



Limit our environmental impact

CARBON **2030**

-30% in direct emissions vs 2022¹
Define an indirect emissions reduction trajectory

WATER **2030**

-25% in the use vs 2019 in industry¹
Manage water and roll out good usage practices in restaurants

ELECTRICITY **2030**

-15% in the use vs 2019¹
Act in favour of low-carbon and renewable electricity

WASTE **2025**

97% of industrial waste recovered²
100% of restaurants equipped for waste sorting³



Support and develop our talents

SAFETY **2025**

-17% in Frequency rate vs 2022
-24% in Severity rate vs 2022

TRAINING **2025**

80% of employees trained at least once per year
Strengthen training to support skills development

DIVERSITY **Annual**

Equality Index ≥ 85 for each entity in France
Monitor gender balance in workforce and supervisory bodies

QUALITY of WORKING LIFE **Annual**

Act in favour of a working environment conducive to the development of people



Share the love of the earth

ANIMAL WELFARE **2026**

100% of eggs from cage-free hens⁴
Continue our commitment to the ECC criteria for chicken

LOCAL **2025**

$\geq 80%$ of purchases from country of location

CIRCULAR ECONOMY **2025**

97% of FSC or PEFC certified paper and cardboard or from recycled materials^{4,5}

SUPPLIER RELATIONSHIP **Annual**

Engage our suppliers to sign our Responsible Purchasing Charter

NUTRITION **Annual**

100% of products with accessible nutritional information

CSR Commitments excluding climatic and geopolitical events. Industry and restauration scopes (total pool of restaurants for product offer)

¹ per tonne produced in industry and per m² in catering

² in view of existing recovery solutions

³ in accordance with country regulations

⁴ by 2025, excluding La Madeleine. From January to September 2024, 92% of eggs are cage-free (Bridor EU, Kamps, Frial, Del Arte: 100%; Brioche Dorée: 98%; Bridor NA: 43%)

⁵ in view of current technical constraints