



# SUSTAINABILITY REPORT

2024

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## BASIS FOR PREPARATION

This sustainability report has been prepared for FIT in accordance with Option B, Basic module & Comprehensive module (24a), of the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). It has been prepared on an individual basis (24c), meaning it only covers the activities of FIT's facility located in Rennes. The reporting period runs from January 1 to December 31, 2024, except for the structures of the Board (CODIR) and Executive Committee (COFIL), as well as the value of indicator C9, effective as of September 1, 2025.

### FIT'S ACTIVITY

National and international trading and brokerage, import-export of agri-food products in the broad sense.

**NACE** code <sup>(24e - ii)</sup>: 46.33

**NAF/APE** code: 46.33Z

**Business Activity:** Commercial

#### Collective Agreement:

Import-Export and International Trade

- IDCC 43 <sup>(24e - vi)</sup>

**Effectif 2024** <sup>(24e - v)</sup>:

43.4 FTE

### LEGAL INFORMATION

**SIREN**: 501 584 502

**SIRET**: 501 584 502 00022

**Legal form** <sup>(24e-i)</sup>:

SAS, société par actions simplifiée

**Date of Incorporation**: 1990

**FACILITY** <sup>(24e - vii)</sup>

Business Center Bretagne 2, 20 Avenue Henri Fréville  
35200 Rennes - FRANCE

### FINANCE

**Fiscal Year-End**: 12/31/2024

**Balance Sheet 2024** <sup>(24e - iii)</sup>: €64 million

**Revenue 2024** <sup>(24e - iv)</sup>: €453 million

### SUSTAINABILITY POLICIES <sup>(10 ; 26-28)</sup>

↳ **CLIMATE CHANGE**

↳ **EMPLOYEES**

↳ **CONSUMER HEALTH AND SAFETY**

↳ **GOVERNANCE:**

- CORPORATE CULTURE AND STAKEHOLDER ENGAGEMENT
- EXPERTISE AND KNOWLEDGE TRANSFER

# EXECUTIVE JOINT INTERVIEW

## WHY FIT COMMITS TO SUSTAINABILITY ?

**Arnaud** : FIT chose to embrace sustainability voluntarily to anticipate major transformations ahead. Beyond regulatory aspects, the dairy sector is undergoing profound changes, and it was essential to integrate sustainability early into our corporate strategy. This allows us to address environmental and social challenges at our scale and contribute meaningfully to a more sustainable industry, while supporting our clients in their own responsible initiatives.

**Romy** : Of course, we are also encouraged by our partners, and that's precisely the strength of CSR: ensuring that all actors across the value chain mobilize and "do their part."

## THE DAIRY SECTOR IS UNDERGOING A MAJOR TRANSFORMATION. WHAT ROLE DOES FIT INTEND TO PLAY DURING THIS TRANSITION?

**Arnaud** : FIT positions itself as a transition partner. Our goal is to develop expertise and put it at the service of environmental transition for our clients. This also means working across the entire value chain with all stakeholders. We want to support this transformation by promoting sustainable practices that respect producers, consumers, and the environment.

**Romy** : Absolutely. Management is fully aware of global challenges and aims to position FIT as a responsible and innovative partner within its ecosystem. Our ambition is to

deliver added value beyond the product itself, by developing a sustainable offer that meets the expectations of our clients and their stakeholders.

## WHAT ARE FIT'S CURRENT STRATEGIC PRIORITIES, AND HOW ARE ITS COMMITMENTS UNIQUE WITHIN THE DAIRY INGREDIENTS TRADING LANDSCAPE?

**Romy** : Internally, our priority today is to create a work environment where our employees can truly thrive, while ensuring the company's performance and long-term sustainability.

**Arnaud** : Our uniqueness lies in integrating sustainability as a full-fledged service, enabling our clients to achieve their own sustainability goals—whether it's reducing carbon emissions from dairy production, ensuring animal welfare, or implementing responsible practices throughout the value chain. This approach reflects our commitment to being a dedicated and engaged partner in the dairy sector's transition.

## WHY DID FIT CHOOSE TO PUBLISH A SUSTAINABILITY REPORT?

**Romy** : Publishing this first sustainability report not only allows us to anticipate regulatory developments, but above all, it's an excellent opportunity to structure our approach, clarify our current position, and define our areas for improvement.

**Arnaud** : This initiative demonstrates our ability to anticipate our partners' expectations and act proactively, while reflecting our commitment to transparency and dialogue. It also shows our determination to be a reliable partner you can count on.



# EDITORIAL

*The publication of this first sustainability report is an important milestone for FIT.*

Since 2021, we have chosen to embed sustainability at the heart of our strategy for 2030 and beyond. This approach is voluntary and independent of regulatory developments. It reflects our commitment to anticipate, structure our actions, and take concrete steps on environmental, social, and governance issues.

This report is intended for all FIT stakeholders—employees, clients, suppliers, and partners—and aims to share our approach transparently, explain how it was built, and present the first results achieved.

We have chosen to rely on recognized tools to lay solid foundations: a double materiality assessment, a full carbon footprint across scopes 1, 2 and 3, and an analysis of physical and transition risks. These diagnostics have enabled us to identify our key challenges, set priorities, and define clear improvement paths.

This first report is therefore a milestone. It represents a solid framework on which we can build and progress. Today, we are sharing this approach with you so that we can move forward—together.

Enjoy your reading!

**Gaëlle Huchet**  
*CSR manager*



1.

• *Introducing FIT*



## OUR MISSION

Combine our expertise in products, markets, and sustainability with our strong sense of service to ensure our clients have **access to the right product, at the right time, and at the best price.**

## OUR VISION

*In a constantly evolving dairy market, we strive to be a trusted partner our clients can rely on to turn their sustainability ambitions into tangible results and **address environmental and social challenges.***



# OUR DNA, OUR VALUES



We act **fast**, stay **agile**, and **adapt** to change.



We aim for **excellence** and approach our work with **diligence and rigor**.



We ensure **availability** and strong connections with both our teams and our partners.



The **team** is the cornerstone of our success; we work in **solidarity and unity**.



We combine **creativity** and imagination to deliver **solutions** and capture **opportunities**.



We honor our **commitments** and uphold loyalty and trust.

# FIT TIMELINE: KEY DATES

1990



Creation of FIT

2012

Creation of BILEI in Shanghai

2018

Opening of our office in Montevideo, Uruguay  
IFS Broker Certification

2022

Launch of the Liquid Department

€459 million in revenue  
99,000 tonnes handled

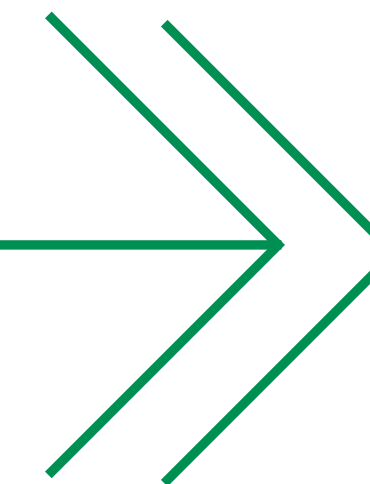
2023

Equity investment in RIYADA Dairy, Egypt

Ecovadis Silver Medal

2024

Creation of the CSR Department



# FIT BY THE NUMBERS



**35**  
years of  
experience



**€453**  
million in  
revenue in 2024



**123,623**  
tonnes traded  
in 2024

Over  
**300**  
active clients...

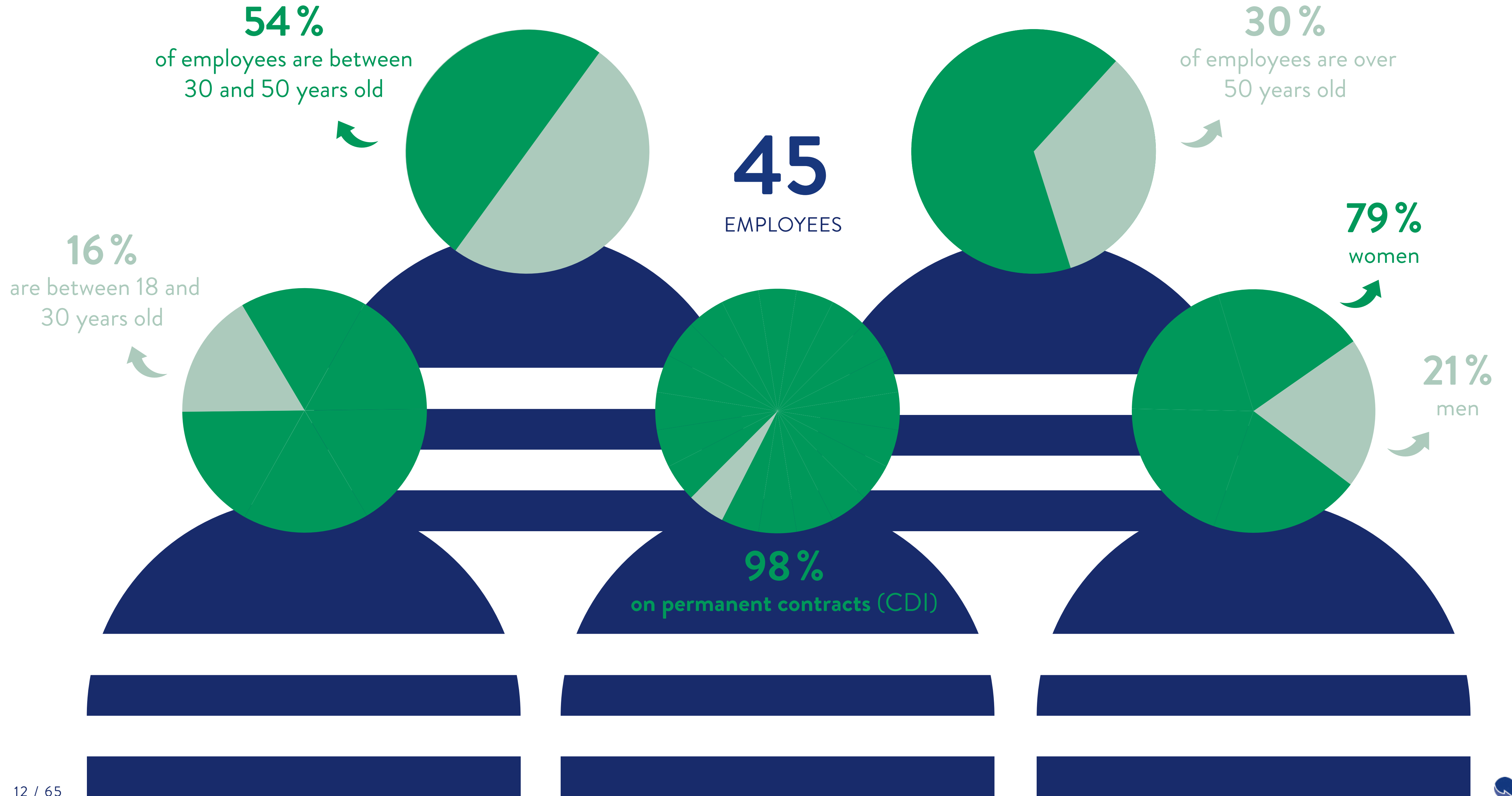
...in more than **40** countries,  
*Europe, Asia, Middle East, Africa,  
Latin America, and North America*



More than  
**66**  
logistics  
partners



# THE FIT TEAM





# FIT EXPERTISE

01

- ↪ A specialized sales team for France and Europe
- ↪ A dedicated sales team for international activities

02

## **Expertise in export and logistics**

- ↪ Expertise in international supply chains, customs, Incoterms, and tailor-made transport solutions

03

## **Quality department**

- ↪ Integrated management systems, continuous improvement, regulatory compliance

04

## **CSR department**

- ↪ Driving the CSR roadmap, non-financial reporting, and supporting clients in achieving their sustainability goals.

# FIT DAIRY PRODUCTS (47a)



## BUTTER

82% butter, lactic or sweet cream, concentrated, textured...



## CREAM

Pasteurized, UHT, thick, liquid...



## CHEESE

Cheddar, Mozzarella, Mascarpone...



## MILK POWDER

Skimmed milk powder, whole milk powder, whey powder, lactose, cream powder...



## LIQUID

Whole milk, skimmed milk, concentrated milk...



## PROTEINS

Caseins, WPC/WPI, MPC, MPI



## FORMULATED PRODUCTS

Custom recipe development on demand

# FIT GLOBAL PRESENCE



## ● OUR SUPPLIER <sup>(47c)</sup>

Sourcing from around **100 producers** in France, Europe, North America, and Latin America, as well as Australia and New Zealand. Plus over 30 specialized traders

## ● NOS CLIENTS <sup>(47b)</sup>

Over **300 active clients in more than 40 countries** (Europe, Asia, Middle East, Africa, Latin America, and North America)

### 30% of volumes exported

Food industry manufacturers: bakery, pastry, viennoiserie, chocolate, confectionery, charcuterie, biscuits, ready meals, sports and nutrition, dairy products, ice cream and derivatives...

## OUR PARTNERS

- Financial and insurance partners
- Accounting firms
- Technical and logistics experts:
  - analysis laboratories
  - IT service providers
  - Logistics providers:
    - 15 warehouses
    - 25 transport service providers

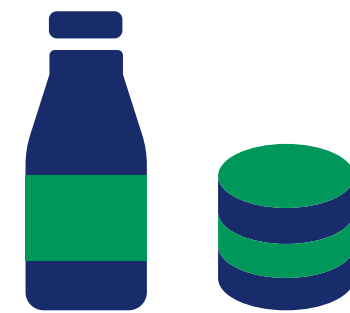
# FIT, A FRENCH SME WITH A TRUE INTERNATIONAL FOCUS

Since 1990, we have been the link between dairy manufacturers and food industry players in France, Europe, and worldwide. We supply a wide range of dairy ingredients, but what truly defines us is our service-driven approach.

## OUR GROWTH IS BUILT ON FOUR SOLID PILLARS



In-depth market knowledge



Specialized expertise in dairy products



Multi-zone administrative expertise and a responsive, efficient logistics service



A commitment to sustainability



# CERTIFICATIONS, RATINGS AND COMMITMENTS

## CSR



Assessment of a company's CSR (Corporate Social Responsibility) performance. We have achieved Silver status with a score of 71/100, placing us among the top 9% of companies assessed for CSR performance.



Member of Sedex, a global platform for sharing data on ethical, social, and environmental practices. Membership ID: ZC1072598



Since 2024, FIT has been a proud signatory of the United Nations Global Compact, committed to its Ten Principles on human rights, labor, environment, and anti-corruption.

## QUALITY AND COMPLIANCE CERTIFICATIONS



Certified for compliance with international standards on product quality and safety in brokerage and trading services.



Certified for feed safety, including Good Manufacturing Practices and HACCP risk management.



Recognized for meeting customs security and safety standards in global supply chains.



Certified for compliance with organic and environmental standards for agricultural and related products.

# BOARD MEMBERS <sup>(65)</sup>

*Fit is governed by a board*



Tonny VAN GUCHT  
**President**



Romy DRUART  
**Managing director**



Arnaud BELMELI  
**Managing director**



**TY OUIR**  
Represented  
by Hervé Lanoë



**4MATS FINANCE**  
Represented  
by Patrick Bousseau



**SYRENE**  
Represented  
by Michel Lamarre



**MASEWO INVEST**  
Represented  
by Maarten Van Gucht

# EXECUTIVE COMMITTEE

*Fit is guided by an executive committee*



Romy DRUART  
**Managing director  
CFO & Controlling**



Arnaud BELMELI  
**Managing director  
Sales Department  
& Cross-Functional Management / CSR Strategy**



Carole GUILLEMOT  
**Quality Director**



Manuel QUEFFEULOU  
**Director of Management  
Control & Information  
Systems**



Romuald RABERGEAU  
**Sales Director  
France/Europe**



Jessica BERTUCCI  
**Human  
Resources Director**



Jonathan CHAUVEL  
**Export Sales Director**

2



*Sustainability at FIT*

# SUSTAINABILITY AT FIT

## ACTING AS A RESPONSIBLE EMPLOYER AND BUILDING EXPERTISE TO SERVE OUR CLIENT

In 2021, FIT's leadership took a decisive step to integrate sustainability into the company's strategy. It was both an awakening and a strong commitment: to act at our scale, contributing to the sustainable transformation of the dairy sector while reinforcing our role as a responsible employer.

## UNDERSTANDING OUR POSITION, DEFINING OUR ROLE

As a trading company, FIT is not directly involved in dairy production.

Yet, our role as an intermediary is essential: we have the ability to guide, support, and amplify sustainable initiatives from our suppliers to our clients.

With this in mind, we have defined our vision: in a constantly evolving dairy market, FIT strives to be a trusted partner—turning our clients' sustainability ambitions into tangible results and helping them address environmental and social challenges.

## ACTING AS A RESPONSIBLE EMPLOYER

We firmly believe that a responsible company starts by being responsible toward its own people.

Even without production activities, we have an impact—and therefore a responsibility: to reduce the footprint of our commercial operations, foster employee engagement, and embody the values we stand for every day.

## STRUCTURING OUR COMMITMENT

Three years after our initial reflections, 2024 marks a new milestone: the structuration of our sustainability approach.

A dedicated position was created, followed by the establishment of a Sustainability Department reporting directly to the managing director (49). This positioning is no coincidence—it reflects the strategic importance of sustainability within our development model.

The board sets the overall orientation. The Sustainability Department designs the strategy, defines the action plan,

and ensures operational implementation. Meanwhile, the Executive committee provides support, shares expertise, and guarantees alignment between the sustainability roadmap and business priorities.

## ENGAGING OUR TEAMS

In 2024, all employees took part in a Climate Fresk workshop—a collaborative experience that helped deepen understanding of climate challenges and foster a shared reflection.

### SUSTAINABILITY BREAKFASTS

Starting in 2025, regular themed meetings will help maintain a high level of awareness and encourage open discussions on key sustainability topics.

The company's sustainability strategy is integrated into the onboarding program and presented to every new employee.



3

- *Double materiality assessment*

# DOUBLE MATERIALITY ASSESSMENT

In 2023, with the support of Déclic (Sustainability Consulting Agency in Rennes), we carried out our first double materiality assessment. This exercise helped us identify our key sustainability priorities and guide our first concrete actions.

**Double materiality assessment** is based on two complementary dimensions Impact materiality:



## Impact materiality:

How our activities, directly or indirectly, affect the environment and society.

## Financial materiality:

How environmental and social factors influence our economic performance and long-term growth.

## HOW DID WE PROCEED ?\*

Our approach was structured in several stages:

- Engaging with our stakeholders
- Identifying our impacts
- Assessing key issues
- Developing a double materiality matrix
- Review and validation

In 2024, the model was updated to incorporate:

- Regulatory developments
- New expectations from our stakeholders

These elements were gathered through direct discussions, document reviews, feedback from assessments, and our clients' sustainability requirements.

Today, these priorities shape FIT's sustainability ambitions, the formalization of our commitments, and the development of our roadmap.

\*Details of the 2023 and 2024 methodologies are provided in the appendix.

## FIT MATERIALITY ASSESSMENT – 2024



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### Note on the energy matter

FIT is not a production site, so it is consistent that energy has not been identified as a matter. However, due to its revenue and balance sheet, regulations require the company to carry out an energy audit.

This audit was completed in 2024 and led to the planning of two tangible actions :

- Electrification of the company car fleet
- Replacement of the heating and air-conditioning system



## IDENTIFYING LEVERS TO REDUCE GREENHOUSE GAS EMISSIONS\*

\*The methodology used for the Greenhouse Gas Emissions Inventory, along with detailed results, is provided in the *Environment* chapter.

2022

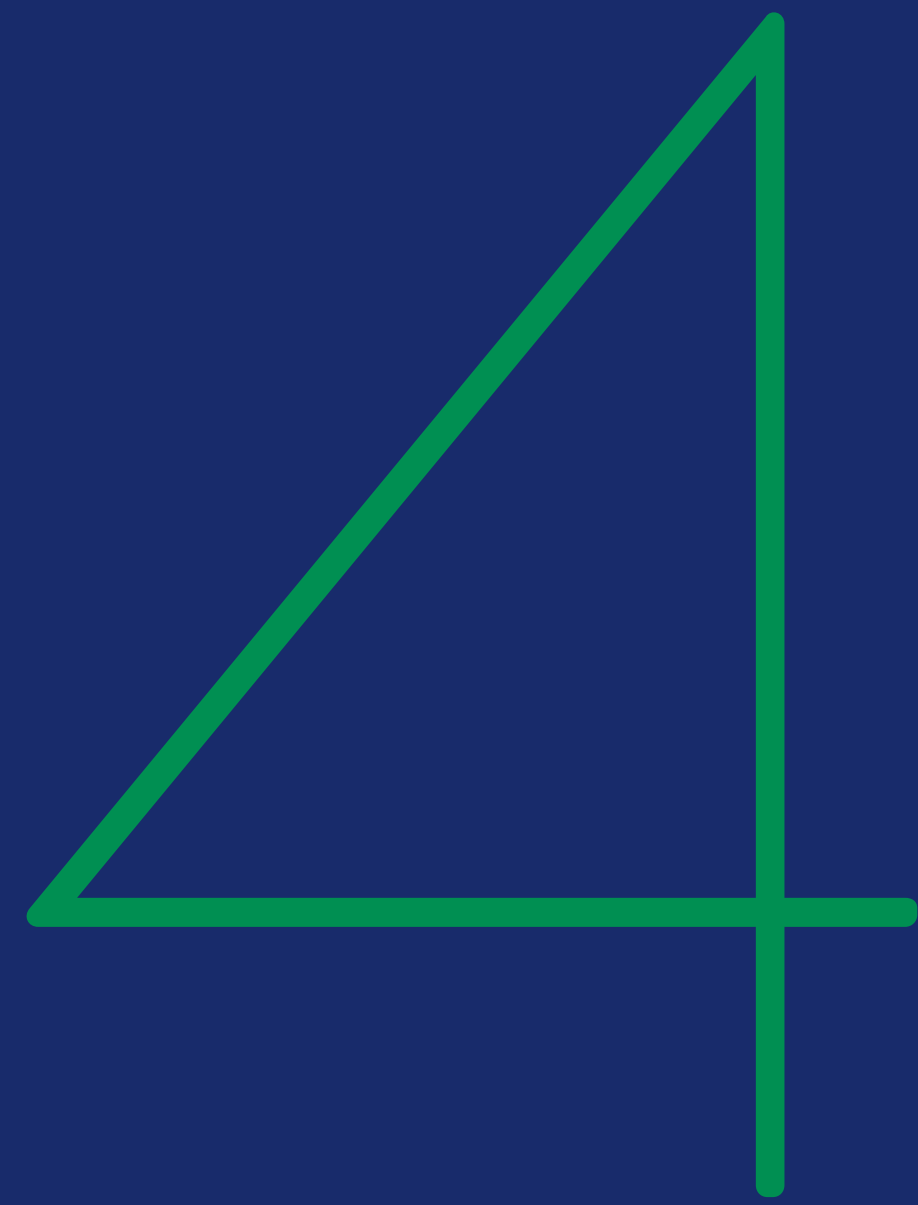
2024

To gain a clearer understanding of its environmental impact and identify key levers for climate change mitigation, **FIT conducted its first Greenhouse Gas Emissions Inventory in 2022, followed by a second in 2024 and now performs this assessment on an annual basis.**

Our carbon footprint analysis revealed that **98% of total emissions are linked to dairy product purchases, while 1.5% come from logistics.** The remaining share, including emissions from scopes 1, 2, and 3 (excluding dairy products and logistics), accounts for less than 0.5% of total emissions. In light of these

findings, efforts to reduce greenhouse gas emissions must primarily focus on dairy products, particularly upstream agricultural activities. Logistics, although less impactful, also remains an area for optimization.

*This analysis helps steer the emissions reduction strategy toward the most carbon-intensive areas and implement tailored solutions.*



● *FIT Transition:  
strategy and commitments*

# OUR SUSTAINABILITY STRATEGY AND COMMITMENTS

The double materiality assessment and the completion of our carbon footprint analysis have enabled us to define a sustainability strategy fully aligned with FIT's core business as a specialist in dairy product trading. FIT is committed to ensuring the long-term sustainability of its operations while driving a transition that respects people and the environment.

*FIT Transition is built on **three pillars:***

## PEOPLE

**Being** a responsible employer and a trusted business partner.

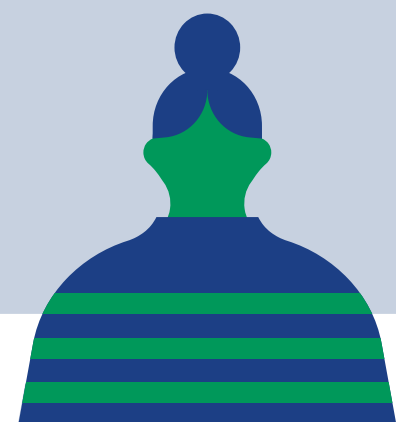
.....

*Workplace quality of life*

*Employee well-being and training*

*Health and food safety*

*Human rights*



## ETHICS

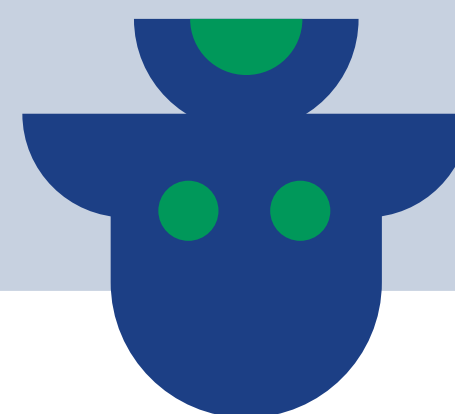
**Fostering** a corporate culture built on integrity, transparency, and commitment

.....

*Corporate culture*

*Stakeholder engagement*

*Expertise and knowledge transfer*



## TRANSITION

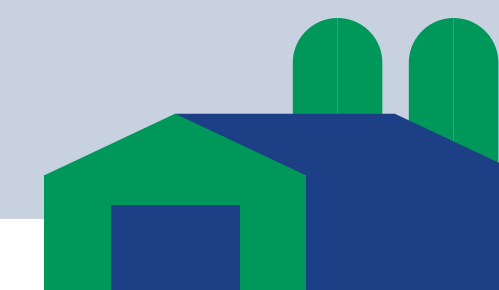
**Supporting** the transformation of the dairy sector by delivering products and services that meet our customers' sustainability requirements

.....

*Internal operations*

*Upstream agriculture*

*Logistics*



## FIT 2030 COMMITMENTS

PILLARS	PRIORITY AREAS	2030 TARGETS
PEOPLE	WORK PLACE QUALITY OF LIFE	Working Conditions <ul style="list-style-type: none"> <li>– Conduct an employee climate survey every three years</li> </ul> Training and Skills Development <ul style="list-style-type: none"> <li>– 100 % completion of professional development reviews</li> <li>– A minimum of 10 hours of training per employee per year</li> </ul>
	HEALTH AND FOOD SAFETY	<ul style="list-style-type: none"> <li>– Achieve IFS certification at High Level</li> <li>– 100% of products certified under GFSI standards</li> </ul>
	HUMAN RIGHTS	<ul style="list-style-type: none"> <li>– Implement a Human Rights due diligence procedure</li> </ul>
ETHICS	CORPORATE CULTURE	<ul style="list-style-type: none"> <li>– Embed sustainability into corporate culture</li> <li>– Fight corruption</li> </ul>
	STAKEHOLDER ENGAGEMENT	<ul style="list-style-type: none"> <li>– Ensure respect for stakeholders</li> </ul>
	EXPERTISE AND KNOWLEDGE TRANSFER	<ul style="list-style-type: none"> <li>– Host interns and apprentices</li> <li>– Support associations promoting professional inclusion</li> </ul>
TRANSITION	INTERNAL OPERATIONS	<ul style="list-style-type: none"> <li>– Monitor and follow the GHG emissions reduction plan</li> </ul>
	UPSTREAM AGRICULTURE	<ul style="list-style-type: none"> <li>– Commit to sourcing sustainable dairy products to support the sector’s transition</li> </ul>
	LOGISTICS	<ul style="list-style-type: none"> <li>– Engage with logistics partners to develop lower-emission solutions</li> </ul>

# 5. *Environment*

## AT A GLANCE

### KEY TOPICS

.....  
*Upstream agriculture*  
*Climate change*  
*Logistics*

### SOURCES D'ÉMISSION DE GES DE FIT

≈ 98% purchases of dairy products  
≈ 1.5% logistics: transport and storage  
<0.5% scope 1 ; scope 2 ; scope 3  
*excluding dairy products purchases and logistics*

### FIT 2030 TARGETS

01

Réduction des émissions

- ↳ Scope 1: -90%
- ↳ Scope 2: 100% renewable electricity

02

- ↳ Commit to sourcing sustainable dairy products from producers

03

- ↳ Engage with logistics partners on sustainable solutions

### REFERENCE DOCUMENTS

- Sustainability Policy
- Supplier Code of Conduct
- Commitment to the UN Global Compact
- Mobility Initiative

# IMPACTS, RISKS AND OPPORTUNITIES RELATED TO CLIMATE CHANGE

## IMPACTS

Climate change represents a major challenge for FIT. Dairy production, at the core of our business, is both a significant source of greenhouse gas (GHG) emissions and a sector highly vulnerable to the effects of global warming.

Our carbon footprint analysis shows that the vast majority of FIT's GHG emissions come from the purchase of dairy products—particularly butter and milk powder—and, to a lesser extent, from logistics services.

Strategic decisions regarding sourcing and logistics partnerships therefore play a key role in reducing our carbon footprint and promoting the sustainability of the dairy sector.

## RISKS

The main risks identified are:

1. **Physical risk:** Changing weather conditions could directly disrupt dairy production, leading to supply challenges.
2. **Transition risk** linked to regulatory changes: Regulations aimed at reducing GHG emissions in agriculture and logistics will strengthen the sector's resilience to climate change. However, they will also impose operational and financial constraints, requiring anticipation and adaptation by the company.

## OPPORTUNITIES

In this context, FIT sees a major strategic opportunity: supporting the transition to a more sustainable dairy industry.

The climate risk analysis has shaped the FIT 2030 Climate Strategy. This in-depth assessment, detailed in the following section, has identified the key challenges and enabled us to design tailored measures to address them.

This approach aims to reduce the sector's environmental impact while enhancing its resilience to climate challenges.

Our sourcing choices directly influence market offerings and enable us to meet stakeholder expectations. By integrating these requirements, FIT strengthens both its market competitiveness and its commitment to sustainable development.

### For a Sustainable Dairy Sector

FIT acknowledges the carbon impact of the dairy industry, as well as the essential role of milk in nutrition. We choose to support the transition by working with partners to improve practices, reduce GHG emissions, preserve natural resources, and ensure animal welfare.

We are committed to collaborating with industry stakeholders to develop more sustainable solutions, balancing environmental requirements with the long-term viability of dairy production.

## RISK ANALYSIS: PHYSICAL AND TRANSITION RISKS AND MITIGATION MEASURES

To strengthen resilience, meet stakeholder expectations, and unlock new opportunities, FIT conducted an analysis of physical and transition risks in 2025.

Two scenarios were presented to the Executive Committee, which assessed their implications for FIT and identified the mitigation measures to be implemented.

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### Scenario Selection and analysis timeframe <sup>(57c)</sup>

To ensure an effective approach, we chose to work with warming levels rather than IPCC scenarios, which require technical expertise that is challenging to mobilize internally.

Two warming levels were considered:

### SCENARIO +1.5 °C

*This scenario aligns with the objectives of the Paris Agreement, implying strong regulatory pressure and potential transition risks.*

### SCENARIO +4 °C BY 2100

*Based on the Reference Warming Trajectory for Climate Change Adaptation (TRACC), this scenario requires significant adaptations to address physical risks associated with climate disruption.*

This simplified approach provides a clearer understanding of the issues and helps guide strategic actions in a pragmatic way.

# WORKING METHOD <sup>(57b)</sup>

## FIVE-STEP APPROACH

- 1 IDENTIFICATION OF KEY ISSUES**  
Identifying the main issues impacting the value chain.
- 2 ANALYSIS OF PHYSICAL DETERMINANTS**  
Studying environmental and material factors influencing these issues.
- 3 RISK ASSESSMENT BY SCENARIO**  
Measuring potential risks for each scenario considered.
- 4 IMPACT ANALYSIS FOR FIT**  
Evaluating specific consequences on FIT's activities and value chain.
- 5 DEFINITION OF MITIGATION MEASURES**  
Implementing tailored actions to reduce or prevent identified impacts.

It was decided, for the time being, not to conduct a financial analysis of these risks due to high uncertainty and the difficulty of accurately quantifying them across such diverse contexts. <sup>(58)</sup>

RISK AND IMPACT ASSESSMENT FOR FIT – **PHYSICAL RISKS** <sup>(57a)</sup>

RISK	DESCRIPTION	IMPACT ON FIT
WEATHER-RELATED	<b>Wildfires, forest fires, droughts, floods, and rising water levels</b>	<ul style="list-style-type: none"> <li>– <b>Shortages in specific origins or quality grades</b> Declining cow productivity, leading to Limited availability of certain products, impacting the supply chain</li> <li>– <b>Disruptions in production operations</b></li> <li>– <b>Interruptions in goods transportation</b></li> </ul>
HEALTH-RELATED	<b>Animal disease outbreaks</b>	<ul style="list-style-type: none"> <li>– <b>Shortages in specific origins or quality grades</b> Declining cow productivity, resulting in limited availability of certain products and causing supply chain disruptions in production operations</li> </ul>
GEOPOLITICAL	<b>Climate-related tensions over access to resources</b>	<ul style="list-style-type: none"> <li>– <b>Shortages in specific origins or quality grades</b> Declining cow productivity, resulting in limited availability of certain products and causing supply chain disruptions in production operations</li> </ul>
	<b>Strains on access and control of key infrastructures: Suez Canal, Panama Canal, port facilities</b>	<ul style="list-style-type: none"> <li>– <b>Interruptions in goods transportation</b></li> </ul>
ECONOMIC	<b>Increasing price volatility :</b> <ul style="list-style-type: none"> <li>- <b>Persistent instability in global dairy markets</b></li> <li>- <b>Significant fluctuations in energy prices</b></li> </ul>	<ul style="list-style-type: none"> <li>– <b>Margin pressure:</b> Rising raw material and logistics costs, combined with limited sales visibility, could significantly reduce profitability.</li> <li>– <b>Increased risk exposure:</b> Procurement becomes more challenging, with frequent uncovered purchases required to secure volumes.</li> </ul>

**PHYSICAL RISK OVERVIEW / DECLINING RELIABILITY AND SERVICE LEVELS & INCREASED RISK EXPOSURE**

Under a +4°C scenario, the main risks identified include: Shortages in certain origins or quality grades, Disruptions in production operations, Interruptions in goods transportation, Margin erosion and Higher risk exposure.

In such a scenario, the company may face challenges in maintaining service levels that meet customer expectations. These shortcomings would directly impact its reputation, eroding trust among clients and partners, and weakening competitiveness against players better prepared to manage these risks.

RISK	DESCRIPTION	IMPACT ON FIT
REGULATORY CONSTRAINTS	<p><b>Mandatory Emission Reductions</b></p> <ul style="list-style-type: none"> <li>– From agricultural production</li> <li>– From industrial complexes</li> </ul>	<ul style="list-style-type: none"> <li>– <b>Shortages in certain origins or quality grades</b></li> <li>– Decline in available volumess</li> <li>– <b>Margin erosions</b></li> <li>– Rising production costs</li> </ul>
	<p><b>Mandatory Emission Reductions From road, maritime, and air transport</b></p>	<ul style="list-style-type: none"> <li>– <b>Disruptions in transportation and storage</b></li> <li>– <b>Margin erosion</b></li> <li>– Increased logistics costs</li> </ul>
<p>CHANGES IN NUTRITIONAL GUIDELINES &amp; SHIFTS IN CONSUMER BEHAVIOR</p>	<p><b>Strong incentives to shift consumption habits</b> <b>Aimed at reducing the carbon footprint of the average meal.</b></p>	<ul style="list-style-type: none"> <li>– <b>Decreasing demand for dairy products</b></li> <li>– Shift towards plant-based alternatives</li> </ul>

**TRANSITION RISK OVERVIEW / DECLINING SUPPLY AND DEMAND & RISING COSTS**

Under a 1.5°C scenario, FIT would face increasing regulatory constraints, evolving nutritional guidelines, and shifting consumer behaviors—likely resulting in reduced demand for dairy products and a move toward plant-based alternatives.

These changes, combined with raw material shortages and rising production and logistics costs, would put significant pressure on the company’s margins and overall competitiveness.

## FIT 2030 STRATEGY : ADAPTATION AND MITIGATION <sup>(57d)</sup>

*The analysis of physical and transition risks requires the company to take a proactive approach to avoid being impacted by these transformations.*

To achieve this, five strategic priorities have been defined to effectively manage risks: Agility and responsiveness, Financial risk management, Crisis management, Diversification, Supporting the transformation of the value chain

### ADAPTATION

#### 1 Agility and Responsiveness

The company focuses on enhanced market monitoring, strengthened crisis management capabilities through trained teams, and continuous improvement of digital tools to increase flexibility and responsiveness.

#### 2 Financial Risk Management

The creation of a dedicated department will enable FIT to monitor market developments, manage risks, and secure strategic supplies.

#### 3 Crisis Management

Given the recurrence of crises, FIT is implementing a structured crisis management strategy to ensure rapid and effective responses. This includes:

- **Identifying different types of crises** to tailor actions to each situation
- **Formalizing procedures** to guarantee smooth and coordinated management
- **Training teams** to strengthen their ability to react
- **Activating crisis** units for fast decision-making and controlled communication

This approach aims to minimize the impact of crises and ensure business continuity in an uncertain environment.

#### 4 Product Diversification

FIT is pursuing a diversification strategy to reduce its dependence on traditional products such as butter and milk powder. This approach is based on three pillars:

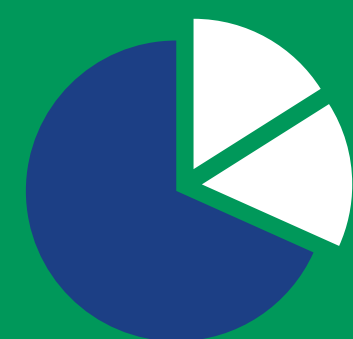
- **Expanding the dairy portfolio:** developing new products to complement the existing range and better meet market trends.
- **Multiplying sourcing channels:** Expanding procurement across multiple geographic regions to secure supply and mitigate market volatility risks; this also supports a gradual shift toward regional sourcing to shorten logistics chains
- **Developing plant-based alternatives:** Gradually integrating plant-based mixes and dairy alternatives to meet evolving consumer expectations and environmental challenges. This strategy strengthens FIT's resilience, fosters innovation, and enhances adaptability to agri-food market dynamics.

### MITIGATION

#### 5 Supporting the Transformation of the Dairy Sector

As a key player in the transition, FIT is committed to supporting the transformation of the dairy industry. This approach anticipates regulatory constraints under a +1.5°C scenario and mitigates risks associated with a +4°C scenario.

Additionally, FIT does not rule out integrating certain logistics and production services to strengthen control over the value chain and ensure better management of operational risks.



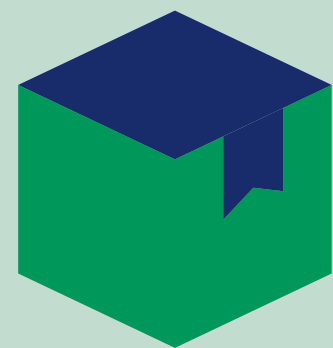
**FIT ROADMAP** <sup>(54)</sup> - SCOPES 1 & 2

ACTION LEVER	PLANNED ACTION	TARGET	DEADLINE
VEHICLE FLEET	<b>Full electrification</b>	– Eliminate mobile emissions	<b>2030</b>
AIR CONDITIONING	<b>Replacement of cooling systems</b>	– Reduce fugitive emissions by 80% compared to 2024	<b>2025</b>
ELECTRICITY	<b>Consumption control</b>	– Keep consumption below the 3-year average	<b>Reviewed annually</b>
	<b>Purchase of green electricity</b>	– Achieve 100% green electricity	<b>2030</b>

SCOPE 3

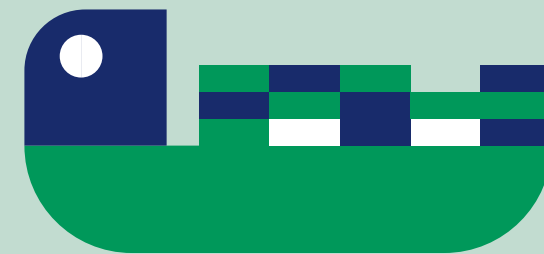
PROCUREMENT

Implementation of a **Responsible Purchasing Charter**  
 Progressive engagement with **suppliers** committed to a greenhouse gas (GHG) **emissions reduction trajectory**



LOGISTICS

Preferential **selection of partners** offering low-GHG-emission logistics solutions



MOBILITY

**Business travel** and commuting  
 Implementation of a **mobility initiative** to optimize and **reduce travel**



# WHAT WE DID IN IN 2024

## REDUCING TRAVEL & PROMOTING SUSTAINABLE MOBILITY

To limit travel and encourage more sustainable mobility, several measures were implemented. In 2024, the 'Forfait Mobilité Durable' helped reduce emissions by 10 tonnes of CO<sub>2</sub> compared to 2022, thanks to collective commitment and individual efforts.

Additionally, remote work, allowed up to two days per week, also contributes to reducing commuting. These concrete actions reflect a strong commitment to setting an example and mobilizing collectively in favor of the environmental transition.

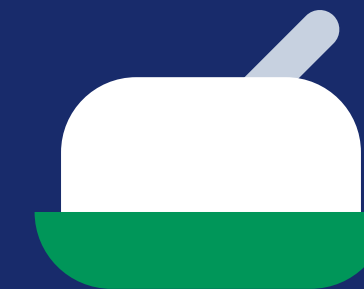


## BUTTER PURCHASES LINKED TO EMISSION REDUCTIONS

In 2024, FIT made its first purchase from a producer committed to a decarbonization trajectory certified by SBTi.

This initiative resulted in an allocation to FIT of a 335 tCO<sub>2</sub>e reduction on the industrial butter purchased.

\* This Scope 3 attribution was submitted on the VIVID platform by SustainCERT.



## EVERYDAY ACTIONS

On a daily basis, the company promotes simple actions to reduce its impact. Tips on responsible digital practices are displayed on screensavers to guide employees toward more efficient use of IT tools.

Collective targets have also been set to monitor electricity consumption and reduce the number of photocopies. These initiatives, though modest, aim to foster progress together—reminding everyone that every action, no matter how small, makes a difference.



# 2025 AMBITIONS <sup>(54e)</sup>

As part of its 2025 ambitions, the company is strengthening its commitment to the environmental transition through several concrete actions:

**Upgrade** of air conditioning systems to improve energy efficiency

**Progressive electrification** of the vehicle fleet to reduce emissions from business travel

**Renewal** of the 'Forfait Mobilité Durable' to encourage low-carbon commuting

**Implementation** of a new ERP system to optimize logistics flows

**Assessment** of dairy ingredient suppliers in a shared responsibility approach

**Enhanced** engagement with suppliers and logistics partners to promote more sustainable purchasing practices

Office area <sup>(34)</sup>: 400m<sup>2</sup>

Annual water consumption <sup>(35)</sup>: 100m<sup>3</sup>

## TRACKING PROGRESS

	TYPE OF WASTE	RECYCLED OR REUSED (KG)	DISPOSED (KG)	TOTAL (KG)
<b>WASTE</b> <sup>(38a et 38b)</sup>	Paper and cardboard	75	166	241
	Printer cartridges	1,25	0	1,25
	Household waste	201	278	479

		RENEWABLE	NON-RENEWABLE	TOTAL
<b>ENERGY CONSUMPTION</b> <sup>(29)</sup>	Electricity (MWh)	0	30	30
	Fuel (MWh)	0	137	137
	Total (MWh)	0	167	167

	YEAR	VOLUME	EMISSION REDUCTION ATTRIBUTED*	
<b>PURCHASES OF SUSTAINABLE DAIRY PRODUCTS</b>	Butter	2024	400t	335t

\* This Scope 3 attribution was submitted on the VIVID platform by SustainCERT.

## CARBON FOOTPRINT <sup>(30 ; 50-53)</sup>

Our greenhouse gas emissions are categorized into three scopes and expressed in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e)

		2022	2024	
<b>SCOPE 1</b>	Direct emissions from activities under the company's operational control.	Mobile emissions	31	33
		Fugitive emissions	15	18
		<b>Total scope 1</b>	<b>46</b>	<b>51</b>
		<hr/>		
<b>SCOPE 2</b>	Indirect emissions from the consumption of purchased energy.	Electricity consumption (location based)	1	1
		<b>Total scope 2</b>	<b>1</b>	<b>1</b>
<b>SCOPE 3</b>	All other indirect emissions occurring across the value chain, both upstream and downstream.	Other energy-related emissions	8	9
		Purchased goods and services	906 514	960 171*
		Capital goods	34	33
		Waste generated in operations	1	1
		Transportation and distribution	17 657	15 115
		Business travel	33	38
		Employee commuting	24	14
		Packaging	1 453	1 157
		<b>Total scope 3</b>	<b>925 724</b>	<b>976 590*</b>

\*Figures shown represent gross emissions prior to adjustments for 335 tCO<sub>2</sub>e reductions linked to butter purchases.

### CARBON INTENSITY<sup>(31)</sup>

Total GHG emissions relative to revenue

2022	2012 t CO <sub>2</sub> e/ M€
2024	2161 t CO <sub>2</sub> e/ M€

# 6. *Social*

# FIT WORKFORCE AT A GLANCE

## KEY TOPICS

### Working Conditions

- Safe and healthy work environment
- Social dialogue
- Work-life balance

### Training and skills development

### REFERENCE DOCUMENTS

- Welcome booklet
- Commitment to the Global Compact
- CSR Policy

## FIT 2030 TARGETS

01

- ↳ Conduct an employee climate survey every three years

Results 2023: 7,7

02

- ↳ Maintain a 100% rate of annual performance reviews for employees with more than 2 years of service

Results 2024: 95%\*

03

- ↳ Ensure an average of at least 10 hours of training per employee each year

Results 2024: 23h

\* % of employees with more than two years of service who had an annual performance review.

## FIT 2030 STRATEGY: THE RIGHT BALANCE TO FOSTER ENGAGEMENT AND EXPERTISE

Since its creation, FIT has positioned itself as a service-oriented company built on the **strength of teamwork to ensure customer satisfaction.**

Its human resources policy aims to create **an environment that enables talent to thrive.**

*The goal is to ensure employee well-being, fostering both personal fulfillment and performance.*

The FIT 2030 ambition is to build a team of engaged employees with a high level of expertise. To achieve this, we focus our efforts on three main levers:

- **creating a supportive work environment**
- **modernizing work tools**
- **adapting employee training accordingly**

A supportive work environment is built on several pillars. First and foremost, it must be **safe and healthy**, guaranteeing conditions that respect everyone's health and safety. It is also a space where employees' voices are heard and **constructive social dialogue is ensured**. Furthermore, it should promote a harmonious balance between professional and personal life, essential for individual well-being. Finally, it must offer each employee **fair and equitable pay** as well as opportunities for growth and training, enabling skills development and the acquisition of new expertise.

# ACTIONS TO PROMOTE WORKPLACE WELL-BEING & PROFESSIONAL TRAINING

## A SAFE AND HEALTHY WORK ENVIRONMENT

### Risk Mapping

In compliance with regulations, health and safety risk assessments are carried out annually by the Safety & Security Officer and the HR Manager. Psychosocial risk assessments are reviewed with a working group representing all roles at FIT. The results are recorded in the Single Occupational Risk Assessment Document (DUERP in French).

### Anti-Harassment Measures

To ensure a respectful and inclusive workplace where everyone feels safe, an anti-harassment officer has been appointed and trained. This officer's mission is to inform, guide, and support employees who are victims of harassment and/or sexist behavior.

### Ergonomics Training

At FIT, employees work in office settings. The main health risks are related to posture and potential lack of ergonomic equipment. To prevent these risks, a "Posture and Ergonomics" training was offered to all employees in 2023/2024.

### Fire Safety

In compliance with regulations, safety officers and first-aid responders have been trained. Fire safety is also a priority: evacuation guides and assistants are regularly trained, fire extinguisher training has been provided, and fire drills are organized at least once a year.

## SOCIAL DIALOGUE: EMPLOYEES REPRESENTED AND HEARD

### The Works Council (CSE in French)

In compliance with current legislation, FIT has established a Works council composed of two elected representatives for a four-year term.

This Works council plays a central role in social dialogue between management and employees. It oversees the implementation of actions aimed at improving working conditions and ensuring employee well-being within the company. The Works council also manages the employee climate survey every three years.

### The "Employee Climate Survey": A Tool for Dialogue and Continuous Improvement

The "Employee Climate Survey": A Tool for Dialogue and Continuous Improvement

The climate survey provides an overview of what is appreciated and what needs improvement. It offers management the opportunity to highlight strengths while identifying concrete areas for progress.

The survey was conducted for the first time at FIT in 2023. Following this initial survey, several initiatives were implemented: the teleworking agreement, the 4.5 day workweek, and the definition of a training policy for employees. It also revealed the need to strengthen managerial skills, leading to the implementation of a specific training plan for managers.

This survey is intended to be repeated every three years to provide an in-depth assessment of employees' relationships with their work and, more broadly, with FIT. It helps anticipate, adjust, and enhance existing practices by identifying strengths to maintain and areas for improvement to develop. The next survey will be conducted in 2026.

## THE RIGHT BALANCE BETWEEN WORK AND PERSONAL LIFE

At FIT, employees not covered by a day-based working time scheme can choose, in agreement with their manager, their working time arrangement and weekly distribution to better balance professional and personal life. Employees can spread their working hours over 5 days or opt for a 4 day schedule complemented by a shorter 5-hour day.

FIT also offers two days of remote work per week. This measure is supported by a monthly allowance to cover related expenses. In 2024, an exceptional bonus was also granted to help employees equip themselves and work remotely under good conditions.

FIT has also implemented a Time Savings Account (CET in French), allowing employees to accumulate rights to paid leave or receive compensation in exchange for unused leave or rest periods.

## EXCHANGE, LEARN, AND DEVELOP SKILLS

### Onboarding Program

We have implemented a structured onboarding program for new hires. During this program, they meet all company departments in order to:

- gain a comprehensive understanding of our organization and activities
- identify key contacts and foster cross-functional communication
- understand our strategic priorities and company objectives

This initiative aims to facilitate integration, strengthen the sense of belonging, and give meaning to each employee's commitment from day one.

### Annual Reviews

FIT conducts two annual reviews with each employee: the annual performance review and the professional development review. These meetings are essential to monitor the progress of skills and individual objectives.

The annual performance review provides an opportunity for dialogue between the manager and the employee to assess achievement of set objectives and define new goals for the coming year.

The professional development review focuses on career development prospects and training needs.

Finally, for newly onboarded employees, a follow-up review is scheduled at the end of the integration period. This meeting assesses job adaptation, ensures alignment between employee and manager expectations, and evaluates the match between the employee's skills and the position, as well as future development opportunities.

## INVOLVING EMPLOYEES IN COMPANY PERFORMANCE

A profit-sharing agreement is in place at FIT to involve employees in the company's performance. The bonus is paid to employees with at least three months of service and is based on the company's results and the employee's actual time worked.

### FOR 2025 – HUMAN RIGHTS AND LABOR RIGHTS

FIT will participate in 2025 in the Human Rights Accelerator offered by the United Nations Global Compact Academy.

This initiative will provide the company with due diligence tools to strengthen its actions regarding respect for human rights and decent work within the company and among its partners.

## TRACKING PROGRESS

Note:

FIT fully complies with legal requirements: adherence to social minimums, the collective bargaining agreement, and company agreements.

All employees receive a salary that meets decency standards <sup>(42a)</sup>. Likewise, 100% of employees are covered by a collective agreement and have health coverage <sup>(42c)</sup>.

FTE	2022			2023			2024		
Total <sup>(24e-v)</sup>	<b>41,85</b>			<b>43,3</b>			<b>43.4</b>		
including % of women <sup>(39b)</sup>	78%			78%			79%		
including % aged 18–30	39%			41%			16%		
including % aged 30–50	31%			37%			54%		
including % over 50	30%			22%			30%		
FTEs gender and contract type <sup>(39a)</sup>	♂	♀	Total	♂	♀	Total	♂	♀	Total
Full-time	9,02	29,7	<b>38,7</b>	9,59	32,21	<b>41,8</b>	9,17	31,99	<b>41,16</b>
Part-time	0	3,14	<b>3,14</b>	0	1,5	<b>1,5</b>	0	2,26	<b>2,26</b>
Permanent contracts (CDI)	7,94	29,83	<b>37,7</b>	8,82	32,89	<b>41,71</b>	8,89	33,92	<b>42,81</b>
Fixed-term contracts (CDD)	1,08	2,76	<b>3,84</b>	0,77	0,82	<b>1,59</b>	0,29	0,33	<b>0,62</b>

TURNOVER & Renewal <sup>(40)</sup>	2022	2023	2024
Turnover Permanent contract departures / (FTE) positions as of January 1	8%	12%	2%
Renewal ((permanent contract departures + permanent contract hires)/2) /permanent FTEs as of January 1	18%	9%	5%

## TRACKING PROGRESS

<b>WORKPLACE ACCIDENTS</b> <sup>(41a; 41b)</sup>	2022	2023	2024
Number of employees trained on health and safety	12	35	19
Number of workplace accidents	1	1	1
Frequency rate	0	0	0
Severity rate	0	0	0

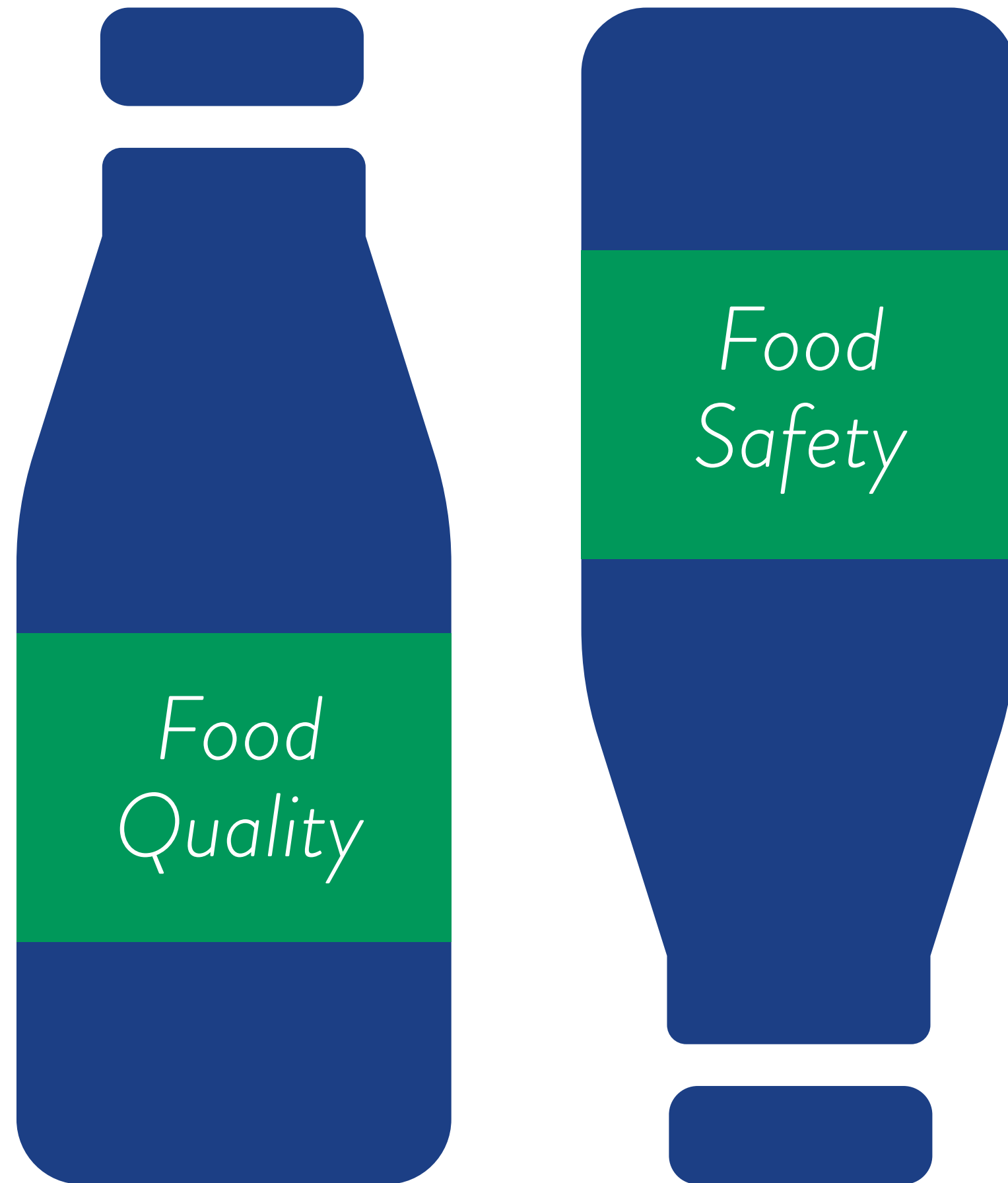
<b>EMPLOYEE REPRESENTATION</b> <sup>(42c)</sup>	2022	2023	2024
Percentage of employees covered by worker representatives	100%	100%	100%

<b>SKILLS DEVELOPMENT</b> <sup>(42d)</sup>	2022	2023	2024
Average training hours per employee	15h23	18h24	23h22
Percentage of employees who participated in a professional development review	95%	100%	95%
Percentage of employees who completed an annual performance review	95%	100%	95%
Percentage of new hires who completed the onboarding program	88.2%	100%	100%

<b>EMPLOYEE CLIMATE</b>	2023	2026	2029
Result of the employee climate survey	7,7	.	.

# CONSUMER HEALTH AND SAFETY – AT A GLANCE:

## KEY TOPICS



## FIT 2030 TARGETS

01

↪ IFS High Level Certification with a score  $\geq$  95% maintained annually

Results 2024: 98,5

02

↪ 100% of products GFSI-certified\* or covered by a documentary audit by 2030

Results: 98% of products GFSI-certified; 2% covered by a documentary audit

\*expressed as % of purchased product volume

## REFERENCE DOCUMENTS

- CSR Policy
- Quality Policy
- IFS Broker Certificate
- HACCP Study

## FIT 2030 STRATEGY: CERTIFICATION AND CONTINUOUS IMPROVEMENT TO SERVE CUSTOMER SATISFACTION

Since its creation, FIT has placed customer **satisfaction** at the heart of its strategy.

The objective is to deliver real added value to our clients by leveraging our **expertise** and demonstrating **responsiveness** to their needs, while maintaining a **continuous improvement approach**.

*Within the organisation, the Quality Department plays a pivotal role.*

FIT's **quality strategy**, coordinated by the Quality Department and supported by all teams, relies on a **robust framework** to ensure food safety, meet customer expectations and comply fully with **regulatory requirements**.

### **QUALITY COMPONENT:**

FIT is committed to upholding the highest quality standards, notably through IFS Broker certification (International Featured Standards).

Through this internationally recognized certification, we pledge to rigorously select our partners and meet customer requirements, including criteria that go beyond food safety.

### **FOOD SAFETY COMPONENT:**

The IFS Broker certification, recognized by the Global Food Safety Initiative (GFSI), is a guarantee of trust in food safety. It demonstrates the robustness of our quality management system, the rigor of our risk analysis (HACCP study), and the reliability of our traceability.

## THE PILLARS OF OUR QUALITY APPROACH

### CUSTOMER SATISFACTION

We implement a rigorous partner approval process, requiring specific documentation based on their activity (producers, transporters, etc.).

We tailor our responses to meet each client's expectations, whether in terms of delivery formats, transport conditions, or document exchange procedures.

In the event of a discrepancy, our priority is to provide immediate solutions and initiate improvement actions.

### FOOD SAFETY CULTURE

Every new employee completes an onboarding program that includes food safety awareness tailored to their role.

Regular training sessions and internal communications help maintain a high level of vigilance.

We encourage team-wide involvement through cross-functional internal audits, interdepartmental reviews, and shared access to quality procedures.

This food safety culture is implemented in accordance with HACCP – Hazard Analysis and Critical Control Point – a risk analysis method that identifies, assesses, and controls factors that may affect food safety.

### COMPLIANCE WITH REGULATIONS

We ensure continuous regulatory monitoring, supported by specialized sources (ATLA, Lamy) and participation in sector-specific committees.

## TRACKING PROGRESS

### SUPPLIER INDICATORS

	2022	2023	2024
Percentage of purchased dairy products GFSI-certified <small>*en volume de marchandise achetée</small>	97,83	97,01	98

### FIT SYSTEM ROBUSTNESS INDICATORS

	2022	2023	2024
Score achieved in the IFS Broker certification (/100)	96,78	96,97	98,5

### FIT SYSTEM ROBUSTNESS INDICATORS

	2024
HACCP training rate for relevant personnel	100%



- *Governance*

# CORPORATE CULTURE & STAKEHOLDER ENGAGEMENT

## KEY HIGHLIGHTS:

In 2024, FIT made the strategic decision to embed Corporate Social Responsibility (CSR) at the heart of its corporate culture. This approach reflects a dual ambition:

01

To give meaningful purpose to employees' work

02

To strengthen its position as a responsible player in the dairy trading sector

At FIT, corporate culture is first and foremost built on the power of collective effort. In a sector where agility and the ability to manage unforeseen challenges are critical, internal solidarity is a key driver of performance. Team commitment, fueled by a strong sense of unity, is an integral part of the company's DNA.

FIT also places strong emphasis on preventing corruption. Transparency, integrity, and compliance with ethical standards are deeply rooted in its practices, with ongoing efforts to raise awareness among all employees on these issues.



## FIT 2030 STRATEGY: ETHICS AND EXPERTISE

### CORPORATE CULTURE

The FIT 2030 strategy is built on a clear ambition: to position the company as a leading reference in dairy trading, combining industry expertise, strong ethical standards, and a commitment to responsibility. This ambition is fully embedded in our corporate culture, structured around three key pillars:

#### **1 The Power of Collective Strength**

FIT's performance relies above all on collective intelligence. Solidarity, mutual support, and team agility enable us to navigate the challenges of the business with efficiency and resilience.

#### **2 Ethics as a Guiding Principle**

Integrity, transparency, and accountability shape every decision and practice. This ethical commitment strengthens stakeholder trust and secures business relationships in a complex environment.

#### **3 CSR at the Core**

FIT fully integrates Corporate Social Responsibility into its strategy. From reducing environmental impact to promoting employee well-being and building long-term partnerships, the company takes concrete action to combine economic performance with positive impact.

### STAKEHOLDER RESPECT & CUSTOMER SATISFACTION

At the heart of the FIT 2030 strategy, stakeholder respect and customer satisfaction are top priorities. This commitment is reflected in daily practices through long-term relationships built on trust, reliability, and attentive listening.

#### **1 Service Continuity**

FIT ensures operational stability to guarantee consistent service quality for its customers.

#### **2 Timely Payment Commitments**

Honoring financial commitments is an integral part of building trust with suppliers and partners.

#### **3 Listening to Customers to Deliver the Best Solutions**

FIT adopts a proactive and tailored approach to support each client and identify solutions that meet their specific challenges. Listening is a core value of the company, which pays close attention to customer needs and strives to provide the most relevant solutions.

#### **4 Acting with Integrity**

Every interaction is guided by honesty, transparency, and respect—essential conditions for healthy and lasting collaboration.

# ACTIONS THAT REFLECT OUR VALUES

## CORPORATE SOCIAL RESPONSIBILITY (CSR)

As a signatory of the United Nations Global Compact, FIT is committed to upholding the Ten Principles covering human rights, labor standards, environmental protection, and anti-corruption.

FIT also completes the Sedex questionnaire and undergoes the EcoVadis assessment, which focuses on four pillars—Environment, Social & Human Rights, Ethics, and Responsible Purchasing—enabling the company to monitor progress and identify improvement opportunities in collaboration with stakeholders.

Furthermore, proactively and without regulatory obligation, FIT publishes this report based on the VSME standard (Voluntary Sustainability Reporting Standard for non-listed SMEs), demonstrating a strong commitment to transparency and best practices.

## CUSTOMER SUPPORT & SECURING BUSINESS RELATIONSHIPS

The company applies a rigorous policy before establishing any business relationship: listening and understanding customer needs, assessing product quality, reviewing invoicing practices and banking details, and applying strict acceptability criteria.

FIT acts as a responsible partner by supporting its clients in building their capabilities, particularly to strengthen their credibility with insurers. This support is fully aligned with FIT’s service-driven approach.

Finally, continuous monitoring and training enable FIT to maintain high-level expertise in regulatory, financial, and customs matters.

## ANTI-CORRUPTION MEASURES

Although not legally required, FIT has introduced an anti-corruption code of conduct. Employees identified as potentially exposed to risks have received basic training. These measures aim to raise awareness and reduce exposure to corruption risks.

## TRACKING PROGRESS

### CUSTOMER SATISFACTION

2024 4/5

### ANTI-CORRUPTION

2024 100%  
of employees identified as exposed to corruption risks have completed awareness training.

Since its creation in 1990, FIT has never been sanctioned or fined for corruption or bribery <sup>(43)</sup>

### ECOVADIS ASSESSMENT



# VALUES AND EXPERTISE TO SHARE – AT A GLANCE:

## KEY TOPICS



## FIT 2030 TARGETS

**01** | ↳ Hosting 300 Training Days per Year

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2024 Results: 625 Days of Training

**02** | ↳ Community Support for Professional Inclusion

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2024 Results: 33 Hours of Engagement with FACE Rennes

### REFERENCE DOCUMENTS

- CSR Policy
- Welcome Booklet
- Partnership with FACE (Fondation Agir Contre l'Exclusion)

## FIT 2030 STRATEGY: ETHICS AND EXPERTISE

The “Expertise and Knowledge Transfer” component is structured around two complementary pillars.

First, welcoming interns and apprentices allows FIT to train young people in the specificities of its business. This commitment is particularly strategic given that FIT is almost unique in its sector in France, making internal knowledge transfer essential.

Second, FIT fosters strong local roots in Rennes by carrying out solidarity initiatives in partnership with associations, notably supporting people far removed from employment (priority neighborhoods, prison environments, etc.). This second pillar reflects the company’s determination to actively contribute to social inclusion and the vitality of its region.

In addition, FIT engages locally by joining entrepreneurial networks and initiatives that stimulate its activity and the economy of Brittany. The company also demonstrates its support for cultural development as a corporate sponsor of the Orchestre National de Bretagne.

## TRACKING PROGRESS

## ACTIONS SUPPORTING TRAINING AND INCLUSION

### Hosting Interns and Apprentices

FIT regularly welcomes interns and apprentices as part of its commitment to training and knowledge transfer. This support is embedded in team responsibilities, actively contributing to the integration and skills development of young trainees.

### Engagement with Students and Participation in Examination Panels

FIT frequently engages with higher education institutions and takes part in examination panels, helping to raise awareness of its professions and share expertise with future industry professionals.

### Collaboration with FACE

FIT works with the Fondation Agir Contre l’Exclusion by involving employees in initiatives promoting employment and education. In 2024, for example, the HR Manager participated in mock interviews at Vezin-le-Coquet prison and contributed to the “1 jeune, 1 mentor” program, an initiative aimed at fostering equal opportunities through youth mentoring.

### Partnership with an ESAT for Cleaning Services

As part of its inclusion efforts, FIT has chosen to collaborate with an ESAT for window and carpet cleaning services. ESAT workers operate directly on-site twice a year.

KNOWLEDGE TRANSFER	Target	2024
Number of Training Days	300	625
Number of Individuals Hosted:		
- Apprenticeships	-	2
- Internships	-	7

COLLABORATION WITH FACE	2024
Number of Employees Involved:	
- In Education Initiatives	2
- In Employment Initiatives	4
Total Hours of Engagement	33,5

# APPENDICES

## DESCRIPTION OF POLICIES AND PROCEDURES SUPPORTING THE COMPANY'S STRATEGY <sup>(48)</sup>

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### **IFS Broker Certification**

The IFS Broker certification is designed for companies that buy, sell, or import food products, non-food products, or packaging without being directly involved in their production. Its purpose is to ensure that these intermediaries implement the necessary measures to guarantee product safety, quality, and compliance throughout the supply chain.

### **Anti-corruption Code of conduct**

This document outlines risk situations and provides recommendations on appropriate conduct. It serves as a reference for all employees to prevent non-compliant behavior and ensure transparent, responsible business practices.

The document was approved by the Board in 2024, which assumes responsibility for its implementation and oversight within the company.

### **Supplier code of conduct**

Our Supplier Code of Conduct encourages all our raw material suppliers to adopt responsible practices across three key areas: human rights, environmental stewardship, and business ethics. Each time a supplier is onboarded, they are required to sign our Code of Conduct.

### **HACCP**

HACCP – Hazard Analysis and Critical Control Point – is a risk assessment methodology designed to identify, evaluate, and control hazards that could compromise food safety. It is based on a preventive approach, ensuring the integrity of every stage of the production chain, from the receipt of raw materials to final distribution.

### **Mobility Initiative**

As part of our commitment to reducing carbon emissions, FIT has reviewed the travel patterns associated with its operations. Initial measures have been introduced to help limit the impact of commuting, business travel, and company vehicles.

This initiative, endorsed by senior management in 2024, represents a first step towards integrating more sustainable mobility practices within the organization.

### **Welcome booklet**

The Welcome booklet is designed to support new employees during their onboarding process. It provides an overview of the company, its structure, values, and key internal policies (such as workplace regulations, health and safety, and working conditions). This guide serves as a practical reference to facilitate integration and understanding of how the organization operates.

### **FACE Partnership**

Our partnership with the FACE (Fondation Agir Contre l'Exclusion) reflects our commitment to social responsibility. FACE brings together companies dedicated to combating all forms of exclusion—such as discrimination, inequality, and social vulnerability—and promotes inclusion, equal opportunities, access to employment, diversity, and social cohesion.

Through this collaboration, our company actively contributes to local initiatives, including employment support, mentoring programs, diversity awareness, and the integration of vulnerable groups.

### **Quality Policy**

FIT's quality guidelines and commitments are outlined in our Quality Policy, which is shared across the organization and covers the following areas :

- Customer Satisfaction: Meeting client commitments and quality requirements.

- Employee Awareness: Promoting a strong food safety culture and ensuring it is embedded throughout all teams.
- Regulatory Compliance: Adhering to all applicable laws and regulations.
- Protecting Reputation and Business Ethics: Upholding the company’s integrity and ethical standards.

## CSR Policy

### Environment

Our CSR policy acknowledges our responsibility in addressing climate change.

### Social

This policy formalizes FIT’s commitments in the following areas:

- Health and Safety: Ensuring a safe and healthy work environment.
- Working Conditions: Guaranteeing respectful and fair working conditions.
- Social Dialogue: Encouraging open communication between management and employees.
- Career Development: Supporting employees in their professional growth.
- Diversity, Equity, and Inclusion: Promoting an inclusive and equitable workplace.
- Anti-Harassment: Preventing and addressing any form of harassment or inappropriate behavior.

### Quality and Food Safety

Food safety and traceability are at the core of our commitment, reinforced by continuous improvement and our IFS Broker certification. Management and all employees actively work to strengthen the food safety culture.

### Governance

FIT ensures transparent and responsible governance. The company strictly complies with regulations, promotes ethical practices, and fights against corruption.

This policy was approved by the Executive Committee in 2024, which guarantees its implementation and monitors its effective application across the organization.

## United Nations Global Compact

FIT is a signatory of the United Nations Global Compact and is committed to upholding its Ten Principles.

The Global Compact provides a universal, voluntary framework built around Ten Principles relating to human rights, international labor standards, the environment, and anti-corruption.

### Human rights:

- Support and respect the protection of internationally proclaimed human rights.
- Ensure that the company is not complicit in human rights abuses.

### International Labor Standards :

- Uphold the freedom of association and recognize the right to collective bargaining.
- Work towards the elimination of all forms of forced or compulsory labor.
- Support the effective abolition of child labor.
- Eliminate discrimination in respect of employment and occupation.

### Environment:

- Apply the precautionary approach to environmental challenges.
- Undertake initiatives to promote greater environmental responsibility.
- Encourage the development and diffusion of environmentally friendly technologies.

### Anti-corruption:

- Work against corruption in all its forms, including extortion and bribery.

## DOUBLE MATERIALITY ASSESSMENT

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### 2023 METHODOLOGY

*A five-step process was developed to identify and assess material topics.*

#### **Step 1. Stakeholder Consultation**

Twelve stakeholders were identified as relevant to share their perception of FIT's sustainability-related impacts, risks, and opportunities. These key stakeholders include financial and accounting partners, clients, raw material suppliers, and logistics partners. In total, 14 interviews were conducted using a standardized framework.

#### **Step 2. Employee Workshop**

A two-hour workshop was organized with a group of ten employees representing all functions within FIT to identify strengths and weaknesses in FIT's CSR approach.

#### **Step 3. Employee Survey**

A questionnaire was distributed to employees to assess how FIT's sustainability-related impacts, risks, and opportunities are perceived internally.

Note: Steps 1 to 3 helped identify the topics to be considered for FIT's double materiality matrix. These include ESRS-compliant topics and FIT-specific topics deemed critical by the company and its stakeholders.

#### **Step 4. Prioritization of Topics**

This step involved positioning the identified topics on a double materiality matrix. To achieve this, the Executive Committee met to evaluate both financial materiality and impact materiality for each topic.

Financial materiality assesses how social and environmental issues affect the company's economic performance..

Impact materiality focuses on how the company's activities affect the environment and society.

Each materiality was rated on a scale from 1 to 4 (1 = low importance, 4 = high importance). Each topic therefore received two scores (one for financial materiality and one for impact materiality), which determined its position on the double materiality matrix.

#### **Step 5. Identification of Material Issues**

Building the double materiality matrix made it possible to distinguish significant topics from non-significant ones. The materiality threshold was set based on two conditions: A minimum average score of 3 on a scale of 1 to 4, and/or at least one of the two scores equal to 4.

### Step 1. Review and Critical Analysis of 2023 Matrix Issues

This first phase consists of a detailed review of the issues identified in 2023 to assess their relevance in light of recent developments. It includes a critical analysis to determine whether these issues remain current, need adjustment, or require a reassessment of their importance based on new internal and external dynamics.

### Step 2. Identification of New Issues for the Company

The objective of this second step is to anticipate and integrate new challenges that may impact FIT. This includes analyzing regulatory developments, market trends, stakeholder expectations, and weak signals from the field, in order to complement or enrich the existing matrix with emerging issues.

### Step 3. Prioritization of Topics According to the 2023 Methodology

### Step 4. Identification of Material Issues According to the 2023 Methodology

The work carried out in 2024 led to several adjustments to refine the relevance of the identified issues:

- Merger of “Responsible Offerings” and “Responsible Purchasing”: These two topics were combined into a single issue to better reflect operational reality and the complementarity between sustainable offerings and purchasing practices.
- Grouping of “Territorial Development” and “Local Partnerships and Networks”: These dimensions were merged under a single issue, “Know-how and Knowledge Sharing,” to better reflect the diversity of FIT’s actions while emphasizing their coherence around engagement

and skills transfer.

- Integration of “Incorporating CSR Criteria into Global Strategy” and “Risk Management and Internal Controls in Sustainability” into “Business Conduct”: CSR is now fully recognized as a strategic pillar of the company and integrated transversally into all activities and decisions. This “Business Conduct” issue also includes corporate culture and supplier relationship management.
- Combining “Discrimination” with “Working Conditions.”
- Integration of Human Rights as a Key Issue: The Executive Committee included this issue due to the group’s international expansion, where some countries may present shortcomings in fundamental rights. Furthermore, in the agricultural and agri-food sectors, this issue is widely documented, reinforcing stakeholder expectations and the need for increased vigilance.
- Integration of Animal Welfare: Animal welfare was added to address growing stakeholder expectations and regulatory developments.

# Carbon Footprint

The company's greenhouse gas emissions were quantified for the first time in 2023. This initial carbon footprint assessment was conducted using the ADEME Bilan Carbone® methodology and carried out by Déclic, a consulting and training agency specializing in responsible strategies.

## 2023 Methodology

**Method:** ADEME Bilan Carbone®

### Objectives:

- Obtain an initial estimate of the company's carbon footprint
- Identify the most significant emission sources
- Initiate a strategy to reduce the company's GHG emissions

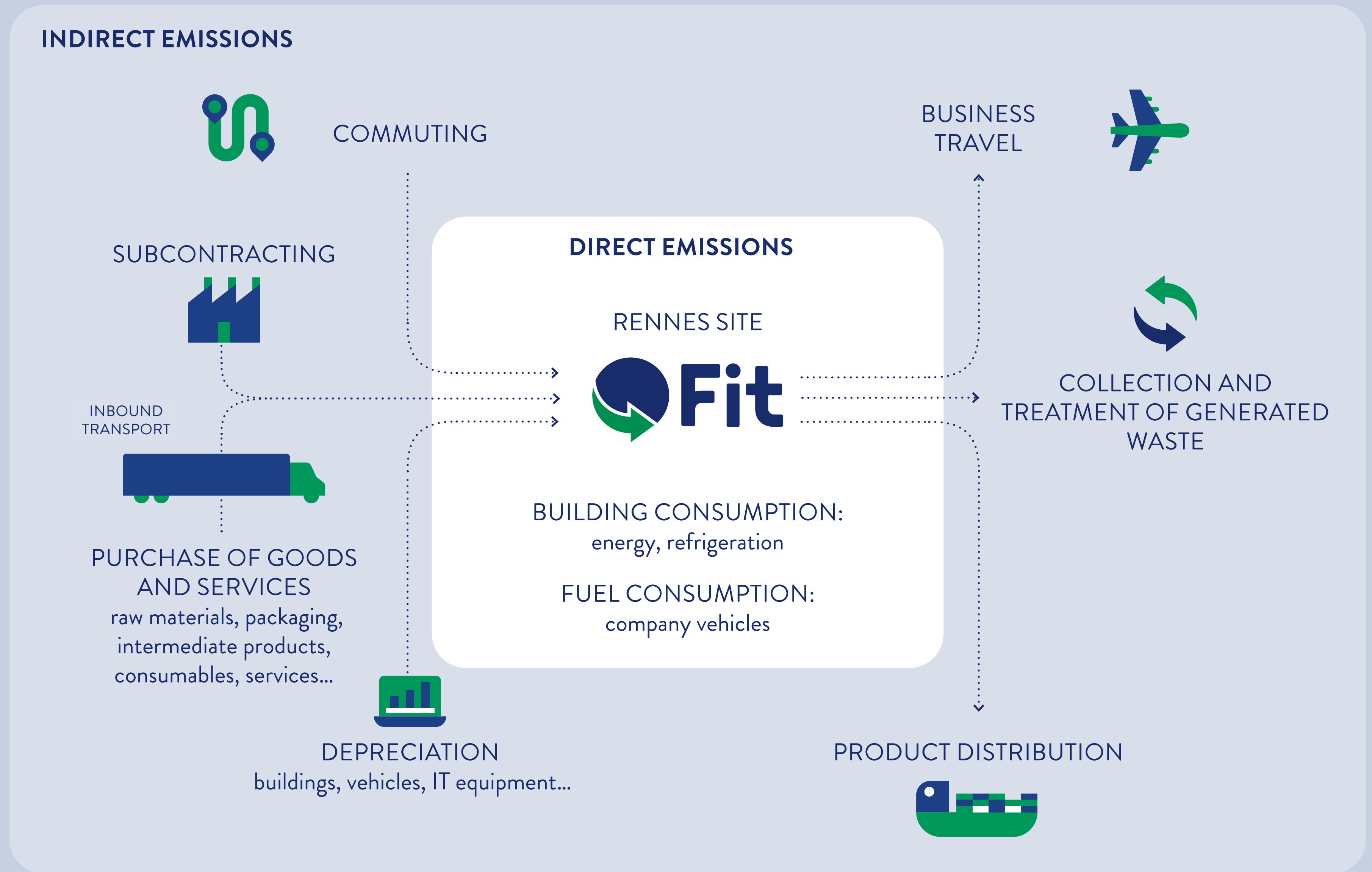
### Scope of the Study

**Timeframe:** 2022

**Organizational:** FIT SAS – site de Rennes

**Operational:** The operational scope is defined by the flow mapping shown below.

## Flow Mapping



## 2025 METHODOLOGY

In 2025, a second carbon footprint assessment was carried out using the same methodology, this time leveraging internal expertise. The scope of the study remained the same as in 2023; the objective was to monitor FIT's emissions over time and measure the impact of actions taken to reduce them.

The scope for transport not operated by FIT was adjusted to include only transport directly organized by FIT.

Consequently, the 2022 carbon footprint was recalculated to reflect this change.

Additionally, an error was identified in the 2022 assessment: a double counting of home-to-work travel for employees with company vehicles. These trips were recorded both under Scope 1 and under home-to-work travel in Scope 3. The 2022 carbon footprint was therefore corrected.

The uncertainties detailed below remain unchanged.

## UNCERTAINTIES AND ESTIMATES

**Refrigerant leaks:** Application of an annual leakage rate of 10% to the total fluid charge (ADEME estimate).

**Home-to-work travel:** Calculation based on a questionnaire distributed to all employees, with extrapolation for non-respondents.

### Business travel:

- Fuel consumption: Estimated volume based on monetary data and the average fuel price for 2022 and 2024.
- Taxi distance: Based on the average price per km for taxis in France in 2022 and 2024.

**Paper and cardboard waste:** Volume converted to weight using an average density of 250 kg/m<sup>3</sup> (source: SINDRA).

### Service purchases:

- Use of accounting data.
- Data transfer: Calculation based on an average weekly volume extrapolated over the year, adjusted for presence rate to account for transfers outside the company.

### Raw material purchases:

Issue encountered: Lack of emission factors (EF) corresponding to purchased products or factors specific to French production.

Method used to adapt emission factors:

- If a France-specific EF is available: Breakdown retrieved from AGRIBALYSE® and weighted for processing impact based on the energy mix of the producing country.
- If no specific EF is available, two approaches:

- Combination of multiple EFs  
*Example: butter powder – combination of EF for butter and EF for powder processing.*
- Use of an EF for a similar product with a high uncertainty rate.

### Packaging purchases:

- Pallets: Inclusion of lost pallets.
- Packaging: Use weight and composition for each type of packaging, then estimate the weight of each material component.

## VSME REFERENCES

REFERENCES	MODULE	STATUS	PAGE
<b>General Information</b>			
	10	Basic & Comprehensive	Published 3
	16	Basic & Comprehensive	Not Applicable -
B1	24a	Basic	Published 3
B1	24b	Basic	Not Applicable -
B1	24c	Basic	Published 3
B1	24d	Basic	Not Applicable -
B1	24e-i	Basic	Published 3
B1	24e-ii	Basic	Published 3
B1	24e-iii	Basic	Published 3
B1	24e-iv	Basic	Published 3
B1	24e-v	Basic	Published 3, 47
B1	24e-vi	Basic	Published 3
B1	24e-vii	Basic	Published 3
B1	25	Basic	Not Applicable -
B2	26	Basic	Published 3
B2	27	Basic	Published 3
B2	28	Basic	Published 3
C1	47a	Comprehensive	Published 14
C1	47b	Comprehensive	Published 15
C1	47c	Comprehensive	Published 15
C1	47d	Comprehensive	Not Applicable -
C2	48	Comprehensive	Published 58
C2	49	Comprehensive	Published 21
	79	Comprehensive	Not Applicable -

REFERENCES	MODULE	STATUS	PAGE
<b>Environment</b>			
	10	Basic & Comprehensive	Not Applicable -
B3	29	Basic	Published 40
B3	30	Basic	Published 41
B3	31	Basic	Published 41
B4	32	Basic	Not Applicable -
B5	33	Basic	Not Applicable -
B5	34	Basic	Published 40
B6	35	Basic	Published 40
B6	36	Basic	Not Applicable -
B7	37	Basic	Not Applicable -
B7	38a	Basic	Published 40
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	52	Comprehensive	Published 41
	53	Comprehensive	Published 41
C3	54	Comprehensive	Published 37
C3	54e	Comprehensive	Published 39
C3	55	Comprehensive	Not Applicable -
C3	56	Comprehensive	Not Applicable -

REFERENCES	MODULE	TRAITEMENT	PAGE
C4	57a	Comprehensive	Published 34, 35
C4	57b	Comprehensive	Published 33
C4	57c	Comprehensive	Published 32
C4	57d	Comprehensive	Published 36
C4	58	Comprehensive	Not Published 33
<b>Social Section</b>			
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B8	39c	Basic	Not Applicable -
B8	40	Basic	Published 47
B9	41a	Basic	Published 48
B9	41b	Basic	Published 48
B10	42a	Basic	Published 47
B10	42b	Basic	Not Applicable -
B10	42c	Basic	Published 47, 48
B10	42d	Basic	Published 48
C5	59	Comprehensive	Not Applicable -
C5	60	Comprehensive	Not Applicable -
C6	61	Comprehensive	Not Applicable -
C7	62	Comprehensive	Not Applicable -
<b>Governance</b>			
B11	43	Basic	Published 53
C8	63	Comprehensive	Not Applicable -
C8	64	Comprehensive	Not Applicable -
C9	65	Comprehensive	Published 18



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