

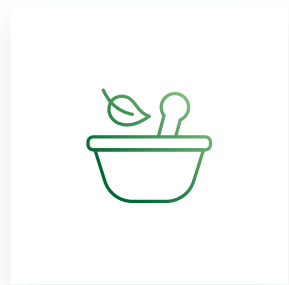


Proactive turnkey concepts



Tailor-made creative solutions

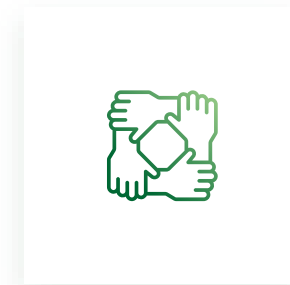
POWERED BY



Unique ingredients



Deep socio-cultural understanding



Outstanding technologies

Consumer Goods

Fragrance preferences and meaning are deeply influenced by our culture and individual experiences.

FROM FIGURES
TO EMOTIONS

FROM MEASUREMENT
TO FEELINGS

MANE covers the 5 continents with 10 socio-geographical regions,

which gives our creative teams the consumer insights and market trends needed to merge the essence of local cultures into our creations.



Dozens of in-home visits conducted for ethnographic insight



110,000 consumer interviews each year



50,000 consumers involved in fragrance "smelling sessions" to capture preferences and olfactive trends



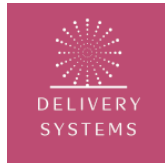
Focus groups involving hundreds of end-users to understand perceptions, attitudes and behaviours



2600 fragrances from 23 countries available in our library

Consumer Goods

We guarantee that our creations will remain truly unique over the long-term.



AQUAFINE™:

High fragrance load & alcohol-free and water based biodegradable microemulsion formula

MANENCAPS™ SD:

the unique plant-based fragrance matrix encapsulation system for powder applications

MANENCAPS™ FC CLEEN:

Biodegradable encapsulation for fabric softeners

POWERBREEZE™:

A long-lasting, diffusive air-freshening technology



Engineered fragrances that answer blooming, long-lasting or malodour counteractancy, mainly supported by our Digital Factory

FRESHPLEX™:

In-house universal solution against malodours



Natural active ingredients paired with fragrances such as **PURAKAN™** natural anti-dandruff hair care



WELLMOTION™:

A tailor-made toolbox to measure emotional impact based on psycho-cognitive and **biological markers** methodologies

What we do

03

WE ENHANCE
THE FLAVOUR
EXPERIENCE

We work hand-in-hand with the food and drink industry

We create sustainable products that provide great taste and promote a healthy lifestyle to be enjoyed by everyone, anywhere, any time.

SNACKS

We work with manufacturers to deliver the best-tasting seasonings your customers expect.

SWEET BEVERAGES

From ready-to-drink to instant tea and coffee, we anticipate changes in consumers' lifestyles, and offer natural, fresh, and true flavour profiles and aromas.

CULINARY

Together with chefs, culinary schools and institutes, we develop innovative recipes and application concepts for the food industry.

MEAT AND MEAT ANALOGUE

We create customised functional and flavouring solutions for the meat and meat-analogue industries.

ICE CREAM

360° solutions, including: pastes, toppings, ripples, rippy sprays, stabilisers, and mixes for soft ice cream... with an innovative approach to taste, texture and appearance.

SWEET GOODS

An extensive palette of natural taste solutions, unique and natural aromatic ingredients, such as extracts, infusions, and pastes from a large array of food sources (vanilla, coffee, tea, botanicals, spices, nuts...).

Beyond flavours, we provide creative taste solutions

Off-the-shelf flavour collections



Proactive turnkey concepts



Tailor-made creative solutions

POWERED BY

Unique ingredients

Deep socio-cultural understanding

Outstanding technology

Taste is closely linked to our cultural environment

We put your consumers at the heart of everything we do, which is why we created TREND CAPTURE™.



Some flavours are appreciated internationally such as strawberry, vanilla or onion.

Others are specific to certain food cultures, such as red bean in China or wintergreen in the United States.

This global platform encompasses 3 macro-trends:

- ◆ Holistic Wellness
- ◆ Meaningful Choices
- ◆ Life Experience

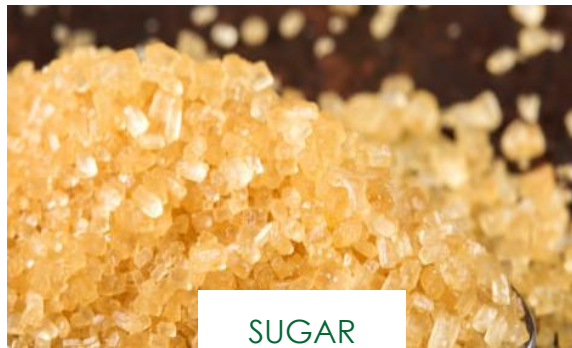
- ◆ Identifying notable changes and trends in food among consumers.
- ◆ Uncovering new products, concepts and applications.
- ◆ Anticipating new flavour and taste solutions worldwide.



100, 000+
consumer interviews each year

Our flavour solutions contribute to preserving your consumers' health

SENSE CAPTURE™ brings together MANE's answers to industry challenges.



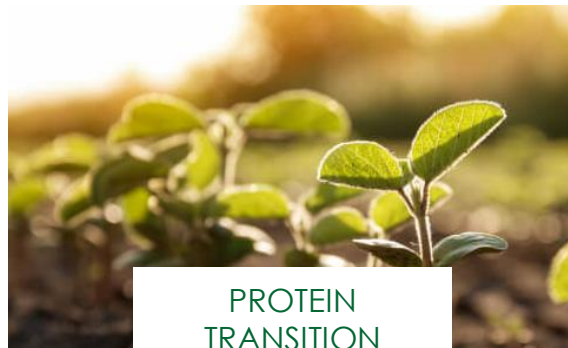
Flavour solutions to provide an appealing taste in low-sugar beverage, dairy, bakery and confectionery products.

Sensory methods focused on sugar mouthfeel perception, both in the moment and over time.

Use of natural sweeteners such as stevia together with exclusive technologies to fine-tune taste and mask undesired off-notes and sensations.



Salt composition to compensate reduced salt in soups, sauces, sticks, ready meals, processed meat and cheese, savoury snacks, bread and pastry products, etc.



Formulations to overcome undesirable sensory perceptions, suppress off-notes, and increase desirable flavour notes in food and beverages containing plant proteins.



A complete range of solutions to improve mouthfeel perception, increasing the coating and fatty sensation of low-fat dairy products, or bringing roundness to culinary applications, to give greater pleasure to consumers.

Taste a high-tech industrial process

We guarantee our creations will remain truly unique over the long-term.



Addresses economic, regulatory and sensory challenges for highly efficient natural flavourings, unique natural aromatic ingredients and organic certified solutions.




Provides exciting sensations (warming, cooling effects, etc). Masks off-notes, resolves technical challenges. Enables complex applications engineered by the food and drink industry (reducing/replacing ingredients or adding actives).



Largest encapsulation portfolios in the flavour industry for all types of applications (tea, confectionery, oral care, savoury, bakery, instant beverages, instant desserts, etc). Controls flavour release, increasing the shelf life of sensitive flavours such as citrus, and improves the usability of our flavours in your end-product. Offers significant stability or loading benefits in food and drink applications.

TASTE IS A SOPHISTICATED ECOSYSTEM

We ensure that our flavour solution will always comply with the requirements of your industrial processes, while fulfilling and even anticipating market regulations.



FLAVOUR EXTRUSION

Raw materials are treated in a specific temperature range and atmospheric pressure, resulting in the formation of flakes or flavouring preparations possessing unique cooked or roasted culinary profiles.

Who we are

04

WE ARE
CONTINUING A FAMILY
ADVENTURE

A unique family history, a company adventure

beginning in 1871 in Le Bar-sur-Loup, France.

1871

Creation of V. MANE FILS by Victor Mane



1971

Creation of the Organic Chemistry department



2003

Signatory of the United Nations Global Compact



2014

Joint-venture MANE KANCOR



1940

Construction of our Headquarters in Le-Bar-sur-Loup

1987

Creation of the Biotechnology department

2011

GREEN MOTION™

2021

Celebration of our 150th anniversary

A unique family history, a company adventure



the 5th generation

perpetuates the same savoir-faire and commitments.

For over a century and half, MANE has mixed science and creativity, industry and emotion, maintaining its status as a family-owned company, with a unique identity and capabilities fueled by our passion, using state of the art technology, including biology, organic chemistry, and extraction expertise.



Samantha Mane
CEO



Aurore Mane
Director
Fragrance
Creation
Consumer
Goods



Victor Mane
Director,
Creation, Fine
Fragrance &
Ingredients



Edouard Mane
Business
Operations
Solutions Expert



Raphaël Saget
Chemical
Development
Manager

Who we are

05

WE ARE
YOUR WORLDWIDE, INDEPENDENT,
LONG-TERM PARTNER

You benefit from having an independent partner

Strong, reliable, long-term commitments and partnerships are in our DNA.



FREEDOM TO MAKE **BOLD INDUSTRIAL CHOICES**,
TO VENTURE ALONG **NEW PATHS**, TO THINK
OUTSIDE THE BOX



FREEDOM TO PREFER LONG-TERM QUALITY
OVER SHORT-TERM PROFITABILITY



FINANCIAL FREEDOM
TO FUEL STRONG INVESTMENT POLICY

MANE in figures

#1 French Company
#5 in the world

€1 945_M

Group turnover 2,105 M USD

31

Production sites

8 000+

Employees

52%

Flavours

9.7%

Average annual growth since 2014

52

R&D centres

40

Countries

40%

Fragrances

7.7%

Of turnover invested in R&D

1st

Industry Group signatory of the UN Global Compact in 2003

82

Locations

8%

Ingredients

What we believe in

06

WE BELIEVE
IN AN ETHICAL APPROACH
TO BUSINESS

We are pioneers in defending an ethical approach to business

For MANE, being a responsible company is above all about ethical behaviour.

We believe in developing products that not only exceed our customers' expectations, but also improve living and environmental conditions around the world.

We comply with the most demanding certifications and guidelines, and work to support the UN's actions on business, labour, human rights and environmental ethics.



Act and operate **ethically** and responsibly



Ensure **responsible** management of our products



Care for our employees



Promote **sustainability** along our value chain



Act and operate ethically and responsibly

Maintaining the highest ethical standards is one of our strategic priorities.



OUR MAIN OPERATIONAL PRINCIPLES ARE:

- ◆ Apply MANE's Code of Ethics throughout the Group
- ◆ Commit to promoting and respecting International Human Rights Law in all the countries where we operate
- ◆ Raise awareness and train employees (with a specific programme for those of us exposed to corruption risks)
- ◆ Prevent Human Rights violations in our supply chain
- ◆ Prevent conflicts of interest

MANE'S CODE OF ETHICS IS AVAILABLE IN 32 LANGUAGES.





Ensure responsible management of our products

From the very beginning, our decisions have aimed to leave a better world to our children.

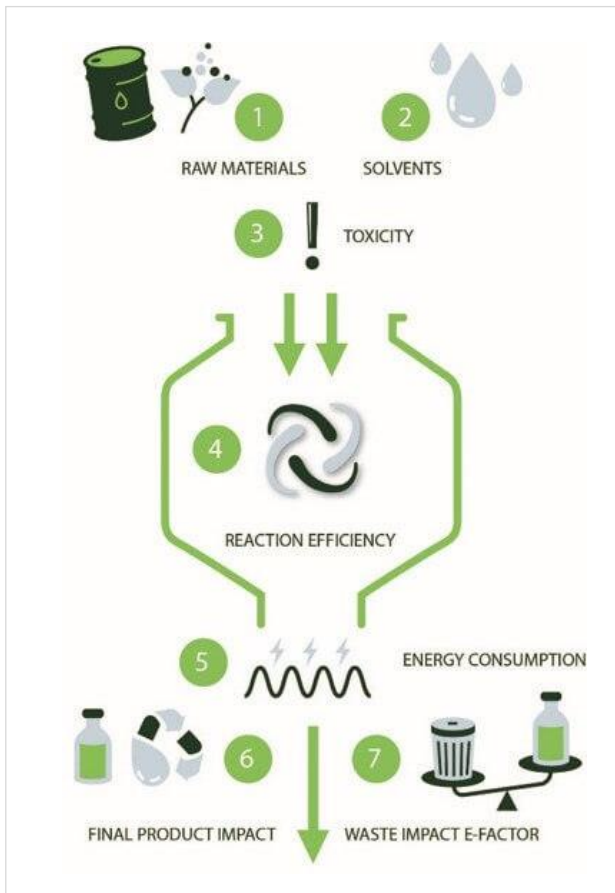


Our main environmental principles are:

- ◆ Ensure product safety and compliance
- ◆ Integrate green chemistry into R&D
- ◆ Reduce environmental impacts during production
- ◆ Improve the energy efficiency of our facilities and fight climate change
- ◆ Guarantee the safety and stewardship of water
- ◆ Manage our waste effectively to promote the circular economy
- ◆ Reduce pollution and spills
- ◆ Preserve biodiversity and fight against deforestation



Ensure responsible management of our products



MEASURING OUR ACTUAL ENVIRONMENTAL IMPACT

Created in 2011, GREEN MOTION™ is a simple, yet robust tool to assess the environmental footprint of aromatic compounds. Published in the Journal of Green Chemistry*, it is the first tool recognised by the scientific community.

Easy to use, GREEN MOTION™ translates the 12 principles of Green Chemistry** into metrics, rating ingredients on a 0 to 100 scale. The higher the score, the greener the ingredient, the less impact it has on the environment.

Fully integrated in our flavourists and perfumers' formulation software, GREEN MOTION™ also evaluates the environmental footprint of our flavours and fragrances and helps you create greener products.

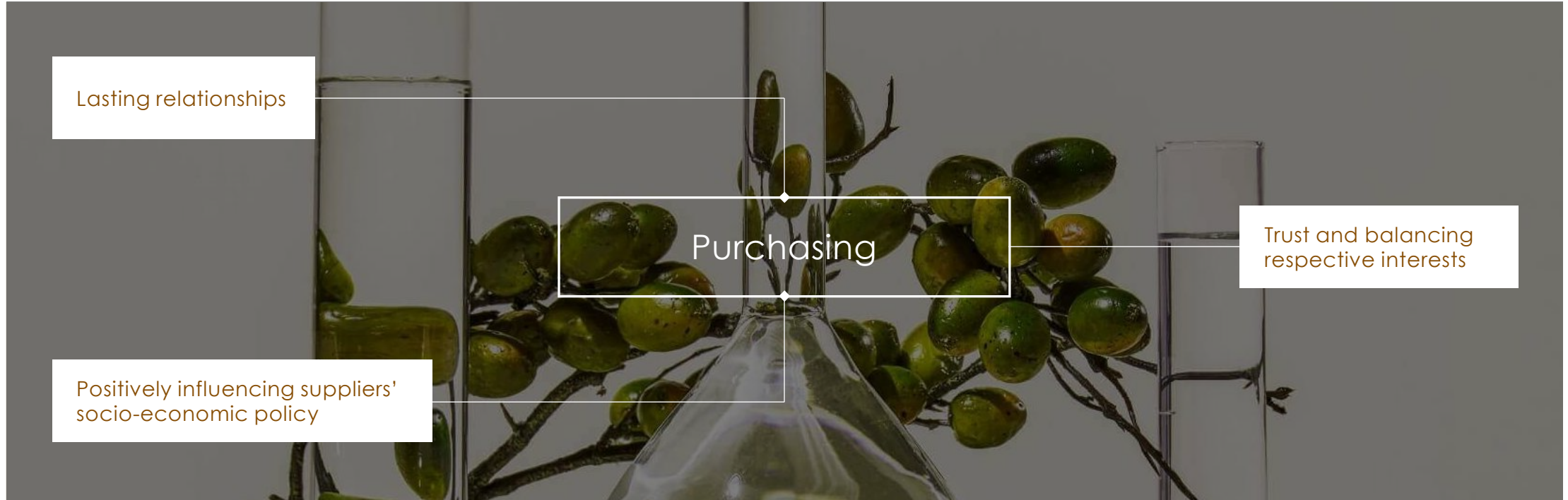
*T.V.T Phan, C. Gallardo and J.M. Mane, Green Chem., 2015, 17, 2846-2852

**P. T. Anastas and J. C. Warner



Ensure responsible management of our products

The quality of the relationships we maintain with our suppliers contributes to the sustainability of our supply chains.



Lasting relationships

Purchasing

Trust and balancing respective interests

Positively influencing suppliers' socio-economic policy

Our goal is to build **lasting relationships** with our suppliers based on a balance of our respective interests, trust and mutual corporate social responsibility undertakings.

We believe we have a responsibility to **positively influence the actions of our suppliers** in terms of environmental and socio-economic impact.

We aim to **include CSR in our key supplier selection criteria** alongside quality, cost and turnaround times.



Ensure responsible management of our products

While our main objective is to minimise the waste we generate, we have also worked for many years on upcycling routes.



UPCYCLING BY **MANE**

Today we propose upcycled ingredients synthesised from our by-products or exhausted raw materials, extracts obtained by other industries' waste valorisation, and aromatic ingredients extracted from green waste.

3 VERY VALUABLE USE CASES:

VANILLA OIL PURE JUNGLE ESSENCE™

Made from a co-product of our VANILLA PURE JUNGLE ESSENCE™.

KEY LIME ESSENTIAL OIL

A by-product from the juice industry. Thanks to our purification expertise, we valorise this essential oil collected during the juicing process.

CYPRESS ESSENTIAL OIL

We have partnered with local gardeners to collect cypress branches from seasonal cuts.

Waste management is one of our numerous commitments to reduce our environmental impact.



Ensure responsible management of our products

Quality and safety of our products is, and always will be, our utmost priority.



As composers of flavours and fragrances, **we prioritise the quality and safety** of our products above all.

We have implemented countless initiatives to ensure quality and safety throughout our manufacturing processes, from the selection of raw ingredients to the packaging of our final products. **Our suppliers are equally subject to our exacting standards.**

The development of all new research projects is subject to a rigorous **safety assessment process**, and production is contingent on approval by our Scientific Committee.

In addition, **raw materials used to manufacture products must meet strict specifications** outlined by the Group's Regulatory Affairs and Product Safety department.



Care for our employees


We believe that the success of our Company is built above all on the expertise of our employees.



Social

- ◆ We are proactive in attracting and supporting talent
- ◆ We offer a safe and healthy working environment
- ◆ We develop our employees' professional skills

94% Employees trained in 2023



Inclusion

- ◆ We are committed to gender equality
- ◆ We integrate people with disabilities
- ◆ We involve senior employees with the younger generations

Since 2013, we have been committed to the sustainable integration of young people and the transmission of knowledge among generations, with the aim of passing on the key skills required by the company.

We promote diversity in the workplace and equal treatment of all employees, suppliers and partners.



Promote sustainability along our value chain

Contributing to the local development of the areas in which the Group operates is a responsibility MANE takes very seriously.



- ◆ We create value and opportunity for local communities
- ◆ We support employment, local industry and transfer of skills



- ◆ We are deeply attached to different products and lifestyles
- ◆ We are a global, 'multi-local' company, respecting and upholding local cultures and specificities wherever we operate

At MANE, we believe growth is only sustainable if it is shared.



We want clear goals to focus on

We give ourselves measurable objectives for 2030, which we will monitor between now and then.

MANE Group's employees who signed the **Code of Ethics**

Metric	2023 Results	2030 Objectives
MANE Group's employees who signed the Code of Ethics	93%	100%

Direct and indirect GHG emissions
from the manufacture of products and energy consumption
Scope 1&2
(in absolute terms)

Metric	2023 Results	2030 Objectives
Direct and indirect GHG emissions (Scope 1&2)	-16%	-50%

Renewable electricity

Metric	2023 Results	2030 Objectives
Renewable electricity	65%	100%

Employees benefiting from training

Metric	2023 Results	2030 Objectives
Employees benefiting from training	94%	90%

MANE Group's strategic suppliers committed to a CSR Policy

Metric	2023 Results	2030 Objectives
MANE Group's strategic suppliers committed to a CSR Policy	92%	90%

◆ 2023 RESULTS ◇ 2030 OBJECTIVES



We commit to our goals


We give ourselves measurable objectives for 2030, which we will monitor between now and then.




MANE's Corporate Social Responsibility report sets out the commitments, priorities, objectives and actions put in place by the MANE Group to fulfil its societal commitments to sustainable development.



OUR [CSR REPORT](#) IS AVAILABLE ON OUR WEBSITE.



WORLDWIDE CERTIFICATIONS LISTED BY THE INTERNATIONAL CODIFICATION



ALL OUR CERTIFICATIONS ARE AVAILABLE ON OUR [WEBSITE](#).

What we believe in

07

WE PREPARE
TOMORROW'S TALENTS
AND INNOVATION

CENTRE

D'INNOVATION



NATURE is our inspiration and our foundation.

HUMAN NATURE is our most precious asset.

 TALENTS

MANE's family-inspired culture of knowledge transmission led to the creation of in-house Flavourists' and Perfumers' schools.

 RESEARCH

Identification and selection of new molecules and raw materials that will define MANE's next generation of flavours and fragrances.

 DIGITALISATION

Enhance human capacities and allow us to work better and faster.

Our flavourists' and perfumers' schools

We transmit our traditions and train our teams to use the most recent and cutting-edge technologies.

PERFUMER'S SCHOOL



A curriculum covering natural products, the chemistry of perfumery and cosmetic ingredients, innovation, regulations, sensory analysis, consumer preferences and the science of olfaction and formulation

Junior Perfumers complete their training "on the job", under the mentorship of a Senior Perfumer.

FLAVOURIST'S SCHOOL



A singular professional and human experience structured around the unique organoleptic descriptors vocabulary developed by MANE's Flavour Sensory Analysis Department.

Trainees acquire knowledge in the formulation of sweet and savoury products, natural and chemical raw materials, application, innovation, regulation, sensory analysis, and consumer preferences.

Junior Flavourists complete their training "on the job" under the mentorship of a Senior Flavourist.

**A 2-year programme
based on 25 years of teaching experience.**

Research & labs

With nature as our inspiration and foundation, we interpret its endless elements to define our vision of natural flavours & fragrances.



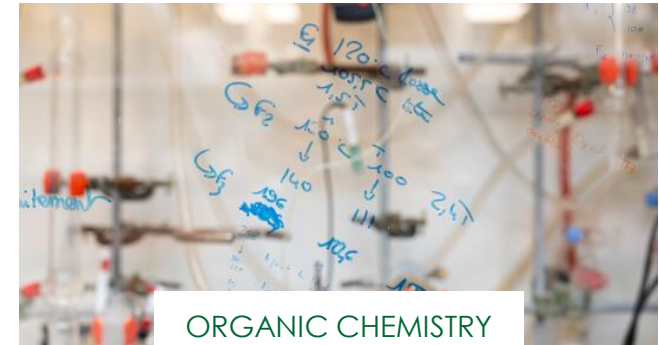
ANALYTICAL

Identifying and selecting new molecules and raw materials that will define MANE's next generation of flavours and fragrances.



BIOTECHNOLOGY

The biotechnology department oversees the research and production of aroma chemicals through enzymatic and microbial engineering, such as the patented natural Antillone™.



ORGANIC CHEMISTRY

For over 40 years, our fundamental research teams have developed molecules that contribute to the singularity of our flavours and fragrances, such as our Physcool® proprietary cooling agent.

**OLFACTOMETRY LABS:
THE SCIENCE OF MEASURING ODOURS**
Continuous dedication to better understanding how to best serve your consumers



1 Measure
Volatility



2 Observe
Dose-responsive curve



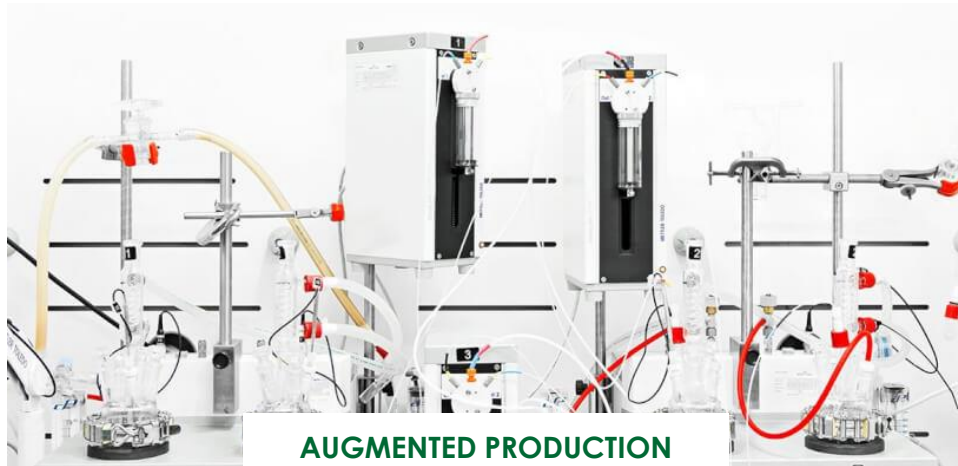
3 Unveil
Odour detection threshold



4 Create
Maximising olfactory performance

Augmented activities & AI

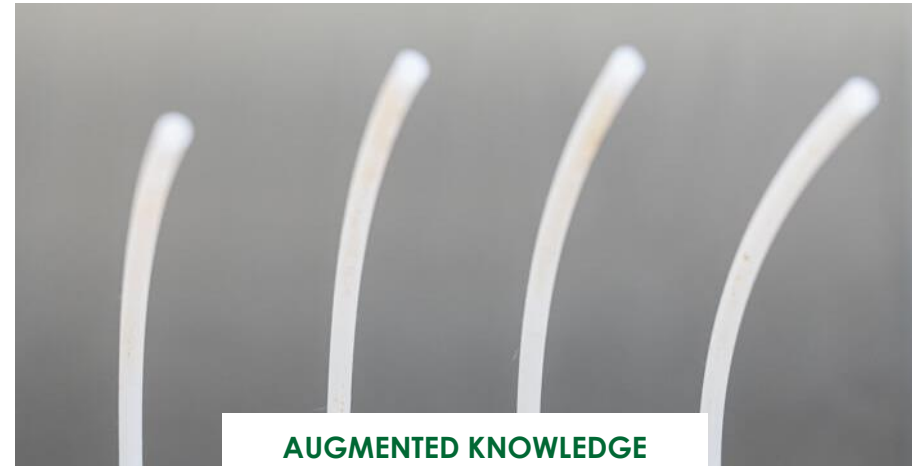
A human process to support our challenges in a wide range of business contexts.



AUGMENTED PRODUCTION

Improve design and production processes

From project ignition to creation delivery, we digitalise our internal processes to speed up our workflows and expand our creative possibilities.

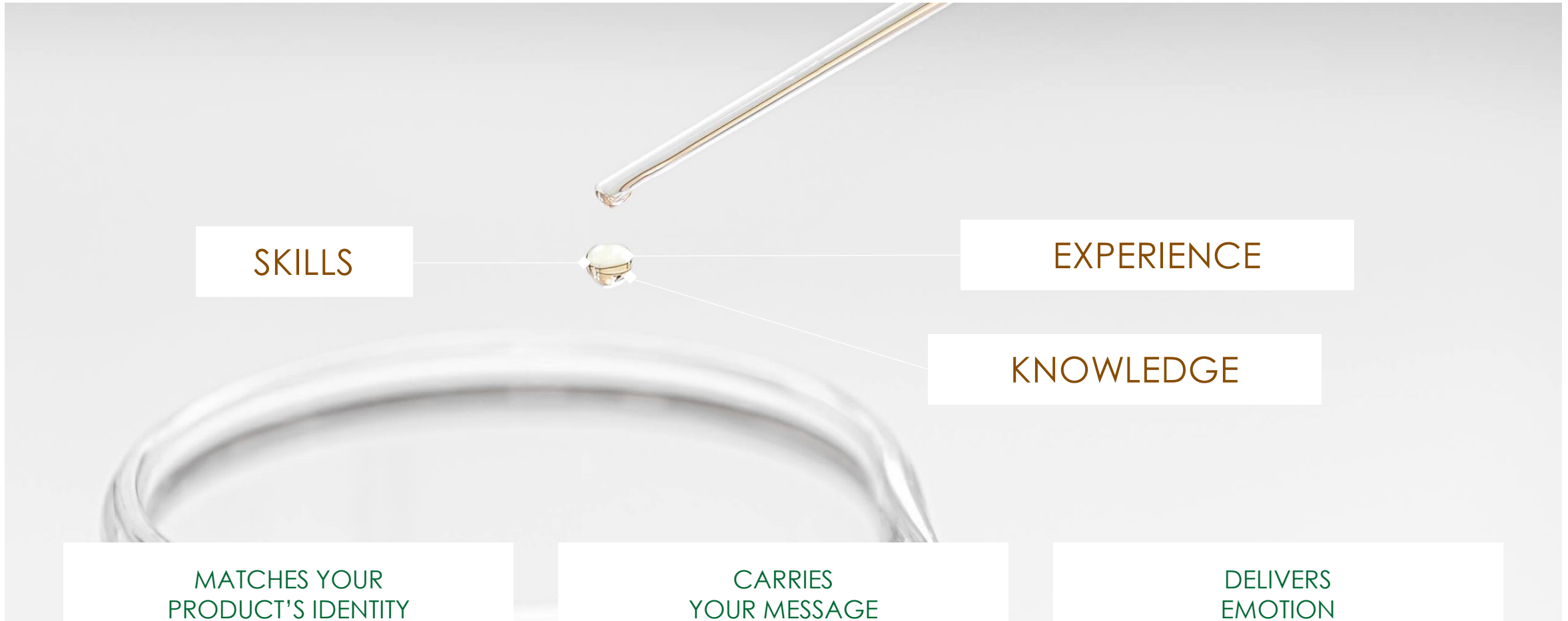



AUGMENTED KNOWLEDGE

Discover new knowledge with Artificial Intelligence

We want to go even faster, deeper, and further in extracting the utmost value from our data. So we have designed an exclusive in-house AI tool to process much more data, and reach the next level of social & cultural insights.

A whole universe in a single drop





We may be renowned for our technologies,
processes and talented teams,
but it is still **passion** that fuels our organisation
and accomplishments, while keeping our industry
sustainable, and socially **responsible**.

What will we create
TOGETHER?

WE
CAPTURE
WHAT
MOVES

 MANE