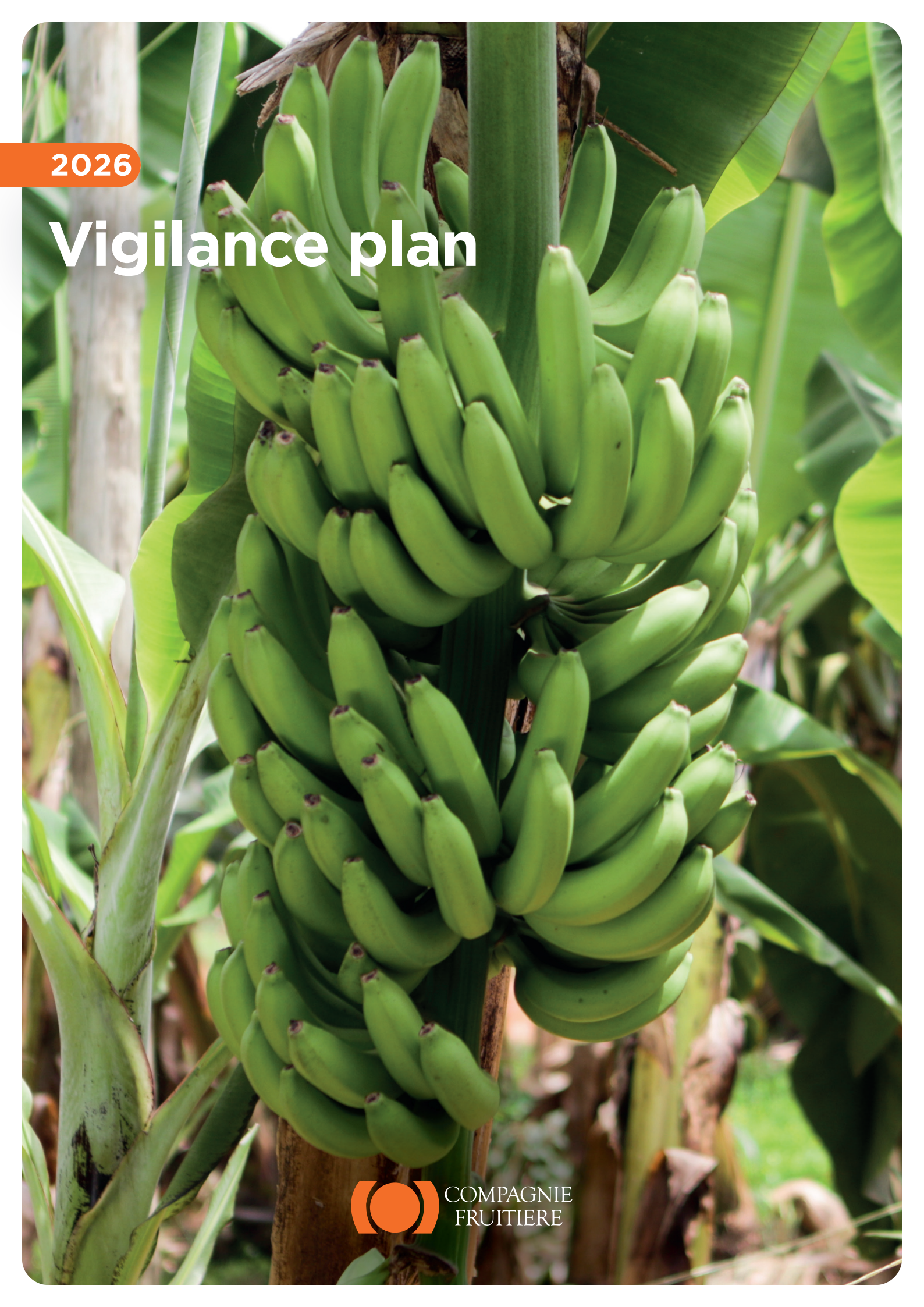




2026

Vigilance plan



COMPAGNIE
FRUITIERE

Message from the **Chairman**

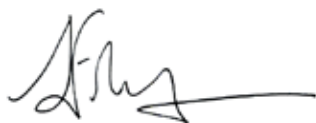
Compagnie Fruitière has reached another milestone this year in structuring its duty of vigilance process as part of a continuous improvement approach. Real progress has been made, including the decision to deploy a purchasing platform, the continuation of the agro-ecological programme and the formalisation of a Group Safety Policy.

This edition of the vigilance plan aims to better report on our practices. It provides clarification on our value chain, the way in which risks are identified and analysed, as well as the actions implemented to respond to them. This reflects a genuinely collaborative effort from the teams, which has made it possible to better formalise the existing situation and to make the actions already undertaken, particularly in the production subsidiaries, more visible.

Our approach is maturing, and the work will continue, with gradual consolidation of the foundation of our policies at Group level, in-depth study of the risk mapping to better integrate business and geographical specificities, strengthening governance and awareness-raising measures. The aim is to anchor duty of vigilance in our activities, in line with our vision of the Group's responsibility towards our stakeholders. Ever since our inception, this respectful approach to the various issues has been integrated into our activities. It is part of our corporate culture.

Jérôme Fabre,

Executive Chairman of the Compagnie Fruitière Group



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1. INTRODUCTION

1.1 PROFILE

Compagnie Fruitière is a Group founded in 1938 in Marseille. It is the European leader in fruit distribution and the leading fruit producer in Africa. It specialises in the production, transport and distribution of fruit and vegetables.

KEY FACTS

Number 1

fruit producer in Africa

€990.9 million

in turnover

21,954

employees

956,233 tonnes

of fruit and vegetables distributed globally, including 842,998 tonnes of bananas

63.7%

of fruit sourced from its own production

9.1%

of bananas produced and marketed under the Fairtrade label

EcoVadis Medals

- Compagnie Fruitière Paris,
- Compagnie Fruitière France,
- Compagnie Fruitière Import

VALUE CHAIN

Compagnie Fruitière structures its activities around five business lines: production, import, transport, ripening and distribution of fruit and vegetables. Integrated control of the entire value chain, from production to distribution, gives it unique operational efficiency, as well as control over the quality of the products it distributes.

Input purchases:

- **Compagnie Fruitière Group's central purchasing agency:** OSS (Switzerland)

70 %

of the Group's input purchases are through calls for tenders

- **Subsidiaries holding approvals for the import and sale of plant protection products and fertilisers:** Cameroon, Côte d'Ivoire, Ecuador

37 %

of purchases are from suppliers located in the countries of production

PRODUCTION

618,411 tonnes of fruit and vegetables produced by the Group's subsidiaries, of which 95.6% are bananas.

Country of production: Production company workforces in the following countries: Cameroon, Côte d'Ivoire, Ghana, Senegal, Ecuador, employing 94.2% of the Group's workforce.

European fruit exports from Africa and Latin America: bananas, pineapples, mangoes.

Fruit produced and sold locally: bananas, cocoa, pepper, onions, sweetcorn, potatoes, etc.

82,107 tonnes of fruit and vegetables distributed in Africa (13.3% of production), including 13.5% of its banana production.

IMPORT

36.3% of total distribution

347,657 tonnes of imported fruit and vegetables

TRANSPORT

Port terminal operations: concessions (Côte d'Ivoire/Ghana/Cameroon/France) and service providers

Port handling: subsidiaries (Belgium (JV)/Côte d'Ivoire/Cameroon/Ghana (FTC)) and service providers

Land transport: subsidiaries (Senegal/Côte d'Ivoire/Ghana/Cameroon) and subcontractors

Container maintenance: subsidiaries (Belgium/Senegal/Côte d'Ivoire/Ghana/Cameroon) and service providers

Warehouse operators: subsidiaries (Belgium (JV)/Côte d'Ivoire/Ghana/Cameroon) and service providers

Maritime transport: Two shipping lines (ten ships) and service providers

RIPENING

23 ripening plants in eight European countries

28,521 tonnes of bananas ripened by ripening services

Ripening plants: nine ripening plants (France), 14 ripening plants (Europe) and service providers

Warehouses: two sites (France) and warehousing service providers

DISTRIBUTION

956,233 tonnes of fruit and vegetables distributed, of which 88.1% are bananas

Sales teams in 11 countries

GEOGRAPHICAL LOCATIONS

CATEGORY	2025 WORKFORCE
Africa	20,551
Latin America	701
Europe outside France	308
France	394
Permanent contract	18,657
Fixed-term contract	3,297
Women	3,961
Men	17,993
GROUP TOTAL	21,954

Focus on production: five major subsidiaries accounting for more than 89% of the Group’s workforce:

- **SCB (Côte d’Ivoire):** dessert bananas, organic bananas and pineapples – **7,210 employees**
- **Derose (Ecuador):** organic bananas – **698 employees**
- **GDS (Senegal):** market gardening and fruit and vegetables – **634 employees**
- **GEL/GOL (Ghana):** dessert bananas, organic bananas – **3,894 employees**
- **PHP (Cameroon):** dessert bananas – **7,098 employees**

SCOPE OF THE REPORT

The vigilance plan covers the period from 1 January to 31 December 2025. It concerns the activities of Compagnie Fruitière and those of its suppliers. The Group reporting scope covers all the companies included in the consolidated financial statements.

The indicators presented in the report have been selected according to their relevance with regard to the risks associated with the activity of Compagnie Fruitière and the specificities of its businesses. Some indicators are therefore specific to particular activities, such as production or logistics. If certain indicators are not yet available, action plans are deployed to allow their collection and monitoring.

For certain themes, the report includes a specific focus on production activities, given their weight in the Group’s activities.

1.2 CSR STRATEGY AND PRINCIPLES FOR ACTION

CSR STRATEGY

Compagnie Fruitière’s CSR strategy has been built based on a materiality analysis of the Group’s sustainable development challenges carried out in 2017 and updated in 2024 as part of a double materiality analysis.

A CSR STRATEGY BASED ON THREE PILLARS AND 15 COMMITMENTS

1. Promote exemplary working conditions throughout the value chain:

- Promote respect for Human Rights,
- Improve working conditions,
- Develop employees’ skills and career path,
- Promote diversity and prevent discrimination,
- Implement a responsible sourcing policy,
- Be vigilant regarding the working conditions of third parties operating on the Group’s sites.

2. Promote sustainable agriculture and activities with a lower environmental impact:

- Continue implementing of more environmentally friendly agricultural practices,
- Promote crop diversification,
- Integrate energy and climate considerations at and around production sites,
- Manage energy and its climate’s impact in logistics,
- Manage energy and its climate’s impact in ripening plants,
- Practice responsible marketing.

3. Build a positive presence in the regions where the Group operates:

- Strengthen the Group’s contribution to the local economic development,
- Continue initiatives aimed at improving the living conditions of local communities.

Basic foundation: governance and dialogue with stakeholders:

- Strengthen the organisation of our CSR, discuss and communicate on the CSR strategy.

ADHERENCE TO INTERNATIONAL PRINCIPLES

Compagnie Fruitière adheres to the main international reference frameworks:

- Universal Declaration of Human Rights (UN),
- OECD Guidelines for Multinational Enterprises,
- Fundamental Conventions of the International Labour Organization (ILO),
- United Nations Global Compact,
- ETI (Ethical Trading Initiative) code of conduct,
- MARPOL Convention,
- Maritime Labour Convention.

CODES OF CONDUCT AND POLICIES

Compagnie Fruitière has gradually structured a set of internal guidelines at Group level.

Social Responsibility Charter (2016)

Activities exposed: own operations

Topics covered: general framework of the Group's social responsibility policy, structuring the actions carried out by each subsidiary: relations with stakeholders, respect for people at work, improvement of the living conditions of employees and their families, respect for the environment, links to local communities, value chain, protection of consumer health and safety.

Anti-Corruption and Anti-Influence Peddling Code of Conduct (2017)

Activities exposed: own operations

Topics covered: rules for the prevention and detection of corruption and influence peddling within Compagnie Fruitière, vigilance, reporting and protection obligations in accordance with the French Sapin 2 Act.

Responsible Procurement Charter (2024)

Activities exposed: supply chain

Topics covered: rules governing the Group's purchases, based on social, environmental and ethical requirements.

Security Policy (2025)

Activities exposed: own operations

Topics covered: rules aimed at ensuring the protection of employees, infrastructure and goods, combating all forms of malicious acts (theft, fraud, cyberattacks, intrusion, sabotage, etc.), ensuring the protection of information, guaranteeing business continuity in the face of security threats and complying with international and local regulations.

In addition, several subsidiaries, particularly in the production activities, have implemented targeted policies, adapted to their business challenges and geographical areas. These policies cover gender equality, the prevention of discrimination, health and safety at work, the environment, the prevention of forced or compulsory labour and child labour.

NEXT STEPS: Compagnie Fruitière continues to develop new policies at Group level, particularly concerning the environment and Human Rights, in order to harmonise the ambitions and practices of the subsidiaries and strengthen the management and reporting system as part of the duty of vigilance.

AWARENESS-RAISING SYSTEM

Awareness-raising measures relating to the duty of vigilance and the reference frameworks are defined and deployed by the subsidiaries. They are intended to ensure the dissemination of applicable policies and to remind people of the whistleblowing and protection mechanisms in place.

Focus on production subsidiaries: employee awareness sessions on the duty of vigilance in 2025.

GDS (SENEGAL)

1 session

Themes: child labour, discrimination, harassment, duty of vigilance.

SCB (CÔTE D'IVOIRE)

36 sessions

Themes: child labour, harassment, discrimination, environmental education.

GEL/GOL (GHANA)

10 sessions

Themes: child labour, forced labour, diversity and inclusion, sexual harassment, Human Rights, gender equality, the grievance procedure, health and safety.

PHP (CAMEROON)

21 sessions

Themes: ethics, social policies, CSR policies, land policy.

DEROSE (ECUADOR)

16 sessions

Themes: environment, occupational health and safety, workplace harassment, equality, gender-based violence, HR policies.

The discrepancies observed are mainly explained by the number of sites exposed. The more an entity is spread over several locations, the more sessions are needed to cover all employees. In addition, GDS is in the process of restructuring.

NEXT STEPS: in 2026, a training and awareness plan concerning the internal reference frameworks will be put in place at Group level, in order to harmonise knowledge of them and their deployment.

1.3 GOVERNANCE OF THE VIGILANCE PLAN

MANAGING DUTY OF VIGILANCE

The vigilance plan is led by the General Secretary in coordination with subsidiaries. Its governance is partly common to that of the CSR strategy, also under the responsibility of the General Secretary. Coordination of the network of CSR correspondents in the production subsidiaries (monthly meetings, annual seminars) makes it possible to monitor the actions and indicators for the vigilance plan.

- **Executive Chairman:** definition of strategic orientations, validation of the risk mapping and vigilance plan
- **General Secretary:** management of the vigilance plan and report
- **Duty of vigilance Working Group:** monitoring of the vigilance plan at Group level, review of the risk mapping and consolidation of data for the vigilance plan. Composition: CSR, Compliance, HR and business lines. Leader: the General Secretary
- **CSR correspondents for the departments and subsidiaries:** deployment and monitoring of the approach in the department or subsidiary, management and reporting of indicators

2025 NEWS: the review of the vigilance plan, which up to now was carried out with the functional and business line departments, was extended to the subsidiaries for the 2025 financial year. Five workshops were organised, bringing together around 20 representatives of the departments and subsidiaries. They have made it possible to review the risk mapping and consolidate the actions implemented as part of the vigilance plan.

REVIEW OF INDICATORS

The carbon footprint audit carried out by the Group, as well as certain environmental indicators (electricity, water, waste, fuel, etc.) are reviewed by an external firm.

ANTI-CORRUPTION

Compagnie Fruitière has set up a system to fight corruption and influence peddling in accordance with the requirements of the Sapin 2 law, based on the recommendations published by the French anti-corruption agency (AFA).

This system is distinct from the vigilance plan but nevertheless contributes to it by helping to control certain identified risk factors. It is founded on a risk-based approach and structured governance, and organised at Group and subsidiary levels:

- The Group ethics committee, composed of members of the Executive Committee and the Executive Chairman, defines the strategic orientations in terms of anti-corruption compliance. It also validates a consolidated mapping of the risks of corruption and influence peddling at Group level and broken down by business sector.

- The head office manages the production of corruption risk mappings for all subsidiaries, according to a consistent methodology. Each subsidiary contributes to this exercise by providing detailed knowledge of its activities and its local environment. The mappings are drawn up and updated under the coordination of the head office, then reviewed by the local ethics committees. These mappings integrate geographical, sectoral and operational criteria, as well as recognised external sources such as the Corruption Perceptions Index published by Transparency International.
- The subsidiaries' ethics committees also ensure the implementation of the system in line with the framework defined at Group level.

In addition to risk mapping, the system includes an anti-corruption code of conduct, procedures for assessing third parties proportionate to the risks, internal and accounting audits, a targeted training programme deployed as a priority for employees exposed to the identified risks, as well as an internal whistleblowing mechanism. The entire system is regularly monitored and continuously improved to ensure that it is in line with the Group's risk profile.

NEXT STEPS: the governance of the duty of vigilance, CSR and ethics approaches, all of which are under the responsibility of the General Secretary, will be brought closer together in order to harmonise and pool the management processes. Duty of vigilance will thus be integrated into the work of the Group's and subsidiaries' ethics committees.

1.4 DIALOGUE WITH STAKEHOLDERS

STAKEHOLDERS MAPPING AND FORMS OF DIALOGUE

Dialogue with stakeholders is conducted at Group and subsidiary level.

Internal stakeholders

Definition:

- Employees
- Staff representative institutions, trade union delegates
- Trade union organisations (e.g. IUF)
- Executive Committees

Forms of dialogue:

- Social dialogue organised in accordance with the regulatory framework of each country where the Group operates, via representative institutions and discussion with the social partners
- Strategic orientations

Business partners

Definition:

- Distributors
- Suppliers and subcontractors

Forms of dialogue:

- Meetings as part of the trade negotiation calendar and calls for tenders
- Regular discussions on CSR and/or duty of vigilance topics
- Plantation visits, assessments and audits if needed

Financial partners

Definition:

- Shareholders
- Banks

Forms of dialogue:

- CSR assessments, annual review of the CSR strategy, improvement plans

Other partners

Definition:

- NGOs
- Research institutes
- Certification bodies

Forms of dialogue:

- One-off or multi-year partnerships at Group or subsidiary level on targeted themes
- Dialogue on CSR and duty of vigilance issues

Focus on production subsidiaries: meetings with local communities in 2025

Within the production subsidiaries, dialogue is conducted with the communities, in particular through regular discussions with village representatives. In 2025, this dialogue led to more than 150 meetings with local communities, concerning, in particular, access to water, health and education, local economic development, and conflict prevention and management. In addition, a so-called "open-door" policy allows community representatives to express their requests, mainly related to infrastructure needs, with a focus on collective, impactful responses for the benefit of communities.

PARTNERSHIPS

Compagnie Fruitière has set up partnerships with NGOs and research organisations, particularly on HR issues and agricultural practices.

Banana Link

NGO committed to fair and sustainable trade and production of bananas and pineapples.

Partner since 2008, cooperation extended to the IUF in 2012.

Work related to the duty of vigilance:

Projects aimed at strengthening social dialogue and gender equality in the banana and pineapple subsidiaries of Compagnie Fruitière in Africa (Senegal, Côte d'Ivoire, Ghana, Cameroon).

Pilot trade union training programme in Cameroon and in Côte d'Ivoire, extended to the other production subsidiaries for 2026-2028.

CIRAD

Centre for International Development Cooperation

Partner since 1987 on an ad hoc basis and since 2019 on an ongoing basis.

Work related to the duty of vigilance:

Compagnie Fruitière is conducting a multi-year applied research programme with CIRAD - B2A (which stands for Agro-ecological Banana for Africa) - aimed at significantly reducing synthetic inputs in its banana production systems, with the goal of achieving zero pesticide use. Initiated on the basis of a diagnosis conducted in 2018 in the Group's subsidiaries in Ghana, Côte d'Ivoire and Cameroon, the programme covers seven areas: fungicides, nematicides, insecticides, chemical fertilisers, service plants, a zero plant protection product route and decision-making tools.

CNRS - University of Montpellier

Partner since 2020.

Work related to the duty of vigilance:

Research work (thesis and post-doctorate) on the impact, spreading and impregnation of plant protection products on banana leaves in order to improve their effectiveness.

INRAE

French National Research Institute for Agriculture, Food and the Environment

Partner since 2015.

Work related to the duty of vigilance:

Research work (two theses) on the analysis of banana tree vigour using digital tools and the optimisation of aerial fungicide applications.

Purpan Engineering School

Partner since 2020.

Work related to the duty of vigilance:

Research on the use of ozone for the control of post-harvest banana diseases. Other research work (one thesis) on ozonated oils for the control of cercosporiosis.

Order of Malta France

Partner since 1994.

Work related to the duty of vigilance:

Shared commitment to access to care in rural areas of sub-Saharan Africa, formalised through the construction and co-management of two hospitals within the Group's production areas, in Njombe in Cameroon and Tiassalé in Côte d'Ivoire. These two establishments offer a range of general and specialised care, open to all the surrounding populations.

WWF

Partner since 2016.

Relevance to the duty of vigilance:

Compagnie Fruitière is committed to working alongside WWF to promote more environmentally friendly agriculture. This long-term partnership has contributed to the reduction of Compagnie Fruitière's environmental impact, while laying the foundations for a transition to more climate- and biodiversity-friendly practices, with, for example, a reduction in the use of inputs and carbon reduction targets validated by SBTi in November 2023.

A partnership renewed for three years in 2026 and structured around three areas of focus:

- Raising awareness among Compagnie Fruitière's stakeholders about environmental and biodiversity issues
- Identification of water-related issues and impacts in priority regions for WWF and Compagnie Fruitière
- Contribution to WWF's actions to preserve forests in the Congo Basin, through support to local and Indigenous Peoples in Cameroon

PARTICIPATION IN SECTORAL INITIATIVES

Compagnie Fruitière also participates in the work of sectoral bodies on CSR and duty of vigilance issues.

Afruibana

Association of Banana Producers-Exporters of Côte d'Ivoire.

Work related to the duty of vigilance:

Contribution to the defence of the interests of African producers with European and international institutions, with a view to defending commercial interests and promoting the competitiveness of the sector at economic, social and environmental levels.

AIB

Inter-professional Banana Association

Work related to the duty of vigilance:

Participation in a working Group on banana losses and wastage.

Banana Link and IUF

International Union of Food Workers

Work related to the duty of vigilance:

Structuring of social dialogue within the production subsidiaries and more generally within all the Group's subsidiaries.
Promotion of social dialogue and trade unionism at sector level.

CSIF

French Importers Association

Work related to the duty of vigilance:

Participation in working Groups via the CSIF's representation at Interfel (Interprofessional association for fresh fruit and vegetables) on environmental labelling (environmental score for food), the Social Responsibility strategy for the sector or decarbonisation.

World Banana Forum (WBF)

A collaborative space for key stakeholders in the global banana supply chain under the auspices of the Food and Agriculture Organisation of the United Nations (FAO).

Work related to the duty of vigilance:

Participation in working Groups on Human Rights, environmental protection and decent wages.

Freshfel

Association representing the fresh fruit and vegetable sector in Europe

Work related to the duty of vigilance:

Defence of the interests of the fresh fruit and vegetable sector in Europe in dealings with European and international institutions, while promoting a sustainable and competitive sector.

2. RISK MAPPING

RISK ANALYSIS PROCESS

Risk analysis for duty of vigilance is based on the Group's double materiality assessment and in particular on impact materiality, which assesses the external risks associated with the activities and the value chain.

Compagnie Fruitière carried out its double materiality assessment in 2024 as part of its compliance with the CSRD (Corporate Sustainability Reporting Directive) – a regulatory requirement that has since been postponed to the 2027 financial year. The assessment was conducted based on a list of 25 issues divided into four categories (Environment, Social, Products, Governance). Each issue was specified through the identification of the company's impacts on its ecosystem (environmental, social and societal), as well as the risks and opportunities for the company. These issues were noted in the context of a consultation, which involved 30 internal stakeholders (members of the Executive Committee, plantation managers, business and functional experts) and 15 external stakeholders of Compagnie Fruitière (customers, suppliers, shareholders, NGOs, researchers, trade unions and joint trade organisations).

2025 NEWS: this mapping was reviewed for the 2025 financial year, as part of the workshops devoted to duty of vigilance and then by the Group's Executive Chairman, in order to take into account significant changes in the activities and the operating environment. This also made it possible to specify the business lines or activities most exposed for each risk.

NEXT STEPS: Compagnie Fruitière will undertake a detailed review of the main risks by business line and by geographical area in 2026 in order to update and gain a better understanding of the risks and thus strengthen the robustness of its vigilance plan.

RISK ANALYSIS METHODOLOGY

In accordance with the French Duty of Vigilance Law, risk analysis covers the entire value chain. The risks were assessed in terms of their likelihood and impact, on a scale from 1 (low risk) to 4 (major risk), according to the impact materiality criteria defined by EFRAG (European Financial Reporting Advisory Group), aligned with international standards on duty of vigilance: likelihood, scale, scope and irremediable character.

Criteria: severity

Sub-criteria: scale, irremediable character and scope

Scale:

- 1 - Low: low or no impact and/or easily reversible and/or over a very limited scope
- 2 - Moderate: moderate and/or reversible impact and/or on a limited scope
- 3 - High: significant and/or difficult to reverse impact and/or over a wide scope
- 4 - Major: extremely high and/or irreversible impact and/or over a very large scope

Criteria: likelihood

Scale:

- 1 - Low: unlikely impact
- 2 - Moderate: moderately likely impact
- 3 - High: highly likely impact
- 4 - Major: definite or proven impact

The level of risk was determined according to the formula: $\text{risk} = \text{severity} \times \text{likelihood} / 4$.

All respondents, both internal and external, were equally weighted. For Human Rights issues, the score assigned to likelihood was aligned with the score for scale if the former was lower.

RISK MAPPING

Scoring system (on a scale of 1 to 4)

● Risk 1 ● Risk 2 ● Risk 3

Risks	Position in the value chain	Gross risk	Business lines/activities most exposed
Human Rights and Fundamental Freedoms			
Working conditions, remuneration, working hours	Own operations	● Risk 3	Production
Social dialogue and freedom of association	Own operations	● Risk 2	Production, Logistics
Discrimination and harassment	Own operations	● Risk 2	All business lines
Local communities and real-estate	Own operations	● Risk 2	Production
Human Rights and safety in the value chain	Upstream	● Risk 2	Import, Logistics
Health and safety of individuals			
Health and safety of employees	Own operations	● Risk 2	Production, Logistics
Health and safety of surrounding communities ¹	Own operations	● Risk 2	Production
Organised crime ¹	Upstream and Own operations	● Risk 2	Production, Import, Logistics
Consumer safety	Upstream, Own operations, Downstream	● Risk 2	All business lines
Environment			
Climate change mitigation	Own operations	● Risk 2	Logistics, Production
Water resources	Own operations	● Risk 2	Production
Biodiversity	Own operations	● Risk 2	Production
Pollution	Own operations	● Risk 2	Production, Logistics, Ripening plants
Deforestation	Upstream and Own operations	● Risk 2	Production, Import
Environment in the value chain	Upstream	● Risk 2	Import
Waste and the circular economy	Own operations	● Risk 1	Production

1. New risks 2026.

Main changes compared to the 2025 vigilance plan:

- Refocusing the assessment on the scope of the duty of vigilance: elimination of internal risks (e.g. cybersecurity) or risks outside the scope of the duty of vigilance (e.g. food sovereignty).
- Integration of emerging risks, particularly related to organised crime, including risks to the safety of individuals.
- Better consideration of the human impacts of environmental risks, particularly in terms of the health and safety of local communities.

3. ASSESSMENT SYSTEM

3.1 SUPPLIER SELECTION

The selection of suppliers, which was historically based on quality criteria, is gradually integrating CSR criteria. Since 2016, supplier relations have been governed by a CSR clause and, since 2024, by a responsible procurement policy, transmitted during the contracting phase.

CSR requirements for suppliers include collecting certifications and signing commitments with regard to regulatory compliance, Human Rights and the environment (CSR clause, responsible procurement policy or declaration including CSR commitments). These requirements are reinforced for fruit suppliers with whom Compagnie Fruitière works on an ongoing basis: monitoring of plant protection products, residue analyses (compliance with maximum residue levels – MRLs, i.e. the maximum authorised quantity of substances on foodstuffs), packaging compliance and, since 2025, inclusion of a clause on the fight against organised crime in the supplier contract.

Specific requirements also apply to certain purchasing categories, such as food safety for logistics services.

2025 NEWS: in 2025, Compagnie Fruitière launched the development of a supplier management platform. This will make it possible to ensure the files and records are complete, making supplier listing conditional on the transmission of information and in particular the required CSR commitments. This tool is deployed in the first half of 2026 in the Group's central purchasing and supplier management agency (OSS). It is dedicated to the purchase of production inputs and will contribute to strengthening the control of risks related to the selection and management of suppliers.

3.2 ASSESSMENT AND AUDITS OF SUBSIDIARIES, SUPPLIERS AND SUBCONTRACTORS

ASSESSMENT METHODS

Some of the assessment methods on the subjects covered by the duty of vigilance are common to subsidiaries, suppliers and subcontractors.

Regulatory compliance

Scope: Suppliers and subcontractors

Audits of compliance with the requirements of Compagnie Fruitière and the regulations in force: questionnaires, certificates of conformity, product documentation, CSR commitments.

Product compliance

Scope: Production subsidiaries and fruit suppliers

Product conformity assessment, based on pesticide residue analyses carried out by independent ISO 17025 certified and accredited laboratories, covering quality and traceability issues.

Customer CSR assessments or audits

Scope: Production subsidiaries

Assessments carried out as part of audits or questionnaires requested by certain customers (e.g. SMETA/SEDEX, TMPS or customer-specific standards), relating to social, environmental and ethical requirements.

CSR assessments or audits

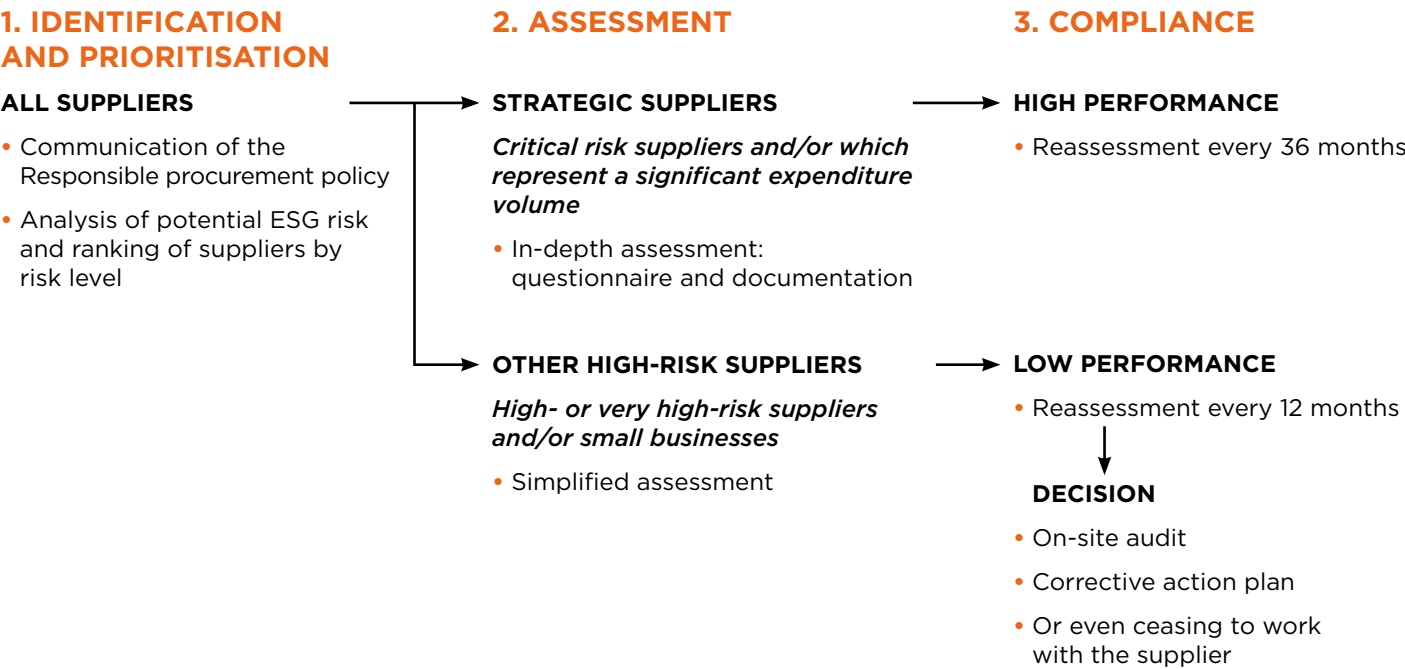
Scope: Production subsidiaries

Audits conducted by independent third parties in the context of obtaining or maintaining CSR certifications.

FOCUS ON SUPPLIER ASSESSMENT

Since 2024, the Group has been implementing a programme to assess its strategic suppliers' CSR approach based in particular on the EcoVadis tool. Led by the Group's CSR department, this programme enables the mapping and assessment of suppliers according to their criticality and level of risk, and adapt the assessment and monitoring methods accordingly. Initially deployed in non-fruit purchases, it will be extended to fruit purchases during 2026. A total of 96 high-risk strategic suppliers were assessed in 2025.

STRATEGIC SUPPLIER ASSESSMENT PROCESS



Indicators: number of high-risk strategic third-party suppliers assessed on their CSR approach

	2023	2024	2025
Suppliers	2	15	96

The increase in the number of high-risk strategic suppliers assessed reflects the ramp-up of the assessment process deployed by the Group since 2024.

RAISING AWARENESS OF RESPONSIBLE PROCUREMENT

Campaigns to raise awareness of responsible procurement are carried out:

- At Group level by the CSR department aimed at buyers
- In subsidiaries for local suppliers

Indicators: raising awareness of responsible procurement among buyers

- 2023:** 1 session/46 participants
- 2024:** 9 sessions/206 participants
- 2025:** 6 sessions/140 participants

Focus on production subsidiaries: share of third-party suppliers who have been informed of Compagnie Fruitière’s CSR policy

GDS (Senegal)

2023: 5.9%/2024: 50%/2025: 14%

SCB (Côte d’Ivoire)

2023: 100%/2024: 100%/2025: 100%

GEL/GOL (Ghana)

2023: 100%/2024: 39.1%/2025: 100%

PHP (Cameroon)

2023: 99%/2024: 99%/2025: 98%

Derose (Ecuador)

2023: 100%/2024: 100%/2025: 100%

GDS is experiencing a slowdown in its activity and is in the process of restructuring.

3.3 LABELS AND CERTIFICATIONS

The Group relies on certification standards and third-party and/or customer audit systems to assess its suppliers' activities and products and to engage its subsidiaries in a continuous improvement process.

Organic Farming

Certification guaranteeing quality attached to an environmentally friendly production method, prohibiting synthetic chemicals and GMOs.

Key words: Organic farming, environment

Business lines and activities exposed:

Production, Import, Distribution

Value Chain: Agrifood industries

Assessment: Certification by an approved certification body, annual audit

BRC

Food safety management system (English store brands).

Key words: Food safety, hygiene, regulation, traceability, HACCP, Food Defense

Business lines and activities exposed: Ripening

Assessment: Annual assessment by an independent body

FAIRTRADE

Trade partnership based on dialogue, transparency and respect, which aims to improve fairness in trade by providing better trading conditions and guaranteeing the rights of producers and workers.

Key words: Fair trade, sustainable development, ethics

Business lines and activities exposed: Production, ripening, import, distribution

Assessment: Certification by an independent third party (FLOCERT), audit, usually annual, for production subsidiaries and compliance checks

GLOBALG.A.P.

A reference framework for good agricultural practices, including integrated crop control and management, the implementation of health and safety principles, and guaranteeing a responsible approach to the health and safety of workers.

Themes: Food safety, sustainability, quality, traceability

Business lines and activities exposed: Production

Assessment: Certification by an independent body, annual audit

GLOBALG.A.P. CoC (Chain of Custody)

System guaranteeing the traceability of GlobalG.A.P. certified products at every stage of the supply chain.

Key words: GlobalG.A.P., GGN, traceability

Business lines and activities exposed: Export (non-producer), Import, Ripening, Packer

Assessment: Certification by an independent body, annual audit

GRASP

(GlobalG.A.P. Risk assessment on social practice)

Voluntary tool for social/labour management at farm level, in combination with the GlobalG.A.P. (IFA). Only companies already in possession of GlobalG.A.P. certification can be GRASP audited.

GlobalG.A.P. social module assessing working conditions.

Key words: Social criteria, ethics, risk assessment, social practice

Business lines and activities exposed: Production

Assessment: Independent third-party assessment, integrated with GlobalG.A.P., renewed annually

IFS FOOD/IFS BROKER

Food safety management system (store brands).

Key words: Food safety, hygiene, regulations, traceability, HACCP, Food Defense, Food Fraud

Business lines and activities exposed: Ripening (IFS FOOD) Import, Distribution (IFS BROKER)

Assessment: Annual assessment by an independent body

ISO 22000

Food safety management system.

Key words: Food safety, hygiene, regulations, traceability, HACCP

Business lines and activities exposed: Ripening

Assessment: Annual assessment by an independent body

LEAF

Sustainable agriculture reference framework focused on the environmental performance of farms.

Key words: Environment, responsible procurement, social responsibility

Business lines and activities exposed: Production

Assessment: Independent third-party certification, annual audit

AEO (Authorised Economic Operator) label

Customs status facilitating and ensuring the safety and security of international trade. European approval on supply chain safety/security. Certifies that a legal entity has implemented the necessary measures to prevent intrusion, illicit trafficking and situations that may expose employees and third parties to risks.

Key words: Customs compliance, supply chain security, creditworthiness

Business lines and activities exposed: Port operations (Transit Fruits and Eolis Belgium)

Assessment: Awarded by the customs administration, periodic reassessments and continuous checks. Audit every two years.

RAINFOREST ALLIANCE

Standard promoting sustainable and responsible agriculture.

Key words: Sustainable and responsible agriculture, ethics, biodiversity

Business lines and activities exposed: Production, Import
Assessment: Certification by an accredited third-party body, annual audit

SMETA (Sedex Members Ethical Trade Audit)

Audit methodology created by Sedex to assess all aspects of supplier and supply chain responsibility (health, safety, work, environmental performance, ethics).
Key words: Work, health, safety, environmental performance, ethics

Business lines and activities exposed: Production
Assessment: Certification by an independent body

SPRING

GlobalG.A.P. add-on aimed at assessing and certifying sustainable water management (irrigation and water resources) at farm level.
Key words: Water, irrigation, water resource management, regulatory compliance, ecosystem protection

Assessment: Third-party audit carried out by an independent body, in addition to a GlobalG.A.P. certification

INDICATORS

Main labels and certifications:

GLOBALG.A.P.

Bananas **100%** / Other fruits **99%**

Rainforest Alliance

Bananas **55%** / Other fruits **11%**

GRASP

Bananas **32%** / Other fruits **58%**

FAIRTRADE²

Bananas **38%** / Other fruits **7%**

ORGANIC

Bananas **26%** / Other fruits **12%**

**Focus on production subsidiaries:
Certifications and audits in 2025**

GDS (SENEGAL)

Main certifications:

- GlobalG.A.P.
- LEAF
- SPRING
- BRC
- SMETA
- Customer programmes

2. The conformity assessment for Fairtrade certification at Group level is carried out at the level of the certified area, but social practices represent a higher percentage because they are generalised to all workers in the certified legal entity.

2025 CSR audits or assessments

- 1 customer audit or assessment
- 9 certification audits

SCB (CÔTE D'IVOIRE)

Main certifications:

- GlobalG.A.P, TR4
- Rainforest Alliance
- Organic and Fairtrade (three sites)
- LEAF
- Customer programmes

2025 CSR audits or assessments

- 5 customer audits or assessments
- 8 certification audits

GEL/GOL (GHANA)

Main certifications:

- GlobalG.A.P, TR4
- Rainforest Alliance
- LEAF
- Organic (GOL) and Fairtrade
- Customer programmes

2025 CSR audits or assessments

- 2 customer audits or assessments
- 5 certification audits

PHP (CAMEROON)

Main certifications:

- GlobalG.A.P, TR4
- Rainforest Alliance
- LEAF
- Fairtrade
- Customer programmes

2025 CSR audits or assessments

- 3 audits or customer assessments
- 8 certification audits
- Renewal of all certifications

DEROSE (ECUADOR)

Main certifications:

- GlobalG.A.P
- Fairtrade
- Organic
- GRASP

2025 CSR audits or assessments

- 1 customer audit or assessment
- 9 certification audits

4. MITIGATION MEASURES

4.1 HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

WORKING CONDITIONS, REMUNERATION AND WORKING HOURS

RISK DESCRIPTION

- Risk of forced labour or child labour in the activities of the Group
- Risk of non-compliance with employees' Human Rights
- Risk of lack of decent working conditions: working hours, job stability
- Risk of mismatch between wages paid and employees' needs

Business lines/activities most exposed: Production

MITIGATION MEASURES

• Supervision of working conditions

The working conditions of the Compagnie Fruitière employees are defined at subsidiary level. Nevertheless, a common set of principles and values applies across the whole company, expressed through local policies, particularly in terms of the prohibition of forced labour and child labour. In Ghana (GEL/GOL), wage negotiations take place annually. In Cameroon (PHP), annual wage negotiations also take place, and an intra-company agreement was adopted in 2025 in order to supplement the collective agreement applicable until then to better regulate employees' working conditions.

• Decent wages for employees

Compagnie Fruitière's remuneration policy, which respects its employees and is based on close social dialogue and negotiation with employee representative bodies, is reflected, among other things, in salary levels above statutory minimum wages, health coverage for all plus added benefits in kind. Particular attention is also paid to the continuous improvement of the standard of living of employees and their families.

At the same time, Compagnie Fruitière is participating in sectoral initiatives on decent wages, which aim to reduce income wage gap in its value chain as part of a social dialogue with union representatives in production subsidiaries in Africa. This work is carried out with respect for the sovereignty of the States where we operate.

• Prohibition of child labour and forced or compulsory labour

The Group's CSR charter prohibits all forms of forced or compulsory labour, as well as child labour (persons under 18 years of age), even when local regulations allow the employment of minors in certain countries.

• Working hours and use of fixed-term employment contracts

The activities of Compagnie Fruitière may be subject to variations related to their seasonality. Insofar as employees are required to work overtime to cope with this, the Group is committed to ensuring that working hours are respected and that they are remunerated.

A Group-wide review is being conducted on the use of fixed-term contracts (seasonal workers, fixed-term contracts, temporary workers, the French International Volunteers in Business programme (VIE), work-study programs, etc.), taking into account local specificities.

INDICATORS

- Share of fixed-term contracts (15%)/permanent contracts (85%)
- Turnover (7%)

SOCIAL DIALOGUE AND FREEDOM OF EXPRESSION

RISK DESCRIPTION

- Risk of lack of social dialogue
- Risk of lack of freedom of representation and equal treatment of staff representatives

Business lines/activities most exposed: Production, Logistics

MITIGATION MEASURES

Each subsidiary recognises and respects the right of its employees to join or not to join the trade union of their choice and to elect staff representatives. Employees are thus free to express their demands, to organise themselves and to participate in decisions that impact their professional lives. Meetings are regularly organised between the staff representative bodies and the management.

• Structuring trade union platforms in Cameroon and in Côte d'Ivoire

As part of its partnership with the IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations) and the NGO Banana Link, Compagnie Fruitière contributes to the structuring of social dialogue within its subsidiaries, particularly those in production. Organised trade union platforms make it possible to strengthen social dialogue by uniting employees around stronger representative bodies. They have a charter that includes the operating rules and governance procedures.

In Cameroon, ten annual meetings were held, and four in Côte d'Ivoire. In Côte d'Ivoire, a working group is working on the emergence of a collective agreement and sectoral agreements, with the support of an expert consultant. This draft collective agreement will be examined by a joint committee for validation.

- **Employee involvement and representation on Fairtrade committees**

Within Fairtrade certified production subsidiaries, employees are represented and involved in Fairtrade committees in order to rule on the procedures for allocation of the Fairtrade premium (specific projects, salaries, etc.). This participation in the governance of the Fairtrade approach makes it possible to unite employees around the certification process, making it more transparent.

INDICATORS

Nearly 50 meetings were organised in 2025 within the production subsidiaries, with the participation of at least one employee representative body.

Number of social dialogue meetings in production subsidiaries in 2025

- PHP: 10 meetings
- SCB: 4 meetings
- GEL/GOL: 6 meetings
- GDS: 12 meetings
- Deroze: 16 meetings

DISCRIMINATION AND HARASSMENT

RISK DESCRIPTION

- Risk of discrimination in hiring and inequalities in access to employment
- Risk of unequal treatment in career paths (remuneration, promotion, training, dismissal, access to management)
- Risk of lack of diversity in the workforce
- Risk of harassment within the organisation

Business lines/activities most exposed: All business lines

MITIGATION MEASURES

- **Fight against discrimination in all its forms**

Compagnie Fruitière undertakes not to discriminate, directly or indirectly, in terms of relations and working conditions and is committed to equal treatment. These principles apply to hiring, as well as to the entire career path and HR processes (training, assessment, remuneration, etc.). These principles are disseminated to all employees via the CSR Charter.

- **Fight against moral and sexual harassment**

Compagnie Fruitière ensures that everyone has access to awareness-raising and prevention systems against moral and sexual harassment: establishment of social dialogue with employee representatives and union partners (each subsidiary has at least one contact person trained in harassment issues, including one person within the CSE (social and economic committee) if necessary), awareness-raising through occupational doctors and posting on the premises in all subsidiaries, use of committees, exchanges with stakeholders on the subject.

- **Promoting diversity within teams**

The company is committed to opening up its career paths to individuals from all backgrounds and all qualifications. Hiring policies prohibit any form of discrimination, for example related to gender. Despite this, the proportion of women within Compagnie Fruitière remains significantly lower than that of men, some positions being physically demanding and unsuitable for mechanisation.

INDICATORS

- 26.4% of female executives
- 18.6% of women on permanent contracts

LOCAL COMMUNITIES AND REAL-ESTATE

RISK DESCRIPTION

- Risk of land disputes, land grabbing, disputes concerning use of resources with surrounding communities

Business lines/activities most exposed: Production, especially SCB and PHP

MITIGATION MEASURES

- **No grabbing of land belonging to the local population**

Specific attention is paid to the verification of land titles, the analysis of leases and the identification of the true owners of the land, as well as the preservation of forest areas.

Compagnie Fruitière discusses and communicates with the populations of the villages surrounding its production sites, systematically concludes contracts relating to the land purchased or leased and pays respectful financial compensation and/or compensation in-kind.

However, the legal, regulatory or customary provisions of the countries in which the Group operates may lead to difficulties with the authorities and/or with local populations. In the event of a dispute with a third party relating to the occupation of a plot of land, Compagnie Fruitière takes the necessary steps to identify the owner. If no amicable solution can be found to such a dispute, it refers the matter to the competent courts and, if necessary, pays the rents due to an escrow agent until the dispute is resolved.

Focus on SCB: development in the Greater Abidjan region raises land issues concerning land boundaries, access to water and perception of agricultural practices by local residents. Studies are carried out prior to any agreement concerning new boundaries with competent solicitors and experts, including the verification of old contracts to determine the property boundaries, involvement of expert surveyors and representatives of the villages to validate the boundaries chosen, link with the Côte d'Ivoire government to obtain land titles in due form. A consultation of the Ministry of Water and Forests is carried out on the plots in order to verify that the area exposed does not encroach on classified or protected areas, then a regulatory Environmental and Social Impact Study is carried out.

- **Illegitimate claims by third parties concerning land operated by the Group**

Compagnie Fruitière is confronted with illegitimate claims from people who allege that they are owners, tenants, beneficiaries or holders of rights concerning the land that it operates or manages. The Group endeavours to defend its rights or the legitimate rights of third parties concerning said land in order to contribute to the land security of the plantations it operates by petitioning the competent courts as necessary while defending the interests of legitimate owners.

HUMAN RIGHTS AND SAFETY IN THE VALUE CHAIN

RISK DESCRIPTION

Risk of working with suppliers:

- who present a risk of using child labour or failure to respect Human Rights (especially on plantations)
- who do not take into account the health and safety of their employees
- who do not pay their employees a decent wage

Business lines/activities most exposed: Import, Logistics

MITIGATION MEASURES

National, international and sectoral regulations apply. Moreover, certain certification procedures that condition the purchase of fruit from third-party suppliers³ cover respect for Human Rights (Rainforest Alliance, Fairtrade, LEAF, SMETA, Grasp, SGS, etc.).

- **The employment of dock workers in the ports of Douala in Cameroon and Tema in Ghana**

In Cameroon and Ghana, port operations carried out by the Group's subsidiaries offer dockers working conditions that are better than the local average.

4.2 HEALTH AND SAFETY OF INDIVIDUALS

HEALTH AND SAFETY OF EMPLOYEES, QUALITY OF LIFE AT WORK

RISK DESCRIPTION

- Biological and chemical risk associated with the application and handling of plant protection products
- Other health risks (common diseases such as malaria, HIV, cholera, etc.)
- Risks related to driving, transport and travelling
- Risks related to riots, social and political unrest
- Physical risks related to the job/workstation

Business lines/activities most exposed: Production and Logistics

MITIGATION MEASURES

Employee health and safety policies are currently being formalised at subsidiary level, with the plan to consolidate them into a Group policy in the medium term.

- **Protection of employees in contact with plant protection products**

Employees assigned to the application of plant protection products have several sets of work clothes and personal protective equipment (PPE), stocks of which are regularly renewed and distributed according to an annual allocation plan, established according to the position and the specific needs of each task performed. This PPE is given to employees against signature. Additional PPE may be provided as needed outside of the annual allocations. The digitalisation of this monitoring process is underway in order to better control and trace the quantities of PPE ordered, stored and distributed centrally.

Employees are also provided with collective protective equipment (CPE) to ensure their protection during aerial spraying. These applications are used as curative treatment on plants infested with cercosporiosis.

In order to reduce the dispersion and drift of the plant protection products applied, to improve the effectiveness of treatments and to reduce application costs while reducing the exposure of plantation employees, Compagnie Fruitière decided five years ago to use agricultural drones for aerial spraying of plant treatments against cercosporiosis to gradually replace its fleet of aircraft. In 2025, 48% of Compagnie Fruitière's production areas were sprayed by drone (compared to 27% in 2024), with a target of 100% by 2028. For all aerial spraying, the TASPEP standard (covering aerial spraying without personnel present on the plantation) applies. Compagnie Fruitière has undertaken, where possible by local legislation, to carry out aerial spraying in the evening or even at night, once the employees have left the plantation, thus reducing their exposure. This also makes it possible to take advantage of more favourable weather conditions (less wind and lower temperature).

3. See Part 3. Assessment systems.

Finally, employees are given regular training, and specific medical check-ups are carried out several times a year. For example, as PHP is one of the subsidiaries with the largest number of employees in the Group (7,098 employees), it has a training centre with the main purpose of training workers in professional skills, which includes the wearing of PPE and safety within the plantation.

- **Road safety during travel and logistics**

A large part of the activities of Compagnie Fruitière involves the use of various means of transport such as vehicles, ships, aircraft, trucks, public buses, etc. In addition, many of the Group's employees must travel to reach their place of work.

In all the countries where Compagnie Fruitière operates, particularly in Africa where road safety is a real issue, significant risks of accidents can result from the use of these means of transport. In order to reduce these risks as much as possible and avoid accidents, Compagnie Fruitière has put a number of measures in place (organisation of training courses on the road safety regulations, training in driving machinery, training in "defensive" driving for drivers (training in effective anticipation and assessment of risky situations in order to react appropriately), raising awareness of the potential dangers of flying aircraft, organisation of internal collective transport, etc.).

Compagnie Fruitière also ensures the maintenance of the infrastructure within the plantations, regularly improving it in order to reduce the risk of accidents during travel (e.g. renovation of the bridges on the Derosé subsidiary site in Ecuador).

The condition of vehicles can also increase the likelihood of accidents occurring. In Cameroon, EOLIS has set up systematic quality control when truck/trailer combinations leave the terminal, in particular on the safety points of the twist locks attaching container to the carrier vehicle. The subsidiary has also undertaken the renewal of the tractor fleet and now has a fleet largely composed of new trucks, including ten tractors on long-term lease with new trailers. However, part of the risk comes from the very state of the road infrastructure, the maintenance of which is the responsibility of the local authorities and over which the Compagnie Fruitière has no influence.

- **Prevention of risks related to riots, social and political unrest, physical protection of employees**

The activities and employees of Compagnie Fruitière may suffer directly or indirectly from the effects of a period of economic, political, social or military instability.

To limit these risks, Compagnie Fruitière implements numerous measures to protect its employees when necessary, including guards, dedicated means of communication, creation of secure spaces, proximity to local and French authorities, and the use of a security and risk management company. In order to anticipate these risks, security is monitored both in the subsidiaries and at the headquarters of Compagnie Fruitière.

In 2025, Compagnie Fruitière recruited a Group Safety/Security Director. An inventory of the measures for the protection of people in the production subsidiaries made it possible to undertake measures to upgrade and strengthen existing systems as a matter of priority (organisation of guards and reorganisation of subcontractors' timetables following the detection of non-compliance with the regulations in force in the African subsidiaries; provision of armoured vehicles, reinforcement of the plantation access control gatehouses, reinforcement of measures to control loading using cameras, identification of security managers in the Ecuadorian subsidiary).

- **Prevention of physical risks related to the workstation**

As part of work in production activities and in the ripening plants, employees may be required to carry significant loads. Thus, training in physical movements and postures is provided to reduce the risk of injuries and musculoskeletal disorders. Solutions to ease the carrying of loads are being studied in order to reduce the risks for employees more generally.

2025 NEWS: during the 8th edition of the Award for Excellence in Occupational Health and Safety for 2024-2025 organised by the National Social Insurance Fund (CNPS), SCB in Côte d'Ivoire stood out among the 355 applications submitted at national level. Entering two of its production sites in this very tough competition, the ONO site won the 6th National Award, recognition that rewards its efforts in terms of risk prevention, worker protection and improvement of working conditions.

INDICATORS

- Frequency rate of workplace accidents: 11.5%
- Severity rate of workplace accidents: 0.2%
- Lost-time accidents: 492
- Fatal accidents in 2025: 1 accident (a foreman was taken ill in the workplace and died after being transported to hospital)

HEALTH AND SAFETY OF SURROUNDING COMMUNITIES

RISK DESCRIPTION

- Biological and chemical risk related to the application of plant protection products on plantations near villages

Business lines/activities most exposed: Production

MITIGATION MEASURES

- **Reduction of drift during the application of plant protection products by gradually replacing aircraft with drones**

By flying slower than an airplane (around 30 km/h as compared with 220 km/h for a plane), drones allow more accurate application and reduce the risk of plant protection products drifting as a result. This reduces the exposure of employees as well as the populations of the villages near the plantations. The transition to drones is taking place gradually, according to current technological limits (battery autonomy and therefore the volumes of product carried) but the Group's objective is for 100% of spraying to be carried out by drones by 2028.

In 2025, 48% of the surface area farmed by Compagnie Fruitière was sprayed using drones, i.e. 215,751 ha: 52% of the surface area at SCB, 96% at GEL and 24% at PHP.

- **Dialogue with the surrounding communities about the activities of Compagnie Fruitière in the plantations**

See section 1.4 Dialogue with the stakeholders.

- **Establishment of buffer zones around plantations**

In all plantations, buffer zones are established and maintained between farmed and non-farmed areas (houses, water points, etc.) in order to protect the surrounding communities and limit the risk of the spread of pollutants. The width of the buffer zone may vary and is specified by the Marketing Authorisation (MA) of each product used. Compagnie Fruitière respects the distances provided in the MAs and sometimes goes beyond the regulations by implementing greater distances.

- **Access to general and specialist care in two hospitals**

Compagnie Fruitière, together with the Order of Malta, has built and co-manages two hospitals in the Group's production areas, in Njombe in Cameroon and in Tiassalé in Côte d'Ivoire in order to promote access to healthcare in rural areas. These establishments offer general health-care and are open to all the surrounding populations, beyond the plantation employees and their families.

- **Reducing noise pollution near ports**

Compagnie Port-Vendraise, a subsidiary of Compagnie Fruitière dedicated to the management of the Port-Vendres port concession, launched a quayside electrification project in 2025 in order to make connections available in the port to encourage the movement and berthing of less carbon-intensive, less noisy vessels.

INDICATORS

Production areas sprayed by drones:

- 2023: 13%
- 2024: 27%
- 2025: 48%
- 2026 objective: 65%

100% of plantations have buffer zones between the plantations and dwellings, and the plantations and watercourses.

ORGANISED CRIME

RISK DESCRIPTION

- Risk related to the presence of organised crime networks in the regions where Compagnie Fruitière and its suppliers operate

Business lines/activities most exposed: Production (in particular Derosé in Ecuador), Import (Latin America) and Logistics (particularly maritime transport)

MITIGATION MEASURES

2025 NEWS: in 2025, two days of activities to raise awareness of the risks associated with drug trafficking were organised in Port-Vendres and Marseille (and by videoconference for people in the Group in the production subsidiaries in particular) in collaboration with the customs departments for the executives of the logistics and production subsidiaries.

NEXT STEPS: these actions will be supplemented in 2026 by awareness-raising sessions for warehouse employees, under the responsibility of the security department. In addition, since February 2026, the security department has been conducting missions in Latin America to monitor the application of anti-drug trafficking measures with all suppliers. This operation concerns banana and pineapple suppliers throughout Latin America, as well as the exporting ports used.

INDICATORS

Number of supplier inspections conducted as part of the risk assessment: 24 companies, nine ports and more than 30 sites involved in five different countries.

CONSUMER SAFETY

RISK DESCRIPTION

- Risk of poor quality of products in terms of food safety, non-compliance with regulatory limits
- Risk of faulty traceability

Business lines/activities most affected: all the business lines of Compagnie Fruitière

MITIGATION MEASURES

Compagnie Fruitière attaches the greatest importance to the quality and safety of the products it places on the market, whether they come from its production subsidiaries or from third-party suppliers.

- **Traceability management and food safety of products from integrated supply chains**

Of over 956,000 tonnes of fruit and vegetables distributed each year, about 65% is produced by Compagnie Fruitière subsidiaries. The vertical integration model of its activities gives Compagnie Fruitière unique operational efficiency and allows it to guarantee their quality while ensuring accurate traceability in the value chain (production, transport, ripening and distribution). Internal traceability procedures include integrated software for full traceability (from the production areas to customer delivery, with traceability of each package), crisis management and certifications.

These systems make it possible to provide robust and comprehensive information on the origin of the products distributed to quickly identify any risks and their causes, and to implement appropriate corrective measures, which may include the withdrawal and destruction of the goods, in compliance with regulatory standards.

The quality policy provides a framework for and ensures compliance with the rules in force in accordance with European regulations, for example the application of pre-harvest intervals (PHI) for all plant protection products. Each subsidiary draws up a specific list of the conventional and organic inputs used, stating the doses per hectare, the approvals and the methods of use adapted to the local needs of the plantations. Continuous regulatory monitoring ensures compliance with practices, particularly with regard to molecules banned in Europe and the applicable MRLs (Maximum Residue Levels). The logistics and ripening infrastructures are certified in order to ensure the continuity of product traceability according to the needs of the specifications.⁴

4.3 ENVIRONMENT

OPENING REMARKS

For many years, Compagnie Fruitière has been implementing a process of continuous improvement of its agricultural practices in plantations through the development of agro-ecological practices. The partnership with CIRAD makes it possible to develop innovative solutions within the framework of the B2A (Agro-ecological Banana for Africa) programme, which jointly addresses several environmental and social issues. However, the pedoclimatic specificities of each country of production and those existing within the plantations themselves complicate the generalisation of agro-ecological practices, and make it necessary to adapt approaches to each region. Agro-ecological practices are thus implemented gradually, first on test plots in order to study the suitability of the solution for local conditions (soils, climate, specific pest pressure, availability of water resources, etc.), then deployed more widely in plantations when the results are conclusive.

CLIMATE CHANGE MITIGATION

RISK DESCRIPTION

- Risk of GHG emissions related to the Group's activities
- Risk of GHG emissions related to the use of fertilisers and plant protection products

Business lines/activities most exposed: Logistics and Production

MITIGATION MEASURES

• Carbon footprint audit and decarbonisation trajectory

In 2022, Compagnie Fruitière had its greenhouse gas (GHG) emissions calculated on the basis of 2020 data for the first time.

This approach was renewed in 2023, before being internalised in 2024, in order to strengthen the Group's control and knowledge of its impacts. In 2025, for the second year in a row, data collection and its conversion into carbon emissions were carried out directly via the Tennaxia tool. As the Group operates worldwide, the GHG Protocol methodology is used for this calculation. The Group's main sources of GHG emissions are fuel consumption for the transport of the Group's fruit and that of its partners by ship, the purchase of fruit from outside the Group, the purchase of inputs for production subsidiaries (fertilisers, fruit packaging boxes, etc.), and the spreading of fertilisers in the fields. Committed to taking action and having its efforts formally recognised, the Group submitted its SBTi (Science-Based Target Initiative) trajectory as soon as it had conducted its first carbon footprint assessment.

Thus, the mid-term reduction objectives for 2030 (based on 2020) are as follows:

- - 42% for Scopes 1 and 2 in line with the Paris Agreement
- - 25% for Scope 3

These targets have been validated by the SBTi, an organisation co-founded by the WWF, the Carbon Disclosure Project (CDP), the United Nations Global Compact and the World Resources Institute (WRI). In addition, the specific decarbonisation trajectory linked to the land, according to SBTi's FLAG (Forest, Land and AGriculture) methodology, will be formalised in 2026.

• Reduction of GHG emissions in the supply chain, and in particular in maritime transport

The shipping subsidiary Africa Express Line (AEL) is updating its fleet of ships and its vessel rotations between Africa and Europe in order to optimise fuel consumption. The International Maritime Organisation (IMO) has set GHG emission reduction targets (-40% from 2008 to 2030), with which AEL is currently in line. The organisation of the Group's maritime fleet is constantly evolving in order to optimise vessel utilisation rates and sailing speed. In 2024 and 2025, part of the fleet was renewed, allowing it to benefit from the latest engines and optimisations. In 2025, 2,500 tonnes of biofuel partially replaced the fuels traditionally used, representing a 27% reduction in related emissions.

• Improving energy performance in ripening plants

Although their share of the Group's carbon footprint is smaller, Compagnie Fruitière's ripening plants are also committed to an energy-saving policy that involves the renovation of equipment, the use of plans to optimise the site occupancy rates and the gradual renewal of the ripening facilities, which makes it possible to benefit from the latest energy-saving technologies. Six of the nine French ripening plants have been renovated, three of them during 2025, and the last three are currently being renovated. In Europe, three ripening plants are also being renovated (one in Romania and two in Spain).

The renovations mainly consist of:

- Replacing high-GHG refrigerant gases (R449A) with closed-circuit glycol water or ammonia;

4. See the Labels and certifications table in part 3.3

- Refrigerated slabs in addition to cold-storage rooms in order to improve the storage and preservation of products and limit waste. In Bordeaux, for example, this improvement has led to a 30% reduction in fruit wastage;
- Modernise the refrigeration system by installing more efficient equipment and promote a reduction in electricity consumption through heat recovery (reuse for heating, defrosting and humidity management) and intelligent management (consumption adjusted to actual needs).
- **Field practices to reduce the consumption of mineral fertilisers in production**

The use of organic matter (compost, bokashi, bioles, or coffee or cocoa parchment depending on availability) helps to improve soil fertility by limiting the systematic use of mineral fertilisers, improves soil structure and microbial load, and improves its capacity to retain the water available to the root system. In addition, fertigation systems (injection of solubilised chemical fertilisers directly into the irrigation water) are being generalised throughout the conventional plantations. This technique allows much more localised and uniform supply of fertilisers and thus reduces the doses distributed per hectare while reducing energy requirements (less travelling required to transport fertilisers on the plantation during manual application).

- **Implementation of renewable energy production modules in subsidiaries**

In production and logistics subsidiaries in Africa, renewable energy production modules are gradually being installed in order to diversify energy supply sources, improve resilience and reduce the carbon footprint. Modules are already installed at EOLIS Ghana (photo-voltaic panels installed in 2024 that cover 15% of annual electricity needs, with plans to double capacity in the near future), and at SCB in Côte d'Ivoire. Several projects are being studied in the subsidiaries in Ghana, Senegal and EOLIS Cameroon and in the ripening plants in Europe.

INDICATORS

2023	2024	2025
846	983	861*
k tonnes of CO ₂ equivalent, consolidated	k tonnes of CO ₂ equivalent, consolidated	k tonnes of CO ₂ equivalent, consolidated

*Figure at the end of May: currently under review by an external firm specialising in the field.

Indicators on emission reduction levers:

- Use of biofuel in maritime logistics: 2,500 tonnes of biofuel have partially replaced the fuel, reducing the related emissions by 27%
- Electricity production for self-consumption: Fruit Terminal Company consumed 213,000 kWh of self-generated solar electricity and 1,193,000 kWh of self-generated hydropower in 2025
- Reduction of mineral fertiliser consumption: 22% of the total surface areas benefit from the fertigation system (including 100% of conventional plantations in Ghana)

WATER RESOURCES

RISK DESCRIPTION

- Risk of water availability

Business lines/activities most exposed: Production

MITIGATION MEASURES

- **Vigilance and reduction of the quantities of water used in production**

Compagnie Fruitière plantations are usually located near abundant water sources, mainly rivers. Optimising the use of this water resource necessary for irrigation is an important commitment of Compagnie Fruitière. In order to optimise water consumption, irrigation methods are being continuously improved to get as close as possible to the plant's needs: drip irrigation, micro-sprinklers, mini sprinklers as well as automated and needs-based management of water inputs (in partnership with the start-up Telaqua). The irrigation water management system also includes connected weather stations to accurately define the plant's needs, and capacitive probes to measure the availability of water in the soil. In the future, wherever the agro-ecological context (including the nature of the soil) is favourable, drip or micro-jet fertigation will be favoured in conventional plantations to optimise the use of water and fertilisers (reduction of 10 to 20%). This method has the additional advantage of allowing the supply of water to be spread throughout the day (compared to the application of fertiliser via sprinkling). For organic crops, fertilisation is carried out by adding organic matter and industrial fertiliser manually without the possibility of mixing it with the irrigation water which, to ensure good mineralisation, will be sprinkled under the canopy in order to maintain a level of humidity over the entire surface area of the plantation.

INDICATORS

Water withdrawal in 2025 (mains water):

- PHP: 65,862 m³
- SCB: 27,848 m³
- GDS: 3,395 m³

Self-abstracted water withdrawal (pumped/drilled):

- PHP: 24,008,235 m³
- SCB: 67,049,900 m³
- GOL: 8,979,261.8 m³
- GEL: 19,690,619.56 m³

Total area under fertigation:

- 2,200 ha/10,000 ha in 2026, including 100% of conventional plantations in Ghana, 220 ha in Cameroon and 600 ha in Côte d'Ivoire

BIODIVERSITY

RISK DESCRIPTION

- Risk of damage to soil biodiversity, both on land (soil biodiversity) and at sea in connection with the activities (monoculture, use of plant protection products, maritime transport, etc.)
- Risk of change in land use (construction, land take etc.)

Business lines/activities most exposed: Production

MITIGATION MEASURES

Given the potential and proven impacts of the plant protection products used, Compagnie Fruitière has placed their rational use at the heart of its CSR commitments and practices in compliance with all the regulations applicable in the European Union and in the countries where the Group operates.

• **Pest control, use of plant protection products and agro-ecological practices in banana plantations**

Compagnie Fruitière relies on partnerships, in particular that established with CIRAD, which has been strengthened since 2019 as part of the B2A (Agro-ecological Banana for Africa) programme. The main challenges and areas of work are as follows:

- Black Sigatoka a fungal leaf disease that causes yield losses and reduced product quality, the pressure of which is particularly severe at PHP and SCB (rain-fall that favours its development). The use of fungicides, and in particular Mancozeb for conventional plantations, enables this disease to be controlled, but its environmental and health impacts have led Compagnie Fruitière to aim for a "Zero Mancozeb" objective in the future. The use of this fungicide is prohibited in Europe, and the import of products that have been treated with Mancozeb is subject to compliance with the maximum residue levels (MRLs) defined by the regulations⁵ and respected by Compagnie Fruitière. The danger of the product both for the environment and for the plantation employees⁶ justifies the efforts made to limit its use as much as possible: 40% of the plots of Compagnie Fruitière are already "100% Zero Mancozeb" (including 30% of the 4,300 hectares conventionally farmed by SCB). This point is the subject of a weekly discussion with the various subsidiaries, the Group's Agronomic Department and CIRAD, making it possible to interpret the biological indicators and make decisions concerning treatment, including the choice of products. In addition, resistance analyses are being carried out by an internal Group laboratory developed with CIRAD's expertise in Côte d'Ivoire, and a Decision Support System/Tool (DSS) will be integrated into the plantation management tool in 2026 in order to have better indicators, facilitate treatment decisions and select treatment products taking into account fungicide resistance data.

- Nematodes are worms whose entire biological life cycle takes place in the roots of banana trees, causing root necrosis and significant damage to trees. Chemical control with nematicides is only effective at the time of application, and does not achieve a lasting reduction in pest pressure. In addition, the nematicides used have strong negative environmental and health impacts, which makes reducing their use essential for sustainability in plantations. This pest pressure is very high in Cameroon and Côte d'Ivoire, while it is low enough in Ghana's plantations that no nematicides are used there. Reducing the use of nematicides requires a better understanding of the dynamics of nematode populations and the factors that favour their development (nature of the soil, climate), the introduction of sanitary fallow periods in order to create a depopulated period before replanting, identifying and using cover crops to contribute to the sanitation of plots during fallowing. Efforts in this area have led to significant progress, particularly in SCB and PHP (28% reduction in areas treated with nematicides at PHP over the three crop cycles between 2023 and 2025).

- The banana weevil is an insect whose larvae attack the roots of the banana tree and can cause significant damage in the event of a strong attack. Pest pressure is particularly high at PHP with variable levels of infestation, while it is zero in plantations in Ghana. The current management of this pest is based on action thresholds defined with CIRAD at the beginning of the partnership, which are currently being revised to better reflect the current situation. The insecticides used have unfavourable toxicological profiles, and some (such as neonicotinoids) are strongly criticised in Europe. Efforts are therefore focused on reducing their use. Actions planned for 2026 include the precise diagnosis of the populations present (via trapping) and the damage caused (via pseudostem dissection and visual analysis) at SCB and the study of new methods of diagnosing damage as an alternative to pseudostem dissection and the adaptation of the diagnosis at PHP.

In order to contribute to pest control, close collaboration with CIRAD has made it possible to implement several agro-ecological practices:

- Development of disinfecting fallows with the use of service crops: cover crops have been sown in order to control the development of weeds, which have the ability to maintain nematodes. In 2025, land were left fallow, and 100% of this land were covered with crops that contribute to reducing the pressure of soil-borne parasitism and improving the agronomic quality of the soil.
- Planting of service crops under banana trees for their multiple contributions to the environment: in Côte d'Ivoire, a collection of service plants has been methodically constituted with the aim of offering solutions to each area according to the expected services and constraints of these areas. Arachis Repens has been successfully introduced at SCB and is being rolled out at PHP plantations.

5. Regulation (EC) No. 396/2005.

6. See the "Employee Health and Safety" section with regard to employee protection and the wearing of personal protective equipment.

This service plant provides many benefits:

- It helps to improve soil structure and porosity via its root network, which facilitates water infiltration and the natural drainage of plantations;
- As a legume, it enables the symbiotic fixation of atmospheric nitrogen, which enriches the soil for crops and helps reduce the need for mineral fertilisers;
- It limits the use of herbicides by controlling undesirable species in favour of favourable species.
- Use of alternative and biocontrol products against Sigatoka disease and the use of mineral oil (authorised in organic farming) which should significantly reduce the quantities of active ingredients applied. Several other biocontrol products are regularly studied to reduce and eliminate the use of fungicides as soon as possible. In addition, with regard to the post-harvest management of bananas, a screening of the biocontrol solutions currently available will be carried out in 2026, with sector tests carried out in the field in Côte d'Ivoire and Ghana before considering a possible use in the other subsidiaries.
- The development of a "Zero Pesticides" approach, which is exploratory at this stage, is being studied in the subsidiaries that are most suitable for it – in Ghana in particular where the constraints to be lifted are not as strong. An area of about 150 ha are dedicated to the experimental development of this route.
- **Organic banana plantations**
Compagnie Fruitière farms part of its land using organic farming methods (about 12% of the banana production area), on which no synthetic treatment product is applied. The GOL subsidiary in Ghana is the pilot site for the development of organic bananas within the Group, with about 600 hectares of land out of the 2,000 farmed in this country being organic. In Ecuador, the 600 ha of the Derose subsidiary are farmed organically as are three SCB plantations in Côte d'Ivoire. Historically, organic banana production has been a lever for accelerating and innovating agro-ecological practices for organic plantations and also for the rest of the areas farmed by Compagnie Fruitière conventionally (soil management, plant nutrition, introduction of service crops and fallows, etc.).
- **Conservation and preservation of biodiversity in and around plantations in production subsidiaries**

GDS (SENEGAL)

Creation of protected areas of eight to ten hectares. A protocol has recently been established with the Ministry of Water and Forests to ensure the management and monitoring of these protected areas as well as the management of the fauna and flora within the plantations.

SCB (CÔTE D'IVOIRE)

Partnerships have been initiated with the Ministry of Water and Forests to reforest certain areas, including the planting of one hectare of trees. An extension to five hectares is planned.

An exploratory mission for the implementation of an agroforestry system in the context of organic farming will be studied in 2026.

PHP (CAMEROON)

Implementation of a restoration and conservation plan, accompanied by a biodiversity policy, taking into account the presence of primary forests in the scope.

• Studies carried out in the context of potential plantation extensions

Refer to the local communities and land rights, and deforestation.

• Promoting biodiversity in the port of Port-Vendres

In the Group's other subsidiaries, the concern for biodiversity is also present, although the stakes are more moderate. The Compagnie Port-Vendraise subsidiary carries out operations to preserve biodiversity in collaboration with the Pyrénées-Orientales department, for example the installation of biohuts (iron hoop cages filled with oyster shells which constitute protection zones for fry and juveniles), the creation of a light anchorage area for vessels (buoys to which vessels can moor in order to limit unauthorised anchoring and avoid damaging the biodiversity).

INDICATORS

Areas farmed organically (in ha):

2023 2024 2025

Côte d'Ivoire

136/140/147

Ghana

586/586/586

Ecuador

571/613/607

Total

1,293/1,339/1,340

Doses of active ingredients of plant protection products for conventional bananas [kg of active ingredients ha/year]:

2023 2024 2025

SCB

23.4/27.4/31.4

PHP

29.9/31.6/26.4

GEL

6.3/5.8/8.9

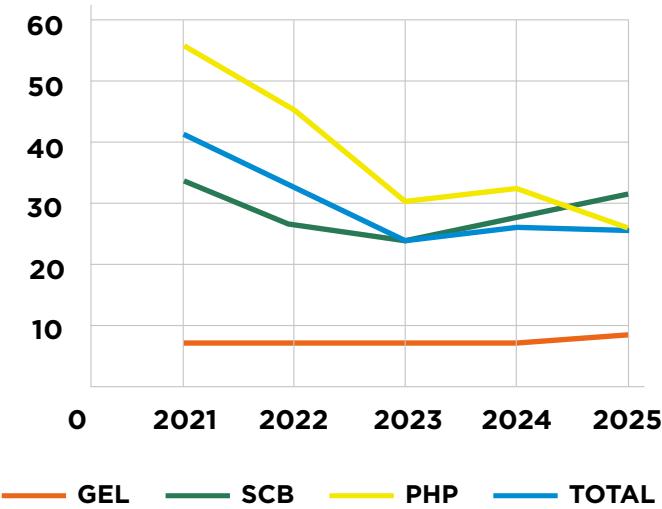
Total

59.6/64.8/66.7

The amount of active ingredient used per hectare depends mainly on the use of fungicides to control cercosporiosis. In mid-2024, a cercosporiosis control failure led to a production crisis and the disease had to be curbed by the increased use of fungicides which continued in 2025.

History since 2021:

Quantity in kg of active ingredient/ha/year
(banana area + fallow)



Thanks to the work carried out with CIRAD since 2019, 5,000 hectares farmed conventionally are currently treated according to the integrated management approach with warning against cercosporiosis (i.e. acting according to biological indicators, taking into account the level of resistance, favouring plant protection products that are not harmful to health and the environment), 40% of which are mancozeb-free.

Quantities of mineral fertilisers applied:

2025

SCB
362 kg N/ha/year Nitrogen fertilisers
597 kg K2O/ha/year Potash fertilisers

GDS
1,737.6 kg/ha/year
Combined synthetic fertilisers

GEL
311 kg N/ha/year Nitrogen fertilisers
508 kg K2O/ha/year Potash fertilisers

PHP
389 kg N/ha/year Nitrogen fertilisers
358 kg K2O/ha/year Potash fertilisers

Areas dedicated to agro-ecological infrastructure.
Hectares of fallow land (average over the year in ha):

2023 2024 2025

Côte d'Ivoire
400/446/309

Cameroon
575/814/962

Ghana
85/14/12

Total
1,060/1,274/1,283

On average, 10% of the plantation area is left fallow each year. These fallow cycles are used to fight soil-borne parasitism (nematodes and banana weevils).

- **Reforested areas:** 1 ha at SCB
- **Areas planted with service crops:** 300 ha of *Arachis Repens* planted under banana trees at SCB, 20 ha at GDS, 487 ha at PHP
- **Hedges:** 2,000 m of hedges planted at GDS, 6,207 m at PHP
- **Protected areas:** 175.81 ha at Derosé

POLLUTION

RISK DESCRIPTION

- Risk of soil and watercourse pollution linked to production and the use of plant protection products
- Risk of poor water quality/water pollution caused by wastewater
- Risk of air and ocean pollution related to transport and ripening
- Risk of pollution related to waste and packaging

Business lines/activities most exposed: Production, Logistics and Ripening

MITIGATION MEASURES

- **Deployment of agro-ecological practices to reduce the use of plant protection products**
The agro-ecological practices implemented in the plantations are used overall to achieve the objectives of reducing fungicide, nematicide, insecticide and herbicide treatments that Compagnie Fruitière has set for itself, and thus reduce the potential pollution caused by these uses⁷. Reducing the amount of active ingredients applied helps to reduce the risk of environmental contamination.

7. See the "Biodiversity" section.

• **Management of the quality of water discharged in production plants**

In the plantations, the washing water from the fruit packing stations is decanted and filtered (in particular using filtering plants) before being discharged into the environment subject to regular quality controls. Laboratory analyses are carried out to ensure the quality of the water.

For the past four years, Compagnie Fruitière has been conducting a research project on water treatment by ozone injection with CIRAD and the Purpan school: this technique makes it possible to better manage pesticide residues and to limit the use of chlorine in treatments. Finally, washing bananas with ozonated water limits contamination thanks to its anti-pathogenic properties, which limits the need for post-harvest chemical treatments without leaving a toxic residue on the fruit. A pilot project will shortly be launched in Côte d'Ivoire.

• **Fleet renewal**

Compagnie Fruitière's maritime logistics subsidiaries operate under the international framework of the MARPOL (International Convention for the Prevention of Pollution from Ships). The fleet is also being renewed, with its four new, more fuel-efficient vessels and whose objective is cold ironing capability: this will limit both greenhouse gas emissions and associated air pollution.

INDICATORS

Quantity of fuel consumed by the vessels of the AEL subsidiary (in thousands of tonnes):



97.5/97.1/91.8

DEFORESTATION

RISK DESCRIPTION

- Risk of contributing to the deforestation of protected areas through the extension of the Compagnie Fruitière production areas or indirectly through imported fruits, particularly in Latin America

Business lines/activities most exposed: Import and Production

MITIGATION MEASURES

Compagnie Fruitière is established in most of cases, in areas that have already been converted to agriculture. An internal multi-criteria grid is completed by the teams in charge of the new locations to ensure compliance with these commitments. For each new implementation project, an exhaustive internal specification is completed by the teams in charge to ensure that this principle is taken into account. Compagnie Fruitière refrains from setting up any new plantation on land covered with primary forests.

INDICATORS

Non-agricultural area converted to agricultural area (extension): 0 ha

ENVIRONMENT AT FRUIT SUPPLIERS

RISK DESCRIPTION

- Risk of damage to biodiversity on land and under the sea in connection with the activities (in particular in connection with the use of plant protection products)
- Risk of soil and watercourse pollution linked to production and use of plant protection products
- Risk of poor water quality/water pollution caused by wastewater
- Risk of poor waste management, particularly toxic waste
- Risk of conflict over water use and availability

Business lines/activities most exposed: Import

MITIGATION MEASURES

See the monitoring and assessment procedures as part of the certifications required from suppliers (section 3.2).

WASTE AND THE CIRCULAR ECONOMY

RISK DESCRIPTION

- Risk of poor waste management, and in particular toxic waste (e.g. in contact with plant protection products)

Business lines/activities most exposed: Production

MITIGATION MEASURES

• **Plastic waste management**

The Compagnie Fruitière companies have implemented a policy of sorting and/or processing all their plastic packaging. This plastics management is controlled in particular in the production subsidiaries via internal procedures and external certifiers.

In Senegal, an ongoing project aims to transform landfills into sorting centres with the help of a service provider to better manage plastic and organic waste.

• **Recovery of organic waste**

In plantations, organic waste (pseudostem, leaves, etc.) is either used to make compost or spread directly in the fields. In the SCB and GEL/GOL subsidiaries, 100% of the organic matter discarded in the plantations is mixed with cocoa and coffee crop residues (seed coats, parchments, etc.) and turned into compost, which is used as organic fertilisation for the Compagnie Fruitière plantations.

INDICATORS

Group data (tonnes of waste)

- **Chemical waste:** 3,743 t
- **Ordinary waste:** 7,805 t
- **Organic waste:** 94,855 t
- **Paper and cardboard waste:** 9,782 t
- **Plastic waste:** 2,600 t

5. WHISTLEBLOWING MECHANISM

5.1 COLLECTION AND PROCESSING PROCEDURE

Compagnie Fruitière has set up an online whistleblowing mechanism for collecting reports relating to the existence or occurrence of risks of serious violations of Human Rights and Fundamental Freedoms, the health and safety of individuals, as well as the environment. The whistleblowing mechanism is hosted by the secure SaaS platform EQS Integrity Line and, in accordance with the legal provisions applicable to the Group, also allows the disclosure of a crime or offence, a threat or harm to the public interest or a breach of an international commitment.

Scan the QR code below:
<https://fruitiere.integrityline.app/>



DISSEMINATION AND ACCESSIBILITY OF THE SYSTEM

The Group's employees are informed of the existence of this mechanism, in particular by means of posters and communications with employee representative bodies. This mechanism is easily accessible to all employees by means of a smartphone using QR-codes. The system is available in French, English, Spanish, German, Hungarian, Dutch, Portuguese, Romanian and Italian. It allows anonymous reporting and recording of voice messages via a microphone button. The ergonomics of the platform have been designed to be as accessible as possible ("submit a report" button and guidance throughout the declaration). Data security is guaranteed by EQS as well as compliance with GDPR obligations. Anonymous reporting is possible, as the voice is modified.

NEXT STEPS: in 2026, the Group will continue a communication campaign on the whistleblowing mechanism in all subsidiaries, with business partners and surrounding communities.

PROCESSING REPORTS

The procedure for collecting and processing reports summarises the whistleblower's rights and time-frames. There is also an internal procedure that describes the conditions under which investigations must be carried out (compliance with time-frames, guarantees to be provided to the whistleblower, etc.). Compagnie Fruitière ensures the protection of whistleblowers who meet the conditions set out in the applicable framework and undertakes not to take any sanctions against a person who has made a report in good faith.

Procedure for processing reports

- **Registering**

The report is received by the Group's ethics advisors and an acknowledgement of receipt is sent to the person who made the report.

- **Analysis**

The information reported is examined and may be sent to the ethics committee of the subsidiary exposed. The competent departments and internal experts are mobilised on the reported subject.

- **In-depth investigation**

An investigation is conducted if necessary.

- **Corrective measures**

Corrective measures are taken within three months of receiving the report.

This mechanism is in addition to the usual reporting channels (management, HR, line manager, employee representative bodies, labour inspectorate, etc.). In production subsidiaries in particular, reports and requests are still generally sent through more informal channels: orally with managers or via complaint or suggestion boxes.

5.2 RESULTS AND MONITORING

INDICATORS

Operation of the whistleblowing mechanism

- **Number of reports received via the online whistleblowing system**

2023: 0/2024: 1/2025: 0

- **Number of reports processed via the online whistleblowing system**

2023: NA/2024: 1/2025: NA

- **Number of corrective measures taken**

2023: NA/2024: NA/2025: NA

The online whistleblowing system remains little used at this stage, as the majority of reports are still made via internal hierarchical channels. The statements "NA" refer to reports that have been the subject of an investigation that led to the conclusion that the facts were unfounded.

Focus on production subsidiaries: share of grievances handled in production subsidiaries (excluding the online whistleblowing mechanism)

- **SCB:** 62.5% (16 received: 10 processed, 4 in progress and 2 rejected)

- **GEL/GOL:** 66% (21 received: 6 processed, 13 in progress and 2 rejected)

- **DEROSE:** 100%

- **GDS:** 100%

- **PHP:** 100%

6. MONITORING THE MEASURES

ASSESSMENT SYSTEM	2023	2024	2025
Number of high-risk strategic third-party suppliers assessed on their CSR approach	2	15	96
Raising awareness of responsible purchasing among buyers	1 session 46 participants	9 sessions 206 participants	6 sessions 140 participants

HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS	2023	2024	2025
Share of employment using fixed-term contracts	19.8%	18.1%	15%
Share of employment using permanent contracts	80.2%	81.9%	85.1%
Turnover	11	10.1	7%
Share of female executives	23.4%	25.1%	26.4%
Share of women on permanent contracts	17.5%	17.2%	18.6%

HEALTH AND SAFETY OF PEOPLE	2023	2024	2025
Lost-time accidents	430	542	492
Frequency rate	5.2	13.4	11.5
Severity rate	0.21	0.17	0.2
Production areas sprayed by drones	13%	27%	48% (2026 target: 65%)
Establishment of buffer zones between plantations, dwellings and watercourses	100% of plantations	100% of plantations	100% of plantations
Supplier inspections to control the risk of organised crime	0	0	24 companies, 9 ports and more than 30 sites involved in 5 different countries

ENVIRONMENT	2023	2024	2025
Consolidated Group carbon footprint (ktCO ₂ equivalent)	846	983	861 ⁸
Areas under organic farming in Côte d'Ivoire, Ghana and Ecuador (in ha)	1,293	1,339	1,340
Doses of active ingredients in conventional plant protection products (kg of active ingredient per hectare per year) for the SCB; PHP and GEL subsidiaries ⁹	59.6	64.8	66.7
Hectares of fallow land (average over the year for Côte d'Ivoire, Cameroon and Ghana) ¹⁰	1,060	1,274	1,283
Quantity of fuel consumed by the vessels of the AEL subsidiary (in thousands of tonnes)	97.5	97.1	91.8
Area of non-agricultural land converted to agricultural land (extension, in ha)	0	0	0

8. Figure at the end of May; currently being reviewed by an external firm specialising in the field.

9. The amount of active ingredient used per hectare depends mainly on the use of fungicides to control cercosporiosis. In mid-2024, a cercosporiosis control failure led to a production crisis and the disease had to be curbed by the increased use of fungicides which continued in 2025.

10. On average, 10% of the plantation area is left fallow each year. These fallow cycles are used to fight soil-borne parasitism (nematodes and banana weevils).

WHISTLEBLOWING MECHANISM ¹¹	2023	2024	2025
Number of reports received via the online whistleblowing system	0	1	0
Number of reports processed via the online whistleblowing system	NA	1	NA
Number of corrective measures taken	NA	NA	NA

11. The online whistleblowing system remains little used at this stage, as the majority of reports are still made via internal hierarchical channels. The statements "NA" refer to reports that have been the subject of an investigation that led to the conclusion that the facts were unfounded.

7. 2025 REPORT

7.1 2025 ACTIONS

GOVERNANCE OF THE VIGILANCE PLAN

ACTIONS IMPLEMENTED

- Review of the vigilance plan including the main contributors of the subsidiaries (five workshops) as opposed to a headquarters vision only.

RISK MAPPING

ACTIONS IMPLEMENTED

- Review of the risk mapping.

ASSESSMENT SYSTEM

ACTIONS IMPLEMENTED

- Launch of the development of a digital platform to make suppliers' adherence to the CSR clause and the Compagnie Fruitière Responsible procurement policy systematic.
- Systematic integration of a new anti-organised crime clause in supplier contracts for the purchase of fruit.

HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

ACTIONS IMPLEMENTED

- **PHP:** adoption of an intra-company agreement to supplement the collective agreement in order to better regulate the working conditions of employees.

HEALTH AND SAFETY OF INDIVIDUALS

ACTIONS IMPLEMENTED

- Recruitment of a Safety/Security Director at Group level and inventory of personal protection systems in production subsidiaries.
- Organisation of two days of activities to raise awareness of the risks associated with drug trafficking in collaboration with the customs departments for the logistics and production subsidiaries.
- **SCB:** award of a prize for its health and safety management, granted by the National Health Insurance Fund.

ENVIRONMENT

ACTIONS IMPLEMENTED

- **PHP:** increase in the area growing service plants with a disinfecting effect against pests on fallow land and banana plots; reinforcement of the density of pheromone traps in the plantings (24 traps/ha) with the deployment of belt trapping in adjacent plots and fallow land.
- **Ripening:** renovation of three ripening plants to improve their energy performance
- **Partnership with CIRAD:** promotion of the B2A programme at an international conference (Arcobat in Miami) which brings together professionals and researchers in the field of banana production. The presentation focused on agro-ecological practices using the example of SCB to promote the positive lessons learned from the fight against banana cercosporiosis.

7.2 OUTLOOK AND AREAS OF WORK FOR 2026-2028

GOVERNANCE OF THE VIGILANCE PLAN

PLANNED ACTIONS

- Restructuring of ethics committees at Group and subsidiary levels in order to strengthen the competence and responsibility of the subsidiaries on matters relating to the duty of vigilance.
- Implementation of a training and awareness-raising plan for the internal reference framework.

RISK MAPPING

PLANNED ACTIONS

- Revision of the risk mapping.

ASSESSMENT SYSTEM

PLANNED ACTIONS

- Deployment of the supplier management platform in the Group's central purchasing and supplier management agency (OSS).
- Extension of the CSR assessment programme for strategic suppliers for fruit purchases.

HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

PLANNED ACTIONS

- Formalisation of a Group-wide Human Rights policy.
- Improved monitoring of consolidated indicators, creation of indicators for unmonitored risks.
- Conclusion of the negotiations on the sectoral agreements in Côte d'Ivoire.

HEALTH AND SAFETY OF INDIVIDUALS

PLANNED ACTIONS

- Improved monitoring of consolidated indicators, creation of indicators for unmonitored risks.
- Implementation and monitoring of anti-drug trafficking measures with suppliers.

ENVIRONMENT

PLANNED ACTIONS

- Formalisation of an environmental policy at Group level.
- Structuring of the decarbonisation plan for the activities (as part of the SBTi commitments).
- Deployment of fertigation systems in plantations.
- Continued deployment of spraying by drone (instead of planes) in plantations.
- Implementation of ozone water treatment (management of pesticide residues and improvement of post-harvest management of bananas).
- Exploratory mission for the implementation of an agroforestry system as part of organic farming at SCB, with the aim of helping to slow down outbreaks of cercosporiosis in organic crops.
- Screening of biocontrol solutions for post-harvest management of bananas, and sector tests carried out in the field in Côte d'Ivoire and Ghana.

WHISTLEBLOWING SYSTEM

PLANNED ACTIONS

- Communication plan on the system to make it better known among employees, business partners and local communities.

POINT OF CONTACT

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Full report downloadable at:
www.compagniefruitiere.fr