

# CSR 2024

Corporate Social  
Responsibility  
report

PROVA  
**care & act**

NURTURING  
*Tasteful  
Products*

BUILDING  
*Tasteful  
Partnerships*

FOSTERING A  
*Tasteful  
Legacy*

SUPPORTING A  
*Tasteful  
Planet*

## A Word from the President

*Let's be daring!*

*Prova is built on passion and a desire to be daring. Daring to go into business, daring to invent, daring to dream big. It all started with a love story between vanilla and chocolate, the raw materials that now form the pillars of our flavor specialities.*

*Since then, we have tirelessly continued our quest for flavor excellence, to help our clients delight both young and old. Intent on passing on history, daring, agile and passionate, it is by committing to our Care&Act approach with tangible measures that we make our values truly meaningful.*

*At Prova, Care&Act means extracting the best of nature and our know-how, because we nurture **Tasteful Products**. It means building strong partnerships based on solidarity, because we believe in **Tasteful Partnerships**. It means passing on the culture of a responsible company with passionate, committed teams to future generations, because we foster a **Tasteful Legacy**. It means protecting the planet and people, because we support a **Tasteful Planet**.*

*By working together, we will move forward in our company journey, which is, above all, human-centered, because nothing makes us happier than making you happy.*



Muriel Acat, President



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# Foreword

Since our company was founded in 1946, our growth has been driven by a family spirit. By nature, we have always been committed to a respectful approach to the men and women who have worked together to build our company story. Knowing how to extract the essential is our way of taking action.



This first report presents all of the measures we have carried out, particularly focusing on our frame of reference, Care&Act, which covers both values and action with two strong verbs that accurately convey our approach to CSR.

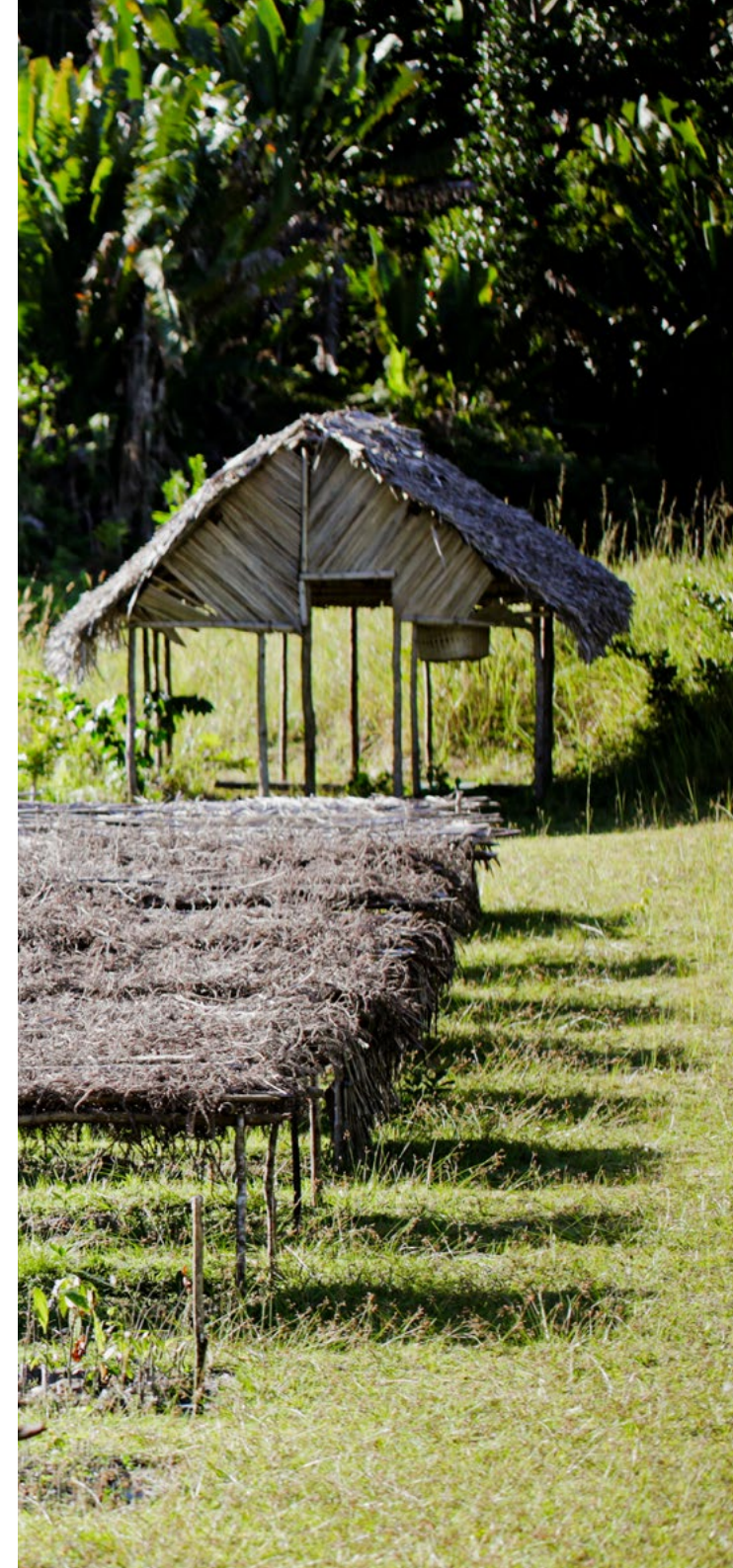
## Care

Is an intention based on kindness. A company with a human touch, drawing on our values, we take care of our clients, suppliers and employees, as well as the world around us. Together, from Madagascar to France, we preserve the essential.

## Act

Stands for our actions. Together, we spread our influence across all five continents, where we act concretely and whole-heartedly to support the sustainable development of our activities.

SCOPE	REPORTING PERIOD	CONTACT	REPORTING PRINCIPLES
The data featuring in this CSR report covers Prova SAS (NACE C - 10.89 Manufacture of other food products n.e.c.) in France, even though it mentions the Group's various subsidiaries.	Reporting covers the period from 01/01/2024 to 12/31/2024*	This report was created by the CSR Department, thanks to contributions from Prova's various departments and sites located in France.  CSR Department Aude Lebarbier aude.lebarbier@Prova.fr  Thanks to Ny Hasina Ravahinirina for her contribution to this report, and to Saadi Bessadi and Geoffroy Zinsou for the graphic design.	All data declared (indicators) comes from various internal and external reporting systems  <b>HR:</b> HR IT system <b>Sustainability:</b> Internal Tracking and Assessment systems <b>Tonnage statistics and financial data:</b> management and accounting tools



# Our Foundations

## Our Next Stop

Help our clients to delight young and old with unique flavors

## Our Ambition

"Become the obvious choice for brown extracts and flavors worldwide, in our clients' hearts and minds."

## <sup>PROVA</sup>care & act Our Philosophy

Care and Act, by fostering Tasteful Products, Tasteful Partnerships, a Tasteful Legacy and a Tasteful Planet.

## Our Compass

Know how to extract the essential, our way of taking action  
Successfully navigate change.  
Give structure to our sustainable commitments.  
Share power.  
Prepare the succession.

## Our Values

Daring, Agility, Passion and Passing On Knowledge.

## Daring is our foundation.

We are daring; we grow with a spirit of responsible freedom. Our freedom of action allows us to create and do business with confidence, thereby contributing to everyone's success.

## Agility is our style.

We are agile, proactive and go right to the heart of the matter. We interact smoothly and meet our clients' expectations with accuracy and efficiency, always aiming to delight them.

## Passion is our vital energy.

We are passionate about our work, want to see a job well done, and know that the quality of our work depends on that of the whole team.

## Passing on knowledge is our signature.

We take on more responsibility, we develop our knowledge and abilities, we nurture our interpersonal skills and we pass them on to the next generation.

# Key dates from our history

Founded in 1946, Prova is Mid-Sized Business (MSB), family-owned and independent. French with global reach, specializing in the production and sale of brown extracts and flavors.



**1946**

**Vanilla - where it all began**

Jacqueline and Marcel jointly founded the company with their partner, and developed innovative technology for extracting vanilla.

**In 1973, Daniel Acat joined the family business**, rolled out new extraction technology, innovated with new recipes and increased international growth.

**Today, Prova is one of the top 10 buyers of vanilla beans worldwide.**



**1962**

**Cocoa - our second core brown extract**

In the early 90s, our second major speciality was launched: cocoa extracts, which became a worldwide success.



**1993**

**The range widens to include brown flavors**

Muriel Acat, part of the family's third generation, started in sales and marketing and later strengthened operations. Expanded internationally, diversified brown flavors, and invested in new production sites.

**Our ambition grew clearer: become the champion of brown flavors in every region we are active in.**



**1996**

**Creation of the Food Service Department**

As well as our industrial clientele, we also extend our expertise to professionals from the food industry, including bakers, ice cream makers and restaurant owners, in France and, increasingly, overseas.

**In 2013, we renamed this department "Prova Gourmet".**



**2020**

**Launch of the CSR program Care&Act**

Without knowing it, we were already active in CSR: in 2020, we made our sustainable commitments official and took them even further.

**Care&Act, devoted to taking care of and acting for the planet and people, lies at the heart of all our activities.**



**2023**

**Renovation of our historic headquarters in Montreuil (France)**

We increased the size of our company headquarters, a building with a wooden frame and natural ventilation, which is warm and welcoming. We invite our clients to this building so that they can co-create personalized solutions **with our pastry chefs and our applications, flavor creation and sensory analysis labs.**



**2024**

**Expansion with the opening of two factories Thailand and France**

Opening of a second production site in Montrichard and the first international production site in Thailand (Bangkok) to better serve our clients and support our international ambitions.

**Celebration of the 50<sup>th</sup> anniversary of our French factory in Autruy-sur-Juine.**

# Prova Group's key business highlights



 <p><b>Family business</b> for 3 generations</p>	 <p><b>+270</b> employees in France</p>	 <p><b>€110<sup>M</sup></b> sales in 2024</p>	<p><b>8</b> applications labs worldwide</p>	<p><b>11</b> subsidiaries</p>	<p><b>4</b> factories</p>	<p><b>2</b> R&amp;D centers</p>
 <p><b>78</b> years of expertise since 1946</p>	<p>and</p> <p><b>+100</b> employees worldwide</p>	 <p><b>75%</b> of turnover from exports</p>	<p><b>2</b> business units</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="1176 1316 1518 1428">  <p><b>Industry:</b> active in +70 countries</p> </div> <div data-bbox="1601 1348 1646 1396">+</div> <div data-bbox="1691 1316 2094 1428">  <p><b>Food Service:</b> active in +40 countries</p> </div> </div>			

# Our business model

As a creator of food extracts and flavors, above all, we see our business as creating value shared throughout our value chain from; 'field to fork'.

## Key Resources 2024

A strong and stable family business founded in 1946.  
Extraction expertise spanning 78 years.

### 5 sites in France

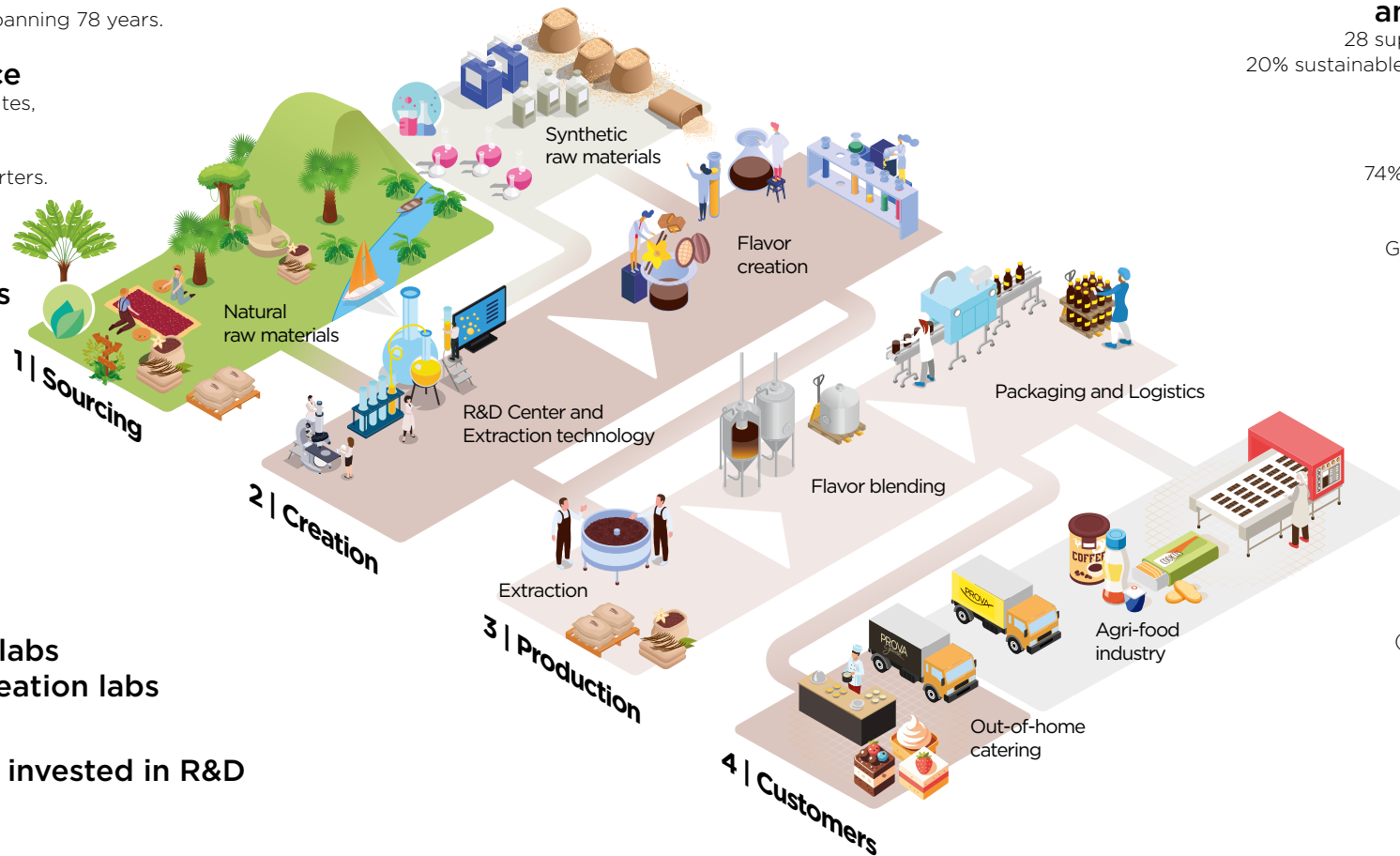
including 2 industrial sites, one logistics center, one R&D center and the company headquarters.

### 11 subsidiaries on 5 continents

United States  
Thailand  
China  
India  
Indonesia  
Germany  
South Africa  
Brazil  
Mexico  
Uruguay  
Chile

### 8 applications labs and 3 flavor creation labs

2% of turnover invested in R&D



## Value created and shared

### 121 raw material and packaging suppliers

28 suppliers of agricultural raw materials  
20% sustainable vanilla and 22% sustainable cocoa

### Employees

74% of employees took part in training throughout the year  
4,025 hours of training  
Gender equality index: 95 out of 100

### Clients

90% industrial clients  
10% artisans from the food industry

### Communities

6 on-the-ground projects within sustainable programs: school renovations, building wells, diversification of activities (rice, cocoa, clove, poultry farming) and agricultural training

### Sustainable Development Goals

Contribution to 13 SDG through our four tasteful pillars.

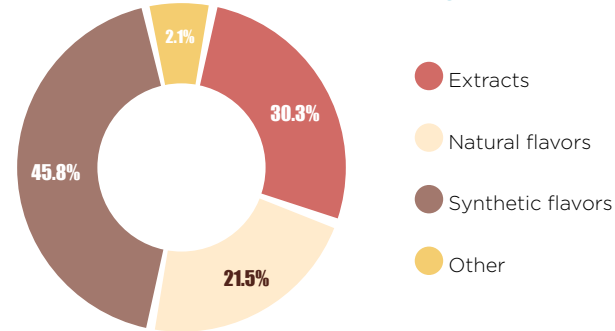
# Our products and service offering

Our mission? Delight our clients' clients with unique tastes!



## Authentic extracts and flavors...

Our company is filled with scents of...



## ...to delight gourmets and experts, from industrial clients to artisans!

Elevated by our major flavor notes...



Our industrial business unit focuses on market segments such as dairy and ice cream, cookies and cereal, and plant-based products and confectionery in over 70 countries across all five continents.

Conversely, the Prova Gourmet brand focuses on all the trades involved in the food industry, within hospitality markets (hotels, restaurants and cafés).

## What's more, we help our clients find solutions and understand our world.

As well as the products we create, we have developed a service offering that allows us to provide the best possible support to our clients as they create their offering:

- Enhance the mouthfeel
- Help to reduce sugar**
- Create value
- Standardize the product portfolio
- Offer training in sensory analysis**
- Develop their expertise
- Help them save time
- Inspire our clients

# Governance

## Strategic Advisory Committee

Its role is to challenge the actions of Senior Management and provide an external insight with sound advice. Made up of external consultants who are experts in various fields, family shareholders and a representative from the company's operational departments, it also analyzes the steering process.

## EXCOM or Executive Committee

Its role is to guide Prova in its ambitions and help Management to consider its options and make the right decisions.

## Management Committee

The group of Business Unit Directors that supports Senior Management and EXCOM with the practical implementation of the Group's strategy and vision, as defined in our roadmap. It is responsible for the Group's operational performance, is in charge of monitoring its activities and organizes the distribution of roles within teams.

## CSR Governance

As social responsibility is rooted at the center of the company plan, it must be represented by everyone, at all levels. The Strategic Advisory Committee has made it part of its vision and main principles, and ensures that Senior Management embodies it through its everyday actions. It is reflected by projects and goals set by the Management Committee, in cooperation with the CSR Manager, a member of the committee who works directly with the President.



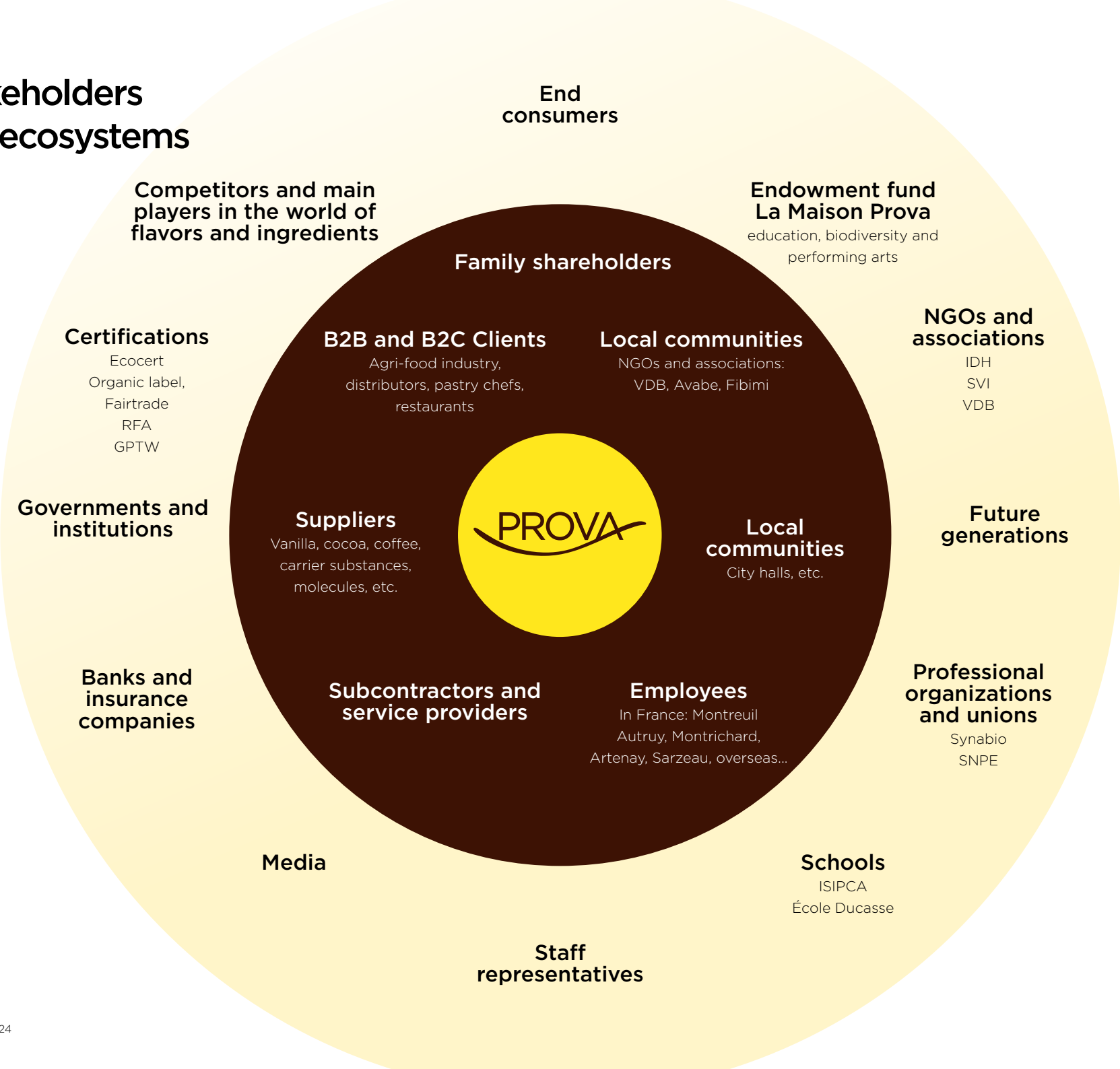


PROVA  
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Our Ecosystem,  
our Challenges &  
our Commitments



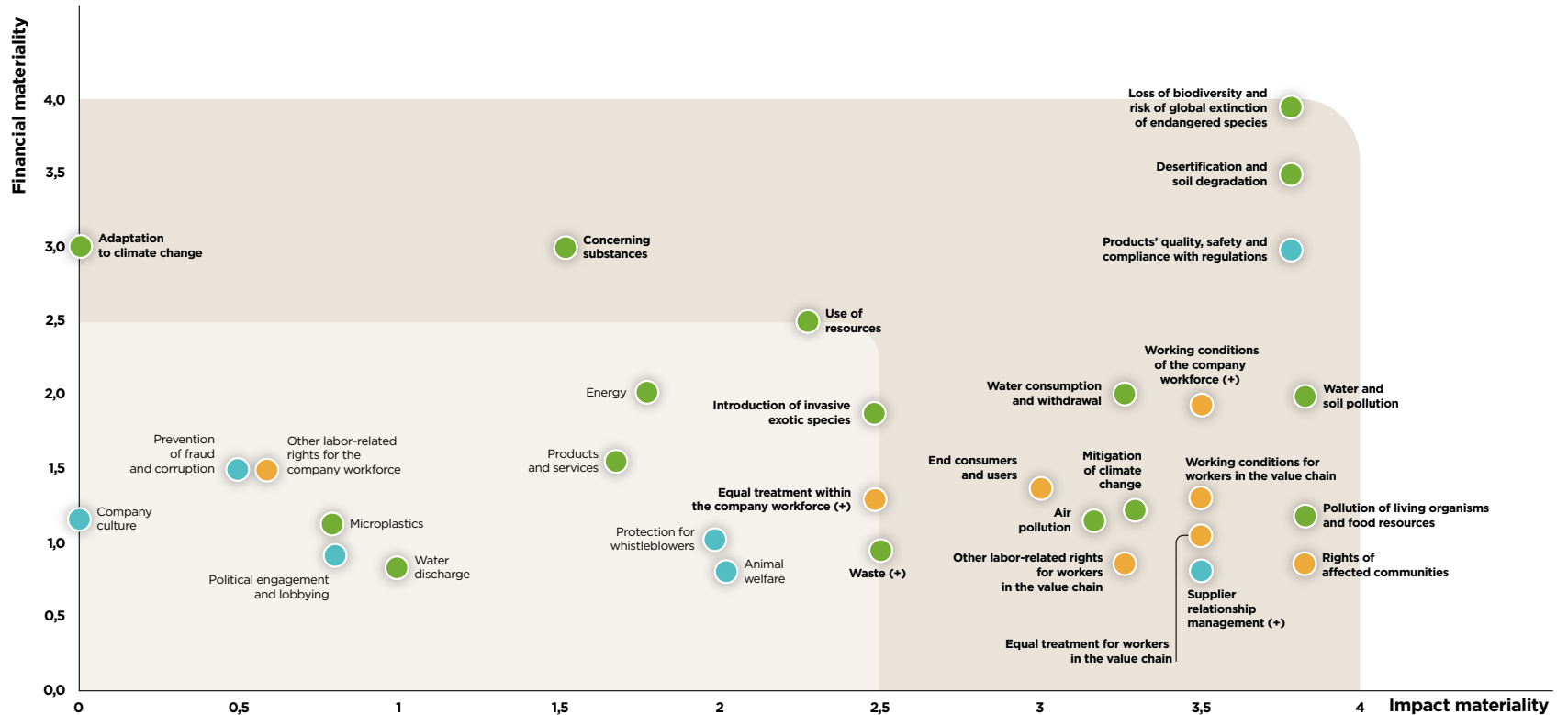
# Our stakeholders and our ecosystems



# Our material issues

A double materiality analysis performed in 2024\* allowed us to define our material issues, by identifying our impact, risks and opportunities in the short, mid and long-term. Taking into account impact materiality and financial materiality, this mid-term matrix allows us to draw out the main focus areas we need to act upon:

- The loss of biodiversity and soil degradation linked to agriculture.
- The mitigation of climate change, by taking deforestation into account in the cocoa and coffee sectors.
- Air, water and soil pollution.
- The working conditions and rights of communities in our value chain.



## Methodology

an analysis of the main environmental, social or governance-related topics (ESG) was first carried out. These became the subjects of a double assessment - financial materiality and impact materiality - using:

- A document review.
- Workshops with internal business unit experts to incorporate the Group's operational and strategic perspectives.
- Interviews and questionnaires directed at external shareholders, whether or not they were experts in ESG (clients, suppliers).

- Environment
- Social
- Governance
- Title in bold** Material issue

\*risk scoring is based on gross risks

# Main challenges and risks

	<b>Topics</b> (bold = material issue)	<b>Gross impact (+ or -)</b>	<b>Description of Risks of Opportunities in the Mid-Term</b>	<b>Prevention or Mitigation Measure</b>
<b>Products' quality, safety and compliance with regulations</b>	Product traceability and safety	Traceability of products and a transparent value chain in terms of product quality and safety, both for raw materials and the products' use in processed industrial products.	Temporary or extended disruption of supply if non-compliant raw materials are purchased, Cross-contamination of agricultural products, suppliers' official closure, Risks linked to raw materials' price volatility.	Risk analysis of suppliers / raw materials. Securing of the supply chain and stock. Long-term partnerships.
	<b>Food safety</b>	Harmless products for end consumers Production of samples and non-compliant products, to be destroyed.	Decrease in the quantity of products destroyed due to non-compliance (+).	Monitoring of quality and compliance with regulations. FSSC 22000 certification.
<b>Contribution to a healthy diet and sustainable consumption</b>		Creation of flavors that make it possible to reduce sugar, salt or fat in processed food products (healthier diet) or to make plant-based products, alternatives to products of animal origin.		
	<b>Topics</b> (bold = material issue)	<b>Gross impact (+ or -)</b>	<b>Description of Risks of Opportunities in the Mid-Term</b>	<b>Prevention or Mitigation Measure</b>
<b>Supplier relationship and business ethics</b>	<b>Supplier relationship management and payment practices</b>	Payment terms for suppliers (+).	Suppliers' commitment to achieving better traceability and ensuring compliance with the Prova Code of Conduct (+).	Adhering to reasonable payment terms.
<b>Human rights and working conditions in the value chain</b>	<b>Working conditions for workers in the value chain</b>	Harmless products for end consumers Production of samples and non-compliant products, to be destroyed.	Decrease in the quantity of products destroyed due to non-compliance (+).	Monitoring of quality and compliance with regulations. FSSC 22000 certification.
	<b>Other labor-related rights - value chain</b>	Child labor, forced labor, water and sanitization.	Media controversy. Restrictions in business relationships with countries that do not respect human rights.	Responsible procurement policy. Sustainable programs in Madagascar.
<b>Local communities</b>	<b>Rights of affected communities</b>	Local populations' limited access to water, land and healthcare.	Drop in demand linked to media controversy about communities involved in growing exotic crops (cocoa, vanilla).	Responsible procurement policy. Procurement via sustainable programs.
<b>Business ethics</b>	Prevention and detection of fraud and corruption	Compliance with regulations and transparency with stakeholders. Corruption cases. Lack of protection for whistleblowers.	Conflict of interest, corruption and fraud. Impact on customs. Data leak. Poor functioning of the whistleblowing procedure.	Ethical code of conduct. Anti-corruption training. Responsible procurement policy and. Requirement specifications for suppliers. Whistleblowing procedure.

# Main challenges and risks

	Topics (bold = material issue)	Gross impact (+ or -)	Description of Risks of Opportunities in the Mid-Term	Prevention or Mitigation Measure
<b>Employee rights, working conditions, health and safety</b>	Working conditions	Safe working conditions, decent wages and fringe benefits.	Closure of production factory due to a strike or operational accident.	Health and safety policy / DUERP risk assessment Great Place to Work certification. Audits (insurers, Sedex).
	<b>Company workforce</b>	Non-respect of human rights.	Media controversy linked to the non-respect of human rights.	Ethical code of conduct Sedex audit.
	<b>Concerning substances</b>	Use of toxic solvents and chemical molecules.	Ban on the use of certain molecules with no substitutes.	Monitoring of regulations.
<b>Business conduct</b>	Business conduct and ethics		Non-ethical behavior from an employee.	Ethical code of conduct Anti-corruption training.
	Topics (bold = material issue)	Gross impact (+ or -)	Description of Risks of Opportunities in the Mid-Term	Prevention or Mitigation Measure
<b>Water</b>	<b>Water consumption and withdrawal</b> <b>Water discharge</b>	Excessive wastewater discharge.	Reinforcing of the maximum quantities of permitted water discharge by production sites.	Modernization of the water treatment plant.
<b>Resources</b>	<b>Use of resources</b>	Improvement of processes to minimize the quantity of raw materials used (+).	Disruption of supply of critical raw materials.	
<b>Management of co-products and waste</b>	<b>Waste</b>	Recovery of food waste for the circular economy (+).	(*) Quota on production of non-recyclable industrial waste.	Recovery through animal feed and methanization.
<b>Climate change</b>	<b>Adaptation and mitigation of climate change</b>	Emissions linked to deforestation due to cocoa and coffee consumption. GHG emissions linked to imports, production and product distribution.	Risks linked to the sustainability of raw materials (unavailability or decrease in quality of resources) and to climate change (extreme fluctuations in sourcing areas, etc.). Risks linked to raw materials' price volatility.	Measurement of emissions and target to reduce them through an action plan. Stock measurement. Origin diversification.
<b>Energy</b>	Energy	Energy consumption.	Increase in price of energy and dependence.	
<b>Biodiversity</b>	<b>Loss of biodiversity and risk of global extinction of endangered species</b>	Deforestation due to cocoa and coffee consumption and loss of biodiversity due to conventional agriculture.	Ban on imports/exports in the EU of products linked to deforestation or forest degradation. Risks linked to raw materials' price volatility.	Requirement specifications for suppliers. Procurement trajectory toward 100% sustainable cocoa.
	<b>Desertification and soil degradation</b>	Soil degradation caused by conventional and intensive agriculture. Resource depletion.	Increase in cost of raw materials / drop in production due to soil depletion. Risks linked to raw materials' price volatility.	Vigilance in terms of raw materials, supplier and origin diversification. Questioning of suppliers about their CSR processes. Requirement specifications for suppliers.
<b>Pollution</b>	<b>Water and soil pollution</b>	Water and soil pollution related to the use of chemical fertilizers and pesticides on suppliers' crops.	Increase in cost of raw materials / drop in production due to water and soil pollution.	Vigilance in terms of raw materials, supplier and origin diversification. Questioning of suppliers about their CSR processes. Requirement specifications for suppliers.
	<b>Pollution of living organisms and food resources</b>	Water, air and soil pollution through the use of fertilizers and pesticides on crops for agricultural raw materials.	Decrease in demand for food products made from non-organic raw materials.	Sustainable programs. Organic ranges.

# Our commitments today

## Member of Sedex



Since 2015, Prova's main production factory has been a member of Sedex (Supplier Ethical Data Exchange), an organization hosting the largest collaborative platform dedicated to ethical supply chain data. This ensures end-to-end social and environmental due diligence:



Mapping the supply chain



Assessing risks associated with suppliers



Credibility audit (SMETA)



Mitigating risks through corrective action



Sharing results with stakeholders

**The SMETA audit (Sedex Members Ethical Trade Audit), conducted by an independent third-party organization, assesses the following four pillars:**

- Labor standards
- Health and Safety
- Environment
- Business ethics

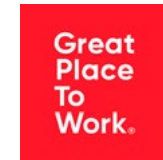
Therefore, both support functions and operational functions are reviewed by SMETA audits.

## Ecovadis, our CSR rating



A rating platform focusing on CSR performance, Ecovadis assesses how well the company has incorporated CSR principles into its business activities and measures its impact, particularly in terms of human rights, ethics, the environment and responsible procurement. Since 2020, we have filled out the Ecovadis questionnaire every year, the scope being our French factory in Autruy-sur-Juine. In 2024, we achieved 70 out of 100, which allowed us to keep our silver medal and placed us among the 113 highest-rated companies.

## Great Place to Work



This certification reflects a positive and authentic company culture, and marks a milestone on our journey so far. In France, the USA and Thailand, we have been awarded the Great Place to Work certification with **81% of employees** stating that our company is a great place to work.

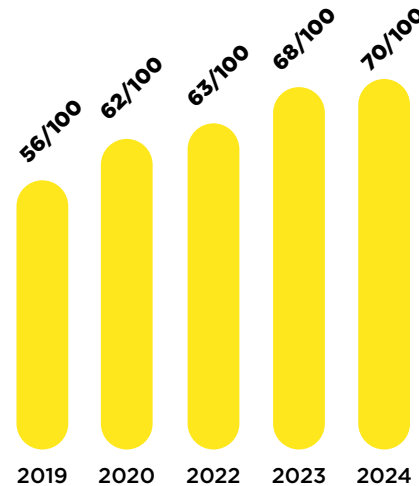
## Sustainable Vanilla Initiative



The Sustainable Vanilla Initiative (SVI) platform, launched in 2015, is a voluntary initiative bringing together the main players from the vanilla sector (extractors, importers, exporters) which aims to promote a long-term, stable supply of high-quality natural vanilla that is produced sustainably, socially, environmentally and economically speaking.

SVI members believe that vanilla should benefit all partners throughout the value chain, starting by improving the livelihoods of farmers in Madagascar and Uganda. It strives for progress on issues such as the vanilla sector's governance, vanilla traceability, respect for biodiversity and banning child labor.

The SVI is hosted by IDH, the Sustainable Trade Initiative, in partnership with the Sustainable Food Lab (SFL) based in the United States.



# Our certifications

## Site certifications



Since 2015, our industrial sites and our headquarters have been FSSC 22000-certified (Food Safety Systems Certification), with the new site in Montrichard becoming certified in 2024. This certification means that we comply with distributors' and industrial companies' shared standards in terms of food safety. This certification is based on the ISO 22000 standard.



## Product certifications



### AB - European organic farming

Organic farming is a global agricultural production system that combines best environmental practices, respect for biodiversity, the conservation of natural resources and the application of high standards in terms of animal welfare.



### USDA Organic

Organic food products that are USDA-certified are grown and processed in compliance with federal directives covering, among other factors, soil quality, breeding practices, the fight against parasites and weeds, and the use of additives.



### Rainforest Alliance

The Rainforest Alliance label complies with three sustainability principles: social equity, environmental responsibility and economic viability in farming communities. We have been awarded the certification for the following products: cocoa powder, coffee and vanilla beans.



### Fairtrade

Fairtrade changes the way that trade works thanks to better prices, decent working conditions and a fairer agreement for both producers and workers. We have been certified for the following ingredients since 2020: cocoa, cane sugar, coffee and vanilla.

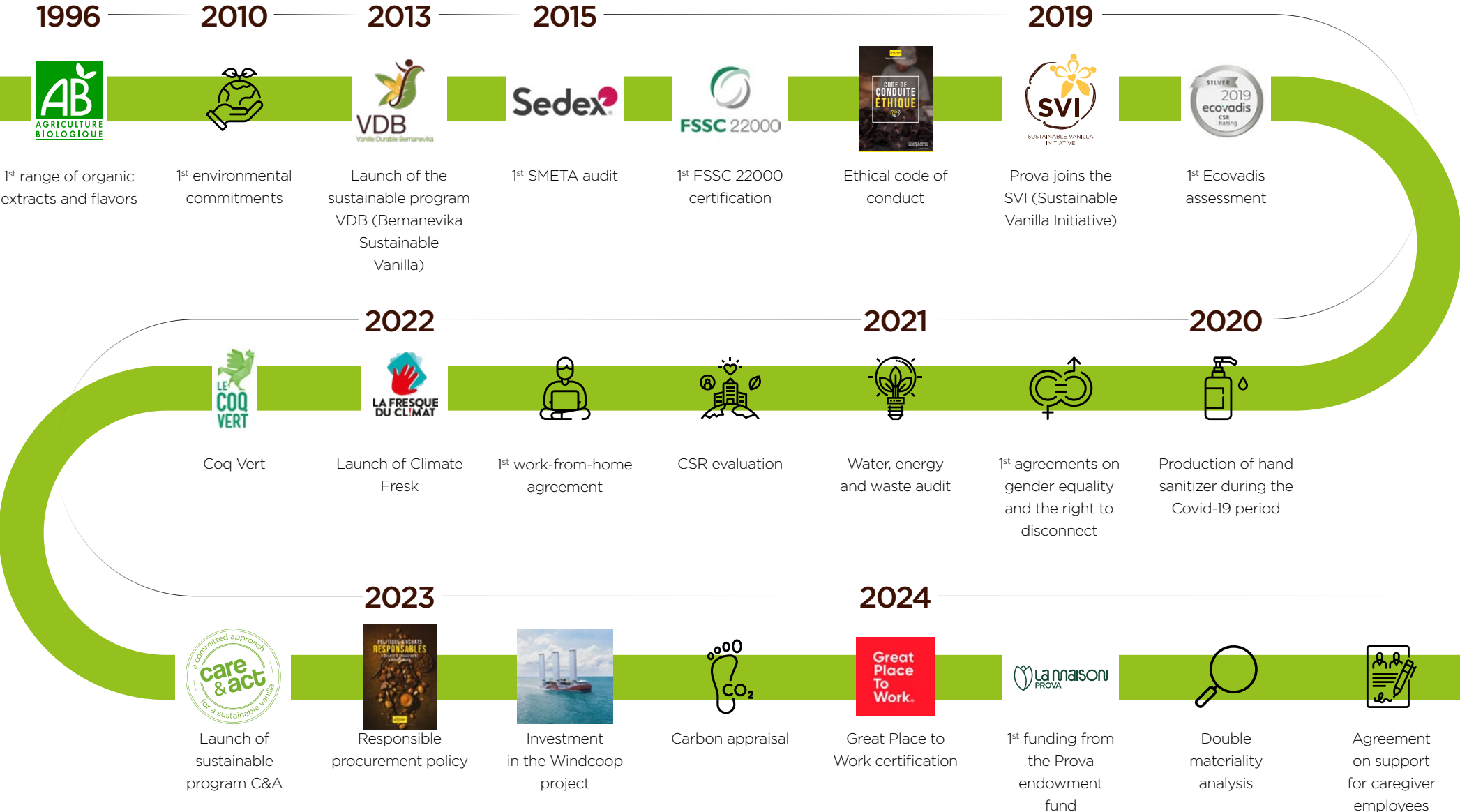


Kosher



Halal

# Key CSR dates



# Our company ethics and our four Tasteful pillars

We decided to organize our CSR approach around four Tasteful pillars

## Extracting the best of nature and our know-how

This means searching for authenticity and a sustainable and traceable supply, while concentrating our skills to extract the very best from our raw materials. Because that is both our passion and our commitment.

### Our ambitions

- Develop and sustain a responsible procurement policy
- Guarantee the safety and quality of our products
- Move toward a more responsible, circular offering



## Imbuing each of our encounters with our values Building strong partnerships based on solidarity.

Build strong partnerships, based on solidarity, with our clients, suppliers and partners in all the regions where we are active.

### Our ambitions

- Create lasting partnerships with our stakeholders
  - Support local communities
- Have a positive impact on the regions where we are active



## Passing on our passion to future generations

Promote our company culture as a driving force for individual expression and for creating shared value every day.

### Our ambitions

- Ensure our employees' safety
- Develop quality of life and quality working conditions
- Foster talent and ensure that knowledge is passed on
- Promote diversity, value difference and encourage equity
- Free up our teams' energy and intelligence



## Taking care of the planet and people

Sustainably manage our natural resources and optimize our consumption and transportation methods to lower our impact on the environment and preserve biodiversity.

### Our ambitions

- Minimize the impact of our activities.
- Manage and conserve essential resources
- Preserve biodiversity and our natural heritage



Extracting the best  
of nature and our  
know-how,  
because we  
nurture...

NURTURING  
*Tasteful  
Products*



**Tasteful Products** means focusing our know-how on extracting the best of nature, in complete safety, and searching for the most authentic flavor. It means creating products from raw materials that come from more responsible farming, incorporating principles such as traceability and respect for the environment.

## Our ambitions

1

DEVELOP AND SUSTAIN  
A RESPONSIBLE  
PROCUREMENT POLICY

2

GUARANTEE  
PRODUCT SAFETY  
AND QUALITY

3

MOVE TOWARD  
A MORE RESPONSIBLE,  
CIRCULAR OFFERING

# 1 | Develop and sustain a responsible procurement policy

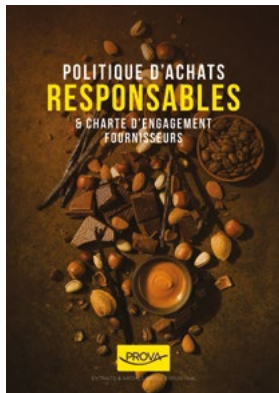
## Our priority: responsible and sustainable sourcing

An industrial company specializing in brown extracts and flavors, we work with a range of suppliers and service providers:

- In exotic agricultural sectors (vanilla, cocoa, coffee, etc.) facing challenges that are both environmental (deforestation, agricultural practices) and social (forced labor, child labor, etc.).
- In sectors focusing on ingredients and carrier substances with varied profiles and origins.

Fully aware of our activities' impact and the challenges inherent to our sectors, we have set ourselves a policy and a certain number of goals, the progress of which we regularly monitor.

## Our policy and goals



In 2023, we made our principles official in a [responsible procurement policy](#) setting out high standards for quality, safety and integrity but also in terms of social and environmental issues.

Our policy is built around key principles featuring in the supplier relationship and responsible procurement charter, and is made up of **six focus areas**:

- Create conditions for **mutual non-dependence** with our suppliers.
- Maintain a **responsible financial relationship** (setting and adhering to reasonable payment terms)
- **Buy with integrity** and demonstrate honest, fair behavior.
- Take into account all components of a cost and a product's full impact when assessing offerings.
- Maintain **trusting relationships in the long term**.
- Go beyond the usual cost / quality / time frame trio to incorporate **environmental, social, geographical and country risk factors into our criteria for selecting and monitoring suppliers**.

## Our goals for 2030 and our results

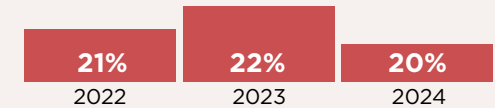


**SOURCE**  
50% SUSTAINABLE VANILLA  
100% SUSTAINABLE COCOA



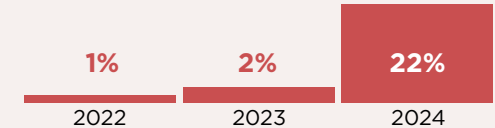
### Vanilla

Increase in the share of sustainable vanilla in our products (annual consumption)



### Cocoa

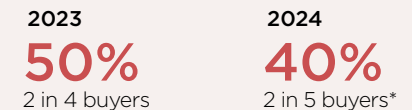
Increase in the share of sustainable cocoa in our products (based on annual consumption)



**100% OF OUR BUYERS TRAINED IN RESPONSIBLE PROCUREMENT**



### Our teams' responsibility



\* including 1 buyer overseas

# 1 | Develop and sustain a responsible procurement policy

## Our principles and implemented measures

### ■ Risk assessment

We have assessed the risks involved in our main sectors (vanilla, cocoa, coffee, sugar, caramel, starches, gums, vanillin) based on a multidimensional analysis taking into account environmental, geopolitical and social aspects. Our work in this area continues.

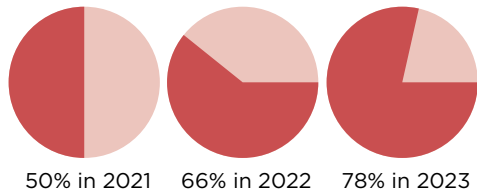
### ■ Training of teams

We have trained our buyers of agricultural raw materials in responsible and ethical procurement, and raised awareness among our employees through dedicated internal communication.

### ■ Aiming for mutual financial non-dependence

In order to build healthy relationships with our suppliers and ensure a supply of raw materials free from disruption, we have significantly increased our share of multi-sourcing.

### Share of strategic multi-sourced raw materials



In the meantime, we also pay close attention to paying our suppliers and are committed to making payment terms as fair as possible. This point was shown to be a positive impact in our double materiality analysis.

 **28 days**  
average payment term  
for our suppliers

### ■ We have defined our sustainable procurement trajectory

#### - Definition of the scope:

We have defined what a “Sustainable Raw Material” is in terms of our agricultural raw materials. To us, it is a raw material that is certified organic, Rainforest Alliance or Fairtrade, or that comes from a sustainable program that takes into account both social and environmental factors.



#### - Extension of our scope:

In 2022, we launched a new sustainable Vanilla program called [Care&Act Vanilla](#) with our partner Promabio in Madagascar, joining the Vanille Durable Bemanevika program (Bemanevika Sustainable Vanilla) launched in 2013.

We started converting our cocoa purchases to sustainable cocoa, aiming for 25% from 2024.

Our supply mainly comes from West Africa for cocoa, and Madagascar for vanilla.

We carefully source the carrier substances and ingredients required for making our flavors, acquiring, in volume, 40% within France and 60% within Europe.

# Traceability, transparency, origin and supply chain management

In food supply chains, traceability is crucial. Beyond safety and compliance standards, which we will explore later on, it ensures transparency and control, which reinforces our clients' and consumers' trust. Thanks to this information, they can choose products according to their preferences: environmental impact, ethical criteria, or other. These issues are particularly important in exotic sectors such as vanilla, cocoa and coffee, which we operate in.

Because our expectations are high and are in line with our commitments surrounding responsible sourcing, we have:

- Set up an operational traceability system within the Quality Department, which allows us to instantly identify the origin of raw materials provided by our Tier 1 suppliers thanks to batch tracking. This system, incorporated into our ERP, is regularly tested to ensure our suppliers' responsiveness and transparency.
- To comply with the standards set out in the European regulations regarding imported deforestation (although we are not currently concerned, with our customs codes), we have :
  - Specified within our requirement specifications for suppliers, since 2023, that raw materials must never be from deforested primary or protected forest areas, from December 31, 2020 onward.
  - Asked questions to suppliers concerned by the EUDR in 2024, in order to collect all the data required by our clients, where applicable.
  - Developed strategic partnerships and sustainable sourcing with certain suppliers that have allowed us to develop cocoa traceability.
- Within the framework of our sustainable Care&Act program, we have set up close monitoring of our vanilla's traceability, built around:

 **5**  
villages  
in the rural municipality  
of Sahantaha

 **244**  
growers  
taking part in the  
program

 **250**  
ha  
of plots listed  
in a database

 GPS  
mapping  
of all plots

## Our results for 2024

**100%**  
traceability for our Tier 1 suppliers



**20%**  
volume of vanilla beans traceable  
right back to the grower



**22%**  
total volume of sustainable cocoa consumed in 2024  
(all criteria combined - with or without certifications)

## 2 | Guaranteeing product safety and quality

Our priority is to guarantee that our products remain safe, faced with the potential risk of defects (contaminants, hazards, etc.) and ensure organoleptic quality that meets our standards.

### Our policy

Our policy extends to safety across our entire chain to ensure the best possible customer satisfaction rate. It is based on:

#### ■ Continuous monitoring of regulations and interactions within the sector

As a member of various trade unions (SNPE - National Union of Processors of Pepper and Spices, Synabio, etc.), we constantly keep up to date with changes occurring in our business areas. A process for gathering intelligence about regulatory and scientific matters is in place, managed by the regulatory director.

#### ■ Constant checks on purchases and subcontractors

- We integrate checks at various levels of our procurement process, from the selection of raw materials to the choice of packaging that complies with the regulations in force, and we systematically audit the sites of any subcontractors.
- A plan to prevent and fight against food fraud is, for instance, part of our process for listing and monitoring suppliers.
- We carry out checks upon receipt of raw materials to ensure their compliance, while also checking documents sent by the supplier for each delivery (compliance of batch number, analysis certificate).

#### ■ A food safety management system

All our production sites have put in place food safety management systems and all are FSSC 22000-certified. The production and checking of our products therefore comply with strict standards. Risk analysis (HACCP) helps to lower the risk of physical, chemical and microbiological contamination to an acceptable level.

#### ■ Tracking finished products right up to delivery

- A control plan is systematically performed on finished products (physico-chemical, microbiological and organoleptic tests). These guarantee that the finished products we supply to our clients are safe, uniform and consistent in quality, and satisfactory from a consumer safety perspective.
- Our Safety Data Sheets (SDS) comply with EU regulation 2020/878.
- Information about allergens, genetically modified organisms (GMOs) etc. appear on our products' technical data sheets.

### Our principles and implemented measures

#### ■ To continue to provide our clients with the best possible service and simplify our organization and internal efficiency,

we have reorganized the QHSE Department into four synergetic areas (regulations, products, customer satisfaction and operational quality on our sites). We also brought the monitoring of Halal and Kosher certifications in-house in 2024, and incorporated specifications management for raw materials and finished products, as well as regulatory aspects, into a new management tool in 2023 (PLM). The migration of all of our data onto our PLM and ERP systems, which are key to ensuring our digital transformation, led to an increase in customer complaints when they were first implemented, but these figures are now going down.

■ To assess their understanding of Food Safety Culture, we sent all our employees a questionnaire so that we could establish that the issues at stake were properly understood.

## Our goals for 2030 and our results



DEFINE THE FSSC 22000 CERTIFICATION AS ESSENTIAL



FSSC 22000

100%

of Prova sites are FSSC 22000-certified

Our Montrichard site, which opened in 2024, received the FSSC 22000 certification in its first months of operation.

The Autruy-sur-Juine, Artenay and Montreuil sites successfully renewed their FSSC 22000 certification.



JUSTIFIED COMPLAINT RATE BELOW 1%



	Autruy-sur-Juine	Montrichard
2022	/	/
2023	2.7%	0.6%
2024	2.1%	0.5%

The number of justified client complaints increased sharply in 2023 due to the implementation of our ERP, but these figures are going down.

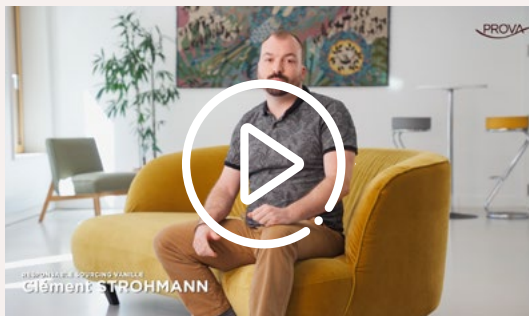
# A closer look at our product offering and jobs

Our activities center around the creation and sale of two product types: extracts and food flavors. The extracts we create are the product of various extraction methods. As for our flavors, they are made up of a flavoring part (aromatic ingredients) and a non-flavoring part that combines carrier substances and additives.

## Sourcing

When your job is to create flavor, sourcing raw materials is crucial! Our procurement teams work hand in hand with our suppliers to give each of our products a unique organoleptic signature. Even if the cost/quality/time frame trio obviously remains critical, our buyers consider environmental and social factors wherever they can. One of their challenges? Achieve 50% sustainable raw materials by 2030.

Watch our video to find out more about vanilla sourcing:



## Extraction

The different plant extraction methods we use are:

- infusion
- percolation
- Soxhlet extraction
- extraction with a filtering bottom
- supercritical CO<sub>2</sub> extraction



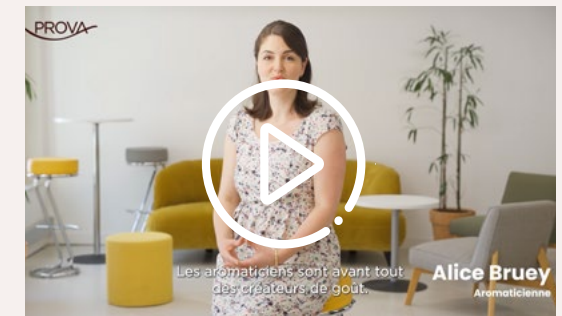
*I've been working at Prova for over 25 years and have been in charge of cocoa extraction for 15 years. My job is to extract the best of the raw material, give it a shiny appearance and the best possible aromatic power. This is the product of 80 years of accrued know-how and experience, and perfectly controlled technology. I'm proud to work on extraction!*

Cyril Leprince  
Cocoa Extraction Manager

## Flavor creation

Our team is made up of flavorists, application engineers, analysts, sensory analysis experts and pastry chefs. Together, we dedicate ourselves to developing unique, high-performance flavor solutions for all your applications.

Watch this video for a better understanding of flavor creation:



### Soxhlet Method



- 1 Ground vanilla beans are macerated in a hot solvent.
- 2 The solvent is evaporated off, distilled, then reintroduced in the process until complete extraction.

The extract is filtered, concentrated and collected.

## 3 | Move toward a more responsible, circular offering

### Our challenges

The environmental and social issues related to our offering are multifaceted, as they affect the entire value chain, from ingredient sourcing (see pages 21-23) to managing the end of products' life cycle, and including the whole manufacturing process.

#### ■ Our main types of impact on the environment relate to:

- Biodiversity, due to the deforestation linked to cocoa and coffee.
- Soil desertification related to the use of agricultural raw materials, generally speaking.
- Climate change, related to upstream processes and those on our sites (less energy-intensive production).

#### ■ As for our social impact, this relates to upstream agricultural processes (see previous sections) but also downstream stages, due to our responsibility:

- Toward end consumers: they are looking for more ethical products, containing less fat, less salt and less sugar, which have a lower impact.
- In terms of resources.
- In light of these issues, we have therefore identified several opportunities to work on.



### Our policy and goals

Our commitment to a more responsible and/or sustainable offering means designing safe and healthy products, minimizing their impact upstream and downstream. To do so, we are committed to:

#### ■ Training our procurement / R&D and marketing teams on topics related to eco-design.

#### ■ Assessing our impact more accurately thanks to a life cycle approach.

#### ■ Sourcing our ingredients better, especially by using more raw materials with a low environmental impact.

#### ■ Optimizing incoming resources

- by manufacturing more effectively and avoiding losing or wasting resources and food, especially raw materials that have a significant impact (cocoa), in all of our on-site production.
- by trying to maximize circularity via upcycling and recovering our co-products.

#### ■ Looking for solutions:

- with our partners, aiming to rethink packaging and its use throughout the entire value chain.
- that will allow us to meet our clients' demands for a more sustainable diet (less sugar, less fat, with a lower impact).

## Our goals for 2030 and our results



100% OF R&D, PROCUREMENT AND  
PRODUCT MARKETING TEAMS  
TRAINED IN ECO-DESIGN



80%  
of R&D, Procurement and Product Marketing teams  
having taken a training course on eco-design



100% OF CO-PRODUCTS  
RECOVERED AT OUR AUTRUY-SUR-  
JUINE PRODUCTION SITE



100%  
of vanilla is reused



100%  
of cocoa co-products are  
recovered, including 2/3 used in  
animal feed



100% OF OUR PACKAGING WILL BE  
RECYCLABLE  
40% OF OUR TRANSPORTATION  
PACKAGING WILL BE REUSABLE



100%  
of our packaging is recyclable

## 3 | Move toward a more responsible, circular offering

### Implemented measures

#### ■ In terms of impact assessment

A **double materiality analysis** conducted in 2024 allowed us to gain a better understanding of the environmental and social impact of our main agricultural raw materials and finished products across our entire value chain, and to rank them (see page 13).

To engage in better sourcing, our raw materials and ingredients buyers, our Process and Product R&D teams, and our marketing teams took part in **a training course on eco-design** in 2024, which was followed by the creation of a work group.

A **process to identify losses and food waste** was launched on our industrial sites. Interdepartmental processes (management control / quality / logistics) were put in place.

#### ■ In terms of changing manufacturing processes

We invest 2% of our turnover in our R&D teams' activities, as innovation is one of our key pillars. New extraction methods, with an optimized yield, are regularly tested and tailored to our products. Green Chemistry principles are also incorporated.

#### ■ In terms of managing the product offering and its development, in 2024 we launched:

- flavor solutions that aim to lower the cocoa powder content by 30 to 40% in some of our clients' recipes, therefore minimizing the environmental impact linked to deforestation.
- new developments in our Protec® range, aiming to support our clients as they move toward less sugar and fat, but also in eliminating off-notes in their product offering (plant-based drinks and ice creams, nutritional products, protein bars and cookies low in sugar), to meet today's dietary challenges.

**Our co-products, now recovered for animal feed or energy production**, have been the subject of research into upcycling since 2023.

**We work hand in hand with our suppliers in looking for eco-friendly packaging** that also fully protects our products' organoleptic quality.



Building strong partnerships based on solidarity, because we believe in...

BUILDING  
*Tasteful Partnerships*



*Tasteful Partnerships* refers to the close relationships we build every day and in the long term with our clients, suppliers, service providers and institutional partners. We aim to support local communities in the regions where we are active, because it is important to us that we grow together.

## Our ambitions

1

CREATE LASTING PARTNERSHIPS WITH OUR STAKEHOLDERS

2

SUPPORT LOCAL COMMUNITIES IN MADAGASCAR

3

HAVE A POSITIVE IMPACT ON THE REGIONS WHERE WE ARE ACTIVE

# 1 | Create lasting partnerships with our stakeholders

## Our challenges

As a food manufacturer working in exotic raw material sectors, we are faced with several risks:

- Violation of human rights, labor law or minimum wage regulations.
- Non-compliance with social and environmental standards.
- Lack of ethical systems (whistleblowing channel, code of conduct, prevention of unfair competition).

These sectors also offer significant opportunities:

- To build lasting partnerships with responsible suppliers.
- To increase customer loyalty thanks to transparent communication about the supply chain and our ethical commitments.
- To develop lasting innovation in partnership with our stakeholders.

## Our partnership policy

Our made-to-measure products and processes, which, by their very nature, are complex and long-lasting, require a long-term relationship built on trust and mutual commitment with our stakeholders. It is by cooperating in this way that we can create more value together and **build strong partnerships based on solidarity, which take the form of:**

- **Initiatives within specific sectors:** working with peers on sustainable commitments shared by members of the **SVI** and via inter-professional associations within the SNPE.
- **Transparent and ethical business relationships** with our suppliers and our clients.
- **Constructive dialogue** with stakeholders upstream (communities, federations, associations, etc.) and downstream (clients, consumers). Our methods for interacting with our stakeholders can be found in Appendix 2.
- **Tangible commitments on the ground** that comply with an ethical code of conduct, signed by our employees as soon as they join the company, shared with our suppliers and clients, and regularly reviewed. Those most likely to be exposed to corruption are also trained on the Sapin Law (French law on transparency, the fight against corruption and modernizing economic life).



**33 people trained in the Sapin 2 Law**

**0 instances of violation of anti-corruption and anti-bribery laws reported in 2024**

- **A responsible procurement policy** ([which can be viewed on our website](#)): compliance with laws, integrity, fair practices and business ethics, compliance with human rights and labor law according to the rules of the ILO, sustainable resource management.

## Our goals for 2030 and our results

### OUR SUPPLIERS' COMMITMENT

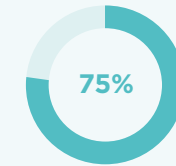


**100% SIGNED OUR REQUIREMENT SPECIFICATIONS**

**In 2024**



of our vanilla, coffee and packaging suppliers



of our cocoa suppliers



of our molecule and ingredient suppliers

### OUR EMPLOYEES' COMMITMENTS



**100% OF EMPLOYEES SIGNING OUR ETHICAL CODE OF CONDUCT**



**100%**  
signed in France

# 1 | Create lasting partnerships with our stakeholders

The transparency and sincerity of our commitments are regularly confirmed by our clients. This takes place through:

- Ecovadis document reviews: we were awarded a silver medal with a score of 70/100 in 2024.
- SMETA audits based on four pillars via the SEDEX platform, aiming to ensure more sustainable supply chains on a social and environmental level. These in-depth audits comply with our clients' duty of care commitments and drive our continuous improvements in the following areas:



## Implemented measures

### By working closely with our peers

through our sector-specific and inter-professional commitments, we join forces and pool our expertise to devise shared solutions that strengthen our supply chains.

- We cofounded the Sustainable Vanilla Initiative (SVI), which was launched 10 years ago. This collaborative platform promotes sustainable, traceable and responsible vanilla sourcing while supporting local producers. It brings together representatives from over 70% of the world's vanilla production. The body's commitments focus on:



- **the sector's governance:** inclusion of 21 Madagascar exporters as associate members,
- **decent income:** the Madagascar farmers engaged in programs supporting sustainability, livelihood and a decent wage have an income that is 250%- 269% higher than those whose green vanilla is not certified,
- **child labor:** 34,000 vanilla producers have been involved in programs to fight against child labor since 2015.

**The main goal of the SVI (Sustainable Vanilla Initiative) is to achieve 50% sustainably sourced vanilla by 2030.**

- **We are members of the inter-professional association: SNPE** where, among other actions, we uphold the code of conduct for products intended for domestic use.

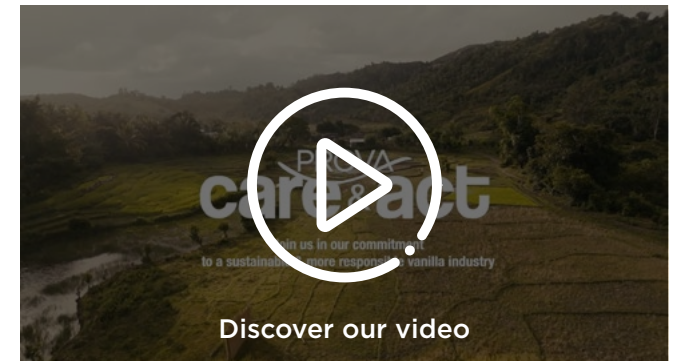
### With our suppliers,

- Since 2022, we have been asking our key raw material suppliers about their CSR processes (sourcing, resource consumption, reporting) and since 2023, we have shared our requirement specifications with them to encourage them to work with us on key issues.
- As well as these aspects, in our two main business activities:
  - For vanilla, our sustainability programs allow us to monitor the measures taken on the ground, to ensure product quality and improve communities' living conditions.
  - Fully aware of the issues linked to biodiversity, particularly deforestation, we work with our cocoa suppliers to monitor product traceability, in compliance with the EU Deforestation Regulation (EUDR).

### With our clients,

Our distributors and staff work together to recruit and build loyalty among clients we wish to engage in our sustainable sourcing approach, by bringing them into a process that creates value for everyone. This is achieved by:

- **Understanding their challenges:** as well as the continuous dialogue we uphold with our clients, since 2023 we have asked them questions to better understand their view of environmental and social issues. We also consulted them for our double materiality analysis in 2024.
- **Sensory analysis training:** our training courses allow us to share our expertise and build a joint knowledge base via ProvaSens.
- **Promoting more ethical product and service offerings:** by suggesting shared measures in logistics, labeling, but first and foremost in sustainable vanilla and cocoa procurement. The sustainable program Care&Act Vanilla, launched in 2022, was created to allow our clients to get involved alongside us, in tangible initiatives on the ground. It is promoted by a dedicated website [care-and-act-vanilla.prova.fr](https://care-and-act-vanilla.prova.fr) and the Vanilla Chronicles newsletter, launched to boost engagement among our clients.



# Our priority: build more sustainable sectors

## A closer look at vanilla and cocoa

Although they are organized differently, the vanilla and cocoa sectors have certain similarities: here, we wanted to summarize what we believe to be the main focus areas for these two raw materials that lie at the heart of our business. Our sustainable sourcing is based on two vanilla programs, in which we are direct stakeholders. As for cocoa, we take part in our partners' programs.

**As well as the concept of traceability, the three pillars on which we focus our actions within sustainable programs are:**



### Supporting sustainable economic activity

**Ensure fair pay by guaranteeing a minimum purchase price** to growers with additional bonuses.

**Help growers to become responsible entrepreneurs**

- Training in financial management and income diversification.
- Training in good agricultural practices and the best curing techniques, preserving artisanal know-how.
- Providing equipment for harvesting, storing and securing produce.
  - Securing plots.

**Cooperate with active stakeholders**

Cooperation with international bodies that aim to support the sectors, in order to make a greater impact (SVI – Sustainable Vanilla Initiative).

**Cooperate with local institutions, both public and private** to adapt measures to real needs and to contribute.



### Communities

**Fight against child labor and forced labor**

**Promote access to education**

Building and renovating schools and libraries, providing school supplies.

**Provide access to drinking water** by building wells.

**Ensure access to healthcare** and to healthier, nutrient-rich food.



### Environment and biodiversity

**Support and raise awareness about the environment**

Raise awareness about the risks associated with global warming, deforestation and the loss of biodiversity.

**Fight against deforestation, and engage in reforestation**

Creation of a forest management plan, in partnership with local authorities.

**Support agricultural activities:**

Organic certification, without pesticides or GMOs, limit the pollution of soil and underground water sources.



Since 2013, alongside an **association of growers called AVABE**, we have supported a financially viable approach to growing vanilla more sustainably. We also run an economic and social **program** to improve education, health and nutrition via the **VDB NGO “Bemanevika Sustainable Vanilla”**.



In 2022, the **Care&Act** program was rolled out to boost our commitment toward local communities in the SAVA region of Madagascar.



Care&Act  
VDB

## 2 | Support local communities



### Our challenges

Madagascan vanilla and cocoa are much more than a mere farming activity for the growers' families. They form vital economic pillars, deeply rooted in local regions and cultures.

However, the strong dependence on these crops exposes farming communities to several risks:

- Market fluctuations and price volatility.
- Changing weather conditions.
- Problematic social practices (child labor or poor working conditions in some regions).

### Our support policy

Since 2013, to promote a more stable and sustainable economic environment, and to support the continuation of an attractive and sustainable sector for all stakeholders involved, Prova has been funding sustainable programs that aim to help vanilla and cocoa producers to:

- Ensure they earn a decent income by providing training and improving their skills but also by developing diversification schemes.
- Ensure that they enjoy better social conditions, via training or by rolling out facilities or social schemes.
- Fight against child labor.

### Measures implemented

within the sustainable program led by the NGO VDB (Benamavika Sustainable Vanilla)

#### ■ Initiate and support diversification strategies

The VDB NGO, aware of the worldwide appeal of "fine" Madagascan cocoa, and its potential as a new source of income for growers, is developing **diversification by focusing on cocoa farming**. To meet the requirements of this new activity:

- A cocoa processing center was opened in Tanambao Daoud in 2024 on land belonging to VDB.
- A new **cocoa cooperative called "Mazava"** was created, currently bringing together 264 growers spread across 10 villages.



#### 2 grower - vaccinators

empowered by the training course offered on a voluntary basis to learn how to vaccinate hens independently

#### ■ Support for the women's association FTVA

Following a feasibility study on the local market, women from the association took part in a two-day training course on cassava chip production, which included practical activities. This activity is in line with women's motivations, with the potential clientele and the local climate. At this stage, the return on investment permitted by the sale of cassava chips is an important motivation for women.

#### ■ Allow for better access to healthcare: a crucial project for the community

At the request of local communities, a project including the purchase of healthcare equipment and the building of a well, aiming to transform the Tanambazaha health center into a Level 1 basic health center (CBS) in order to offer better access to healthcare, is currently under way: the well is being built and a solar plant has been planned near the center. At the end of the project, the **1,200 beneficiaries will no longer have to travel 6 km** to access their nearest Level 1 health center.



#### ■ Give children every opportunity to receive quality education

Education is a priority for VDB. During the financial year, a five-day teacher training course aiming to boost teachers' basic teaching and French language skills was organized. In addition, several schools were renovated, including the construction of desks and benches, and the refurbishment of floors and roofs.

## SUPPORT FOR DIVERSIFICATION



**56 growers supported**

from the AVABE association, to diversify their sources of income by including poultry farming in 2023

## PRESERVING KNOW-HOW



**100% of growers** trained in good practices for curing vanilla

## EDUCATION



**2,948 children received Koba**

per child, 75 g per week, flour enriched with dietary supplements



**1,690 children**

belonging to 648 AVABE members received school kits

## EDUCATION



**785 children received snacks**

at school



**479 children**

received school kits



**5 public schools**

renovated



**84 teachers**

from local public schools trained



**1 public school**

renovated



**100% of growers**

trained on preventing child labor



## SUPPORTING WOMEN



**2 days of training**

on cassava chip production, intended for women from the FTVA association, aiming to set up a new business activity

## ACCESS TO HEALTHCARE



**310 health insurance cards**

distributed (Mahavelona)

## ACCESS TO WATER



**2 drinking water wells built**

in the financial year in question

\*Financial year: November 2023 to October 31, 2024

\*Financial year: June 2024-March 2025

## 2 | Support local communities



### Measures implemented

As part of the Care&Act program in Madagascar

The Care&Act program aims to support vanilla growers in **four villages** in the south-eastern part of the SAVA region of Madagascar to ensure they earn a decent, safe and fair livelihood through fair, environmentally friendly vanilla trade. The growers in the program are all part of **an association called FIBIMI**, which brought together **244 vanilla growers in 2024**.



Our local representative **Promabio** measures and tracks indicators throughout the entire campaign, **focusing on the program's four key themes:**

**traceability, respect for biodiversity, artisanal ability, and respect for human rights.** To preserve an artisanal approach to growing vanilla, grow the best quality possible, and harvest vanilla at the ideal time, Promabio:

- Supplies growers with **equipment** to harvest, store and secure produce.
- Trains them in **good agricultural practices**.

In the meantime, as respect for human rights and living conditions is a priority for us, as well as being at the heart of our material issues, the program allows growers:

- To benefit from a **guaranteed minimum price** set using the Anker methodology and premiums.
- To enjoy **complete visibility in terms of purchases** and therefore what they will earn at the end of the campaign.
- To have **access to drinking water** via the building of wells.
- To access education for their children, through the building and renovation of schools and the provision of school supplies.
- To have **access to healthcare** and a **healthier diet**, enriched with nutrients.
- To diversify their **crops** and therefore protect their family's income while enriching local biodiversity.
- With a view to strengthening growers' skills and **diversifying people's diets**, a number of training sessions were also offered throughout the year (vegetable garden design; training in enhanced growing techniques, particularly for cassava; cooking classes aiming to highlight products available in the region, particularly green plantain and cassava).
- A training course on improved rice farming (independent) was delivered to those interested who had a usable plot. It aims to increase the yield of rice paddies and solve efficiency-related problems that can arise (for example, suggesting sowing in a line to make weeding easier later on).

### Initiatives for sustainable cocoa and social commitment

As part of our commitments toward sustainable cocoa, we support an initiative that is respectful of growers, the environment and local communities.

As well as promoting low-emission agricultural practices, with the goal of achieving "net zero emissions" by 2050, the program aims to ensure decent incomes, the protection of children's rights and the empowerment of women.

Thanks to this sourcing scheme, we guarantee transparency and a measurable social impact.



67%

of cocoa growers above the World Bank's international poverty line



105

farming households take part in surveys about child labor



55

cases of child labor resolved

## 3 | Have a positive impact on the regions where we are active

### A vibrant presence in the region

The years 2023 and 2024 were particularly fruitful at our sites:



#### October 2023

We opened a **new factory in Montrichard**, on a former pharmaceutical site. This initiative allowed us to ensure a continuity plan, local reindustrialization and job preservation, while avoiding land take.

#### October 2023

**Prova has extended its historic headquarters**, the company's birthplace, to house the Group's support functions in an eco-friendly building. In October 2024, the opening was an opportunity to welcome all our stakeholders, from neighboring associations to the mayor of Montreuil.



#### April 2024

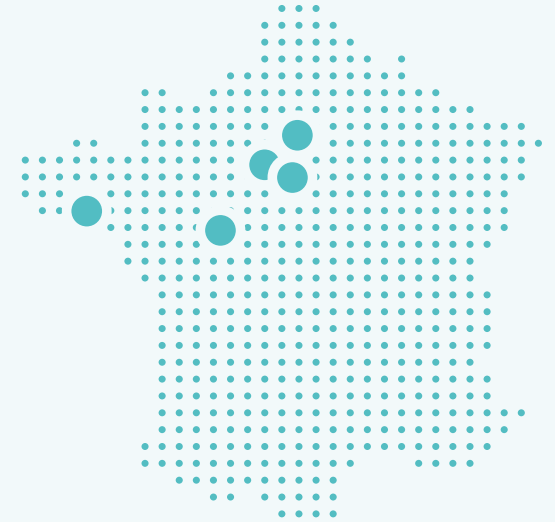
Our employees took part in **La Foulée Montreuilloise**, a race for charity in support of projects run by local associations. This initiative strengthened internal cohesion and boosted the involvement of the company in the local community.

#### June - September 2024

To mark **World Clean Up Day**, our teams cleaned up public areas near our Montreuil, Autruy-sur-Juine and Montrichard sites, helping to preserve the local environment.



Since the 1970s, our French network has been based in three regions of France



#### ■ Île-de-France

Montreuil, in the Paris region, the brand's birthplace (110 employees).

#### ■ Brittany

Sarzeau is home to our R&D center (10 employees).

#### ■ Centre-Val de Loire

- **Autruy-sur-Juine**, in the Loiret department, has been home to our historic industrial site since 1974 (120 employees).

- **Artenay**: a former packing plant, this site became a logistics platform after some renovation work performed in late 2023 and 2024 (11 employees).

- **Montrichard**, opened in 2024 and mainly dedicated to packing and Prova Gourmet activities (20 employees).

# 3 | Have a positive impact on the regions where we are active

## Our policy and goals

Deeply attached to the regions linked to our family history, we are committed to pursuing our activities across all of our sites while playing an active part in those regions. Furthermore, we encourage our teams to actively take part in local solidarity initiatives to boost our impact within our ecosystems.

## Implemented measures

### Strong partnerships with our ecosystem

To play an active role in developing our trades as flavorists, we regularly deliver classes at the **ISIPCA**, the international higher education institution for Perfume, Cosmetics, and Food Flavors, and take part in the selection and examination boards. Every year, we recruit apprentices from the school and were lucky enough to count a dozen employees from the training course among our staff in 2024.

In the interest community partnerships both locally and internationally, we have also formed partnerships with two schools in the culinary sector. We organize pastry demonstrations at the schools, offer training sessions, and supply products for the students and professionals to work with,

#### ■ École Ducasse

a leading institution in culinary arts and pastry.

#### ■ Chocolate Academy

Barry Callebaut training centers for professional chocolatiers.

We also support associations that share our values, such as:

#### ■ Tradition Gourmande (socially engaged craftsmanship).

#### ■ Maîtres Cuisiniers de France

(promoting French culinary arts).

#### ■ Euro-Toques (protecting European culinary heritage).

#### ■ The Meilleurs Apprentis de France competition

(talent spotting in the field of craftsmanship).



## Schools



## Associations





Handing a positive corporate culture down through generations, because we foster a...

FOSTERING A *Tasteful Legacy*



**Tasteful Legacy** means promoting our company culture as a driving force for individual expression and creating shared value. It also means encouraging a collaborative mindset, by paying attention to our employees' growth and fulfillment. Everyone can express their talent in a spirit of responsible freedom.

## Our ambitions

- 1**

ENSURE OUR EMPLOYEES' SAFETY
- 2**

DEVELOP QUALITY OF LIFE AND WORKING CONDITIONS AND PROMOTE OUR EMPLOYER BRAND
- 3**

FOSTER TALENT AND ENSURE THAT KNOWLEDGE IS PASSED ON
- 4**

PROMOTE DIVERSITY, VALUE DIFFERENCE AND ENCOURAGE EQUITY
- 5**

FREE UP OUR TEAMS' ENERGY AND INTELLIGENCE

A company with a human touch, we pay particular attention to our employees, as we believe this aspect to be vital to our company's success! The company plan Prova of Tomorrow puts people at the heart of its approach, as it aims to "Strengthen the ties between us with a shared vision of our clients, our company values and our sustainable commitments".

This human-focused dimension, which is based on ideas of sharing and passing on knowledge, as well as pleasure and pride, is even more important at this particular moment in time, as we prepare to mark our 80<sup>th</sup> anniversary: with the opening of new sites in France and abroad, our numbers have grown considerably to support our transformation!

To ensure that our employees feel fulfilled against this backdrop, our strategy focuses on the four following ambitions:



Ensure that the safety conditions required by our activities are met at all sites and constantly improve our employees' quality of life at work.



Promote diversity, value difference and encourage equity.



Foster talent and ensure that knowledge is passed on.



Rally our employees around our company plan Prova of TOMORROW by focusing on our values and our company philosophy, Care&Act.



## Prova's key business highlights France 2024

**278 employees**

12/31/2024 - France



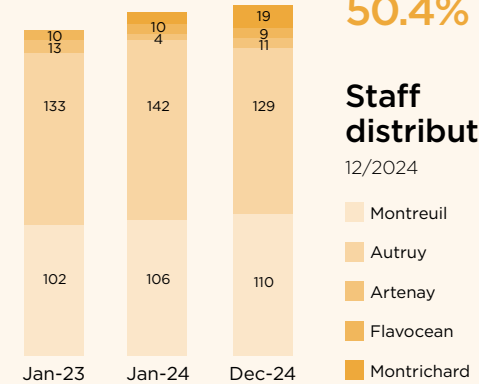
Men

**50.4%**



Women

**49.6%**



### Staff distribution

12/2024



Prova workforce in France

**8 years and 2 months**  
Average length of service

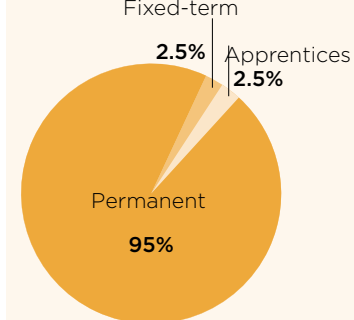
**40.5 years**  
Average age

**5.58%**  
absenteeism  
end of 2024

**15%**  
Turnover rate  
France 2024, excl. permanent contracts

### Contract type

12/31/2024



### Value sharing

**301**  
Employees received profit sharing based on the company's turnover

# 1 | Ensure our employees' safety

## Our challenges

Our primary mission is to ensure **our employees' health and safety, especially within our industrial activities and laboratories**, mitigating any physical or chemical risk they may encounter. Our commitment to this issue was considered a positive impact during our double materiality analysis exercise.

## Our safety policy

To prevent, manage and reduce workplace accidents, our policy aims to identify risks and implement:

- **The identification and assessment of risks**, whatever they may be.
- **The prevention of chemical risks**: this is achieved by identifying hazardous products on our sites, and performing an exhaustive risk assessment including severity levels.
- **Management of industrial risk and maintaining optimal safety at all our sites, especially in terms of fire hazards**. This is even more thoroughly implemented at sites categorized ICPE (facilities requiring environmental impact assessment).
- Protection of our employees' wellbeing by seeking to implement the best possible ergonomics at our work stations and in the layout of our sites.
- **The fight against psychosocial risks**.

## Implemented measures

**When it comes to prevention**, as well as the identification and assessment of risks in the Single Occupational Risk Assessment Documents (DUERP) pertaining to our five French sites, and the coordination carried out by our multi-site safety / environment department;

- we provide information, raise awareness, and train our employees:
  - An ethical code of conduct referring to health and safety topics, written in 2015 and revised in 2024, is systematically given to them upon arrival. **The signature rate is 100%**. The code of conduct, or the human rights policy, covers: child labor, forced labor, human trafficking, discrimination and accident prevention.
  - General training on safety rules is delivered to new arrivals, followed by training at the work station. Good practices are shared between sites.

 **10 training courses**  
delivered in 2024 on health and safety topics

## Our goals for 2030 and our results

### SAFETY



0 ACCIDENTS

#### Tracking of the accident rate

Number of Workplace accidents	2022	2023	2024
<b>Autruy</b>	15	12	13
of which followed by leave	11	6	6
<b>Artenay</b>	0	1	1
of which followed by leave	0	0	0
<b>Montreuil</b>	0	1	6
of which followed by leave	-	-	1
<b>Montrichard</b>	-	0	0
<b>Sarzeau</b>	-	-	0
<b>TOTAL</b>	<b>26</b>	<b>14</b>	<b>20</b>

#### Frequency rate

	2022	2023	2024
<b>Autruy</b>	34.84	28.25	23.98
<b>Artenay</b>	0	0	-
<b>Montreuil</b>	-	-	-
<b>Montrichard</b>	-	-	-

#### Severity rate

	2022	2023	2024
<b>Autruy</b>	0.51	0.63	0.42
<b>Artenay</b>	0	0	-
<b>Montreuil</b>	-	-	-
<b>Montrichard</b>	-	-	-

# 1 | Ensure our employees' safety

- Occupational first aid providers are trained to act in the event of an accident, while waiting for emergency services to arrive. There were 43 first aid providers in 2024, with a well-balanced presence across all sites.



## 43 SSTs

**Occupational First Aid Providers**

23 in Autruy, 3 in Montrichard, 10 in Montreuil, 4 in Sarzeau, 3 in Artenay

- Evacuation drills are carried out twice a year at all our sites.

■ **We apply strict hygiene and safety measures** by putting routines in place and constantly searching for suitable personal protective equipment.

■ **For every proven risk,**

- emergency procedures have been put in place, tailored to each site and regularly reassessed,
- occupational exposure measurements are carried out.

■ **In terms of psychosocial risks**

In 2024, we carried out a study with an independent firm to assess the various types of psychosocial risk (PSRs) on our sites. Its results were then shared internally. A preventive and corrective action plan was then drawn up.

■ **In terms of investment and renovation work**

A number of investments have been put into Prova's various sites in recent years, in order to improve safety and working conditions. One example is the handling equipment (lifting tubes) provided for order pickers' work stations in Artenay.

■ **Whistleblowing system for shortfalls**

Prova has put in place a system to process complaints, in other words, a whistleblowing system for our employees, information about which is displayed at all sites. We have made this whistleblowing system available to all employees, guaranteeing a safe space for them to speak up. So far, no complaints have been flagged up.



## Our achievements



## 100% of employees in France

are covered by an IRP, a labor agreement giving them health coverage



SMETA and Ecovadis audits issued a positive assessment of our policies and measures in the field of safety and working conditions.



An employee collective named "Prov'Act: health and safety, everyone's business!" was formed in September 2024. Its aim is to raise awareness within the company on related topics such as health and diet, ergonomics, sports, mental health, etc.

## 2 | Develop quality of life and working conditions and promote our employer brand

### A taste for quality of life, which we like to shout from the rooftops!

As well as the close attention given over to our employees' health and safety, our HR policy extends to all the levers promoting balance and quality of life in the workplace. We strongly believe that, by enjoying a high-quality working environment:

- We will continue to make our company even more attractive within a competitive sector.
- Our employees can fully commit to serving our clients, developing both creativity and loyalty.

### Our Human Resources policy

Our HR policy aims to provide a 360 approach to quality of life and working conditions. It is built around the following focus areas:

- Allowing our employees to enjoy a healthy work-life balance.
- Giving each person work responsibilities and conditions to fulfill them that match their expectations.
- Ensuring occupational equality.
- Promoting healthy working relationships and a comfortable social environment, particularly through dialogue between management and employees.
- Creating conditions for participative management allowing everyone to get involved.

### Implemented measures

#### ■ A pleasant working environment and atmosphere for everyone

Located at the historic Montreuil site, the headquarters housing the company's main support functions were extended in 2023. It provides employees with a pleasant and spacious workplace, designed using an eco-friendly approach, with a green rooftop and ergonomic equipment (raisable desks, Bloon balls).



The Autruy-sur-Juine, Montrichard, Artenay and Sarzeau sites receive regular investments and offer teams a favorable working environment and conditions. Meanwhile, to further improve our everyday lives, non-work-related activities are organized: fun breaks, choir, sports competitions, etc.



## Our goals for 2030 and our results

### EMPLOYEE SATISFACTION



SATISFACTION INDEX > 85/100



81%

of employees consider the company a great place to work.

Score in the Trust Index® survey

Prova	81%
French employees	54%

Answer to the question "Overall, I can say that the company is a great place to work" vs. all French employees.



## 2 | Develop quality of life and working conditions and promote our employer brand

### ■ Finding the right work-life balance

To ensure that employees have the right work-life balance to be able to work comfortably, individual meetings are conducted twice a year to assess this balance. Working hours are limited to the daytime, including for production, and meetings are only held between 8:30 a.m. and 6 p.m. As part of an agreement drawn up in 2021, working from home was rolled out for the positions for which it is possible. Finally, a three-year agreement on the right to disconnect is also in place.

### ■ Giving each person work responsibilities and conditions to fulfill them that match their expectations

- Training and manager's kits have been rolled out to ensure that employees receive the best possible support in their position and career development.
- Yearly professional interviews are also conducted, providing employees with an opportunity to share their requests.

### ■ Promoting healthy working relationships and a comfortable social environment

As well as complying with regulations, dialogue between management and the various staff representatives is highly effective at Prova, where staff representative elections are held every three years.

Management and the Human Resources Department have succeeded in creating real opportunities for dialogue: meetings with union representatives take place at least three times a year. Each party can request a meeting to suggest new topics for negotiation.

Furthermore, to ensure that all employees are aligned with Prova's vision, and values, and to create stronger relationships between departments, events to receive information and converse with management are regularly organized, as well as social events (annual party, barbecue in Autruy-sur-Juine, fun breaks, etc.).

### ■ Creating conditions for participative management allowing everyone to get involved

- Internal groups and collectives take action to improve everyone's everyday life. They are fully supported in their approach by their managers.
- Participation in solidarity initiatives is encouraged. With this in mind, teams have taken part in charity sports events (such as the race "La Foulée Montreuilloise"), trash collection, and gift collection to show solidarity at Christmas, etc.

HR teams from the company's various sites work daily to ensure that working conditions improve every day. Any fragile situation is immediately flagged up to the head of Human Resources and the site in the question and, where required, an investigation is carried out to understand the cause of the deterioration in working conditions and provide a solution. An annual follow-up is carried out to ensure that the various measures have been properly implemented and that working conditions are satisfactory.

### Our achievements

All of these measures allowed us to achieve the Great Place to Work certification in November 2024. This certification is a strong endorsement that we can use to promote our employer brand. We also highlight our commitments and our employees on our website, as well as on dedicated job boards such as Welcome to the Jungle and social media (Follow us on LinkedIn).



### GREAT PLACE TO WORK CERTIFICATION

In France (but also in the USA and Thailand), we were awarded the Great Place to Work certification in 2024: a real source of pride, as it was the first year we took part!



### 3 | Foster talent and ensure that knowledge is passed on

#### Great teams make great companies

Knowledge and skills – not just knowledge in itself but also know-how and interpersonal skills – are key to a company with a human touch like Prova. We see people as the company’s main asset! Recruitment, growth, mobility and the passing on of knowledge (one of our four values) are everyone’s business.

#### Our talent management policy

In terms of talent and career management, our approach is based on:

- Recruitment and progression accessible to all, focusing on potential rather than existing skills.
- Integration that allows everyone to gain a basic understanding of all the jobs they need to interact with.
- Encouraging internal or international mobility if the person has the right knowledge.

#### Implemented measures

■ **An induction process** that has developed over the years. The induction process, which has become more and more extensive, allows employees to gain a better understanding of the workings of the company, starting with a tour of the Autruy factory, where employees learn about industrial processes, become familiar with different products and meet the employees based at the factory. This day is also an opportunity to have lunch with the Group’s President or HR Director. The welcome handbook, as well as all other tools supporting induction, is shared with each new employee in their first week. An onboarding report is requested at the end of the trial period to collect the newcomer’s first impressions and ensure continuous improvement.

#### ■ Schemes allowing everyone to gain new skills and access mobility

The Human Resources Department is committed to implementing a yearly skills development plan, combining hard skills and soft skills (project management, time management, etc.). It also shares **job opportunities** in France and overseas.



Fully committed to training and career management, the Human Resources department tracks these areas and draws up a yearly report to highlight the number of promotions, the requests for mobility, and how many of these were granted. As well as the tools used by Human Resources, a number of training courses take place that are run by internal teams (technical seminar in flavor labs, presentations of new products or new techniques). These are an opportunity to showcase our employees’ professional expertise.

### Our goals for 2030 and our results

#### 2024 SKILLS DEVELOPMENT PLAN



#### TALENT DEVELOPMENT

**100% OF EMPLOYEES WITH AT LEAST 5 YEARS’ SERVICE WILL HAVE RECEIVED TRAINING**

**1/3 OF OUR EMPLOYEES BENEFITING FROM AN INTERNAL PROMOTION IN THE LAST FIVE YEARS**

	2024	%
Number of employees	278	100%
Employees who received training	208	75%
of which employees who had over 5 years’ service	133	47%

## 4 | Promote diversity, value difference and encourage equity

### Creating an environment in which each employee feels valued

We want to be a company where employees feel good just as they are, reflecting the diversity of the clients we serve in all four corners of the globe, with a range of different tastes and cultures!

### Our policy and goals

The diversity of our people is one of our company's strengths: we aim to allow each employee to work in the best possible conditions in order to achieve their full potential. With this in mind:

- We are committed to supporting all our talent, whatever their faith, age, disability, parenting status, ethnicity, gender identity, sexual orientation, religion, etc. HR teams have received appropriate training and regularly raise awareness among managers to fight against all forms of discrimination.
- We foster a working environment and management team that welcome difference, especially by communicating with our employees and raising awareness.

### Implemented measures

#### ■ Highlighting equity and promoting difference

We have signed a three-year agreement on gender equality. Our indexes have remained stable for several years, at over 90/100.

We support the recruitment of young graduates through apprenticeships. In 2024, one of our 11 apprentices was hired on a permanent contract. In 2023, we conducted an appraisal of our measures in partnership with Agefiph, an organization promoting the employment of people with disabilities, to assess the situation at our various sites. This allowed us to set up new measures in seven focus areas that we are gradually rolling out:

- **building a disability policy** with a named disability contact person,
- **sharing information and communication on the subject**, via key events such as the European Week for the Employment of People with Disabilities (SEPH) and actions supporting inclusion (quizzes, Activ Challenges, simulation exercises, etc.),
- **recruiting and integrating people** by building an induction process that supports people with disabilities,
- **providing training and career development** by improving how we identify employees with disabilities to provide them with better support,
- **focusing on safety and continued employment** by boosting preventive measures and anticipating risks of disabilities or difficulties,
- **disability-friendly subcontracting** to promote disability-friendly procurement;

The work-from-home agreement has been renegotiated to allow employees with disabilities to benefit from special measures linked to their condition.

#### ■ Fighting against discrimination and harassment

Prova has three contact people in its teams who **have been trained on the subject of harassment**: their identity is displayed at all our sites. Finally, a so-called whistleblowing procedure is now official and has been shared with employees.

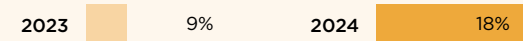
### Our achievements

Since 2021, we have kept our wage equality index above 90/100. In reference to the results about our various employment rates:

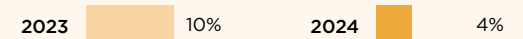
- the drop in the rate of employees with disabilities is linked to one person leaving.
- the increase in the rate of junior employees in 2023 is linked to an increase in work due to changing our ERP system.
- no instances of harassment or discrimination have been flagged up.

## Our goals for 2030 and our results

### Seniors (+55 years)



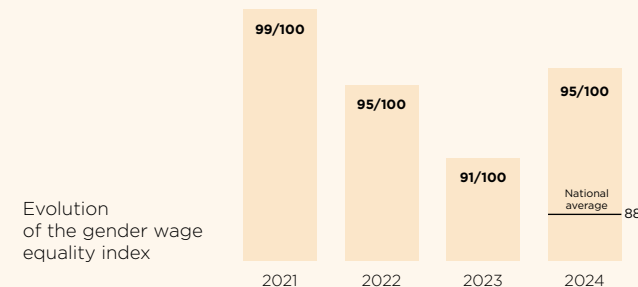
### Juniors ≥ 10%



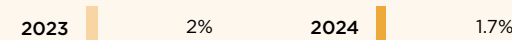
## GENDER WAGE EQUALITY



GENDER WAGE EQUALITY INDEX > 95/100



EMPLOYMENT RATE OF PEOPLE WITH DISABILITIES > 7%



## 5 | Free up our teams' energy and intelligence

The concept of responsibility is part of Prova's genetic makeup. Our employees support and share our values and our commitments on a daily basis. That is why we believe it is crucial to encourage them and raise awareness among staff about managerial, environmental and social issues, so that the freedom given to them remains in line with our spirit.

### Our company plan

We are aiming to create the right conditions for employees to take part in our company plan, Prova of Tomorrow: **"Strengthen the ties between us with a shared vision of our clients, our values and our sustainable commitments"**.

This hinges on two dimensions:

- Enlightening employees to make them want to take action.
- Empowering them and giving them the ability to take action.

### Implemented measures

#### ■ Getting employees on board with our C&A ethics

All year long, we take action to raise awareness among employees about CSR issues and our four "Tasteful" pillars. Employees are introduced to these as soon as they are inducted, with an interdepartmental or dedicated presentation. Climate Fresk awareness-raising workshops are organized and run internally: 130 people took part in 2024 at three of our five sites. A number of tools such as the NewsletteRSE (CSR Newsletter covering a specific issue), CSR minutes, experiential workshops or micro-learning via email and screen displays ensure continuous acculturation. Key events such as Digital Day or World Clean Up Day are organized to engage teams on the ground. Finally, managers have been encouraged to set their employees CSR goals to incorporate this dimension into various jobs.

#### ■ Building relationships, promoting understanding and skills sharing

To pass on our passions more effectively, a "Live my Life" scheme was launched in 2024.

For the first edition, 48 employees signed up to experience the jobs of colleagues from another department they interact with, over two half-days.

#### ■ Promoting responsible freedom and developing everyone's ability to act

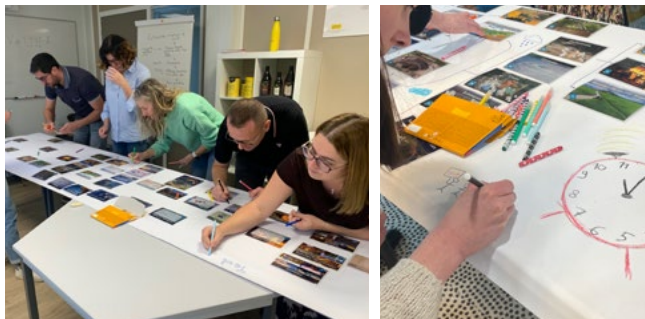
- To make each person an agent of change, several schemes have been set up.

After providing an onboarding report at the end of their trial period, employees can express their views during regular speeches from management, in yearly GPTW surveys, or in the various questionnaires offered to them (work-life balance, suggestions about health and safety but also wellbeing, etc.).

- Managers are given support so that they can carry out their duties smoothly and represent Human Resources in managing careers.

- Collectives were set up in 2024 with the aim of making our Tasteful ambitions more tangible for employees: these are called Prov'act.

▼ Climate Fresk workshops at our Autruy-sur-Juine site



## Our goals for 2030 and our results

### EMPLOYEE ENGAGEMENT



100% OF EMPLOYEES HAVING A CSR GOAL IN THEIR ANNUAL PERFORMANCE REVIEWS



85% OF EMPLOYEES SPENDING A HALF-DAY IN ANOTHER DEPARTMENT THEY INTERACT WITH



6%

of employees took part in a 'Live my Life' scheme in 2024

Protecting the planet and people, because we support...

SUPPORTING A  
*Tasteful Planet*



At Prova, **Tasteful Planet** brings together all the measures that we put in place, in our own way, to lower our impact on the environment and help to preserve biodiversity. This ranges from the sustainable management of our natural resources to optimizing our production, transportation and consumption methods.

## Our ambitions

1

MINIMIZE  
THE IMPACT  
OF OUR ACTIVITIES.

2

MANAGE  
AND CONSERVE  
ESSENTIAL RESOURCES

3

PRESERVE  
BIODIVERSITY  
AND OUR NATURAL  
HERITAGE

## Reduce environmental impact

Having been industrial manufacturers for three generations, we are well aware of the impact of our production sites and our value chain. The work carried out for our double materiality analysis allowed us to determine that **11 of our 19 material issues, that is almost two thirds, relate to environmental topics.**

**In our chain of activities, our environmental impact pertains to:**

- Soil degradation and the loss of biodiversity caused by the agricultural management of exotic raw materials (deforestation linked to cocoa and coffee farming) as well as European crops (soil degradation caused by intensive, conventional agriculture) and water stress caused by the need to irrigate crops for raw materials.
  - Water and soil pollution, as well as the pollution of living organisms due to:
    - the use of chemical fertilizers and pesticides on crops for agricultural raw materials;
    - our wastewater discharge.
  - Air pollution associated with transportation upstream (raw materials) and downstream (finished products).
  - The use of solvents and chemicals that can be harmful to health and/or the environment.
  - Energy consumption at our various sites.
- In light of this impact and the associated risks (ban on products

linked to deforestation or containing certain molecules, increase in cost of agricultural raw materials), we are engaging in a number of processes to lower our impact and the risks we face, and to redirect our choices toward inputs that produce lower emissions, require less water or are less polluting; sourcing raw materials more locally; more ethical processes, and transportation with lower carbon emissions.

**Furthermore, our strategy is built around the following two ambitions:**

Minimize the environmental impact of our activities



Roll out measures to protect biodiversity



### Windcoop, low-carbon maritime logistics

In March 2023, Prova became a member of Windcoop, the first cooperative wind-powered container ship. Beginning operations in May 2027, it will allow us to lower the carbon emissions of our Vanilla imports between Madagascar and France.

In a few key figures, Windcoop means:

- 31 days of navigation
- 60% energy conservation on the Marseille - Madagascar line
- 90% of fuel saved thanks to wind power

For more information, please visit [Windcoop's website](#)

# 1 | Minimize the impact of our activities

## Our climate roadmap: assessing to act more effectively

### Our challenges

As a company in the agri-food industry, it is imperative that we manage the risks associated with climate change. It is essential that we assess all types of climate-related risk, so that we can:

#### ■ Adapt

This relates both to sourcing and the various regions where we are active. The impact of climate risks on our supply chains can be significant (disruption of supply, increase in cost of raw materials, etc.) but they also affect our production sites.

#### ■ Take advantage of new opportunities

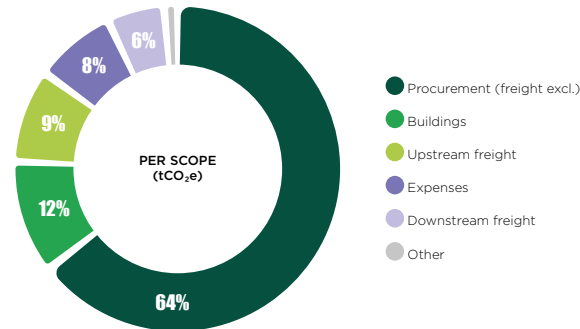
This necessary adaptation can in fact be an excellent lever to identify innovative solutions that are both more responsible and cheaper in the short, mid or long term.

The need to adapt to climate change can drive a quest for innovative, responsible solutions, thus opening up opportunities to save energy and play an active part in our regions' energy transition. This includes accelerating the development of eco-design for our products, at every stage of their life cycle, especially through partnerships with our suppliers to measure and lower raw materials' carbon footprint and improve agricultural practices.

### Our carbon appraisal and goals

In 2023, Prova carried out a carbon appraisal based on data from 2022, limited to its operations in France, including the offices in Montreuil, its Research and Development site in Sarzeau, as well as its factories in Autruy-sur-Juine and Artenay.

This allowed us to determine the main sources of emissions and the targets we needed to set to lower them, in order to move forward in compliance with the Paris Agreement. It also helped us to identify levers and measures to use to lower these emissions, while taking into account the estimated growth of our sites and volume of goods.



**Our emissions were estimated at 24,767 tonnes of CO<sub>2</sub>e, which can be broken down in the following way:**

■ They mainly came from our **Scope 3 (91.2%)** which accounted for **22,591 tCO<sub>2</sub>e**. This brings together indirect emissions stemming from:

- our procurement of raw materials, packaging and services;
- transportation of goods upstream and downstream (15%) as well as employee travel.

■ Next, **Scopes 1 and 2** accounted for **1,904 tCO<sub>2</sub>e** and **271 tCO<sub>2</sub>e** respectively, making up 8.8% of total emissions.

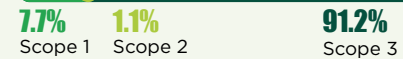
Following our carbon appraisal, to stay in line with the 1.5-degree target by 2030, we set ourselves the following goals:

- **-42.3% of our emissions in Scope 1 and 2**
- **-40% of our emissions in Scope 3**

## Our goals for 2030 and our results

in TCO <sub>2</sub> e	Total emissions	Emissions / employee	Emissions / tonne produced	Emissions / million euros
<b>Scopes 1 and 2</b>	2,175	8.5	0.51	22.3
<b>Scope 3</b>	22,591	89	5.4	235
<b>Total</b>	<b>24767</b>	<b>96.4</b>	<b>5.9</b>	<b>257.3</b>

### PER SCOPE (tCO<sub>2</sub>e)



### SCOPES 1 AND 2

**-42.3% OF GHG EMISSIONS – REF. 2022**  
or 1,257.47 tCO<sub>2</sub>e in absolute value  
compared to 2,175.4 tCO<sub>2</sub>e in absolute value in 2022

### SCOPE 3

**-40% OF GHG EMISSIONS – REF. 2022**  
or 13,642 tCO<sub>2</sub>e in absolute value  
compared to 22,591 tCO<sub>2</sub>e in absolute value in 2022

Between 2023 and 2024, we did not measure our GHG emissions in all scopes, because we needed time to implement our decarbonization plan and assess the impact of our actions.

# 1 | Minimize the impact of our activities

## Our climate strategy and trajectory

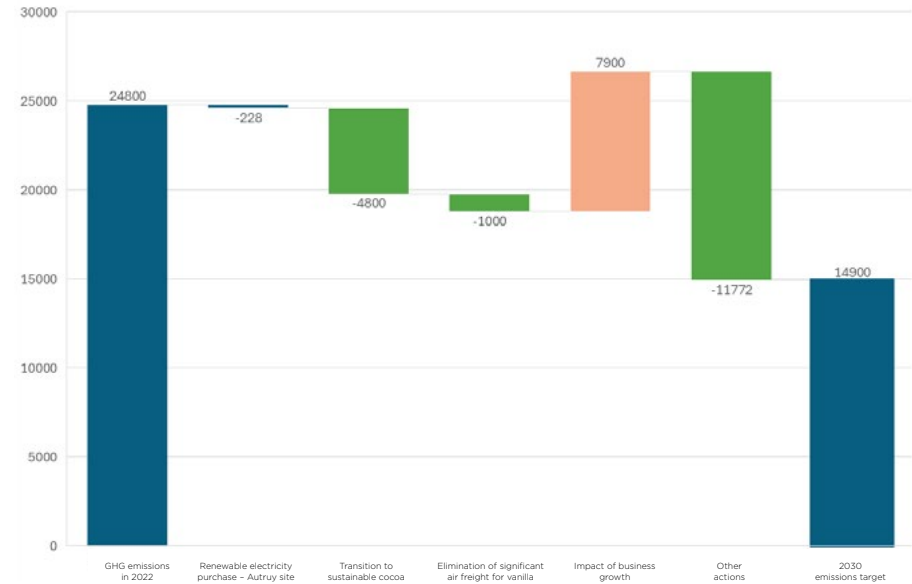
This first appraisal marked a crucial step in our climate plan, allowing us to build a long-term decarbonization strategy that incorporates lowering emissions into our procurement decisions, but also into our industrial and logistics plants.

This means that every aspect of our business activities, from the design of our products to their distribution, **will be reassessed through the lens of sustainability** while working transparently with our suppliers and clients to develop sustainable solutions that aim to lower our environmental impact.

## Our transition plan

These ambitious goals can only be achieved through measures to increase energy efficiency, use clean energy and decarbonize our procurement and our freight.

Our carbon trajectory to align with a 1.5°C warming scenario



## Lowering our emissions

### Scope 1 (7.7% of our emissions)

- Sparing use of energy in our buildings
- Energy efficiency
- Efficiency in production processes

### Scope 2 (1.1% of our emissions)

- Produce renewable energy ourselves
- Recover energy as part of our operations
- Use a less carbon-intensive fleet of vehicles
- "Green" electricity contract

### Scope 3 (91.2% of our emissions)

- Responsible procurement policy
- Climate-related projects in our value chain
- Low-carbon transportation
- Optimizing logistic flows
- Reusing and recovering waste
- Mobility plan and sustainable mobility policy (employee travel)

AIM: -42.3%

### Our potential levers

- Insulate buildings
- Track and install consumption meters (BMS, etc.)
- Electrify production processes (boilers, etc.)
- Eliminate leaks

AIM: -42.3%

### Our potential levers

- Shade structures in our parking lots
- Recover waste heat
- Electricity contract based on hydraulic power

AIM: -40%

### Our potential levers

- Procurement of sustainable, low-carbon products and services
- Take action for reforestation
- Reduce packaging
- Limit transportation with an efficient supply chain: more local procurement and production, upstream and downstream transportation

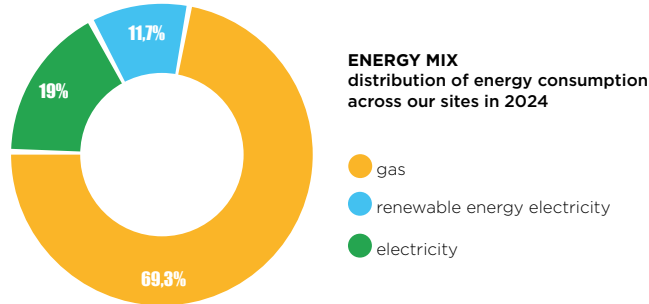
# 1 | Minimize the impact of our activities

## Decarbonize out sites and processes: scopes 1 & 2

### Implemented measures

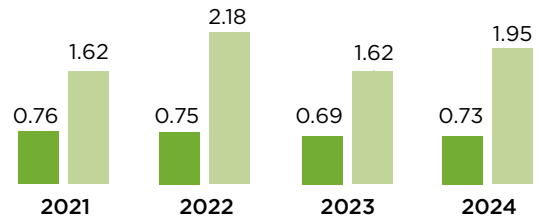
An audit of our water and energy consumption and our waste production was conducted in 2020 (based on 2019), and allowed us to identify several levers for reducing consumption at our main production site in Autruy-sur-Juine, which accounted for over 80% of our total consumption. Since 2022, we have been monitoring the overall trends in consumption across all our sites:

in MWH	2022	2023	2024	% share of energy consumption
<b>Autruy</b>	<b>13554</b>	<b>10849</b>	<b>13560</b>	<b>84.53%</b>
of which electricity	3471	3225	3676	22.91%
of which contract based on hydraulic power	-	-	1873	11.68%
of which gas	10083	7624	9884	61.61%
<b>Artenay</b>	<b>544</b>	<b>453</b>	<b>149</b>	<b>0.93%</b>
of which electricity	100	100	100	0.62%
of which gas	444	353	49	0.31%
<b>Montreuil (Citsycope and Colmet)</b>	<b>359</b>	<b>318</b>	<b>470</b>	<b>2.93%</b>
of which electricity	171	130	235	1.46%
of which gas	-	-	188	1.17%
<b>Montrichard</b>	<b>-</b>	<b>292</b>	<b>1791</b>	<b>11.16%</b>
of which electricity	-	292	845.6	5.27%
of which gas	-	-	945.3	5.89%
<b>Sarzeau</b>	<b>95</b>	<b>89</b>	<b>72</b>	<b>0.45%</b>
of which electricity	95	89	72	0.45%
<b>TOTAL</b>	<b>14552</b>	<b>12001</b>	<b>16042</b>	<b>100%</b>
of which electricity	3837	3836	4929	30.73%
of which contract based on hydraulic power	-	-	1873	11.68%
of which gas	10715	8165	11113	69.27%



In Scope 1, in terms of energy conservation, our Sarzeau site succeeded in lowering its consumption, while our new headquarters should also allow us to substantially lower our electricity consumption. In 2023, Prova moved back to its historic headquarters in Montreuil, adding an extension designed with a bioclimatic approach including natural ventilation and circuits.

In terms of energy efficiency, our teams have made significant efforts to lower our electricity consumption.



Evolution of energy consumption in intensity - in MWH/ T. produced - Autruy-sur-Juine

In scope 2, we changed our electricity contract for the Autruy-sur-Juine site on July 1, 2024. Electricity is now supplied by a contract based on hydraulic power, an energy source with a low carbon footprint, which allowed us to lower our emissions by 123.12 tCO<sub>2</sub>e in the last six months of the year.

## Our goals for 2030 and our results

### SCOPE 1

On sites that are home to our tertiary activities (Montreuil, Artenay and Montrichard) and our production sites



**-40% ENERGY CONSUMPTION IN ABSOLUTE VALUE VS 2022**

**80% LOW-CARBON VEHICLES**



**+28%\***  
**+1,081 MWH in 2024 vs 2022**



**+3.7%\***  
**+398 MWH in 2024 vs 2022**

\*It should be noted that purchasing the factory in Montrichard, which opened its doors in November 2023, affected the increase in the Group's energy consumption, even though the site is not an energy-intensive extraction site. **With the initial scope, we would have achieved -2% of our total consumption between 2022 and 2024**



**47%**  
**low-carbon vehicles in our fleet**  
electric and hybrid cars

### SCOPE 2



**30% OF OUR ELECTRICITY CONSUMPTION COMES FROM RENEWABLE ENERGY SOURCES**



**11.67%**  
**of our consumption is linked to a contract based on hydraulic power**

# 1 | Minimize the impact of our activities

## Decarbonizing the main source of our emissions: Scope 3

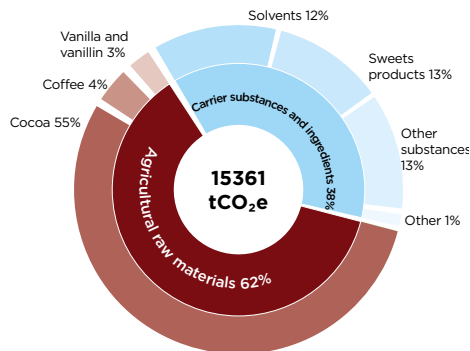
### Implemented measures

#### ■ Reducing our inputs' emissions

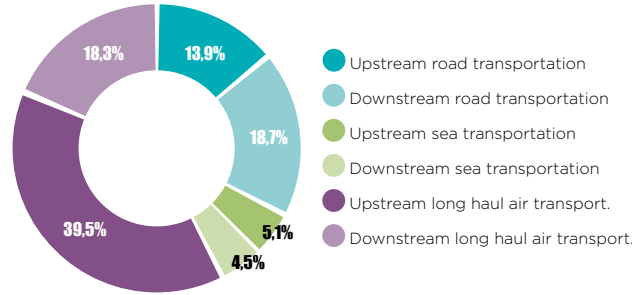
Our inputs, often coming from exotic agricultural raw materials (vanilla, cocoa, coffee, etc.), have high emission intensities due to the practices associated to them. In our carbon appraisal, in decreasing order, these were:

- agricultural raw materials (vanilla, cocoa, coffee, etc.), which made up 73% of this category;
- chemical products (solvents required for extraction), which accounted for around 25%;
- paper and cardboard, as well as other inputs.

Prova is currently working on **increasing the share of sustainable raw materials among its purchases**. The company is particularly focusing on moving toward **100% sustainable cocoa** by 2030, as the value chain emits a high amount of CO<sub>2</sub> due to increasing deforestation linked to the drop in agricultural yields and the increase in demand. Prova will also strive for more sustainable sourcing of coffee, which has a very high emission intensity, as well as other raw materials, whether they are agricultural or exotic, or carrier substances and ingredients produced in Europe.



Distribution of emissions by raw material type, 2022



Distribution of emissions by transportation type, 2022

#### ■ Reinventing our logistics and our transportation flows

Our logistics flows, including upstream freight and downstream freight both in France and overseas, make up 15% of our GHG emissions.

#### ■ For UPSTREAM freight, which accounts for 2,225 tCO<sub>2</sub> or 9% of our GHG emissions

- Wherever possible, we work to put in place more local sourcing. Excluding exotic raw materials, 60% of the raw materials we purchase come from Europe.
- We have invested in the Windcoop cooperative project, a wind-powered cargo vessel that will allow us to decarbonize our vanilla imports from 2027.

#### ■ In terms of downstream freight, which accounts for 1,588 tCO<sub>2</sub> or 6% of our GHG emissions,

the United States is the main emitter accounting for 32% of total emissions, followed by the Asian market, which includes Japan, Malaysia, China and Thailand, accounting for around 30%, while France accounts for 5.3%. In working on a more ethical supply chain, we have significant room for maneuver in:

- The Asian region, as we have opened a factory in Thailand that should become the departure hub for our products.
- The EMEA region (Europe Middle East Africa) as we directly fund transportation.

## Our goals for 2030 and our results

### LESS CARBON-INTENSIVE INPUTS



50% SUSTAINABLE RAW MATERIALS

100% SUSTAINABLE COCOA



22%

sustainable cocoa in 2024

or 580 tCO<sub>2</sub>e sequestered

### TOWARD LESS CARBON-INTENSIVE TRANSPORTATION



90% OF VANILLA IMPORTED BY SEA

-30% OF PRODUCTS SHIPPED BY AIR VS 2022



Madagascar Vanilla shipped by sea

66% in 2023

80% in 2024



Products shipped by air in tonnes

	2022	2023	2024
<b>Air</b>	<b>115950</b>	<b>278864</b>	<b>67807</b>
Variation vs 2022 in figures	-	162914	-48143
Variation vs 2022 in %	-	140%	-41.5%

## 2 | Manage and conserve essential resources

### Saving water, a vital resource

#### Our challenges

Water is essential for irrigating crops for the raw materials that we use (sugar, starch, alcohol and fats produced in Europe, but also cocoa and coffee) as well as for our industrial processes, but its availability and quality are being threatened by demographic growth, intensive agriculture that uses fertilizers and pesticides, climate change, deforestation and pollution.

#### The main risks associated with this situation are:

- An increase in the cost of raw materials (linked to the drop in production of raw materials due to a lack of water) that can disrupt our supply.
- Regulatory or reputational risks at our production sites.

#### Our policy and goals

#### Inspired by the 4R strategy (Refuse, Reduce, Reuse, Recycle) it aims to sustainably manage water resources:

- By assessing our risks in terms of water stress, but also in terms of water quality in our consumption and our emissions.
- By measuring (via indicators) and lowering our consumption and pollution, after identifying targets to achieve at each of our sites.

#### Implemented measures

In 2024, we assessed the risk of water stress at our sites located in France, using the Aqueduct tool's Water Risk Atlas (World Resources Institute).

The projected level of water stress for our main production factory clearly points toward reducing our consumption to avoid affecting our local ecosystem and our activities.

Site	Water stress level in 2024	2030 projection
Artenay	Moderate > high 20-40%	High 40-80%
Autruy	Moderate > high 20-40%	high 40-80%
Montreuil	Moderate > high 20-40%	Moderate > high 20-40%
Montrichard	Low <10%	Low <10%
Sarzeau	Low <10%	Low > moderate 10-20%

In 2022, the analysis of our water consumption, paired with an analysis of our production, allowed us to identify an excessive water withdrawal on our main production site (accounting for 95% of our volume), which led to a corrective action plan.

#### The main measures taken were:

- valve throttling to limit the flow:
  - of borehole water for one of the factory workshops,
  - of city water for one of our production rooms, which allowed us to reduce water consumption by 50%.
- installing a closed-loop system for a production room with 48% water conservation, saving around 2,500 m<sup>3</sup> of water in that area by the end of 2024.

These measures allowed us to significantly lower our water consumption, in absolute value, as well as in intensity.

### Our goals for 2030 and our results



**-50% OF OUR OVERALL WATER CONSUMPTION VS 2022**



**-23% decrease in our overall water consumption**

**Of which -26% in Autruy-sur-Juine, meaning 19,360 m<sup>3</sup> saved**

	2022	2023	2024	consumption %	Evolution since 2022
<b>Artenay</b>	-	-	-	<b>0%</b>	
<b>Autruy</b>	<b>62497</b>	<b>75599</b>	<b>56979</b>	<b>96%</b>	<b>-26%</b>
of which borehole water	33716	25786	21359	37%	-37%
of which city water	41883	31194	37880	601%	-17%
<b>Montreuil</b>	-	<b>265</b>	<b>470</b>	<b>1%</b>	
Colmet Lepinay	-	-	470	46%	
Cityscope	-	265	-	0	
<b>Montrichard</b>	-	<b>89</b>	<b>1020</b>	<b>2%</b>	-
<b>Sarzeau (in m<sup>3</sup>)</b>	<b>595</b>	<b>515</b>	<b>663</b>	<b>1%</b>	<b>11%</b>
<b>TOTAL</b>	<b>76194</b>	<b>57848</b>	<b>58392</b>	<b>100%</b>	<b>-23%</b>



**-50% M<sup>3</sup> / TONNE PRODUCED VS 2022**

**Tracking of water consumption in m<sup>3</sup>/tonne produced in Autruy**

**16.35**  
2022

**12.12**  
2023

**11.11**  
2024

**-32% water consumed per tonne produced in Autruy between 2022 and 2024**

## 2 | Manage and conserve essential resources

### Reducing our water, soil and air pollution

#### Our challenges

Our inputs and operations, as well as our logistics, affect the quality of soil, water and air. These topics feature on our list of material issues.

#### Across our entire value chain:

- Fertilizers and pesticides can alter the quality of crops, lower yields, and seep into water tables.
- Upstream and downstream transportation of raw materials and goods emits microparticles.
- Our main production site produces effluents and volatile organic compounds.

#### Our policy and goals

#### It aims to take action at various levels, depending on our capabilities and available techniques:

- Lowering emissions and pollution: at the source by optimizing our procurement and activities. We are therefore opting for purchases and transportation means that produce lower emissions (see page ...).
- Treating emissions and waste. We aim for zero diffuse emissions and 100% compliance in terms of water discharge across our sites.

#### Implemented measures

#### To decrease soil and air pollution, our primary measures focused on:

- **Agricultural products:** we promote good agricultural practices through our sustainable vanilla / cocoa programs, and purchase organic raw materials. We are now assessing other sectors, to determine the best practices in each area.

■ **Transportation:** we have invested in the Windcoop project (see page 47) and are attempting to limit the use of the highest-emitting means of transportation with our upstream and downstream freight partners.

#### ■ Our activities within the Autruy factory:

- To ensure the quality of our water discharge and process wastewater effectively before releasing it back into the environment, we have increased the size of our water treatment plant on our Autruy site. Having increased its capacity and modernized the facility, we can now effectively measure water discharge, which is always closely monitored.
- We have set up a solvent management plan including recovery and reuse strategies, therefore minimizing waste and harmful emissions.
- We are rolling out a project to capture the volatile organic compounds produced by cocoa extraction.

#### ■ Our activities within the Montrichard factory:

- We worked with the local association of municipalities to put in place an agreement to discharge toward the municipal water treatment plant: 1,000 m<sup>3</sup> in 2023 and 4,000 m<sup>3</sup> in 2024. This solution allows us to ensure the best possible treatment for our water discharge, in partnership with local stakeholders.



## Our goals for 2030 and our results

### AIR POLLUTION - AUTRUY



228.8 t

of Volatile Organic Compounds in 2022

### SOIL POLLUTION



100% COMPLIANCE  
WITH REGULATIONS  
ON WATER DISCHARGE



Compliance rate of water  
from the treatment plant:

82.75%

Compliance rate of road water:

76%

## 2 | Manage and conserve essential resources

### Limiting and recovering our waste

#### Our challenges

Divided into hazardous and non-hazardous waste, the waste produced by our sites is mainly composed of residue from raw materials, wastewater sludge from the treatment of our effluents, solvents and packaging (paper, cardboard, metal, plastic). We closely monitor all production waste to identify opportunities to improve. With regard to our Environment Manager's tackling of the subject, this issue was considered a positive impact during our materiality analysis.

#### Our policy and goals

Inspired by the 4R strategy, our waste management policy focuses on:

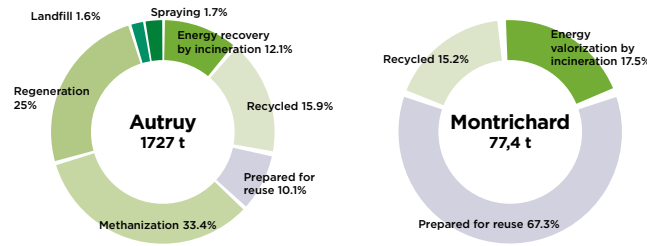
- Reducing waste at the source, especially hazardous waste.
- Increasing the rate of reuse, repurposing and recovery.
- Raising awareness among our employees.

	2022	2023	2024	Total %	Evolution since 2022
Hazardous waste	74	76	114	6%	54%
Non-hazardous waste	4114	3030	1613	89%	-61%
WEEE	0	0	0	0%	-27%
<b>Autruy industrial site</b>	<b>4188</b>	<b>3106</b>	<b>1727</b>	<b>95.2%</b>	<b>-59%</b>
Hazardous waste	-	-	-	0%	
Non-hazardous waste	-	71	77	4%	
<b>Industrial Total Montrichard</b>	<b>71</b>	<b>77</b>	<b>4.3%</b>	<b>not relevant**</b>	
Hazardous waste	76	78	122	7%	61%
Non-hazardous waste	4115	3039.9	1693	93%	-59%
WEEE			0	0%	
<b>SITES TOTAL</b>	<b>4190.8</b>	<b>3117.4</b>	<b>1814.8</b>	<b>100%</b>	<b>-57%</b>

It should be noted that at the Autruy site, in 2024, the drop in the volume of non-hazardous waste is linked to the fact that cocoa residue is now considered a co-product instead of waste.

#### Implemented measures

Processing of production waste in 2024:



By working closely with our stakeholders, the measures we have implemented focused on:

- **Drawing up an appraisal of our office waste and production waste in 2021.**
- **Reducing waste at the source:**
  - **production waste:** since 2024, organic "waste" intended for use in animal feed has no longer been considered waste.
  - **office waste:** water fountains, reusable bottles and cups have been provided at all sites since 2021.
- **Increasing the reuse or recovery rate.**

- **Raising awareness among our employees:** since 2022, we have taken several measures. In 2024, four out of five French sites took part in **World Clean Up Day**, collecting over 200 kg of trash. Prov'act Eco Gestes also ran a communication campaign to mark the European Week for Waste Reduction.

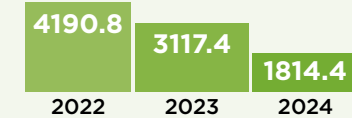
## Our goals for 2030 and our results

### ALL WASTE



REDUCE OUR HAZARDOUS AND NON-HAZARDOUS WASTE

Monitoring of waste produced in tonnes / annually\*



**-57%**  
between  
2022  
and 2024

\*see appendix for more detail

### ORGANIC INPUTS & OUTPUTS



100% REUSED, RECOVERED OR REPURPOSED AS ANIMAL FEED

Share of cocoa residue sent for use in animal feed:



100% OF OUR EMPLOYEES INFORMED ABOUT SORTING AND REDUCING WASTE



# 3 | Preserve biodiversity and our natural heritage

## Our challenges

We are fully aware of the impact of our activities, and those of our value chain, on biodiversity, but also of our dependence on supplies of raw materials that come from nature: the availability and quality of the natural resources that we source are intrinsically linked to the ecosystem services afforded by biodiversity. **This is in fact our most material issue.**

## Our policy

As the sectors we work in are particularly exposed to risks of deforestation and soil degradation, our policy aims to:

- Encourage suppliers and local communities to work with us in preserving and regenerating biodiversity, to ensure the future of our activities.
- Raise awareness among our employees and encourage them to take action locally in the regions where we are active.

## Implemented measures

Since 2023, we have incorporated the careful consideration of risks linked to biodiversity and the fight against deforestation into our responsible procurement policy, specifying this factor in our requirement specifications for suppliers (see page 21).

Furthermore, as part of the sustainable programs that we support in the vanilla and cocoa sectors, we contribute to soil conservation and the regeneration of biodiversity with the help of organizations such as FC Productions and Graines de Vie for our Care&Act program, but also the Missouri Botanical Garden for our Bemanevika Vanilla program.

- **In the Madagascan vanilla sector**, our programs allow us to:
  - distribute cash crop seedlings, shade trees or endemic fruit trees;
  - restore degraded plots;
  - support producers in implementing sustainable agricultural practices. They are trained on the risks associated with the loss of biodiversity but also on different techniques, such as agroforestry. These measures particularly help to prevent slash-and-burn agriculture.



**244 growers trained**  
on the risks associated with the loss of biodiversity, through our Care&Act program

As well as these measures, we take part in reforestation mapping. The aim is to identify the risks linked to deforestation and study maps of the areas to be reforested, to prevent areas being too full and to plant trees in priority areas.



## Our partners



## Our goals for 2030 and our results



**NO IMPORTED PRODUCT COMING FROM DEFORESTATION**



**CONTRIBUTE TO USEFUL REFORESTING IN THE REGIONS THAT SUPPLY US**



**13,600 trees planted**

suitable to the ecosystem and useful to communities in the SAVA region, such as forest and fruit trees, between June 2024 and March 2025

**9,177 seeds shared**

across 3 villages for community reforestation

**31.8 ha reforested**

since 2023, thanks to the program

**6,466 seedlings distributed**

for individual reforestation in 7 villages, according to growers' needs

## 3 | Preserve biodiversity and our natural heritage

### ■ In the Ivory Coast cocoa sector

Through our partners' programs in the cocoa sector, we take part in initiatives that aim to protect forests, preserve ecosystems and promote agricultural practices such as shade management, which seek to improve biodiversity and mitigate the impact of climate change.



## 3,500 shade tree seedlings

**distributed to cocoa growers, contributing to the improvement of soil health, carbon sequestration and income diversification.**

These measures are essential, and also help us to adapt to regulatory standards that are constantly changing, particularly in preparing for the EU regulations on the fight against deforestation (EUDR).

### ■ For our French locations

**Our Autruy-sur-Juine site** is located 600 meters from a **Natura 2000 area**, and **less than 1.5 km from a ZNIEFF** (recognized natural area of ecological, faunal and floristic interest) named "grasslands of the Upper Juine Valley", which stretches across 9 hectares at the heart of the town. This recently determined position will oblige and encourage us to perform a biodiversity inventory in the years to come.

**In Montrichard**, our second French factory located on a pre-existing site, which therefore limits land take, features a range of green areas, including a forest.

**In Montreuil**, we have created a green rooftop including flowers, fruits and vegetables to promote urban biodiversity, as well as a 400 m<sup>2</sup> garden. Maintained by a landscape gardener, these spaces aim to create a harmonious ecosystem in an urban environment, while raising awareness among our employees and visitors about the importance of taking care of nature every day.

## Our goals for 2030 and our results



**PRESERVE THE NATURAL HERITAGE OF THE REGIONS WHERE WE ARE ACTIVE AND PROMOTE LOCAL BIODIVERSITY**

▼ Green rooftops at the Montreuil site



















## Appendices



# Appendix

## Progress chart

Pillar	Ambitions	Goals	2030 Target	2024	
<b>1/ Extracting the best of nature and our know-how</b>					
 	# 1- Develop and sustain a responsible procurement policy	Improve our vanilla's traceability level at the plot	100%	10%	
		Improve our cocoa's traceability level at the plot	100%	0%	
		Source 50% sustainable vanilla and 100% sustainable cocoa	50% sustainable RM incl. 100% cocoa	20% Vanilla 22% Cocoa	
	# 2- Guarantee product safety and quality	Diversify the pool of suppliers for strategic raw materials	100%	100%	
		100% of our buyers trained in responsible procurement	100%	40%	
	# 3 - Toward a more responsible, circular offering	Rate of justified complaints <1%	<1%	2.1% - Autruy 0.5% - Montrichard	
		Define the FSSC22000 certification as essential at our sites	100%	100%	
		100% of R&D, PROCUREMENT and Product Marketing teams trained in eco-design	100%	80%	
		100% of co-products recovered at our Autruy-sur-Juine production site	100%	100% of cocoa co-products recovered	
<b>2/ Imbuing each of our encounters with our shared values</b>					
   	# 1 - Build a responsible sector with our peers, partners, suppliers and clients	Suppliers signing our suppliers' commitment charter	100%	68%	
		# 2- Support local communities in Madagascar	Contribute to developing local communities through our direct measures and our partnerships with them	see KPI p. 33	
			# 3- Have a positive impact on the regions where we are active	Support local projects - contribute to the local economy	see initiatives p. 35
<b>3/ Passing on our passion to future generations</b>					
   	# 1- Ensure our employees' safety	Aim: 0 accidents	0	7	
		# 2 - Develop quality of life and working conditions and promote our employer brand	Employee satisfaction index above 85/100	> 85/100	81//100
			# 3- Foster talent and ensure that knowledge is passed on	100% of employees with at least 5 years' service must have received training	100%
		# 4 - Promote diversity, value difference and encourage equity	Keep the gender equality index above 95/100	≥ 95/100	95//100
			Achieve a 7% employment rate for people with disabilities	7%	2%
# 5- Free up our teams' energy and intelligence	Incorporate a CSR goal in the annual performance review with each employee	100%	-		
<b>4/ Taking care of the planet and people</b>					
   	# 1- Minimize the impact of our activities	Reduce our GHG by -40% , - Scope 1,2 and 3	-40%	Trajectory shared on p. 49	
		Lower our energy consumption in absolute value by 40%	-40%	10%	
		30% of our electricity consumption comes from renewable energy sources	30%	11.67%	
		90% of vanilla imported by sea	90%	80%	
		-30% finished products shipped by air compared to 2022	-30%	-42%	
	# 2- Manage and conserve essential resources	Lower our water consumption by 50% compared to 2022	-50%	-23%	
		100% of tonnage reused, recovered or repurposed as animal feed	100%	100%	
	# 3- Preserve biodiversity and our natural heritage	Reforestation of land in Madagascar	see KPI pp. 55-56		

# Appendix

## Dialogue with key stakeholders

Stakeholders	Their expectations	Their impact	Our means of dialogue	The answers we provide
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Health and safety at work</li> <li>• Working conditions</li> <li>• Training and employability</li> <li>• Fair pay and value sharing</li> <li>• Equal opportunities and treatment</li> <li>• Understanding of the company plan and strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Absenteeism and turnover</li> <li>• Quality of work: products, customer service</li> <li>• The company's reputation</li> <li>• Social environment</li> <li>• Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Communication via email or TV display</li> <li>• Consultation of employees via surveys</li> <li>• Internal magazine</li> <li>• Speeches from management with employees invited to submit questions</li> </ul>	<ul style="list-style-type: none"> <li>• Safety and environment department, OHS and Prov'act health and safety contact persons</li> <li>• Great Place to Work survey</li> <li>• Labor agreements</li> <li>• Training and learning opportunities</li> <li>• Profit-sharing and incentive plans</li> <li>• Ethical whistleblowing system</li> <li>• Strategy shared by management</li> </ul>
<b>Staff representatives</b>	<ul style="list-style-type: none"> <li>• transparency of information</li> <li>• compliance with regulations and social legislation</li> </ul>	<ul style="list-style-type: none"> <li>• Social environment</li> <li>• Improvement of work quality and conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Regular meetings of the Social and Economic Committee (CSE)</li> </ul>	<ul style="list-style-type: none"> <li>• Management and Human Resources Director's presence at CSE meetings</li> <li>• Labor agreements</li> <li>• Legal staff representation</li> </ul>
<b>Clients</b>	<ul style="list-style-type: none"> <li>• Compliance with clients' standards (time frame, quality, safety, regulations)</li> <li>• Products' value for money</li> <li>• Continuity of supply</li> <li>• Traceability of raw materials</li> <li>• Transparency of information</li> <li>• Management of social and environmental risks in the supply chain</li> <li>• Fair business practices</li> </ul>	<ul style="list-style-type: none"> <li>• Turnover and net result</li> <li>• Reputation and renown</li> <li>• Visibility for procurement of raw materials and production</li> <li>• Evolution of our offering</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings for discussion with Sales representatives / buyers / CSR</li> <li>• Trade shows</li> <li>• Audits / client questionnaires</li> <li>• Provasens support</li> </ul>	<ul style="list-style-type: none"> <li>• Processing of client questionnaires by the Quality Department and follow-up of action / complaints</li> <li>• Site tours for clients</li> <li>• Policies for responsible procurement, food quality and safety; requirement specifications for suppliers and ethical code of conduct</li> <li>• CSR audit and certifications</li> <li>• Implementation of joint development projects</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Clarity and precision of specifications</li> <li>• Lasting business relationship</li> <li>• Respect for pricing and payment terms</li> <li>• Support in improving CSR practices</li> </ul>	<ul style="list-style-type: none"> <li>• Continuity of our activities</li> <li>• Costs and profitability</li> <li>• Quality and safety of products supplied</li> <li>• Management of social and environmental risks</li> </ul>	<ul style="list-style-type: none"> <li>• Requirement specifications for suppliers, standards handbook for vanilla</li> <li>• Gathering of information and CSR data</li> </ul>	<ul style="list-style-type: none"> <li>• Requirement specifications for suppliers, standards handbook for vanilla</li> <li>• Long-term partnerships</li> <li>• Annual supplier assessments</li> <li>• Short payment terms</li> </ul>
<b>Local authorities and residents</b>	<ul style="list-style-type: none"> <li>• Transparency about development projects affecting the local area</li> </ul>	<ul style="list-style-type: none"> <li>• Company practices and reputation</li> </ul>	<ul style="list-style-type: none"> <li>• Receiving complaints</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental stewardship</li> <li>• Mitigation of disturbances and pollution</li> </ul>
<b>Local communities and associations</b>	<ul style="list-style-type: none"> <li>• Job creation</li> <li>• Sponsorship</li> </ul>	<ul style="list-style-type: none"> <li>• Reputation</li> <li>• Talent spotting and development</li> </ul>	<ul style="list-style-type: none"> <li>• Survey of community needs</li> <li>• Social networks</li> </ul>	<ul style="list-style-type: none"> <li>• Partnership agreements</li> </ul>
<b>Schools</b>	<ul style="list-style-type: none"> <li>• Job creation</li> <li>• Contributions, skills sharing (training), funding for training</li> </ul>	<ul style="list-style-type: none"> <li>• Reputation</li> <li>• Talent spotting and development</li> </ul>	<ul style="list-style-type: none"> <li>• Talks in schools, partnerships with universities</li> </ul>	<ul style="list-style-type: none"> <li>• Welcoming interns and people on work-study placements</li> </ul>

# Appendix

## VSME STANDARDS

The VSME standards provide quantitative and qualitative criteria and guidelines for assessing a company's social and environmental impact, and incorporating these issues into its CSR strategy. We chose Option B including both the Basic and Comprehensive modules. The standards begin with B for Basic and C for Comprehensive.

General – Themes	VSME No.	Page	Section
Practices, policies or specific initiatives in the field of sustainability – public	B2 -01		This report will be made public, and describes all Prova's practices, policies and initiatives
The B2-01 standard is publicly accessible	B2-02	29	Our policies are also available on our website: <a href="http://www.prova.fr">www.prova.fr</a>
Goals within these policies	B2-03	57	Progress chart
Description of sustainability-related goals	C2-02	57	Progress chart
Highest level in the company responsible for implementing these practices, policies, goals or future initiatives	C2-03		This report will be made public, and describes all Prova's practices, policies and initiatives
Scope of the report, individual or consolidated (with subsidiaries)	B1-03	4	Foreword
List of subsidiaries included in the report	B1-04	62	Appendix no. 3 > Subsidiaries
Company type	B1-05	4	Foreword
NACE code(s) for the classification of economic activities	B1-06	4	Foreword
Turnover	B1-08	7	Prova Group's key business highlights
Number of employees in the workforce or full-time equivalent	B1-09	38	Tasteful Legacy > Prova's key business highlights in France, 2024
Countries hosting main operations and location of key assets	B1-10	7	Prova Group's key business highlights
Geopositioning of owned, leased or managed sites	B1-11	7	Prova Group's key business highlights

Tasteful Products – Themes	VSME No.	Page	Section
Application of circular economy principles	B7-01	27	Moving toward a more responsible, circular offering > Implemented measures
Details about circular economy principles	B7-02	26	Moving toward a more responsible, circular offering > Our policy and goals
Description of key product groups and/or services offered	C1-01	9	Our products and service offering
Description of the important market(s) in which the company operates	C1-02	9	Our products and service offering

# Appendix

Tasteful Partnerships – Themes	VSME No.	Page	Section
Description of the company's main business relationships	C1-03	29	Create lasting partnerships with our stakeholders
Description of key aspects of company strategy that relate to or affect sustainability issues	C1-05	19 31	"Our material issues: double materiality matrix Our priority: build more sustainable sectors –A closer look at vanilla and cocoa"
Description of practices, policies, or future initiatives related to sustainability issues (specify whether these concern suppliers or clients)	C1-01	30	Create lasting partnerships with our stakeholders > with our suppliers & with our clients
Estimated number of suppliers, as well as the sectors to which they belong and the geographic area (countries) in question	C1-04	8 22	Our business model Develop and sustain a responsible procurement policy > Extension of our scope

Tasteful Legacy – Themes	VSME No.	Page	Section
Confirmed incidents within the company workforce: child labor, forced labor, human trafficking, discrimination	C7-01 to 05	44	Promote diversity, value difference and encourage equity > Results
Gender equality ratio at management level for the reporting period	B8-01	38	Introduction > Prova's key business highlights in France, 2024
Number of employees of each gender	B8-02	38	Introduction > Prova's key business highlights in France, 2024
Number of employees in each country	B8-03	38	Introduction > Prova's key business highlights in France, 2024
Staff turnover rate	B8-04	38	Introduction > Prova's key business highlights in France, 2024
Gender equality ratio at management level	C5-01:	10	Governance > Management Committee chart
Number of temporary workers supplied by companies primarily engaged as "employment service providers"	C5-03	38	Introduction > Prova's key business highlights in France, 2024
Code of conduct or human rights policy for company staff	C6-01	37	Ensure our employees' safety > Code of conduct
The code of conduct or human rights policy covers: child labor, forced labor, human trafficking, discrimination and accident prevention	C6-02 to 07	37	Ensure our employees' safety > Code of conduct
List of other topics covered by the code of conduct or human rights policy	C6-08	39	Ensure our employees' safety > Code of conduct
System for dealing with complaints or whistleblowing system for company staff	C6-09	38	Ensure our employees' safety > Code of conduct
Number of recordable workplace accidents	B9-01	39	Ensure our employees' safety > Our results
Rate of workplace accidents	B9-02	39	Ensure our employees' safety > Our results
Average number of annual training hours per employee, paid	B10-04	43	Foster talent and ensure that knowledge is passed on > 2024 text box
Percentage of employees covered by collective agreements	B10-03	40	Ensure our employees' safety > Our results
Gender pay gap	B10-02	44	Promote diversity, value difference and encourage equity > Our results
Gender diversity ratio within the governing body	C9-01	10	Governance > Management Committee chart

# Appendix

Tasteful Planet – Themes	VSME No.	page	Section
List of the main measures that the company is seeking to put in place to meet goals to lower GHG emissions	C3-07	49	Minimize the impact of our activities > Our climate strategy and trajectory
Description of the transition plan for mitigating climate change	C3-08	49	Minimize the impact of our activities > Our climate strategy and trajectory
Description of climate-related hazards and transition events	C4-01	13 14-15	Our material issues: double materiality matrix Main challenges and risks
Description of how the company has assessed the exposure and sensitivity of its assets, its activities and its value chain to these climate-related hazards and transition events	C4-02	13 14-15	Our material issues: double materiality matrix Main challenges and risks
Description of time frames for climate-related hazards and transition events	C4-03	13	Our material issues: double materiality matrix
Measures for adapting to climate change to face all climate-related hazards and transition events	C4-04	15	Main challenges and risks
Description of potential negative effects of climate-related hazards likely to affect its financial performance	C4-05	19	Our material issues: double materiality matrix
Total energy consumption	B3-01	50	Minimize the impact of our activities > Decarbonize out sites and processes: scopes 1 & 2
Gross Greenhouse Gas emissions (according to the GHG protocol, 2004 version) for Scopes 1 and 2	B3-02	48	Minimize the impact of our activities > Our climate roadmap: assessing to act more effectively
Gross Greenhouse Gas emissions (according to the GHG protocol, 2004 version) for Scope 3	B3-03	48	Minimize the impact of our activities > Our climate roadmap: assessing to act more effectively
Greenhouse Gas Intensity (Calculated based on B3-02[Total]/B1-08 (=Turnover) )	B3-04	48	Minimize the impact of our activities > Our climate roadmap: assessing to act more effectively
Goals to lower GHG emissions: Target year(s)	C3-01	48	Minimize the impact of our activities > Our climate roadmap: assessing to act more effectively
Goals to lower GHG emissions: Value(s) in target year(s)	C3-02	48	Minimize the impact of our activities > Our climate roadmap: assessing to act more effectively
Goals to lower GHG emissions: Base year(s)	C3-03	48	Minimize the impact of our activities > Our climate roadmap: assessing to act more effectively
Goals to lower GHG emissions: Value(s) in base year(s)	C3-04	48	Minimize the impact of our activities > Our climate roadmap: assessing to act more effectively
Goals to lower GHG emissions: units used for the targets	C3-05	48	Minimize the impact of our activities > Our climate roadmap: assessing to act more effectively
Share covered by the targets	C3-06	49	Minimize the impact of our activities > Our climate strategy and trajectory
Number of sites the company owns, manages or leases in or near sensitive areas from a biodiversity perspective	B5-01	56	Preserve biodiversity and our natural heritage
Water consumption	B6-03	52	Manage and conserve essential resources > Save water, a vital resource
Water consumption on sites located in high water stress areas	B6-04	52	Manage and conserve essential resources > Save water, a vital resource
Total annual production of hazardous waste	B7-03	63	Appendix no. 4 > Detailed table of waste production
Total annual production of non-hazardous waste	B7-04	63	Appendix no. 4 > Detailed table of waste production
Total annual amount of waste recycled or reused	B7-05	63	Appendix no. 4 > Detailed table of waste production

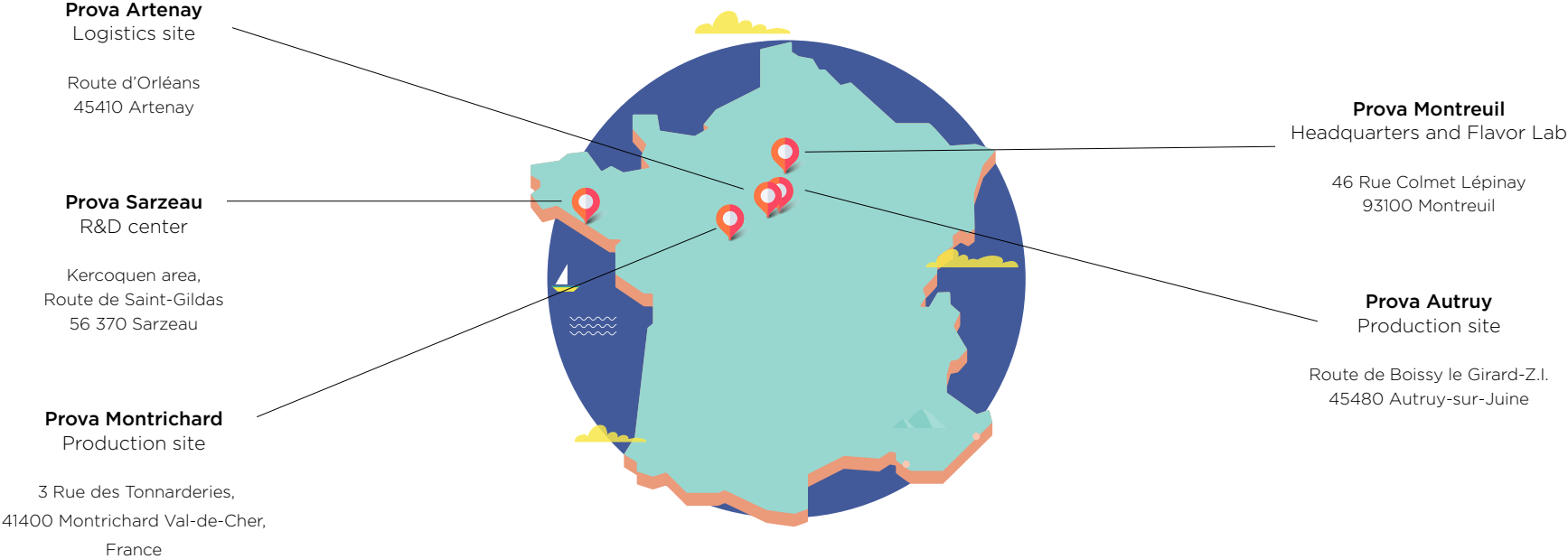
# Appendix

## Geopositioning of owned, leased or managed sites

Name of the site, address, ZIP code, city, country and coordinates

France			
Site Type	Address	Contact	Geopositioning
Headquarters	Prova SAS, 46, rue Colmet-Lépinay 93100 Montreuil	+33(0) 1 48 18 17 20 - contact@Prova.fr	48.8547201566952, 2.4435488957854323
Production factory	Prova, Route de Boissy le Girard 45480 Autruy-Sur-Juine	+33 (0)2 38 32 52 84	48.27526134981314, 2.1072741865088087
Logistics platform	Prova, Rue d'Orleans 45410 Artenay	+33 (0)2 38 21 10 00	48.07320865388044, 1.8785748153147812
R&D center	Prova, Kercoquen 56370 Sarzeau	+33 (0)2 87 41 99 20	47.51896298863014, 2.7893216379744943
Packing plant	Prova, 3, rue des Tonnarderies, 41400 Montrichard-Val de Cher, France	+33 (0)2 19 00 36 45	47.352716874863276, 1.1962137282578977

Based in the Paris area, we have five sites in France:



# Appendix

## Geopositioning of owned, leased or managed sites

Name of the site, address, ZIP code, city, country and coordinates

Country	Subsidiaries		Address
Germany	Prova GMBH Subsidiary	Offices	Prova Pflanzenextrakte und Aromen GmbH Lebacher Straße 4 66113 Saarbrücken GERMANY
Thailand	Prova ASIA LTD Company under Thai law	Offices	No. 69/6, Tang Hua Pak Building, 5th Floor, Room No. 1, Soi Suksawittaya, Silom Road, Silom Sub-district, Bangrak District, Bangkok.
		Factory	88/2 Moo 15, Bang Sao Thong Bang Sao Thong, Samut Prakan 10570 Thailand
USA	Prova Inc. Subsidiary	Offices	Prova INC 48 Dunham Rd Suite 5000 Beverly, MA 01915 USA
India	Prova Flavours INDIA Pvt Ltd Private Limited Company under Indian law	Offices	INDUSTRIAL PLOT NO.25 KIADB HOODI VILLAGE BANGALORE EAST TALUK MAHADEVAPURA BANGALORE - 560 048 INDIA
Indonesia	PT. Prova Company under Indonesian law	Offices	Gedung De Ploeit Centrale Lt 6 No. 603A Jl. Pluit Selatan Raya Blok Q No. 1 Jakarta Utara - 14450 INDONESIA
South Africa	Prova SOUTH AFRICA (PTY) LTD Company under South African law	Offices	UNIT 48 PETREL AVENUE THATCHFIELD HEIGHTS, the capital city of CENTURION, GAUTENG 0157 SOUTH AFRICA
Mexico	OLEOVAN SA from CV Company under Mexican law	Offices	Escalera 27, San Bartolo Atepehuacan, Ciudad de México, 07730, MEXICO
Chile	Est. Prova CHILE spa	Offices	Ave. El Bosque Norte 20 0 / 211Piso 1 Las Condes Santiago de Chile 7550092 CHILE
Brazil	Prova BRAZIL LTDA Company under Brazilian law	Offices	1560 avenida Queiroz Filho, Terreoescritorio 7G Cond visa verde offices setor Vila G2. Villa Hamburguesa, SAO PAULO, BRAZIL.
LATAM	Prova LATAM SA	Offices	PLAZA CAGANCHA 1145 PISO 6 MONTEVIDEO, URUGUAY

# Appendix

## Monitoring of waste produced in tonnes / annually

	2021	2022	2023	2024	Total %	Evolution since 2022
Hazardous waste				6		
Non-hazardous waste				-		
WEEE				-		
<b>Artenay</b>				<b>6</b>	<b>0.4%</b>	<b>not relevant*</b>
Hazardous waste	47	74	76	114		54%
Non-hazardous waste	2,922	4,114	3,030	1,613		-61%
WEEE	0.36	0		0		-27%
<b>Autruy-sur-Juine</b>	<b>2,969.4</b>	<b>4,188</b>	<b>3,106</b>	<b>1,727</b>	<b>95.2%</b>	<b>-59%</b>
Hazardous waste		2	1.5	1		
Non-hazardous waste		1	0.85	1		
<b>Montreuil</b>		<b>2.7</b>	<b>2.35</b>	<b>2</b>	<b>0.1%</b>	<b>-26%</b>
Hazardous waste		-		-		
Non-hazardous waste		-	7.1	77		
<b>Montrichard</b>			<b>7.1</b>	<b>77</b>	<b>4.3%</b>	<b>not relevant**</b>
Hazardous waste			0	-		
Non-hazardous waste			2	2		
<b>Sarzeau</b>			<b>2</b>	<b>2</b>	<b>0.1%</b>	
Hazardous waste		76	77.5	122		61%
Non-hazardous waste		4,115	3,039.9	1,693		-59%
WEEE				0		
<b>SITES TOTAL</b>		<b>4,190.8</b>	<b>3,117.4</b>	<b>1,814.8</b>	<b>100%</b>	<b>-57%</b>

\* not relevant as data for Artenay was only collected in 2024

\*\* not relevant as activities in Montrichard only officially began from September 2023

The background of the entire image is a close-up, high-contrast photograph of several dark brown, wrinkled vanilla beans. The beans are arranged in a somewhat chaotic but rhythmic pattern, with some in sharp focus and others blurred in the foreground and background. The lighting highlights the texture of the beans, showing their characteristic ridges and creases.

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