

A close-up photograph of a person's hand holding a small, vibrant green seedling with three leaves. The seedling is growing out of a mound of dark, rich soil. The background is a soft-focus green, suggesting a garden or natural setting, with sunlight filtering through, creating a warm and hopeful atmosphere.

CSR Report 2024

Editorial

For nearly 15 years, we have embraced corporate social responsibility (CSR) as our guiding principle with unwavering conviction and commitment. At the heart of our mission as a sustainable business is a deep-seated belief in the importance of caring for people and the environment.

To structure and develop our approach, in 2023-24 we embarked on several key initiatives:

- A materiality assessment undertaken with stakeholders to identify the most pressing social, societal and environmental issues facing our business
- A double materiality assessment confirming the importance of effectively prioritising these issues pursuant to CSRD requirements
- A review of our carbon footprint assessment to measure our impact with greater precision and guide our operations

In light of the climate emergency and ensuing transformations, we have re-centred our CRS strategy around three core pillars that will ensure coherent, tangible and measurable growth:

- 1. Respect for the environment**, by reducing our carbon footprint and adopting responsible practices in all aspects of our business
- 2. Employee well-being**, by prioritising quality of life at work, safety and skills development
- 3. Securing a sustainable model** capable of addressing present-day challenges while paving the way to a responsible future

We are very much aware that none of this can be achieved without the value input of others. And so we'd like to say a huge thank you to all our committed partners and to commend the outstanding daily contributions of our many stakeholders – staff, clients, suppliers, institutions – to this collective endeavour.

This 2024 CSR report details the initiatives we have taken and serves as our road map for the journey ahead.

Together we will build a company that is responsible, sustainable and useful to society and people, ensuring rigour, transparency and unyielding determination across all our operations.



Candice Baseden
CEO

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AMI Ingrédients is a company on a human scale that knows how to adapt to its clients' specific needs.

Profile

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Overview

AMI Ingrédients is an independent French distributor of ingredients for the cosmetics, food and detergents sectors and many other industries. We were established over 30 years ago in the Tours area and pride ourselves on the service we deliver and our proximity with clients.

Primary market segments



Cosmetics

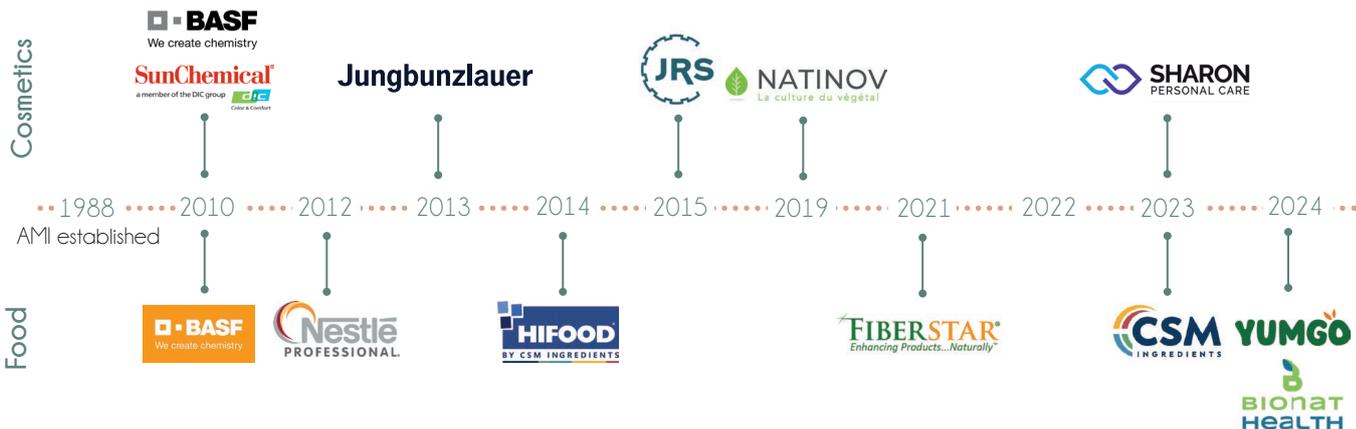


Food



Industry

Key partnerships for AMI's development



2024 by the numbers

62

Staff

€58 M

Turnover

15,900 t

Record tonnes sold

40,683 t of CO₂eq

Carbon footprint

Our business as a distributor

With our expertise and alliances with leading producers we can offer effective technical solutions tailored specifically to the needs of our clients and consumers. We select, package and distribute an extensive range of high-quality ingredients, most produced with either bio-based or fossil raw materials, to meet growing consumer demand for naturalness and functionality in our markets.

We offer both small businesses and major corporations tailor-made support and solutions. With our high storage capacity and repackaging lines, we can handle varying product sizes and volumes to match requirements, as well as guarantee a supply chain that is reliable, secure and responsive to needs.



Value creation for all

Today we are much more than a distributor; our role in the responsible value chain is way more far-reaching. We are the vital link between producers and consumers, safeguarding consistent product quality, traceability and compliance. We aim to meet growing expectations around sustainability and transparency.

AMI Ingrédients gives new meaning to the distributor's role, creating sustainable value for all stakeholders:

For our partners and suppliers:

- **Long-term relationships built on trust** and shared goals of performance and environmental responsibility
- **Absorption of logistical complexity**
- **Access to all client types**, from small businesses to large enterprises
- **More than 10,000 samples** dispatched to clients annually to promote their ingredients

For our clients:

- **Extensive portfolio**: almost 920 ingredients, including innovative solutions that set us apart from the competition and are tailored to specific needs
- **Bespoke support**: sales and technical teams aligned to help support growth and projects
- **Application labs**: development of inspirational formulas, personal advice and early trend identification in conjunction with our Marketing department
- **Annual cosmetics client event (AMIDAYS)**: a key moment for inspiring R&D teams and showcasing our new offerings
- **Communications**: easy access to product information (website, LinkedIn, trade shows and extranet)
- **Quality**: safety, traceability and compliance guaranteed at every step in line with applicable standards and regulations
- **Regulatory support**: support with listings and managing documentation

For our staff:

- **Working environment** that is fulfilling and stimulating
- **Personal development**
- Involvement in **cross-cutting projects**
- Focus on staff **well-being**

For our local community:

- Support **for local initiatives**
- **Limiting the environmental impact** of our operations, for example through logistics optimisation, energy savings and industrial waste management

Key projects in 2024

- New food partnerships: BIONAT HEALTH, YUMGO and JRS*
- Double materiality matrix and new CSR commitments
- Carbon footprint assessment (scopes 1, 2 and 3)
- Numerous CSR events

*Food ingredients (targeted client scope)

Our purpose

In 2024 we embarked on a strategic project in a bid to rethink our corporate purpose, **while continuing to honour our commitment to responsible ingredients and formulas**. This project will roll out gradually over 2025 and 2026 to develop a unified approach for all AMI Ingrédients' initiatives and make our business more visible and tangible for all stakeholders.

We have adopted a business model that's people- and planet-friendly, and are deploying our commitments with a continuous improvement approach. We do not claim to have achieved all our goals or to be an example in every area, but our progress is sincere and ongoing. We feel we have a responsibility to act with future generations in mind.

Teamwork

Ethics

Transparency

Leading by
example

Respect



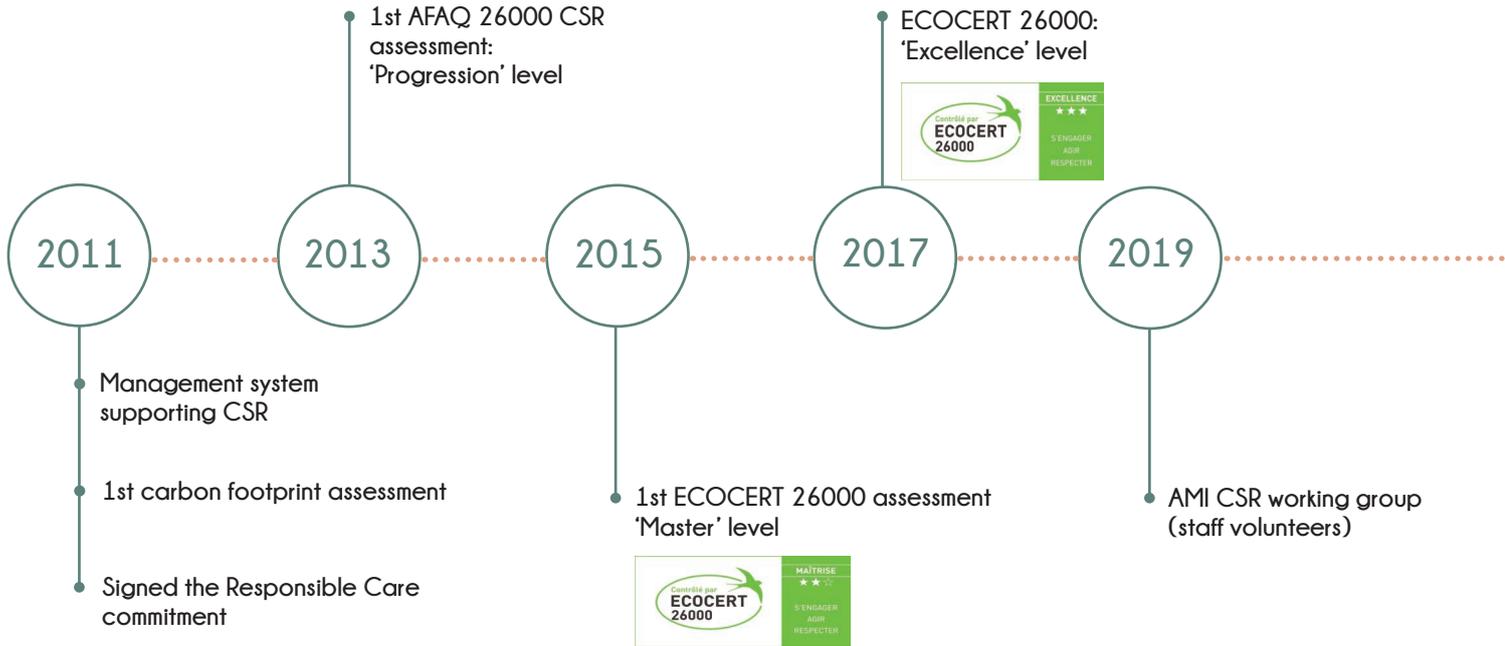


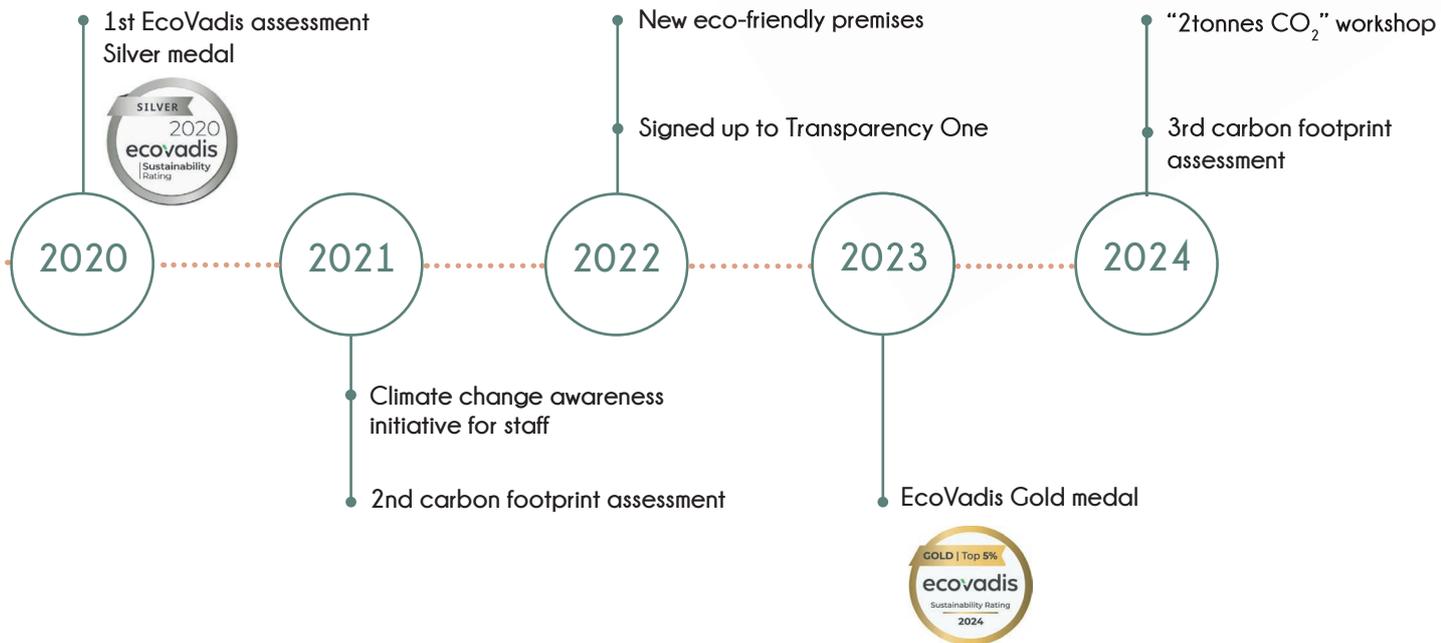
CSR is a matter of genuine conviction, more than of compliance, embraced by each and every team member for more than 15 years.

Our CSR policy

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Milestones on our CSR journey





Credentials



ISO 9001: Quality management

Certified since 1999

Specifies requirements for an effective quality management system with performance indicators for all processes. Rigorous monitoring of the management system to meet our stakeholders' expectations.



Responsible Care

Since 2011

Seeks to promote health, safety and environmental protection. This voluntary global chemical industry initiative drives continuous improvement of our environmental and safety performance.



Renewal of our carbon footprint assessment

Since 2011 and in 2021 and 2024

Estimates greenhouse gas emissions produced by our organisation with a view to introducing climate change initiatives.

Key achievement in 2024



EcoVadis

Since 2020

Gold medal in 2024

Rates our corporate social responsibility in 4 areas: environment, social, ethics and sustainable procurement.



RSPO: Roundtable on Sustainable Palm Oil

Certified since 2016

Establishes criteria for sustainable palm oil production; respect for the environment and local communities' labour rights.



Organic products

Certified since 2019

Certifies that our products are sourced from organic agriculture, guaranteeing naturalness and respect for the environment.



Application of GMP and HACCP

Guarantees health-safe products through good manufacturing practices and risk analysis.



KOSHER

Certified since 2019

Provides assurance that our products meet kosher requirements.



Governance

Corporate governance

AMI Ingrédients is an independent company owned by individual and financial shareholders who are committed to ensuring the company's long-term performance. Our independence guarantees strategic choices guided by our human and environmental values.

Our governance model is based on an organisation that is both structured and agile. This fosters collective responsibility and transparency in decision-making.

The Strategic Committee (consisting of individual and financial shareholders and company managers) supports the management team in overall strategic direction and ensures alignment with the company's responsible growth targets.

Operations management is the responsibility of the 9-member Executive Committee and includes the CEO, business unit managers and support roles.

Integrated CSR governance

AMI Ingrédients' CSR policy is integral to our corporate governance. The CEO and Executive Committee ensure that environmental, economic and societal issues are addressed in all strategic decisions.

Policy roll-out and coordination are the responsibility of the QSE department, which reports directly to the CEO and is a member of the Executive Committee. This structure guarantees consistent implementation of our CSR commitments across all businesses and projects.

Our shareholders, who are also stakeholders in this endeavour, are actively involved in establishing and monitoring commitments, thus ensuring a shared and sustainable vision of value creation.

Risk management

AMI's governance also includes a structured risk management system, covering economic, operational, environmental, regulatory and social aspects. This system is based on a concerted preventive approach, coordinated by the senior management team in conjunction with the Executive Committee and key roles.

This approach guarantees resilience and ensures minimum impact on stakeholders.



A company that cares about its stakeholders

For almost 15 years, AMI Ingrédients has developed a CSR policy, fostering open dialogue with stakeholders to build a responsible value chain.

We used mapping to rank our (approximately 50) stakeholders according to 4 criteria:

- Level of strategic importance
- Stakeholder's level of influence on AMI
- Type of dialogue
- Level of financial commitment

Expectations were identified for each one.

Double materiality assessment

Our double materiality assessment undertaken in 2023-2024 was a proactive move to enhance our strategy and anticipate regulatory developments and stakeholder expectations.

This assessment approaches CSR issues from two complementary perspectives:

- Impact materiality assessing how our actions affect the environment and society
- Financial materiality focusing on how ESG* issues impact the company's financial performance and resilience

Although we are not bound by this obligation, we directly chose to align with Corporate Sustainability Reporting Directive (CSRD) requirements. This move strengthens our CSR commitment and will help prepare us for future eventualities.

The aims of the assessment are to:

- Rank issues with a significant impact for our company and stakeholders
- Step up dialogue with stakeholders to better gauge expectations

This voluntary approach is a strategic driver that can boost our business model's resilience in the face of environmental and social challenges.

- Determine how fitting our CSR initiatives are and identify new areas for progress
- Structure our strategy through inclusion of double materiality principles and compliance with future regulatory requirements

The approach is based on a rigorous four-step methodology:

- 1. Stakeholder mapping:** use of internal and external stakeholder consultation conducted during the single materiality assessment
- 2. Identification and definition of issues:** selecting key topics using sectoral benchmarks, interviews with the management team and reviewing existing commitments
- 3. Results analysis:** compilation and scoring the Impacts, Risks and Opportunities (IRO) list
- 4. Prioritisation and strategic integration:** identification of material IROs and defining tangible commitment areas to enhance our CSR strategy

*ESG: Environment – Social – Governance

A total of 12 material IROs (Impacts, Risks and Opportunities) were identified:

ESG ISSUES	ESRS*TOPIC	SUB-TOPIC	IRO
ENVIRONMENT	Climate change	Climate change mitigation	Impact: contribution to GHG emissions and impact on climate change
		Climate change adaptation	Risk: shortage and volatile prices of bio-based and natural ingredients (drought, flooding, excess heat, etc.)
		Energy	Risk: shortage and volatile prices due to difficulties producing without using fossil fuels
	Impact: energy use related to production and transport of ingredients		
	Circular economy	Waste	Impact: packaging waste
		Resource inflows, including resource use	Impact: use of natural resources (fossil and renewable)
		Resource outflows related to products and services	Opportunity: expanding natural product offering
	Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Impact: contribution to GHG emissions and impact on biodiversity
Risk: shortage and volatile prices due to new biodiversity requirements			
SOCIAL	Own workforce	Equal treatment and opportunities for all	Risk: loss of professional skills (talent retention and development difficulties)
GOVERNANCE	Business conduct	Management of relationships with suppliers, including payment practices	Opportunity: development of new partnerships and supplier relationships
			Risk: loss of suppliers (e.g. non-compliant with our responsible procurement policy)

The double materiality matrix can now serve as a guide for coordinating our CSR initiatives and adapting our strategic priorities. It will help to structurally embed ESG issues within the company's governance framework.

Commitments

In identifying these material issues we were able to expand and consolidate our CSR strategy. Through our priorities and initiatives, we contribute to several of these goals, concentrating our efforts on those that best match our business and values.

Our commitments focus on three key areas:

1. **Taking care of the planet:** by prioritising tackling climate change, preserving biodiversity and reducing our environmental impact via responsible management of natural resources
2. **Taking care of people:** by protecting the well-being and safety of our staff, clients and partners
3. **Securing a sustainable model:** by promoting responsible economic development and sustainable partnerships



Through these commitments, we affirm our mission to help build a more sustainable future and strengthen global solidarity.



TAKING CARE OF THE PLANET



Priority for 2030:

- Reduce our carbon footprint



SECURING A SUSTAINABLE MODEL

Priorities for 2030:

- Consolidate our leadership in the cosmetics market
- Boost our position in the food market
- Diversify our markets for oleochemicals
- Improve quality of service for our clients and suppliers
- Accelerate our digital and technology transformation



TAKING CARE OF PEOPLE

Priority for 2030:

- Improve our staff's skills, expertise and well-being





We are aware of our impact and committed to reducing it through ongoing efforts to help build a sustainable future.

Taking care of the planet

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Climate change

Our goal is to reduce our greenhouse gas emissions sustainably by offering low-carbon solutions, limiting transport impacts and improving energy efficiency.



Initiatives in place

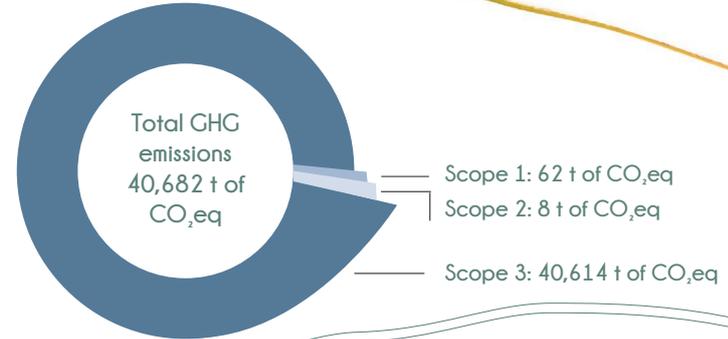
- Eco-friendly premises
- Photovoltaic panels
- Promotion of RSPO, COSMOS and clean label materials
- Client and supplier order bundling
- Full pallet and bulk procurement sourcing
- Supplier CSR assessments
- Choice of CSR-committed transport firms
- Packaging filling optimisation
- Electric or hybrid company cars
- Going paperless
- Climate change awareness for staff

Key achievements in 2024

Completion of our carbon footprint assessment (scopes 1, 2 and 3)

First undertaken in 2011 and subsequently in 2021, GHG emission monitoring was further updated in 2024. This process measures our progress, confirms the relevance of existing initiatives and identifies new opportunities for improvement to support our growth.

Carbon footprint assessment in 2023



2.97 kg of CO₂eq/t sold
- 2% vs. 2020: 3.03 kg of CO₂eq/t sold

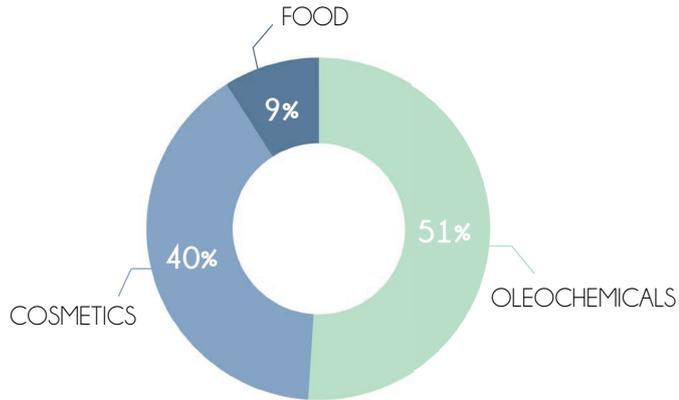
Comparison with the 2020 carbon footprint assessment

More precise emission factor data has emerged in recent years. Since 2024, 11 of our suppliers have passed on their data, providing a more reliable analysis. 2020 emission factors were updated with the latest data to provide a meaningful comparison with 2023 findings. Our analysis shows overall emission stability. While the proportion of material and packaging purchases in our carbon footprint has risen (accounting for 90% of the total as against 86% in 2020), this rise was balanced by optimisation of our internal processes and energy efficiency gains from our new premises. Lastly, the 2023 footprint scope was broader than in 2020; it factored in product use (downstream) and supplier packaging (upstream), thus also contributing to the stability observed.

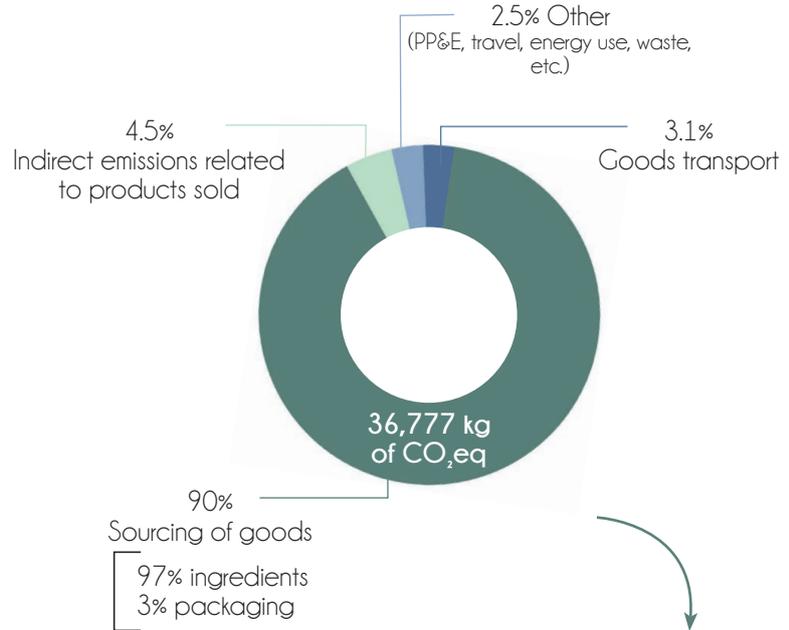


Breakdown of greenhouse gas (GHG) emissions

By purchased raw materials category



By main emission type



Scan the QR code to view our detailed carbon footprint assessment results



Focus on our key emission categories

The results by category reflect the industrial sectors at the core of our activity: the chemical industry and distribution. Indeed, the three categories - “ingredient purchases,” “goods transport,” and “packaging” - account for over 93% of our total emissions. After “ingredient purchases,” goods transport (3.1% of the footprint) and packaging (3%) constitute the next two largest emission categories, representing 75% of the footprint excluding ingredient purchases.

Our future priorities

- **Decarbonisation strategy:** developing a 2050 roadmap aligned with the Paris Agreement and an associated action plan, based on a vision of a low-carbon world
- **Responsible procurement:** selecting our future partners and suppliers on the basis of CSR commitment rating and rolling out raw material traceability systems
- **Raw materials:** continuing collection of the carbon footprint of every ingredient, identifying and offering low-carbon alternatives
- **Sustainable packaging:** choosing packaging with a limited environmental impact and launching a recycling and reuse awareness campaign
- **Low-carbon transport:** mapping and optimising transport flows and developing a responsible corporate travel policy
- **Collective commitments:** introducing annual individual CSR targets and organising regular climate awareness initiatives



Pollution

Our goal is to prevent and limit air, land and water pollution through responsible management of listed materials, reduction of environmental nuisances and staff awareness of best environmental practices.

Initiatives in place

- Spill containment system for our industrial site
- Annual spill drill with field teams
- Waste collection around our industrial site



Key achievements in 2024

Raw material certification

We implemented a certification protocol for hazardous substances to assess ground pollution risks. By limiting hazardous products on site, ground contamination risks are reduced and long-term ecosystem and health protection is assured.

Our future priorities

To increase pollution hazard prevention and protect our environment sustainably, we plan to:

- Continue organising **waste collection drives** involving our teams on and around our industrial site to help keep our immediate environment clean
- Boost field **team training** on response procedures in the event of spills
- Monitor and update pollutant **retention and containment systems** to maintain high environmental safety levels

Water and marine resources

Our goal is to preserve these resources by reducing use, optimising recycling and preventing pollution via sustainable technologies to limit our impact.

Initiatives in place

- Pipe scraping prior to cleaning to reduce the water needed for equipment washing
- Evapo-concentration of wastewater, with recovery and reuse of distillate for certain operations
- Rainwater storage tank used for watering green spaces on site

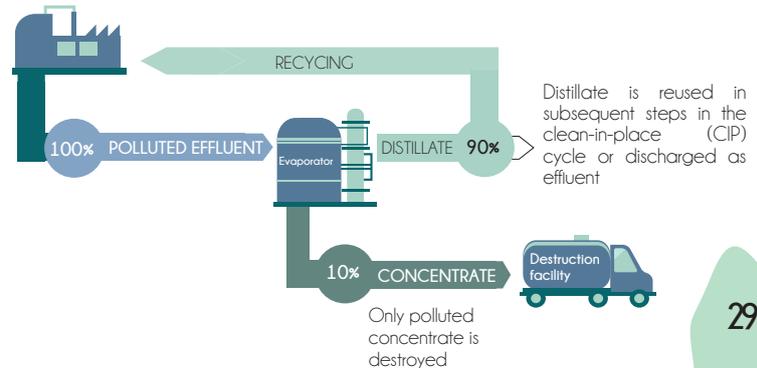
Our future priorities

- Continue **optimising distillate use** by identifying new uses not requiring drinking water quality, such as toilet flushing
- Ramp up our **water-saving efforts** by improving our processes and encouraging teams to use this valuable resource more responsibly

Key achievements in 2024

Optimisation of wastewater treatment and recovery

In 2024 AMI Ingrédients continued improving its evapo-concentration system to handle treatment of all wastewater generated on site. This enabled us to reuse a proportion of the distillate recovered and reduce potable water consumption for certain subsequent washing steps.



Biodiversity

Our goal is to protect local ecosystems and preserve biodiversity in the areas where we operate by adopting environmentally- and human health-friendly practices.

Initiatives in place

- Biodiversity hubs on site, with fruit trees, planted areas and mineral features developed to promote ecosystem diversity
- Stringent effluent management procedures, with waste collection and treatment and spill prevention



Key achievements in 2024

Staff awareness initiatives, a key tenet of our approach

This year we held a special week dedicated to biodiversity and environmental protection with:

- A **community garden** started and requiring year-round maintenance
- A **conference on local wildlife protection** with the organisation Sauve qui Plume
- **Sustainable craft workshops** (oya making and decoration, wood burned plant labels, etc.)
- **Birdhouses and insect hotels** set up to accommodate for the shortage of mature trees on site and serve as shelters for biodiversity



Our future priorities

- Install a composter bin on site to recycle organic waste
- Plant new trees and develop areas of greenery
- Develop wildflower meadow habitats to accommodate pollinators and biodiversity areas to maintain natural balance

Circular economy

Our goal is to optimise resource use, reduce waste production and recover end-of-life materials. We advocate for eco-design and reuse and encourage our staff, suppliers and clients to adopt responsible consumption habits.

Initiatives in place

- Responsible packaging management, with the collection and treatment of IBCs and other containers via reuse networks
- Systematic reuse of pallets on our premises to limit buying new ones
- Optimisation of waste recovery streams and encouraging clients to adopt similar systems for their own waste management
- Introduction of washable, reusable PPE (personal protective equipment such as coveralls, hairnets, and shoe covers) to reduce single-use waste
- Extension of raw material service life
- Fundraising for local organisations

Our future priorities

- Identify and develop **new plastic waste recovery outlets** in conjunction with our partners and specialist operators
- Certify and gradually introduce **new packaging marked low carbon impact** and meeting AGECLaw requirements. These solutions will be selected on their environmental performance and compatibility with our quality and logistics requirements



Our partners' initiatives



2050

Net
Zero

CO₂ emissions

BASF has pledged carbon neutrality by 2050 by reducing scopes 1, 2 and 3 emissions via renewable energy, energy efficiency, low-carbon technologies and use of renewable raw materials. This strategy supports its transformation toward low-emission chemistry for its clients.

FIBERSTAR
Enhancing Products...Naturally™

FIBERSTAR has pledged to launch initiatives for sustainable development and environmental stewardship as reflected in its Citri-Fi 400 product line. Citri-Fi fibre is derived from citrus fruit, a byproduct of the juice industry. By repurposing citrus byproduct into valuable food ingredients, FIBERSTAR helps reduce waste and minimise the environmental impact of food

Jungbunzlauer

During the past year, our partner Jungbunzlauer commissioned Austria's largest photovoltaic plant on its European xanthan gum and citric acid production site.







We aspire to act ethically and responsibly at every stage of our business.

Taking care of people

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Staff well-being

Our goal is to safeguard the health, safety and well-being of our teams by providing a working environment that is respectful, inclusive and truly engaging. The protection of human rights and best social practices guides our daily actions, both internally and with our partners.

Initiatives in place

- Open dialogue between the Executive Committee and staff
- Consolidation of our safety culture with training, prevention initiatives and audits
- Working week spanning 4.5 days
- Working from home and flexi-time arrangements
- Ergonomic design of workstations, container and sack handling system, small packaging weight limited to 20kg
- Health, safety and working conditions meetings
- Daily warm-up
- Meal vouchers
- Profit-sharing
- Team building day and year-round CSR events
- Harassment and discrimination officer
- Gym
- Nap room



Key achievements in 2024

Consolidation of our safety culture

In 2024 we continued implementation of two key initiatives to structure and develop an even stronger safety culture across the company:

- **Quarterly safety review** involving the human resources, supply chain and QSE departments. The aim of these meetings is to monitor indicators more thoroughly, analyse risk situations and identify opportunities to improve prevention
- **Awareness workshops** on specific topics (forklift driving, fire extinguisher handling, etc.) to give staff essential safety knowledge and skills to mitigate risks related to their working environment

Satisfaction survey

We conducted a survey to better manage employee's expectations and improve day-to-day operations.

The survey highlighted our strengths, particularly in matters of health, safety and well-being in the workplace. It also identified gaps in skills development. Feedback boosts us to continue our efforts and offer our teams a stimulating and engaging working environment.

2tonnes workshop: accelerating our low-carbon transition

A 2tonnes workshop was delivered to the leadership team and CSR working group in connection with our new carbon footprint assessment. Participants were given a clearer understanding of carbon neutrality drivers and explored tangible strategies tailored to the company and their day-to-day lives.

This key initiative will strengthen our commitment and place carbon footprint reduction at the core of our CSR culture!

Key achievements in 2024

A year packed with collaborative events

Throughout the year a variety of events were organised to boost employee engagement and morale through team building activities:

- **Activity week:**
 - “AMI-Games” sporting challenge
 - “Live my life” immersion workshop
 - A shared food truck meal
 - A collaborative puzzle
- **Challenge week:**
 - Step Count Challenge: 1,662,112 steps, far exceeding the 350,000 forecast!
 - Sustainable mobility challenge (car pool): 904km covered, doubling the 450km forecast!
 - “10-20 km de Tours” race: 6 runners and 5 Nordic walkers

AMI-Games



“Live my life” in Marketing



“Live my life” in the Quality lab



“10-20 km de Tours” race



A huge team success with everyone doing their bit to create a positive work environment where employees can thrive!

- **Quality of life at work week:** dance, yoga and shiatsu classes plus team sports
- **Dogs at work day:** 3 staff brought their dogs to work
- **10 afterwork events** were organised throughout the year on a variety of topics (outdoor games, Werewolf game, etc.)
- **Client AMIdays event on the topic of well-being and emotions** with a sophrology session
- A new **syrup bar** for staff

Yoga



Dance



Halloween afterwork event

Outdoor games afterwork event



Werewolf game afterwork event

Collaborative puzzle



Dogs at work



Key achievements in 2024

Wild mushroom outing: a fun day of discovery exploring nature's wonders

In October we organised a mushroom hunt in the forest of Loches as a team building exercise. During the day participants had the opportunity to learn about local biodiversity and connect over different activities which included group picking, identifying species and themed workshops. The team building activity was followed by an enjoyable mushroom-themed lunch... from starter right through to dessert!



More resources for internal communications

To improve information sharing and transparency, in 2024 we introduced two new regular internal communications formats:

- **AMIhebdo**, a digital newsletter sent out every Monday and containing company news for the week ahead
- **AMInews**, an informal quarterly gathering attended by senior management and staff to foster dialogue and provide important company news

These communication tools strengthen our sense of community, shine a light on internal initiatives and provide staff with clear, regular information.



Our future priorities

- Diversify and expand our training options in connection with the **skills development plan**. Our goal is to foster career development for all and address new business and societal challenges
- Continue and grow our **quality of life at work** initiatives based on feedback from our satisfaction survey with the development of new events that promote well-being and help maintain a good work/life balance
- Consolidate our **safety culture** by continuing existing initiatives and developing training and workshops tailored to different businesses and settings within the company

Value chain stakeholders

Our goal is to guarantee a responsible and sustainable supply chain. Our RSPO certification for sustainable palm oil is a worthy contributor to this endeavour. We are committed to upholding workers' rights, safeguarding local communities and limiting our environmental impact.

Initiatives in place

- RSPO*-certified product range
- COSMOS*-certified product range
- Organic*-certified product range

* RSPO: certification guaranteeing palm oil that is produced in a way that is sustainable, environmentally friendly and protects human rights and local communities

* COSMOS: international standard for organic natural cosmetics ensuring eco-responsible ingredients and sustainable sourcing

* Organic: certification guaranteeing products sourced from organic agriculture that are free from synthetic chemicals and respect ecosystems



COSMOS



We have a duty to build a value chain that is both ethical and sustainable. In adhering to RSPO principles we affirm our engagement with suppliers who protect human rights, local communities and the environment.

Our future priorities

- Expand our portfolio of sustainable solutions with new **responsible product** ranges
- Provide more **information on the impact of different raw materials to our clients** to help them make enlightened choices
- Step up dialogue with our suppliers to guarantee **traceability** and **sustainable sourcing**
- Develop **new partnerships** with stakeholders committed to sustainable product development

Our partners' initiatives



Sourced in Africa (Burkina Faso, Ghana and Côte d'Ivoire), CEGESOFT® SB 45 TR is derived specifically from the Kolo Nafaso fair trade sustainable development programme launched by BASF. This programme guarantees fully transparent raw material traceability and helps reduce poverty in support of women's struggle for independence.



JRS fibre is made from renewable natural materials. And because it is entirely natural it is also 100% compostable and biodegradable. VIVASTAR CS Alginate is produced from certain species of brown seaweed harvested off the coast of Brittany. Seaweed harvesting is a sustainable practice. It is subject to national harvesting regulations (IFREMER) and ensures short transportation routes to the production site.

Rooted in the local community

Our goal is to increase our positive contribution to the local community by developing long-term partnerships and encouraging our staff to engage with local groups and organisations and support outreach activities.

Initiatives in place

- Partnership with La Fabrique Locale, **an environmentally conscious social enterprise restaurant** employing local staff and promoting local sourcing for company meals and daily meal deliveries
- Work with **Belêtre agricultural cooperative**, a self-managed, small-scale organic farm that delivers bread and flour
- **Sponsorship for sports, cultural and social projects** in aid of local organisations and initiatives

Key achievements in 2024

Support for local initiatives

AMI Ingrédients is continuing to invest in grassroots sporting and cultural organisations through support for various initiatives. This year support went to:

- **The Sauve qui plume organisation** dedicated to wildlife protection
- **The Adour and Chedigny festivals** celebrating culture and heritage
- **The B2X organisation** promoting development of cultural activities
- **The Phénix start-up** tackling food waste





Support for local community development

- Organisation of a **fair featuring local community organisations** at which 22 staff shared their experiences and encouraged others to join them
- For the year-end festive season several staff volunteered as gift wrappers alongside **ADEL Centre** to raise money for children with leukaemia or cancer



Our future priorities

- Review and choose **community projects to receive funding** to ensure support for projects that tie in with the pillars of our CSR agenda
- Encourage staff **involvement in community-based projects** by facilitating their participation in local initiatives
- Continue to **engage staff around local sourcing and cooperatives** to strengthen ties with regional producers and partners



Consumers and end users

Our goal is to offer our clients raw materials that are sustainable and traceable, together with clear and transparent information to secure their satisfaction and build a relationship based on trust and commitment to quality.

Initiatives in place

- Information on the source, certifications and environmental impact of raw materials to heighten impact awareness
- Proposals for formulas and solutions to support our clients in developing more sustainable and responsible products
- Guides on packaging recycling and chemical hazard management to support our clients

Key achievements in 2024

In 2024 AMI Ingrédients scaled up its **market intelligence programme** to better gauge consumer expectations for end products. In enabling us to convince clients to opt for formulas featuring more sustainable raw materials, this move boosted our consultancy role.





Key topics in the spotlight this year:

- **Cosmetics sector:**
 - **Solid cosmetics:** development of compacted formulas with our partner JRS
 - **Microplastic-free** opaque foaming products: promotion of EUPERLAN NL PEARL from BASF guaranteeing a high-quality sensual texture with no compromise on environmental protection
- **Food sector:**
 - **Proposition for a plant-based egg substitute** allowing development of products with a low-carbon footprint and respect for animal welfare



Our future priorities

- Showcase **innovations with low environmental impact** highlighting the most virtuous ingredients and solutions for consumers and the planet right from product launch
- Expand our **range of low-impact formulas and recipes**





AMI Ingrédients identified areas for priority action to secure our sustainable model and increase its positive impact over the long term, each with a guiding objective.

Securing a sustainable model

Governance.....	p50
Business ethics.....	p52
Responsible procurement.....	p53

Governance

Our goal is to exercise rigour, transparency and exemplarity in our CSR commitments, incorporating these principles into our decision-making processes and corporate strategy.

Initiatives in place

- Governance policy based on the principles of ethics, transparency and continuous improvement
- Regular CSR performance rating via the EcoVadis methodology



Key achievements in 2024

Significant progress in CSR performance as recognised by EcoVadis!

In 2024 we celebrated another milestone in responsible governance, improving our EcoVadis score from 72/100 to 77/100 as proof of our sound CSR policy.

This year, several areas were highlighted:

- **Environment:** continued strong performance due to initiatives designed to reduce our carbon footprint, optimise resource management and continuously improve our processes
- **Labour and human rights:** commitment to fair working conditions, diversity and inclusion. Protection of the rights of our employees and partners is a top priority
- **Ethics:** progress in this area reflecting our efforts to enhance compliance and transparency and step up the fight against corruption
- **Responsible procurement:** implementation of our responsible procurement charter, guaranteeing procurement practices in line with sustainable development principles

Our future priorities

- Receive the EcoVadis platinum medal
- Continue to improve our CSR indicators
- Improve organisation of our ethical and responsible procurement processes



Business ethics

Our goal is to guarantee fair, honest and responsible practices company-wide, uphold regulations and combat all forms of corruption, discrimination and abuse.

Initiatives in place

- **Ethics charter** sent out to all employees and stipulating rules of conduct to follow and company commitments of honesty, business loyalty, fighting corruption and upholding human rights
- Consideration of ethical criteria in all decision-making and business dealings, guaranteeing that our partners share and respect these values
- Dedicated officer and procedures in place for handling practices that run counter to ethical principles

Key achievements in 2024

This year all staff attended **responsible procurement and anti-corruption training**. This initiative reinforced our corporate ethics culture and enabled us to align best practices.

Additionally, our supplier selection criteria now include:

- Stronger measures to tackle fraudulent practices
- Monitoring of our partners' societal commitments

Our future priorities

- Update **training sessions** with an additional module specifically addressing responsible procurement and sustainable supplier relations management
- **Prompt suppliers to adhere to our ethics policy** to affirm their commitment to upholding our principles in dealings with AMI Ingrédients

Responsible procurement

Our goal is to incorporate CSR criteria throughout our supply chain, fostering sustainable and equitable relations with our suppliers, and selecting committed and responsible partners.

Initiatives in place

- Close, long-term relationships with our producers under the supervision of Product Managers
- Responsible procurement charter rolled out and encompassing social, ethical, environmental and transparency requirements
- Annual appraisal of the CSR performance of suppliers, primarily via EcoVadis

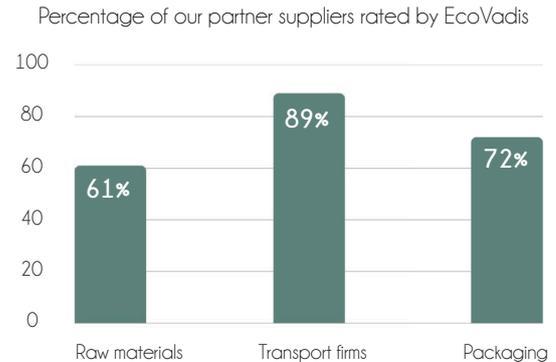
Our future priorities

- Increase the proportion of raw material suppliers rated via EcoVadis to improve the traceability and sustainability of our sourcing practices
- Structure supplier certification in more detail with environmental and social criteria
- Reinforce documentation audits and conduct audits on site to guarantee that our suppliers meet their commitments

Key achievements in 2024

In 2024 we stepped up CSR monitoring of all suppliers based on two criteria: their EcoVadis score and available raw material emission factor data.

These outcomes reflect growing commitment from our partner network.



Alignment with UN objectives

Our CSR strategy and policy are aligned with the United Nations Sustainable Development Goals (SDGs):

Taking care of the planet

SDG

Actions in place



Clean water and sanitation

- Adoption of practices to preserve water resources



Industry, innovation and infrastructure

- Encouragement of innovation through responsible solutions
- Support for infrastructure modernisation to address environmental challenges



Responsible consumption and production

- Support for sustainable ingredients and responsible formulations
- Help with aligning client CSR strategies with environmentally-friendly products
- Promotion of sustainable packaging and waste reduction



Climate action

- Transition toward ecological solutions and reducing our carbon footprint
- Innovation for practices reducing greenhouse gas emissions

Taking care of people

SDG

Actions in place



Good health and well-being

- Guarantee of safe products



Decent work and economic growth

- Sustainable, transparent relationships with suppliers and clients
- Creation of decent and fair jobs
- Boosting economic growth while protecting workers' rights



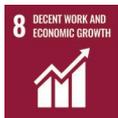
Responsible consumption and production

- Support for sustainable ingredients and responsible formulations
- Help aligning clients' CSR strategies with eco-friendly products
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Securing a sustainable model

SDG

Actions in place



Decent work and economic growth

- Sustainable, transparent relationships with suppliers and clients
- Creation of decent and fair jobs
- Boosting economic growth while protecting workers' rights



Partnerships for the goals

- Solid partnerships with responsible stakeholders
- Sustainability monitoring via progress indicators and transparency

Indicator chart: taking care of the planet

Indicator	Units	2020	2023	2024	GRI
GHG emissions – total	tCO ₂ eq	39,591	40,683	/	EN16
Scope 1 emissions	tCO ₂ eq	51.2 (0.23%)	62 (0.15%)	/	EN17
Scope 2 emissions	tCO ₂ eq	9.3 (0.04%)	8 (0.02%)	/	EN17
Scope 3 emissions	tCO ₂ eq	22,144 (99.73%)	40,614 (99.83%)	/	EN16
GHG emissions per tonne sold	kgCO ₂ /t sold	3.03	2.97	/	EN16
Electricity consumption	MWh	234	243	285	EN3
Power produced by our photovoltaic panels	MWh	/	772	682	EN3
Self-consumption	MWh	/	35	33	EN3
Electricity production sold back to the grid	MWh	/	737	649	EN3
Energy balance	MWh	/	529	397	EN3
Water consumed – total	m ³	611	730	766	EN8
Water used for processes	m ³	/	421	435	EN8
Wastewater treated by evapo-concentration	m ³	/	337	435	EN8
Distillate reused in CIP processes	m ³	/	53	54	EN10
Concentrate treated by a waste company	m ³	/	16	13	EN22
Analysis of discharged water quality	# per year	/	13	13	/
Non-conformity detected in discharged water	#	/	0	0	/
Mixed non-hazardous waste	t	/	7	8.5	EN22
Recovery as refuse derived fuel (RDF)	%	/	100	100	EN22
Sorted non-hazardous waste	t	/	15	22.5	EN22
Material recovery (recycling)	%	/	/	56	EN22
Reuse	%	/	/	12	EN22
Recovery as refuse derived fuel (RDF)	%	/	/	32	EN22

Indicator	Units	2020	2023	2024	GRI
Hazardous waste	†	18	51	36	EN22
Energy recovery	%	/	100	100	EN22
Empty IBCs and containers reclaimed by reuse operators	%	/	100	100	EN22
Landfill waste	†	/	0	0	/
Disposable PPE avoided	#	/	/	390	EN22
Hybrid/electric vehicles in company fleet	%	/	44	56	EN29
Deliveries made by CSR-committed firms	%	100	100	100	/
Clients with more than 4 monthly deliveries	#	7.58	10	13	/
Field teams trained in accidental spill management	%	/	/	100	EN23
Staff involved in waste collection	#	/	10	14	/
Staff given awareness training on environmental issues	#	/	58	22	/
Shelters installed (birdhouses, insect hotels)	#	/	/	6	EN11
Incidents with an impact on biodiversity	#	/	/	0	EN11

Indicator chart: taking care of people

Indicator	Units	2020	2023	2024	GRI
Staff	#	/	58	62	LA1
Mean workforce	#	49	58	61	LA1
Mean age	years	40	41	42	LA1
Mean service length	years	10	9	9	LA1
Absenteeism (excl. maternity)	%	3.08	4.4	5.6	LA1
Permanent contracts	%	94	97	93.5	LA1
Management/supervisory/employee distribution	%	31/47/22	29/43/28	32/45/23	LA1
Distribution by gender (m/f)	%	33/67	29/71	29/71	LA13
Female managers	%	/	67	67	LA13
Registered disabled workers	#	10.2	7	8	LA13
Dual-education students	#	/	5	3	LA13
Interns	#	/	6	10	LA13
Staff turnover (new hires/departures)	#	/	10/13	17/13	LA1
Staff satisfaction rate	#	9/10	8.3/10	7.8/10	LA1
Discrimination/harassment reports	#	/	/	0	/
Scheduled training completed	%	98.7	97	100	LA8/LA10
Training hours	#	2,000	3,015	1,840	LA8/LA11
Budget allocated for training	€	25,380	62,000	22,128	LA8/LA11
New hires with access to induction programmes	%	100	100	100	LA8/LA12
Work-related accidents requiring leave	#	3	1	2	PR2
Frequency rate	#	35.7	9.6	0	PR2
Severity rate	#	1.3	0	0	PR2

Indicator	Units	2020	2023	2024	GRI
Occupational disease	#	0	0	0	LA7
CSR events organised over the year	#	1 week	3 weeks	4 weeks	/
AMIFit sports club members	#	/	24	28	/
Staff volunteers in the CSR working group	#	12	14	14	/
Sales of RSPO-certified products	%	62	59	69	/
Staff trained in RSPO principles	%	/	100	100	/
Sales of COSMOS-certified products	%	67.6	69	66	/
Allocated sponsorship budget	€	/	8,800	8,460	EC1
Staff involved in local organisations	#	/	/	22	EC6
Staff living within a 20km radius of AMI	%	/	52	48	EC7/LA1



Indicator chart: securing a sustainable model

Indicator	Units	2020	2023	2024	GRI
Clients	#	920	1,000	1,000	EC8
Turnover	€M	38.8	60	58	EC1
Current references	#	830	920	919	EC8
Client satisfaction	#	8.5/10	8.6/10	8.7/10	/
Orders	#	9,500	12,700	13,000	EC8
Samples dispatched	#	8,700	10,400	10,500	EC8
EcoVadis score	#	61/100	72/100	77/100	/
EcoVadis medal	#	Silver	Gold	Gold	/
Partner suppliers rated by EcoVadis		/	/	65	/
Supplier payment delays	#	/	0	0	/
Suppliers rated on CSR criteria	%	/	100	100	/
Staff given risk/anti-corruption awareness training	%	/	/	100	HR4/SO4
Corruption incidents confirmed	#	/	/	0	/

We believe in taking action to build a more sustainable industry. We're not just an ingredients distributor; we also strive to be a reliable partner for stakeholders committed to the environment or prepared to take on the transition.



Claire Le Large
QSE Director in charge of CSR

2024 performance overview



CARBON FOOTPRINT

40,683 t of CO₂ emissions

48% of staff living within a 20km radius



WATER USE

766 m³ of water used

435 m³ of wastewater treated

422 m³ of distillate

13 m³ of concentrate



ELECTRICITY USE

285 MWh used

682 MWh produced by our photovoltaic panels



WASTE RECOVERY

Non-hazardous waste

27 % recovery as refuse-derived fuel (RDF)

46% recycling

22% reuse

Hazardous waste

99% incineration with energy recovery

1% recycling



GOING PAPERLESS

100% paperless analysis bulletins and delivery slips

100% paperless payslips

ENVIRONMENT



TURNOVER

€58 M turnover
 65% cosmetics
 of which 24% oleochemicals
 11% food



QUANTITIES

8,000 pallet storage capacity
 4 t average shipment,
 i.e. a total of 15,900 t

ECONOMY



STAKEHOLDERS

13 suppliers
 1,000 clients
 8.7/10 score assigned by our
 clients to AMI service



PRODUCTS

69% of RSPO-certified sales
 66% of COSMOS-certified sales
 919 current references

SOCIAL



WORKFORCE

62 staff
 71% women / 29% men
 9 mean years of service
 93% permanent contracts



QUALITY OF LIFE AT WORK

28 AMIFit sports club members
 14 staff in our CSR working group



SPONSORSHIP

€8,460 earmarked for sponsorship
 (sporting and cultural events)

