

The background of the entire page is a photograph of two hands gently holding a small green seedling with soil. The hands are positioned in the center of the frame. The background is a field of white daisies with yellow centers, bathed in the warm, golden light of a sunset or sunrise. The overall mood is peaceful and hopeful, symbolizing growth and environmental care.

CSR Report 2025

Editorial

2025 proved what we have always believed – corporate social responsibility is not a sideline. Rather, it is a vital driver for sustainability, collective progress and ongoing, long-term value creation for AMI and all its staff, clients, suppliers and stakeholders. Against a backdrop of ever-increasing expectations in terms of transparency, traceability and environmental impact, we continued our mission with unwavering determination.

Although we are not bound by CSRD requirements, our company opted to apply the key provisions of the directive on a voluntary basis. This choice reflects our aim to structure our extra-financial reporting and better measure our impacts. CSR has become a vital tool in our strategy.

Climate transition is another major priority. In 2025, we adopted the ACT® Step-by-Step programme and embarked on a review of our decarbonisation strategy. This process will help us to shape a realistic trajectory tailored to our business as a food and cosmetic ingredient distributor, and to gradually drive tangible value-chain-wide emission reductions.

On the HR front, our responsibility is primarily to those who keep AMI alive day in, day out. The results of our staff satisfaction survey encourage us to invest in the development of our team's skills more than ever, so that they stay engaged and thrive in their job. We prioritise training to encourage long-term commitment. AMI's plan to develop a leadership framework will also structure our practices, foster cooperation and give substance to our values in day-to-day operations.

This 2025 CSR report provides a snapshot of the measures undertaken, progress accomplished and the work that lies ahead. As we move forward with humility, ambition and a clear focus on the future, we remain steadfast in our belief that the sustainable transformation of our company lies in our unfaltering commitment, the dedication of our teams and the quality of our partnerships. I'd like to say a huge thank you to all our staff and partners for their contribution to our collective endeavour.



Candice BASEDEN
CEO

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2025

Check out our key 2025 achievements
in these boxes





*AMI Ingrédients is a company
on a human scale with a goal to adapt to
the specific needs of its clients.*

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Overview

AMI Ingrédients is an independent French distributor of ingredients for the cosmetics and food 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





2025 by the numbers

Staff	62
Turnover	€65m
Record tonnes sold	17,350 t
Ingredients	> 900
Samples dispatched	> 10,000
Carbon footprint	51,263 tCO ₂ eq

Our business as a distributor

With our expertise and alliances with leading producers we can provide 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 bio-based 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 management process that is reliable, secure and responsive to needs.

Our purpose

We have embarked on a strategic review of our corporate purpose, while reaffirming our commitment to responsible ingredients and formulations. The aim is to develop a unified and cohesive vision for all AMI Ingrédients' initiatives and make our mission more visible and tangible for stakeholders. We are developing a business model that's people- and planet-friendly, and are deploying our commitments as part of a continuous improvement approach. We might not have achieved all our goals, but our progress is sincere and determined, guided by our aspiration to make a sustainable contribution to today's and tomorrow's challenges for future generations.

Teamwork

Ethics

Transparency

Leading
by example

Respect

Value creation for all

Over and above our role as a distributor, we create sustainable value for all stakeholders.

Sustainable partnerships for our SUPPLIERS

- Long-term **relationships built on trust**
- Shared goals of **performance and responsibility**
- **Management of supply chain complexity**
- Access to **all client types**

All-round support for our CLIENTS

- Bespoke **technical and sales support**
- Development of **inspirational formulas** aligned with market trends by our application laboratories
- **Regulatory support** and product **traceability and compliance**
- **AMIDAYS** : an annual event focused on inspiration and innovation

A thriving environment for our STAFF

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

A responsible contribution to our LOCAL COMMUNITY

- Support **for local initiatives**
- Collaboration with **local providers**
- **Logistics optimisation**
- **Energy-saving** measures
- **Industrial waste reduction**





Key achievements in 2025

- ADEME's "ACT® Pas à Pas" programme
- **HR support:** staff skills development
- **CRM tool** implemented **HubSpot**
- **Client extranet:** new features to simplify searches
- **Satisfaction survey** (Net Promoter Score) for clients, suppliers and staff

COSMETICS

- New partnerships  
- 13 product launches
- An AMIDAYS client event on the topic of virtuous beauty

FOOD

- New partnership 
- 3 product launches
- First time exhibiting at the FI Europe show in Paris

OLEOCHEMICALS

- A new technical sales position created within the Oleochemicals sales team



8.9/10

Client
satisfaction

9.3/10

Supplier
satisfaction

7.6/10

Staff
satisfaction

2025 AMIDAYS event



2025 FI Europe show



A new addition to the oleochemicals team





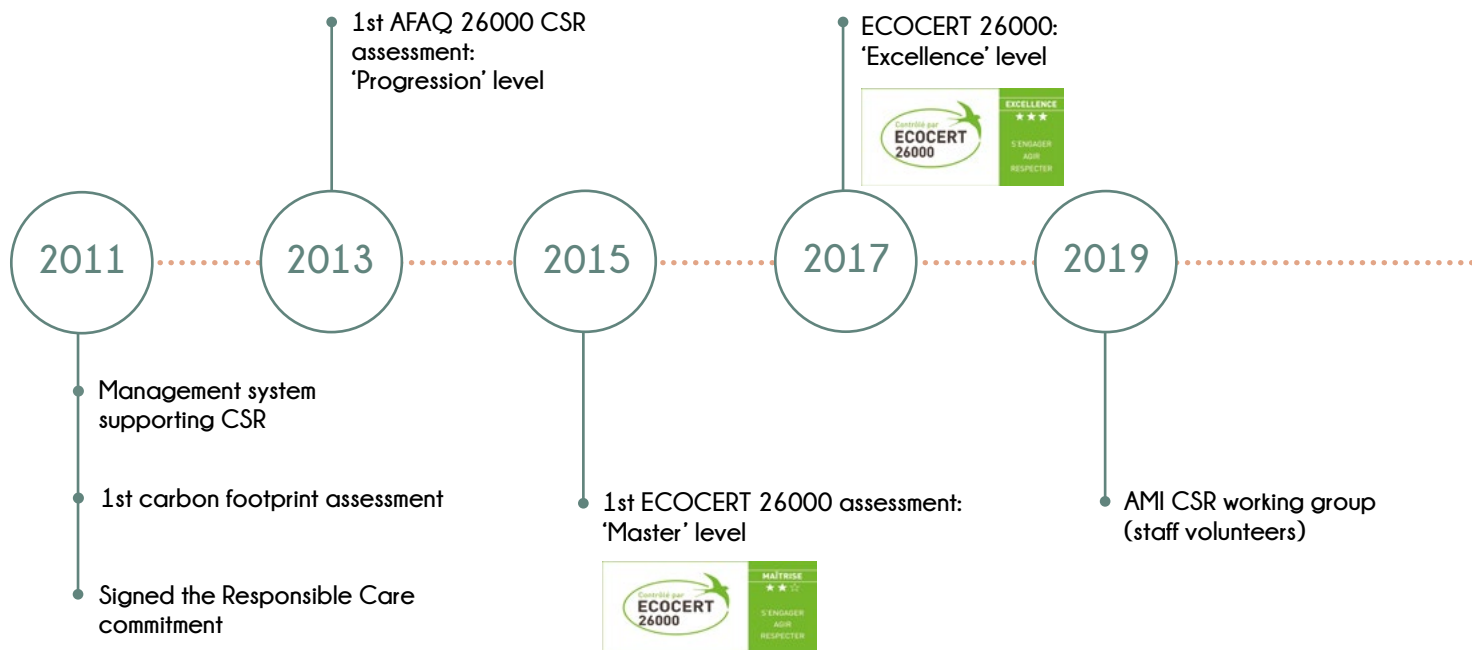
A background image featuring several butterflies in shades of orange and yellow, blurred to create a bokeh effect. A white, cloud-like shape is overlaid on the left side, containing text.

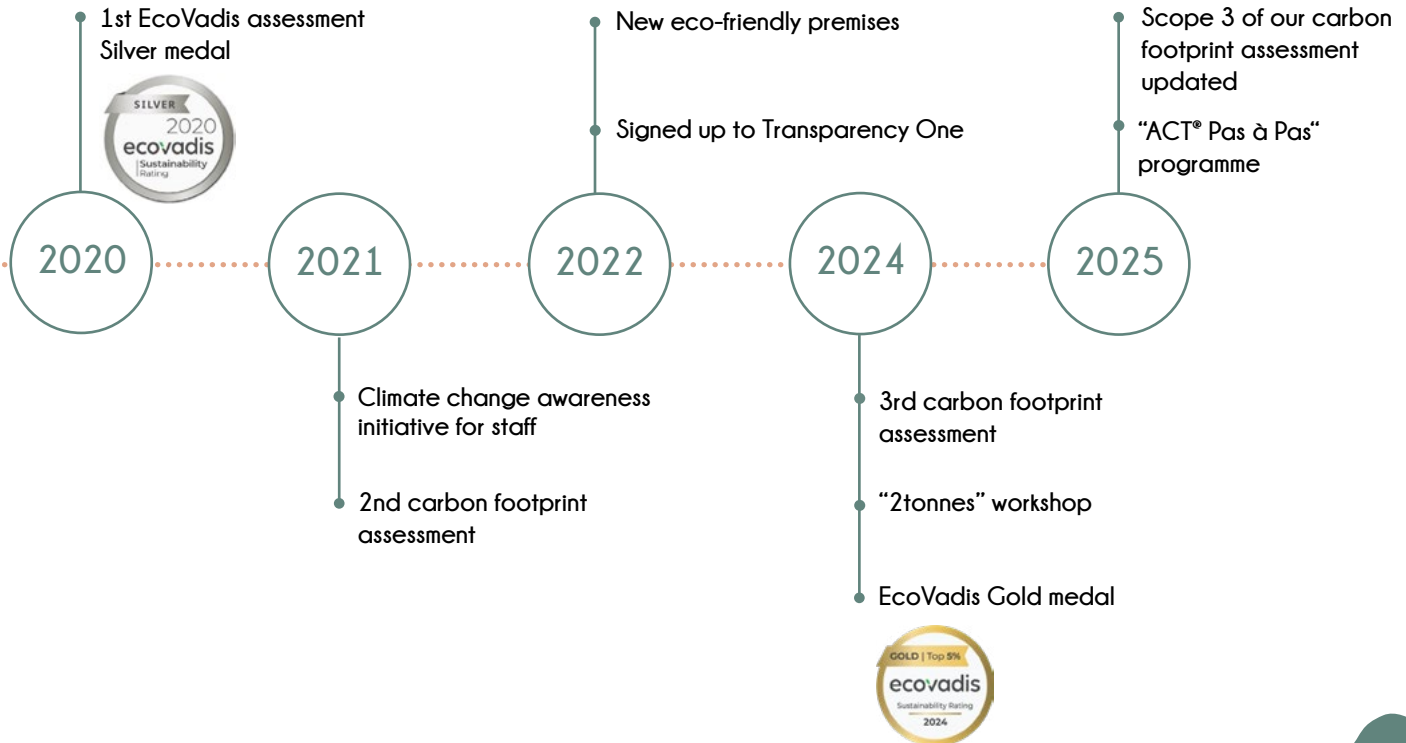
*For over 15 years, CSR has guided
our actions and rallied team support
around shared values.*

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.



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.



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.



EcoVadis

Since 2020

Rates our corporate social responsibility in 4 areas: environment, social/human rights, 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

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 8-member Executive Committee and includes the CEO, business unit directors 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 more 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.



Our double materiality assessment

Our double materiality assessment undertaken in 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

- 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:** based on our consultation with internal and external parties for the single materiality assessment process
- 2. Identification and definition of issues:** selecting key topics using sectoral benchmarks, interviews with the management team and reviewing existing commitments
- 3. Results analysis:** producing a list of Impacts, Risks and Opportunities (IRO) and scoring
- 4. Prioritisation and strategic integration:** identifying 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 (GreenHouse Gas) 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:



TAKING CARE OF THE PLANET

By reducing our environmental impact and preserving biodiversity via responsible management of resources



TAKING CARE OF PEOPLE

By protecting the well-being, health and safety of our staff, clients and partners



SECURING A SUSTAINABLE MODEL

By promoting responsible economic development and sustainable partnerships

Our strategic projects

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



Our partners' initiatives



With the **Pragati programme**, BASF is supporting a **more sustainable castor industry** for India by helping farmers transition to better agricultural practices, manage resources responsibly and ensure safer working conditions. Phase 3 of the programme (2023-2026) focuses on **giving women farmers greater independence and control**. Paired with SuCCESS certification, the programme contributes to a more responsible, inclusive and resilient supply chain.



The Eternis group, which owns Sharon Personal Care, has committed to **reducing greenhouse gas emissions** through internal targets, the use of renewable energies and roll-out of innovative technologies. This commitment is driven by its aim to support sustainable growth and actively contribute to tackling climate change. Sustainable development is fully integrated into procurement processes to **build a more responsible supply chain**.



Jungbunzlauer

In 2025, Jungbunzlauer was awarded the **EcoVadis platinum medal**, the highest level of recognition awarded by the assessment organisation. This platinum rating places the company in the **top 1% of companies in sustainability performance globally**. The medal recognises Jungbunzlauer's continued commitment to responsible and sustainable practices.



CSM Ingrédients has taken a further step in its commitment to a more sustainable food industry through its **"value-added solutions"** designed to optimise use of resources and reduce food waste. This move is embodied in the **launch of Nuaré – a range of carob-based cocoa alternatives** developed to meet the cocoa industry's environmental and sustainability challenges.





As part of our continuous improvement approach, we strive daily to limit our environmental impact.

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
- 4,000 m² photovoltaic panels
- Promotion of RSPO, COSMOS and cleaner label materials
- Client and supplier order bundling
- Full pallet and bulk procurement sourcing
- Supplier CSR assessments
- Choice of CSR-committed partner transport firms
- Packaging filling optimisation
- Electric or hybrid company cars
- Going paperless
- Climate change awareness for staff





Key achievements in 2025

We stepped up our action to tackle climate change with a series of complementary measures, ranging from strategic planning to operational management and internal efforts:

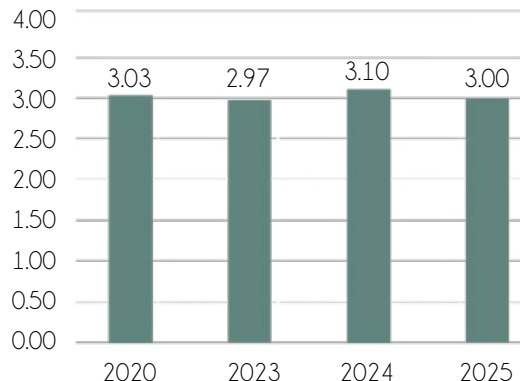
- **AMI Ingrédients' commitment to ADEME's "ACT® Pas à Pas" programme** aimed at structuring our climate strategy and developing a clear decarbonisation roadmap that was measurable and aligned with the goals of the Paris Agreement.
- **Annual greenhouse gas emissions balance sheet (BEGES)** assessing our four key emission sources to reduce our carbon footprint more efficiently.
- **Introduction of climate awareness workshops**, including a collaborative "Grow our future" workshop and a webinar to boost individual and collective staff engagement.



3 tCO₂eq per tonne sold

vs. 3.10 in 2024

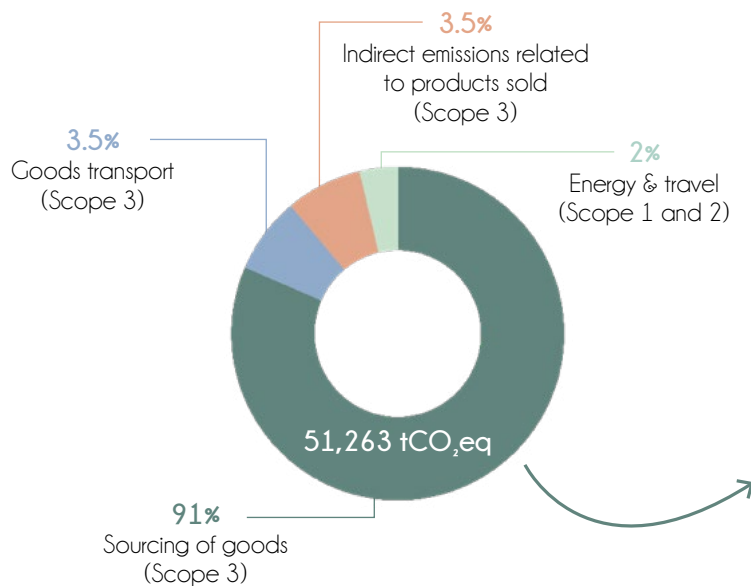
Carbon intensity in tCO₂eq per tonne sold



Against a backdrop of business growth, carbon intensity (BEGES per tonne sold) remained stable overall.

Climate change

Breakdown of greenhouse gas (GHG) emissions
for the key emission sources in 2025



Key achievements in 2025

4% rise in greenhouse gas emissions from 2024 against a backdrop of business growth, with **9% higher sales**.

- The purchase of goods is the key source of emissions, with 91% of the total, mainly related to raw materials and packaging.
- The other sources, such as the transport of goods and indirect emissions related to products sold, account for a smaller share which are nevertheless further drivers for action.

This breakdown confirms the importance of increasing responsible procurement and working with our suppliers to reduce our carbon impact sustainably.



91% of our emissions come from the purchase of goods



Our future priorities

- **Decarbonisation strategy:** developing a roadmap and structured action plan for 2050 aligned with the goals of the Paris Agreement, by adopting ADEME's "ACT® Pas à Pas" approach.
- **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:** preferring packaging with a limited environmental impact and launching a recycling and reuse awareness campaign.
- **Low-carbon transport:** continuing mapping and optimising transport flows; developing a responsible corporate travel policy.
- **Collective commitments:** renewing individual CSR targets every year 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

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



Our future priorities

- 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.



Key achievements in 2025

Repeat of the clean-up walk in the Node Park Touraine industrial estate: this operation helped reduce ground pollution through **waste collection** as well as raise team awareness of more responsible daily behaviour.

An initiative supported by **20 staff** volunteers.



90 kg of waste collected

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: fruit trees, planted areas and mineral features developed to promote ecosystem diversity
- Installation of birdhouses and insect hotels
- Stringent effluent management procedures, with waste collection and treatment and spill prevention
- Staff awareness training for biodiversity conservation
- Starting of a community garden



Our future priorities

- Plant new trees and **develop areas of greenery**.
- Develop wildflower meadow habitats to accommodate pollinators and **biodiversity areas** to maintain natural balance.



Key achievements in 2025

Installation of a composter bin on site: composting helps to recycle waste and reduces the volume to be processed. It also produces a natural fertilizer for our communal vegetable garden as well as boosting local biodiversity (insects, worms, micro-organisms), essential for maintaining soil fertility.



125 kg of composted waste



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 potable 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 (e.g. by installing water meters).
- Continue supporting our clients in developing **environmentally responsible products**.





Key achievements in 2025

Development of formulas by our cosmetics application lab, that won client approval due to their **environmentally sustainable** solid format:

- Innovative face serum in tablet form for reconstitution
- Workshop hand cleaner in powder form for detergent use

Advantages:

- Water-free formula with less weight in shipping and lower carbon footprint
- Eco-packaging encouraged via a compact format made of light materials (cardboard rather than plastic)
- Less energy use with a heat-free manufacturing process



1 g of dry product = 10 g of end product

My NEURO*GLAM Studio



Developed with



Bronze medal Sensory Bar in 2025

in-cosmetics®
global

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

- Extension of raw material service life
- 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 awareness initiatives for our clients
- Introduction of washable, reusable PPE (personal protective equipment)
- Fundraising for local organisations



Key achievements in 2025

Optimisation of our packaging to comply with the AGECE Law (France's anti-waste law for a circular economy):

- Analysis of the impact and use of our current packaging
- Identification of environmentally-friendly alternatives with our suppliers (recycled materials, reconstructed packaging, etc.)
- Gradual transition to recycled materials (e.g. pallet films) and testing of new solutions



Our future priorities

- Identify and develop **new plastic waste recovery outlets**.
- Certify and gradually introduce **new packaging** marked **low carbon impact** and meeting AGECE Law requirements.

Our partners' initiatives



JRS fibres are **made from renewable natural materials** that are plant- & ocean-based (plant fibre, seaweed, cellulose, wood, etc.) and sometimes even sourced from **upcycling**, such as apple powder or novel exfoliants in the **VITACEL® range based on corncob, sawdust and olive stones**. And because it is entirely natural it is also biodegradable.



FIBERSTAR continues to deliver on its pledge for sustainable development with its range of **Citri-Fi® citrus fibres**. This fibre, upcycled from fruit juice industry co-products, is part of a **circular economy** model: the resources are transformed into high value-added ingredients. This approach helps to reduce food waste, limit the environmental footprint of ingredient production and promote a more sustainable food chain.



Sun Chemical operates a fully integrated value chain, with its **mica mine in the United States** enabling it to offer natural nacres under controlled production conditions. This organisation guarantees a high level of traceability and transparency, and especially carbon footprint data for a broad selection of products.



With **Eternight™**, in 2026 Ashland developed an ingredient in partnership with a French family-run farm in the Berry region, committed to **regenerative agriculture** practices aimed at preserving biodiversity and soil quality. COSMOS-certified and 100% natural, this extract is obtained using a proprietary technology that guarantees **a controlled and traceable composition** in line with current consumer demand for natural, effective products.





Ethics and responsibility guide all our daily operations.

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

HEALTH, SAFETY & WORKING CONDITIONS

- Consolidation of safety culture with training, prevention initiatives and audits
- Ergonomic design of workstations, container and sack handling system, small packaging weight limited to 20 kg
- Daily physical warm-up
- Health, safety and working conditions meetings
- Harassment and discrimination officers

QUALITY OF LIFE AT WORK & WELL-BEING

- Gym
- Nap room
- Break room (games, books, table football, etc.)
- Coffee, teas and syrups available to staff
- Well-being activities (yoga, massage, etc.)

SOCIAL DIALOGUE & TEAM BUILDING

- Open dialogue between the Executive Committee and staff
- AMIhebdo (weekly newsletter)
- AMInews (quarterly meeting)
- Annual staff satisfaction survey
- Annual team building day with all staff
- Year-round CSR events

STAFF BENEFITS

- Working week spanning 4.5 days
- Working from home and flexi-time arrangements
- Meal vouchers
- Profit-sharing
- Access to a benefits platform (Swile)

Team Building at Bretonnières Lake with Numaterra



Our future priorities

- Continue and expand 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 together with our teams.
- Consolidate our **safety culture** by continuing existing initiatives and developing training and workshops tailored to different businesses and settings within the company.

Staff well-being



Key achievements in 2025

Repeats of CSR events and collaborative activities enjoyed by staff and covering various topics:

- Regular **well-being** sessions (yoga and massage)
- **Participatory workshops** (gardening, car pool challenge, clean-up walk, etc.)
- **Team building activities** (sporting contests, games, afterwork events, meals together, etc.)
- **Team building day** at Bretonnières Lake
- **Staff families** evening party
- **Staff dogs** at work day
- “Live my life”



26 events organised to boost well-being and morale and maintain environmental awareness

Meals together



Afterwork events



Family evening



Dogs at work day



Secret Santa



AMI-Games



"Live my life"



Car pool challenge



Yoga sessions



Pink October (Breast Cancer Awareness Month)



Staff development



Key achievements in 2025

Staff development key projects:

- **Leadership framework:** introduction of a programme to develop leadership practices and skills, to structure management methods and foster more efficient forms of collaboration
- **Training and awareness programme** to boost individual and collective skills
- **Awareness training in Artificial Intelligence** to support more responsible use



100% of administrative staff completed awareness training (GDPR, cyber risk prevention, AI use, etc.).



Our future priorities

- Roll out the **leadership framework** across teams.
- Scale up the **skills development** plan to promote the professional growth of all staff and meet new business challenges.
- Train staff to **use AI responsibly**.



François SCOTTI

Part-time
HR Manager

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
- Staff time spent on community-based projects



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.



Key achievements in 2025

- €1,200 earmarked for community projects supporting **local initiatives** related to solidarity, culture and education
- Employment of participants involved in the **rehabilitation through work scheme at the Cluny ESAT centre** for cutting and assembling the colour wheel (communication materials for cosmetics formulation specialists)



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

Certification guaranteeing palm oil that is produced in a way that is sustainable, environmentally friendly and protects human rights and local communities



- COSMOS-approved product range

International standard for organic natural cosmetics ensuring eco-responsible ingredients and sustainable sourcing



- BIO-certified product range

Certification guaranteeing products sourced from organic agriculture that are free from synthetic chemicals and respect ecosystems



Our future priorities

- Expand our **range of sustainable solutions**.
- 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 committed stakeholders.



Key achievements in 2025

Segmentation of our product portfolio according to sustainability criteria (naturalness, source and carbon footprint of raw materials): roll-out prioritised for cosmetics thanks to supplier data and subsequently expanded to our other lines. This practice structures our decarbonisation roadmap for 2030 and seeks to **encourage clients to choose more sustainable solutions**.



61% of our cosmetic ingredients sold in 2025 have a naturalness index $\geq 95\%$

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 for our clients 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



Our future priorities

- Showcase **innovations with high environmental potential** 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**.



Key achievements in 2025

Proposal for an ingredients portfolio designed to effectively address industry's current issues and challenges, notably featuring:

- **Higher protein content** to improve the Nutri-Score of products with MICROPROTEIN P from HIFOOD®
- **Cleaner Label** plant fibre and fermented flour solutions to simplify ingredient lists
- **Plant-based egg substitutes** developed by our partners CSM Ingrédients and YUMGO for part or full replacement in sweet and savoury applications



Up to **98%** reduction in carbon footprint with egg alternatives to shell eggs





Securing a sustainable model

Governance..... 46

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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.

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



Our future priorities

- **Continue to improve our** CSR indicators.
- Improve organisation of our **ethical** and responsible procurement processes.



Key achievements in 2025

Action plan to improve our EcoVadis rating:

- Review targets and performance indicators
- Structure thematic assessments to centralise initiatives and ensure traceability
- Roll out awareness initiatives focused on business ethics for staff
- Introduce reporting aligned with GRI* and CSRD** standards to secure data and increase transparency



Gold medal renewed with a score of
85/100 (up 8 points from 2024)

*GRI (Global Reporting Initiatives) Standards represent global best practice for reporting publicly on a range of economic, environmental and social impacts.

**CSRD: Corporate Sustainability Reporting Directive.



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



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.



Key achievements in 2025

Organisation of an internal webinar on inclusion and tackling discrimination: in line with our commitments in ethics and the protection of fundamental rights. This session recalled the main forms of discrimination, legal framework and individual responsibilities of each employee.

The webinar also helped to **reaffirm our values and raise staff awareness** with a view to promoting equal opportunities and an inclusive and respectful corporate culture.



100% of staff received business ethics training

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** 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 2025

- **Tender sent to 7 of our transport firms, incorporating CSR criteria:** factors such as using low-carbon fleets, implementation of energy transition plans and emissions monitoring devices were all taken into consideration.
- **Thorough assessment of our raw material suppliers incorporating CSR criteria:** based on both EcoVadis rating and the availability of carbon emission factor data for raw materials. The results were then presented at business reviews with each supplier to identify areas for improvement and boost performance in CSR issues.



Percentage of suppliers with carbon data covering more than 50% of their offering:

24%

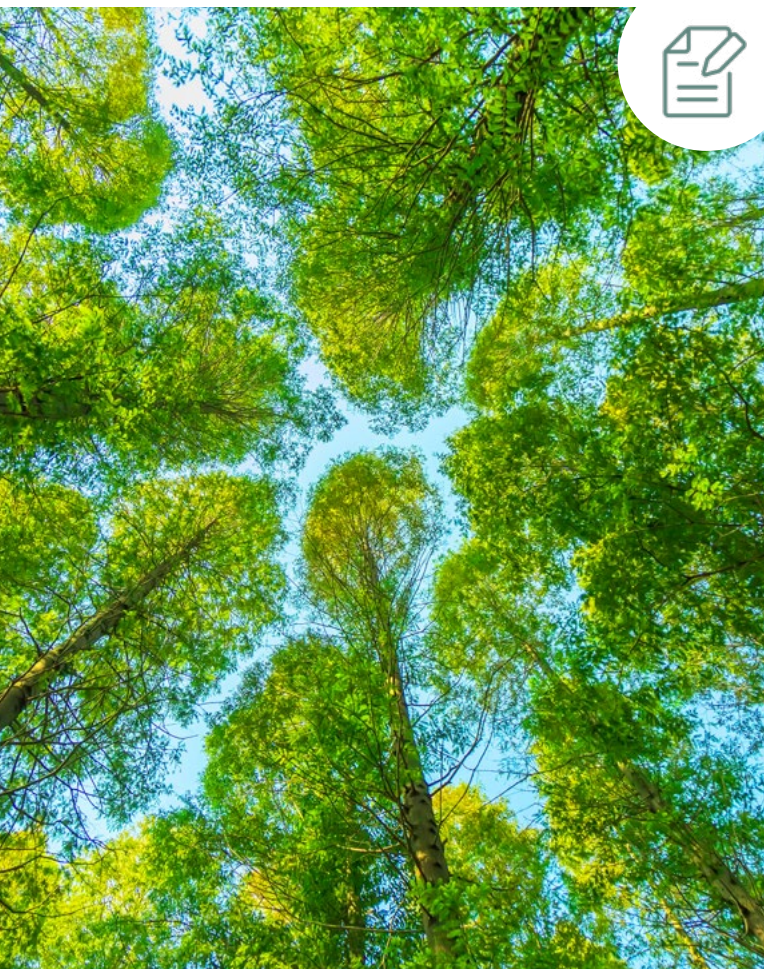
Raw materials

100%

Transport

20%

Packaging



Synthesis...

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Alignment with UN goals

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 aligning clients' CSR strategies with eco-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

- Quality of life at work measures
- Guarantee of safe products for consumers
- CSR events



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
- Promotion of sustainable packaging and waste reduction

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	2025	GRI*
GHG emissions	tCO ₂ eq	39,591	40,683	49,200	51,263	EN16
Scope 1 emissions	tCO ₂ eq	51	62	62	62	EN17
Scope 2 emissions	tCO ₂ eq	9.3	8	8	8	EN17
Scope 3 emissions	tCO ₂ eq	39,530	40,614	49,130	51,163	EN16
GHG emissions per tonne sold	tCO ₂ eq/t sold	3.03	2.97	3.10	3.00	EN16
Electricity consumption	MWh	234	243	285	297	EN3
Power produced by our photovoltaic panels	MWh	/	772	682	710	EN3
Self-consumption	MWh	/	35	33	32	EN3
Electricity production sold back to the grid	MWh	/	737	649	678	EN3
Energy balance	MWh	/	529	397	413	EN3
Water consumed	m ³	611	730	766	839	EN8
Water used for processes	m ³	/	421	435	515	EN8
Wastewater treated by evapo-concentration	m ³	/	337	435	515	EN8
Distillate reused in CIP processes	m ³	/	53	54	104	EN10
Concentrate treated by a waste company	m ³	/	16	13	30	EN22
Analysis of discharged water quality	# per year	/	13	13	13	EN22
Non-conformity detected in discharged water	#	/	0	0	0	EN22
Mixed non-hazardous waste	t	/	7	8	15	EN22
Recovery as refuse derived fuel (RDF)	%	/	100	100	100	EN22

*GRI (Global Reporting Initiatives) Standards represent global best practice for reporting publicly on a range of economic, environmental and social impacts.

Indicator	Units	2020	2023	2024	2025	GRI*
Sorted non-hazardous waste	†	/	15	22	50	EN22
Material recovery (recycling)	%	/	/	56	22	EN22
Reuse	%	/	/	12	64	EN22
Recovery as refuse derived fuel (RDF)	%	/	/	32	14	EN22
Hazardous waste	†	18	51	36	53	EN22
Energy recovery	%	/	100	100	100	EN22
Empty IBCs and containers reclaimed by reuse operators	%	/	100	100	100	EN22
Landfill waste	†	/	0	0	0	EN23
Disposable PPE avoided	#	/	/	390	375	EN22
Hybrid/electric vehicles in company fleet	%	/	44	56	55	EN29
Deliveries made by CSR-committed firms	%	100	100	100	100	EN30
Clients with more than 4 monthly deliveries	#	8	10	13	9	EN30
Field teams trained in accidental spill management	%	/	/	100	100	EN23
Staff involved in waste collection	#	/	10	14	19	LA11
Staff given awareness training on environmental issues	#	/	58	22	40	LA11
Shelters installed (birdhouses, insect hotels)	#	/	/	6	6	EN11
Incidents with an impact on biodiversity	#	/	/	0	0	EN11
Amount of waste collected at the clean-up walk	kg	/	/	56	90	EN22



Indicator chart: taking care of people

Indicator	Units	2020	2023	2024	2025	GRI*
Staff	#	/	58	62	62	LA1
Mean workforce	#	49	58	61	62	LA1
Mean age	years	40	41	42	44	LA1
Mean service length	years	10	9	9	10	LA1
Absenteeism (excl. maternity)	%	3.08	4.4	5.6	5.8	LA1
Permanent contracts	%	94	97	93	98	LA1
Management/supervisory/employee distribution	%	31/47/22	29/43/28	32/45/23	34/44/22	LA1
Distribution by gender (m/f)	%	33/67	29/71	29/71	31/69	LA13
Female managers	%	/	67	67	75	LA13
Registered disabled workers	#	10	7	8	5	LA13
Dual-education students	#	/	5	3	1	LA13
Interns	#	/	6	10	13	LA13
Staff turnover (new hires/departures)	#	/	10/13	17/13	12/12	LA1
Staff satisfaction	#	9/10	8.3/10	7.8/10	7.6/10	LA1
Discrimination/harassment reports	#	/	/	0	0	LA13
Scheduled training completed	%	99	97	100	100	LA8/LA10
Training hours	#	2,000	3,015	1,840	1,066	LA8/LA11
Budget allocated for training	€	25,380	62,000	22,128	11,986	LA8/LA11
New hires with access to induction programmes	%	100	100	100	100	LA8/LA12
Work-related accidents requiring leave	#	3	1	2	1	PR2
Frequency rate	#	35.7	9.6	0	9.5	PR2
Severity rate	#	1.3	0	0	0	PR2

*GRI (Global Reporting Initiatives) Standards represent global best practice for reporting publicly on a range of economic, environmental and social impacts.

Indicator	Units	2020	2023	2024	2025	GRI*
Occupational disease	#	0	0	0	0	LA7
CSR events organised over the year	#	1 week	3 weeks	4 weeks	26 events	SO1/LA9
AMI'Fit sports club members	#	/	24	28	17	LA6/LA11
Staff volunteers in the CSR working group	#	12	14	14	14	LA1/LA9/PR3
Sales of RSPO-certified products	%	62	59	69	64	EN1/EN2
Staff trained in RSPO principles	%	/	100	100	100	LA9/LA10
Sales of COSMOS products	%	67.6	69	66	69	PR3/EN1
Allocated sponsorship budget	€	/	8,800	8,460	1,200	EC1
Staff involved in local organisations	#	/	/	22	0	EC6
Staff living within a 20km radius of AMI	%	/	52	48	57	EC7/LA1



Indicator chart: securing a sustainable model

Indicator	Units	2020	2023	2024	2025	GRI*
Clients	#	920	1,000	1,000	1,113	EC8
Turnover	€M	38.8	60	58	65	EC1
Current references	#	830	920	919	900	EC8
Client satisfaction	#	8.5/10	8.6/10	8.7/10	8.9/10	PR5
Orders	#	9,500	12,700	13,000	12,400	EC8
Samples dispatched	#	8,700	10,400	10,500	10,545	EC8
EcoVadis score	#	61/100	72/100	77/100	84/100	SO9
EcoVadis medal	#	Silver	Gold	Gold	Gold	SO9
Partner suppliers rated by EcoVadis	%	/	/	65	56	SO9
Supplier payment delays	#	/	0	0	0	EC4
Suppliers rated on CSR criteria	%	/	100	100	100	SO9
Staff given risk/anti-corruption awareness training	%	/	/	100	100	HR4/SO4
Corruption incidents confirmed	#	/	/	0	0	SO5

*GRI (Global Reporting Initiatives) Standards represent global best practice for reporting publicly on a range of economic, environmental and social impacts.



"ACT® Pas à Pas" approach

"The 'ACT® Pas à Pas' approach enables us to structure our climate strategy and develop a consistent, ambitious and measurable decarbonisation roadmap for the years to come."

Claire LE LARGE
QSE Director
in charge of CSR



Key achievements in 2025

ADEME's ACT® "Pas à Pas" approach: this programme aims to structure our climate strategy and develop a **decarbonisation roadmap aligned with the goals of the Paris Agreement** to reaffirm our commitment to the climate transition.

The programme has five steps:

- Drive governance
- Analyse climate issues
- Define an ambition and goals
- Develop the decarbonisation strategy
- Roll out and coordinate the action plan

This project is an important step towards integration of transition issues into our strategy and operations.

2025 performance overview



CARBON FOOTPRINT

51,263 tCO₂eq emissions

57% of staff living within a 20 km radius



WATER USE

839 m³ of water used

515 m³ of wastewater treated

104 m³ of distillate

30 m³ of concentrate



ELECTRICITY USE

297 MWh used

710 MWh produced
by our photovoltaic panels



WASTE RECOVERY

Non-hazardous waste

14% recovery as refuse-derived fuel (RDF)

22% recycling

64% reuse

Hazardous waste

100% incineration with energy recovery



GOING PAPERLESS

100% paperless analysis bulletins
and delivery slips

100% paperless payslips

ENVIRONMENT



TURNOVER

€65 M turnover

65% cosmetics

of which **23%** oleochemicals

12% food



QUANTITIES

8,000 pallets storage capacity

2 t average shipment, i.e. a total of **17,350 t**

ECONOMY



STAKEHOLDERS

1,113 clients - satisfaction **8.9/10**

13 suppliers - satisfaction **9.3/10**



PRODUCTS

64% of RSPO-certified products sold

69% of COSMOS products sold

900 current references

SOCIAL



WORKFORCE

62 staff - satisfaction **7.6/10**

69% women / **31%** men

10 mean years of service

98% permanent contracts



QUALITY OF LIFE AT WORK

17 AMI'Fit sports club members

14 staff in our CSR working group



SPONSORSHIP

€1,200 earmarked for sponsorship
(sporting and cultural events)



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