

SUSTAINABLE DEVELOPMENT PROGRESS REPORT – 2025

Karine Biette,
French farmer in
Soings-en-Sologne (41),
since 2018.

ACCELERATING THE ENVIRONMENTAL AND ETHICAL TRANSITION OF PICKLES BY 2030





Editorial

«Transforming the pickle sector is not simply a promise; it is a long-term undertaking that we are building over time, together with our employees and partners. Having launched numerous initiatives in recent years, our priority today is to give greater structure to our approach, measure our impact in tangible terms and focus on the key issues that will shape what comes next.»

Olivier Camille, CEO, Reitzel Group

A story of passion... and responsibility

At Reitzel, we have been a family of gherkin lovers since 1909. Turning them into pickles is our business and our passion. Producing them sustainably is now our responsibility.

Behind every product are soils, natural resources and expertise and, above all, the women and men who keep this sector thriving. Preserving this balance is a commitment we have chosen to embrace fully.

A long-term commitment

This commitment is nothing new. In 2016, we were pioneers in creating the world's first Fairtrade gherkin supply chains, driven by the conviction that sustainability must guarantee fair conditions for producers. In 2022, we took another major step forward with the launch of VIA - Very Important Actions.

VIA: a pathway to transforming the sector

VIA is much more than a programme. It is a genuine pathway that we are building for the long term, designed to endure, with strong foundations and a robust structure. It is a route marked by clear milestones that help us navigate, enabling us to measure our progress and stay on course. Since then, this vision has guided

our actions and enabled us to stay one step ahead within our industry.

In particular, we have revived local gherkin production in France and Switzerland and launched numerous initiatives to advance agricultural practices and protect nature.

This year, we have reached further important milestones, notably by strengthening our agricultural supply chains and trialling agroecological solutions through pilot projects in Switzerland, France and India. At the same time, we have defined our decarbonisation pathways in alignment with the Science Based Targets initiative (SBTi) and continued the transition towards more circular packaging.

We are now well on our way, and we can be proud of every step we have taken, large and small.

Three priorities for the future

Transforming an entire sector, however, takes time, collaboration and perseverance.

Our work over the coming years will be guided by three key priorities:

- preserving and improving soil fertility;
- reducing the carbon footprint of our value chain and developing more sustainable packaging solutions;
- and ensuring the economic viability of our sustainable agricultural supply chains.

These priorities shape both our focus and the way we steer Reitzel's development, while also providing an opportunity to continue moving the pickle sector towards a more sustainable model.

A collective journey

Together, we form a committed community, with the courage to move forward, rise to challenges and work for the common good. None of this would be possible without the commitment of our teams, our farming partners and our wider ecosystem. Their energy and determination are our strength.

At Reitzel, we take our commitments very seriously – without ever taking ourselves too seriously!

I hope you all enjoy reading this report.

Olivier Camille
CEO, Reitzel Group

VIA for «Very Important Actions»

Contents

Editorial	2
Who we are	4
Executive summary	5
VIA at a glance	6
From vision to action	7
Looking ahead to 2030	8
Key results	10
PEOPLE	12
2025 PEOPLE highlights	14
Testimonials	24
PICKLE	26
2025 PICKLE highlights	28
4 Agroecology pilot projects	35
Testimonials	36
PLANET	38
2025 PLANET highlights	40
COMMITMENT	48
New momentum	44
Governance	52
Appendix – People pillar KPIs	54
Appendix – Pickle pillar KPIs	58
Appendix – Planet pillar KPIs	60
Appendix – Governance KPIs	64

Who we are

Since 1909, Reitzel has been turning vegetables into pickles with **passion and exacting standards**.

As a family-owned company, we develop products rooted in **sustainable agricultural supply chains**, working closely with our **producer partners**, employees and consumers.

Operating across Europe and internationally, we have several sites and a workforce **of more than 560 permanent employees**, with revenue of **CHF 123 million** in 2025.

We manage **the entire value chain, from field to jar**.

Our close ties with our supply chains enable us to ensure **quality, traceability and innovation**.

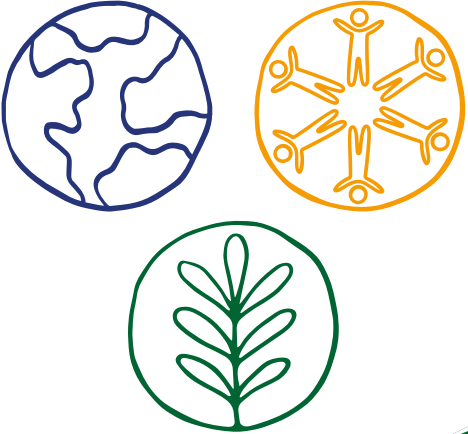
Through VIA – Very Important Actions, we are structuring our approach to drive **the sustainable transformation of the pickle sector**, focusing on three pillars: **People, Pickle and Planet**.

Executive summary

What changes in 2025: moving from action to structured impact

In 2025, Reitzel is entering a new phase in its sustainable transformation, with a more structured, impact-driven approach.

Having laid the foundations over recent years, VIA is now becoming part of a more integrated approach, linking ESG priorities, operational performance and value creation.



A tangible shift in how we operate

This transformation is taking concrete form through:

- Strengthening our responsible agricultural supply chains (Fairtrade, traceability, sustainable practices)
- Rolling out initiatives across all three pillars – People, Pickle and Planet
- Consolidating our climate pathways (SBTi) and developing decarbonisation scenarios
- Developing management tools and progressively aligning with CSRD/VSME requirements

An approach that supports performance and resilience

VIA is thus becoming a lever for embedding this transformation for the long term, by combining economic performance, responsibility and resilience.

A transformation for the long term

Reitzel has grown by evolving alongside its environment, markets and agricultural supply chains.

Recent years have marked a turning point, with the emergence of VIA, which now provides the framework for our sustainable transformation and gives our development a new direction.

● **1909**

Hugo Reitzel founds Reitzel in Switzerland

● **2017**

Creation of the Bravo Hugo organic brand

● **2017**

Launch of the local HUGO range in Switzerland

● **2018**

Reitzel launches its partnership with Fairtrade

● **2020**

Reitzel celebrates 111 years in business!

● **2022**

Launch of the VIA 2030 programme

● **2022**

Launch of the local HUGO range in France

● **2023**

Reitzel France obtains PME+ certification

● **2024**

● **2025**

Tangible results

Accelerating the transformation, with concrete results across the People, Pickle and Planet pillars:

- Strengthening agricultural supply chains (Fairtrade, organic, local)
- First measurable progress on climate, packaging and resources

-21 % reduction in plastic
58 % renewable energy
98,6 % of waste recovered

Strengthening Fairtrade supply chains and employee engagement (People)

Accelerating local and organic supply chains and developing agroecology pilot projects with partners in the field (Pickle)

Climate pathways under way (SBTi), second carbon assessment and circular economy initiatives (Planet)

148'621 CHF in Fairtrade premiums

Expansion of Fairtrade supply chains to gherkins and chillies

52 certified organic farmers and 68% of crops using drip irrigation in India (vs 22% in 2022)

64% of our electricity consumption comes from renewable or low-carbon sources

VIA in 2025: a programme taking shape on the ground

VIA at a glance

OUR MODEL FOR TRANSFORMING THE PICKLE SUPPLY CHAIN

VIA structures our sustainability transformation around three complementary pillars – People, Pickle and Planet – enabling us to take action across the entire value chain, from field to jar.



PEOPLE (Inclusive)

Respect for people

- 1 Agricultural partners**
Living conditions – Fairtrade & traceability
- 2 Employees**
Respect – Wellbeing – Gender equality
- 3 Consumers**
Respect for nature & health

PICKLE (Regenerative)

Sustainable, local and regenerative pickles

- 1 Sustainable farming and environmentally certified pickles**
- 2 Agroecology**
Transition towards regenerative agriculture
- 3 Organic & Local**
Expansion of production

PLANET (Circular)

Actions for the climate

- 1 Contributing to the net-zero carbon agenda**
- 2 Transition to a circular economy and waste recovery**
- 3 Sustainable management of natural resources**
Renewable and/or low-carbon energy

From vision to action



People

OUR AMBITION

Strengthen responsible supply chains and engage our entire eco-system, from producers through to consumers.

OUR LEVERS FOR ACTION

Support our producers in transitioning to more sustainable practices (Fairtrade, responsible farming)

- Strengthen working conditions and employee engagement
- Promote equality and inclusion within the company and across our supply chains
- Provide consumers with clearer information about the origin and impact of our products



Pickle

OUR AMBITION

Transform our farming practices and products to build a more sustainable supply chain, from field to jar.

OUR LEVERS FOR ACTION

- Develop more sustainable farming practices, including organic and regenerative agriculture
- Develop local, traceable supply chains through direct relationships with our producers
- Innovate to improve the quality, sustainability and composition of our products

VIA for «Very Important Actions»



Planet

OUR AMBITION

Reduce the environmental footprint of our value chain and contribute to the climate transition.

OUR LEVERS FOR ACTION

- Implement decarbonisation pathways aligned with SBTi targets
- Reduce the impact of our packaging by applying circular economy principles (reduction, recyclability and reuse)
- Optimise the use of energy and resources across our sites
- Deploy practical solutions for more sustainable management of natural resources

Accelerating the ethical and environmental



RESPECT FOR PEOPLE



OUR COMMITMENT

Everyone – whether Reitzel employees, farmers, partners or customers – deserves respect, and no one should be left behind.



AMBITION

Develop and implement solutions that improve:

- the resilience of our agricultural partners,
- the traceability of our supply chains,
- employee well-being and fairness.

2030 TARGETS

Improving the living conditions of our farming partners

- 100% FairTrade for all branded products from non-European origins.
- 100% agricultural traceability: visibility and monitoring of all farmers and their production.

Ensure the respect, well-being and safety of our employees

- give employees a sense of purpose.
- engage employees.
- improve working conditions.

Offer consumers products that respect nature and health

- traceability certifications.
- «clean» recipes.



SUSTAINABLE, LOCAL & ORGANIC, REGENERATIVE PICKLES

OUR COMMITMENT

Nature is our best partner in producing the sustainable pickles of tomorrow.

AMBITION

Scale up and strengthen:

- sustainable farming practices across all supply chains,
- the development of organic and local production,
- the transition towards regenerative approaches to restore biodiversity, soil health and ecosystems.

Pickle



transition with VIA by 2030

2030 TARGETS

100% sustainable pickles:

100% of Reitzel gherkins sourced from sustainable and/or environmentally certified agriculture, with gherkin farming that is economically viable for producers over the long term.

Towards regenerative agriculture

- progressive integration of regenerative/agroecological practices across all supply chains.
- 100% drip irrigation across all agricultural production.

Expansion of organic and local sourcing

- 50% of our own-brand products will be organic and/or locally sourced.



ACTIONS FOR THE CLIMATE

OUR COMMITMENT

A low-carbon value chain in which resources are not wasted is our only future.

AMBITION

Reduce and eliminate emissions across the entire value chain while continuing to grow, avoiding waste and preserving natural resources.

Planet



VIA for «Very Important Actions»

2030 TARGETS

Contributing to the net-zero carbon agenda

- 50% reduction in GHG emissions.

Transition to a circular economy and waste recovery

- 100% recyclable, recycled and/or reusable packaging options available to customers.
- Towards 100% waste recovery.
- 30% reduction in plastic use.

Sustainable management of natural resources

- 100% renewable and/or low-carbon energy
- 25% reduction in water consumption across our sites

Key results of the VIA programme in 2025



People

Respect for people

FAIRTRADE

97 %

of baby corn is now Fairtrade certified (target achieved and maintained for three years)

16 %

of gherkins and 6% of chillies are Fairtrade certified (compared with almost 0% in 2022)

CHF 148'621

in premiums redistributed to farming communities in 2025.

OUR TEAMS

>90 %+

Estimated number of employees who have received sustainability awareness training and/or training on the VIA programme

100 %

of subsidiaries have conducted a workplace well-being survey and developed an improvement roadmap

+33 %

Employees with disabilities compared with 2023. Reitzel is continuing its inclusion policy, with 20 employees with disabilities in 2025

TRANSPARENCY

143

Hugo Reitzel products rated using an Eco-Score in Switzerland

+35

new products listed in Switzerland in 2025



Pickle

Sustainable, local & organic, regenerative pickles

SUSTAINABLE FARMING

Share of agricultural land covered with biodegradable mulch.

France 46 %

Switzerland 68 %

AGROECOLOGY/ REGENERATIVE AGRICULTURE

5

Agroecology pilot projects
New practices trialled with producers to help shape the future of farming.

68+ %

Drip irrigation installations in India, compared with 22% in 2022

LOCAL

1205 + +52 %

of locally sourced gherkins since 2019, thanks to the gradual revival of French and Swiss supply chains.

ORGANIC

52

Indian farmers now certified organic

A new step in the development of the Group's sustainable supply chains.



Planet

Actions for the climate

NATURAL RESOURCES

64 %

of renewable and/or low-carbon electricity

Up 23 percentage points since 2022, driven by investments in Switzerland and India.

CO₂ EMISSIONS

2nd carbon footprint

Achieved by the Group
A solid foundation for developing the climate pathway and SBTi targets.

CIRCULAR ECONOMY

233 +

of plastics avoided between 2025 and 2022: 92 in 2025 and 141 in 2024.

98,6 %

of waste recovered
A performance that confirms the momentum behind the circular economy initiatives implemented across our production sites.



People

12

Everyone - employees, farmers, partners and customers - must be treated with respect, and no one should be left behind.



Narasimaiah
REITZEL BABY CORN
FARMER

- Farmer ID: KN01066
- Chottanahalli Village
- Tumkur District - 572213

Sustainable development progress report – 2025

Putting respect for people at the heart of our model

At Reitzel, sustainability is first and foremost about the people who bring our supply chains to life, from farming through to the consumer.

Faced with growing challenges – producers' living conditions, attracting and engaging employees, and consumers' expectations for transparency – **we are structuring our approach to create lasting value for everyone.**

Through VIA, we are focusing our efforts on three priorities:

- support fairer agricultural supply chain
- strengthen employee engagement and well being by offering consumers, responsible and transparent products

These challenges directly shape our priorities for action and how we manage our impact through the VIA programme.

What is our ambition?

Develop and implement solutions that strengthen the resilience of our agricultural partners, improve the traceability of our supply chains, and promote greater well-being and fairness for our employees.



Visit by the Reitzel Sales and Marketing team to our farming partners in India – 2025



Stefan Litscher, Swiss farmer in Sevelen, since 2017

13



2025 People highlights

IMPROVING THE LIVING CONDITIONS OF OUR AGRICULTURAL PARTNERS

Faced with major challenges – pressure on agricultural incomes, climate change, increasingly fragile supply chains and growing demands for transparency – Reitzel is strengthening and structuring its commitment alongside its farming partners.

As pioneers of Fairtrade pickle supply chains, we have progressively developed fairer models that provide greater income security and long-term support for producers.

Today, **97% of our baby corn and 16% of our Indian gherkins are sourced through Fairtrade supply chains**, and we are continuing to extend this approach to other crops, particularly chillies.

At the same time, we are strengthening **supply chain traceability** to better support our farming partners, secure our supplies and **accelerate the adoption of more sustainable agricultural practices**, while responding to growing expectations for transparency.

Through VIA, we are embedding these actions for the long term to strengthen the resilience of agricultural supply chains and support the sustainable transformation of the pickle business model.



DEVELOPMENT OF OUR FAIRTRADE SUPPLY CHAIN IN INDIA

Since 2016, Reitzel has been developing Fairtrade supply chains to provide producers with more stable incomes and strengthen the resilience of farming communities.

In 2025, Fairtrade Premiums reached CHF 148,621, up from CHF 141,173 in 2024, confirming our continued commitment.

Roll-out of Fairtrade-certified gherkins

As part of its Group strategy, Reitzel is progressively rolling out Fairtrade certification across its gherkin ranges.

The goal is for 100% of our own-brand products sourced from India to be Fairtrade certified by 2030, including gherkins, baby corn and chillies.

This approach is being implemented through the gradual introduction of certified products across the different markets. France is already a concrete example of this approach, with several products available in the foodservice channel Foodservice: mini gherkins (300+) in vinegar, available in 5/1 tins and 72 cL jars; extra-fine gherkins (150+) in vinegar, available in 5/1 tins and 4/4 jars.

These products demonstrate the Group's commitment to making Fairtrade tangible for consumers by progressively rolling out certified ranges, without compromising on quality.

A gradual transition tailored to each crop

Baby corn has reached 97% Fairtrade production, close to the 100% level maintained for several years, demonstrating the maturity of this supply chain:

- Gherkins (16%) are continuing their gradual transition, with certified volumes increasing and the network of partner supply chains expanding.
- Chillies (6%), which were recently added to the programme, mark a new phase in the roll-out and offer strong potential for further development.

Beyond the volumes themselves, these premiums have a tangible impact on the ground: they help fund local projects and support the transition towards more sustainable farming practices.



François Bonvin (Chief Information Officer – Reitzel Group) alongside two Indian farmers.

VIA for «Very Important Actions»

FROM FIELD TO PRODUCT: REAL-TIME DIGITAL TRACEABILITY TO SAFEGUARD SUPPLY CHAIN INTEGRITY

Reitzel is developing and rolling out a digital traceability solution that connects local agricultural teams with the various stakeholders across the supply chain, ensuring reliable monitoring of farming practices, volumes and product flows.

Thanks to this application, data is collected in real time, enabling precise monitoring of farming practices, volumes and product flows.

This approach ensures **complete transparency and supply chain integrity, from field to finished product**, and is supported by close agronomic guidance to strengthen data quality and operational performance.

In concrete terms:

- Real-time monitoring of farming practices and volumes
- Full traceability of product flows, from field to finished product
- On-the-ground support for producers to improve farming practices

Roll-out:

Phase 1 in India – approximately 5,000 farmers covered

- The data are entered by the agricultural branch managers and Field Supervisors, who monitor farming practices and volumes on the ground
- Progressive roll-out in Europe Target: wider deployment by 2027



2025 People highlights

SUPPORTING OUR LOCAL COMMUNITIES SO THAT NO ONE IS LEFT BEHIND

As a company firmly rooted in the regions where it operates, Reitzel goes beyond its value chain to support local communities.

Faced with tangible social challenges – access to education, inclusion and support for vulnerable populations – we take action through targeted initiatives developed in close collaboration with our local sites and teams.

These locally driven initiatives reflect our commitment to leaving no one behind and, at our own level, contributing to the development of the communities in which we operate.

Through VIA, we are progressively strengthening this commitment to deliver lasting improvements in the living conditions of our employees' families and local communities.

Taking practical action on the ground



SUPPORTING WOMEN'S EMPOWERMENT IN INDIA

Women account for more than 70% of the agricultural workforce in some regions of India, yet they often remain financially dependent on men.

Through its Fairtrade supply chains, Reitzel India is developing a range of initiatives to progressively strengthen the independence of women farmers, notably by registering farming contracts in their names and providing support on good agricultural practices.

In 2025, partner women farmers also visited the Reitzel India processing facility to learn about the entire value chain, from field to finished product.

2030 target: 50% of farming contracts in India to be registered with partner women farmers.

Target	2025	2026	2027	2028	2029	2030
Women Empowerment	30 %	35 %	40 %	45 %	45 %	50 %



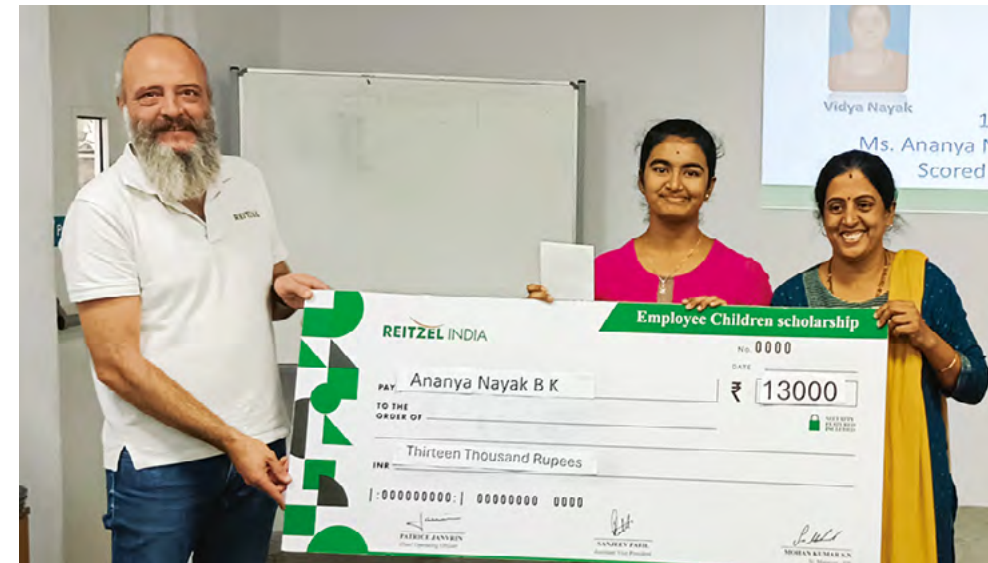
A SCHOLARSHIP PROGRAMME FOR EMPLOYEES' CHILDREN

Since 2021, Reitzel has supported the children of its employees in India in pursuing higher education. The programme aims to encourage academic achievement and provide future opportunities for young people, some of whom come from disadvantaged backgrounds. In 2025, several students benefited from this support, extending Reitzel's positive social impact beyond its direct business activities.

Scholarships that open up new opportunities

In 2025, four students were recognised for their outstanding academic results and awarded scholarships for their performance in the SSLC (Secondary School Leaving Certificate) examination, a key milestone in their education.

This support enables them to continue their studies in better circumstances and provides a tangible example of Reitzel's commitment to education and equal opportunities.



Awarding of Reitzel scholarships India 2025 by Patrice Janvrin (COO Reitzel India) and Mohankumar SN (AGM-People & Culture)



VIA for «Very Important Actions»



OLYMPIC PICKLES GAMES

For the **third consecutive year**, the Olympic Pickles Games are bringing Reitzel employees together around a simple challenge: **walking together for health, team spirit and solidarity.**

In 2025, teams from Reitzel France, Switzerland, India and Sri Lanka set themselves a shared goal: to cover more than **15,000 kilometres in total**, equivalent to the distance between the Group's sites.

Each edition also supports a tangible charitable initiative:

- **2023:** tree planting in Madagascar, with every step contributing to reforestation
- **2024:** continuation of this commitment through tree-planting initiatives in India
- **2025:** support for our long-standing partner, Handicap International

Presentation of donation: CHF 8,000 to Handicap International

On 16 September 2025, Reitzel presented a cheque for CHF 8,000 to Handicap International in the presence of Reitzel Switzerland employees.

The donation will help fund treatment for 16 children with clubfoot in Sri Lanka, enabling them to receive early care.

Among them, two-month-old Mark Levin is receiving medical follow-up, including the use of a brace to gradually correct the position of his feet.

This initiative provides a tangible extension of our employees' commitment beyond the company.



REITZEL SWITZERLAND IS COMMITTED TO PROFESSIONAL REINTEGRATION

In September 2025, Reitzel was awarded the "Partner Company" label by the Disability Insurance Office of the Canton of Vaud. This distinction recognises our commitment to supporting people back into employment and integrating individuals facing health-related challenges.

It highlights the practical initiatives undertaken by our teams and encourages us to continue and strengthen this commitment over the long term.

Bernard Poupon and Olivier Camille (Chairman and CEO of the Reitzel Group) at the presentation of the cheque for CHF 8,000 to Handicap International at the HUGO SHOP in Aigle.



2025 People highlights

ENSURING THE RESPECT, WELL-BEING AND SAFETY OF OUR EMPLOYEES

In response to growing expectations around well-being, engagement and skills development, Reitzel strengthened its employee-focused initiatives in 2025, particularly in the areas of quality of working life, sustainability training and psychosocial risk prevention. These initiatives help create a healthier working environment and strengthen employee engagement in support of the company's sustainable transformation.

Investing in employee skills and experience

QUALITY OF WORK LIFE (QWL) – STRENGTHENING ENGAGEMENT AND THE WORK ENVIRONMENT

In 2025, Reitzel continued to roll out the Quality of Working Life action plan launched in 2024, following studies conducted among employees.

Rollled out in Switzerland, France and India, these initiatives focus in particular on:

- continuous improvement of working conditions
- strengthening dialogue and ensuring employees are heard
- skills development and risk prevention

These initiatives help foster, over the long term, **an engaging and balanced working environment aligned with employees' expectations.**



A QWL committee working closely with our teams

In Switzerland, a Quality of Working Life Committee has been established, bringing together employees from different departments and cultural backgrounds.

This cross-functional approach helps to identify needs on the ground, foster dialogue and jointly develop solutions tailored to the realities faced by teams.

This committee plays a key role in:

- better understanding working conditions and the difficulties encountered
- strengthening listening and sharing between employees
- communicating concrete actions to improve wellbeing at work



Laura Troisio, Florentin Golay, Rachèle Monnay-Michaud, Séverine Duruz, Sandra Marques, Patricia Borgatta, Vasco Ferreira Da Silva, Helia Rosa.



2025 People highlights

DEVELOP SUSTAINABILITY SKILLS



Green Sales Accelerator

In 2025, Reitzel stepped up the workshops delivered as part of its Green Sales Accelerator programme for sales teams, rolling it out across all three subsidiaries. The training is designed to strengthen sustainability skills and help teams better integrate ESG issues into customer relationships.

In particular, it enables them to:

- develop a shared understanding of sustainability issues
- translate VIA commitments into commercial value
- support teams in their day-to-day practices



Professional ESG Training

Certified training programmes are available to employees wishing to develop their sustainability expertise, including a Master's in Sustainability Management (ESG), as well as courses covering key topics such as life cycle assessment (LCA), carbon footprinting and sustainable agronomy. These programmes strengthen internal expertise and support Reitzel's sustainable transformation.

Guillaume Dupré, KAM Reitzel Switzerland, DAS in Sustainable Management (currently in training).



IMPROVING EMPLOYEE WELL-BEING



Psychosocial risk training

Dedicated training on psychosocial risks has been rolled out for employees and managers. These initiatives aim to:

- raise awareness of mental health issues in the workplace
- identify situations of risk
- promote a healthy and respectful working environment

The training was delivered by Chantal Pasquier and Marc Rosset, both professional mediators with CSMP® and ASPE® Trusted Person accreditation.

For more information:

www.permanence-rps.ch



Home visits to employees in India

Home visits are organised in India to gain a better understanding of employees' living conditions. These opportunities for dialogue help to:

- strengthen ties between the company and local teams
- gain a better understanding of social and economic realities
- tailor support initiatives more effectively



Fanny Michellod,
Marketing Director
Reitzel Switzerland



A Day in the Life at Reitzel Switzerland

In Switzerland, an employee immersion initiative gives colleagues the opportunity to discover other roles and operational realities within the company.

The experience helps to:

- strengthen understanding of each person's role and constraints
- encourage collaboration between teams
- develop a more inclusive and collaborative corporate culture

Ensuring responsible practices at every level of the value chain

TRANSPARENCY

Eco-score – providing clearer information about the impact of products

Working with Beelong, Reitzel Switzerland is developing the Eco-Score to make the environmental impact of its products easier to understand. In 2025, 35 new HUGO REITZEL products were assessed in Switzerland, bringing the total number of products evaluated to more than 100.

En Vérité – transparency for consumers

For several years, Reitzel has been committed to providing consumers with clearer information.

Since 2022, Reitzel has been a board member of the En Vérité collective, represented by Perrine Beurey, and is progressively rolling out tools such as Origin'Info to provide clearer information about the origin of its products.

Origin'info is proudly displayed on our packs!

To provide even greater transparency, from summer 2025 the Origin'Info logo has been proudly displayed on French packs of the HUGO brand. The aim is to enable consumers to identify the origin of the main raw material and where the product they are buying was manufactured. This provides valuable support in showcasing our work and our commitment to transparency.



RESPECT FOR HUMAN RIGHTS

Reitzel applies a strict human rights policy in line with international standards (ETI, UNGP) and the requirements of Swiss legislation, particularly Articles 964a to 964l of the Swiss Code of Obligations relating to due diligence.

- No cases of child labour were identified during the 2023 SMETA audit, with the youngest employee observed being 20 years old
- Age-verification procedures at recruitment, regular checks, training and reporting mechanisms ensure that these commitments are effectively implemented both at our sites and throughout our supply chain.

Protecting human rights, and in particular prohibiting child labour, is a fundamental principle of our approach.

COMPANY CERTIFICATION

Reitzel France is structuring and strengthening its ESG approach through recognised certifications, providing assurance of transparency, credibility and continuous improvement.

EcoVadis (2025)

Reitzel France achieved «Committed Company» status and defined an ESG roadmap through to 2027, with the objective of reaching Bronze level by 2026.

PME+

A demanding French certification, PME+ recognises our commitment to responsible practices, particularly in terms of product quality, local sourcing and sustainable relationships with our partners.

Vaud Ambassadeur

This distinction reflects our strong regional roots in Switzerland and our contribution to local economic development.



The Reitzel France team at MIF Expo – The Made in France Trade Fair from 6 to 9 November 2025 in Paris, an opportunity to raise our customers' awareness of the origin of our local gherkins.





With VIA, everyone has been pitching in and no one has been left behind

Name : Govindaiah
Village : Chattanahalli
District : Tumakur
Karnataka India

Testimonials on our People initiatives

VIA IS, ABOVE ALL, ABOUT WOMEN AND MEN WHO ARE COMMITTED EVERY DAY

«Today, I feel more secure. With Fairtrade, the price is more stable and the Premium helps our families and the community. We also receive advice on how to farm better, and this makes a real difference to our daily lives.»

Narasimaiah, baby corn producer and Fairtrade member

«The partnership with Reitzel provides a tangible example of what fair trade can achieve on the ground. By progressively developing Fairtrade supply chains, Reitzel is helping to secure producers' incomes and strengthen the resilience of farming communities. Its commitment to sustainability and the expansion into new crops are key levers for maximising this impact.»

Fairtrade – Max Haavelar Switzerland



Name : Sarojamma
Village : Chottanahalli
District : Tumkur
Karnataka India



«Being part of the Quality of Working Life Committee gives me the opportunity to make a tangible contribution to improving our teams' day-to-day working lives. We exchange ideas across departments, listen to one another and move forward together.

This experience has helped me better understand my colleagues and the realities they face. I also get involved in organising informal social events, which strengthen relationships and team spirit.»

Patricia Borgatta
Key Account Manager at Reitzel Switzerland



A CHRISTMAS CELEBRATION FOR THE CHILDREN OF REITZEL SWITZERLAND

35 children of Reitzel Switzerland employees brought together – December 2025

«I am proud to see that the family spirit that defines Reitzel is also reflected in moments like these. Bringing our employees' children together for the Christmas celebrations is a wonderful way to bring our values of closeness and togetherness to life.»

Séverine Duruz
HR Director at Reitzel Switzerland.

«With Reitzel, we share a strong conviction: information about product origin should be clear and accessible to everyone. By supporting the En Vérité initiative, the company is helping to drive greater transparency in industry practices, with the ambition of seeing these new standards gradually become the norm.»

Juliette Decaudin
Member of the «En Vérité» collective

RAISING CLIMATE AWARENESS AND TAKING ACTION AT REITZEL SWITZERLAND

At the beginning of 2025, employees from Reitzel Switzerland and France came together for around ten Climate Fresk workshops.

«These workshops were a very rewarding experience. They showed that when we take the time to share ideas and develop a common understanding of climate issues, everyone can play an active role in driving change. This is the collective momentum we want to build through the VIA programme.»

Léopoldine Mathieu
VIA Programme Manager





26

Pickle

Nature is our best partner in producing pickles sustainably

Karine Biette, French farmer in Soings-en-Sologne (41), since 2018.



Sustainable development progress report – 2025

For sustainable, local and regenerative agriculture!

At Reitzel, the quality of our products begins in the fields.

Preserving soils and natural resources, and strengthening the resilience of our agricultural supply chains, has become a strategic priority in securing the future of pickles.

Faced with climate change, pressure on resources and growing expectations around quality and traceability, we are evolving our agricultural models towards more sustainable, local and regenerative approaches.

Through VIA, we are focusing our efforts on three priorities:

- strengthening the sustainability of all our agricultural supply chains
- developing local and organic supply chains
- accelerating the transition towards regenerative practices to preserve soils, biodiversity and natural resources

These challenges fundamentally shape our agricultural strategy and the way we are building the pickle supply chain of tomorrow, because its future depends directly on the health of our soils and the resilience of our supply chains, as well as on the women and men who bring them to life.

What is our ambition?

To scale up and strengthen sustainable farming practices across all our supply chains, in partnership with our producers, in order to preserve biodiversity, soil quality and ecosystems.



Name : Mudalgirigowda
Village : Chottanahalli
District : Tumkur
Karnataka India



27



2025 Pickle highlights



SUSTAINABLE FARMING AND ENVIRONMENTALLY CERTIFIED PICKLES

28

Faced with climate challenges, pressure on natural resources and the need to secure agricultural supply chains over the long term, Reitzel is accelerating the sustainable transformation of its farming practices.

Gherkin, baby corn and chilli farming plays a key role in the regions where our supply chains are established. When managed responsibly, it can help preserve soils, protect biodiversity, support farming communities and strengthen the resilience of farms.

Beyond certification, we are progressively developing a more integrated approach to agriculture, built with our farming partners and tailored to the realities of each supply chain.

Our objective: to sustainably transform our agricultural models by combining performance, supply chain resilience and the preservation of natural resources.

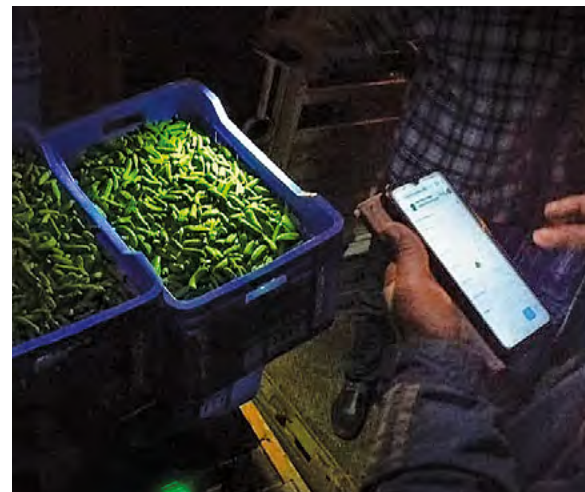


MORE CONNECTED, DATA-DRIVEN AGRICULTURE

Reitzel India is continuing to digitalise its agricultural processes in order to improve field monitoring, strengthen supply chain traceability and facilitate communication between producers, technicians and local teams.

This approach enables:

- better monitoring of farming practices and volumes
- real-time data collection
- greater operational responsiveness
- a gradual reduction in paper-based processes



BUILDING MORE RESILIENT AGRICULTURE WITH OUR FARMING PARTNERS.

For several years, Reitzel has been progressively developing an integrated approach to agriculture with its farming partners, supporting the transition towards more sustainable, economically viable practices tailored to the realities of each supply chain.

This approach aims in particular to improve soil and water management, reduce chemical inputs and strengthen crop resilience in the face of climate and agricultural challenges.



EMPOWERING FARMING COMMUNITIES THROUGH A MORE INCLUSIVE APPROACH

Reitzel India supports its farming partners and their communities to strengthen their capacity to act and contribute to the development of more sustainable and resilient supply chains. In line with the objectives of the People pillar, particular emphasis is placed on greater inclusion, notably by encouraging women's

participation in capacity-building initiatives. In 2025, women farmers from the SPO-Hemavathi Agro cooperative visited Reitzel India's processing facility to gain a better understanding of the entire value chain, from field to finished product, for baby corn and jalapeños.

This initiative promotes knowledge-sharing, strengthens understanding of the supply chain and encourages more active participation in farming and post-harvest activities.

At the same time, Fairtrade Premiums help fund projects benefiting farming

communities, including the distribution of useful tools and supplies. These initiatives reflect Reitzel's commitment to combining long-term partnerships, inclusion, capacity-building and the resilience of agricultural supply chains.



29

VIA for «Very Important Actions»

OUR PRACTICES FOR MORE SUSTAINABLE AGRICULTURE

For several years, Reitzel has been developing an integrated approach to agriculture with its farming partners to build more resilient, viable supply chains that respect natural resources.



Improving soil quality

Crop rotation, addition of organic matter and soil cover to maintain soil fertility.



Sustainable management of water

Optimised irrigation (drip irrigation), and more efficient use of water recovery for more efficient use.



Reducing chemical inputs

Integrated pest and disease management, sustainable use of inputs and appropriate fertilisation for healthier crops.



Continuous improvement of cultivation practices

Producer training, knowledge sharing and technical support to help farming practices evolve over the long term.



Reduction and recovery of waste

Recovery of agricultural residues through composting, reuse of by-products and reduction of losses at every stage of the supply chain.



Partnership and co-construction

Working closely with our producers to jointly develop an agricultural model tailored to local realities and that creates value.

A lasting partnership with producers

A relationship built on trust, supporting high-performing and responsible agricultural supply chains.

By jointly developing an agricultural model tailored to local realities, Reitzel and its farming partners strengthen supply chain resilience and create shared value over the long term.

MORE SUSTAINABLE, MORE RESILIENT SUPPLY CHAINS THAT CREATE VALUE FOR EVERYONE.



2025 Pickle highlights

TRANSITION TO REGENERATIVE AGRICULTURE

At Reitzel, we are progressively developing new agricultural models for our pickle supply chains that combine farming performance, soil preservation, biodiversity and the long-term resilience of natural resources.

As a pioneer of Fairtrade within pickle supply chains, Reitzel is now accelerating the development of agroecological and regenerative approaches tailored to the realities of gherkin, baby corn and chilli production.

These approaches are still emerging within our farming systems and require **significant research, field trials and agronomic adaptation** in order to progressively address the agricultural challenge of tomorrow: producing sustainably, preserving natural resources and maintaining economically viable supply chains for producers.

Since 2023, several **pilot projects** have been progressively developed in **Switzerland, France and India**, focusing on water management, soil fertility, reduced input use, agricultural biodiversity and climate resilience.

Through VIA, Reitzel is making this agricultural transition a **strategic lever for safeguarding its long-term production capacity, securing its supply chains and preparing the future of pickles in a rapidly changing climate and agricultural environment.**

Towards agriculture for a more resilient Pickle



Distribution of young plants to farming partners as part of a support initiative led by Reitzel India under its agroecology pilot projects.

AN AGROECOLOGICAL APPROACH TAILORED TO THE REALITIES OF PICKLE PRODUCTION

Agroecology represents a genuine paradigm shift for agriculture today.

Beyond certification, it involves fundamentally rethinking agricultural models over the long term in order to combine performance, supply chain resilience and the preservation of natural resources.

For our supply chains, this transition presents three major challenges:

- **a technical challenge:** identifying practices that are genuinely suited to gherkin, baby corn and chilli crops;
- **an economic challenge:** developing viable models to provide long-term support for producers
- **a cultural challenge:** advancing agricultural practices and enhancing the strategic role of farmers in food supply chains

OUR PILOT PROJECTS HAVE PRACTICAL, ON-THE-GROUND OBJECTIVES

They are designed to be measurable and closely aligned with the realities of our supply chains.



Improving the quality and fertility of soil

Enrich soils and strengthen their capacity to support healthy and productive crops



Manage water more effectively and strengthen crop resilience

Optimise the use of water and improve crop resilience in the face of climate challenges.



Gradually reduce the use of chemical inputs

Reduce the use of chemical inputs while maintaining agronomic performance and crop quality.



Strengthening biodiversity and ecosystem services

Promote biodiversity and natural balances that sustainably support crops.



Develop credible and measurable practices adapted to the field

Testing, measuring and adjusting practical, realistic practices and tailored to the realities of farmers.



EXPANSION OF ORGANIC AND LOCAL SOURCING

For several years, Reitzel has been developing a pioneering approach to sustainable pickle supply chains, combining fair trade, the revival of local production, the development of organic farming and trials of more sustainable agricultural practices.

In Switzerland and France, the Group is actively contributing to the gradual revival of local gherkin supply chains through the HUGO brand, rebuilding close relationships with farming partners and creating viable market opportunities for producers.

In India, Reitzel is continuing to progressively expand its organic and Fairtrade-certified supply chains, supporting producers in adopting more

sustainable farming practices that are more resilient to climate challenges, raw material volatility and pressures on soil fertility and water resources.

This transformation is part of a long-term vision. Developing viable local and organic pickle supply chains requires several years of field trials, producer support, market development and joint commitment from consumers and retailers.

VIA for «Very Important Actions»

Reviving local sourcing and accelerating organic farming to build the pickle supply chains of tomorrow

2025 HIGHLIGHTS FOR INDIA

- 68 farmers registered with SPOs for organic production
- 52 certified organic farmers within SPOs
- 37 tonnes of certified organic baby corn produced in 2025

Reitzel India is also continuing to develop more sustainable farming practices with its agricultural partners, particularly through biodegradable mulch, drip irrigation and improved water management.

EXPANDING ORGANIC PRODUCTION IN INDIA

Despite the slowdown in organic markets observed in recent years, Reitzel is continuing its efforts to develop and strengthen its organic supply chains in India, Switzerland and France, with encouraging results.

In India, for example, following several years of field trials, particularly involving baby corn, initial results show continued growth in both the number of participating producers and certified organic volumes.

DEVELOPMENT OF LOCAL
SUPPLY CHAINS IN SWITZERLAND
AND FRANCE

A pioneer in locally sourced gherkins, Reitzel has been working with its farming partners since 2017 to progressively develop local supply chains in Switzerland and France through the HUGO brand.

This approach aims to sustainably recreate market opportunities for local producers, strengthen supply chain traceability and preserve agricultural expertise that has declined significantly in recent decades.

The development of the HUGO range is gradually restoring visibility and economic value to local gherkin production, while meeting growing consumer expectations around provenance, local sourcing and transparency.

Developing shorter supply chains helps bring production closer to where products are consumed, strengthen the resilience of local sourcing and reduce transport distances for certain raw materials.



HUGO
+
CORNICHOONS SUISSES
SCHWEIZER CORNICHOONS
ORIGINAL



2017

HUGO
CORNICHOONS FRANÇAIS
LE CLASSIQUE



2022

2025 HIGHLIGHTS FOR
SWITZERLAND AND
FRANCE

- 1,205 tonnes of locally sourced gherkins produced in 2025
- An increase compared to 877 tonnes in 2024, including 733 tonnes from Switzerland
- And 472 tonnes of French production (465 tonnes in 2024)

Denis Billault in his gherkin field in Ouchamps, near Loir-et-Cher, France. This year, his plot of gherkins covers 1 hectare.



WHAT THESE PILOT
PROJECTS TEACH US

- Agroecological practices must be tailored to the realities of each supply chain and region
- Soil plays a central role in crop resilience
- The combination of water + soil + biodiversity is essential
- The initial results are encouraging but still require several years of field trials

4 Agroecology pilot projects

Since 2023, Reitzel has been developing several pilot projects in Switzerland, France and India to identify the practices best suited to its pickle supply chains.

LEVERAGE	 Water	 Inputs	 Biodiversity	 Soil and fertility
PARTNERSHIPS & INNOVATIONS	 Synergies, sharing of learning between supply chains and regions to improve water efficiency.	 Research & innovation around natural alternatives in order to gradually reduce chemical inputs and strengthen the agronomic performance of crops	 Development of practices that promote natural balances and crop auxiliaries.	 Development of practices aimed at sustainably improving soil structure, fertility and resilience.
PROJECTS 2023-2025	Multi-plot irrigation, different irrigation regimes (frequency/volume), use of tensiometers, and post-harvest monitoring.	Trials of five biostimulants, silica, plant extracts, micro-organisms and tests on organic and conventional plots.	Flower strips, pollinators, grassing of rows and comparison of plots with and without biodiversity measures.	Soil management, monitoring of organic matter and initial trials involving the development of organic inputs (vermicompost) to support soil fertility.
KEY LESSONS LEARNED	The trials highlighted the importance of tailoring water management to soil conditions and the climatic conditions of each year, with initial effects observed on yield, crunchiness, shelf life and fruit shape.	Encouraging early results were also observed in plant vigour, flowering, yield, crunchiness and certain fungal diseases.	Initial positive observations have been made regarding the presence of beneficial organisms, pollinators and functional biodiversity within agricultural plots.	Initial trials show that soil remains a key driver of resilience: preserving soil structure and increasing organic matter content to promote root development and maintain crop quality.

VIA for «Very Important Actions»

Message from the CEO and new initiatives to prepare for the pickle supply chains of tomorrow

«Building sustainable pickle supply chains requires much more than developing new agricultural practices. This means gradually rebuilding viable balances between agriculture, consumer expectations, economic realities and the resilience of local communities.

«At Reitzel, we move forward with a firm conviction: the agricultural transition must be built over time, close to the realities on the ground and in partnership with producers. Each supply chain has its own realities, constraints and challenges. Our role is to experiment, learn, adapt and gradually build solutions that can safeguard the long-term future of pickles.»

Léopoldine Mathieu
Group Supply Chains & Sustainability Manager – VIA Reitzel

- 2025 results**
- More than 35% of cultivated land equipped with drip irrigation and mulch
 - 40% increase in productivity observed on some pilot plots
 - 100% of chilli crops equipped with drip irrigation and mulch

SUSTAINABLE PICKLES ARE BUILT ON THE GROUND

The agricultural transition is built with producers

Reitzel develops its projects with its farming partners through long-term support, field trials and the search for solutions tailored to local conditions.

Local sourcing, organic farming and agroecology are complementary

Fair trade, local supply chains, organic farming and agroecological practices are complementary levers for building the pickle supply chains of the future.

Transforming supply chains takes time

Building viable, sustainable agricultural supply chains that can withstand climate and economic change requires several years of collective commitment and learning in the field.

BIODEGRADABLE MULCH & PRECISION IRRIGATION

Field trials to strengthen the resilience of pickle supply chains

In India, Reitzel is developing several pilot projects involving biodegradable mulch and drip irrigation to improve water management, preserve soils and gradually strengthen crop resilience in the face of climate challenges. Initial results indicate encouraging productivity gains on some pilot plots.



2030 Target 500 acres under biodegradable mulch.auslegen.



EXTENSION OF THE ORGANIC RANGE IN SWITZERLAND

In 2025, Reitzel Switzerland is continuing to develop its organic offering by extending the Jardin d'Orante oil range to include organic versions.





38

Planet

A low-carbon value chain in which resources are not wasted is our only future.



Sustainable development progress report – 2025

Actions for the climate

At Reitzel, taking action on climate means taking practical steps to change the way we produce, process and package our products.

Water is becoming an increasingly precious resource, while expectations around circular packaging, low-carbon energy and greenhouse gas emissions reduction are growing rapidly.

These challenges also present opportunities for innovation. Reitzel closely monitors technological developments and progressively adopts the most relevant solutions to reduce its environmental footprint while improving the performance of its production sites.

With VIA, we are focusing our efforts on three priorities:

- gradually reducing the carbon emissions of our value chain;
- accelerating the transition towards circular packaging and limiting the use of plastic;
- preserving the water, energy and resources necessary for our activities.

These challenges are gradually shaping our long-term roadmap: to build a more resource-efficient, effective and resilient value chain, capable of sustainably supporting Reitzel's development.

What is our ambition?

To decarbonise our value chain, continue to grow in a more circular and resilient way, and do everything possible to reduce waste and preserve natural resources.



The husks (the outer leaves surrounding our corn cobs) are reused as feed for local livestock.



100% of our Hugo Reitzel branded products in Switzerland are rated using the Beelong Eco-Score, and our sliced products are Fairtrade certified.

An example of our drip irrigation system used for chilli crops in India, near our Bangalore plant.



2025 Highlights Planet

CONTRIBUTION TO THE NET-ZERO CARBON AGENDA

Reducing our carbon footprint has become a major challenge to ensure the sustainability of our activities and strengthen the resilience of our value chain.

Faced with climate challenges and the changing expectations of our stakeholders, we want to better understand our impact so that we can act where our efforts are most useful and most effective.

Our approach is part of a long-term vision: to build a more resource-efficient, circular and resilient company, capable of continuing its development while gradually limiting its impact on the climate and natural resources.

Our objective: to combine economic performance with climate transition.

OUR SECOND CARBON FOOTPRINT HAS BEEN COMPLETED

75'000 tCO₂e emitted in 2024 across 2 all scopes 1, 2 and 3.

Our carbon footprint now allows us to better understand where our main levers for action lie and to direct our investments towards the most effective actions.

- **39% of our emissions come from packaging**
- **15% are linked to the acquisition of a storage building**
- **15% from transport**
- **11.2% of emissions come from purchased food products**, including agricultural raw materials, such as gherkins.

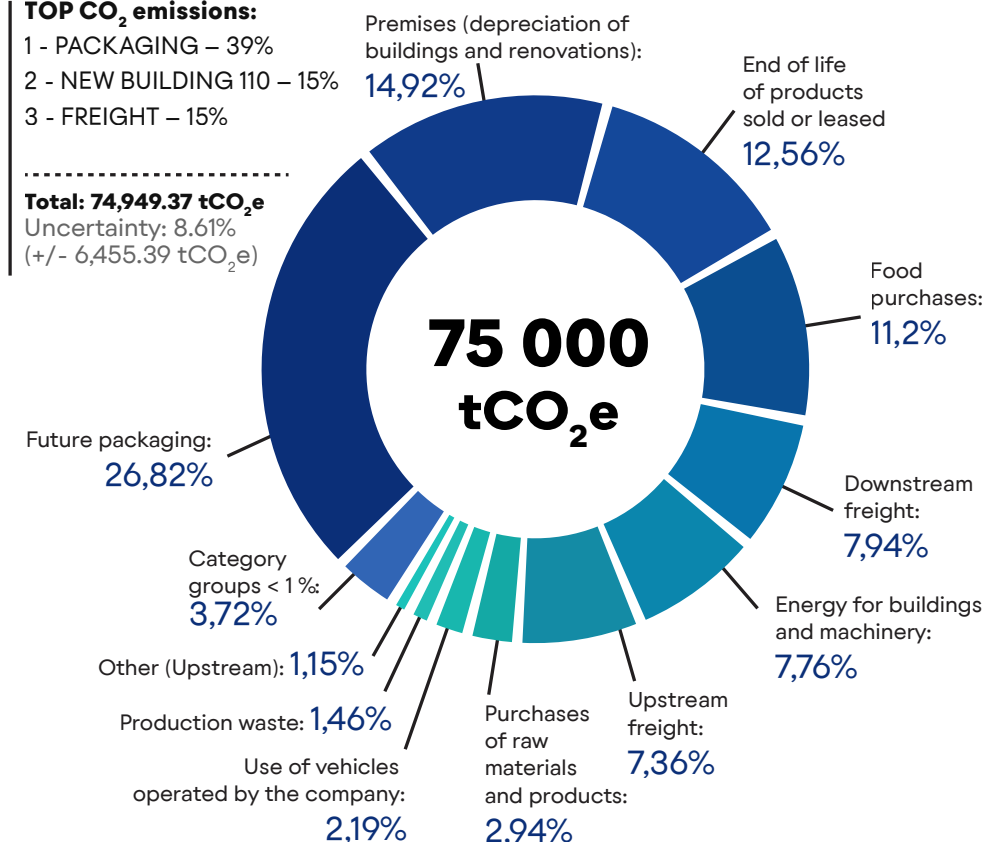
2024 CARBON FOOTPRINT

75'000 t CO₂ e, emitted in 2024 across all scopes 1, 2 and 3.

TOP CO₂ emissions:

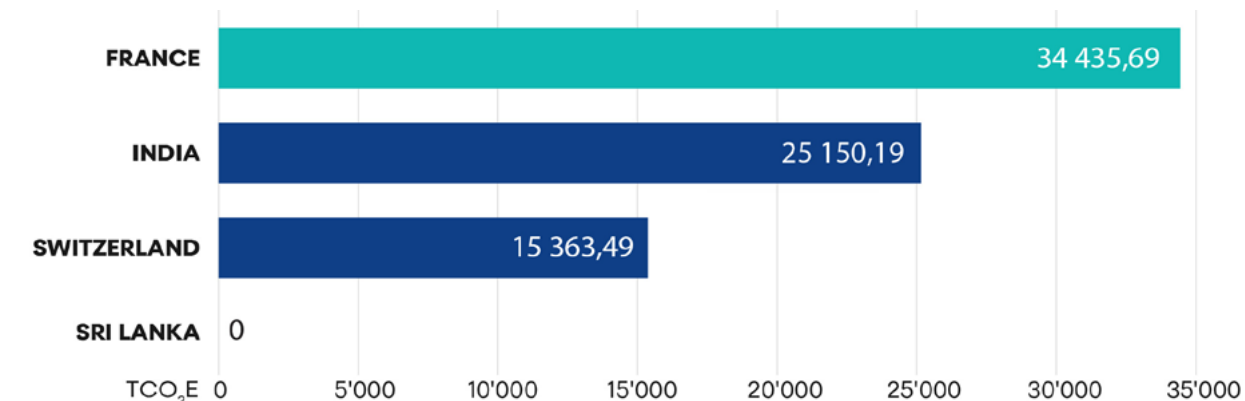
- 1 - PACKAGING – 39%
- 2 - NEW BUILDING 110 – 15%
- 3 - FREIGHT – 15%

.....
Total: 74,949.37 tCO₂e
Uncertainty: 8.61%
(+/- 6,455.39 tCO₂e)



2024 FOOTPRINT BY COUNTRY

Distribution of GHG emissions by site family



The differences in emissions reflect different production volumes, activities and energy mixes from country to country.

The levers for action must therefore be adapted to each country.

A DECARBONISATION TRAJECTORY UNDER CONSTRUCTION

In 2025, Reitzel continued its ACT Pas à Pas programme and took the first steps towards defining a climate trajectory aligned with the SBTi's requirements.

The target:

- reducing emissions from direct activities (scopes 1 and 2)
- reducing emissions from direct activities (scopes 1 and 2)
- continuing to grow while reducing our carbon intensity.

Throughout the year, Reitzel was part of the ACT programme as part of a collective made up of companies from all sectors. This made it possible to involve different departments of the company in each session, but also to reflect collectively on our roadmap and to develop a longer-term carbon vision.

In 2025, Reitzel began building its medium-term emissions reduction pathways under the Science Based Targets initiative (SBTi) programme. The official submission of the Group's objectives is scheduled for June 2026.

VIA for «Very Important Actions»

CONCRETE ACTIONS ALREADY IDENTIFIED

More than 80 reduction actions have already been modelled within the Group with the WeCount app.

Among the most promising are:

- Energy transition of production sites
- Development of lightweight glass and reuse
- Reducing plastic packaging
- Modal shift: using rail rather than road
- Renewable energy and vehicle electrification
- Optimisation of production processes

2026 target: finalise the scenarios, validate the decarbonisation plan and its investments.



TRANSITION TO A CIRCULAR ECONOMY AND WASTE RECOVERY

Concrete actions that are transforming our value chain from the ground up

For the Group, decarbonisation and the circular economy are closely interconnected.

Reducing greenhouse gas emissions often involves using resources more efficiently, while initiatives to reduce, reuse, recycle and recover materials also help to lower our carbon footprint.

This systemic approach leads us to act on several fronts at the same time – packaging, procurement, energy, transport, industrial processes and resource management – in order to build a more resource-efficient, circular and resilient value chain.

Reconciling growth, moderation and resilience at every stage of our value chain

FROM VISION TO ACTION

To achieve its climate ambitions, Reitzel combines a long-term vision, active management of its carbon footprint and concrete actions on the ground based on circular economy principles.

In 2025, the Group is continuing to develop its SBTi climate trajectory with ACT, while rolling out concrete initiatives across packaging, procurement, energy, resources and industrial processes.

«The future of our industry will depend on our ability to rethink the entire value chain. New materials, the circular economy, responsible sourcing, resource efficiency and low-carbon solutions are all drivers of innovation that we are exploring today to build the Reitzel of tomorrow.»

Brice Canivet
Group Purchasing
& Supply Chain Department



Reitzel Switzerland switches all its squeezes to 50 % rPET



EXAMPLES OF ACTIONS UNDERWAY

Reduction at source of the use of plastic by switching to a 9-micron pallet wrap, avoiding the consumption of 4.35 tonnes of plastic in 2025, at no additional cost



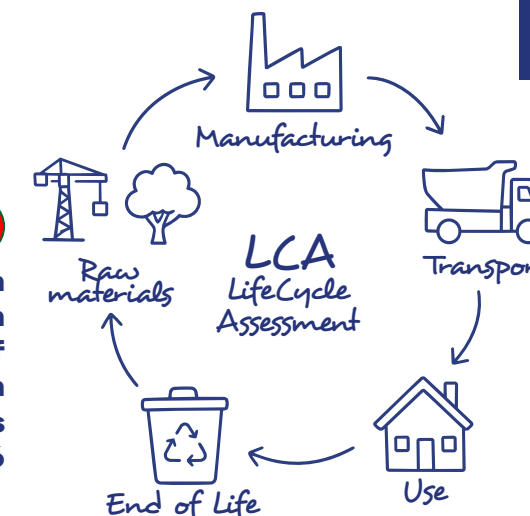
Elimination of plastic film from trays or switch to cartons, saving 1.3 tonnes of plastic/year



Reitzel France switches to FSC-certified labels



Training taken in preparation for the launch of production carbon footprint analysis in 2026



With the VIA programme, decarbonisation and the circular economy go hand in hand: every action aimed at using resources more efficiently also helps to reduce our carbon footprint.

REITZEL 2035 CARBON VISION

By 2035, Reitzel will have accelerated its sustainable transition by pivoting its product offering and focusing on circularity (eco-design and reuse).

It is rolling out agroecological practices on a large scale across its major crops and decarbonising its logistics through the use of multimodal transport and the electrification of its fleet.

REITZEL 2050 CARBON VISION

In 2050, Reitzel is a recognised, multi-location organisation that sustainably produces and processes plants through integrated, agro-ecological farming, providing nutritious and tasty food that is the pride of its employees and partners.

Three complementary drivers to accelerate the climate and environmental transition

FROM VISION TO ACTION

The climate transition is not limited to reducing emissions. It also means rethinking how we use resources, reducing waste and accelerating the circularity of our products and packaging.

That is why Reitzel has developed a structured roadmap built around three complementary levers: decarbonising its activities, developing the circular economy and preserving natural resources. Together, they help strengthen the Group's long-term resilience and competitiveness.

«What fascinates me about the Planet pillar is seeing how very different projects can converge towards the same goal. Behind every tonne of CO2 avoided, every kilogram of plastic saved and every cubic metre of water conserved are committed teams innovating, experimenting and driving the Group forward.

I am fortunate to be able to rely on the many colleagues and partners who support me in these projects every day. Thank you to everyone who is helping to turn our ambition into reality through their work on the ground.”

Léa Blanchetière

Development Manager &
Planet Pillar Lead for the VIA Programme



GHG emissions

2025 REVIEW

- 2024 carbon footprint assessment
- ACT Step-by-Step approach – 3 of 5 stages completed

2026 TARGETS

- Establish a 2036 decarbonisation pathway aligned with the SBTi initiative
- Submit the targets to the SBTi initiative
- Implement the decarbonisation action plan
- Launch product carbon footprint assessments



Circular economy

Packaging • waste • extending product life
• functional economy

2025 REVIEW

PACKAGING & PLASTIC

- Introduction of recycled film at Bourré/Connerré
- Trials of recyclable pouches
- FSC-certified labels

Waste

- Recovery of PPE* (personal protective equipment) and glassine (silicone-coated backing paper used for self-adhesive labels)
- Food waste: launch of the target to reduce food waste by 10% by 2030, supported by a monitoring KPI

2026 TARGETS

- Transition to recyclable pouches in France
- Trial of reusable Rcoeur jars
- Plastic reduction initiatives (rPET, technical films, etc.)



Natural resources

(energy - water)

2025 REVIEW

Energy

- Solar panels at Reitzel India
- On track towards 100% LED lighting
- 100% renewable electricity contracts in France and Switzerland

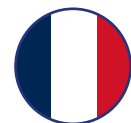
Water

- Technical and optimisation measures on our production lines, and implementation of consumption monitoring software in France

2026 TARGETS

- **Energy:** energy saving by stopping pasteurisation for certain product lines; transition to LED lighting
- **Water:** Study on water recovery and the reuse of our vinegar-based liquids; technical optimisation

Packaging: our primary



FRANCE – RESULTS
ACHIEVED IN

2025

FRANCE ROADMAP

Estimated reductions in plastic packaging

2026

110 tonnes

of plastic eliminated
(discontinuation of plastic scoops)

35 t

Removal of film used to bundle cartons
Replacement with cardboard layer pads

25 t

Reduction in the thickness of pallet wrap
Optimisation of film specifications

38 t/year

Roll-out of 100% recycled shrink films
Deployment across all product lines

2026-2027

Development of recyclable pouches
Initial roll-out planned for 2026–2027

15 t/year

of recycled plastic incorporated
into overwrap films
(100% recycled shrink film for
one product line)

Our packaging is becoming
progressively more innovative,
combining circularity, industrial
performance and a reduced carbon
footprint.

EXPECTED
IMPACT 2026

~60 t/year
of additional plastic
avoided

38 t/year
of recycled plastic
incorporated

OUR TARGET:

More resource-efficient, circular, low-carbon packaging, in line with
our SBTi trajectory

decarbonisation lever



SWITZERLAND – RESULTS
ACHIEVED IN

2025

SWITZERLAND ROADMAP

Estimated reductions in plastic use

2025-2030

238 kg/year

of plastic avoided

- Shrink film eliminated (30 kg/year)
- Reduction in tube weight (200 kg/year)
- Reduction in film thickness (6 t/year)
- Reduction in bucket weight (2 t/year)

25 t/year

of recycled plastic
incorporated

Equivalent to 14% of the plastic
tonnage used in Switzerland
in 2024.

- Bottles: 50–100%
- Squeeze bottles: 50%
- Tube holders: 30%
- Shrink films: 50%

These concrete actions demonstrate our ability to reduce plastic use
and incorporate more recycled material while maintaining the quality
and performance of our products.

~6 t/year

Reduction in the thickness of pallet wrap
Higher-performance, more stretchable film and more
efficient machinery, resulting in less plastic per pallet.
Trial planned for 2026.

~30 t/year

Elimination of plastic trays
Plastic-free trays are expected to become the standard
(2026–2027–2028). Potential savings of approximately
CHF 55,000.

~6 t/year

Elimination of sealed plastic lids
Subject to there being no impact on shelf life or microbial risk

EXPECTED
IMPACT 2026

~42 t/year
of additional plastic
avoided

25 t/year
of recycled plastic
incorporated

OUR TARGET:

More resource-efficient, circular, low-carbon packaging, in line with
our SBTi trajectory



Commitment

A sustainable transformation comes to life through committed governance and communication that brings people together.



New momentum to drive VIA forward

Sustainable IT: accelerating the responsible transformation of Group processes and digital practices

François Bonvin's arrival as the Group's Chief Information Officer in 2025 marked the launch of a structured approach to sustainable IT.

Its aim is to make the information system a key enabler of the VIA strategy, combining performance, security, digital sustainability and employee support.

The roadmap is underpinned by a firm conviction: every IT decision must take sustainability considerations into account, whether in the choice of equipment, its lifespan, cybersecurity, user support or the development of new digital tools to support the business.

The first initiatives were launched in 2025, including:

- defining the Group's sustainable IT vision,
- launching the strategy,
- redistributing IT equipment to employees at production sites,
- preparing new digital tools to support the transition of agricultural and industrial activities.

The first results from this roadmap will be presented in the 2026 VIA Report.

«Digital technology is a powerful accelerator of transformation. Our ambition is to build an information system that is high-performing, secure and sustainable. This means making more responsible technology choices, using resources more efficiently, fostering a shared digital culture and developing eco-designed solutions that support the Group's digital transformation while reducing the carbon and material footprint of our information system.»

François Bonvin
Chief Information Officer –
Reitzel Group



Our IT Charter was drawn up in 2025. At the beginning of 2026, it was rolled out widely to all employees across our Group.



«Communicating about VIA is not just about sharing results. It means telling the story of a vision, showcasing our teams' initiatives and inspiring everyone to contribute to the Group's transformation. Every story, every project and every shared success strengthens our common culture and brings VIA to life every day.»

Fanny Michellod
Director of Marketing & Reitzel Switzerland Communications

BRINGING VIA TO LIFE EVERY DAY, INTERNALLY AND EXTERNALLY

A strategy only has an impact when it is understood, shared and brought to life. Through VIA, our communications support the roll-out of the Group's sustainability programme by showcasing team initiatives, strengthening our shared culture and fostering transparent dialogue with our employees, customers and partners.

Raise awareness and engage employees and consumers

Creation of a digital campaign, particularly on LinkedIn, to promote and share the 2024 VIA Report. Development of communication materials (brochures, videos, etc.) to support sales teams and present the programme to external stakeholders.



Raise Reitzel's profile among stakeholders

Participation in the Food Impact Forum (BeeLong) in Basel during Igeho to present our key challenges and explain our approach.



Promoting VIA to customers - stands at the PLMA and Igeho trade shows

VIA was presented to more than 3,200 private-label professionals from 125 countries, strengthening dialogue with our customers and international partners.



Embedding VIA into our brands

Through the introduction of Fairtrade and organic labels on packaging. As well as promoting our local HUGO brand through our communications.



Fairbruary Campaign - Hugo Reitzel

For Fairbruary, Hugo Reitzel is highlighting its Fairtrade commitment and raising consumer awareness of more responsible food choices through a nationwide outdoor advertising campaign in collaboration with Max Havelaar.

Governance that brings the Group's sustainability strategy to life

The key to good ESG governance lies in embedding ethical, social and environmental values at the heart of our corporate strategy

Since the launch of VIA in 2022, Reitzel has gradually established a dedicated governance framework to embed sustainability considerations at the heart of its decision-making and operations. It brings together the Board of Directors, Group Management, the leads for the three strategic pillars and a growing network of employees engaged across the subsidiaries. This structure ensures consistent oversight, regular project monitoring and the gradual roll-out of VIA across the Group.

VIA's governance framework continues to evolve. Building on changes initiated in 2024, Léopoldine Mathieu's role in

the operational coordination of the programme was further consolidated in 2025. As Group Supply Chains & Sustainability Manager, she now oversees the day-to-day management of VIA, alongside the strategic support provided by Isabelle Boschung, who has supported the programme's development since its creation in 2022.



«The Board of Directors fully supports the VIA programme because it reflects the values that have always defined Reitzel: courage, responsibility, care and solidarity. I am proud of the way Reitzel's teams have embraced VIA wholeheartedly. They have shown that it is possible to move our company forward while remaining true to our values. Today, the results we have achieved inspire us to go even further, particularly by gradually increasing our contribution to the communities around us, while never losing sight of our commitments to our employees, partners, agricultural supply chains and consumers. I am convinced that a successful company is also one that takes tangible, lasting action for the people around it.»

Bernard Poupon
Chair of the Reitzel Group

THE VIA STEERING COMMITTEE TEAM



Olivier Camille
CEO



Léopoldine Mathieu
Lead Agri & VIA



Brice Canivet
Purchasing Director



Thomas Aebischer
Sales Director Reitzel
Switzerland



Didier Costes
Sales Director Reitzel
France



Léa Blanchetière
Planet Pillar Lead



Fanny Michellod
Lead Group
Communications



Isabelle Boschung
Adviser



Patrice Janvrin
CEO India

ROLES OF THE DIFFERENT GOVERNANCE BODIES

Board of Directors

- Approves VIA's strategic direction
- Monitors progress on the programme and key ESG indicators
- Ensures that sustainability considerations are integrated into the Group's strategy

Committee to strengthen alignment between VIA initiatives, customer expectations and commercial priorities

- Functional Leads.
- Sustainable IT.
- Communication.
- Internal experts and external partner.

Executive Committee

- Approves the strategies, roadmaps and priorities proposed by the VIA Steering Committee.
- Makes decisions on projects and investments related to the programme.
- Allocates the necessary human, technical and financial resources.
- Monitors the programme's progress and facilitates its roll-out across the Group.
- In 2025, the Swiss and French Sales Departments joined the Steering

VIA Steering Committee

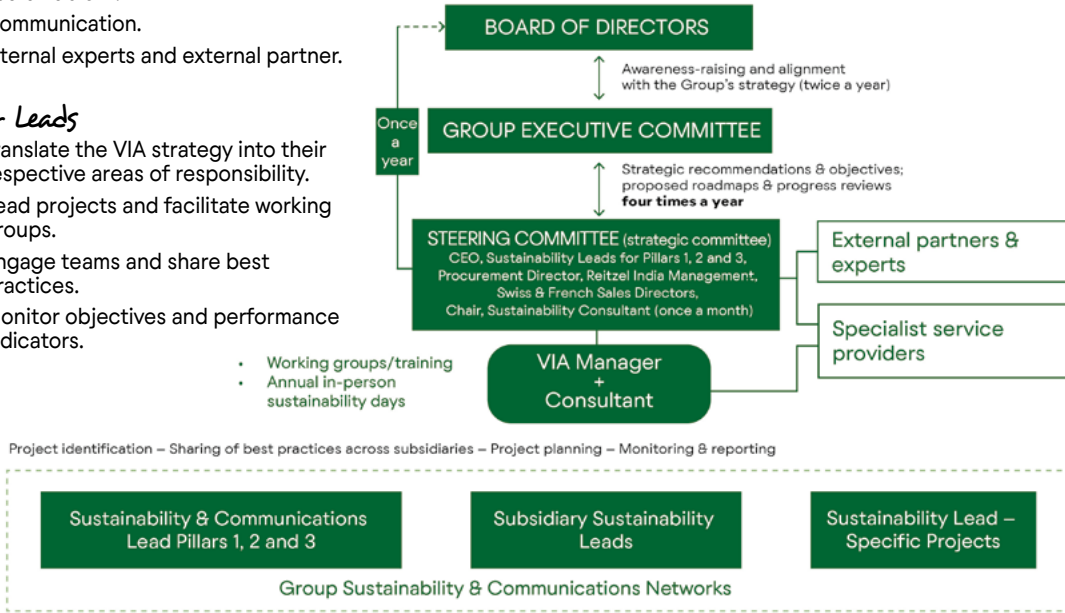
- Defines VIA's strategic direction and roadmaps.
- Identifies priority issues and develops action plans.
- Submits proposed projects, investments and key decisions to the Executive Committee.
- Coordinates the three strategic pillars and cross-functional initiatives
- Monitors performance indicators and manages the project portfolio.
- Meets monthly in the presence of the CEO to ensure close strategic oversight.

VIA Network

- VIA Representatives in the Subsidiaries.

Pillar Leads

- Translate the VIA strategy into their respective areas of responsibility.
- Lead projects and facilitate working groups.
- Engage teams and share best practices.
- Monitor objectives and performance indicators.





APPENDIX – People pillar KPIs

Indicators	2030 Target	2025	2024	2023	2022	2017		Base year	Change	Comments	Contribution to the SDGs	CSRD/ESRS reference	Rationale
IMPROVING THE LIVING CONDITIONS OF OUR AGRICULTURAL PARTNERS AND COMMUNITIES													
Amount of Fairtrade Premium paid to member farmers	N/A	148 621	141 173	186 277	94 544	26 975		2017	+451 %	This programme began in 2016/2017 with the first Fairtrade co-operatives. The launch of VIA in 2022 helped accelerate the development of this Fairtrade supply chain.	2.3, 2.4, 8.7	ESRS S2-2 ESRS S3-2 ESRS E4-3	These indicators reflect Reitzel's commitment to fair and traceable sourcing. Monitoring Fairtrade Premiums and certified volumes demonstrates our tangible impact on producers and local communities, in line with ESRS S2 and S3. E4-3 reflects our promotion of sustainable agricultural practices, including the sustainable use of resources (water, soil and biodiversity) and the responsible use of agricultural inputs.
% of all pickles that are Fairtrade certified	100 % *	17 %	16 %	22 %	17 %	2 %		2017	+15 pts	*Our target is for 100% of our own-brand products to be Fairtrade certified by 2030. The decrease in 2024 was due to an exceptional year for Indian gherkin production. Nevertheless, the absolute volume of Fairtrade gherkins increased, and 100% of baby corn is Fairtrade certified.	2.3, 2.4, 8.7		
Of which gherkins		16 %	15 %	21 %	15 %	0.4 %		2017	+15,6 pts				
Of which baby corn		97 %	100 %	99 %	100 %	38 %		2017	+59 pts				
Of which chillies		6 %	2 %	7 %	4 %	-		2017	+6 pts				
ENSURING THE RESPECT, WELL-BEING AND SAFETY OF OUR EMPLOYEES													
Number of Reitzel Group employees	N/A	1039	1150	958	-	-		2023	+8 %		8.5	ESRS S1-6 AR.50b	Provides an overview of the size of the organisation and employment stability.
Of which permanent employees (%)	-	55 %	55 %	57 %	-	-		2023	-2 pts		8.5	ESRS S1-6 AR.50b	
% of women among permanent employees	-	28 %	30 %	-	-	-		2024	-2 pts		5.5, 8.5	ESRS S1-6	Helps monitor gender equality and workforce diversity (S1-6).
Number of employees with disabilities	-	20	18	15	-	-		2023	+33 %		1.5, 8.5, 10.2	ESRS S1-12 AR.77	Covers the inclusion of vulnerable groups, in line with equal opportunities.
% of employees under 30	-	17 %	15 %	-	-	-		2024	+2 pts		8.5, 8.6, 10.2	ESRS S1-8 AR.66b	Provides an intergenerational perspective, supporting HR policy and future workforce planning
% of employees over 50	-	16 %	18 %	-	-	-		2024	-2 pts		8.5, 10.2		Indicates employee retention, the workplace climate and internal stability.
Average length of service	-	8	7	8	-	-		2023	-		8.5		
% of annual performance reviews completed	100 %	100 %	99 %	-	-	-		2024	+1 pts		8.5, 8.8	ESRS S1-13 AR.83a	Measures investment in employee development
Annual training hours per employee	-	11,3	14.2	-	-	-		2024	- 20 %		8.5, 8.8	ESRS S1-14 AR.88a	Provides an overview of efforts to develop employees' skills

54 Everyone - employees, farmers, partners and customers - must be treated with respect, and no one should be left behind.



APPENDIX – People pillar KPIs (continued)

Indicators	2030 Target	2025	2024	2023	2022	2017		Base year	Change	Comments	Contribution to the SDGs	CSRD/ESRS reference	Rationale
ENSURING THE RESPECT, WELL-BEING AND SAFETY OF OUR EMPLOYEES													
% of employees covered by a health and safety management system	100 %	100 %	100 %	100 %	100 %	-		2022	Stable		8.8	ESRS S1-14 AR.88a	Ensures compliance with health and safety obligations and the duty of care
Number of accidents at work	-	42	31	-	-	-		2024	+ 11 accidents		10.4	ESRS S1-14 AR.88b ESRS S1-14 AR.88c ESRS S1-14 AR.88d	Helps assess health and safety performance and preventive measures
Number of reported discrimination incidents	0	0	0	-	-	-		2024	Stable		10.2, 10.3	ESRS S1-17 AR.103a ESRS S1-17 AR.103b ESRS S1-17 AR.103c	Tracks cases of non-compliance with equality and inclusion policies
OFFERING CONSUMERS PRODUCTS THAT RESPECT NATURE AND HEALTH													
Assessment of products in the Hugo Reitzel range using the Beelong Eco-Score in Switzerland	Yes	>100	>100	-	-	-		2024	Stable		12.8	ESRS S4-1	Meets consumer demand for environmental transparency
Assessment of products in the Hugo Reitzel range using the Beelong Eco-Score in France	-	-	-	-	-	-		-	Not available	Awaiting the opportunity to position Reitzel France in relation to the environmental labelling framework recommended at national level	12.8	ESRS S4-1	Aims to inform consumers about environmental impact
Reitzel's partnerships and commitments for greater transparency	Yes	Partnership with the «En vérité» collective	Partnership with the «En vérité» collective	Reitzel becomes a member of the Board of Directors of the «En Vérité» collective	-	-		2023	Stable		12.8	ESRS S4-1	Commitment to providing consumers with clear, transparent information
Corporate social and environmental certifications	1 certification per subsidiary	4th certification + initiatives under way in India	3 rd certification	2 nd certification	1 st certification	-		2022	-	PME+ certification for Reitzel France	12.6		Showcasing our commitments to customers through recognised certifications



APPENDIX – PICKLES PILLAR KPIs

Indicators	2030 Target	2025	2024	2023	2022	2019		Base year	Change	Comments	Contribution to the SDGs	CSRD/ESRS reference	Rationale
100% SUSTAINABLE PICKLES													
Number of sustainable agricultural supply chains	100% of our pickles will come from certified agriculture (certification label and/or Reitzel Charter)	6	6	6	6	-		2022	Stable	By agricultural supply chains, we mean the network of stakeholders involved around a raw material, with the aim of supporting its long-term development. We have created three in India, one in Sri Lanka, one in Switzerland and one in France.	2.4, 12.1, 12.6	ESRS E4-3	Tracks the requirement to describe sustainable agricultural supply chain practices and their impact.
% of land under biodegradable mulch						0		2019	+46 pts	Initial trials have been carried out in India using compostable mulch	2.4, 12.2, 12.5, 12.6	ESRS E4-3	
In France		46 %				0							
In Switzerland		65 %				0							
In India		0.03 %				0							
Number of environmental certifications held by farmers (organic, HVE, GlobalG.A.P., Fairtrade, IP-SUISSE, etc.)		6	6	7	6	-		2022	Stable		2.4, 12.1, 12.6, 13.3, 15.1	ESRS E4-3	Provides an overview of the commitments made with producers regarding environmental sustainability.
TOWARDS REGENERATIVE AGRICULTURE													
Number of pilot projects testing agroecological/regenerative approaches	3 (1 pro Land)	5	4	3	1	-		2022	New pilot project involving 50 farmers in India		2.4, 12.2, 12.4, 13.1, 13.3, 15.1, 15.5	ESRS E4-3 ESRS E4-4	Meets the requirement to demonstrate agricultural initiatives that support ecosystem regeneration.
% use of precision irrigation (drip irrigation)	100 %	100 % France 100 % Switzerland 68 % India	100 % France 100 % Switzerland 43 % India	100 % France 100 % Switzerland 28 % India	100 % France 100 % Switzerland 22 % India	-		2022	Target achieved in France and Switzerland, with a 46-point increase in India		6.4, 6.5	ESRS E3-2 ESRS E4-4	Measures efforts to reduce the impact on water resources across the agricultural value chain.
EXPANSION OF ORGANIC AND LOCAL SOURCING													
Volume of locally sourced gherkins (t)	50 % *	1205	877	1491	2184	792		2019	+52 % A return to growth after two years of decline due to the economic climate	The revival of the French industry began in 2016 and gained momentum through to 2019. In Switzerland, the local Hugo brand was launched in 2018/2019 following the addition of new producers. 2022 was not a representative year in terms of production, due to exceptional weather conditions in France and Switzerland and the ongoing restructuring of the agricultural model.	8.2, 8.4	ESRS E4-3	Provides an overview of support for local supply chains, as required under supply chain reporting.
Of which Swiss (t)		733	412	616	1400	415		2019					
Of which French (t)		472	465	875	784	377		2019					
% organic gherkins		11 %	9 %	16 %	21 %	-		2019	- 10 pts Following a challenging year for organic products in Europe in 2024, 2025 remains mixed but is showing signs of improvement		2.4, 12.2, 12.4, 13.1, 13.2, 15.3, 15.5, 15.9	ESRS E4-3	Helps track the commitment to certified sustainable agricultural practices.
In France		12 %	9 %	16 %	24 %	-		2022					
In Switzerland		10 %	16 %	16 %	17 %	-		2022					
India: number of farmers registered with SPOs to obtain organic certification		68	89	77	68	-		2022	Stable	*50% of our own-brand products will be sourced from local and/or organic supply chains by 2030	2.4, 12.2, 12.4, 13.1, 13.2, 15.3, 15.5, 15.9	ESRS E4-3	Assesses the efforts made to develop sustainable practices with producers across the supply chain.
India: number of organic-certified farmers within SPOs		52	43	19	0	-		2022	+52 farmers				Helps track progress towards responsible, certified sourcing.
Volume of certified organic pickles (baby corn) (t)		37	32	19	8	-		2022	+360 %				

Nature is our best partner in producing pickles sustainably.



APPENDIX – Planet pillar KPIs

Indicators	2030 Target	2025	2024	2023	2022	2019		Base year	Change	Comments	Contribution to the SDGs	CSRD/ESRS reference	Rationale
TOWARDS CARBON NEUTRALITY													
Total carbon emissions (tCO ₂ e.)	SBTi commitment: 30% reduction in our carbon emissions (2019 baseline)	-	75 098	-	-	51 518		2019	Not comparable (change in scope)	Comparison with 2019 is not meaningful due to changes in the consolidation scope and improvements in data quality. The 2024 carbon footprint serves as the new baseline for managing the company's climate and SBTi trajectory. The 2025 carbon footprint is currently being finalised and will be published in 2026.	13.1, 13.2	ESRS E1-1 ESRS E1-2 ESRS E1-3 ESRS E1-4 ESRS E1-6	A key indicator for establishing the emissions reduction trajectory (Scopes 1, 2 and 3) and monitoring alignment with decarbonisation targets.
Of which Scope 1 carbon emissions (tCO ₂ e.)		-	7 945	-	-	3 625							VRequired for reporting direct and indirect emissions within the operational boundary. Baseline data for the climate transition plan.
Of which Scope 2 carbon emissions (tCO ₂ e.)		-		-	-	1 341							
Of which Scope 3 carbon emissions (tCO ₂ e.)		-		-	-	46 552							
% reduction in value chain carbon emissions		-	-	-	-	-				Following a year of support through ACT Step-by-Step, a roadmap was submitted to the SBTi in June 2026 and is currently awaiting validation.			Helps explain the emissions reduction targets, milestones and methodology, as required under the transition plan.
TRANSITION TO A CIRCULAR ECONOMY													
% plastic use (primary, secondary and tertiary) per tonne of product	-30 %	-21%	-20%	-	0%	-		2022		*Percentage reduction in plastic use, excluding Sri Lanka. Not all KPIs were monitored in 2023 due to the transition to new practices.	12.2	ESRS E5-2	Helps quantify the organisation's consumption of virgin/non-circular materials (primary, secondary and tertiary plastics).
India		-30%	-34%	-31%	0%	-							
France		-60%	-58%	-	0%	-							
Switzerland		3%	8%	-	0%	-							
% of total waste recovered (excluding vinegar)	100 %	98,60 %	99,60 %	98,10 %	-	-		2023	+0,5 pts	Waste recovery includes organic waste, as well as the recycling of plastics, packaging, etc.	12.5	ESRS E5-5 AR.37a	Reflects performance in circular waste management (organic waste recovery, plastic recycling and composting).

A low-carbon value chain in which resources are not wasted is the only way forward.



APPENDIX – Planet pillar KPIs (continued)

Indicators	2030 Target	2025	2024	2023	2022	2019		Base year	Change	Comments	Contribution to the SDGs	CSRD/ESRS reference	Rationale
SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES													
Water use (m ₃ per tonne of product)	-25 %	20,7	21,5	21,5	20,3	-		2022	+2 %	Higher volumes processed, with water consumption gradually being brought under control. No reduction in absolute terms yet, but the ratio of water consumption to production volume has improved.	6.4, 9.4, 12.2	ESRS E3-2 ESRS E3-3	Measures water intensity per tonne of product. This is a key requirement for companies with a high dependency on water resources. Provides an overview of progress in operational water efficiency.
India		4,9	5,0	5,2	5	-							
France		7,6	9,0	8,9	8,2	-							
Switzerland		8,2	7,5	7,4	7,1	-							
% of renewable and/or low-carbon energy in electricity supply	100 %	64 %	58 %	42 %	6 %	-		2022	+23 pts	The percentage is increasing as solar panels are progressively installed in India and Switzerland.	7.2, 9.4, 12.2	ESRS E1-5	Required to demonstrate changes in the energy mix and efforts to transition towards low-carbon energy.
India		28 %	18 %	16 %	68	-							
France		100 %	100 %	31 %	26 %	-							
Switzerland		100 %	100 %	100 %	100 %	-							
Change in electricity consumption per tonne of product						-		2022			7.3, 9.4	ESRS E1-5	Helps track energy intensity per unit produced and identify improvements in energy efficiency.
India		-17 %	-7 %	13 %	0 %	-							
France		11 %	-14 %	-21 %	0 %	-							
Switzerland		-27 %	-16 %	-6 %	0 %	-							
% of renewable and/or low-carbon energy in gas supply	100 %	0,3 %	0,6 %	0,5 %	0,4 %	-		2022	-0,1 pts	Under consideration	7.2, 9.4, 12.2	ESRS E1-5	Required for reporting the share of green energy in overall energy consumption (in line with the EU Taxonomy).



APPENDIX – GOVERNANCE KPIs

Indicators	2030 Target	2025	2024	2023	2022		Base year	Change	Comments	Contribution to the SDGs	CSRD/ESRS reference	Rationale
GENERAL INFORMATION, GOVERNANCE AND STRATEGY												
Members of the Board of Directors									See details in the adjacent table		ESRS 2 GOV-1 AR.21a-c ESRS 2 GOV-1 AR.21d	Describes the Board's composition, expertise and diversity, as required to ensure transparent governance aligned with ESG priorities.
% of women on the Board of Directors	-	14 %	0 %	0 %	0 %		2022	+14 %		5.5	ESRS 2 GOV-1 AR.21d	Enables reporting on gender diversity within the governance body, as required to assess inclusiveness and representativeness.
% of independent members on the Board of Directors	-	57 %	57 %	57 %	57 %		2022	Stable		16.7	ESRS 2 GOV-1 AR.21d	Assesses the Board of Directors' degree of independence from operational interests, in line with good governance, transparency and an appropriate balance of powers.
% of women on the Executive Committee	50 %	31 %	36 %	32 %	32 %		2022	-14 %		5.5, 16.7	ESRS 2 GOV-1 AR.21d	Enables reporting on gender diversity within senior management bodies, as required under governance criteria relating to equal opportunities and inclusion.
GOVERNANCE INFORMATION, BUSINESS CONDUCT, BUSINESS RELATIONSHIPS AND CORRUPTION												
Number of whistleblowers	6	3	3	3	3		2022	Stable	Target: 1 whistleblowing contact per site	5.1, 16.5	ESRS G1-1 AR.10d	Demonstrates the existence of reporting mechanisms (e.g. whistleblowing) within the company.
% of employees who have completed anti-corruption training	100 %*	0 %	0 %	0 %	0 %		2022	-	*Among employees in functions considered to be at risk	16.5	ESRS G1-3 AR.21b ESRS G1-3 AR.21a	Meets the requirement to implement preventive measures and raise awareness of corruption risks in exposed functions.
Number of confirmed corruption incidents	0	0	0	0	0		2022	Stable		16.5	ESRS G1-3 AR.25a ESRS G1-3 AR.25b ESRS G1-3 AR.25c	Meets ESRS requirements on transparency in ethical business practices. These indicators are used to assess the effectiveness of the compliance framework by reporting confirmed cases (AR.25(a)), corrective measures taken (AR.25(b)) and any disciplinary sanctions imposed (AR.25(c)).
% of invoices paid on time	100 %	100 %	100 %	100 %	100 %		2022	Stable			ESRS G1-6 AR.33a ESRS G1-6 AR.33b	Enables monitoring of responsible supplier relationship practices and assessment of the reliability and fairness of payment practices, in line with the company's value chain commitments.

MEMBERS OF THE BOARD OF DIRECTORS							
SURNAME	Bernard POUPON	Maximilian POUPON	Christophe BURTIN	Yves DELAINE	Marc HEIM	Gérald CHRIST	Guido EGLI
TITLE/POSITION	Chair	Director	Director	Director	Director	Vice-Chair	Director
EXECUTIVE ROLE YES / NO	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Accelerating the environmental
and ethical transition of the pickle
sector by 2030