

PONTHIER

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IMPACT REPORT

2025

EDITORIAL

2025 ! *Ponthier began its eventful journey as a Mission-Led Company three years ago. How quickly time flies! And what a wonderful opportunity this is to look back and see how far we've come. As a member of the Mission Committee since its inception in 2022, I have seen Ponthier get off to an ambitious start right from the outset.*

First came discussions that helped set out objectives, milestones and the means to achieve them. Then came the first reports on actual progress, which allowed us to appreciate the considerable energy and resources that Ponthier had invested in the initiative. The initial results were excellent.

Here we are in our third year, a time when the monitoring and evaluation indicators show that the 'hard' work is really paying off. This is also the time to collectively review the operational, social and environmental objectives and consider whether the indicators remain relevant in light of the achievements.

As an agronomist engineer specialising in climate-related issues, I'm following the current work on Ponthier's supply chains with keen interest and a great deal of pride. My experience has shown me that companies – and those in the agricultural and agrifood sectors in particular – must fundamentally overhaul the way they work with their suppliers and producers, as this is where the vast majority of social and environmental impacts lie. Therefore, addressing these issues requires an analysis of the sectors and the challenges they face, in order to provide the best possible support and enable each stakeholder to achieve their specific goals and meet their needs. In short, teamwork in the true sense of the word! The Mission Committee is particularly keen to find out more about the work currently underway on two 'pilot' programmes in India and Madagascar, and to see how Ponthier is tackling this complexity.

As I watch Ponthier navigate these first peaks and valleys, I can say that I'm genuinely proud of the work that has been accomplished. First and foremost, I see a company – whose medium size is no obstacle – that has decided to invest time and resources in driving social and environmental issues forward. The progress made is impressive. If being a Mission-Led Company can accelerate thinking and action in the private sector to such an extent, I highly recommend this approach to all companies!

LUC BACHELET

*Member of the Mission Committee
Senior Consultant – Climate, Carbon, Energy*



« *Here we are in our third year, a time when the monitoring and evaluation indicators show that the 'hard' work is really paying off.*



OUR MANIFESTO

What if we took a moment to contemplate the world around us? What would we see?

Beyond the beauty of a wonderful ecosystem, a variety of landscapes and a diversity of cultures, we would probably see a complex world. Where humans often take precedence over nature. Where individualism often takes precedence over solidarity and mutual aid. Yet, there are many sources of inspiration all around us. Small, simple pleasures that brighten up our day. Rediscovering a flavour that propels us back to childhood years. Sharing a meal with people we love. Group discussions where new ideas emerge. Which nourish our desire to join forces and make a commitment.

At Ponthier, we work every day on behalf of these special, singular moments that punctuate life. Ponthier processes fruit, of course, but that's not all. Ponthier is also about a taste for commitment. A taste for calling ourselves into question every day. To meeting the challenges that we face. To continuing to engage with those who act and those who doubt. A taste for playing our part and adding flavour to our profession. For advocating delicious, healthy and responsible fruit, supported by the team we form with producers and gastronomy professionals.

We advocate the taste and benefits of fruit: together, let's contribute to developing expertise and knowledge about fruit to preserve its original taste. We put people at the heart of everything we do: together, let's contribute to social progress within our organisation and with our partners. We want to preserve the Earth and its resources: together, let's contribute to reducing the environmental impact of our activity.

We are very much aware that we still have a long way to go. We want to move forward quickly, step by step, to make Ponthier an impact-driven company. As you can see, since 1946, Ponthier's commitment to taste has a soul. We put ever more energy into it every day, to guarantee that the best practices are implemented to grow, process and bring each fruit to you. Together with our stakeholders, we aim to encourage a self-sustaining and powerful movement for positive change.

Ponthier, beyond the taste.



Watch our video
manifesto



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THE COMPANY

Our job is to select and source the best varieties of fruit from all over the world and transform them into fruit purees, crushed fruit, compotées, and coulis made of natural ingredients, providing precise traceability and flawless food safety. Since 1946, we have been working in our workshops in Corrèze, France to preserve the original taste of carefully selected raw ingredients. We supply our products to all gastronomy professionals, including hotels, restaurants, patisseries, bars, specialist distributors and manufacturers for sweet and savoury creations, plus drinks. For several years now, we have been pursuing new goals and asserting them by means of key benchmarks: B Corp™ certification, Mission-Led Company status, validation of our greenhouse gas emissions reduction targets by the SBTi and the ACT Step-by-Step Agrifood collective, creation of the Pure Trace® initiative, and signing of the French Diversity Charter.

KEY FIGURES FOR 2025:

135
employees at the 31/12/2025

14 100 T
tonnes of finished products

Turnover of
89.1M€

Breakdown of turnover



COMMITMENT TIMELINE

2020

Company strategy asserted;
company purpose defined

2021

Pure Trace® initiative created;
first GHG emissions review;
B Corp B Impact Assessment
started

2023

Our CSR roadmap challenged
by the Mission Committee; first
B Corp certification; became
a member of the ACT Step-
by-Step Agrifood collective;
signed the French Diversity
Charter; GHG emissions
reduction targets for Scopes 1
& 2 validated by the SBTi; the
Pure Trace® initiative certified
by an independent third-party
certification body

2025

200 guests gathered to celebrate
the completion of the extension
works, modernisation of the site
and the new goals regarding
taste, the environment and
people. Six interactive workshops
on the theme of commitment
and a round-table discussion
on sustainable gastronomy
attended by renowned chefs
Thierry Marx, Claire Heitzler,
Victor Delpierre and Fernando
Castellon, and producer Armel
Orcière.

2022

Mission-Led Company status
obtained (purpose and social &
environmental objectives added
to the company's articles of
association); became a member
of the Mission-Led Business
community; Mission Committee
set up; carbon accounting
introduced

2024

Validation of our status as
a Mission-Led Company by
an accredited independent
third-party certification body;
continued development of our
climate strategy

Ponthier named a winner at the
2025 Corrèze Business Awards
in the 'Commitment' category,
a testament to our strong local
roots and our desire to promote
a deep sense of commitment

OUR MISSION

Our mission relies on strong, uncompromising commitments based on our history and new goals. Following an iterative process of consultation and interviews with stakeholders, we have defined the purpose that stems from this mission, as well as the three associated social and environmental objectives. This purpose has been enshrined in the company's articles of association since 2022.

OUR PURPOSE

ADVOCATING DELICIOUS, HEALTHY AND RESPONSIBLE FRUIT is the mission that Ponthier has set itself. We commit to inspire and be inspired by our employees, producers, customers, and partners. The fruit processed in our workshops makes a sustainable contribution to human well-being and nature conservation.

THREE SOCIAL AND ENVIRONMENTAL OBJECTIVES:

- Contribute to developing expertise and knowledge about fruit to preserve its original taste and enhance its benefits
- Contribute to social progress within our organisation and with our stakeholders
- Contribute to reducing the environmental impact of our activity's value chain

DEFINITION OF A MISSION-LED COMPANY

In France, the term "Mission-Led Company" (Société à Mission, in French) is used to describe companies that have a social or environmental purpose in addition to their profit-making objectives. To do this, companies state a purpose and a number of related social and environmental objectives in their articles of association. They also establish a new governance model by creating a mission monitoring committee and publish an annual mission report (which includes an opinion from the Mission Committee on the progress made on the social and environmental objectives). Mission-Led Companies are audited every two years by an independent third-party certification body accredited by COFRAC*.

KEY BENCHMARKS FOR OUR APPROACH

Our approach is a long-term one. Our certification and validation with benchmark organisations make our actions credible and visible both internally and to our external stakeholders.



By creating Pure Trace®, we have embarked on an ambitious journey, helping our producer partners to develop and apply virtuous farming practices based on agroecology. We are dedicated to enabling gastronomy professionals to meet the growing expectations of consumers seeking transparency and information about the composition and origin of products. Certification of the Pure Trace® initiative by an independent third-party certification body demonstrates just how relevant it is. **PURE:** means guaranteeing healthy, pesticide residue free products (limit of quantification 0.01mg/kg for more than 650 molecules analysed), thanks to responsible and committed growing methods. **TRACE:** means guaranteeing traceability to the producer-collector and their locality in addition to the country, growing region and variety already shown on our packaging.



Initiated in June 2015, the Science-Based Targets initiative (SBTi) is an international project born of collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC) and the World Resource Institute (WRI). The first objective of the Science-Based Target Initiative (SBTi) is to meet the targets set by COP21. Companies joining SBTi commit to setting targets for reducing their greenhouse gas (GHG) emissions in line with the scientific recommendations drawn up following COP21. In October 2023, our carbon footprint reduction targets were validated by the SBTi authorities for Scopes 1 and 2 (near-term targets for SMEs, compatible with limiting global warming to 1.5°C). So, with 2022 as our reference year, we are committed to a reduction target of 4.2% per year in absolute terms until 2030.



B Corp certification provides a clear and rigorous framework for companies wishing to assess and improve their social and environmental practices. The 'B' in B Corp stands for 'Benefit' – for people and the planet. Since 15 June 2023, we have been very proud to hold B Corp certification, having achieved a score of 105.9 points. With the publication of the new standards in April, the year 2025 is set to bring major changes for the B Corp community: - Seven impact topic areas, up from five previously: Purpose and Stakeholder Governance; Fair Work; Justice, Equity, Diversity and Inclusion; Human Rights; Climate Action; Circularity and Environmental Stewardship; Government Affairs and Collective Action - Minimum requirements for all impact topic areas, replacing a flexible 80-point model - A requirement to make continuous progress, which was not necessary before - Alignment with international standards and regulations At the end of 2025, there were 619 B Corps in France and no fewer than 10,300 across more than 100 countries. We will undergo our next recertification based on the new standards in 2027.

Plus: B Corp certification is a natural fit with the Mission-Led Company initiative. They both have in common the requirement of defining a company purpose in which social and environmental impact plays a strategic role. These 'purposes' (one shared by all B Corps, the other specific to the company) are enshrined in the company's articles of association, synonymous with a strong, long-term commitment.



In November 2025, we renewed our commitment by signing the French Diversity Charter. This charter, comprising six articles, is a commitment document offered for signature to any employer who, through a proactive approach, wishes to promote diversity and go beyond the legal and regulatory framework of anti-discrimination measures. At the end of 2025, the Charter had more than 6,000 signatories.



We have been a member of the Mission-Led Business community, known as the CEM in France, since 2022. The CEM is the leading association in France on the subject of Mission-Led Companies. It provides information and training through webinars and training courses, and develops cooperation between entrepreneurs, company directors and researchers. By the end of 2025, 2,411 companies had been registered as Mission-Led Companies, employing more than one million people. Outside of the Ile-de-France region, the Nouvelle-Aquitaine region is the third most active in France, totalling 177 Mission-Led Companies at the end of 2025, of which 37 newly registered in 2025 (after the Auvergne-Rhône-Alpes (293) and Provence Alpes Côte d'Azur (182) regions). It should also be noted that of the total 2,411 Mission-Led Companies, 197 are B Corp certified, like us. At the beginning of 2024, the Mission-Led Business Community and Assobenefit (for Italy) put forward a manifesto for a European directive aimed at adopting a legal framework for corporate social and environmental commitment.



ACT (Accelerate Climate Transition®) is an international initiative created and supported jointly by the French environment and energy management agency ADEME and the CDP (Carbon Disclosure Project) enabling companies to develop their decarbonisation strategy in alignment with existing sectoral trajectories and the COP21 Paris Agreement signed in 2015. Joining the ACT Step-by-Step Agrifood collective has been an opportunity for us to interact with our peers in the food sector. We are able to liaise on shared issues and define a credible, robust Scope 3 action plan based on benchmark sectoral trajectories and the expertise of Carbon Cutter, our climate strategy partner in this process.

THE MISSION COMMITTEE

We have set up our Mission Committee in accordance with the PACTE* law in France. The committee met four times in 2025 to monitor the execution of the mission and its commitments. Our Mission Committee is composed of stakeholders from outside the company, to help us grow and move forward faster and stronger. We have surrounded ourselves with a wide range of profiles and complementary expertise in the various areas related to our business and our purpose.

THE MISSION COMMITTEE'S ROLE

The Mission Committee validates the mission model, challenges its objectives and the resources deployed, and monitors whether or not the targets are achieved. Its opinion on the mission is presented annually in a report attached to the management report at the General Meeting called to approve the company's accounts.

MISSION COMMITTEE KEY MOMENTS IN 2025

- Meeting 1: update on the renewal of mandates following an initial two-year term; review and assessment of the results and actions in 2024; discussion and approval of the targets for 2025.
- Meeting 2: a focus on the launch of two initiatives – one social, the other environmental – as part of our mission.
- Meeting 3: a dedicated session on climate issues and calculating the carbon footprint.
- Meeting 4: a consultation workshop to carry out an initial assessment of the negative and positive impacts, risks and opportunities relating to the company and its value chain.



CÉLINE VIENNE
Collective Intelligence Facilitator specialising in ecological, social and regional transition.
Freelance entrepreneur

We met Céline when she was delivering the invaluable Mission Leaders training course we attended. Céline's experience in helping businesses in their ecological and social transition made her involvement in our project an obvious choice, and her appointment as Chair of the committee was unanimously approved by the members.

"I'm especially proud to see that the Mission Committee is not just an inspection body, but a forum for lively dialogue, occasionally challenging, but always sincere and benevolent, devoted to the mission."



SYLVAIN AUBERT
Agroeconomist and expert in agroecological transition and fair trade initiatives
Coopérative Tero

After beginning his career in Mexico in the vanilla sector, Sylvain moved to Burkina Faso to support various organisations in their transition process. He then worked with the Agronomes et Vétérinaires Sans Frontières association (AVSF) in Madagascar, Laos and Cambodia. For the past nine years, Sylvain has been based in France, where he joined the Tero cooperative to manage audits and fair trade labels.

"Learning more about the Mission-Led Company status has given me a better understanding of the initiatives taken by the companies involved and, as someone who is very invested in fair trade, it has enriched my knowledge of the different ways in which a virtuous corporate approach can be implemented."



EMMANUEL RYON
Ice-Cream and Pastry Chef,
Entrepreneur
Une Glace à Paris

Emmanuel has won the titles 'Meilleur Ouvrier de France' for ice cream and World Pastry Champion. With Andrey Dellos, the epicurean founder of Café Pouchkine, Emmanuel developed this network of boutique patisseries in Russia, and it was during this time that he discovered Ponthier purees. Back in France, Emmanuel teamed up with the late Olivier Menard to create Une Glace à Paris, one then two internationally successful boutiques.

"By taking part in themed workshops during the meetings, I get a better understanding of my customers' expectations, particularly with regard to carbon footprint."



CHRISTIAN MARON
Fruit Sourcer and Jam Maker
Austral Sourcing and Atelier du Père Maron

Having worked in the fruit puree sector for 20 years, Christian moved on to something new in 2015, becoming a consultant in tropical fruit processing and working alongside our sourcing team. In 2024, Christian set up a jam-making workshop in his village. It was a great way to develop his fruit expertise in a local setting, working with wonderful people.

"The discussions within the Committee are no-nonsense, constructive and inspiring, including for my own business."



LUC BACHELET
Senior Consultant – Climate, Carbon, Energy
Freelance entrepreneur

Luc worked for four years at Carbone 4, a leading consultancy on corporate climate strategy, before deciding to continue working as an independent consultant. With his dual expertise in agronomy and climate, Luc knows how to challenge our objectives effectively.

"I appreciate the fact that Ponthier, in its various initiatives, develops its own tools in a relevant way, drawing on solid references. This helps to ensure greater buy-in from internal and external stakeholders."



CLAIRE HEITZLER
Pastry Chef and Entrepreneur
Founder of 'Claire Heitzler & Producteurs'

Reconciling respect for the environment, seasonality and indulgence is what guides Claire when she creates her pastries for a better world. Voted Best Pastry Chef of the Year several times over, Claire set up her online boutique in 2021. She works with producers of flavourful, responsible fruit, flowers and herbs. Claire joined our Mission Committee due to her interest in the brand and its values.

"As far as taste is concerned, it's important to support the customer if there are any variations relating to the harvest year, in the same way as there are vintages for wine or coffee."



SARA MOUDOULAUD
Head Barmaid and Entrepreneur
Bar Nouveau (Paris), Abstract (Lyon)

Sara Moudoulaud takes an interest in the world of perfume and bartending with philosopher and bartender Remy Savage. Together with Hadrien Moudoulaud and Marc Puzzuoli, Sara opened Bar Nouveau in Paris in 2023, followed by Abstract in Lyon. Sara was also voted France's Best Barmaid and won the Trophées du Bar awards. Sara won us over with her fine, pertinent analyses.

"I appreciate the responsible approach throughout the value chain. This initiative has helped me to become more aware of the value chain and the issues involved."



KARINE BARRIÈRE
Agricultural Engineer (agronomy and plant production techniques) and Agricultural Adviser
Nouvelle-Aquitaine Region

Based in and committed to the neighbouring Brive-la-Gaillarde area, Karine is a local member of the Committee, directly linked to the fruit sector. Her extensive knowledge of the area, plus her frankness and convictions are invaluable assets to our thought process.

"Being part of the Committee has helped me learn that behind the business partnership with producers, there is also a partnership addressing environmental and social conditions. Visiting the production lines also taught us about Ponthier's high standard requirements for raw materials."



GUILLAUME BERNAT
Managing Director
BERNAT and BONCO-
GEL'ADOUR (Groupe Even)

Guillaume runs two distribution companies that sell Ponthier's range of products to gastronomy professionals in the south-west of France. Inspired by the initiative, Guillaume places particular importance on ensuring that the information shared is clear, accurate and concise.

"Within my organisation, we have switched to new refrigerants and renovated our cold production facilities. Ponthier's example fast tracked our decision to launch the project."



EDWIGE STROÏSCH
CSR Manager
Ambassador of the Mission-Led Business Community in the Nouvelle-Aquitaine Region
Ponthier

Edwige joined Ponthier in 2008, first working in the Quality department for ten years and then in the Production department. In 2021, she seized the opportunity for a career change and became the company's CSR Manager.

"Listening, learning, progressing, moving forward on our trajectory by building our roadmap together with internal teams and our partners for a better future, that's meaningful!"



BÉATRICE DE REYNAL
Doctor of Nutrition
Director of NutriMarketing (communications agency specialising in food innovation and nutrition)

Béatrice describes herself as a frugivore. She is passionate about the world of fruit – its biology, tastes, flavours and textures, not to mention its exceptional nutritional potential.

"Compared with the first meetings, there's now more complexity, more acuity, more expertise: we're getting deeper into the issues. The principle of this Committee having external stakeholders is a good approach that I'm trying to duplicate for my own organisation."



COMMITMENT #1

TASTE

It is the original taste of a fruit that nature gives us if we respect it. We source exceptional, rare and exclusive fruit, harvested when ripe and processed with care as close as possible to the orchards, as quickly as possible.

FOCUS MISSION

OUR SOCIAL AND ENVIRONMENTAL OBJECTIVE

CONTRIBUTE TO DEVELOPING EXPERTISE AND KNOWLEDGE ABOUT FRUIT TO PRESERVE ITS ORIGINAL TASTE AND ENHANCE ITS BENEFITS

OPERATIONAL OBJECTIVE NO. 01

PRESERVE THE FRUIT'S ORIGINAL TASTE

INDICATOR		
Continuous improvement of the fruit taste reference system and associated expertise.		
2024 TARGET	2025 TARGET	2026 TARGET
Define a taste reference system for three fruits (apricot, peach, pear) RESULT: PARTIALLY MET	Define a taste reference system for four fruits (apricot, blackcurrant, peach, pear) RESULT: MET	Consolidate a taste reference system for four fruits (apricot, blackcurrant, peach, pear). Define a taste reference system for strawberries.

The Taste and Nutrition Committee's goal is to go beyond the usual practices employed at Ponthier, such as daily tastings of all raw ingredients at the approval stage and all finished products for validation before their sale. The aim is to develop expertise in taste and include a nutritional dimension.

The taste reference system is a document detailing the descriptors for our products. Our aim is to draw up an identity card for each product based on its organoleptic, sensory and nutritional profile. Set up at the end of 2023, the Taste and Nutrition Committee is composed of researchers (members of CRITT* La Rochelle, CRT AGIR* Bordeaux and CTIFL*) and pastry chefs. Their profiles mean that a wide range of subjects can be covered, including fruit, the agrifood process, and the use of Ponthier products in applications and technological innovations. This group is complemented by an in-house, multi-disciplinary team (R&D department, agronomist engineer, production manager, etc.). At the end of 2025, the Committee will celebrate its second year of existence and will strengthen its agronomic expertise with the addition of a member from the Corrèze Chamber of Agriculture.

The main missions of the members of the Taste and Nutrition Committee during 2025 were to:

- Draw up sampling plans for the four target fruits (Bergeron apricot, Onyx peach, Williams pear and two varieties of blackcurrant (Black Down and Noir de Bourgogne),
- Examine the 2025 results (in comparison with those from 2024) across the various parameters analysed (physico-chemical, organoleptic and nutritional; climatic, soil-related, and agricultural and processing practices),
- Set out the framework for conducting sensory analyses in 2026,
- Draw up a standard template for the 'Identity Card' for each of the four fruits:

* information relating to the fruit (family, species, variety, region, country, harvest period, physico-chemical characteristics of the fruit at harvest)

* information relating to the puree (Brix, acidity, flow rate, dry matter, colour, recipe, production process, organoleptic parameters and, where relevant, nutritional parameters).

Certain trends have emerged from the results of the initial analyses. However, a third year of analysis is required to consolidate the physico-chemical, nutritional and organoleptic data in relation to weather conditions, the terroir and processing practices. At the end of these three years of research into peaches, pears and apricots, the ultimate aim will be to set out guidelines for best practice. Further analysis of blackcurrants with regard to the 'processing method' is required in order to optimise the organoleptic qualities of the finished product and, where possible, its nutritional qualities.

INDICATOR		
Comparative tastings to identify ways of improving our products		
2024 TARGET	2025 TARGET	2026 TARGET
Tasting a minimum of 20 flavours per year RESULT: 22 flavours tasted	Tasting a minimum of 20 flavours per year RESULT: 21 flavours tasted	Tasting a minimum of 20 flavours per year

Comparative tastings are organised regularly by the R&D department with in-house teams. Each session is an opportunity to discuss the specific taste, texture and colour of our products, to reinforce our convictions and to identify areas for improvement. The evaluation criteria are set out in a thematic scoring grid that evolves and improves over the years, with the aim of being as objective and practical as possible.

OPERATIONAL OBJECTIVE NO. 02
PROMOTE THE BENEFITS OF OUR PRODUCTS ON OUR CONSUMERS' HEALTH

INDICATOR		
Continuous improvement of nutritional knowledge of our products and their benefits.		
2024 TARGET	2025 TARGET	2026 TARGET
Draft a plan to acquire nutritional knowledge of three fruits (apricot, peach, pear) RESULT: PARTIALLY MET	Draft a plan to acquire nutritional knowledge of two fruits (blackcurrant, peach) RESULT: MET	Consolidate the nutritional knowledge acquisition plan for blackcurrants and apricots; draft a plan for strawberries.

On the recommendation of the Committee members and following a review of the literature, blackcurrants and peaches were studied from a nutritional perspective in 2025. For peaches, the Onyx variety – characterised by its pink flesh, derived from its anthocyanins with antioxidant properties – was analysed. It was observed that the anthocyanin content was slightly higher than the standard levels for white peaches, but lower than that of a vine peach. Furthermore, this level and the associated antioxidant activity (ORAC value) decrease as the peach ripens and during the puree process. Blackcurrants are widely recognised as a fruit with antioxidant properties. Analyses carried out in 2025 confirmed the significant presence of vitamin C in this berry, regardless of the variety studied. In order to build a robust database to support claims about the antioxidant power of our blackcurrant puree, it was decided to launch a new research campaign in 2026. The same applies to apricots and their provitamin A content, which will be studied again following an initial series of studies in 2024.

OPERATIONAL OBJECTIVE NO. 03
SHARE OUR KNOWLEDGE AND SKILLS BOTH INSIDE AND OUTSIDE THE COMPANY TO DEVELOP A CULTURE OF TASTE AND/OR NUTRITION

INDICATOR		
Number of messages promoting the culture of taste and/or benefits of fruit		
2024 TARGET	2025 TARGET	2026 TARGET
80 messages per year RESULT: MET 95 messages sent	80 messages per year RESULT : MET 93 messages sent	80 messages per year

Orchard visits, tastings, recipes, reports, editorial content, newsletters, posts on social networks – our communications are aimed at our teams, our many partners and, more widely, our community. These enable us to train, promote and raise awareness among our stakeholders of the latest developments upstream and downstream of their profession, from field to plate. We are

committed to building a bridge between those who cultivate the land and those who transform the fruit. While we noted the need for chefs to know and understand the fruit production sector, we also shared the producers' delight when they discovered the desserts or cocktails made with our purees.

THE OPINION OF TWO MEMBERS OF THE MISSION COMMITTEE ON SOCIAL AND ENVIRONMENTAL OBJECTIVE NO. 1 (CHRISTIAN MARON AND EMMANUEL RYON)

Christian Maron and Emmanuel Ryon validate the relevance and goal of the social and environmental objective plus the associated operational objectives and indicators. All 2025 indicators were deemed to have been achieved. Suggestions have been put forward for the future regarding the composition of the Taste and Nutrition Committee, with a view to including more user representatives in the team than the current two. Regarding the adequacy of resources, the tasting panel training was considered a positive initiative that should be extended to both operators and other departments within the company, taking the time to assess employees' understanding in order to develop a unifying culture of taste within the company. From a nutritional perspective, Christian Maron and Emmanuel Ryon confirm the need for a new round of measurements for blackcurrants and apricots in 2026, to complement the work carried out in 2025 with a view to potentially introducing claims on the purees. The product data sheet was deemed relevant with the inclusion of colour amongst the parameters monitored and measured. No comments were made regarding the indicator on promoting taste and/or nutrition through communications.

BEYOND THE MISSION

DEVELOPING THE CULTURE OF TASTE LOCALLY AMONG YOUNGER GENERATIONS

On 20 March 2025, we partnered with the Eugène Freyssinet secondary school in Objat for the third year running to enable the 150 twelve-year-old pupils to learn about:

- the various careers in the agrifood sector,
- the seasons and fruit through games,
- the five senses, including taste, by tasting five purees.

PROMOTING FRUIT AND THE EXCELLENCE OF FRENCH PATISSERIE IN SPECIALIST SCHOOLS

In May 2023, Ponthier created the 'Beyond the Taste' challenge, a contest open to pastry schools in the Ducasse Education division. The contest takes place in several stages and seeks to share with students our knowledge of the fruit production sector and the expertise of a well-known, experienced chef. It begins with a presentation of the company, looking closely at sourcing and Pure Trace®, followed by discussion with the students on the topic of current issues in the fruit production sector. Next, we offer a product tasting event where we explain our choices regarding raw ingredients and their special features (origin, variety, producers' expertise, holistic farming methods or social responsibility initiative implemented). Afterwards, the guest pastry chef leads a

themed masterclass and shares expertise. Then finally comes the time for the students to showcase their technical skills and creativity by making their own recipe based on a set subject within a limited timeframe. The results are presented to a panel of three to four professionals. In 2025, two new editions of the contest were organised by our teams:

- On 29 October and 3 November, at the École Ducasse Paris Campus (Meudon) with students from the Bachelor in French Pastry Arts programme, with guest chef Mickael Guyader, Vice-Champion of the 2025 Pastry World Championship. The theme of this edition was to create an individual cake using one of Ponthier's new fruit compotées (Williams pear from Provence (France) – wild blueberries from the Massif Central (France) – purple figs from Provence (France)). The students' creations had to incorporate the principles of responsible baking (zero waste, health, energy efficiency, plant-based ingredients, respect for the seasons and the use of local produce).
- On 24 and 25 November, at the École Nationale Supérieure de Pâtisserie (Yssingeaux) with students on the Higher Diploma in Pastry Arts course and guest chef Gabriel Le Quang, a 'Meilleur Ouvrier de France' in the Pastry and Confectionery category. The theme of this edition was to create an individual plant-based cake featuring a botanical combination (flowers, plants, herbs) paired with one of Ponthier's new fruit compotées.

SIRHA 2025 - WORLD PASTRY CUP: JÉRÉMY MASSING AND THE FRENCH TEAM, SUPPORTED BY THE PONTHER TEAM

In the early hours of Saturday 25 January, 27 Ponthier staff members travelled to Lyon for the SIRHA trade fair (international trade fair for the food service and hospitality industries). It was an opportunity for the team to visit the Ponthier stand and sample some of their creations, meet all the Food Emotion teams as well as the customers in attendance, watch the final of the World Pastry Cup and support pastry chef Jérémy Massing, two-time World Pastry Vice-Champion (2023 & 2025) and European Champion (2024).



ÉMILIE CONFAÏS
MEMBER OF THE PONTHER TASTE AND NUTRITION COMMITTEE, R&D TECHNOLOGICAL ADVISER – AGRIFOOD PRODUCT AND PROCESS INNOVATION AT CRITT* LA ROCHELLE

WHAT IS YOUR VIEW OF PONTHER'S RESEARCH INTO TASTE AND NUTRITION?

It's remarkable to see an agrifood industry opening up to external expertise by being willing to re-evaluate its own practices and be challenged, as this is not common practice. It requires a certain degree of open-mindedness! In both its activities and communication, Ponthier focuses on taste: the right time to harvest and the best processing method for optimal final product quality, despite factors beyond its control (such as climate conditions). We can tell that it's part of Ponthier's identity to prioritise taste at every level! It's very rewarding to be part of this committee, as it helps us all to grow through open and constructive dialogue.

WHAT WERE THE KEY DEVELOPMENTS IN 2025?

Following a year-long assessment in 2024 of the intrinsic qualities of the fruit at harvest, this assessment continued in 2025, with the data collected being processed to a higher professional standard, alongside a comparative analysis designed to highlight the impact of the 'year' on the results, revealing significant differences. The focus on pears, peaches and apricots centred more on the steps upstream in the process, whereas for blackcurrants, the aim was to assess the impact of the various possible processing methods. The key takeaway from this additional year of research is Ponthier's ability to adapt and ensure a consistent finished product, despite crop quality potentially affected by external factors such as weather conditions. It's worth noting that Ponthier draws up precise specifications for the harvesting of each fruit, focusing on taste, in order to more effectively bring out their intrinsic qualities during processing.



COMMITMENT #2

SOCIAL GOOD

We believe in building mutually beneficial relationships with our employees, partners, customers and suppliers. We respect people in all their diversity and want to contribute to their well-being.

FOCUS MISSION

OUR SOCIAL AND ENVIRONMENTAL OBJECTIVE

CONTRIBUTE TO SOCIAL PROGRESS WITHIN OUR ORGANISATION AND ALONGSIDE OUR STAKEHOLDERS

OPERATIONAL OBJECTIVE NO. 01
CONTRIBUTE TO A HIGH LEVEL OF EMPLOYEE SATISFACTION

INDICATOR			
Satisfaction rate in the annual employee satisfaction survey corresponding to a high level of employee satisfaction.			
2024 RESULT	2025 RESULT	2026 TARGET	2027 TARGET
NOT ACHIEVED	NOT ACHIEVED	Implement improvement measures	Satisfaction rate in the annual employee satisfaction survey corresponding to a high level of employee satisfaction

The annual employee satisfaction survey took place from 27 October to 16 November; all staff members were free to take part, and could do so anonymously. It is worth noting that the teams' participation rate was high at 85%, although the particularly challenging context meant we were unable to achieve the expected rate. Indeed, 2025 was a year of very strong growth in activity, notably with the roll-out of new production lines. The teams' honest feedback has been analysed by our Human Resources department with a view to developing a targeted action plan for 2026 covering the following areas:

- Strengthening management practices
- Improving internal communication
- Planning work more effectively
- Fostering a sense of community and recognition
- Continuing to embody our CSR values and approach.

OPERATIONAL OBJECTIVE NO. 02
GUARANTEE LONG-TERM RELATIONSHIPS AND FAIR REMUNERATION FOR OUR FRUIT SUPPLIERS

INDICATOR	
Map out our fruit suppliers with a view to reviewing the current situation and preparing an appropriate action plan	
2024 TARGET	2025 TARGET
Create a mapping matrix (including social and environmental criteria) RESULT: MET	Completion in progress for 100% of our suppliers RESULT: MET
2026 INDICATOR	
Define the methodological framework for 'fair trade relationships' with our fruit suppliers	
2026 TARGET	
Work together with two fruit suppliers to build 'fair trade relationships'	

The relationships we foster with our partners and producers are based on mutual benefit and sustainability. As well as the quality of the fruit, attention is paid to fair remuneration of sector players. Although the exercise is not always simple, it is and will be a requirement, because we must ensure that our actions are consistent with our goals. The aim of the fruit supplier mapping exercise is to cover the following topics:

- Farm details: length of partnership, production method (agroecological, agroforestry, reasoned agriculture, etc.), speciality (arboriculture, mixed farming), certifications, workforce, etc.
- Sales terms: collaborative definition of prices, type of contract, co-signature of the responsible purchasing charter, etc.
- Membership of the Pure Trace® initiative.

In addition to mapping, since 2022 we have been surveying our suppliers annually to find out their level of satisfaction with the partnership and relations with various departments (Purchasing, Quality, Sourcing and Accounting). This approach helps us to build lasting relationships, and their opinions and recommendations guide us in the conduct of our business. For 2025, 84.6% of fruit suppliers expressed a very good level of satisfaction and 15.4% a good level of satisfaction. We would also like to highlight the very high response rate to the survey – over 84% – which means the responses are representative of overall satisfaction.

THE OPINION OF THREE MEMBERS OF THE MISSION COMMITTEE ON SOCIAL AND ENVIRONMENTAL OBJECTIVE NO. 2 (KARINE BARRIÈRE, BÉATRICE DE REYNAL AND SYLVAIN AUBERT)

Regarding social and environmental objective No. 2, the relevance and consistency of the operational objectives and indicators are validated by the three members of the Mission Committee, as they adequately cover both 'internal' aspects – that is, employees – and 'external' aspects via fruit suppliers. In light of the results, social and environmental objective No. 2 was deemed to have been partially met due to the achievement of operational objective 2.2 'Guarantee long-term relationships and fair remuneration for our fruit suppliers' and the failure to achieve operational objective 2.1 'Contribute to a high level of employee satisfaction'. With regard to operational objective 2.2,

the resources deployed were deemed to be commensurate with the task (mapping, with a focus on India and Madagascar), the management was consistent with the goals (a quantitative approach through the satisfaction survey, supplemented by a qualitative approach through the work currently underway) and the path forward was clear. The group therefore focused more closely on operational objective 2.1 and its indicator 'Satisfaction rate in the annual employee satisfaction survey corresponding to a high level of employee satisfaction'. An analysis of the 2025 results has helped to identify the causes of dissatisfaction. The group proposes that, in 2026, the action plan relating to human and financial resources should be quantified using sub-indicators that measure progress in the right direction. This positive trajectory will enable Ponthier to achieve, in the future, the operational objective 'Contribute to a high level of employee satisfaction'.

BEYOND THE MISSION

HUMAN RESOURCES - KEY FIGURES FOR 2025			
Average length of service: * 8 years and 9 months for female employees * 6 years and 2 months for male employees	Gender equality index: 97/100	58% of management positions held by women	58% women on the board of directors
Training rate 69%	830 hours of training	117 people having attended at least one training course	3 people trained in disability management

A YEAR OF SPORT AND SOLIDARITY
JANUARY AND FEBRUARY: FUNDRAISING CAMPAIGN FOR MAYOTTE

The island of Mayotte faced numerous hardships following Cyclone Chido, which struck during the night of 13–14 December 2024, and Tropical Storm Dikeledi, which struck on 18 and 19 January 2025, resulting in the destruction of homes and infrastructure and creating a precarious health situation. All these difficulties have had an impact on the day-to-day lives of the people of Mayotte. We therefore joined forces with the Corrèze-Dordogne occupational health and safety service, which led the coordination of a large-scale fundraising drive amongst businesses in the Corrèze and Dordogne departments. Working in close collaboration with their counterparts and humanitarian organisations on the island, they assessed the needs whilst managing the logistics of getting the donations to their intended destinations. Ponthier employees rallied round by donating essential food items, hygiene and baby care products, and clothing. In addition, the company purchased and supplied 1,000 euros' worth of DIY equipment (tools, gloves, spades, etc.).

APRIL: 5KM AND 10KM RUNS IN OBJAT

Organised every year by Objat secondary school, these runs are a huge hit with local businesses and organisations. And that's how our first team of 14 employees joined in the event – not forgetting all our supporters! The atmosphere on the day was great.

12 JUNE: A WORKSHOP ON DIVERSITY AS PART OF OUR INAUGURATION DAY

The integration of people with disabilities into the workplace is a fine example of inclusion and diversity in the workplace. Our partnership with the ESAT at Clairvivre, which has been in place since 2018, was highlighted during our inauguration through a workshop on diversity in the workplace. ESAT centres are medical and social care facilities. They enable workers with disabilities to carry out work suited to their individual abilities and thus to develop their potential. With a system of alternating shifts during the week, twenty or so people are seconded and have joined our Labelling workshop, our Logistics department and our Facilities Maintenance department. To further enhance our partnership, a 'Commitment Charter' was signed with the ESAT in July 2023.



13 JUNE: EMPLOYEE DAY, FEATURING A TALK BY FLORIAN BOUZIANI

On 13 June, we all got together for Employee Day. The day began with a moving and inspiring talk by Florian Bouziani, the para-cycling time trial world champion and author of the book 'Jusqu'à la Victoire'. Next came a series of fun and wacky Olympic-style games, in which the teams competed against one another in a good-humoured spirit. To round off the event, employees' families were welcomed to take a tour of the workshops, sample our products and enjoy a cocktail reception at the end of the day.



SEPTEMBER: SPORT AND SOLIDARITY COMBINED IN THE LA BRIVISTE WALK AND RUN AS PART OF BREAST CANCER AWARENESS MONTH

In 2025, we were also partners of La Briviste, a non-competitive walk and fun run organised simply to have a good time whilst supporting a worthy cause – the launch of Breast Cancer Awareness Month. The funds raised through registration fees were donated to La Ligue contre le Cancer Corrèze, La Gaillarde corrézienne (an association for the oncology department at Brive University Hospital), and the Clinique des Cèdres. For the 2025 event, the capacity was increased to 5,000 participants. In this 11th edition, over 60 volunteers took part, 45 companies and partners were involved, and a record amount of over €54,000 was raised. Thank you to our walkers and runners for taking part in this year's edition!



OCTOBER: FIRST EVER ISSUE OF LA GAZETTE FRUITÉE!

The summer provided an opportunity for the teams to begin designing an in-house newsletter called 'La Gazette Fruitée'. An editorial committee was set up, deciding on topics, writing the articles, choosing the tone and designing the layout – every detail was carefully considered to ensure the newsletter reflected all employees! The publication, which runs to around thirty pages, focuses on the company's latest news, highlights the various roles within the organisation, and profiles employees' career paths. A chance for everyone to find out a little more about the talented people who underpin Ponthier's success!



OUR PREVENTION AND AWARENESS-RAISING INITIATIVES:

- 36 people trained as workplace first-aiders
- 18 additional people attended one of the safety awareness sessions, bringing the total to 160 since 2020
- 56 people received specific training on chemical risks
- 18 internal information meetings on CSR and 35 on safety.



HELLO SYLVAIN, COULD YOU PLEASE INTRODUCE YOURSELF?

My name is Sylvain Rasata, but people here call me Vasa. I'm 50 years old, I'm a farmer, and I grow tropical fruit native to Madagascar using traditional methods – lychees, in particular. I inherited this expertise from my ancestors; it was they who planted the lychee trees that I learnt to look after.

IN WHAT WAY IS LYCHEE FARMING IN MADAGASCAR PART OF THE COUNTRY'S HERITAGE?

Our ancestors planted the first lychee trees back in 1919. We have carried on their work, striving to improve our methods every year, whilst always using traditional techniques. Every tree needs looking after; we need to think about what to replant and how. We have also developed the fresh fruit processing side of the business on site, in partnership with local companies that have acquired specialist expertise.

HOW BIG IS YOUR FARM?

We have around 250 lychee trees and produce 15 to 20 tonnes a year on our own farm in Brickaville, on the east coast of the island. In addition to this production, we work with small local collectors. These are small cooperatives that benefit from the same terroir as we do and share our high standards of quality. We consider Madagascar's terroir to be the most suitable for growing lychees. I came to realise this after receiving enquiries from a number of sourcers!

WHAT IS YOUR WORK PHILOSOPHY?

Fruit growing is deeply rooted in Madagascar's traditions, thanks to the wealth of the terroir. We are delighted to promote our fruit around the world, as it showcases our island. The income generated by fruit growing helps to drive local development. The people of Madagascar understand this, and it motivates them to get involved in this activity. Our purpose is to grow the very best lychees possible and to develop long-term partnerships with companies such as Ponthier.

WHAT ARE THE KEY SEASONAL STAGES IN LYCHEE FARMING?

The trees usually flower in August, the fruit appears in November, and we wait until they are fully ripe before harvesting them in December. In the event of heavy rain, we adjust the schedule slightly.

COULD YOU EXPLAIN YOUR GROWING METHODS TO US? HOW DO YOUR TEAMS ORGANISE THEIR WORK?

Lychee trees thrive naturally in the forest, where they grow alongside the rest of the vegetation. They are not in a 'field' in the sense that you might imagine. It's an environment that could be described as 'wild' and ecological. The work is done by hand and comes naturally to the people here. We have very simple equipment at our disposal. We make extensive use of the leaves of the traveller's tree (Ed. note: a palm tree native to Madagascar), particularly for making baskets used to protect, pack and transport lychees. When it's time to harvest, some climb the trees whilst others hoist up the baskets for them to fill. A team remains on the ground to remove the stems from the fruit. Once the baskets are full, they are carried on foot or by boat to wooden houses made from our trees. Logistical organisation is very important because we only have 24 hours to harvest the lychees and transport them to the processing facilities. The quicker the fruit reaches the processing facilities, the better its quality is preserved.

HOW WOULD YOU DESCRIBE THE TASTE OF YOUR LYCHEES? WHAT MAKES IT SPECIAL?

Our lychees have an exceptional taste. There are people here who taste the harvested fruit and check its quality. Whilst visiting the site, the Ponthier teams were also able to sample their wonderful flavour. Once you start eating them, you just can't stop! You could eat them all the time without ever feeling full! Even I eat them all the time – I just can't resist their natural, sweet taste and those fragrant aromas!

COMMITMENT #3 ENVIRONMENTAL GOOD

To help long-term practices evolve towards ever more virtuous farming methods, leaving nature to its own devices as far as possible, we support producers transitioning to sustainable agriculture by making the skills of our sourcing team available to them.

OUR SOCIAL AND ENVIRONMENTAL OBJECTIVE

CONTRIBUTE TO REDUCING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITY'S VALUE CHAIN

OPERATIONAL OBJECTIVE NO. 01
REDUCE OUR CARBON FOOTPRINT AND CONTRIBUTE TO REDUCING THE CARBON EMISSIONS OF OUR VALUE CHAIN

INDICATOR			INDICATOR		
Compliance with our carbon footprint reduction target validated by the SBTi for Scopes 1 and 2 (near-term targets for SMEs, compatible with limiting global warming to 1.5°C)			Compliance with our carbon footprint reduction target for Scope 3		
END-OF-2024	END-OF-2025	2030 TARGET	END-OF-2024	END-OF-2025	2030 TARGET
Reduction of our emissions by 77.3% in absolute terms on Scopes 1 and 2	Reduction of our emissions by 78.3% in absolute terms on Scopes 1 and 2	Reduction of 4.2% per year in absolute terms (GHG Protocol method) - base year: 2022	10.7% reduction in the ratio CO2e/t products sold	15.2% reduction in the ratio CO2e/t products sold	Reduction of 1.5% per year in our carbon intensity tCO ² e/t products sold (GHG Protocol method) - base year: 2022

DEFINITION OF SCOPES

SCOPES 1, 2 AND 3
scopes for measuring greenhouse gas (GHG) emissions generated by a company's activities

SCOPE 1
GHGs emitted directly by the company (examples for Ponthier: gas consumption and operation of cooling units)

SCOPE 2
indirect GHG emissions linked to the production of energy purchased by Ponthier, primarily electricity

SCOPE 3
indirect GHG emissions upstream (farming, packaging and transport of raw ingredients) and downstream (packaging, transport and end-of-life of finished products)

OUR ACTIONS TO REDUCE OUR CARBON FOOTPRINT

We have developed an in-house carbon accounting system. It is updated quarterly and verified each year by a certified climate consultancy to monitor our progress and produce an annual greenhouse gas emissions report (GHG Protocol format and French regulatory BEGES format).

TAKING ACTION ON SCOPE 3
We joined the ACT Step-by-Step Agrifood collective in July 2023 to consolidate the actions already taken (e.g. pure cane sugar replaced with French-origin beet sugar) and to explore other avenues when preparing the action plan in 2024.
To illustrate, in 2025, in collaboration with our suppliers, we optimised the transport of Alphonso mangoes by changing their port of arrival, which significantly reduced the distances travelled by sea and also by road to our workshops. This initiative has resulted in a 39% reduction in the carbon footprint attributable solely to the transport of mangoes.

GATHERING EMPLOYEES TOGETHER ON CLIMATE ISSUES WITH THE TWO-TONNE WORKSHOPS
In 2022, we began raising employee awareness on climate issues with a fun, educational group workshop called the two-tonne workshop. This workshop helps understand the concept of carbon footprint as a citizen and, most importantly, identify individual and collective measures to reduce carbon footprint with the use of comparisons and orders of magnitude to assist. Since 2022, 187 people have taken part in the two-tonne workshops.

OPERATIONAL OBJECTIVE NO. 02

CONTRIBUTE TO SUSTAINABLE AGRICULTURE

INDICATOR		
Percentage of flavours meeting the Pure criteria (pesticide residue free) in the puree and crushed fruit range		
END-OF-2024	END-OF-2025	2030 TARGET
60% of the puree and crushed fruit range met the Pure criteria	63,3% of the puree and crushed fruit range met the Pure criteria	80% of the puree and crushed fruit range to meet the Pure criteria

PURE GUARANTEES PESTICIDE RESIDUE FREE FRUIT
The Pure initiative aims to guarantee healthy, pesticide residue free products thanks to responsible farming methods based on agroecology. For fruit that meets the Pure criteria, we have set the MRL (Maximum Residue Limit) at 0.01mg/kg (a stricter and more demanding MRL than European legislation, which applies to both conventional and organic fruit). At end of 2025, 63,3% of flavours are Pure certified. The Pure initiative is supervised in the field by our team of sourcers and agronomists (experts in agricultural practices). They work with the crop managers to define practices and crop itineraries to optimise quality, safety and environmental protection (management of plots, water, inputs, etc.).

AGROECOLOGY is an integrated approach, using nature's resources and mechanisms to produce better. It combines ecological, economic and social aspects and aims to make better use of the interactions between plants, animals, people and the environment (translation of the definition given by the French Ministry of Agriculture and Food Sovereignty).

Examples of virtuous practices used by our producers: grass cover on cultivated plots, insect hotels, limiting tillage to what is strictly necessary and even forgoing mechanical ploughing completely depending on the crop, preserving soil biodiversity, replacing insecticides with auxiliary insects and/or the use of biological control solutions (e.g. pheromone traps), replacing herbicides with mechanical weeding and/or the use of animals (e.g. sheep, quails), replacing chemical fertilisers with organic fertilisers to enrich the soil, and installing nest boxes for birds and bats.

PURE TRACE, A PONTHER INITIATIVE CERTIFIED BY AN OTI*
PURE: PRODUCTS GUARANTEED PESTICIDE RESIDUE FREE
TRACE: UTRACEABILITY TO THE PRODUCER-COLLECTOR AND THEIR LOCALITY
• Constant review of farming methods
• Long-term partnerships with producers
• Recognition of the work of producers
• A commitment to enabling gastronomy professionals to meet the growing expectations of consumers

SPOTLIGHT ON MANGOES IN INDIA
In 2021, we launched the first phase of the Pure Trace® programme in collaboration with our Indian mango suppliers. The COVID crisis meant that the launch took place via videoconference. This first phase enabled us to understand Ponthier's expectations, to establish a traceability system for producers and collectors (aggregators), and to engage in technical and economic discussions with producers on reducing the use of plant protection products in the Ratnagiri district (on India's western coast). This phase was completed in 2025 with the identification of groups of producers and aggregators capable of harvesting mangoes that meet the requirements of the Pure Trace® programme. As of early 2025, 493 producers are involved and registered by our partner, who has organised the sector and set up a team of four agricultural technicians to oversee the programme. The large number of small-scale producers explains the complexity of the plan to reduce pesticide use. Three pests pose a threat: thrips (an insect that damages flowers and young fruit), scab and anthracnose (diseases). Anthracnose can damage, or even destroy, the flowers, young fruit and ripe fruit. Preventative measures and biocontrol methods have been put in place to minimise the impact of pests and reduce the use of pesticides, in particular through the use of sticky traps and pheromone traps. In 2026, the second phase will bring together the producers involved, with technical support provided by our partner and visits from our Sourcing team to ensure a 100% 'Pure' harvest. We have drawn up a five-year 'Pure' support plan, which includes monitoring results and gathering feedback from producers in order to avoid any technical or economic pitfalls.

OPERATIONAL OBJECTIVE NO. 03

CONTRIBUTE TO PRESERVING RESOURCES FOR OUR ACTIVITY

INDICATOR		
Guarantee consumption of 100% renewable gas		
2024 TARGET	2025 TARGET	2026 TARGET
100% of gas consumed from renewable sources RESULT: MET	100% of gas consumed from renewable sources RESULT: MET	100% of gas consumed from renewable sources

Supplying biogas to the site is an opportunity to engage in a circular economy as a partner of the local biomethane production plant, Méth'Allassac. This plant was set up in 2021 by a group of five farmers (rearing cattle, poultry and producing cereals), and established itself by working with agrifood industries, including Ponthier, in the Corrèze region. In 2025, we recycled 1,037 tonnes of biomass at the biomethane production plant.

INDICATOR		
Reduction of 10% reduction in the m3 of water/t of finished manufactured product ratio - Base year: 2023*		
END-OF-2024	END-OF-2025	2026 TARGET
23% reduction in the ratio RESULT: MELT	11,9% reduction in the ratio RESULT: MELT Ratio: 3,975 m³ / t of product manufactured	10% reduction in the ratio
*2023 RATIO		
4,514 m³ / t of product manufactured		

Several actions enabled us to achieve this objective in 2025: Firstly, closer monitoring of our water consumption with extra metering points added in our weekly readings. Secondly, the hiring in the Maintenance department of a work-study student on a Master's course in Quality, Safety and the Environment, whose work focuses specifically on water resource management. Lastly, the introduction of CIP (clean-in-place) in our production process now ensures optimal cleaning of our production equipment whilst reducing our water consumption. Introducing CIP represented an investment of over €400,000 in 2025.

INDICATOR		
Waste recycling/recovery optimisation		
2024 TARGET	2025 TARGET	2026 TARGET
Recycling/recovery rate of our waste: minimum 85% RESULT: MELT: 85,1%	Recycling/recovery rate of our waste: minimum 85% RESULT: MELT: 85,9%	Recycling/recovery rate of our waste: minimum 85%

In 2025, two new types of waste were channelled into a recovery scheme: cigarette butts and used non-disposable PPE (personal protective equipment), such as safety footwear, helmets and aprons. Cigarette butts are collected and then decontaminated without the use of water or toxic solvents by a French company. The cellulose acetate fibres recovered in this way are used in the construction industry for insulation or in the textile industry for the manufacture of down jackets. This is particularly important for the protection of our water resources, given that a single cigarette butt can pollute up to 500 litres of water! Personal protective equipment provided for our staff is replaced regularly to ensure their safety and comfort. Since September 2025, we have been collecting PPE so that it can be sorted and dismantled by an ESAT*, thereby ensuring that each component is channelled into the most appropriate recovery scheme (e.g. shredding for clean textiles, energy recovery for multi-material items).

In April 2025, the Nouvelle-Aquitaine Region launched the VALCOBIO Call for Expressions of Interest (CEI) on the recovery and utilisation of biomass by-products in growth markets such as cosmetics, healthcare, chemicals and materials. This CEI seeks to support producers and manufacturers that generate by-products in improving their understanding of these by-products and in developing links with sectors capable of utilising them. Our application to recover and utilise our fruit by-products was approved following a meeting of the Standing Committee of the Nouvelle-Aquitaine Regional Council on 29 September 2025, something of which we are very proud. Testing and research work is scheduled for 2026, with the recruitment of an intern to support the R&D and CSR teams.

THE OPINION OF THREE MEMBERS OF THE MISSION COMMITTEE ON SOCIAL AND ENVIRONMENTAL OBJECTIVE NO. 3 (SYLVAIN AUBERT, LUC BACHELET AND GUILLAUME BERNAT)

The results and progress made on the operational objectives have helped assess how well social and environmental objective No. 3 has been achieved. Proposals for improvements have been put forward for the various operational objectives and indicators. As regards the carbon footprint, Ponthier's trajectory for Scopes 1 and 2 is considered ambitious. For Scope 3, the group recommends consulting the methodological updates recently published by the SBTi in order to review the current indicator, which is expressed as a ratio of tonnes of CO2e per kilogram of products sold. For the Pure indicator illustrating operational objective 3.2 'Contribute to sustainable agriculture', the group also suggests monitoring progress via the volumes of products meeting the Pure criteria that are sold and setting a trajectory to track progress towards achieving 80% of the product range by 2030. With regard to the operational objective 'Contribute to preserving resources for our activity', the three indicators are deemed still relevant. The addition of metering points in 2025 and 2026 to monitor water consumption more closely was viewed favourably. Lastly, with regard to the waste recycling/recovery rate, the members would like the measures to be presented in the form of a list to make them easier to understand.

BEYOND THE MISSION

A NEW APPROACH TO MANAGING GREEN SPACES ON SITE BY ECO-GRAZING

This idea was put forward and adopted following consultations with employees. After doing some research, we met Dimitri, a local farmer who could provide this service, and just two months later, we were ready to get started! With an impressive 10,000 m² of pasture, we are delighted to now be home to a flock of sheep and goats. Eco-grazing offers numerous benefits:

- It is more environmentally friendly than mechanical mowing: it produces no pollution and is quieter
- It is less labour-intensive than mechanical mowing on slopes or hard-to-reach terrain
- It makes our employees happier!

PONTHIER, A COMPANY FIRMLY ROOTED IN ITS REGION

PONTHIER WINNER OF THE COMMITMENT CATEGORY AT THE CORRÈZE BUSINESS AWARDS

Entering the 2025 Corrèze Business Awards was a way of reaffirming our roots in the region, which reach back almost 80 years. It was also the chance to showcase our deep commitment, inspired by our partners and which we hope will inspire as many people as possible. In September 2025, Ponthier was nominated in the 'Commitment' category at the Corrèze Business Awards. We regard this nomination as recognition of our approach and our social and environmental commitments. On 23 October, at the conference centre of the Corrèze Chamber of Commerce and Industry, with more than 500 guests in attendance — including Ms Françoise Cayre (Chair of the Corrèze Chamber of Commerce and Industry), Mr Frédéric Soulier (Chair of the Brive Urban Community & Mayor of Brive) and Mr Vincent Berton (Prefect of Corrèze) — we had the immense pleasure of receiving the Corrèze Business Award in the "Commitment" category. In 2025, more than 90 entries were submitted across all categories: Craftsmanship (expertise, authenticity, creativity), Commitment (social and environmental), Reputation (recognition, reliability, appeal), Innovation (growth prospects, audacity and adaptability), and Made in Corrèze (connection to the region, originality and local cohesion). The evening also featured the economist and essayist Nicolas Bouzou, who was invited to give an inspiring talk on current economic and societal issues. This award recognises our ongoing commitment to social, environmental and local responsibility — values that drive us every day!

PONTHIER ORGANISES THE FIRST MEETING IN CORRÈZE ON MISSION-LED COMPANIES, IN COLLABORATION WITH THE CHAMBER OF COMMERCE AND INDUSTRY (CCI) AND THE NOUVELLE-AQUITAINE REGIONAL AMBASSADORS OF THE MISSION-LED BUSINESS COMMUNITY

On 12 November, in collaboration with the Corrèze Chamber of Commerce and Industry and the ambassadors of the Nouvelle-Aquitaine Mission-Led Business Community, we helped raise awareness of the 'Mission-Led Company' status amongst other companies in Corrèze. During a morning session entitled 'Creating value differently: the era of Mission-Led Companies', we welcomed around fifteen people to Objat from various sectors (manufacturing, retail, temporary work, consultancy, etc.) in the presence of Françoise Cayre, Chair of the Corrèze Chamber of Commerce and Industry (CCI), to explain the fundamentals of Mission-Led Company status. It was also primarily the opportunity to share the experiences of three companies: Amicio (a 100% France-based call centre), Seedlings (a consultancy and coaching firm specialising in sustainable business transformation) and Ponthier. The event highlighted practical approaches to creating value in new ways, by combining economic performance with social commitment. We hope the event will have provided the participating companies with the tools and motivation they need to take the plunge and make a commitment themselves. Yet another way of putting our mission of "Advocating delicious, healthy and responsible fruit" into practice in the region.



LEXIQUE

ADEME: Agence de l'Environnement et de la Maîtrise de l'Énergie [French Environment and Energy Management Agency], under the supervision of the French Ministry of Higher Education, Research and Innovation and the French Ministry of Ecological Transition and Solidarity. The agency coordinates and oversees public initiatives relating to environmental protection and energy management, including the development of methodologies in this sphere.

BEGES: Bilan des Emissions de Gaz à Effet de Serre [Greenhouse Gas Emissions Footprint] is a French regulatory method of accounting for and declaring the greenhouse gases emitted by a legal entity over a reference year. It covers Scope 1/2 emissions, as well as significant Scope 3 emissions since 1 January 2023. The French BEGES method is consistent with other international carbon accounting standards (ISO 14064-1:2018 and GHG Protocol) and was made compulsory for all companies with more than 500 employees by article L. 229-25 of the French Environment Code in 2012.

Bilan Carbone®: this carbon footprint methodology created by ADEME in 2004 and subsequently supported by the ABC, Association pour la Transition Bas Carbone [French Low Carbon Transition Association], is a greenhouse gas accounting method considered to be the most comprehensive. It covers Scopes 1/2/3 in their entirety and uses slightly different emission categorisation labels than the BEGES or the GHG Protocol. It is consistent with all international methods (ISO 14064-1:2018, GHG Protocol, BEGES), but is not backed by any regulatory obligation. It should be noted that, as with the French BEGES, the Bilan Carbone® allows the carbon footprint of the company's assets to be amortised over their useful life and/or book depreciation.

CDP: Carbon Disclosure Project is an international organisation that manages one of the largest environmental databases for companies, cities and countries, via its reporting system (GHG emissions, water management, etc.). It is based on the GHG Protocol reporting format.

CO2e: CO2 equivalent, this includes other greenhouse gases such as methane, nitrous oxide and synthetic gases. All of these gases are also known as GHGs: greenhouse gases.

COFRAC: Comité Français d'Accréditation [French Accreditation Committee].

CRITT: Centre de Régional d'Innovation et de Transfert de Technologies [Regional Innovation and Technology Transfer Centre].

CRT AGIR: Centre de Ressources Technologiques Agroalimentaires Innovation et Recherche [Research, Innovation and Agrifood Technological Resources Centre].

CTIFL: Centre Technique Interprofessionnel des Fruits et Légumes [Inter-professional Technical Centre for Fruit and Vegetables].

EPI: Équipement de Protection Individuel [Personal Protective Equipment]

ESAT: Établissement ou Service d'Aide pour le Travail [Work-Related Assistance Service or Establishment]. An organisation that enables people with disabilities to work while receiving medical, social and educational support.

GHG Protocol: created in 2001, the Greenhouse Gas Protocol (GHG Protocol) is a consultative process for the international standardisation of procedures for accounting for greenhouse gases emitted by an organisation (company, public authority, association, etc.). It established the distinction between Scopes 1/2/3 and served as the basis for drafting the ISO 14064 standard. A notable difference with the French BEGES method is the prohibition on amortising emissions linked to the purchase of assets.

IQF: Individually Quick Frozen, a freezing technique suitable for small fruit and vegetables.

OTI: Organisme Tiers Indépendant [Independent Third-Party Certification Body]

PACTE: Plan d'Action pour la Croissance et la Transformation des Entreprises [Action Plan for Business Growth and Transformation].

RECYCLING: Recycling aims to reduce the consumption of new raw materials by providing companies with secondary raw materials that meet the highest standards in every respect (quality, environmental impact and health).

CSR: Corporate Social Responsibility.

MATERIALS RECOVERY: Materials recovery encompasses a range of diverse and complementary activities, such as sorting, recycling and biological treatment.

ENERGY RECOVERY: In accordance with the waste management hierarchy, energy recovery enables waste that cannot be recycled or reused as a material to be used as a source of renewable energy and for energy recovery.

