






SUSTAINABLE DEVELOPMENT REPORT 2022

Leading the ecological transition
and pickle ethics by 2030

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A FAMILY THAT HAS LOVED PICKLES SINCE 1909 ? IT'S US, REITZEL !

And a century later, turning plants into delicious vinegar-based products is still our passion. The secret to our extraordinary pickle experience? The taste for balance: good things YES, but with sustainability at heart. It takes courage to carry out the pickle's ecological and ethical transition !

Our recipe for moving forward ?

- VIA our ability to dare and think differently
- VIA the creation of the first Fairtrade sectors of pickles in the world,
- VIA the revival of local pickle production in France & Switzerland,
- VIA the commitment to give back to the earth what is taken from it through the practice of agro-ecology,
- VIA the circular economy of the pickle so that nothing is lost,
- VIA respect and kindness to our agricultural partners.

Because we take our commitments very seriously without ever taking ourselves too seriously, because we say what we do, just as we do what we say, and because we are committed to making our world a better place...

Through actions taken today, we will see a greener tomorrow as we strive to make our pickles even more environmentally friendly, to make our employees, partners, and customers even prouder of our efforts, and to create a healthier and more sustainable world around us.

We are making progress towards becoming the pioneers of fair pickles!
Join the adventure.

VIA Reitzel – Very Important Actions



"I firmly believe that incorporating social and environmental responsibilities into our business model will drive innovation and help us create value in a unique way. It will also showcase the possibility of a regenerative economy, which is a point of great pride for our workforce."

Bernard Poupon,
President of the Reitzel Group



VIA FOR "VERY IMPORTANT ACTIONS"

This document closes a chapter in our sustainable development journey and introduces all of our ambitions for 2030.



In recent years, sustainable development issues have been at the heart of our concerns.

We wanted to move quickly while exploring new sustainable ways to develop the production, packaging and sales of our products. For this, we have deployed an approach based on two axes:

- To begin with, we enhanced the environmental performance of our operational sites by implementing specific measures.
- Then, through a succession of pilot projects that allowed us to launch the first sustainable products with certifications.

We've already made some progress and we've learned a lot.

DESIGN OF OUR STRATEGY AND PROGRAM FOR SUSTAINABLE DEVELOPMENT 2030: "VIA"

In 2022, we conducted a thorough review of our business and sustainability approach. As a result, we developed an overarching strategy that places sustainability at the core of our business model, with the aim of driving our overall business performance. We named it VIA, as a nod to the Roman roads and to symbolise the path of concrete actions we want to achieve: Very Important Actions.

So today we are ready to do more to drive positive impact on a broader scale and across our value chain.

In order to define our new 2030 ambitions, we have established core beliefs

and values that will guide all of our actions and decision-making at Reitzel. Our goal is to minimise our negative impacts and maximise those actions that may create positive impacts.

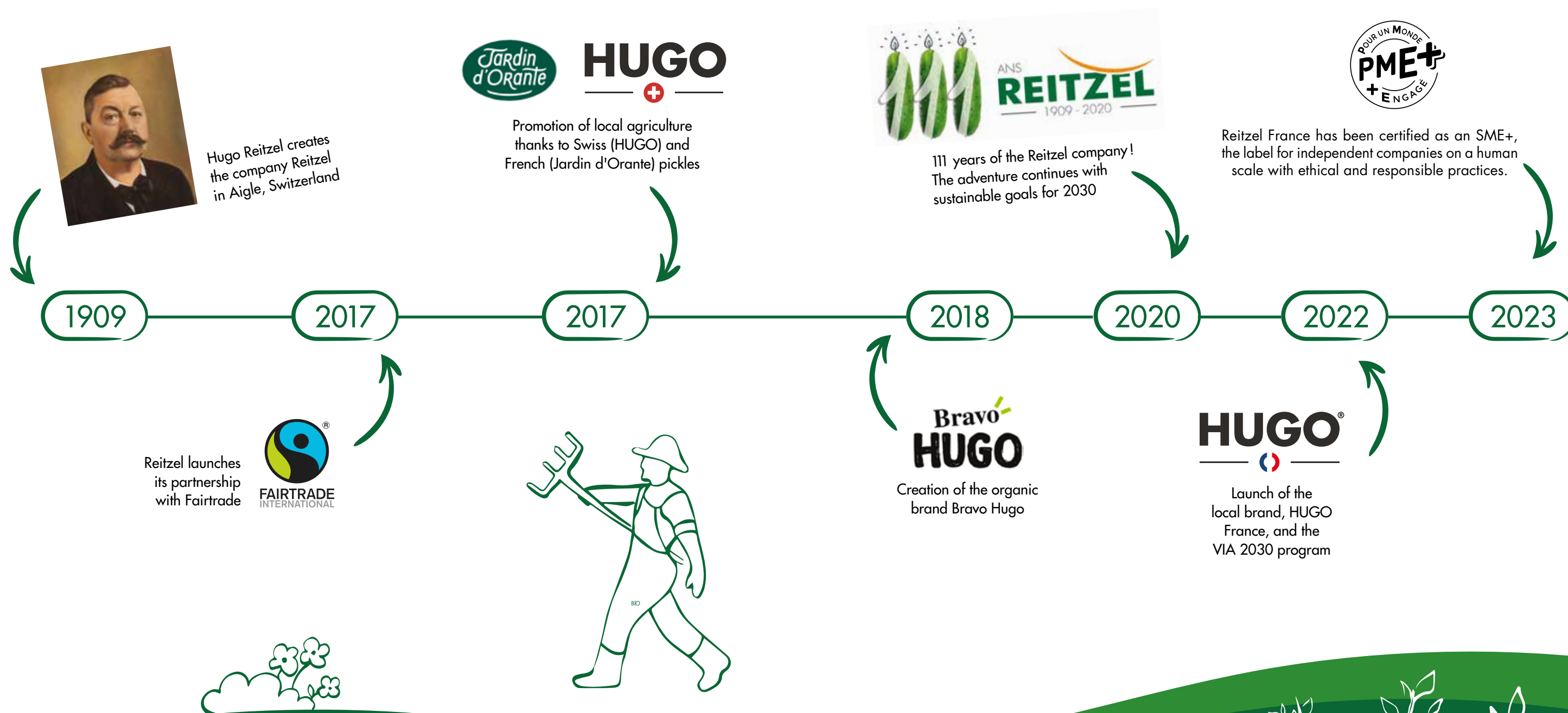
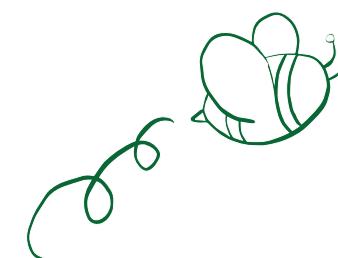
In this report, we will share our beliefs and explain how we plan to act on them. By working as a team with our partners, we aim to strengthen our performance and contribute towards transforming the pickle industry into a positive force.



OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT

IT BEGAN A LONG TIME AGO

114 years of heritage



OUR BELIEFS

Turning towards **the 2030 horizon**, we have defined **our core beliefs** that will guide our company to have a positive impact throughout our ambitious journey of VIA sustainability.



ALL EMPLOYEES, FARMERS, PARTNERS AND CUSTOMERS MUST BE RESPECTED AND NO ONE SHOULD BE LEFT BEHIND

2022 marks the fifth anniversary of the creation of our first Fairtrade cooperative in India, a world pioneer in the pickle sector.

This Fairtrade program now has 5 cooperatives, bringing together more than 2,600 agricultural partners. By 2030, we aim to accelerate this expansion, to reach 100% sourcing of our products from Fairtrade certified brands.

Our employees are our greatest asset. It is therefore our duty to ensure the respect, well-being and safety of our employees. Improving working conditions, giving meaning, and strengthening their personal development are our priorities.

We also want to provide traceability and transparency in our integrated agricultural sectors as well as in the

labelling of our products with the support of certification and a Clean Label approach.



NATURE IS OUR BEST PARTNER TO SUSTAINABLY PRODUCE PICKLES FOR THE FUTURE

Reitzel has long promoted and supported the adoption of sustainable practices. Since 2017, REITZEL has been collaborating with the Global GAP organisation and conducting pilot projects in R&D farms in India to test the feasibility of sustainable best practices for pickle, chili and baby corn crops. In addition, the traceability of our European sectors is improving every year.

Intensifying the volume of organic and local pickles is one of the key priorities

of our group's business development strategy. These last 5 years mark the launch of our first ranges of local and organic products in Switzerland and France with Hugo Suisse and Jardin d'Orante in 2017, Hugo Bravo for organic French-sourced products in 2018, and with the launch of Hugo France in 2022.

Our goal is to intensify the development of these sustainable brands to represent 50% of our business volume by 2030.

But we want to go even further. Regenerative or agroecological agriculture will play an important role in our next steps. Adapting the farming practices of each of our sectors will help farmers adapt to the effects of climate change by preserving yields, the quality of the products grown and improving livelihoods.



Vanessa and Olivier Corbin – Sarthe – France

At Reitzel, sustainability is not just a word; it is a promise we have made... to our employees, agricultural partners, customers and consumers.



A VALUE CHAIN THAT IS LOW-CARBON AND WHERE RESOURCES ARE NOT WASTED IS OUR ONLY FUTURE

More and more, we are seeing the effects of climate change all over the world. We see how this has been affecting pickle culture in India for several years now, and now in Europe. Accelerating the decarbonisation of our activities across our value chain is necessary for this reason.

Since 2016, we have started to reduce the use of our resources in factories by implementing a range of more sustainable measures and equipment. Today, our sense of urgency pushes us to accelerate and optimise our energy transition and the preservation of the natural resources we use, such as water. To do this, in 2022 we conducted a carbon footprint analysis on scopes 1, 2 and 3 of the group. Based on these results, we are now able to finalise our action plan to significantly reduce our carbon foot-

print. Our plan includes reducing our emissions by 50%, exploring circular economy solutions for waste recovery and implementing more sustainable packaging options. Finally, our goal is to operate our operations as efficiently as possible while utilising 100% renewable and/or carbon-free energy.

OUR VISION, OUR MISSION, OUR PURPOSE IN 2030

Together with our members of the Board of Directors, we have rethought our corporate vision by integrating our aspirations and ambitions for a sustainable future.

Our Vision

Set the standard for gourmet and sustainable pickles

Our Mission

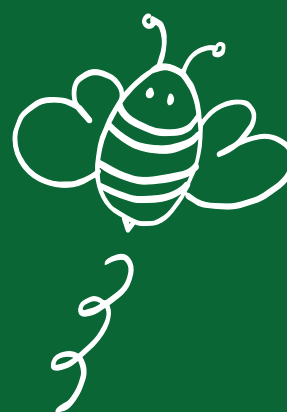
Have the courage and conviction to transform the Pickle sector into a force for good. We aim to fully integrate the taste for balance and innovation into our sustainable development program, VIA, which stands for respect for People, Agriculture, and the Planet.

Our Purpose

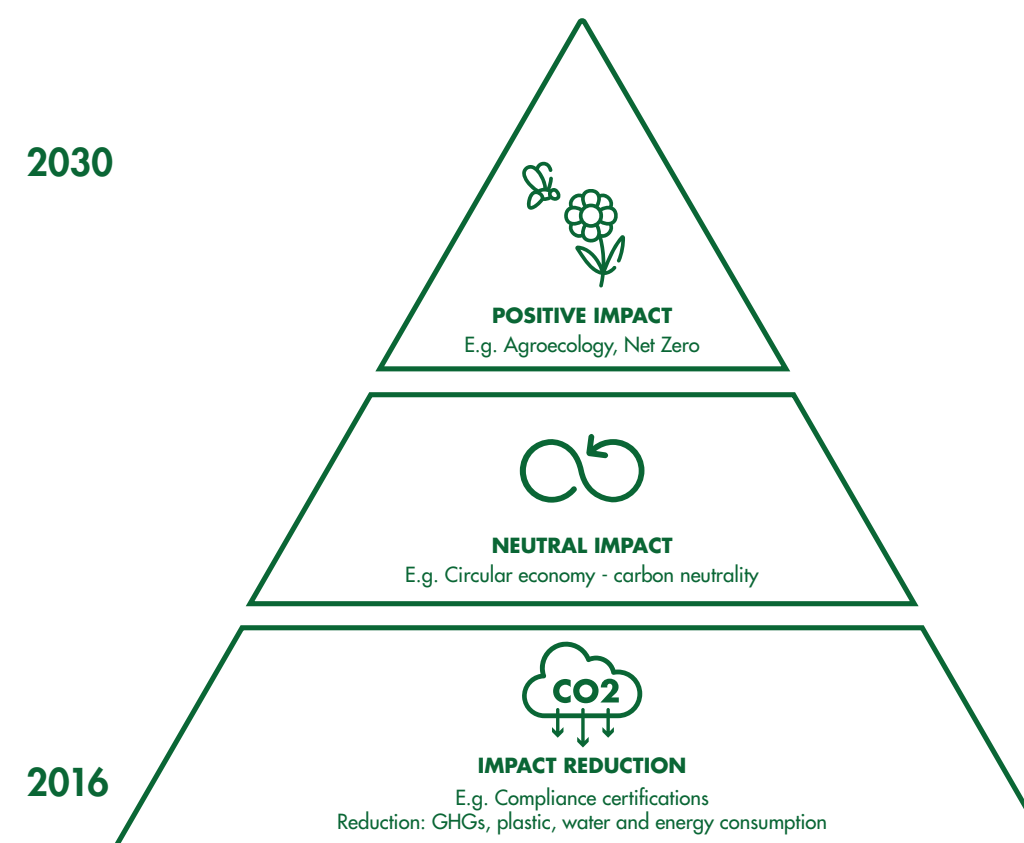
We can work together to guide the ecological and ethical transition of pickle, with the aim of respecting both nature and humans

Our Promise

We want every pickle bite to come from a place of love, responsibility and solidarity



Our sustainable development approach is ambitious. Our mission is to drive positive change in the pickle industry by implementing three key strategies: reduction, avoidance and sequestration, and regeneration.



Our path to a regenerative pickle economy requires action on three levels at the same time: reducing & neutralising negative impacts and generating positive impacts where possible.

GENERATING POSITIVE IMPACTS

Our aspiration is for the pickle sector to become a force for good.

We suggest a new approach to transform the pickle industry by creating a business model that prioritises sustainability and responds to the growing "green" consciousness of consumers. This can be achieved by designing sustainable products and experiences that are intrinsically eco-friendly.

We are taking up the challenge of leading the ethical and ecological transition of pickle to help generate positive impacts for all stakeholders in our value chain.

NEUTRALISING OUR IMPACTS

We want our actions to contribute concretely to the United Nations 2030 Sustainable Development Goals (SDGs).

By using the SDG compass with its tools and knowledge, we have succeeded in placing sustainability at the heart of our business strategy by integrating actions that can help reduce poverty and inequality while combating climate change and biodiversity loss.

REDUCING OUR IMPACTS

To reduce our impacts and improve social and environmental performance, we have defined an action plan, i.e. a list of initiatives, prioritised and phased over time, that will need to be deployed within the company in order to generate emission reductions in our value chain and improve the quality of life of our employees and agricultural partners.

THE REITZEL VALUES

Our company holds very strong values that are defined and upheld by our employees. The management team is fully committed to supporting these values, which will drive our success in achieving our ambitious plan.



COURAGE: A KEY VALUE AT REITZEL



Reitzel Group Management Team: Gilles Vuille (CFO), Christophe Kottelat (CIO), Martial Chauvière (Industrial Director), Olivier Camille, (CEO), Bernard Poupon (President), Patrice Janvrin (India COO), Sana Hammami (France COO), Brice Canivet (Purchasing Department & Group sectors)

"For us, VIA is a corporate program where each employee is key to ensuring the success of VIA objectives. It's also our compass. It gives us a common direction and guides us to improve and progress in our sustainable practices.

VIA also reflects who we are and what our values are. We are very proud to be able to contribute together to accelerating the ecological and social transition of the pickle sector."

REITZEL'S STRATEGIC PRIORITIES

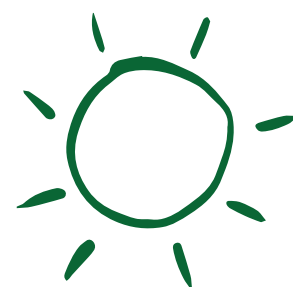


"Our ethical and ecological commitment has never been stronger. It is expressed through the ambitious VIA program. We are determined to demonstrate that we can transform the pickle sector into a force for good, capable of generating positive impacts for all: employees, agricultural and commercial partners and pickle lovers. We have chosen to follow a purpose that involves engaging all of our stakeholders to act with us in order to accelerate this transition. I am deeply convinced that the pickle can also contribute to shaping better lives and sustainable landscapes for generations to come."

Olivier Camille, CEO Reitzel Group



WE ARE EXAMINING THE OPPORTUNITY TO COMMIT TO THE B CORP™ CERTIFICATION



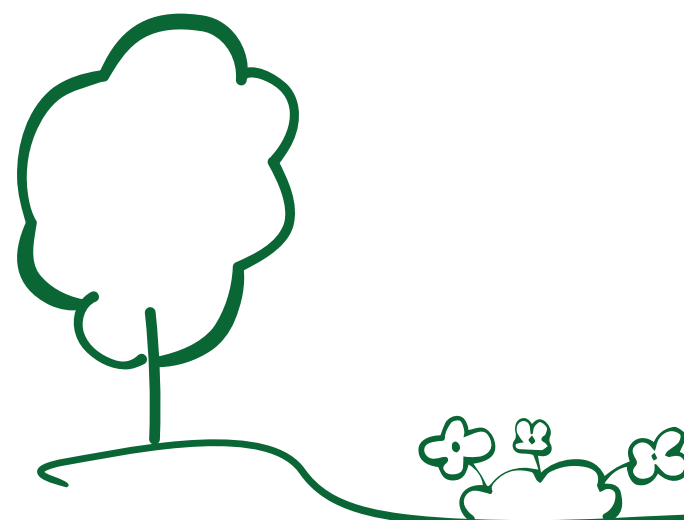
B Corp certification is a rigorous process that will help us to measure and enhance our impact on the environment, communities, customers, suppliers, employees, and shareholders as we move forward on our journey. Obtaining this certification would also be a recognition of our progress and contributions to transforming the pickle sector into a force for good.

In 2022, we conducted a pre-assessment using B Lab's digital tool, "B Impact Assessment". We were assisted by a team of Master students from the HEC University of Lausanne, supervised by Steve Aeschlimann, a lecturer in the strategy department.

This pre-qualification estimated a promising score of 84 points for our Swiss subsidiary, the score required by B Corp to obtain the certification being 80 points. This result gives us confidence

to seriously evaluate the possibility of engaging in the official B Corp process and obtaining its certification.

With this certification, we would be able to assess our continuous progress and demonstrate our ability to generate a positive impact in B Corp's key areas: community, employee, environment, governance



CERTIFICATION UNDER REVIEW



CERTIFICATION FOR THE ENTIRE COMPANY

IT'S A PHILOSOPHY
IT'S A MOVEMENT
IT'S A LEGAL COMMITMENT



THE STRATEGIC FRAMEWORK AND THE 2030 OBJECTIVES OF THE VIA PROGRAM

Respect for people

Conviction

All of us, whether we are Reitzel employees, farmers, partners and customers, must be respected and no one should be left behind.

Ambition

Our aim, therefore, is to enhance the resilience of our agricultural partners, improve the traceability of our sectors and ensure the well-being and equity of our employees.

Goals

IMPROVE LIVING STANDARDS FOR OUR AGRICULTURAL PARTNERS

- **100% Fairtrade** for all our products from brands from non-European sources
- **100% agricultural traceability**
Knowledge and monitoring of all farmers and their production

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

- **Give a sense of purpose to employees**
- **Engage employees**
- **Improve working conditions**

OFFER CONSUMERS PRODUCTS THAT RESPECT NATURE AND HEALTH

- **Traceability certifications**
- **"Clean" recipes**

A sustainable, local & organic, regenerative pickle

Nature is our best partner to sustainably produce pickles for the future.

We will, therefore, intensify and strengthen sustainable agricultural practices across all our sectors, particularly by developing organic and local production and accelerating the transition to regenerative approaches to restore biodiversity, soil quality and ecosystems.

100% SUSTAINABLE PICKLES

- **100% of Reitzel pickles will be from sustainable** and/or environmentally certified agriculture while establishing a long-term viable pickle culture for producers

TOWARDS REGENERATIVE AGRICULTURE

- **Progressive integration** of practices that are regenerative/ecological in all our sectors

INTENSIFICATION OF ORGANIC AND LOCAL PRODUCTION

- **More than 50% of our products and brands will be organic and/or local**

Climate action

A value chain that is low-carbon and where resources are not wasted is our only future.

Our goal is to reduce and ultimately eliminate emissions across our value chain while maintaining our growth trajectory. We are committed to minimising waste and preserving natural resources in every way possible.

TOWARDS CARBON NEUTRALITY SCOPE 1, 2 AND 3

- **Carbon emissions cut by 50%**
- **Contribution to the Net Zero agenda**

TRANSITION TO THE 3R CIRCULAR ECONOMY

- **100% of recyclable/recycled/reusable packaging** available to customers
- **Towards 100% of waste recovered**
- **Reduction in the use of plastic**

SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES

- **100% renewable energy and/or carbon-free**
- **Reduction in water consumption across all sites**
- **100% drip watering** for all agricultural productions

THE KEY RESULTS OF THE VIA 2022 PROGRAMME



Respect for people

FAIRTRADE

100%

Mini corn produced in **INDIA** comes from Fairtrade certified farms. 15% of pickles from Reitzel India are Fairtrade. The Premiums issued for these products between 2016 and 2022 represent a total of > CHF 410,000.

COLLABORATORS

84/100

The Professional Gender Equality Index issued to **REITZEL FRANCE** in 2022 by the Ministry of Labour, Full Employment and Integration.

5

Cooperatives created since 2016 and bringing together more than 2,600 agricultural partners.

CERTIFICATION & TRACEABILITY

We have started to list our products with the Beelong and Waste Warrior labels in Switzerland, Nutriscore in France and Switzerland, 100% Veg in India.



Sustainable, local & organic, regenerative pickle

PICKLE DURABLE

Close collaboration with **GLOBAL GAP**

Between 2017 and 2021, we conducted tests on our R&D farms with more than 30 farmers.

New partnership planned in 2023 in Eastern European countries.

AGRO-ECOLOGY

Start of the program and commitment to its first stage:

Listing of all agroecological practices. Studies in progress to define the adaptations to be made to the agronomic specificities of pickles, according to each crop and each country of production.

Organic
1000 tonnes in **EUROPE**

In Europe, we strongly developed our volumes of organic pickles in 2022, and in India, we started the project with 49 farmers, 20 of whom should be certified as Organic in 2023.

LOCAL

40 Agricultural partners in **SWITZERLAND**
1550 tonnes of pickles, including 150 tonnes of organic products.

26 Agricultural partners in **FRANCE**
784 tonnes of pickles, including 360 tonnes of organic products.

THE KEY RESULTS OF THE VIA 2022 PROGRAMME



Climate action

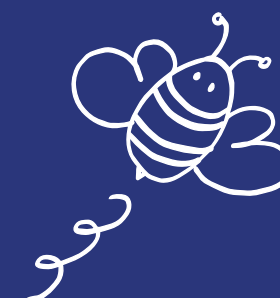
BALANCE SHEET CARBON

A carbon assessment was carried out in 2022 and 2023 on scope 1, 2 and 3. Its finalisation is scheduled for the autumn of 2023.

RENEWABLE ENERGY

Solar energy: The number of solar panels being installed is increasing.

- Reitzel India produces 13% of its energy needs with solar.
- Reitzel Switzerland will start its solar panel installations in the last quarter of 2023.
- Reitzel France is in the process of finalising its project study to take action in 2023 and 2024.



WASTE RECOVERY

300 Tonnes

of bio-waste in **FRANCE** have been integrated into the composting sectors. The packaging vinegar used during the transport of our products is also used for anaerobic digestion.

470 Tonnes of compost generated in **INDIA** from vegetable waste

443 Tonnes (Vinegar) **75 Tonnes** (Fat)

In **SWITZERLAND**, 100% of the waste from our vinegar barrels and fats from rinsing water is turned into biogas by one of our partners. In addition, 25 tons of pickles were saved with Too Good To Go.

WATER 100% 22%

of irrigation used by our agricultural partners in **FRANCE** and **SWITZERLAND** is drip irrigation (for those who irrigate, because some do not irrigate at all)

of drip irrigation installations in **INDIA** compared to 5% in 2021



PEOPLE

Respect for people

What is our belief?

All of us, whether we are Reitzel employees, farmers, partners and customers, must be respected, and no one should be left behind.

*Staff member of Seenivasan, member of
Tirupattur Agro producer company limited,
Kailapuram, Dharmapuri, Tamilnadu.*

THE CHALLENGES!

And our values!

Growing cucurbits is a complex job, requiring a lot of labour. Moreover, this product is primarily sold under the labels of large retailers. As a result, it is vulnerable to the intense price competition between different brands. Reitzel is fighting to transform this sector into a socially, environmentally and economically sustainable business model that can create shared value for all employees, agricultural partners, distributors and consumers.

Ethics

We rely on Fairtrade for our supply in India and Sri Lanka. It's a matter of ethics and respect.

By collaborating with Fairtrade we can change the way the pickle industry works through better and more stable purchase prices for the agricultural partners we work with and decent working conditions. In this way, we can help establish a fairer system for small producers and workers in developing countries.

Respect

We have been striving for many years to build a long-term relationship with our agricultural partners in all our sectors, whether in India, France, Switzerland or Eastern European countries. Indeed, we believe that equity, respect and transparency are the necessary conditions for our common success and sustainable growth.

Equity is a matter of respect. It is at the heart of our concerns, whether it is the cultivation of our raw materials, their processing or their trade.

Safety and well-being

A major challenge for Reitzel. Promoting well-being contributes to happiness at work and our employees' fulfilment, which increases their commitment and creates common values for our company.

Traceability & transparency

Consumers must see clear information about the source of raw materials on the product labels of items they buy.

THE SOLUTIONS!

How we do it.

To meet all these challenges, we are developing and implementing solutions that enhance the resilience of our agricultural partners, improve the traceability of our sectors and ensure the well-being and equity of our employees.

2030 GOALS

IMPROVE LIVING STANDARDS FOR OUR AGRICULTURAL PARTNERS

100% of our branded products from non-European sources will be Fairtrade certified

100% agricultural traceability
Knowledge and monitoring of all farmers and their production

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

Give a sense of purpose to employees

Engage the employee

Improve working conditions

OFFER CONSUMERS PRODUCTS THAT RESPECT NATURE AND HEALTH

Traceability certifications

"Clean" recipe



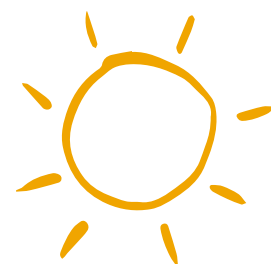
CONTRIBUTION TO OBJECTIVES OF SUSTAINABLE DEVELOPMENT



IMPROVE THE LIVING CONDITIONS OF OUR AGRICULTURAL PARTNERS

Collaboration with Fairtrade

We consider that poverty has no place in our supply, so we want to protect the livelihoods of farmers and ensure fair incomes for farmers.



Why collaborate with Fairtrade?

Small farmers and agricultural workers are among the most marginalised by the global trading system, especially in the pickle sector. Fairtrade's vision is that of a world in which all producers can enjoy secure and sustainable livelihoods, fulfil their potential and decide on their future.

At Reitzel, we share this vision. In collaboration with our Indian agricultural partners and Fairtrade, we established the world's first cooperative of Fairtrade pickles in 2016 and put it into practice. Since then, 5 other cooperatives have emerged with 2,600 members. Our Indian sector is in the process of transformation to achieve our 2030 goal.

This commitment supports a collaborative, fair and transparent approach to the pickle trade, generating a positive impact on several levels.

Social development benefits

Agricultural partners who are members of the Fairtrade cooperative, such as Ramanna, from Tumkur and Raju, from Kunigal, have access to a range of social services, such as:

- Training opportunities
- Access to the processes of collective bargaining
- Adequate safety and occupational health conditions
- Training for the Fairtrade Premium Committee and for workers must be regular and continuous in order to manage the Fairtrade Premium in an optimal way.
- The label also requires zero tolerance for child labour and forced labour while ensuring equal pay and supporting women.

Impact on economic development

Fairtrade producers also receive a minimum price guarantee and a Fairtrade premium. These new income conditions can now cover the costs of sustainable production and invest in improving the quality of life of their family while improving the health, education and environmental situation of their workers and local communities.

Promoting sustainable agriculture

Organic production is also encouraged and rewarded with higher Fairtrade minimum prices for products from organic farming.

Reitzel's collaboration with Fairtrade in 2022 comprises:

- 5 Fairtrade partner cooperatives
- 1 production of pickles and mini corn
- 2,600 member farmers (vs. 1,690 farmers in 2019)



Testimonials from our Fairtrade producers.

"Since we've been practising Fairtrade agriculture with Reitzel, we get a premium, and we can decide to buy what we need, such as agricultural equipment. We also get better profits from it."

Raju, Fairtrade Farmer
Vagaragere village, Kunigal, India



Fairtrade Mini corn is shelled by hand by farmer Lakshmana and his family in the village of Beeramaranahalli to preserve the highest quality of the product.



Thriveni selectively harvests the best quality Fairtrade mini corn cobs by hand.



The farmer Ramanna, in the village of Haranapalya of Tumkur, shows us his traceability sheet for his Fairtrade production of mini corn.

FAIR TRADE IS NOT ONLY ATTENTIVE TO THE REMUNERATION OF FARMERS.

Collaboration with Fairtrade

Our Fairtrade story begins in 2016 when we obtained the first FAIRTRADE certification for more than 500 Indian farmers, grouped into 2 cooperatives. In 2017, 480 tonnes of mini corn were produced under the label with a development premium for member farmers reaching nearly 27,000 Swiss francs (about 27,000 Euros). Since then, the number of cooperatives created has continued to increase and diversify its products, ensuring an ever-increasing volume of mini corn, along with pickles and Fairtrade-certified peppers.

YEAR	Total INR premium	Total CHF premium
2016	202,942	2,537
2017	2,158,011	26,975
2018	2,603,215	32,540
2019	3,557,011	44,463
2020	6,521,452	81,518
2021	10,631,757	132,897
2022	7,563,481	94,544
TOTAL	33,237,869	415,473

~100K CH This is the premium received by Indian producers in 2022.

"Protecting the planet also means protecting the people who live there!"

Our specifications with the Fairtrade/Max Havelaar label reflect our commitment to fair trade that ensures a sustainable production model for both people and the planet. We prioritise the preservation of the environment and strive to incorporate these values into everything we do. We also encourage farmers to opt for organic farming over conventional agriculture because we consider fair trade and organic farming as complementary approaches. By joining the Reitzel India team in March 2023, I will be able to intensify and accelerate the implementation of our sustainable agriculture approach, which offers our customers even more socially responsible and healthy products."

Ms. Shravani TO
Executive-Agri Operations, Reitzel India



IT IS ALSO CONCERNED ABOUT THEIR LIVING CONDITIONS.

Evolution of our Fairtrade certified production in a few figures

+97%

This is the increase in the development premium for farmers who are members of Fairtrade cooperatives between 2016 and 2022.

MINI CORN	2017	2018	2019	2020	2021	2022
Fairtrade Harvest	222	247	478	513	519	448
Non Fairtrade Harvest	366	545	127	12	54	-
Total harvest	588	792	605	525	573	448
% Fairtrade Harvest	38%	31%	79%	98%	91%	100%

Production quantities in India from 2017 to December 2022 in tonnes.

GHERKIN	2017	2018	2019	2020	2021	2022
Fairtrade Harvest	38	261	156	844	1934	1406
Non Fairtrade Harvest	10,282	13,189	8,392	10,315	11,565	8,246
Total harvest	10,320	13,450	8,548	11,159	13,499	9,652
% Fairtrade Harvest	0%	2%	2%	8%	14%	15%

Production quantities in India from 2017 to December 2022 in tonnes.

100%

Mini corn cobs certified Fairtrade in India in 2022.

+15%

Pickles certified Fairtrade in India in 2022.



Do you know?

Reitzel is the world's first and only producer of Fairtrade certified pickles to date





"Enabling traceability, a vehicle for transparency, value, quality and consumer confidence."

The benefits of the digitalisation of agriculture can finally be seen in terms of information, communication and differentiation with the consumer. The production conditions, the societal and environmental impact of a product... are thus made visible and accessible."

Christophe Kottelat
Director of Information Systems

IMPROVE THE LIVING CONDITIONS OF OUR AGRICULTURAL PARTNERS

Agricultural traceability: a necessity

The whole issue of traceability is to create a follow-up of the product, from the field to the fork.

Farmers often use crop rotation to diversify and meet the ever-growing expectations of consumers and the downstream sector. More crops also means multiple technical routes, various production sectors and different customers with, for each production, very precise specifications to follow. Data collection and traceability are at the heart of contract compliance.

Faced with the multiplication of documents related to regulatory and commercial traceability requirements, the farmer may experience difficulties in identifying and managing the necessary documents.

These developments require the implementation of quality data management to record, preserve, secure and transmit more and more information on products and practices, while guaranteeing integrity and confidentiality.

We are working towards digital agricultural management to trace and optimise quality productivity in accordance with sustainable practices.

To facilitate the sharing of this information between stakeholders in the sector, Reitzel began the development in 2022 of its new generation of digital application that will facilitate and improve its support to its agricultural partners. Subsequently, this tool will allow transparent communication to customers and consumers.

Thanks to this solution, Reitzel and its subsidiaries' producers will be able to optimise the agricultural management of pickles while providing the traceability of products from farm to the table in a reliable way.

"Facilitating traceability exchanges with our agricultural partners is an integral part of our approach."



Objectives of the traceability platform:

- Record, monitor and report all operational transactions between agronomists, technicians and producers.
- Optimise the quality of products and monitor the profitability of producers
- Record the main activities of the technical route adopted by farmers and improve agricultural practices.

Some future features of the application:

- Record economic data (production volume, product calibration, start-of-year stock, invoices, etc.)
- Edit regulatory documents.
- Manage agronomic activities (Enter, modify and consult technical actions in the field)
- Manage input stocks in real time and more efficiently thanks to QR code technology for seeds and phytosanitary products.

"Making tools accessible, improving the farmer's skills, and building interoperability."

From the farm to the final consumer, through collective farming, the digitalisation of agriculture holds the promise of continuous improvement of production in terms of quality, environmental impact, working conditions and transparency. In doing so, it transforms agriculture and the farming profession."

Ram Maleeswara
Manager - IT & Systems, Reitzel India



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

Well-being at the heart of our philosophy

The quality of life at work is a current challenge for the health of employees and the development of companies. Enabling growth and fostering purpose should be integral to the solutions that empower individuals to enhance their abilities, embrace new challenges, advance their careers, and even embark on a completely different path.

Bringing the company's purpose to life for employees. Give a sense of purpose to the work.

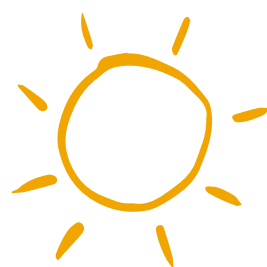
A QWL (Quality of Life at Work) study is underway at Reitzel France. Its extension to the Swiss and Indian subsidiaries is planned for the year 2023. Based on the results of this analysis, an action plan and priorities will be implemented. This will also include the goal of giving a sense of purpose to employees.

Respect for diversity and social requirements

An inventory is underway on the following 3 points:

- **Social requirements**
Low-wage situation and possible solutions for improvement.
- **Disability**
Assessment and proposal for the following actions.
- **Gender equality**
In 2022 Reitzel France obtained the score of 84/100 on the professional index for gender equality.

This index is based on 4 criteria: the gender pay gap, the gap in the distribution of individual increases, the number of employees increased upon their return from maternity leave and parity among the 10 highest salaries.



Social and environmental practices: Eco-offices & biophilia, Social policy, sharing of values.

In 2022, an editorial plan for internal communication of information and engagement with display on the sites, signage (home VIA, sorting, etc.) was designed for deployment in 2023.

In 2023, a review of the studies carried out in 2022 will allow the development of an action plan and tasks to improve biophilia and the company's social policy.

2023 will give rise to the first VIA engagement program for employees with "The Olympic Games". Its role? To engage employees to take care of their health and well-being by moving.



"Giving a sense of purpose to employees and putting well-being at the heart of our vision is a necessity.

We understand the importance of providing a conducive framework and favourable working conditions for our employees. We are committed to improving the quality of work life (QWL) by implementing measures that enable everyone to showcase their skills, creativity and enthusiasm. It's essential to adopt a well-being approach in the workplace, and this must be a collective effort. We need to express our desire to feel valued, to create meaning, and to participate in the process of improvement actively. By doing so, we can ensure that our solutions are effective and sustainable long term."

Eleanor Elwis, HRM at Reitzel France

"Gender equality, in addition to being a human right, is essential for organisations so as to create peaceful and economically sustainable societies.

Inequalities between men and women are the most historical and structural in our societies. Despite the increase in the literacy rate and technological advances over the years, there is still a long way to go to achieve gender equality. To highlight the importance of the female workforce in our organisation, every year, we celebrate Women's Rights Day, which establishes favourable conditions for women to access economic stability. At Reitzel India, we have a nursery service to help female operators care for their young children during working hours. We also provided daily shuttle services to bring the operators to the production unit and back home safely when working night shifts."

Mohan Kumar S N
Sr. Manager for People and Culture, Reitzel India



EMPLOYEES	Permanent	Seasonal	Total	Disability	Seniority
R. France	127	29	156	8	9 years
R. Switzerland	108	28	136	2	10 years
R. India	259	334	593	4	5 years
R. Sri Lanka	56	17	73	1	New
Reitzel Group	494	408	902	15	

Employee engagement is an essential lever for well-being at work

Setting up an employee engagement program is one of the key objectives of our HR teams in France, India and Switzerland. It is synonymous with the smooth running of the company and goes hand in hand with the improvement of working conditions.

We are developing a comprehensive program that will follow the employee throughout their professional cycle at Reitzel.

Our goal? We want to ensure that employees are happy, committed to their tasks, and achieving personal objectives.

Engage the employee

Our approach consists in activating 4 levers of best practices:

The basics

Clear missions, adapted equipment and materials as well as training.

Recognition

Management that listens, appreciates work and is encouraging.

Belonging to a team;

Healthy relationships, feeling important to the company and social connection.

Ambition

Career development, new skills learnt and status progression.

This approach will lead us to deploy the following action plan for 2023 and 2024:

- Sustained internal communication and a VIA training program
- An onboarding program for new employees
- A process of listening, dialogue and personalised follow-up to allow employees to share their feelings, difficulties and proposals

Improving working conditions

To optimise working conditions, a holistic approach is necessary and includes several actions to be carried out jointly.

To improve working conditions, our roadmap for the next 3 years is based on the following 3 axes:

1. Personal development

To begin with, it's essential to reflect on the requirements, procedures, tools and resources required for the establishment of a program that focuses on personal growth, skill enhancement and career development.

In the second step, the proposal of a first roadmap on a limited scope and the start of its implementation.

2. Improving well-being and wage conditions

To evaluate and implement mechanisms to reconcile productivity, health and well-being as well as to help employees to improve their purchasing power.

3. Flexibility and balance

The proposed solutions will be based on the results of the current QWL study.



"Employee engagement is essential to feel motivated, involved and happy in your work."

Fostering employee engagement is a theme that has become central to our HR team. This concept must be fully integrated into the employee experience. It aims to improve employees' feelings about their daily life in the company, so that they are as positive as possible. And of course, this experience must be valued throughout the employee's journey, from recruitment to departure, through onboarding and progression."

Sylviane Jacquier
Human Resources Manager
at Reitzel Switzerland



"VIA is a real collective business project that gives us meaning."

I am happy to see that all employees have a role to play in the VIA program to make their personal contribution. It is very motivating to be able to participate in a collective task that works to improve our living conditions and equity while preserving the environment. Working for a company like Reitzel that has a clear commitment to social and environmental sustainability is important."

Laura Troisio
Qualified Laboratory Technician
at Reitzel Switzerland

OFFER CONSUMERS PRODUCTS THAT RESPECT NATURE AND HEALTH

Traceability is a fundamental instrument to ensure environmentally sustainable and fair trade.

Reitzel is the only player in the industry to work with sectors, following the tradition of its founder, Hugo Reitzel. The family business has been able to maintain its expertise since its inception by maintaining its philosophy: building strong relationships with farmers in close proximity to the areas where crops are grown allows the business to transform high-quality vegetables into delicious products that meet consumer expectations while also ensuring complete transparency and traceability of the supply chain.

Provenance has indeed become a strong argument in the hearts of consumers, wishing to eat better and, if possible, to consume local, organic and or based on fair trade standards.

It is therefore, natural for Reitzel to establish a labelling system for its products that can inform the consumer of the practices used at all stages of the value chain: agricultural practices, packaging and composition.

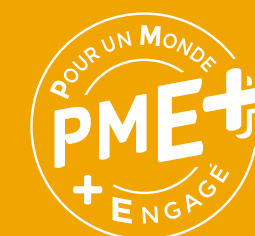
For us, the discourse of transparency must be based on reliable evidence whose authenticity cannot be questioned. We have therefore started to list our products with the Beelong and Waste Warrior labels in Switzerland, Nutriscore in France and Switzerland, and 100% Veg in India. Our goal is also to be able to ensure a 100% clean label soon.

At Reitzel, we defend an ideal, that of a world where each product is traceable and where the origin is clearly indicated on all products.

That of a world in which consumers have the opportunity to consume with full awareness. This is why our brands are starting to indicate the origin of our pickles, whether it is our Indian, Sri Lankan, or our French and Swiss sectors. As long as other market players do not do the same, consumers will be in the dark. We invite other market players, and the food industry in general, to do the same to allow all consumers to make their informed choices in complete transparency.

Aline Martin
Sales Manager Food Service, Manager of
the "People" section of the VIA Program.

Transparency on the origin of products is a legitimate requirement of our consumers



Reitzel France certified SME+!

Since January 2023, Reitzel France has been certified as an SME+, the label for independent companies on a human scale with ethical and responsible practices. The SME+ label is awarded after an annual audit carried out by Ecocert Environnement, according to a standard inspired by the ISO 26000 standard.



Making us (all) tell the truth!

In 2022, Reitzel decided to become a member of the French association of brands "En Vérité". Aware of our responsibilities because, at the heart of the system, we have therefore decided to unite within the "En Vérité" collective to ask the legislator to impose common rules of transparency on all brands. Our goal is to achieve a common label that would assess four essential impact criteria, those demanded by consumers: type of agriculture, origin, additives and nutritional quality.

Our goal is to be 100% natural and preservative-free by 2030.

Reitzel is working closely with its customers to facilitate the transition to the concept of "Clean Label" to evolve towards natural and preservative-free products.

To this end, we have developed innovative solutions and recipes capable of preserving the freshness of pickles while avoiding synthetic ingredients and preservatives.





NO ONE SHOULD BE LEFT BEHIND

*We strive to make a
long-term commitment to those with
whom we share the same values*



CARDTS (Citizens Alliance for Rural Development and Training Society)

We have been supporting CARDTS in the management of a children's home since its foundation in 2007 in Kunigal, India. This association is located about ten kilometres from our Reitzel India production centre.

CARDTS provides financial support and assistance to orphans whose parents have died of AIDS or have been severely affected by the disease, preventing them from fulfilling their role as parents. CARDTS launched SAMADAAN in 2007, in Kunigal. This home welcomes these children and is committed to caring for them by providing them with basic care, a home where they feel safe and where they receive daily schooling. Until recently, the house housed 60 children, 33 boys and 27 girls aged 6 to 18 years. Today, the orphanage has adapted to the new government standards that no longer accept gender diversity and henceforth welcomes only boys. The girls are cared for in another institution.

Handicap International

We have been associated with Handicap International for more than 20 years and support the organisation's cause by providing annual financial assistance.

Bernard Poupon, President of the Reitzel Group, was the President of Handicap International from its foundation in 1996 until 2018. He is still a member of the Board of Directors to this day.

In addition to supporting Handicap International for more than 20 years, we have also supported the orphanage managed by CARDTS in the Kunigal region (India) since its creation in 2007.

**16 years of commitment
to help protect children in communities
close to our operations in India**



CARDTS reception house in Kunigal. As a committed supporter of CARDTS, we are involved in a variety of various projects to improve the lives of these children by addressing the needs for facilities, housing, education and recreational activities.





PICKLES

*Sustainable, local,
regenerative pickles*

What is our belief?

Nature is our best partner to sustainably
produce pickles for the future.

THE CHALLENGES!

And our values!

The cultivation of pickles, mini-corn and chili peppers can also play an important role in helping to address the most urgent environmental and social problems in the regions where they grow. The challenges are many: reviving pickle cultivation in France and Switzerland, mitigating climate change, halting and reversing biodiversity loss, and improving livelihoods and food security in India and Sri Lanka. We have therefore set ourselves 3 areas of action:

Sustainable agriculture

After the various modern agricultural revolutions, the idea of sustainable agriculture gradually emerged to become a necessity. Preserving nature while satisfying consumers and working in confidence with producers: these are the principles of sustainable agriculture that we support. We wish to collaborate with our agricultural partners in order to define together a charter for sustainable pickle agriculture that is economically viable in the long term and adapted to each of our sectors.

Regenerative/agroecological agriculture

Regenerative agriculture, which we also call "agroecological" at Reitzel, is the path we choose to follow to sustain our food ecosystems and make agriculture resilient to climatic incidents.

The main issues are soil regeneration, the preservation of biodiversity, the sequestration of atmospheric carbon, the resilience of soils to climate fluctuations, the optimisation of the water cycle, and, in general, the optimisation of the ecosystem services rendered.

Organic and/or local agriculture

The environmental benefits of organic production are indisputable. By limiting the pollution of soil, water and the atmosphere, the ecosystem as a whole is positively impacted. Natural balances are preserved or even restored, and with them a whole range of flora and fauna with essential biological activity.

Favouring the production of local pickles is also a decision that we want to offer our consumers. Choosing products that are grown locally not only helps to reduce the negative impacts of transportation on the environment but also promotes crop diversity and strengthens local farms. By consuming locally grown goods, we can prioritise what is available nearby and support as many people as possible in our community. It both encourages local producers and supports the local economic fabric as a whole.



THE SOLUTIONS!

How we do it.

We will, therefore, intensify and strengthen sustainable agricultural practices across all our sectors, particularly by developing organic and local production and accelerating the transition to regenerative approaches to restore biodiversity, soil quality and ecosystems.

2030 GOALS

100% SUSTAINABLE PICKLES

100% of Reitzel pickles will be from sustainable and/or environmentally certified agriculture, while establishing a long-term viable pickle culture for producers.

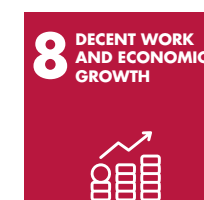
TOWARDS REGENERATIVE AGRICULTURE

Progressive integration of regenerative/ecological practices in all our sectors.

INTENSIFICATION OF ORGANIC AND LOCAL PRODUCTION

50% of our branded products will be organic and/or local, through consistent supply and production sites adapted to this new model.

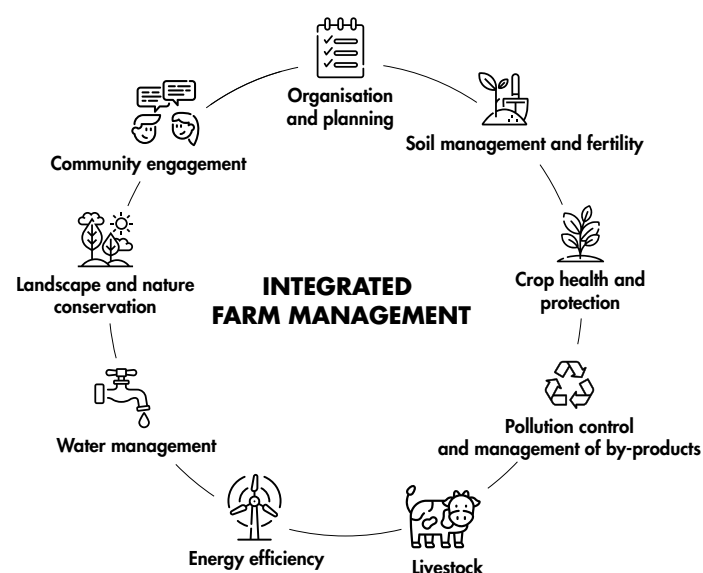
CONTRIBUTION TO OBJECTIVES OF SUSTAINABLE DEVELOPMENT



100% OF REITZEL PICKLES WILL BE FROM SUSTAINABLE AGRICULTURE

Improving and developing the long-term production of pickles while preserving the environment

Adapting farming practices has become essential to ensure a sustainable future for farmers who grow pickles and pickles in general. They must now be part of the long-term economic equation, and allow the sectors to be viable.



Promoting integrated agriculture

We want to set up a charter that proposes a collaborative effort with our farming partners to accelerate the adoption of best practices. This involves encouraging producers to test new ethical methods with the support of our agronomists and technicians.

Some examples of priority actions:

- Ensure a trust-based relationship with our partners
- Use fewer chemical inputs
- Collect and recycle plastic for mulching

Close collaboration with Global Gap

Between 2017 and 2021, we conducted tests on our R&D farms with more than 30 farmers. These pilots were not conclusive: they revealed that the local specificities, as well as the production requirements for pickles of a very small size, were not compatible with the constraints of the Indian Global Gap.

But we are persevering with a partnership planned in 2023 in Eastern European countries.

A pilot project was proposed to our agricultural partners for a first test phase.



A few words about Global Gap

Promoting sustainable agriculture has become a necessity.

Thanks to new technologies, innovation and mechanisation, modern agriculture has made it possible to achieve exceptional gains in productivity and efficiency. But these have a certain cost for the environment. Moreover, the objective of food security cannot be achieved with the current use of inputs and technologies, which depletes our natural resources. Finally, the safety of agricultural products is a growing concern among consumers who are now very conscious of what they buy and consume.

Thus, Good Agricultural Practices (GAPs) have been developed by the Food and Agriculture Organisation (FAO) for the improvement and long-term development of agricultural production.

They are based on the commitment of responsible farmers to:

- Maintain consumer confidence in the quality and safety of the products.
- Minimise adverse environmental impact while preserving the fauna and flora.
- Improve the efficiency of the use of natural resources.
- Ensure a responsible attitude towards the health and safety of agricultural workers.

Agricultural best practices are a set of rules to be respected in the management of crops. In order to achieve the stated objectives, it is important to have a guiding theme that focuses on knowing, understanding, planning, measuring, recording, and managing all activities from planting to harvest handling.

The Global GAP certification is based on these best practices, via a framework of which principles are as follows:

- Traceability & documentation
- Seeds and plants
- Production site and soil
- Fertiliser, water
- Protection of crops
- Harvest
- Packaging and handling of products
- Waste management
- Human health and safety
- Environment



TOWARDS REGENERATIVE AGRICULTURE

Regenerating soils by working with nature

As we go through a decisive decade, we have a tremendous opportunity to shift our industry to a model that supports ecosystem services, sequesters carbon and provides diversified sources of income for farmers. We call this regenerative or agroecological agriculture, a vision based on the opportunities offered by nature and its diversity.

By practicing regenerative/agroecological agriculture, we can contribute to:

- Reconstituting soil-based organic matter
- Reducing carbon emissions
- Improving the water cycle
- Preserving and restoring biodiversity and pollination

As we progress, organic certification will remain an option for farmers who wish to do so if this transition is confirmed to be economically viable.



Our future projects

First, we need to define and qualify regenerative agriculture and associated agroecological practices. This should allow Reitzel and each of its members to contribute to our vision of agriculture and the path towards which we are leading it. A "Position Paper" is therefore being published.

At the same time, we are in the process of listing all agroecological practices. These must be adapted according to each crop and each country of production.

We will then have to find and collaborate with partner farmers who are willing to carry out various pilot tests on pickles, mini corn and peppers.

The pilot projects will then be established in France, Switzerland and India from 2023 to 2025.

Agroecology is a constantly evolving science. Our aim is to help enhance our understanding of agronomy and integrate the latest research findings into our projects.



"We have a vision. A vision that fundamentally transforms agricultural systems, and that of the pickle."

Agriculture is now undergoing a new revolution. It needs to transform itself to face the challenges of global food sovereignty while adapting to climate constraints. Pickle cultivation must take part in this challenge, and the adoption of agroecological methods will allow farmers to turn to nature-based solutions to grow our condiments.

This means, in the long term, an immense hope: to see the emergence of viable agricultural systems, to safeguard natural balances, and to rediscover biodiversity both in terms of fauna and flora. Preserving resources and producing healthy products will benefit everyone, ensuring the well-being of people and the long-term sustainability of territories and companies. And above all, it will allow future generations to be able to live decently off the land.

It is imperative to make a significant shift towards agriculture that is more eco-friendly, regenerative and supportive of the climate.

Léopoldine Mathieu
Manager of Subsidiaries and Sustainable Development, Manager of the "Pickles" section of the VIA Program.

6 Fundamentals of regenerative/ agroecological agriculture



INTENSIFICATION OF ORGANIC AND LOCAL PRODUCTION

Encouraging organic and local production in all countries where we source and package our products

ORGANIC: A NATURAL LINK

Organic agriculture is a natural part of our commitment to the protection of nature and the restoration of biodiversity.

In India, it is a real challenge to farm organically and ensure economic viability, but we are convinced that it is possible.

In 2020, a 2-year trial was initiated with the UKPL research centre on the production of organic pickles. The results were mixed, not allowing an economically and technically sustainable culture. However, we are continuing to test to find viable methods for our agricultural partners.

In 2023, we made the decision to focus on organic mini corn, which is more easily and quickly achievable while continuing our research on organic pickles.

In Europe, we strongly developed our volumes of Organic Pickles with more than 1000 tonnes of production in 2022.

France: 4 farmers and 360 tonnes in 2022
Switzerland: 6 farmers and 150 tonnes in 2022
Germany/Poland: 580 tonnes in 2022

Our first organic results in India:

The certification of the Hemavathi Agro Producers' Association (SPO) began on 13 August 2021 - Conversion year 2 (2/3 years to obtain certification).

In 2022, 49 farmers from the SPO (Small Producer Organisation) were registered for organic farming and 20 of them should be certified in 2023.

ORGANIC FARMING IN INDIA	2021	2022	Total
Mini organic corn cobs (kg)	2,842	8,036	10,878
Organic pickles (kg)	547	39,937	40,484



Healthy soil management

"In India, we are collaborating with our agricultural partners to intensify organic practices and certification, with a focus on the 5 key areas: Healthy soil management, crop diversity, natural weed management, biocontrol products and techniques and biological pest control."

Shivaprakash TS, General Manager-Agri Operations, Reitzel India.



Cultural diversity



Natural weed management



Biocontrol products and techniques



Biological pest control

CONCRETE ACTIONS TO PROMOTE LOCAL PRODUCTION BY RELAUNCHING THE SWISS AND FRENCH SECTORS

Our desire is to accelerate the development of our short circuits

Relaunching and intensifying the production of pickles in Switzerland and France has been our priority for several years now. We've made a lot of progress. Today, we can offer a range of local products under the Hugo brands in Switzerland, and Bravo Hugo and Hugo in France.

Since 2019, the local sectors have been organising themselves and show good increases in product volumes. With, in 2022, the following situation:

SWITZERLAND

40 farmers – 47 hectares
1400 tonnes of conventional 150 tonnes of organic pickles

FRANCE

26 farmers – 47 hectares
424 tonnes of conventional 360 tonnes of organic pickles

INDIA

At the moment, no local brand exists, but our team of agronomists is working to diversify productions.

The peppers sector has grown, with the development of new crops. In addition to jalapeno, we have grown piripiri, red jalapeno and other varieties of peppers.

Jalapeno and piripiri were also partly produced under Fairtrade.

All this production will make it possible to develop the Indian and Asian local market while maintaining international supply.



2014

First partnerships with Swiss producers of pickles.

HUGO
— + —



2017

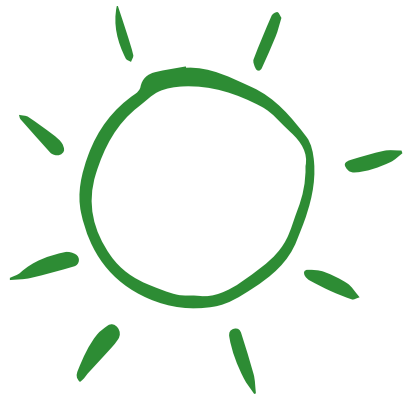
Reitzel launches the pickle range HUGO with Swiss ingredients! From 2017 to the present, extension of the Swiss HUGO range to other pickles and sauces.

HUGO
— ☚ —



2022

Reitzel launches "HUGO" the pickle that is 100% made in France & expands its range of ORGANIC pickles under its brand Congratulations, Hugo.



Agriculture is now undergoing a new revolution. It needs to transform itself to face the challenges of global food sovereignty while adapting to climate constraints. It has an immense role to play in this regard, and must therefore propose a new model that makes it possible to produce high-quality products while ensuring the preservation of ecosystems and resources.

Pickle cultivation must take part in this challenge, and the adoption of agroecological methods will allow farmers to turn to nature-based solutions to grow our condiments.

This means, in the long term, an immense hope: to see the emergence of viable agricultural systems, to safeguard natural balances, and to rediscover biodiversity both in terms of fauna and flora.

Restoring the balance between biodiversity and cultures will benefit everyone. Preserving resources and producing healthy products means ensuring the well-being of people and the long-term sustainability of territories and companies. And above all, it will allow future generations to be able to live decently off the land.

We have a vision. A vision that fundamentally transforms agricultural systems, and that of the pickle.

It is imperative to make a significant shift towards agriculture that is more eco-friendly, regenerative and supportive of the climate.



VIA
REITZEL



PLANET

Climate action

What is our belief?

A value chain that is low-carbon and where resources are not wasted is our only future.

THE CHALLENGES!

And our values!

Reitzel is growing and this represents an ongoing challenge to successfully decouple emissions from the company's growth. To do this, we will take bold steps across our value chain to reduce our GHG emissions by 50% by 2030 compared to our carbon footprint benchmark based on 2019 data.

Three decarbonisation levers are at the heart of our strategy to contribute to the Net Zero agenda: sourcing pickles from sustainable, local, organic or regenerative agriculture and exploring emerging innovations in waste management and recovery, more sustainable packaging, and the optimisation of our energy and logistics.

Overall, in our race to decarbonise, we will accelerate fundamental changes to our products and businesses on a large scale.

Towards carbon neutrality, scope 1, 2 and 3

In 2022, we launched a group-wide study to learn about and analyse our carbon footprint on scopes 1, 2 and 3.

The results obtained will guide us in defining our priorities and roadmap by 2030 in order to reduce our carbon emissions as much as possible while improving our environmental performance.

Transition to the 3R circular economy

A circular model transforms the waste-generating economy into one that tackles climate change, biodiversity loss, waste and pollution. At Reitzel, we support the circular principles where materials at the end of their life have been designated as potential resources. Our actions will henceforth be based on the following principles:

- Eliminate waste and pollution
- Use products and materials in a circular way according to the 3Rs (Reduce/reuse/recycle)

Sustainable management of natural resources

Throughout 2022, we made significant progress in our ongoing efforts to enhance the environmental performance of our production centres and offices. Our goal is to operate our operations as efficiently as possible while utilising 100% renewable and/or carbon-free energy and our priorities include optimising energy and logistics.



THE SOLUTIONS!

How we do it.

Our goal is to reduce and ultimately eliminate emissions across our value chain while maintaining our growth trajectory. We are committed to minimising waste and preserving natural resources in every way possible.

2030 GOALS

TOWARDS CARBON NEUTRALITY SCOPE 1, 2 AND 3

Carbon emissions cut by 50%

Contribution to the Net Zero agenda

TRANSITION TO THE 3R CIRCULAR ECONOMY

100% of recyclable/recycled/reusable packaging available to customers

Towards 100% of waste recovered

30% reduction in the use of plastic

SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES

100% renewable and/or carbon-free energy

25% reduction in water consumption

- Across all sites
- 100% drip irrigation for all agricultural production

CONTRIBUTION TO OBJECTIVES FOR DURABLE DEVELOPMENT



TOWARDS CARBON NEUTRALITY SCOPE 1, 2 AND 3

Reitzel accelerates its decarbonisation actions

Contributing to net zero

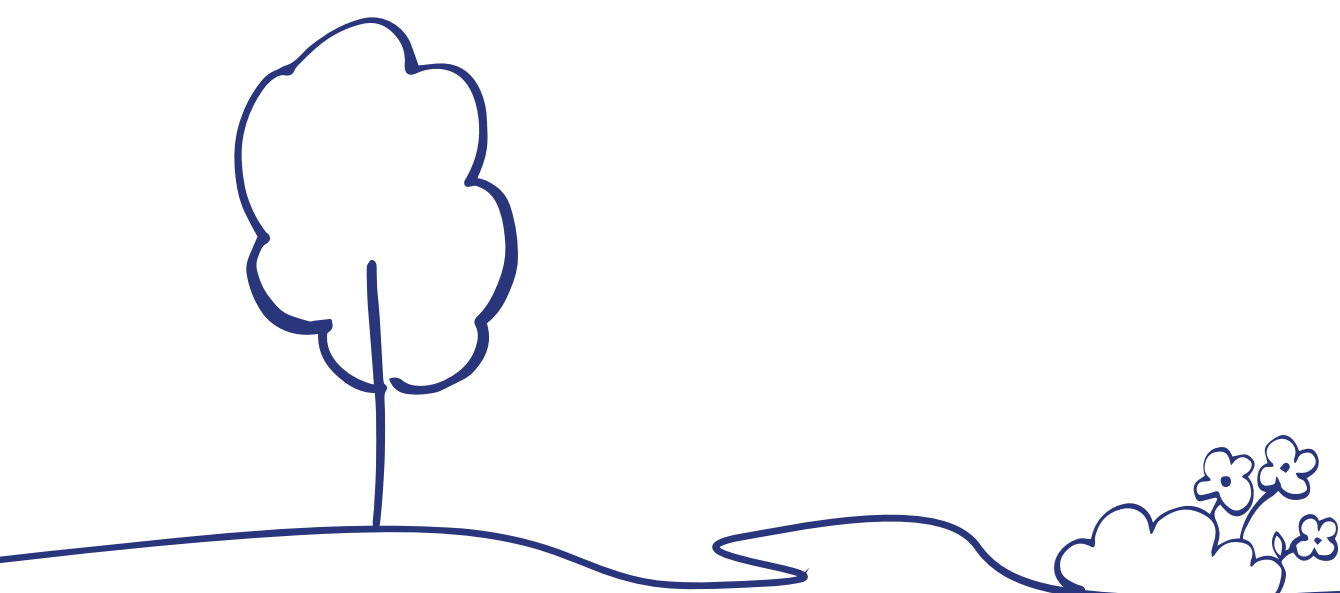
"Net zero" is, above all, a collective goal. To limit the increase in temperatures to +1.5°C compared to the pre-industrial period, scientists recommend that we achieve a balance between global emissions and global removals of CO², no later than 2050. This balance is called planetary carbon neutrality, or "net zero emissions."

Reitzel has been engaged in the fight against climate change to reduce its carbon emissions for a few years now. Nevertheless, in 2022, the group carried out a comprehensive global carbon footprint analysis along its entire value chain. The goal was to gain a better understanding of the distribution of its carbon emissions on scopes 1, 2, and 3. Based on the findings, the group defined roadmaps to achieve a rapid reduction of its carbon emissions by 50% before 2030.

We will focus on three pillars of contribution to reduce emissions and explore ways to enhance the capacity of carbon sinks across our value chain. To this end, we will try to act on three levers in parallel:

- Reducing our direct and indirect footprint.
- Helping others reduce their carbon footprints, through the sale of lower-carbon products and services.
- Investigating opportunities to remove carbon from the atmosphere through sinks inside and outside of our value chain.

**"Carbon emissions cut
by 50% by 2030."**



Our approach to climate issues

Reitzel's climate strategy will be refined and strengthened according to the results obtained from the carbon footprint analysis being carried out.

REDUCTION

Reducing global carbon emissions from our value chain by **50% by 2030.**

Scope 1

Direct emissions
Linked to the combustion of fossil fuels (oil, coal, gas)

Plants, farms, vehicles

Scope 2

Indirect emissions
Linked to the purchase of electricity and steam for packaging sites

Electricity, Steam

Scope 3

Indirect emissions
Linked to the origin and access to our products

Agriculture, purchase of ingredients, supply chain, packaging, consumption and end of life of products

ADAPTATION

Adaptation of agricultural practices to strengthen resilience to the effects of climate change.

Increasing carbon absorption by developing of carbon sinks 2025–2030



Léa Blanchetière
Manager of development and manager of the "Planet"
section, actions for the climate for the VIA program.

"The transition to a circular pickle economy is one of the priorities of our VIA program."

For us, it is imperative that no resources are wasted. This is why we will do everything to reduce, reuse or recycle these resources and give them a second life.

This involves carefully monitoring technology and innovation and implementing a collaborative approach with our upstream suppliers, with our employees in our operations and with our customers for the distribution of our products.

An exciting journey to create a virtuous economic system where everyone wins: the planet, people and companies."

TRANSITION TO THE 3R CIRCULAR ECONOMY

What is waste for one must become a resource for the other; what one does not know how to repair, the other will repair...

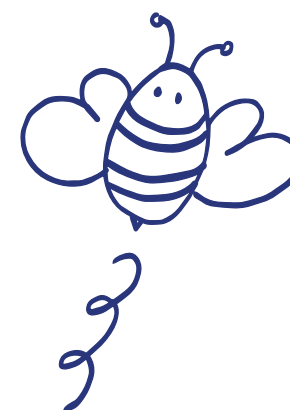
One effective approach towards achieving circularity and sustainability is by offering complementary solutions. These solutions provide customers and consumers with more sustainable packaging options that are practical and easily accessible. We continuously explore emerging innovations to accelerate the path to circularity.

Composting and recycling are already effective solutions that we have implemented to ensure the recovery of plant waste and the materials used.

The group is looking to work with each supplier to devise a comprehensive plan aimed at reducing the thickness of the packaging material and implementing new solutions derived from ongoing technological advancements. As technology continues to advance, we will gradually make optimisations that take into account performance requirements and constraints related to procedures and industrial tools.

Our roadmap to 2030 is based on three principles:

- Reducing the weight of packaging.
- The use of recyclable and/or reusable packaging and products.
- Waste management: zero loss and recovery.
- Combatting food waste



"Nothing is lost, nothing is created, everything is transformed."

Antoine Lavoisier, elementary treatise on chemistry in 1780



Circular economy: towards better resource efficiency

The eco-responsible possibilities of food packaging are evolving

Ecodesign and the circular economy are closely linked concepts. This latest model is based on the use of resources to their full potential, avoiding the waste caused by the linear logic of extraction-production-consumption of waste.

DURABLE WASTE MANAGEMENT AND RECOVERY OF WASTE

A paradigm shift is underway: we want to move from a linear economy (product used, waste destroyed or buried) to a circular economy (product used, waste recovered, materials recovered to make new products).

Making waste a resource is therefore reflected in the ambition to become a producer of renewable resources, recycled raw materials and green energy.

We initiated a pilot project in India in 2019 to address the issue of vegetable waste generated during pickle packaging. To tackle this problem, we implemented a systematic process to recover all the waste and built a composting centre to transform it into compost.

At Reitzel France, we recover our vegetable waste via a composting sector, thus ensuring the organic recovery of bio-waste from our French packaging sites. In 2022, 300 tonnes of bio-waste were integrated into the composting sectors. The packaging vinegar used during the transport of our products is also used for anaerobic digestion.

Regarding our commitment to reducing plastic, Reitzel France has decided to stop the use of plastic dippers by the end of 2023.

In Switzerland during the summer of 2022, Reitzel and Too Good To Go organised an unprecedented action to save oversized pickles and avoid them being wasted. From July to the



end of August, these were able to be reserved via the Too Good To Go application and recovered directly from the Hugo Shop in Aigle for the symbolic sum of CHF 2.-. The action was a great success: in 50 days, 25 tons of pickles were saved, allowing us to collect CHF 5,000.- for the Table Suisse Foundation. The donation was presented on Monday, 12 September at Reitzel in Aigle.

In addition, 100% of the waste from our vinegar barrels and fats from rinsing water is turned into biogas by one of our partners. This represents, in 2022, 443,000 kg of vinegar and 75,000 kg of fat recovered. We are currently working with the municipality to distribute our waste to the future communal STEP of Aigle, this will significantly reduce the transport impact, and the city of Aigle would benefit from biogas.



Joanna Vignon
Quality Assurance and Control Manager,
Lead for VIA, Reitzel Switzerland

Between alarming observations and utopia, can we really envisage sustainable waste management?

Waste management is today, tomorrow and has been for a long time, a major lever of action. It is at the heart of the circular economy system and is central to the development of environmental innovations.

I am optimistic because innovation makes possible today what we thought impossible yesterday. It is easy to see that innovative solutions for the treatment and recovery of waste are emerging and are effectively responding to the sustainable management of the waste we produce.

Solutions for optimising waste sorting and collection, reprocessing materials with bio-enzymes in order to be able to reuse them or recycling are emerging and we are ready to test and deploy them in our value chain.

Turning waste into a resource: a challenge but also an opportunity for the future at Reitzel

This is why we have been intensifying our waste recovery efforts through our composting project. Our aim is to extend the volume of recycling for all types of waste, including plastic waste collected from plantations.



Generation of compost in India from vegetable waste. This compost allows our agricultural partners to increase their use of organic and natural fertilisers and thus to accelerate the ecological transition of the Indian pickle in the fields.



Recyclable, recycled, reusable packaging and waste recovery

At Reitzel India, more than 1500 megatonnes of organic compost is generated from production waste per year.

Reitzel India Composting pilot	Year 1 Nov 2020 – Dec 2021	Year 2 Jan 2022 – Dec 2022	Year 3* estimate Jan 2023 – Dec 2023	Total
Quantity of Compost produced in India (tonnes)	240	470	800	1510



"Engaging the company for which we work in the ecological movement means being concretely involved for future generations and the planet."

I believe in the ability of companies to make a difference. My belief is that companies have the resources to make the changes essential to the food transition as long as they adopt a vision that includes all stakeholders. In the face of the global health and economic crisis, the latest forecasts on climate change, or pressure from customers, employees and investors, Responsible Purchasing is a key driver of sustainable growth across their supply chains. At Reitzel, we aim for the long-term membership and CSR progress of partners! At a time when awareness of the importance of scope 3 in the carbon footprint of companies is growing, these ongoing efforts, undertaken for a long time, on the quality of the commercial relationship greatly facilitate the engagement of suppliers on the path to decarbonisation".

Brice Canivet,
Purchasing Department & Group sectors

*Responsible sourcing
is an important lever to reduce
our scope 3 carbon emissions
of our value chain*

The Purchasing department is at the heart of the company's operation. The implementation of responsible purchasing is an effective lever for sustainable development and our social responsibility policy within our organisation.

Purchasing accounts for, on average, 50% of a company's turnover and is therefore an important axis for improving its economic performance. 23% of supply chain incidents are directly related to CSR; 70% of social and environmental impact is in the supply chain. In addition, the Purchasing department is in direct contact with suppliers. It therefore represents a very good vehicle for raising awareness and changing practices, both internally and externally, throughout its value chain.

Our responsible purchasing approach will focus on two important levers:

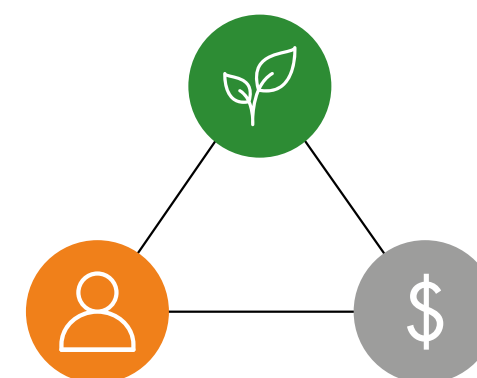
- A product approach based, if possible, on a selection of products offering the best environmental or social performance throughout their life cycle or at the stages of the life cycle presenting the most important issues.
- A supplier approach that facilitates mobilisation and enables the selection of suppliers who can gradually improve their understanding of sustainable development issues that are specific to their sector.

ENVIRONMENTAL

Reduction in the use of raw materials
Disposal of hazardous materials
Minimisation of manufacturing impacts
Use of less polluting means of transport and packaging
Low impact on use
(low energy consumption, few consumables, etc.)
Reduction of impacts at the end of life

SOCIAL

Local purchase
Purchase from the social economy sector
Respect for human and labour rights
Respect for the rights of communities



ECONOMIC

Total property costs
Impact of practices on SMEs
Trade fairness

The group wants its choices for packaging and product design to include environmental impacts.

Sustainable procurement contributes to building a circular economy, aimed at reducing the negative social, environmental and economic impacts of goods and services purchased throughout their lives. This includes considerations such as waste disposal and the cost of operations and maintenance during the life of the goods and services.

That's why, at Reitzel, sustainable sourcing isn't just about choosing the right suppliers. It considers how the life cycle of a product can have the least negative impact, from procurement to post use. Purchasing has the biggest role to play.

SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES

Energy transition: Remove fossil fuels as soon as possible!



First phase of solar panel installation at Reitzel India

The insulation of the red line cladding and walls was carried out in 2022. This had the direct impact of improving the temperature in the plant, offering more comfort of working conditions to employees while reducing the use of heating.

At Reitzel France in Bourré, a complete energy efficiency project was carried out for the research & development room. The energy insulation is also reinforced continuously throughout the site, with each renovation of the buildings.

Over the past two years, the company has begun its energy transition gradually and is preparing to accelerate it from 2023:

In terms of its energy performance

- Decarbonisation : A study is underway to define a roadmap to remove fossil fuels.
- Solar energy: The number of solar panels being installed is increasing. Reitzel India has a 4-phase plan to reach 100% renewable energy as soon as possible. Phase 1 was carried out in 2022 and produces 13% of their energy needs. Reitzel Switzerland started its solar panel installations in the third quarter of 2023. Reitzel France is in the process of finalising its project study to take action in 2024.

Thus the figures in the attached table of our consumption do not yet show tangible improvements because we have just started the projects for our roadmap to 2030.

In terms of eco-efficiency

- At Reitzel France in Connerré, a steam valve isolation project is underway, and a new air compressor, better calibrated and equipped with a heat exchanger, will be installed.



Alban Métais
HSE and VIA Lead, Reitzel France

"Ecoefficiency and energy performance: key issues for the future of our company"

These two concepts are key to reducing the environmental impact of the economy and achieving sustainable growth. While eco-efficiency aims to produce goods and services that are more environmentally efficient, energy performance focuses on the efficient use of energy.

This is crucial at a time when natural resources are increasingly limited. At Reitzel, we act on several levels: For buildings and industrial equipment, we reinforce the insulation and choose high-performance equipment when replacements are necessary. The acceleration of the installation of solar panels is also part of our decarbonisation roadmap.

GAS AND FUEL CONSUMPTION BY SUBSIDIARY AND BY YEAR

Gas kW/T	2016	2017	2018	2019	2021	2022
Reitzel France Connerré	651	624	627	644	744	696
Reitzel France Bourré	459	521	445	403	432	473
Reitzel India	648	699	703	715	357	467
Reitzel Switzerland	531	529	387	392	286	259

ELECTRICITY CONSUMPTION BY SUBSIDIARY AND BY YEAR

Electricity KW/T	2016	2017	2018	2019	2021	2022
Reitzel France Connerré	131	119	113	106	158	149
Reitzel France Bourré	114	134	113	97	113	116
Reitzel India	163	195	162	191	165	184
Reitzel Switzerland	295	262	167	172	111	101

Sustainable mobility

A charter on sustainable travel is being developed for all its subsidiaries and will consider questions of transport by train or plane as well as the possibilities of carpooling. Reitzel Switzerland has already set up two electric mini-buses for the carpooling of its cross-border employees. The company's cars are now 100% electric or hybrid.



Reitzel India November 2022: handover of the keys for the site's first 100% electric car



Patrice Janvrin
Chief Operating Officer, Reitzel India

"Water is life.

At Reitzel India, we put everything in place to preserve its quality, reduce its consumption in the field and take the next step at the factory by filtering and reusing the water, after washing the pickles, for example.

Our Reitzel India teams are proud to have taken the lead on the water optimisation project and to be able to advise the other subsidiaries of the

group on the best practices and solutions tested, adapted and optimised for our specific industrial and agricultural environments, on several levels: Installation of 25 flow meters in the plant, considerable reduction of water consumption during the manufacturing process, and installation of a water treatment station and its reuse."

**AT REITZEL,
WE IMPLEMENT WATER
MANAGEMENT BY
ACTING ON SEVERAL
LEVERS:**

Agriculture uses about 70% of the world's fresh water, but water use efficiency in many countries is less than 50%. Fresh water is becoming scarce on the planet due to its poor management, its inconsiderate use and climate change...
(FAO source)

Water scarcity and quality problems in many parts of the world pose a serious threat to future food security and environmental sustainability, and their resolution requires better land and water management.

Change in water consumption at our operational sites

- Installation of flow meters in our optimised factories and washbasins.
- New pasteuriser set up with low water consumption (Connéré site).

- Modification of the Connéré scrubber to save more water than the flow meter allows.

Reduction in agricultural water consumption

Implementation of drip irrigation among Indian farmers to reduce water consumption (22% of the fields of our Indian agricultural partners are now equipped with drip irrigation).

Waste water treatment

Construction of a waste water treatment system for the plant with recovery of clean water for garden watering.



Drip irrigation installation in a pickle field

22%

This is our proportion of drip irrigation in **INDIA**, bearing in mind that we were at 5% in 2021

100%

of irrigation used by our agricultural partners in **FRANCE** and **SWITZERLAND** is drip irrigation (for those who irrigate, because some do not irrigate at all)

WATER CONSUMPTION BY OPERATIONAL SITE AND BY YEAR

m ³ water out*/T	2016	2017	2018	2019	2021	2022
Reitzel France Connéré	3.29	3.06	3.5	3	3.1	2.4
Reitzel France Bourré	2.11	1.96	2.4	1.8	2.3	2.8
Reitzel India	2.8	3.95	3.9	3.3	3.2	4.3
Reitzel Switzerland	9.43	10.03	8.82	9.09	7.6	6.2

**Note for Reitzel India: Water consumption in absolute value has not decreased because we have expanded the range of vegetables and introduced new fermented products that require desalination, and therefore water, for this production stage.*



Waste water treatment plant at Reitzel India

RECOGNITION OF OUR COMMITMENT

Reitzel obtains the SME+ label

In 2022, Reitzel France obtained the SME+ label, which represents a strong recognition of REITZEL's commitments to sustainable development, such as:

- Reviving the French pickle sector
- Ensuring fair remuneration of partner farmers
- Providing transparency on the origin of products. At Reitzel, we are convinced that consumers have the right to know where their products originate. Thus, we indicate the origin of the products on all of our packaging of own-brand products
- Implement the gradual removal of plastic dippers in pickle jars
- Training with the "Reitzel School" is accessible to all employees.

These are training courses open to all Reitzel employees and provided by internal employees or external trainers. They are adapted according to each service and are available each year. Each employee is free to participate. This system has been in existence since 2019. Gender equality in the management committee of the subsidiary: a strong choice for our company in order to support our inclusive approach.



Sana HAMMAMI
General Manager Reitzel France

"The SME+ label distinguishes itself by promoting companies implementing actions with positive impact, both at the level of society and the environment."

Reitzel has been committed for several years to a process of continuous improvement and a development strategy based on CSR without formalising these. The SME+ Label corresponds well to our company size and allows us to structure our approach, to enhance our actions with our customers, consumers and employees and to publicise our values. The obtaining of the Label is for us a real pride and we leave even more motivated with a clear roadmap that will allow us to go even further in our approach.

We are particularly proud of our project to revive the pickle sector in France since 2016".



From a quality and corporate social responsibility point of view, the company is certified BRC A+, IFS, BSCI and Smeta.

In 2022, Industry Outlook* ranked Reitzel India in the TOP 10

"Reitzel teams extremely proud to take responsibility for ensuring end-to-end traceability, from seed distribution and input use to harvesting by farmers and the production process, all the way to the final delivery of products to customers around the world. All activities are documented, and regular audits are carried out to ensure the implementation of best practices. More than 85 percent of their workforce in the facility are women."

Excerpt from the article Industry outlook, "Sustainable approach towards food processing", November 2022

*Industry Outlook is a business magazine focused on primary and secondary industries, from mining and agriculture to manufacturing, engineering and construction.

THE GOVERNANCE OF THE VIA PROGRAM FOR SUSTAINABILITY.

Ensuring that each pickle is ethical, ecological and can, in some cases, generate positive impacts, is an effort throughout the company.

To accelerate our progress and the implementation of the new VIA project roadmaps, we have strengthened our internal processes. A governance dedicated to the VIA program has also

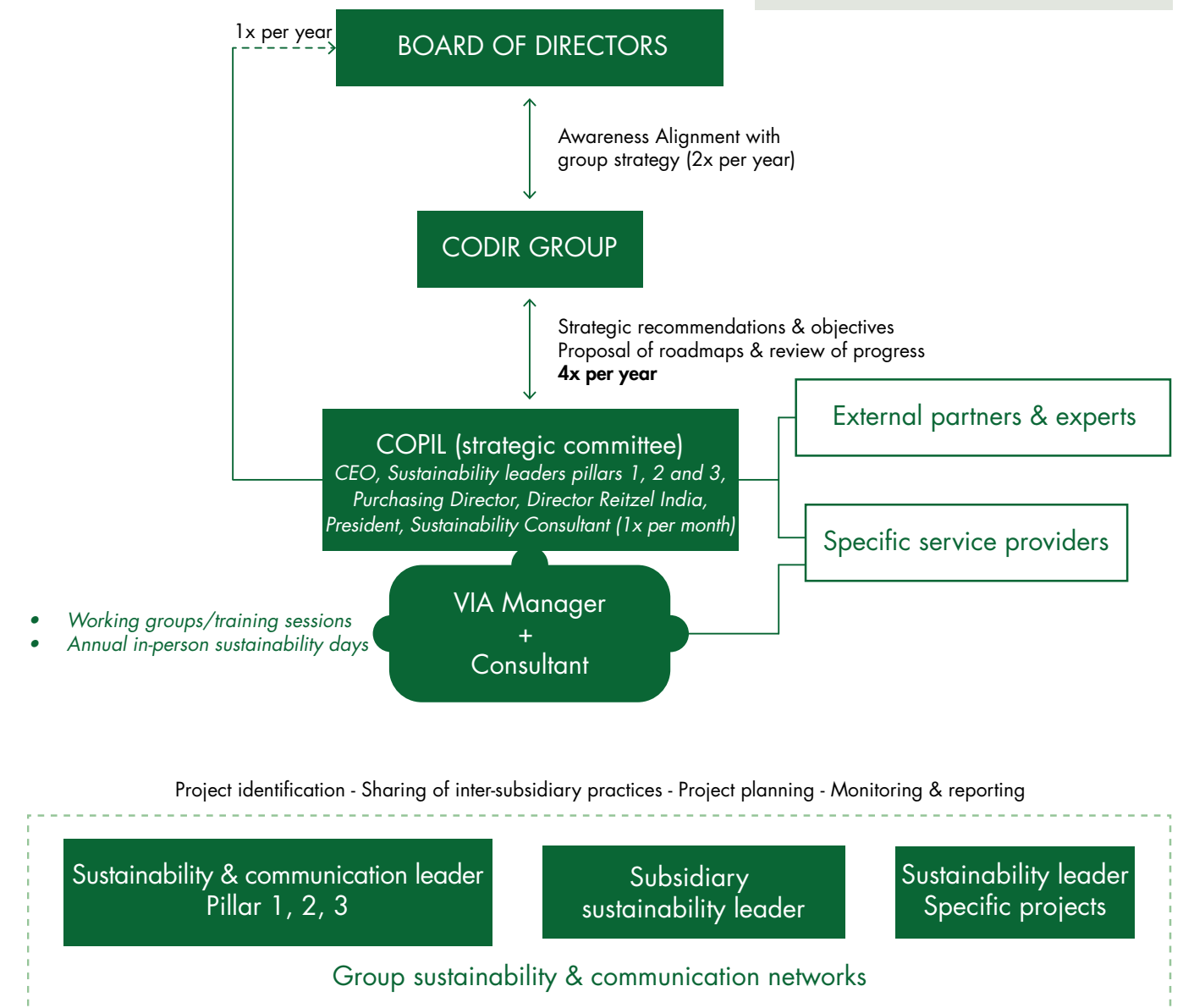
been implemented and integrated into the overall governance of the company in order to improve decision-making.

Our employees, our agricultural partners, our suppliers, our customers, as well as communities and consumers are our key stakeholders.



Sustainability is embedded in everything we do as well as in the structure and governance of our business.

GOVERNANCE



On the way to *sow smiles.*



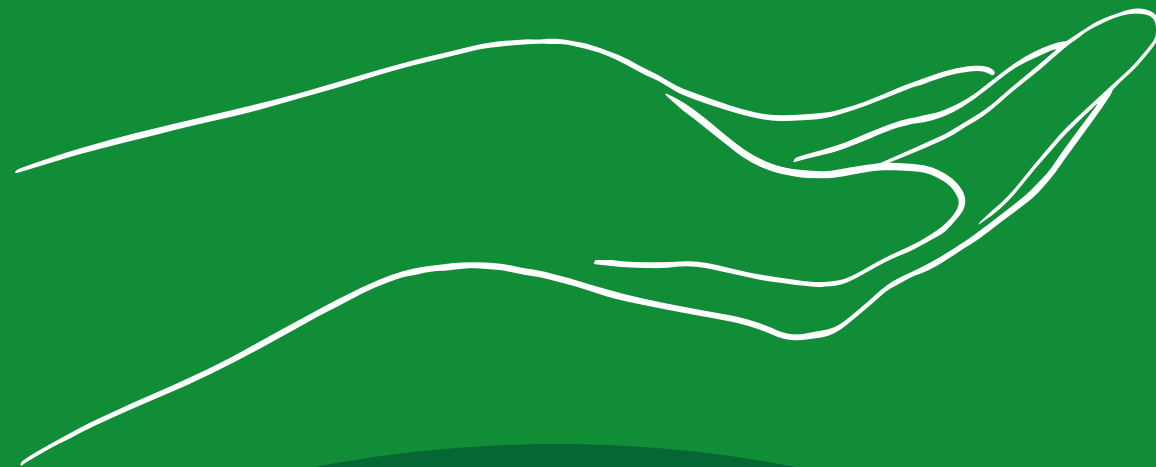
People



Pickle



Planet



People. Pickle. Planet.

We are proud to be the pioneers of the ecological transition of pickles through the respect of nature and people.

