



**RESPONSIBILITY  
REPORT**

**2025**



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REPORT

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**AT SUCDEN, WE RECOGNIZE  
OUR LONG-TERM SUCCESS DEPENDS  
ON THE SUSTAINABILITY  
OF OUR BUSINESS AS A WHOLE.**

Therefore, we care for our employees, clients, suppliers and partners, and act responsibly towards the communities where we operate and the environments we share. Sucden's approach and business activities aim to create long-lasting solutions and fair business opportunities.

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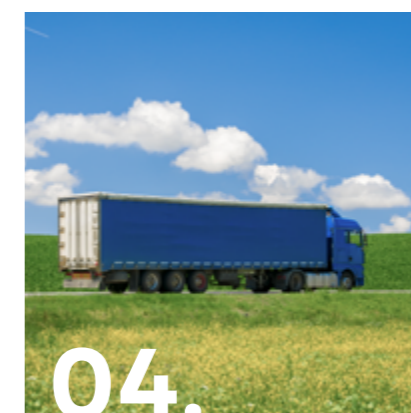
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# CHAIRMAN'S MESSAGE



**In a world where market volatility and geopolitical uncertainty have become structural, Sucden's resilience rests on agile governance, strong risk management, committed people, and an unwavering dedication to sustainable and transparent agricultural supply chains.**

**Serge Varsano**  
Chairman

Throughout 2025, global markets continued to experience significant volatility at times driven by imbalances between supply and demand, and at other times by geopolitical developments. This environment once again highlighted the fragility and interdependence of global agricultural supply chains. These dynamics have extended into early 2026, marked by the war in the Middle East, reminding us that uncertainty has become a structural feature of the markets in which we operate.

Sucden continues to rely on a governance model that combines rigorous risk management with a decentralized decision-making structure, enabling agility and responsiveness. As a family-owned company, short decision chains are a defining characteristic of our organization, and their effectiveness has once again been demonstrated during periods of market stress.

The quality and continuity of our human capital are central to the Group's long-term performance and to its capacity to evolve in an increasingly complex environment.

In this context, Sucden's employees remain the Group's most valuable asset. Their ability to navigate such a complex environment is essential to our resilience. Their commitment and professionalism allow Sucden to remain a reliable partner for its clients, suppliers, and financial counterparts, even in times of heightened uncertainty. Ensuring the well-being, engagement, and development of our employees is therefore a priority. At the same time, attracting and retaining the talents of tomorrow remains a key focus.

We observe that our commitments to responsibility and sustainability are an important factor in our attractiveness for the profiles we seek to welcome within the Group.

Sucden's commitment to sustainability remains unchanged. As in previous years, we reaffirm our adherence to the principles of the United Nations Global Compact. Our purpose – contributing to the security and sustainability of food supply chains – is both a responsibility and a source of motivation. It guides our actions and reinforces the sense of collective responsibility shared by our teams.

We also observe an evolution in market and regulatory expectations, with a reduced emphasis on certification and growing demand for traceability, transparency and robust documentation across supply chains.

In 2025, this evolution took place in a regulatory context that proved less supportive of sustainability ambitions, marked by a further postponement of the European Union Deforestation Regulation (EUDR).

In an environment where such delays may encourage a relaxation of requirements across the market, Sucden has chosen to respond by reinforcing its internal control, monitoring and due-diligence frameworks to ensure the credibility and effectiveness of sustainability commitments.

As we look ahead to 2026, Sucden remains firmly committed to renewing and strengthening its engagements. We will continue to invest in our people, enhance our governance and risk management frameworks, and support the transition towards more transparent, resilient and sustainable agricultural supply chains. These commitments are central to our responsibility as a global agricultural commodities merchant and to our ambition to contribute positively to the long-term security of food supply for our clients and partners.

# BUSINESS MODEL

Sucden is principally a major trading house engaged in the soft-commodities supply chain. We facilitate exchanges between producers and consumers worldwide.

To do so, we trade on the world's major exchanges in a wide range of products and services, including sugar, coffee, cocoa, ethanol, ocean freight, as well as undertaking futures and options brokerage. To support this, we are active in agriculture and sourcing, processing, logistics, distribution, merchandising, financing, research and risk management. We combine global know-how with local expertise to connect supply and demand in a sustainable way.

We are an independent company with 73 years of experience on the commodities markets. We analyze all opportunities from a long-term perspective, always considering the constraints or expectations of our business partners and the local authorities.

## RESOURCES

Long-term shareholders

**73** years  
Family owned company - 2.2 billion \$ equity

Long-standing bank relationship  
1.8 billion \$ debt

**5,667**  
employees worldwide

Long-term supplier relationships in all producing countries

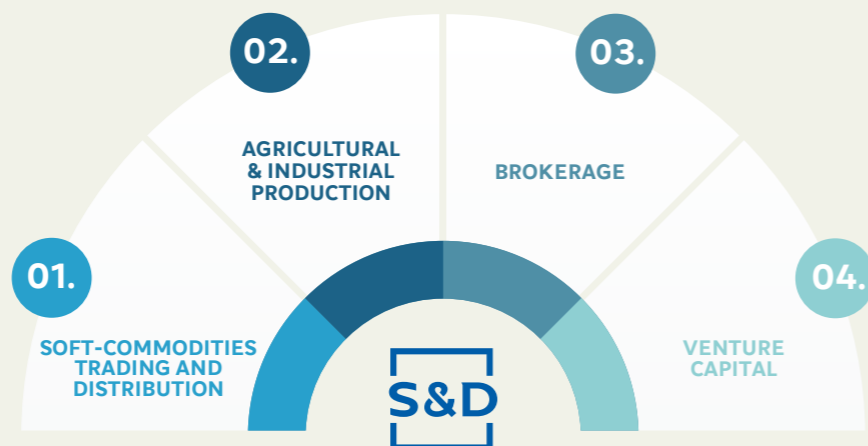
Assets

**4** sugar plants & 225,000 hectares of cultivated land

Offices in

**25** countries

## ACTIVITIES



**01.**

Organize sourcing, transportation, storage, marketing and distribution of goods (sugar, ethanol, cocoa, coffee, pellets and molasses, grains & oilseeds) worldwide

Sucden Group 2025 Tonnages

11.8 million tons of sugar

1.4 million tons of grains and oilseeds

339,000 tons of cocoa

312,000 tons of coffee

262,000 m<sup>3</sup> of ethanol

**02.**

Produce grains and high-quality sugar in the CIS

729,000 tons of sugar

542,000 tons of grains and oilseeds

**03.**

Provide International derivatives brokerage services (non-ferrous Metals, soft-commodities, foreign exchange and bullion)

### RISK MANAGEMENT & SUSTAINABILITY

- Assess and mitigate key business risks (operational, market, credit and liquidity)
- Ensure fair business practices along the whole supply chain
- Identify and spread best practices (agricultural, environment...), monitor performance
- Support recognized or innovative standards

**04.**

Select initiatives, and invest in innovative early-stage companies with disruptive technologies that could transform the future of food and agriculture

## BUSINESS MODEL

## PERFORMANCE & VALUE CREATION

### FOR OUR BUSINESS PARTNERS

Connect supply and demand

**14.4** million tons cross commodity sourced

Contribute to design responsible supply chains through programs

**8.4** billion \$ spent in 2025

### FOR OUR PEOPLE

Promote well-being at work

**18.1%** employee turnover

**230** million \$ salaries paid to employees

### FOR THE ENVIRONMENT

Optimize and reduce GHG emissions across Scope 1, 2, and 3

**22.8** million tons of CO<sub>2</sub> in 2025

Optimise and reduce water consumption reduction

**2.8** m<sup>3</sup>/ton of sugar produced

Mitigate deforestation risk

**1,561,864** tree seedlings distributed

### FOR COMMUNITIES

Certification & development programs

Our products have certifications on existing standards (Bonsucro, RA, GMP+, etc.)

Share of consolidated net income allocated to general interest programs

**2.6%**

Contribute to local countries' services

**56** M\$ taxes paid in 2025

Support universal causes

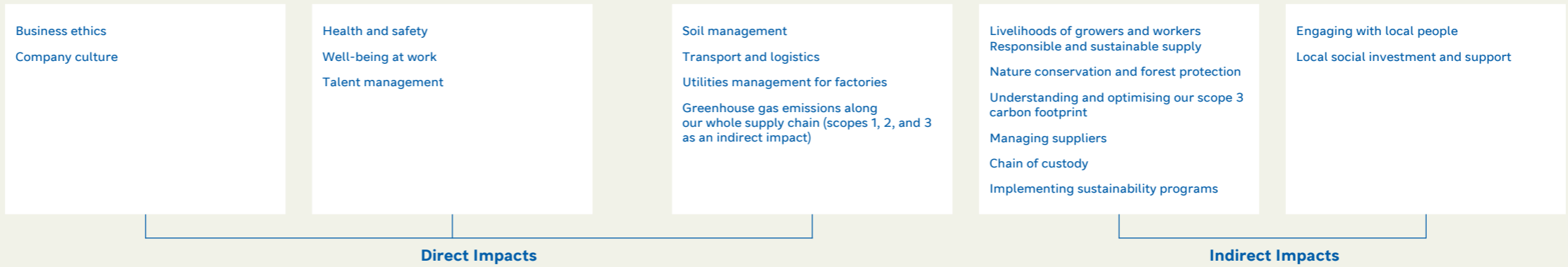
**5.6** M\$ donated in 2025

# OUR APPROACH TO CORPORATE RESPONSIBILITY

## OUR APPROACH TO CORPORATE RESPONSIBILITY

Corporate responsibility is at the heart of our company culture. Our aim is to be a global leader in connecting agricultural supply and demand in a sustainable way. Our vision of sustainable growth is based on the five key action areas shown.

### OUR MATERIAL ISSUES



### OUR ACTION AREAS

#### BUSINESS PRACTICES

The way we behave in all of our activities around the world is of fundamental importance. We will conduct our business with integrity, accountability and responsibility.

#### PEOPLE

How we interact with people defines us as a business. We commit to treat people in all walks of life with dignity and respect, wherever we operate. Equally, we promise to provide our employees with a safe place to work.

#### ENVIRONMENT

Our main business is linked to soft-commodities production, so the way we treat the world around us will inevitably affect our future. Therefore, we are committed to constantly reducing our environmental impact and conserving natural resources.

#### SUPPLY CHAIN

Our supply chain affects communities in the areas from which we source. We are protecting forests in the coffee and cocoa supply chains through innovative tree planting programs. We are looking to better understand our overall carbon footprint in this critical part of our business.

#### COMMUNITIES

We aim to invest in the communities we interact with. We will make the most of our employees' local knowledge and involvement to drive positive change and identify innovative solutions.

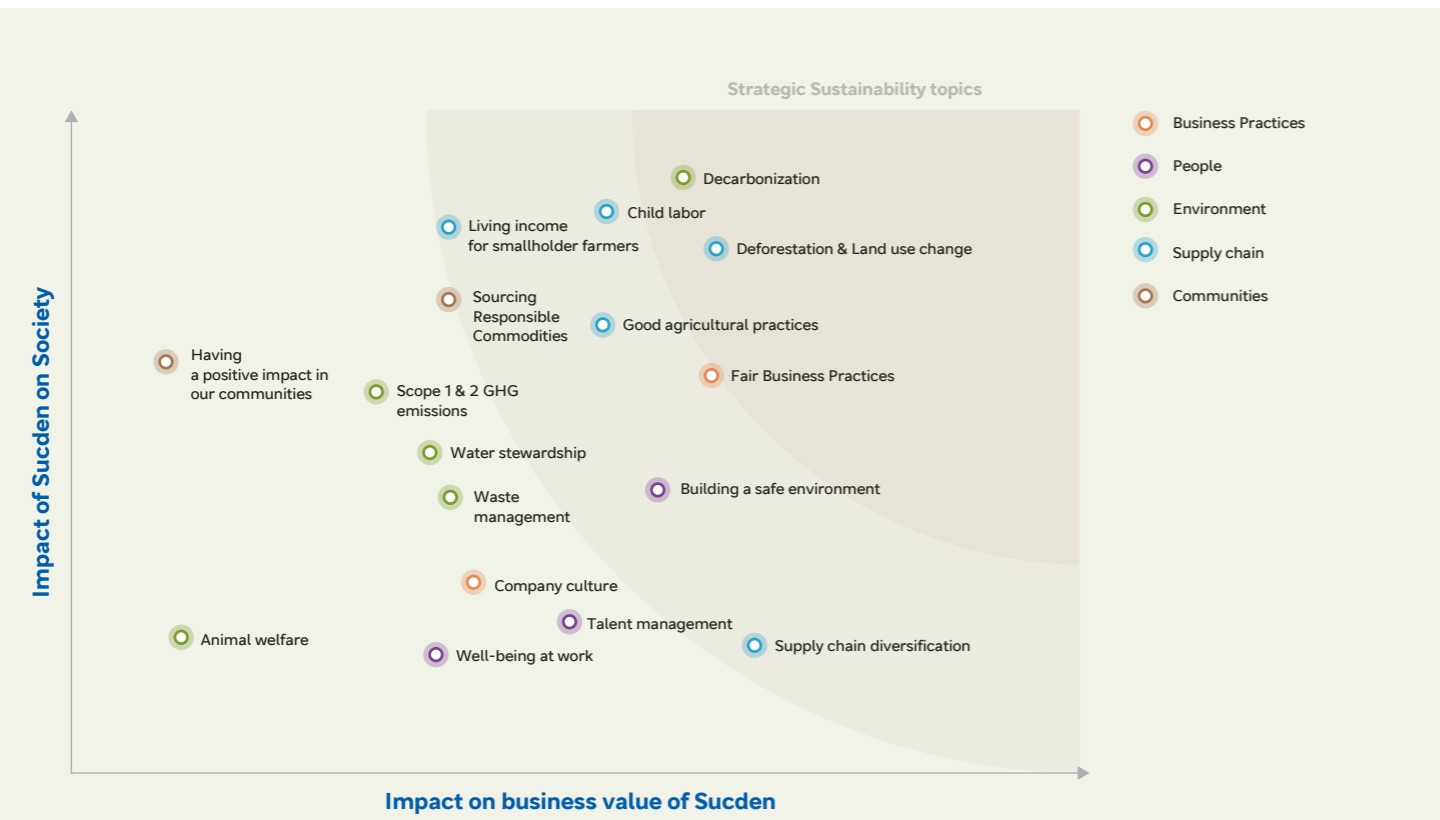
### IMPACT ON SDGS



The diagram shows the material issues we can address through our five action areas, and how each contributes to the United Nations Sustainable Development Goals. We ensure sustainability is part of our mindset at all times, and look to maximize our positive impact. We have developed a step-by-step approach to identifying our key material issues and the direct and indirect impacts we have.

**STEP 1 - RISK ASSESSMENT AND COMPLIANCE PRINCIPLES**

On any matter we identify as significant to our activities<sup>1</sup>, we make sure to conduct a risk and opportunity assessment. This creates a clear focus for our responsibilities. We disclose potential risks and issues in this report, identified based on French and EU regulations and the UN Sustainable Development Goals.



In anticipation of the forthcoming requirements of the EU Commission's Corporate Sustainability Reporting Directive (CSRD), we conducted a comprehensive double materiality analysis in 2023. This analysis leveraged our experience on sustainability matters over recent years as well as continuous discussions we hold with stakeholders. The approach was designed to capture all environmental and social factors relevant to our business.

Amongst available topics, a total of 17 significant sustainability matters were selected and discussed during CSR forums, where both qualitative and quantitative items were assessed.

Emphasizing our commitment to continuous improvement, we are actively engaged in an ongoing process of refining our analysis. This involves collaborating with various partners whose insights and challenges are invaluable to our efforts. By integrating their perspectives, we aim to enhance our CSR strategy and ensure it remains relevant and effective in addressing sustainability matters in the years to come.

<sup>1</sup> Food waste and sustainable food choices are not considered material when connecting suppliers and major industrial clients.



**STEP 2 - KNOW OUR IMPACTS AND IDENTIFY OUR MATERIAL RISKS**

Our diverse activities - trading, agricultural and industrial production, and logistics - can bring many challenges. Therefore, analyzing the materiality of these issues is essential to establishing a responsible and efficient strategy. We classify the main impacts we can have as follows:

**DIRECT IMPACTS**

**Business practices**

The way we conduct business anywhere in the world is fundamentally important. We do business with integrity, accountability and responsibility.

- Business ethics
- Company culture

**People**

Our interactions with people define us as a business. We will treat people in all walks of life with dignity and respect, wherever we operate. Equally, we promise to provide our employees with a safe place to work.

- Health and safety
- Well-being at work
- Talent management

**Environment**

With a business in soft-commodities production, the way we treat the world around us inevitably affects our future. Therefore, we aim to constantly reduce our environmental impact and conserve natural resources.

- Soil management
- Scope 1 & 2 GHG emissions
- Transport and logistics
- Waste management
- Water stewardship
- Animal welfare

**INDIRECT IMPACT**

**Supply chain**

Our supply chain affects communities in the areas we source from. We protect forests in the coffee and cocoa supply chains through supply chain mapping and deforestation risk assessments, contribute to livelihoods through paying farmer premiums and living income programs, and implement innovative tree planting programs. We are looking more closely at our overall carbon footprint in this critical part of our business.

- Livelihoods of growers and workers
- Responsible and sustainable supply
- Forest protection and nature conservation
- Scope 3 Emission Reduction

**Community involvement**

We invest in the communities we interact with, making the most of our employees' local knowledge and involvement to effect positive change and identify appropriate solutions.

- Having a positive impact in our communities
- Local social investment and support

**STEP 3 – CONTINUOUSLY WORK ON OUR COMPANY CULTURE, AND ESTABLISH A SUSTAINABILITY MINDSET**

**Setting an efficient governance framework, with responsibility as part of our organizational culture**

Governance is vital, and an integral part of our management structure. Sucden's Management Board sets our sustainability strategy and considers responsibility issues, reviews and acknowledges achievements and ongoing programs, and allocates resources.

To ensure the resources to meet our objectives, the Board delegates implementation of the strategy to a Responsibility Forum, coordinated by Sucden's Chief Responsibility Officer and comprised of sustainability and operational managers from around the Group. These managers are responsible for developing programs and initiatives and helping to develop the responsibility culture in all subsidiaries and regions. The Forum meets quarterly.

**Ensuring responsibility and sustainability everywhere**

To maximize our impact and align with our principles and values, we involve all the Group's functions and employees in our responsibility and sustainability activities.

This can be through matters such as office recycling or not using plastic cups, which though small scale, still have a positive impact.

**Improving internal and external communication**

To continuously enhance awareness of responsibility and sustainability around the company, we run local training sessions and publish a corporate newsletter, to help employees communicate with our business partners on these issues.

**STEP 4 – DEFINE HOW WE WILL REACH OUR OBJECTIVES**

The framework above helps the Board to leverage our desire to do business in an ever-more sustainable way and maintain our license to operate. We have set the following guidelines:

**Commitments**

Our memberships and affiliation with Global Compact, Cocoa & Forest Initiative, and the International Cocoa Initiative demonstrate our determination to turn our values into actions.

**Certifications**

When certifications are available and valued in the industry, we aim to play a part. This includes certifying our industrial operations, as well as the products we trade. Beyond being a commitment, these certifications encourage us to strive for excellence.

**Direct action and internal processes**

In addition to certifications, we aim to have a positive impact in our sphere of influence, such as with business partners, local families at origins, and local authorities. Our teams address external issues and internal processes to ensure we apply our values across the Group. Our Compliance Framework is part of this stringent process management.

**Partnerships to initiate local action**

We seek to build partnerships with important bodies and support existing collective initiatives to manage our challenges. Generating a positive impact means bringing many skills together and requires experimenting, given the complexity of certain issues. Using the wealth of available expertise, we can accelerate our transition to fully traceable and sustainable supply chains.

**Corporate foundation**

We have established a corporate foundation to enhance our employees' local involvement. The Sucden Foundation now funds projects that can have a positive impact on nutrition and health, education, the environment and social issues. It enables us to make a distinct and significant contribution to the community by funding two types of project:

- Those in which our employees are personally involved.
- Those that enhance the positive impact we have on the environment and the communities in which we operate.



**PERFORMANCE REPORTING**

**SUCDEN HAS A POLICY OF CONTINUOUSLY MONITORING AND REPORTING ON ITS COMMITMENT TO AND STRATEGY FOR COMPLIANCE, ENVIRONMENTAL AND SOCIAL ISSUES.**

# 01. BUSINESS PRACTICES



To be able to conduct our business ethically and with integrity, we continue to develop our compliance and certification processes.

Contributing to the following UN Sustainable Development Goals



## KEY CHALLENGES, RISKS AND OPPORTUNITIES

### CORPORATE CODE OF CONDUCT AND REGULATORY RISK

Sucden is committed to conducting its business in accordance with all applicable laws wherever we operate. This includes an increasing number of rules and regulations issued by the French, EU, US and other relevant country authorities and international organizations.

It is also a legal requirement under French law (Transparency, Anti-Corruption & Economic Modernization Act 2016-1691 of December 9, 2016 'Loi Sapin II') to take whatever measures are necessary to prevent and detect all possible types of corruption. More generally, we have procedures in place to ensure we conduct our business activities in compliance with our obligations regarding international sanctions, anti-money-laundering, anti-corruption, and anti-terrorism financing. These are especially important when we source or sell commodities in countries considered to be at risk.

### EXPECTATIONS AND OPPORTUNITIES

Demand for sustainable and responsible commodities will continue to grow in the coming years. Our proximity to producers of sugar, cocoa, coffee and ethanol, means we are well positioned to meet this demand by tracking origins and helping local communities to develop responsibly.

Besides, as our way of doing business is strongly focused on building ethical long-term supplier relationships, we believe that responsibility and sustainability will become the norm throughout the entire supply chain.

## 01. BUSINESS PRACTICES

## OUR STRATEGY, POLICIES AND PERFORMANCE

### CONDUCTING BUSINESS IN AN ETHICAL, LAWFUL, AND COMPLIANT MANNER

Our Code of Conduct<sup>2</sup> sets out the rules, principles and values our employees should always adhere to when working. It is a fully comprehensive document that we update regularly and is supplemented by other information and policies such as our forest protection policy or anti-corruption policy.

We also have a comprehensive Compliance Framework to ensure we operate according to any applicable laws and regulations and the principles and values of our Code of Conduct.

Amongst others, the Compliance Framework includes:

- A risk map to identify our main risks;
- Details of our whistleblowing policy;
- Our Know Your Customer (KYC) and Know Your Supplier (KYS) procedures;
- Policies relating to international sanctions, anti-money laundering and anti-bribery;
- Training on compliance issues for employees who may be exposed to corruption;
- Regular financial and compliance audits.

Our Compliance Committee meets regularly to determine our compliance strategy, monitor issues, and to implement and make decisions about the compliance program.

We have also introduced a Personal Data Protection Policy to comply with the EU General Data Protection Regulation.



### COMMITMENTS TO GLOBAL INITIATIVES

We are always keen to share our view on corporate responsibility with our stakeholders and other interested parties. This is illustrated by commitments and initiatives we endorse either at Group level or activity level, whichever is appropriate.

#### OUR PERFORMANCE IN 2025

Our commitments include both corporate and sector-specific initiatives, and we continue to adhere to the following:

- Global Compact: an overarching public commitment for the Group and all its diversified activities.
- For cocoa, we are a member of the:
  - o Cocoa & Forest Initiative (CFI)<sup>3</sup>, which encourages industry efforts to protect forests and ensure traceability of cocoa.
  - o International Cocoa Initiative (ICI)<sup>4</sup>, which promotes child protection in cocoa-growing communities, and works to ensure a better future for children and their families.
- For sugar, we remain a member of Bonsucro and joined its Members' Council to share our experiences and contribute to the organization's success.
- In maritime transport activity, we remain a member of the Maritime Anti-Corruption Network (MACN)<sup>5</sup> to support its worldwide efforts to tackle corruption in the shipping industry. MACN aims to provide information and raise awareness of the challenges its members face, and works with governments, NGOs and civil society to identify and mitigate the root causes of corruption.
- We also participate in many general sector initiatives.

<sup>2</sup> [https://www.sucden.com/wp-content/uploads/2024/03/sucden-code\\_of\\_conduct-2019.pdf](https://www.sucden.com/wp-content/uploads/2024/03/sucden-code_of_conduct-2019.pdf)

<sup>3</sup> <https://www.worldcocoafoundation.org/initiative/cocoa-forests-initiative/>

<sup>4</sup> <https://cocoainitiative.org/>

<sup>5</sup> <https://macn.dk/>

## 01. BUSINESS PRACTICES

### CERTIFYING OUR PRACTICES AND PROCESSES

We are keen to demonstrate that our practices and processes reflect the highest standards in our industry. We believe certification encourages and raises standards all round. Our certification strategy is based on:

- Certifying our processes for trade-certified products: this increases demand and is one way, among others, to demonstrate the reliability of our processes and traceability of our products
- Certifying our asset-based activity: our fleet and plants in the CIS (Commonwealth of Independent States) work to a certification strategy that addresses environmental, health and safety, supply chain, and social practices.



#### OUR PERFORMANCE IN 2025

We renewed and improved on the assessments performed in previous years, with the following key achievements:

- Sucden established its first 10-year, 1.5°C-aligned emissions reduction targets, covering Scope 1, 2 and 3, alongside initial steps to engage suppliers and address land-use emissions.
- Several entities within the Group requested an EcoVadis external assessment. EcoVadis is the world's largest and most trusted provider of business sustainability ratings. In 2025, our main French entity reassessed its Silver level.
- Sugar. Several of the Group's offices and subsidiaries are certified to trade Bonsucro<sup>6</sup> sugar, a standard for promoting sustainable sugarcane production, processing, and trade around the world. This year, we sold around 152,000 tons of it.
- Sugar-beet pulp pellets. In 2025, we renewed our GMP+ certification, an animal-feed safety-assurance certification that gives customers full product traceability, as well as hazard management insurance at each stage of the supply chain.
- Cocoa. We are certified to trade Rainforest Alliance, as well as Fairtrade International, Fairtrade USA, and other third party verified programs.
- Coffee. We are certified to trade, Rainforest Alliance, 4C, Fairtrade, Café Practices, and organic coffee.
- Ethanol. We are certified according to the International Sustainability & Carbon Certification (ISCC) system and supply certified ethanol.

#### Sucden in the CIS

In the CIS, certification is one of the ways we showcase our best-in-class strategy. As such, we use the following schemes:

**Sugar Food Safety System Certification 22000:** All sugar plants in CIS are certified FSSC 22000. Additionally since 2022, the factories have been compliant with Halal and Kosher requirements, Compliance is annually confirmed by the results of third-party audits.

**Sugar-beet pulp pellets** In 2025, we renewed our GMP+ certification, an animal-feed safety-assurance certification that gives customers full product traceability, as well as hazard management insurance at each stage of the supply chain.

Since summer 2024, 4 farms in CIS were recertified successfully according **FSA v.3.0 with the Gold level as result of third party audit**. FSA Letter of Attestation (LoA) was uploaded to FSA database and a record of this is available for public viewing in the ITC Certified Business Registry<sup>7</sup>.

#### Environment, Safety, Social certifications

Workplace safety and employee health are the first priority for all entities in CIS. In addition to strictly complying with local Occupational Health and Safety legislation, all sugar plants undergo third-party social audits every two years.

In 2024 the standard for social audits was replaced by WCA Standard (Work Conditions Assessment by Intertek). In 2025 Tbiliski sugar plant was successfully audited according to this new scheme with good results – “Green” zone.

In 2025, \$2 million was spent on security across all our industrial plants. Several projects have been launched as a result of a systematic risk analysis and responses from safety committees.

Sugar plant in Penza region maintain certifications for **ISO 9001 / ISO 14001 / ISO 45001**. For other sugar plants Quality, H&S and Environment management systems are implemented and maintained by local teams.

CDP: since 2018, we have disclosed environmental data to the CDP platform.

<sup>6</sup> <https://www.bonsucro.com/what-is-bonsucro/>

<sup>7</sup> <https://standardsmap.org/en/registry?cbid=f45f78344f1c33d9d4c23ad44500ec7a>

## 01. BUSINESS PRACTICES



### DATA SECURITY

The rapid advances in information technology represent opportunities for the Group, but also risks for the security of our business and for our partners and other stakeholders. Our security depends on our ability to adapt quickly to new threats. We are therefore constantly upgrading our cybersecurity, along four main axes:

- Organizing security within the Group by dedicated cybersecurity teams who define and promote standards, rules, and policies.
- Promoting security awareness amongst everyone we work with, through security training and regular phishing campaigns.
- Frequent audits and updates to manage our vulnerabilities.
- Deploying and standardizing advanced security tools to proactively detect threats and protect our assets.

### ESTABLISHING SUSTAINABILITY AND VALUES IN OUR COMPANY CULTURE

We want all employees to know about our values and commitment to sustainability. We ask local management to consider all five pillars of our responsibility strategy and promote them locally. This approach helps us address smaller issues not detailed in this report, but which are very useful for helping everyone be a part of our responsibility strategy. For example, helping reduce the environmental impact of our activity through waste-reduction plans and similar office challenges.





# 02. PEOPLE

We're a family business and we work on a personal level. We are open and straightforward, believe in the value of working closely with clients and partners wherever we are, and building strong relationships.

Such an approach has led to our success as a business and strengthened our reputation as a company people want to work for.

We offer our talented employees the opportunities, support and training they need to be the best they can. We welcome originality and innovative thinking.

Contributing to the following UN Sustainable Development Goals



## KEY CHALLENGES, RISKS AND OPPORTUNITIES

### RISKS RELATED TO ATTRACTING AND MANAGING THE BEST PEOPLE

Our people management strategy covers three key themes: maintaining our image as a top employer, developing and retaining talent, and ensuring well-being at work.

We have a rigorous recruitment system that matches people to roles, and a working environment that helps people grow by encouraging and challenging them.

We are keen to retain talent by providing such individuals with tasks and projects that are ambitious, varied and intellectually challenging, alongside attractive pay and real opportunities for growth. This helps foster a sense of belonging and pride among employees throughout their career with the company.



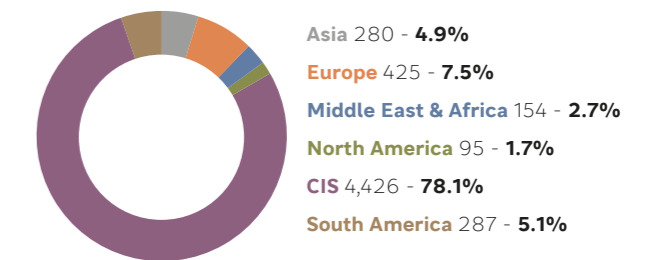
## 02. PEOPLE

### SUCDEN EMPLOYEES AROUND THE WORLD

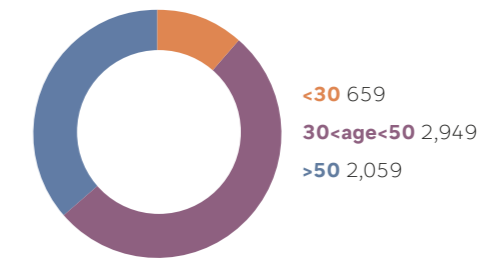
About 80% of our workforce is based in the CIS, working in a range of agro-industrial activities. The remaining 20% are involved in our trading activities and services, in areas ranging from sugar, coffee, cocoa and ethanol to ocean freight and futures and options brokerage.

Our focus on Corporate Social Responsibility (CSR) is reflected in our talented group of 80 professionals dedicated to tackling Environmental and Social (E&S) issues across our different geographies and operations. Through our efforts in managing people's skills and sharing knowledge, we gain a number of significant business advantages: an increase in individual and collective skills, retention of sensitive know-how, and improved cohesion within teams; increased motivation among senior employees, an accelerated learning pace for new hires, and steady retention of junior employees.

#### EMPLOYEES BY REGION



#### EMPLOYEES BY AGE GROUP



#### SUCDEN EMPLOYEES IN NUMBERS AT DECEMBER 31<sup>ST</sup>, 2025

As of 31.12.2025	2024	2025	Men	Women	<30	30<age<50	>50	Temporary workers	Permanent workers
Asia	257	280	210	70	52	191	37	2	278
Europe	434	425	294	131	79	220	126	12	413
Middle East & Africa	99	154	119	35	14	113	27	0	154
North America	105	95	46	49	18	49	28	2	93
CIS	4,340	4,426	3,096	1,330	427	2,216	1,783	519	3,907
South America	319	287	183	104	69	160	58	1	286
<b>Total</b>	<b>5,554</b>	<b>5,667</b>	<b>3,948</b>	<b>1,719</b>	<b>659</b>	<b>2,949</b>	<b>2,059</b>	<b>536</b>	<b>5,131</b>

# OUR STRATEGY, POLICIES AND PERFORMANCE

## CREATING A SAFE ENVIRONMENT

We have developed internal processes to ensure we meet both the regulations and best practices for safety. This is especially a priority for our industrial operations in the CIS, where we aim for a zero-accident target. To achieve this, we are consistently strengthening our industrial operations processes.

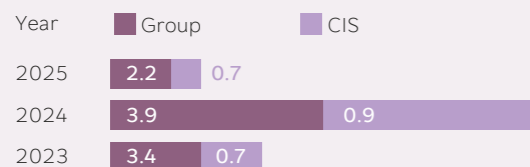
We promote awareness and safety culture across our agro-industrial facilities through repeated training sessions for both local employees and visitors. We also maintain continued safe use of equipment by providing appropriate personal protective equipment (PPE) and carrying out regular machinery updates. In addition, close monitoring of all accidents and near misses is key to continuously improving safety at work. We perform root-cause analysis for all declared incidents and conduct routine internal and external safety audits.

### PERFORMANCE OVER THE PAST YEARS

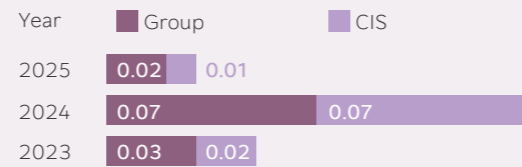
In December 2021, local management signed a safety policy for all our industrial plants, to support the CSR Chart signed in 2019. This commitment to preventing all near-miss situations was reinforced in July 2022 with the appointment of a Group Safety Engineer. Under the direct supervision of the Industrial Director, the Group Safety Engineer works closely with general managers of the sugar plants and monitors the general roadmap according to the three main pillars of safety: People, Processes and Assets.

In 2024, we allocated \$0.4 million toward enhancing our fire safety measures. This reflects our ongoing commitment to ensuring the highest standards of safety within our facilities.

### FREQUENCY RATE OF OCCUPATIONAL ACCIDENTS



### SEVERITY RATE



## WELL-BEING AT WORK - WE'RE ADAPTABLE

We focus on the well-being of our employees in the workplace. A satisfied employee is absent less, and more creative, committed and productive. We also promote social and cultural dialogue, as well as diversity and gender equality.

These days, young professionals choose companies that encourage them to flourish. And, more generally, employees now rate empowerment and the quality of human relations highly in their motivation. The rate of absenteeism at Group level is 3.6% in 2025, versus 4.1% in 2024 and 2023. Employee turnover is a further indicator of overall satisfaction. Excluding CIS, this is 18% in 2025 versus 17% and 14% in 2024 and 2023 respectively. In the CIS, the rate is generally high (18.2%), as our plants do not operate all year long, but only during the sugar beet production season. At Group level, we aim to strike the right balance between new hires and experienced employees. The results shown here for our industrial sites in the CIS and South America are the result of more difficult working conditions.

To improve well-being at work on these industrial sites, we are investing in modern, high-performance work environments, including integrating new technologies into our agricultural processes and renovating our canteens. Our Paris offices have a gym and offer personal coaching.

### FLEXIBILITY AT WORK

Flexible working can create a real sense of freedom and a better work-life balance. It can be a major factor in improving and maintaining performance and attracting employees. We apply it in different ways, such as financing childcare in workplace nurseries, allowing employees to work from home or work part-time after maternity leave, or helping people to resolve personal issues that affect their health, family life or work life.

The pandemic was a turning point in how we organize work. We have continued to allow employees to work from home, but within a clearly defined framework, as agreed with them.

## EMPLOYEE SHAREHOLDING: A STRONGER COMMITMENT TO THE SUCDEN ADVENTURE

Our employee profit sharing scheme in France complements other schemes such as incentive schemes and social protection programs which guarantee minimum social benefits for all employees worldwide. This social policy is one of the factors in our success, and is based on a strong collective culture, a protective environment, and a sharing of the rewards we reap from our growing business.



## OUR PERFORMANCE IN 2025

### ABSENTEEISM RATE BY REGION



### TURNOVER RATE BY REGION IN 2025

Region	Permanent employees	Number of people hired	Departures	Terminated by the employer	Turnover rate 2025	Turnover rate 2024
Asia	278	44	19	1	6.8%	9.1%
Europe	413	45	58	28	14.0%	23.7%
Middle East & Africa	154	18	10	3	6.5%	6.1%
North America	93	8	20	10	21.5%	15.2%
CIS	3,907	714	712	22	18.2%	15.3%
South America	286	77	109	23	38.1%	19.2%
<b>Total</b>	<b>5,131</b>	<b>906</b>	<b>928</b>	<b>87</b>	<b>18.1%</b>	<b>15.7%</b>

**ATTRACTING TALENT AND MANAGING SKILLS - WE CREATE OPPORTUNITIES**

Encouraging our employees to acquire new skills and knowledge is critical to our success, and our managers are responsible for providing development opportunities and support. We have developed strong relationships with top French universities and agronomic schools. We also support various business schools by paying apprenticeship tax. In addition, our employees are active in alumni networks and seek to expand their professional networks.

We aim to create business opportunities and convert these into career opportunities for our employees.



**SUCDEN IN THE CIS**

Sucden in the CIS traditionally provides a high level of income and social support to its employees. A solid, reliable and sustainable company is the key to the prosperity of all its employees. Average wage levels in Sucden subsidiaries are higher than average levels in the CIS agricultural and industrial sectors. It is noteworthy that over the period 2022-2026, employees' wages have increased very significantly, with a new indexation being planned for 2026. In order to maintain and improve our position among the most attractive employers in our sector, and in terms of wage levels, it has also become particularly important to pay even more attention to corporate social security programs and employee support measures.

To this end, Sucden has introduced the following social support measures over the past years: establishment of employer medical insurance for all employees in all subsidiaries where it did not yet exist, in order to improve access to care quality medical care for our employees; payment of a bonus to employees with children in school or students aged 3 to 22 to help them prepare for the start of the school year on September 1; payment of new or increased sums on the occasion of major moments in life (marriage, birth, death of loved ones), of the professional holiday of agricultural and processing industry workers (the second Sunday in October) and others major dates in the calendar.

**OUR PERFORMANCE IN 2025**

SUCDEN'S TRAINING OVERVIEW IN 2025

Region	Training hours	Number of employees	Training hours per employee
Asia	15,459	280	55
Europe	2,617	425	6
Middle East & Africa	1,784	154	12
North America	466	95	5
CIS	251,807	4,426	57
South America	3,882	287	14
<b>2025 Total</b>	<b>276,014</b>	<b>5,667</b>	<b>49</b>
<b>2024 Total</b>	<b>263,004</b>	<b>5,554</b>	<b>47</b>



**SUCDEN IN THE CIS**

An annual Group Skill Development program was launched in each of our 4 sugar plants to enhance the skills of our employees. Our facilities have been equipped with special training classes with the aim of choosing and integrating high quality exclusive contents in each area of our key activity. In addition to this, an annual budget has been allocated to individual coaching of high potential specialists to strengthen their managerial capacities and leadership.

**These programs are structured into three main HR pillars:**

1. Technical and technological training (in-house)
2. Management training
3. Individual coaching

Cooperation with universities and vocational schools is our priority to attract tomorrow's talent and cultivate sources of young talent.



# 03. ENVIRONMENT

## 03. ENVIRONMENT

### CLIMATE CHANGE RISK

Climate change affects agricultural production around the world. In the CIS, we work to mitigate this risk by continually ensuring that the seeds we use in crops, sugar beet or cereals are the most suitable for local conditions.

As a player in the supply chain for agricultural commodities such as sugar cane, cocoa, and coffee, we also help farmers adapt their production to the long-term risks associated with climate change. This can include ideas for diversifying income and improving agricultural practices, as well as reforestation. We recognize the impact our supply chain has on our indirect carbon footprint and seek to improve our understanding of this material impact. We explain this in more detail on pages 29 to 30.



We monitor our impact on the planet, with a special focus on our asset-based activities in the CIS. Our processes aim to minimize our direct environmental impact, while our employees help to reduce our indirect impact by making conscientious choices about suppliers and travel.

## KEY CHALLENGES, RISKS AND OPPORTUNITIES

### MAIN CONTRIBUTORS TO SUCDEN'S DIRECT ENVIRONMENTAL FOOTPRINT

Our industrial and agricultural business activities in the CIS have a significant environmental impact. Other activities, such as industrial and warehousing operations in Asia, Africa, and Brazil, have a much lower environmental impact.

### ENVIRONMENTAL OR ACCIDENTAL RISK

We operate four sugar beet factories in the CIS that can produce about 800,000 tons of sugar a year, and we cultivate about 225,000 hectares of land. To reduce the risk of accidents, our teams in the CIS are constantly working to increase their control of our industrial activities through an ISO 9001-certified quality process, continual monitoring of occupational safety issues (ISO 45001 certification) and ongoing deployment of a certified environmental management system (as ISO 14001 certification in our Kamenski sugar plant). We manage our agricultural operations in a way that limits the environmental impact of production, using techniques that align with industry best practices.

### Contributing to the following UN Sustainable Development Goals



## OUR STRATEGY, POLICIES AND PERFORMANCE

### IMPROVING ENVIRONMENTAL MANAGEMENT AND SITE SAFETY

#### SUCDEN IN THE CIS

Sucden has adopted a local policy for implementing Group strategy and conducting business in an ethical and responsible manner. This includes focusing on certifying our environmental management systems, and monitoring and optimizing all of the following: sustainable agriculture, energy efficiency, renewable- energy use, ISO 26000 or IFC standard guidelines, water- consumption efficiency, waste optimization and food safety. Each industrial or agricultural entity has environment officers who support management in dealing with environmental issues and concerns. This structure also helps to ensure compliance with locally applicable standards.

- Only one accident resulting in 10 days of sick leave was recorded, representing the lowest severity level since 2018.
- The Executive Safety Audit scores (one full day per plant, conducted by the Group's Industrial Director and the Group Safety Engineer) improved by 3% compared to 2024 and by 48% compared to 2019. The 2025 audits included interviews with 47 employees. This is a comprehensive framework that highlights senior management's and plant management's commitment to safety for all personnel.
- A major training initiative led by the company SBS (Sustainable Business Solutions) consisted in implementing "safety situational discussions." This initiative alone accounted for more than 10% of the training budget of our plants and enabled the training of 63 people, including the Industrial Director and the Group Safety Engineer, as well as supervisory teams across our four plants.

### SAVING ENERGY AND LIMITING OUR DIRECT CARBON FOOTPRINT

#### SUCDEN IN THE CIS

We aim to reduce our energy consumption and carbon footprint, as this is both beneficial for the environment and helps reduce our costs. In addition, reducing waste production and optimizing our energy use are key to ensuring our overall plant efficiency and the reliability of our industrial processes.

We constantly monitor our energy consumption and consider ongoing improvements to help us reduce it in both our industrial and our agricultural businesses.

We apply industry best practices and technologies when modernizing or increasing the capacity of our factories. The Eletski factory has been designed to reduce greenhouse gas (GHG) emissions by 35% thanks to our introduction of the best available technology in 2016. We use specialized software to continuously optimize and model the energy balance of our factories, and make changes to reduce emissions when closed, for instance by installing LED lighting. Overall, we monitor our greenhouse gas emissions per ton of sugar produced and have set ambitious targets for 2030.

In our agricultural operations, we look for high-performance, modern tractors and beet harvesters, to optimize cultivated land management in terms of both energy consumption and soil quality. Energy consumption is also a key parameter of our analytical crop management. We also experiment natural organic fertilizers to reduce our consumption of synthetic fertilizers.

**OUR PERFORMANCE IN 2025**

**Sucden in the world**

The following table shows the energy consumed by our business operations. We calculate greenhouse gas emissions based on these figures, using country-specific emission factors. We monitor our carbon footprint based on energy consumption from all industrial, agricultural, logistics and maritime activities.

**Sucden in the CIS**

In 2025, Sucden in the CIS resumed its downward trend in GHG emissions, achieving a 12% reduction (kg CO<sub>2</sub> per ton of white sugar produced). Our goal remains to decrease our GHG emissions related to sugar production by 20% in 2030 as compared to 2015. To reach this target, pulp pressing was improved in Tbilisski and vacuum pans were automated in Elets.

This produced the following results:

**KG OF CO<sub>2</sub>E PER CULTIVATED HECTARE**



**KG OF CO<sub>2</sub>E PER TON OF SUGAR PRODUCED**



**ENERGY CONSUMPTION AND GHG EMISSIONS 2025**

As of 12.31.2025	Fuel			Energy consumption		GHG emissions			
	Gas	Electricity	& Gasoline	2025 MWh	2024 MWh	2025 tCO <sub>2</sub> e Scope 1	2025 tCO <sub>2</sub> e Scope 2	2025 tCO <sub>2</sub> e Scope 1&2	2024 tCO <sub>2</sub> e Scope 1&2
Asia	81	1,235	343	1,659	1,882	915	438	1,353	1,538
Europe	-	716	-	716	472	-	12	12	210
Middle East & Africa	-	2	28	30	-	-	-	-	67
North America	-	279	-	279	91	-	78	78	83
CIS	1,875,166	37,137	279,892	2,192,195	2,528,671	458,860	14,261	473,121	540,150
South America	697	2,426	352	3,476	4,143	527	154	681	587
Shipping	-	-	17,812	17,812	36,706	4,836	-	4,836	9,770
<b>Total</b>	<b>1,875,944</b>	<b>41,795</b>	<b>298,427</b>	<b>2,216,167</b>	<b>2,571,965</b>	<b>465,138</b>	<b>14,943</b>	<b>480,081</b>	<b>552,405</b>

**MONITORING AND OPTIMIZING OUR GLOBAL CARBON FOOTPRINT**

As commodity traders, the bulk of our global carbon footprint comes from our supply chain. It is therefore vital that we adopt a long-term perspective when assessing our indirect Greenhouse Gas (GHG) emissions.

In addition to Scope 1 and 2 emissions, which are primarily associated with our direct operations, the commodities we purchase contribute significantly to carbon emissions during the upstream agricultural and industrial phases. This is due to the consumption of energy, fertilizers, fuels, other materials, as well as to land use change.

**For the first time, Sucden has set a near-term, 10-year emissions reduction targets aligned with a 1.5°C pathway. Sucden aims to continue reducing its absolute Scope 1 and 2 GHG emissions compared to a 2024 baseline. This ambition at this stage covers our CIS subsidiary and is aligned with a linear annual reduction pathway for non-FLAG emissions, alongside the SBTi FLAG sectoral pathway for land-related emissions.**

**For FLAG emissions, Sucden is pursuing a 10-year emissions reduction pathway from a 2024 baseline, aligned with the sector-specific trajectory established by the SBTi. For Scope 3 non-FLAG emissions, Sucden is developing a supplier engagement program aimed at increasing supplier alignment with our climate strategy. Supplier coverage targets will be defined within five years of target submission, in alignment with SBTi guidance.**

**Within Scope 3 FLAG emissions, Sucden plans to prioritize reducing emissions from cocoa-related land-use change and land management, while also exploring reductions in land-use change emissions associated with coffee and sugar.**

We continue to calculate our carbon impact and use these insights to better understand, mitigate, and manage our climate footprint. Our inventory is developed in alignment with the GHG Protocol, incorporating ongoing refinements to enhance accuracy. Wherever possible, we leverage primary data and draw on the most reliable emission factors available from public and private research sources.



**OUR PERFORMANCE IN 2025**

**SUCDEN GLOBAL FOOTPRINT IN 2025**

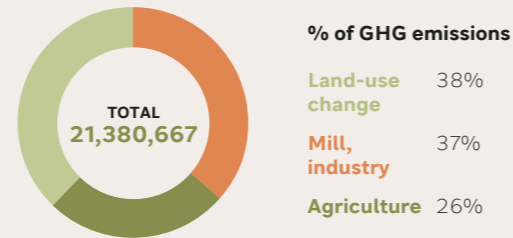
	Trading	Agroindustry	Other Activities	Total
<b>Scope 1 in tCO<sub>2</sub>e</b>				<b>465,138</b>
Stationary Combustion	-	460,302	-	460,302
Mobile Combustion	4,836	-	-	4,836
<b>Scope 2 in tCO<sub>2</sub>e</b>				<b>14,943</b>
Electricity Consumption	12	14,261	670	14,943
<b>Scope 3 in tCO<sub>2</sub>e</b>				<b>22,260,016</b>
Purchased Goods and Services	21,380,667	438,241	9	21,818,917
Transportation and Distribution	225,186	42,649	-	267,835
Other Indirect Emissions	118,730	49,156	5,378	173,264

BREAKDOWN OF TRADING ACTIVITIES GLOBAL FOOTPRINT (in tCO<sub>2</sub>e)

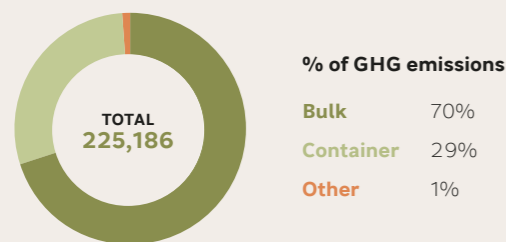
Trading - purchased goods



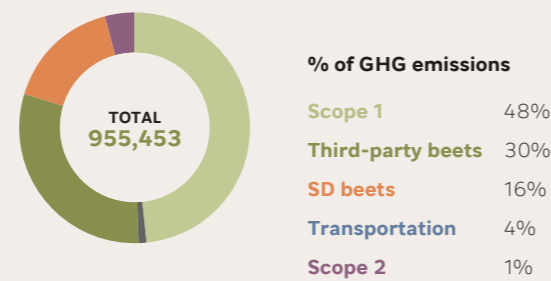
Trading - purchased goods



TRADING - TRANSPORTATION (% of GHG emissions)



GHG EMISSIONS IN THE CIS (% of GHG emissions)



Sucden's greenhouse gas inventory is prepared in accordance with internationally recognized standards and best practices, including the GHG Protocol Corporate Accounting and Reporting Standard, the GHG Protocol Scope 3 Standard, GHG Protocol Land Sector and Removals Standard, and the SBTi FLAG Guidance. The methodology also draws on relevant sector-specific guidance, including the GHG Accounting Framework for Cocoa. The inventory reflects a comprehensive, full-value-chain approach, covering all relevant Scope 1, 2, and 3 emissions across Sucden's global operations, subsidiaries, and traded commodity portfolios.

Sucden applies a hierarchical data approach, prioritizing the use of primary, activity-specific data wherever available. This includes executed trading volumes, supplier-level information, direct land-use change data, and primary management practices. Where primary data is not available or incomplete, secondary data and emission factors are sourced from internationally recognized and peer-reviewed databases, includingecoinvent, the World Food LCA Database (WFLDB), Agri-footprint, the U.S. EPA, and more. Additional datasets and tools are used to enhance coverage and improve alignment with evolving best practices.

All emissions are calculated using a consistent, GHG Protocol-aligned methodology, applying appropriate global warming potentials in line with the latest IPCC assessment reports adopted under the GHG Protocol. The methodology incorporates both biogenic and non-biogenic emissions, as well as land-use change and land management emissions, in accordance with FLAG requirements.

As part of continuous improvement, Sucden regularly reviews and updates its methodology to reflect advances in data quality, methodological guidance, and industry best practice. Sugar mill and processing emissions, which were not included in earlier inventories, have been incorporated into the 2024 baseline. The updated 2024 baseline footprint of 23.766 million tCO<sub>2</sub>e has been reviewed and validated by external advisor and will serve as the reference point for Sucden's emissions reduction targets and tracking. Methodological updates are applied transparently and, where material, are assessed for baseline recalculation in line with GHG Protocol and SBTi requirements.

As a global commodity trading company, Sucden's emissions profile is inherently influenced by annual fluctuations in traded volumes, sourcing geographies, and product mix. These dynamics are considered when interpreting year-on-year changes in emissions performance.

TRANSPORTATION - AVERAGE EEDI (gCO<sub>2</sub>e/t.nm<sup>-1</sup>)



MANAGING OUR WASTE PRODUCTS AND PRODUCTION RESIDUES

SUCDEN IN THE CIS

Sugar production generates valuable by-products<sup>8</sup> such as molasses, and beet residue that can be used as fertilizer. We also produce limited volumes of waste from logistics and commercial activities (such as used pallets and scrap packaging). Agricultural activity itself generates little waste. Even so, we constantly look for innovative ways to recycle an increasing volume of our waste. Our agricultural managers and refinery leaders monitor all production residues and waste and aim to maximize recovery rates.



OUR PERFORMANCE IN 2025

The table below shows the waste generated by our industrial and agricultural activities.

WASTE PRODUCTION QUANTITY AND RECOVERY RATE

As of 31.12.2025	Non-hazardous	Hazardous	Total waste production		Recycled volume	Recovery rate	
Region	metric tons	metric tons	2025 metric tons	2024 metric tons	metric tons	2025 %	2024 %
Asia	691	0	691	410	686	99%	90%
Europe	7	4	11	-	8	70%	
North America	11	-	11	8	1	10%	13%
CIS	176,731	1,631	178,362	216,300	64,726	36%	32%
South America	256	0	256	319	256	100%	100%
Shipping	-	45	45	44	0	0%	1%
<b>Total</b>	<b>177,696</b>	<b>1,680</b>	<b>179,376</b>	<b>217,081</b>	<b>65,676</b>	<b>37%</b>	<b>32%</b>

SUCDEN IN THE CIS

Pulp management:

- At Dobrinski, improvement in pellets pressing made it possible to eliminate the output of non-recoverable by-products.
- We achieved our sugar beet pulp recovery targets in Kamenski and Tbiliski.
- In 2022 we launched a cleaning cycle of the tailing ponds in Dobrinski which resulted in an increase of waste production.

<sup>8</sup> Sugar and pellets are considered as products; molasses and beet pulp are considered as by-products. By-products are included in the waste reporting disclosed in this report. We consider this waste as recovered.

**OPTIMIZING OUR WATER CONSUMPTION**

**SUCDEN IN THE CIS**

Reducing water consumption is one of the key measures of our sustainability policy on which our local managers focus, especially reducing the volume of discharged water. In the sugar beet refining process, we can reuse the water used to clean beets within closed-loop systems, which we now deploy in four of our plants.

Overall, we monitor our water consumption per ton of sugar produced and maintain the previous years' performance now that the 50% reduction target has been met compared to the 2018 baseline.

We will continue our efforts to further improve and enhance our water management practices moving forward.

**WATER CONSUMPTION**

Thanks to the cumulative efforts of recent years, we managed to achieve this target in 2022, eight years ahead of schedule. This year, we reduced our water consumption per ton of white sugar produced by 6%. This was achieved by modernizing the cooling towers at our Tbiliski and Eletski sugar plants. We plan further improvements starting from 2025 and will also set a new target for 2030.

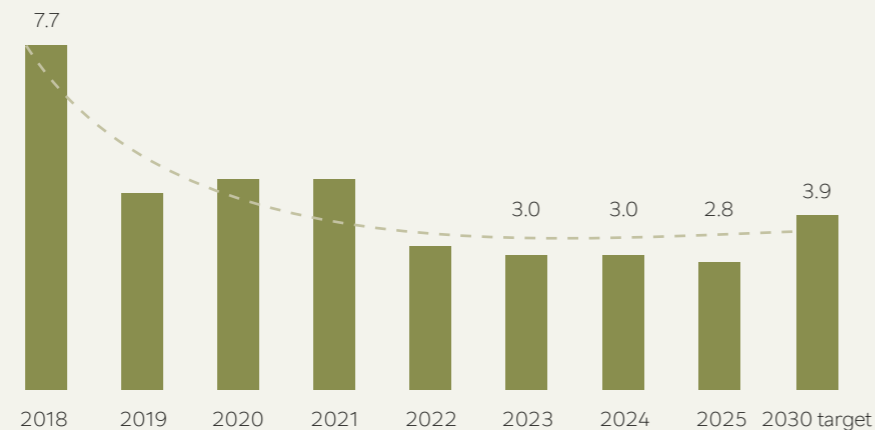
**OUR PERFORMANCE IN 2025**

**WATER CONSUMPTION**

Region	2025	2024
	m <sup>3</sup>	m <sup>3</sup>
Asia	4,343	5,363
Europe	206	-
Middle East & Africa	587	-
North America	2,786	1,853
CIS	2,210,254	2,394,247
South America	13,055	16,194
Shipping	400	450
<b>Total</b>	<b>2,231,631</b>	<b>2,418,107</b>

**SUCDEN IN THE CIS**

**WATER CONSUMPTION (M<sup>3</sup>/ MT OF WHITE SUGAR PRODUCED)**



**CONSERVING OUR SOIL AND PROTECTING BIODIVERSITY**

We strive to protect biodiversity, especially in our agricultural and maritime activities, where we can have a direct impact. The land we cultivate is a natural habitat for numerous species, and we employ agricultural practices that protect the soil through crop rotation as well as fertilizer and pesticide management.

**SUCDEN IN THE CIS**

We analyze all fields once every five years and monitor annual applications of mineral and organic fertilizers closely. Attentive to agro-ecological approaches, we are constantly adapting our agricultural practices:

**Advanced beet seeds technology**

We cultivate 50% of our beet growing areas using Conviso Smart technology. This allows us to enhance yields while promoting the sustainable use of herbicides. The technology effectively addresses common sugar beet challenges like wild beets or dodder and requires just 2 herbicide applications, as opposed to 4 or 5 required by traditional methods. Increased yield thanks to the herbicide's non-phytotoxicity on sugar beet.

**Strip-till techniques**

Strip tillage is a conservation technique in sugar beet cultivation where only narrow strips of soil are tilled, leaving the rest untouched to reduce soil disturbance and promote better crop growth. About 5% of our cultivated areas employ this approach.

In addition, we continue to test various methods in our agricultural operations, including the use of different sugar beet varieties, long-term strip-tillage techniques for fertilizers, Trichoderma tests. After testing this system for three years, we have decided to expand our strip-till areas. For the 2026 harvest, we plan to cover approximately 15,000 hectares (vs 5300 in 2025) primarily focusing on sugar beet cultivation.

We do not use GMOs. All our phytosanitary products meet local standards and are referenced in our index which is revised annually. Besides, maintaining hedges enables us to use wood to heat some of our workshops.

**ANIMAL WELFARE**

Besides our main activity of cereal and sugar production in the CIS, we produce milk from the 2,200 cows on our farms. We oversee animal welfare in our dairy-herd management and base our analysis on the five fundamental freedoms outlined in the Compassion in World Farming (CIWF) criteria. These are designed to ensure animals: do not suffer from hunger or thirst; do not suffer from discomfort; do not suffer from pain, injury or disease; are able to express natural behaviors; do not experience fear and distress. In 2025, we continued to implement comfort, ventilation, training, and feed balancing to apply these principles. We also started to design new modern farms.



# 04. SUPPLY CHAIN

Our aim is to support producers and farmers in managing their farms responsibly by applying good agricultural, social, and environmental practices. This objective can only be achieved by understanding the local context, innovating where possible, providing a supportive environment for farmers and their families, and by establishing key partnerships. To deliver and tailor farmer-focused sustainability programs, we work closely with another integral partner in the supply chain: our clients. In partnership with all stakeholders of the supply chain – farmers, implementing partners, civil society, governments, and clients – we seek to improve the effectiveness of these programs by monitoring their impact at community, household, and individual levels.

### Contributing to the following UN Sustainable Development Goals



## KEY CHALLENGES RISKS AND OPPORTUNITIES

### SUGAR

As sugar is the historical foundation of our business, strong and long-term relationships with suppliers are essential to the performance and sustainability of our value chain. Aligning objectives with our partners is therefore a strategic priority.

During 2025, supplier engagement was strengthened, with a focus on responsible agricultural practices, environmental and social performance, and process improvement. This effort helped build stronger foundations for dialogue and collaboration. In 2026, this engagement is expected to intensify further, expanding joint efforts to strengthen the resilience of the supply chain, drive continuous improvement, and create shared value.



## 04. SUPPLY CHAIN



### COCOA

Throughout 2025, the global cocoa sector continued to navigate unprecedented volatility that impacted country level supplies and consumer demand for cocoa and chocolate. Weather extremes and the continued spread of disease negatively impacted cocoa production in key historical origins while the expansion of new plantings and innovative cultivation techniques brought increased production from other countries. Regulatory developments, including the delayed implementation of the EU Deforestation Regulation (EUDR) and evolving human rights due diligence expectations, further reshaped compliance requirements, even as broader sustainability agendas in producing and consuming countries faced delays or political headwinds. Against this backdrop of interconnected environmental, economic, and social stressors, Sucden remained firmly committed to expanding its sustainable and equitable cocoa supply chain.

### COFFEE

Coffee is sourced from more than 20 origins, with key operations in Vietnam, India, Indonesia, Colombia and Brazil. About 70% of the coffee we deliver to our customers has been grown by smallholder farmers, who often rely on coffee for their entire livelihoods.

Although mechanical harvesting is becoming more common, coffee cherries are still harvested manually in many places and harvesting remains the most labor-intensive stage of production. Hence, growing coffee creates income opportunities for millions of workers worldwide. Beyond its economic importance, coffee also provides the opportunity to integrate nature conservation within the production system. In particular, where coffee is grown within a shaded system, the native trees play an important role in biodiversity and as carbon sinks.

In general, the areas where coffee is grown are now affected by land degradation and climate change, putting millions of hectares at risk of becoming unsuitable for coffee production. At the same time, smallholder farmers struggle with low coffee prices and labor shortages, as farm workers seek safer and fairer work. As a result, millions of livelihoods are at stake, as is the future of coffee supply, including its quality and diverse origins.

We recognize the undeniable role coffee has in human livelihoods, culture and productive landscapes. Therefore, we take a share of the responsibility for the supply chain we rely on for our coffee business, and participate in tackling the challenges endangering its very existence. One of the main sustainability focus areas remains climate change and carbon reduction. Sucden Coffee is exploring several initiatives.

## OUR STRATEGY POLICIES AND PERFORMANCE

### SUGAR

As sugar is our original historical commodity, our sugar business is based on long-standing relationships with suppliers. Matching our goals with those of our suppliers is a key priority. As such, our trading teams aim to continue building long-lasting relationships with suppliers who are aware of their role in the sugar supply chain and aim to improve their agricultural practices as well as their environmental and social performance.

#### Sustainability Progress Across the Supply Chain in 2025

In 2025, Sucden advanced the structuring of its sustainability approach in the sugar sector, strengthening stakeholder engagement, expanding its on-the-ground presence, and progressively reinforcing the integration of the ESG agenda into its commercial processes.

Throughout the year, technical visits were carried out to supplying mills, logistics terminals, and ports in Brazil's Center-South and Northeast regions, providing a deeper understanding of the operational, environmental, and social challenges faced by partners. In parallel, technical engagements were conducted with suppliers in Latin America and India, focusing on mapping practices related to emissions reduction, operational efficiency, and socio-environmental initiatives.

Sucden's focus in the sugar and ethanol sector remains on disseminating best practices and encouraging greater transparency and ESG maturity across its supply chain.

COCOA

During 2025, we strengthened social protection for farming families while scaling measurable impact. CLMRS coverage expanded by 10%, reaching 106,403 households across Côte d'Ivoire, Ghana, and Nigeria. Forced labor risk awareness raising and monitoring reached more than 97,000 households, complemented by enhanced grievance mechanisms and a community-based pilot activity in Cameroon that applies a landscape lens to assessing and addressing forced labor risk indicators. Living income initiatives deepened in Côte d'Ivoire, reaching over 7,300 households through structured income accelerator programs that link conditional payments to school enrollment, pruning, agroforestry adoption, and women's empowerment. Village Savings and Loan Associations, digital payment systems, financial literacy training, and diversified income-generating activities continued to stabilize household cash flow and strengthen women's economic participation across origins. These efforts recognize that child protection, gender equality, income resilience, and access to services are inseparable components of creating long-term well-being for cocoa farming households.

Environmental action progressed in parallel, reflecting the close link between climate resilience and income security. More than

78,000 farmers participated in Farmer Field Schools focused on climate-smart agriculture and regenerative practices, while over 750,000 multipurpose tree seedlings were distributed globally to strengthen agroforestry systems, biodiversity, and carbon sequestration. Pruning brigades and farm rehabilitation initiatives supported productivity improvements on existing land, reducing pressure on further expansion. We delivered more tons of segregated traceable cocoa beans than in any previous year, supported by strengthened farm mapping, deforestation risk assessments, supplier verification processes, and active engagement in industry platforms shaping compliance.

As we move into 2026, the impacts of climate volatility, structural poverty, and regulatory transformation remain deeply interconnected and continue to place multiple stressors on smallholder households. Our focus therefore remains on expanding the reach and quality of our programs, strengthening environmental and human rights due diligence procedures, and driving further impact through collaboration, expert partnerships, and innovation. In a period defined by uncertainty, Suceden remains dedicated to creating and reinforcing resilience at farm, cooperative, and community level, ensuring that progress toward a transparent, climate-resilient, and socially responsible cocoa supply chain continues despite the challenges inherent within the global cocoa sector.

**S&D SUCDEN** | OUR AIM IS TO SOURCE COCOA IN A WAY THAT HELPS FARMING FAMILIES, COUNTRIES AND THE PLANET THRIVE

**SUPPORT FARMING FAMILIES**

- Support women and communities**: by facilitating programs that improve access to healthcare, water and give agency to female heads of households.
- Promote a living income for farmers**: by working with experts to support the role of cocoa in improving farming families' earnings.
- Prompt responsible labor practices**: by implementing child labor monitoring and remediation systems, and tools to assess and respond to the risk of forced labor.

**106,000+** households covered by child labor monitoring and remediation systems through 2025.

**SAFEGUARD THE PLANET**

- Preserve forests**: by assessing the direct supply chain for deforestation risk and compliance, in addition to implementing forest restoration projects.
- Source from well-managed farms**: by facilitating business training for farmer group management teams.
- Improve farming practices**: by offering farmers training and access to better plants and farm inputs.

**122,000+** farmers trained or coached on improved agricultural practices in Côte d'Ivoire, Ghana, Nigeria, the Dominican Republic and Ecuador through 2025.

**PROVIDE TRUSTWORTHY COCOA**

- Source cocoa tailored to client needs**: by providing beans that meet specific customer sustainability requirements.
- Enable clients to track their sustainability progress**: with customized reports, leveraging our field presence and close partnerships to provide meaningful insights.
- Offer traceability to farm**: by mapping our direct supply chain back to the farm in six countries.

**190,000+** cocoa farm boundaries mapped through 2025.



SUPPORTING FARMING FAMILIES

The Support Farming Families pillar defines Suceden's Human Rights and social framework for action within its sustainable cocoa approach. Grounded in human rights due diligence, it addresses the most material human rights and social risks and structural challenges facing cocoa-farming households, including child labor, unsafe work, gender inequality, limited access to essential services, and persistent income insecurity.

A core focus of the pillar is the promotion of responsible labor practices, which we aim to achieve through robust human rights due diligence and the identification, prevention, and remediation of child labor, prioritizing our segregated supply chains. Within client sustainability programs, Suceden implements a Child Labor Monitoring and Remediation System (CLMRS) aligned with International Cocoa Initiative (ICI) guidance, combining prevention, household engagement, risk-based monitoring, and follow-up remediation. Under sustainability programs in lower risk origins, Suceden applies proportionate, risk-based human rights due diligence approaches that prioritize prevention, supplier accountability and awareness-raising, accessible grievance mechanisms, and targeted verification. The pillar also supports women and communities through programs that improve access to essential services; strengthen household agency and address the root causes of human rights issues. In close partnership with its clients, alongside suppliers, implementation partners, and subject-matter experts, Suceden facilitates community-based initiatives that support education, health, water and sanitation, financial inclusion, and social protection, recognizing that resilient households depend on more than cocoa farming income alone. Women's economic participation and decision-making power are prioritized across these efforts, reflecting the critical role of women in childcare, education, nutrition, and household financial management, and their central importance in driving sustainable social outcomes.

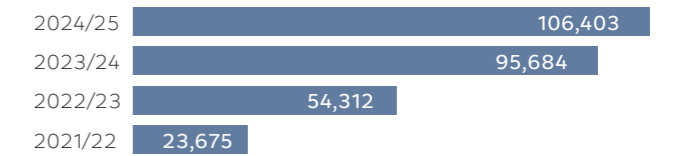
Promoting progress toward living income is a central objective of Support Farming Families. Suceden supports diversified and complementary income pathways at household level, including community-level savings and loan mechanisms, income-generating activities, productivity and labor services, and targeted incentives and cash-based support. These approaches are designed to stabilize income flows, strengthen financial planning capacity, and enable households to invest in both farm performance and family well-being. Strengthened cooperative capacity, transparent payment systems, and long-term sourcing relationships further reinforce income stability and service delivery at farmer level.

Across all components, Suceden seeks to apply a holistic, household-centered approach that integrates child protection, gender equality, income resilience, and access to services. By addressing social risks and opportunities in a coordinated manner, Support Farming Families positions social sustainability and human rights protection not as a standalone program area, but as a foundational condition for resilient cocoa supply chains and long-term farmer well-being.

Prompt Responsible Labor Practices Combating Child Labor

As part of our ongoing commitment to prevent and mitigate child labor, we expanded our direct Child Labor Monitoring and Remediation System (CLMRS) coverage in Côte d'Ivoire, Ghana, and Nigeria. From a total of 95,684 households covered in 2024, we extended our reach by 10% in 2025, to 106,403 households.

NUMBER OF HOUSEHOLDS COVERED BY A CLMRS



A key area of progress under this workstream was our contribution to the development of the International Cocoa Initiative's (ICI) CLMRS Core Criteria, which serves as an industry standard for CLMRS implementation. Once validated by the ICI membership and published in September 2025, we worked on adapting our CLMRS approach in line with the new criteria and will apply these standards during the 2026 crop season.

In 2025 in Côte d'Ivoire, we conducted training sessions for 174 field agents in collaboration with ICI. These trainings focused on preserving childhood, preventing child labor, upholding workers' rights, and addressing gender-based discrimination. As part of the CLMRS remediation process, field agents conduct household-level awareness and sensitization sessions followed by direct interviews within one month of identifying potential child labor cases, enabling us to design tailored, context-specific remediation plans. We employ an age-based approach that prioritizes early school enrollment for children under five, reinforces the importance of education for children aged 5-10, supports mandatory schooling for children aged 11-16, and provides vocational guidance and livelihood pathways for youth over 17. Follow-up interviews within 6 months of the detection of potential cases confirm cessation of child labor and adherence to the remediation plan. Through these efforts, we facilitated the removal of 2,561 children from child labor.

Across cocoa-farming communities in both Ghana and Nigeria, we broadened our supply chain CLMRS approach, established in partnership with ICI. In Ghana, we continued our efforts with Kuapa Kokoo Farmers' Union (KKFU), Cocoa Abarabopa Association (CAA), Fludor Ghana, Adikanfo Commodities Limited and Federated Commodities Limited (Fedco). Through the CLMRS, Suceden covered 33,121 cocoa-supplying households in Ghana and 4,660 in Nigeria. To enhance our identification efforts, we trained 268 field agents on child labor, forced labor, discrimination, and workplace violence/harassment. Suceden continued to collaborate with local partners to develop remediation plans for identified child labor cases. As a result of these efforts, 1,075 cases of child labor were remediated in Ghana through individual and community-based interventions.

We also continue to make progress in tackling child labor in Ecuador and the Dominican Republic, and we remain committed to addressing any potential cases within our segregated supply chain. Our risk-based due diligence approach to child labor focuses on identifying, assessing, and mitigating the risks of child labor proportional to the severity and likelihood of those risks.

## 04. SUPPLY CHAIN

Our CLMRS procedure has been verified through ongoing monitoring, including audits conducted by external parties and self-assessments from suppliers. To further ensure the effectiveness of our procedures, audits have been complemented with direct interviews with workers and children to confirm that policies are being properly implemented.

Beyond child labor monitoring, in partnership with our clients and the Sucden Foundation, we also implemented community investment projects that tackle root causes of child labor such as economic vulnerability, food insecurity, and gender inequality.

Across our segregated supply chains, Sucden provided 2,571 Ivorian children, 719 Ghanaian children, 963 Ecuadorian children, 200 Nigerian children, and 180 Dominican children with school kits in 2025, supporting remediation from child labor and mitigating burdens to education.

In Côte d'Ivoire, we renovated 34 classrooms and built 10 school facilities, including constructing bathrooms and latrines at community schools, altogether improving the learning environment and ensuring better access to education, particularly for girls. We also contributed to the rehabilitation of teacher housing and distributed improved cookstoves. In Nigeria, desks and tables were distributed to schools, and exercise books were distributed to students, encouraging school attendance and learning. Together, these initiatives underscore our commitment to creating long-lasting impacts on both individual and community levels.

In partnership with the Raoul Follereau Foundation and the Ministry of Health, Sucden contributed to strengthening local educational systems in Côte d'Ivoire through several concrete actions. We helped schools issue birth certificates to undocumented children and provided hygiene and nutrition education to 270 farming households. Water points for drinking and washing were also constructed in three communities, with two of them serving both the community and the schools. Further details are illustrated on page 41.

Under the Child Learning and Education Facility (CLEF) and System Change Approach for Learning Excellence (SCALE) partnerships in Côte d'Ivoire and Ghana, respectively, other in-kind investments included the rehabilitation of primary school infrastructure and provision of bridging classes. Progress made through CLEF and SCALE are included on page 41.

In Latin America, progress continues to be made toward increasing school enrollment and improving household income over the past two years, especially in rural areas. Investing in rural education to drive intergenerational progress within farming communities is a necessary and proven approach to disrupt cycles of poverty and child labor, while strengthening long-term community well-being. In both Ecuador and the Dominican Republic, our supply partners contributed to the distribution of school kits to children in cocoa-producing communities

### Prompt Responsible Labor Practices Addressing the Risk of Forced Labor

This year, Sucden continued to raise awareness among suppliers about the risk of child and adult forced labor. In strengthening the capacity of staff and stakeholders, we continued to distribute the Sucden Supplier Handbook on Forced Labor - based on expert sources including the International Labor Organization (ILO), Organization for Economic Co-operation and Development (OECD), Verite, and ICI - and use tools and insights obtained from ICI and its subgroup on Forced Labor, in which we actively participated. Field agents also used the standard operating procedure for identifying and addressing forced labor risks, established in 2024.

Across our segregated supply chains in Côte d'Ivoire, Ghana, Nigeria, Ecuador, and the Dominican Republic we conducted training sessions for 519 field agents, focusing on forced labor

awareness and safeguarding workers' rights. Field agents used training materials provided by ICI, covering topics such as forced labor definitions from the ILO, risk indicators, and policy procedures. The field agents were also provided with essential tools, including work contract templates and data collection instruments, tailored for monitoring forced labor risks. Within our segregated supply chains, these tools have been integrated into the CLMRS workflow, specifically during household sensitization. Through these awareness raising efforts in Côte d'Ivoire, Ghana, and Nigeria, we reached 53,542, 36,730, and 7,713 farming households, respectively, via our field agents. In addition, field teams in Ecuador, the Dominican Republic, and Colombia, received training from our partner Proforest on indigenous rights and the prevention of forced and child labor.

At the origin level, in Ghana, we intensified our efforts to prevent forced labor by enhancing collaboration with local partners to better understand the risk indicators of forced labor. We continued to ensure that all CLMRS surveys incorporate questions related to risk indicators of forced labor, and all awareness-raising sessions in cocoa growing communities outlined the concept. The 268 field agents began raising awareness on this issue within farming households during home visits, reaching over 36,730 households - over 150% more than in 2024.

In Nigeria, to strengthen responsible labor practices and promote safe working conditions, we continued to raise awareness among suppliers on mitigating the risk of forced labor. This includes maintaining up-to-date worker records and formalized employment documentation, including contracts, and conducting regular cross-checks to ensure that all workers present on farms are accurately documented. Any discrepancies are flagged for follow-up and corrective action. We also continued to enforce our grievance mechanism as an accessible and confidential method for farmers, workers, community members, and in-country staff to raise and address concerns promptly. Together, these efforts support greater accountability, community engagement, and the protection of human rights.



## 04. SUPPLY CHAIN

### COMMUNITY VIGILANCE COMMITTEES

During 2025 Sucden continued its pilot project with the International NGO Free the Slaves (FTS) to explore the role of Community support mechanisms in assessing and addressing the presence of International Labor Organization (ILO) established indicators of forced labor in a specific landscape within the Central Region of Cameroon.

Based on the premise that local stakeholders and leaders will have better knowledge of labor practices in the region and are better placed to identify and remediate indications of forced labor, FTS established Community Vigilance Committees (CVCs) in four cocoa producing communities in the Central Region.

The committees, once established through an FTS selection protocol, and consisting of 12 to 15 members each, were initially trained to communicate with local farmers and stakeholders and to identify whether labor practices indicative of either the lack of worker consent or the menace of penalty were taking place in the areas surrounding the communities.

In Latin America, the risk of inappropriate labor practices can be associated with the needs of family-operated, smallholder and medium-sized farms, which often rely on seasonal workers to help with tasks like pruning, weeding, harvesting, and spraying. Though these workers are essential to farm operations, farmers usually face significant constraints to hiring them, including rising labor costs, lack of skilled labor, production loss, price volatility, and insecurity.

We complement field agent training with ongoing forced labor monitoring and risk mitigation measures. Supplier field teams conduct regular engagement with producers and workers to identify potential risk indicators, support the use of clear and documented employment arrangements, and verify that work is voluntary and free from coercion. Accessible and confidential grievance channels enable workers and community members to safely report concerns, and any identified risks are promptly investigated and addressed through corrective actions in collaboration with local partners. This risk-based approach strengthens accountability and supports safe, fair, and dignified working conditions.

As part of our risk-based approach and ongoing efforts to monitor forced labor risks, we have ensured that all of our suppliers in Ecuador undergo third-party audits to assess compliance with labor standards, both at the exporter and farm levels. Audit reports from the 2025 season confirm that no human rights violations were identified. Additionally, we have implemented due diligence measures, including codes of conduct, risk assessments, grievance mechanisms, and field visits, to further strengthen our commitment to ethical practices.

We worked with exporters, Ekokakao and Babahoyo Export, in Ecuador to establish pruning crews and subsidize pruning services for 176 farmers. These crews consisted of adult farmers from the community who have previously received training on pruning methodologies and safe working practices. Farmers were also sensitized about labor rights and safe working practices during group and individual training.

In the Dominican Republic, Roig Agrocacao underwent an audit by an independent verification entity. The assessment covered a broad spectrum of ethical and sustainable practices, drawing inspiration from globally recognized standards such as Rainforest Alliance, Organic, and Fairtrade. The audit results confirmed that there were no breaches in the system designed to identify,

During the mid-crop and main crop, when labor requirements on farms intensified, CVC members received additional training and guidance on how to identify indicators and how to respond when such indicators were found, they were also equipped with cellphones to effectively identify and respond.

Besides the CVCs, it was determined that remediation committees were necessary in each community to respond to and assist those individuals who were working in situations where an indicator of forced labor was identified. Remediation committees consisted of community and regional leaders who were tasked with fully investigating the presence of an indicator. Through this approach it was determined that the presence of forced labor risk indicators was a rare occurrence among those who hire labor, and in most cases, indicators could be corrected by providing awareness raising of workers' rights to the hiring person and the worker.

The pilot will continue through October 2026 when key learnings will be assessed for use in other sourcing locations - although it is already clear that there is significant benefit to pursuing a landscape-based approach when assessing the presence of forced labor risk.

address, and mitigate risks associated with child labor and forced labor. This approach ensures that ethical practices are upheld throughout the supply chain, holding all stakeholders accountable for their role in tackling child labor.

### Promote a Living Income for Farming Households

In 2025, Sucden Cocoa developed its Living Income Framework of Action, outlining our perspective, policies, and approaches to narrowing the living income gap among cocoa farmers, in our segregated supply chain. This document was published in early 2026 and guides our ambitions for pursuing living income solutions through four pillars of activity: partnerships with subject matter experts and our customers, learning from the implementation of programs at origin, constructive engagement with suppliers, and exploration of innovative income enhancing activities.

As an implementer of two income accelerator programs in Côte d'Ivoire, we worked directly with cocoa cooperatives to create opportunities for farming families to increase their income. The programs were designed in collaboration with two key clients to provide comprehensive support in accelerating and diversifying household incomes, while promoting gender equity. Through these programs, Sucden implemented conditional payments, designed to increase household income while incentivizing practices that support farm sustainability, child well-being, and women's empowerment. Farmers can receive up to €500 annually if they meet specific requirements, including school enrollment for children, pruning activities, agroforestry adoption, and income generating activities. Payments are allocated to both the male and female head of household, empowering women to spend or invest the money as they see fit and fostering financial independence and decision-making. In 2025, after their first and second year of implementation, the two living income programs reached 4,446 and 2,858 households, respectively - driving inclusive economic empowerment within cocoa-producing communities.

## 04. SUPPLY CHAIN

### Promoting Women's Economic Empowerment

Across our segregated supply chains, our commitment to supporting cocoa-growing communities brought together expert partnerships in the design and implementation of projects aimed at enhancing women's financial inclusion and entrepreneurial capacities. Activities such as Village Savings and Loan Associations (VSLA), Income Generating Activities (IGA), and cash transfer initiatives were targeted at women, to increase their participation, financial inclusion, and decision-making power within farming households. These efforts were further reinforced through digital payments, cooperative capacity building, and youth employment initiatives that support diversified household income and resilience.

In Côte d'Ivoire, these initiatives focused on supporting women to develop and expand IGAs – often using funds from VSLAs – while also providing training on good nutritional practices for infants and young children. With support from the Sucden Foundation and our clients and partners, Sucden facilitated the establishment of 14 new VSLAs and enrollment of 431 VSLA members in Côte d'Ivoire. Meanwhile, the launch of both on- and off-farm IGAs has provided support to 1,581 individuals, promoting food security, income diversification, and economic resilience.

### VSLA DIGITALIZATION

In 2025, a key achievement under the IDH and Sucden "Cocooperation" program was the digitalization of 10 Village Savings and Loans Associations (VSLA). Financial exclusion remains a persistent challenge for rural households in Côte d'Ivoire, particularly for smallholder farmers and women who lack access to formal financial instruments. While VSLAs are widely effective for mobilizing savings, their reliance on manual record-keeping can limit transparency and efficiency.

Through the digitalization of VSLAs, Sucden aimed to strengthen digital confidence, improve record keeping for savings and loans, and facilitate access to formal credit.

This effort was supported by the recruitment of 10 Digital Community Entrepreneurs who provided group onboarding to a digital platform, member training, and ongoing technical support. We also expanded the use of digital premium payments, strengthening accountability and timely delivery of payments to farmers.

Together, these systems allowed for verification of payments at household level, reduced risks associated with cash handling, and contributed to the development of farmers' financial footprints over time.

In Ghana, VSLA initiatives made progress toward enabling household financial independence and diversification. This year, we supported the establishment of 22 new VSLAs across cocoa-growing communities. These community-based finance mechanisms facilitated access to funds for purchasing farm inputs and initiated 26 new IGAs, supporting 562 VSLA members. To expand upon the VSLA and IGA work, over 679 farmers received financial literacy training. Aligned with our third pillar – Safeguarding the Plant – our partner, Rikolto, led training for IGA members on climate smart income opportunities, including organic pesticide preparation and biochar preparation as organic fertilizer.

In Nigeria, 4,600 women and men received training on financial literacy and management of income diversification activities – over a 300% increase from 2024. Additionally, 451 VSLA members continued to contribute to strengthening the community-managed savings mechanism, providing opportunities for community members to invest in diversified livelihood opportunities.

In Ecuador, education and skill-building programs have been crucial in economically empowering women in rural areas. This year, our export partner Exphiorganic conducted an entrepreneurship workshop with 124 women in attendance. Through the workshop, women received basic concepts related to financial education and income diversification, while learning to make customized mugs as a potential income generating activity.

### Strengthening Community Health and Nutrition

In 2025, Sucden supported a range of programs to improve community health and well-being, both independently and collaboratively with clients.

In Côte d'Ivoire, Ghana, and Nigeria, Sucden continued the Nutrition Champions Program, offering training on good nutrition practices mainly targeted at women. This training comprised guidance on recognizing the signs of malnutrition in children and how to effectively address issues related to food insecurity. Nutrition Champions were selected and trained in how to raise awareness of nutrition and food insecurity within their communities. The training included information on how community members can assess children's nutritional status and assist children who display signs of malnutrition by helping them access the relevant health services. The program also supported women in the community to set up Income Generating Activities related to improving nutrition in the communities. Altogether, we reached 5,354 participants through these activities.

Sucden also launched its first health coverage pilot in Côte d'Ivoire, designed to protect up to 1,344 cocoa farmers and their families from healthcare-related financial shocks. The program enabled financial access to essential healthcare through enrollment in a comprehensive coverage scheme, supported by trained healthcare providers and ongoing impact monitoring.

Through SEME, a program implemented in partnership with 100WEEKS, Sucden contributed to positive health outcomes and food security among mothers in cocoa-growing communities in Côte d'Ivoire. In 2025, a large-scale randomized control trial of SEME participants confirmed the connection of the program's unconditional cash transfers to significant improvements in women's economic, emotional, and physical well-being – including reductions in poverty, increased savings, improved food security, and reduced stress, anxiety, and depression symptoms. SEME also generated evidence on child outcomes by linking poverty reduction to improvements in foundational cognitive and brain development processes.

In Ecuador, Sucden implemented several activities related to community health and household nutrition. Through one of our client programs, we assessed current circumstances related to sanitation, education, and rural economy, featuring direct input from community leaders, farmers, and local citizens in 25 cocoa-producing communities. These surveys unlocked key findings regarding access to clean water and indicators of waste and air pollution.

As in-kind investments, we facilitated the distribution of personal protective equipment and first aid kits to 3,630 farmers. Via our export partners Casacao, Aromatic, Biocacao, and Exphiorganic, we also provided 861 farmers with water filters and installed 158 greywater filters in homes within cocoa-producing communities, to improve water conservation and sanitation. To raise awareness on the use of agri-inputs and food safety, we established 27 home vegetable gardens with the support of four exporters.

## 04. SUPPLY CHAIN

### Partnerships

In 2025, Sucden continued to engage in strategic partnerships to advance our work on responsible labor practices, improved livelihoods, and support for women and communities where we source.

We maintained an active role in the Child Learning and Education Facility (CLEF), a government-aligned, multi-stakeholder partnership dedicated to expanding access to quality education. Pooling funding from 16 cocoa and chocolate companies, the Government of Côte d'Ivoire, the UBS Optimus Foundation, and the Jacobs Foundation, CLEF achieved strong progress throughout 2025. To improve access, the program supported the construction of primary school infrastructure across six priority regions, with three schools completed and 27 currently under construction. At the same time, efforts to integrate out-of-school children into formal education enabled 3,101 children – 43.6% of them girls – to enroll through an accelerated learning program. CLEF also strengthened frontline delivery capacity, training 10,500 teachers in effective, engaging pedagogical practices to improve learning outcomes.

In Ghana, Sucden also expanded our partnership with The Jacobs Foundation through the System Change Approach for Learning Excellence (SCALE) program. SCALE is a large-scale, systems-transformation initiative designed to improve foundational learning outcomes, child protection, and community resilience through government-led education reform. Like CLEF, SCALE leverages pooled funding from 10 cocoa-industry partners to unlock matched finance from the Global Partnership for Education. SCALE is designed to address educational needs within rural areas, in collaboration with the Ghanaian Government.

A key achievement in the program's first year was the participation of over 500 master trainers in a national Training of Trainers session. The objective of this activity was to equip two master trainers from each of the 261 education districts across Ghana with requisite knowledge, technical competencies, and implementation skills to lead differentiated learning interventions for each teacher in the district.

Sucden entered into partnership with the Material Innovation Center (MIC) in Ghana to launch an innovative project designed to address structural drivers of child labor while also delivering climate benefits. In many cocoa-growing communities, limited school infrastructure and poor learning conditions increase the risk of school dropout and child labor. In parallel, cocoa pod husks left on farms generate methane emissions when they decompose. Through this initiative, cocoa pod husks are removed from the farm and transformed into 100% recycled and fully recyclable panels used to produce high quality school desks and other classroom materials. In this first phase, five schools from two communities in Atobiase and three communities in Twifo Praso were selected for the provision of school desks, partition walls, and doors constructed with the cocoa husk material. 26 farmers from these five communities agreed to deliver 1500 kg in pods. The project simultaneously improves access to quality education, creates additional income streams for farmers through pod sales, generates local employment opportunities, and reduces greenhouse gas emissions from agricultural waste—demonstrating how circular-economy innovation can strengthen child protection, community resilience, and environmental sustainability at the same time.

### COMMUNITY HEALTH PROGRAM

A key initiative in Côte d'Ivoire was our partnership with the Raoul Follereau Foundation and the Ministry of Health to enhance water, sanitation, and hygiene (WASH) infrastructure and combat neglected tropical diseases. The integrated health program was launched in 2023 and finalized in 2025, reaching over 51,000 people with health examinations and treatments in 119 communities in Gadago, Gbaléville, Séribouo, and Zougouzoa.

By the end of 2025, key progress included the installation of 15 handwashing stations, construction of 7 gender-segregated latrine blocks, installation or rehabilitation of 9 water pumps, and rehabilitation of the Gadago Health Center, including development of a mini water tower. These infrastructures were accompanied by hygiene awareness activities and the creation of management committees to ensure their sustainability.

To promote the long-term sustainability of program impacts, Sucden supported the establishment of school health clubs focused on the "three-star" approach – hygiene, health, and disease prevention. Towards household food security and nutrition outcomes, the project also strengthened women's economic empowerment through training on IGAs, the creation of VSLAs, and food distributions.



## 04. SUPPLY CHAIN

In Nigeria, Sucden continued its child labor remediation efforts in partnership with Kids and Teens Resource Centre (K&TRC), a Nigerian NGO specializing in child protection and community development. Engaged by the Sucden Foundation, K&TRC implemented holistic remediation plans tailored to the needs of cocoa communities and vulnerable households to prevent the recurrence of child labor. During the year, 8 new VSLAs were established, 200 children received school kits, 147 children were supported with school uniforms, and 121 children benefited from school fees assistance. Health check programs reached 151 cocoa farmers, while 430 farmers received awareness training on child labor, forced labor, and gender-related issues. In addition, farm tools were distributed to 150 cocoa farmers to improve productivity. To strengthen household resilience and diversify incomes, 70 farmers received farm inputs, and two children were enrolled in vocational skills training. Furthermore, 16 farmers were supported to open bank accounts, 196 farmers received financial inclusion training, and 53 individuals participated in specialized training on child labor prevention, Prevention of Sexual Exploitation and Abuse (PSEA), and Social and Behavioural Change Communication (SBCC).

### SAFEGUARD THE PLANET

Environmental degradation and climate change represent some of the most material risks to the long-term sustainability of cocoa production. Deforestation, land-use change, ecosystem degradation, and increasing climate stressors threaten forest integrity, farmer livelihoods, and supply stability across cocoa-growing regions. Emissions from deforestation and land-use change also account for a significant share of the cocoa sector's greenhouse gas footprint, making forest protection and climate-resilient production central to Sucden's environmental approach.

The Safeguard the Planet pillar defines Sucden's environmental framework for action within its sustainable cocoa approach. It aligns regulatory compliance, risk management, and field-level interventions to prevent deforestation, reduce environmental impacts, and strengthen the resilience of cocoa farming systems. The framework integrates deforestation risk management, climate action, responsible agricultural practices, and landscape-level engagement, while aligning with evolving regulations such as the EU Deforestation Regulation (EUDR) and international standards for climate and environmental performance.

A core focus of the pillar is improving on-farm productivity on existing cocoa land. Sustainable yield improvement reduces pressure to expand cultivation into forested areas while strengthening farmer income and resilience. Sucden supports farmers through targeted training and coaching on good agricultural practices, including pruning, rehabilitation, soil management, and integrated pest management. These efforts are reinforced by facilitated labor groups and improved access to inputs, as well as strengthened cooperative management capacity through business and governance training to enable effective service delivery and sustained adoption of climate-smart practices.

Agroforestry is a central element of the framework, supporting the transition toward more resilient and nature-positive cocoa production systems. By increasing shade cover and species diversity, agroforestry improves soil health, enhances microclimates, strengthens biodiversity, and reduces vulnerability to climate shocks, while contributing to carbon sequestration and long-term yield stability. These resilient systems are critical to sustaining cocoa supply under accelerating climate change.

These focus areas position Safeguard the Planet as Sucden's integrated environmental framework, linking forest protection, climate action, sustainable productivity, and responsible sourcing. Notably, in 2025, Sucden Cocoa published the Environmental Sustainability Framework of Action, which illustrates our approaches to strengthening systems that uphold strong environmental stewardship, acting with transparency, accountability, and promoting long-term sustainability in the cocoa sector.

### IMPROVING FARMING PRACTICES

#### Good agricultural practices

As part of Sucden's approach to improving farming practices, Sucden continued to scale Good Agricultural Practices (GAP) training and coaching across our sustainable sourcing origins. Led by field officers, Farmer Field Schools (FFS) served as vital platforms for disseminating crucial messages on GAP topics. These training topics included climate change, agroforestry, regenerative agriculture, pruning techniques, weeding strategies, soil erosion management, and other methodologies aimed at enhancing agricultural productivity and resilience. Throughout the year, a total of 78,653 program farmers benefited from comprehensive FFS sessions – over 60% more than in 2024.

In Côte d'Ivoire, we conducted group training sessions at 203 FFS, reaching 26,852 farmers with training and 30,067 farmers with individual coaching. Coaching was facilitated by tailored farm development plans, focusing on farm diagnostics and adoption observation at the plot level. In support of this work, we strengthened the capacity of 174 field agents to deliver training on GAP, climate-smart agriculture, agroforestry practices, and the implementation of Côte d'Ivoire's New Forest Code.

In Ghana, our collaboration with CAA, KKFU, Fludor, Fedco, and Adikanfo was expanded to provide comprehensive training on GAP to 39,279 program farmers. In addition, 6,914 farmers received personalized coaching services, providing tailored insights and support to improve farm production. Throughout the year, a total of 8,218 program farmers in Nigeria also benefited from comprehensive FFS sessions, and 2,664 from individual coaching.

This year in Ecuador, 3,625 farmers were trained by a dedicated team of 31 field technicians, and 3,632 were coached. Topics covered included best practices in areas such as pruning, integrated pest management, plant nutrition, soil management, and the preparation of organic fertilizers. In the Dominican Republic, 679 farmers participated in GAP training and 394 in GAP coaching.

Beyond training and coaching, strategic partnerships with local partners were instrumental in ensuring access to high-quality farm inputs and tools, further enhancing farmer productivity and incomes. In our direct supply chain, we facilitated the distribution of 1,451,651 high yielding cocoa seedlings – including 885,000 in Ghana, 485,911 in Ecuador, 53,740 in the Dominican Republic, and 27,000 in Nigeria.

Under the guidance of a skilled team of field technicians, farmers in Ecuador were assisted in procuring the right type and quantity of fertilizers based on the results of 1,087 soil analyses conducted. 2,692 pruning kits, 975 productivity kits – including foliar fertilizers – and 440 units of farm machinery – including weed trimmers and motorized sprayers – were distributed in 2025. With support from our sourcing partners, we also enabled the fertilization of 3,600 hectares of land via precision agriculture drones, and subsidized the implementation of 96 irrigation systems.

Additionally, to promote more responsible resource use and enhance resilience by reducing dependence on external inputs, our suppliers in Ecuador continued the installation of Biol production units on 62 farms. Biol is an organic fertilizer made with local farm waste materials, including cocoa juice, further supporting sustainable agriculture practices.

By applying a well-rounded mix of nutrients and enhancing microbial activity in the soil, biofertilizers support stronger plant growth and increase resilience to pests, diseases, and environmental stresses. In the Dominican Republic, 50 farmers received soil analyses and 222 received pruning kits.

As farmer loyalty is the primary differentiator in a competitive market, these investments help farmers navigate price volatility and ensure long-term income stability, making cocoa farming a viable and attractive career for the next generation.

## 04. SUPPLY CHAIN

### Pruning

Sucden maintained strong momentum in strengthening pruning efforts throughout 2025. For smallholder farmers, manual weeding and maintenance, thinning, and sanitary pruning can be labor intensive. In addition, improper or poorly timed pruning can severely impact yields. The scaling of pruning and planting brigades supports cocoa productivity by ensuring farmers have access to skilled professionals to implement pruning and creates alternative income opportunities for youth in rural cocoa-growing communities as well as serving as a preventative of child labor.

This year, in Côte d'Ivoire, Sucden initiated the recruitment and training of over 1,000 young people to build a skilled workforce supporting producers in our value chain, primarily for pruning activities. Through these brigades, we supported 2,858 cocoa producers in Côte d'Ivoire through the provision of pruning brigade labor, with 5,261 plots pruned total. Pruning brigade members were trained and equipped by our expert partners, and operated using professional tools and a standardized monitoring form validated by Sucden. Under our living income programs in Côte d'Ivoire, we distributed payments for environmental services (PES) based on pruning criteria, with a portion allocated to the community for the implementation of IGAs.

In Ghana, over 100 young people were trained and equipped to provide support with on-farm pruning and weeding. Together, this activity benefitted over 311 program farmers, 53% of which were women.

Our footprint in Latin America expanded through strategic agricultural interventions. In Ecuador, pruning crews provided services to 176 farmers with support and subsidies from key partners – Babahoyo Export and Ecolakao. In total, the program successfully intervened approximately 595,000 trees, optimizing crop health and yield potential.



### Agroforestry and Restoration

Sucden continued to make significant strides in promoting agroforestry initiatives globally in 2025. Across our direct sourcing regions, we distributed non-cocoa, multipurpose seedlings to farmers, which serve to provide shade – bolstering the resilience and productivity of farmers' land – sequester carbon dioxide, and diversify farmers' income. Beyond the on-farm benefits, planting a vegetative barrier of trees, shrubs, and other plants plays a vital role in safeguarding ecosystems, including water streams and surrounding landscapes – contributing directly to the health and conservation of the environment.

In Côte d'Ivoire, we maintained our work with local expert partner Foncier-Forestier-Agriculture (FOA), to develop 7,523

hectares of agroforestry systems. In total, Sucden supported the distribution of 256,274 multipurpose seedlings for agroforestry in Côte d'Ivoire. For certain agroforestry projects in Côte d'Ivoire, we distributed payments for environmental services (PES) based on tree survival, with a portion allocated to the community for the implementation of IGAs. This year, these funds were utilized to finance gender-sensitive forest protection initiatives, including the establishment of shade and fruit tree nurseries, managed by women's groups. The funds also covered distribution schemes for community development. The direct engagement with community women's associations ensures that gender-sensitive initiatives funded through PES are tailored to the specific needs and priorities of the community.

We also continued to facilitate the distribution of multipurpose tree seedlings to participating farmers for on-farm planting in Ghana. These seedlings offer shade to existing cocoa trees while also providing farmers' opportunities for new income streams, depending on the specific tree species involved. Through five Licensed Buying Companies (LBC), Sucden facilitated the distribution of 330,000 multi-purpose tree seedlings, up 245% from 2024. A total of 9,486 farmers were beneficiaries of this initiative, receiving varieties of shade and fruit trees.

In Ghana, Sucden continued its partnership with Rikolto to provide training and technical support to farmers to convert their cocoa plots to agroforestry within three of its sustainability programs. One objective of this partnership is for farmers to receive specific training on regenerative agriculture to promote improved soil health and carbon capture of farms. Through Rikolto, 150 farmers were guided to implement intercropped agroforestry with 150 hectares developed in agroforestry as a result. Additionally, a total of 3,000 shade tree seedlings were distributed to 195 farmers.

Sucden also furthered its partnership with Agro Eco in Ghana, to develop a high-density shaded cocoa agroforestry model. Under this activity, Agro Eco facilitated the planting of 17,000 shade trees in over 207 hectares belonging to 85 cocoa farmers.

In Nigeria, Sucden successfully distributed a total of 11,780 multipurpose shade tree seedlings to local farmers. Through these efforts, Sucden supported 1,453 program farmers to develop 2,205 hectares of cocoa agroforestry, 55% more farmers covering 59% more land than in 2024.

In Ecuador, we successfully distributed 158,104 multipurpose seedlings, comprised of species like orange, avocado, soursop, yellow ipe, mahogany, common oak, Brazilian fern, and limoncillo, among others.

In the Dominican Republic, we distributed 2,095 multipurpose seedlings to farmers. In total, 542 farmers applied agroforestry across a total of 8,282 hectares. Furthermore, our partner Roig Agrocaao maintained the agroforestry demonstration plots established in 2022, serving as invaluable educational resources, offering farmers a hands-on opportunity to learn about agroforestry techniques.

Alongside other members of the French Sustainable Cocoa Initiative (FRISCO), and led by Nitidae as our expert implementation partner, Sucden also contributed to a multi-stakeholder landscape project in the area surrounding the Mabi-Yaya Nature Reserve in Côte d'Ivoire. The Mabi-Yaya Nature Reserve is a critical biodiversity hotspot under pressure from agricultural expansion, namely cocoa and rubber production. Through this initiative, Sucden is supporting off-farm and peripheral ecosystem restoration and management, including reforestation in the rural area surrounding protected forests, community-led land-use planning, and joint sensitization with public authorities on forest protection. These activities will be implemented in parallel to rehabilitating cocoa farms outside protected areas and introducing agroforestry systems, among other activities aiming to improve the long-term health and resilience of local ecosystems.

## 04. SUPPLY CHAIN

### Source from Well Managed Farms

In 2025, Sucden supported 82 farmer groups in Côte d'Ivoire with capacity strengthening activities. We delivered structured business and governance training to farmer group leadership to strengthen financial management, transparency, and long-term viability. Training modules typically cover financial planning and budgeting, premium management, internal controls, record-keeping, member communication, business diversification, and contract compliance. These efforts improved service delivery to farmers, reduced governance risks, strengthened loyalty, and enhanced the ability of farmer groups to manage sustainability programs and commercial growth responsibly.

To further support the continuous improvement of farmer groups, we launched the delivery of performance-based payments to the General Manager and Lead Farmers at 28 farmer groups delivering under one of our client programs in Côte d'Ivoire. Leaders were rated monthly on a five-point scale according to defined criteria, with payments contingent on achieving an average score of 3.5.

The General Manager and Lead Farmer roles play a critical part in coordinating daily operations, supervising field-level activities, and ensuring that cooperatives stay aligned with program action plans. They also help drive improvements to internal management systems, including stronger data collection, traceability, and monitoring of social and environmental risks. Providing dedicated funding for these positions enables the effective implementation of the program's capacity-strengthening approach, strengthens accountability mechanisms, and supports the transition toward more professional, resilient cooperative management.

### Climate

Sucden recognizes that climate change and deforestation represent material risks to cocoa supply chains and farmer livelihoods. Our cocoa climate approach focuses on reducing land-use change emissions, scaling climate-smart agriculture, protecting and restoring forests, and improving farm productivity to reduce pressure on expansion. We are advancing a science-based decarbonization pathway aligned with emerging FLAG guidance, combining agroforestry, rehabilitation of aging farms, and input optimization to deliver measurable, long-term emissions reductions while strengthening farmer resilience.

Through targeted climate projects—including partnerships with technical institutions such as CATIE in Latin America—we are piloting and scaling low-carbon cocoa production models that integrate agroforestry, soil health improvement, and productivity enhancement. In parallel, Sucden has partnered with South Pole (with technical support from Adastra) to comprehensively assess its global carbon footprint, strengthen carbon accounting methodologies (including direct land-use change factors), and develop SBTi-aligned reduction targets. This work is supported by enhanced carbon monitoring methodologies and third-party verification, ensuring that our climate ambition is grounded in credible data, transparent reporting, and scalable impact across our cocoa supply base.

## PROVIDE TRUSTWORTHY COCOA

Under the Provide Trustworthy Cocoa pillar, Sucden commits to providing traceable cocoa that meets the specific sustainability requirements of our customers and aligns with both professional standards and legal regulations.

To ensure farm-level traceability, Sucden continued to implement our internal deforestation risk assessment (DRA) procedure across origins. This procedure defines how we assess and verify that cocoa plots from which segregated cocoa is sourced meet the requirement of no deforestation or land-use conversion after the cut-off date of December 31, 2020 – or earlier where required by clients or industry standards.

In Côte d'Ivoire, we sourced from 115 farmer cooperatives representing 77,319 farmers across. In Ghana, we sourced from 12 supplying LBCs made up of 36,730 farmers. In Nigeria, we sourced from 7 suppliers comprised of 9,585 farmers. In Ecuador, we sourced significantly increased volumes of third-party verified cocoa from our Ecuadorian exporters—Ecokakao, Biocacao, Babahoyo Export, Exphiorganic, Casacao, and Aromatic. This cocoa has come from approximately 3,838 farmers across the country's key producing regions of Los Rios, Guayas, and Manabí -- a 53% increase from 2024. In the Dominican Republic, we sourced from our long-term supplier Roig, who represents 862 farmers. Compared to 2024, we were able to source from 59% more farmers due to increased sourcing interest from our customers.

### Sucden Standard

As a leading supplier of cocoa beans and cocoa products, Sucden is committed to facilitating the transition towards a sustainable cocoa supply chain. In 2023, we formulated the Sucden Sustainable Cocoa Sourcing Standard, delineating Sucden's requirements for third party verified cocoa. Sucden's initiative presents a holistic sustainability approach – the standard prioritizes farmer-centricity and focuses on core sustainability criteria, with a streamlined set of requirements to ensure operational feasibility and minimize complexity.

Grounded in Sucden's cocoa sustainability approach, the standard aligns with existing sustainability standards and client-specific requirements concerning child labor, forced labor, and deforestation risks. Sucden's verification process covers chain of custody, suppliers, and farmers, emphasizing non-negotiable requirements, aligned with respecting human rights, maintaining rigorous labor standards, and promoting environmental conservation. This approach includes traceability measures, location mapping, and the implementation of robust standard operating procedures, ensuring compliance and impartiality through oversight mechanisms and exclusion criteria for non-compliance.

Building on the successful implementation of the Sucden Sustainable Cocoa Sourcing Standard in Côte d'Ivoire and Ecuador in 2023, which resulted in third-party verification of over 14 farmer groups, we further refined and updated the standard in 2024 and 2025 based on insights and learnings from the years prior. These refinements enhanced the clarity, efficiency, and effectiveness of the standard, ensuring greater alignment with on-the-ground realities and stakeholder feedback.

### Legal Compliance

In terms of compliance with new regulatory requirements, Sucden has used the initial one-year postponement of the EUDR as an opportunity to further strengthen its due diligence system and enhance the preparedness of its supply chain for the Regulation. Following the announcement of an additional delay, Sucden remains fully committed and will continue advancing this work throughout 2026.

As an active member of the European Cocoa Association (ECA) EUDR Task Force, Sucden played a key role in shaping the ECA EUDR Due Diligence Protocol for the cocoa sector, released on September 18, 2025, following extensive stakeholder consultation. The protocol establishes sector-wide best practices and is expected to be updated in 2026 to reflect ongoing EUDR developments. Complementing this sector engagement, Sucden has proactively participated in the pilot phase of ICE COT, a digital platform designed to support traders and operators in ensuring supply chain integrity and transparency. ICE COT offers an end-to-end solution for support to EUDR compliance, enabling the secure sharing and storage of due diligence and traceability data to facilitate the trade of sustainable cocoa and coffee on the EU market.

Building on these partnerships and collective initiatives, Sucden has pursued concrete operational actions in 2025 to strengthen both its internal framework and supply chain preparation. Sucden further expanded the mapping of cocoa production plots and conducted pre-sourcing deforestation risk assessments using satellite imagery analysis in partnership with Satelligence. At the same time, Sucden enhanced its internal information systems to reinforce traceability, data management and overall supply chain oversight. At origin level, Sucden continues its collaboration with the Earthworm Foundation and Preferred by Nature to translate regulatory requirements into practical support and onboarding for suppliers. This included dedicated EUDR training delivered to all potential EUDR suppliers, tailored to the specific context of each country of origin, as well as risk-based assessments. Corrective action plans are actively monitored by Sucden and its partners to drive continuous improvement and ensure suppliers are equipped to meet regulatory expectations and mitigate identified risks effectively.

To ensure the robustness of its system, Sucden decided to undergo a voluntary annual external review of its EUDR due diligence system by Preferred by Nature. For the second consecutive year, the review confirmed the readiness of Sucden's EUDR due diligence system for regulatory implementation. This external review also provides Sucden with opportunities for continuous improvement.

Sucden's comprehensive approach—combining industry-wide collaboration with targeted supplier support—ensures its EUDR due diligence system remains aligned with recommended practices for the cocoa sector while progressively enhancing its effectiveness on the ground.

Beyond EUDR and deforestation risk management, Sucden continues to closely monitor the development and implementation of other key regulatory frameworks shaping the sustainability landscape of the cocoa sector, including the EU Corporate Sustainability Due Diligence Directive (CSDDD) and the EU Forced Labour Regulation (EU FLR). These instruments reinforce expectations regarding the identification, prevention and mitigation of adverse human rights and environmental impacts across global supply chains. In this context, Sucden has notably pursued its pilot program launched in 2024 in partnership with the international NGO Free the Slaves in Cameroon. This program establishes locally supported community vigilance committees tasked with continuously monitoring labor practices and mitigating associated risks. In parallel, additional pilot approaches are being explored in partnership with suppliers and clients to further enhance the effectiveness and robustness of Sucden's human rights due diligence system. The objective is to test practical, field-based approaches that complement and strengthen Sucden's broader human rights due diligence framework, while promoting shared responsibility, fostering continuous improvement, and translating evolving regulatory expectations into tangible, risk-based actions on the ground.

As a member of the World Cocoa Foundation (WCF), Sucden Cocoa has also actively contributed to industry working groups and events organized at the global or local level, particularly in Côte d'Ivoire and Ghana, to support origin-level efforts for national traceability systems, interoperability with private systems, and sustainability standards, particularly the roll-out of ARS 1000, the African Regional Standard for Sustainable Cocoa.

Sucden has also been active as an observer within the Cocoa Coalition, an ad hoc group of cocoa and chocolate companies as well as advocacy-oriented NGOs. As this group transitioned at the end of 2025 and early 2026 to a cross-sector organization, the Sustainable Supply Chain Coalition, Sucden took the decision to become an active supporter.

By integrating innovative solutions and leveraging strategic partnerships, Sucden remains committed to advancing responsible sourcing and compliance practices and to acting as a proactive and reliable partner in addressing the evolving challenges facing the cocoa sector.

## LOOKING AHEAD

As the Sucden Cocoa Sustainability team looks to the future, it sees an operational landscape that is in the midst of a significant transition which is likely to take years to settle into normalcy. In our view, this extensive transition is driven primarily by two factors: a changing mandatory regulatory environment which is not yet fully defined in terms of expectations and timing; and a cocoa production environment in which disease, climate change and innovation are altering the historical sources of cocoa supply. Despite this uncertain operating environment, we believe a successful path forward will be navigated by meeting the needs of our customers, working with the producing and consuming country governments where we operate and understanding the expectations of key stakeholders who support the cocoa sector. Collectively, these expectations increasingly require that Sucden operates its sourcing activities in a manner that demonstrates respect for the human rights of producers, their families, workers, and communities, and protects the environment in which they live, and we all share.

To address these increasing, yet reasonable and appropriate expectations, it is apparent that more engagement is required with the farming families and farmer organizations from whom we obtain cocoa. While this approach will vary from country to country, it will be grounded in a number of common approaches. Sucden is working to improve its due diligence procedures, in alignment with OECD guidelines, in each of its supply chains as this is the core capability that will permit us to assess and respond to human rights and environmental risks. In terms of human rights due diligence, we are seeking to improve our capacity for assessing and addressing child labor and forced labor as well as developing more effective methods at estimating annual household income – a key requirement for understanding the impact of our efforts to assist farmers to make progress toward a living income. Our efforts to manage environmental risk include farmer training on sustainable cultivation practices as well as pursuing a suite of efforts aimed at measuring and reducing our Scope 3 cocoa production related emissions. This effort is in line with Sucden's SBT aligned GHG emissions reduction target published in this year's CSR report.

As part of our due diligence development effort, Sucden will continue to explore the use of more innovative methods of collecting information that more accurately and efficiently describe the human rights and environmental conditions of the farming families from which we are sourcing, including the labor practices of those who may be hired to work on their farms. Aligned with this overall effort, we are enhancing our work with farmer organizations and suppliers to help them prepare for the regulatory requirements that will directly impact their operations. To enhance each of these efforts, Sucden is working with an increasing number of subject matter experts or organizations and participating in numerous multistakeholder partnerships.

At Sucden, we have recognized the need to commit to taking action within our supply chains while maintaining the flexibility to develop and adapt to new practices and changing conditions. This flexibility can include the need to develop new supply sources in current or new producing countries. Our farmer centric approach together with our view of innovation and flexibility remain as the hallmark of our responsive and impactful sustainability activities and we are confident that this approach will guide us successfully through the dynamic environment in which we are all operating.

## 04. SUPPLY CHAIN

### COFFEE

Every day, over 1 billion people around the world enjoy coffee. Factors such as rising temperatures, drought, and changing weather patterns are impacting both coffee production and the livelihoods of farmers.

To tackle these challenges, businesses, governments, and organizations worldwide are collaborating in various ways. Sucden Coffee is dedicated to contributing to these efforts. In the past year, the EU's Deforestation Regulation (EUDR) has become a central focus for companies involved in coffee, cocoa, and several other commodities.

At Sucden, both the coffee and cocoa divisions have been actively preparing for EUDR compliance. This has involved aligning systems, developing due diligence procedures, and ensuring full compliance with the regulation.

In 2024, one of the key activities was the global rollout of Sucden Coffee Verified across all origin countries. In 2025, our teams on the ground continued the commitment to supporting farmers by providing training and guiding them through the process of obtaining Sucden Coffee Verified status.

### STRATEGY AND PERFORMANCE

Ensuring the long-term resilience of the coffee supply chain cannot be achieved by a single organization alone. Aligning the sector under a common vision and direction is the first step towards a common strategy and long-lasting impact. As a signatory to the Sustainable Coffee Challenge and Global Coffee Platform, Sucden Coffee is committed to the sector's 2050 sustainability goals and 2025 targets (read more about the sector's targets: <https://www.sustaincoffee.org/2025targets>).

**2025 marks the final year of our five-year sustainability strategy and targets.** We are pleased to report that we have achieved all of our commitments with the exception of our target on certified volumes. While progress in this area has been substantial, certified volumes did not reach the intended 50% of traded volumes. This outcome reflects lower-than-anticipated demand for certified coffee from some of our buyers, whose transition has evolved more slowly than expected.

Nevertheless, we are proud of the strong results delivered across our strategy and view the achievement of most of our targets as a meaningful contribution to the long-term sustainability of the global coffee sector.

### OUR 2025 AMBITION

SCC pillars	COFFEE Resilient Supply	MARKETS Strengthen market demand	PEOPLE Improve well-being and prosperity	PLANET Conserve nature
SUCDEN's targets	Train at least <b>15,000 smallholder farmers a year</b> on good agricultural practices	Achieve <b>50% of certified/verified coffee</b> in our trade	Involve at least <b>5,000 farmers</b> in income-diversification projects	Provide access to <b>300,000 seedlings to be planted</b> on coffee farms and community land to increase tree cover in our main coffee-sourcing landscapes

### OUR TARGETS AND PERFORMANCE IN 2025

	2021	2022	2023	2024	2025	2025 target
<b>Resilient supply</b>						
Smallholder farmers trained annually on good agricultural practices	7,500	14,980	14,285	14,944	18,836	15,000
<b>Sustainable sourcing</b>						
Share of certified coffee	24%	31%	19%	27%	37%	50%
<b>Farmers' and workers' well-being and prosperity</b>						
Farmers involved in income-diversification projects (cumulative)	700	1,164	3,461	3,714	5,067	5,000
<b>Nature conservation</b>						
Shade and fruit trees distributed (cumulative)	48,000	116,000	182,965	223,230	311,120	300,000

## 04. SUPPLY CHAIN

### SUCDEN COFFEE VERIFIED (SCV)

Sucden Coffee Verified (SCV) is a voluntary sustainability scheme developed by Sucden Coffee to enable farmers to demonstrate sustainable coffee production and compliance with the EU Deforestation Regulation (EUDR). We are working in close partnership with producers to establish and continuously strengthen a shared baseline for sustainable coffee production.

The scheme aligns with the Global Coffee Platform (GCP) Coffee Sustainability Reference Code and the Equivalence Mechanism (EM) 2.0, ensuring credibility and interoperability with other sustainability approaches. SCV has been operational since January 2024 and was officially recognized under the **GCP Equivalence Mechanism in May 2025**.

Sucden Coffee Verified is operational across five key sourcing origins: Brazil, Colombia, India, Indonesia, and Vietnam and covers smallholders, large farms, and groups of farms. It allows for both second and third party verification. Second-party assurance is conducted by the local Sucden team, while third-party assurance is provided by an independent, accredited certification body.

### SUCDEN COFFEE VERIFIED IN NUMBERS

16,086	FARMERS REACHED
18,842	FARM PLOTS COVERED
40,770	HA COVERED
74,600	MT PRODUCED



### KEY ACHIEVEMENTS IN 2025:

#### EUDR Alignment and Data Management

The scheme further aligned with EUDR by improving data management and risk assessments, structuring farmer and plot data for traceability and due diligence, and cross-checking information using tools such as WHISP (FAO), and Meridia Verify to assess deforestation risk, land use, and proximity to protected areas. This approach allows early risk identification and ensures data consistency and reliability.

#### Driving Engagement and Positive Change

Beyond compliance, SCV focuses on engaging and empowering farmers. In 2025, the scheme launched a Farmer Video Initiative, showcasing inspiring examples of innovative sustainability practices to serve as peer-to-peer learning tools, build pride and motivation, and encourage other farmers to adopt improved practices.

This initiative helps translate sustainability requirements into tangible examples, while recognizing farmers as key actors of change.

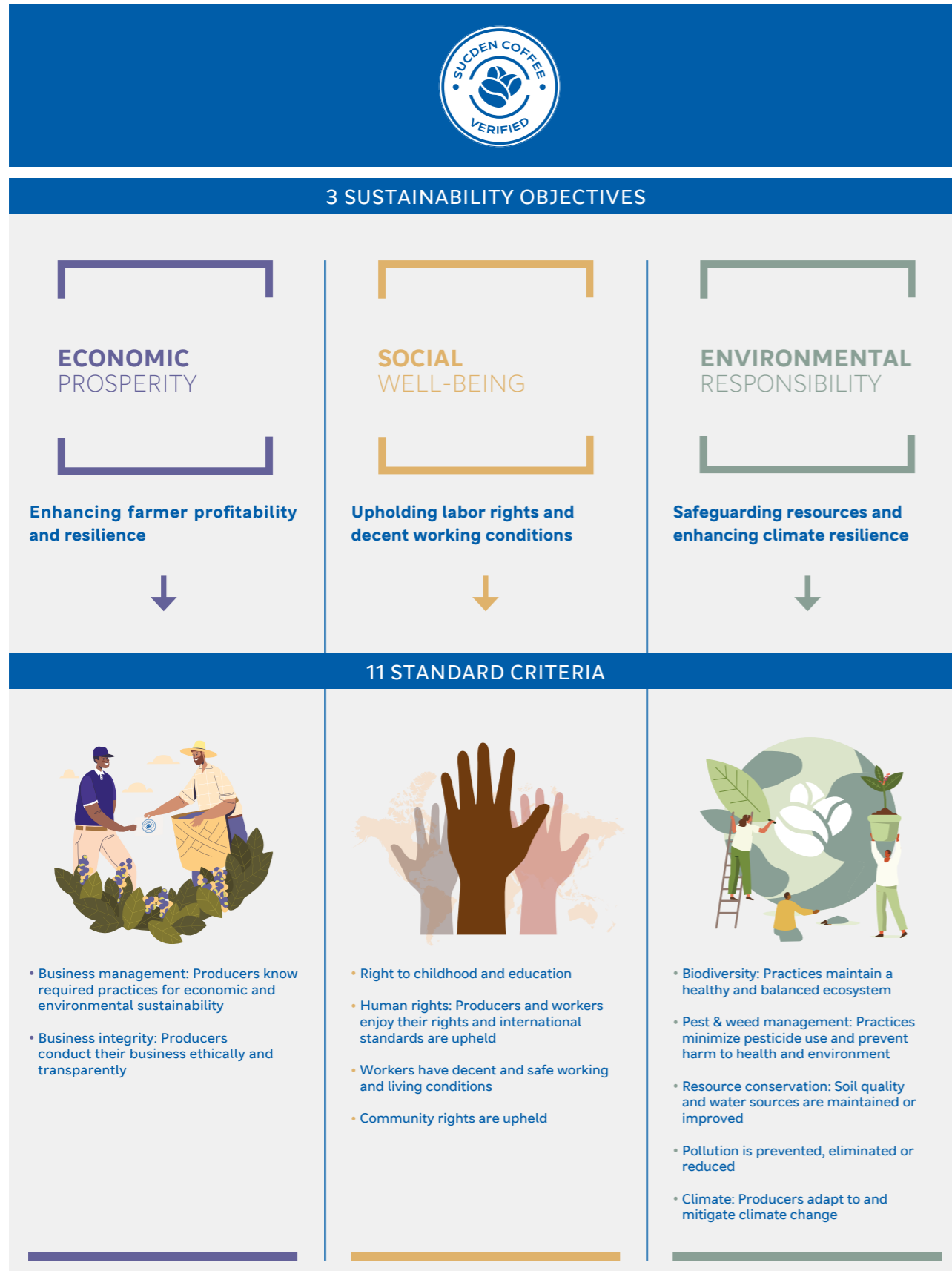


#### Implementation and Support

SCV's expansion has been driven by dedicated sustainability teams who trained local staff, engaged producers on scheme requirements, and mapped supply chains to ensure compliance with EUDR and promote environmental responsibility.

#### Learn More

For detailed information on the scheme: <https://www.sucden.com/en/products-and-activities/coffee/sustainable-coffee/>



**SUSTAINABILITY PROJECTS & PRE-COMPETITIVE INITIATIVES**

Together with our clients and partners, we invest in projects in various origins. These enable us to expand our network of direct supply chains and provide technical services to coffee producers. We build on the work of experts to provide high-quality advice and assistance to farming communities. Alongside our project work, we partner with various initiatives in areas that require coordinated action and funding. Some examples of these initiatives are coffee breeding, addressing the responsible use of agro-inputs or establishing open-source benchmarks for greenhouse gas emissions for coffee. Below is a list of the different partnerships and their areas of focus.

**Global Partnerships**

Sucden Coffee is a member of several global organizations dedicated to collectively building a thriving and sustainable coffee sector. These organizations bring together scientific research and industry-wide collaboration, closely aligning with our commitment to fostering long-term sustainability across the sector. Through active membership, Sucden Coffee contributes to advancing sustainability initiatives, supporting research, and strengthening collaboration throughout the global coffee community.

**NEW**

**European Coffee Federation** (joined in 2025) – The ECF represents the European coffee sector, promoting sustainability, trade, and best practices while providing a unified voice on regulatory, economic, and social issues affecting the industry.  
<https://www.ecf-coffee.org/>

**Global Coffee Platform** (joined in 2023) – Multi-stakeholder membership association of coffee producers, traders, roasters and retailers, civil society, associations, governments and donors, united under a common vision to work collectively towards a thriving, sustainable coffee sector.  
<https://www.globalcoffeeplatform.org/>

**Sustainable Coffee Challenge** (joined in 2020) – The Sustainable Coffee Challenge which is convened and facilitated by Conservation International, unites and urges the coffee sector and conservation partners across the industry to step up the actions and investments necessary to make coffee sustainable.  
<https://www.sustaincoffee.org/>

**WORLD COFFEE RESEARCH**

**World Coffee Research** (joined in 2021) – Organization dedicated to working towards a sustainable future by combining scientific research with industry-wide collaboration and development. WCR has historically invested heavily in research into coffee genetics, coffee chemistry and adaptation of the coffee plant to climate change.

<https://worldcoffeeresearch.org/>

Since 2020, Sucden has invested in **World Coffee Research** (WCR) to drive innovation in coffee agriculture and sustainability for our industry. Through World Coffee Research, Sucden unleashes the power of climate-resilient, high-performing coffee varieties to ensure a diverse supply of quality coffee and protect the livelihoods of those who produce.

“While the coffee industry faces tremendous challenges, it is precisely in this space where disruptive innovation can emerge. With Sucden and our partners across the globe, we’ve embarked on an unparalleled scientific journey to ensure a secure future for coffee.”

- Dr. Jennifer “Vern” Long, WCR CEO

**2025 WCR Collaboration Highlights**

- Expanding access to top varieties:** In Peru, 10 new arabica seed lots (IPR 107 & Paraneima) were installed with 8 local partners. In Uganda, 15 mother gardens and nurseries of disease-resilient robusta varieties were established in partnership with NaCORI.
- Global Arabica breeding:** Field trials began under the Innovea Global Coffee Breeding Network—named one of TIME’s Best Inventions of 2025—marking the most ambitious coordinated effort to develop high-performing, high-quality arabica varieties for the future.
- Robusta breeding program:** Launched with Vietnam and Ghana as new collaborators, expanding partnerships to 11 countries producing 40% of global coffee, aiming to develop resilient, diverse robusta varieties.
- Driving global collaboration:** Scientists, governments, and coffee companies from 15 countries across 23 sites studied 29 arabica varieties’ response to leaf rust, advancing the development of resilient coffee trees worldwide.



**Regional Initiatives**

**SCC Latin America Coffee Carbon Footprint Baseline Study Project (2024-2025):** Sucden has contributed to data collection in Colombia in this pre-competitive study aimed at establishing national carbon footprint baselines across five coffee-producing countries in Latin America: Brazil, Colombia, Honduras, Mexico, and Peru. The study is coordinated by the Sustainable Coffee Challenge (SCC) and involves multiple major roasters and coffee traders.

**GCP collective action initiative “Youth for coffee in Uganda” (2025-2027):** Sucden Coffee commits to contributing to collective efforts aimed at improving livelihoods and climate resilience for up to 5,000 smallholder coffee farming households in the Central and Eastern Regions of Uganda by participating in the GCP Collective Action for Farmer Prosperity. This work is implemented over three years (2025-2027), in collaboration with other co-investors and is co-funded by GIZ using public funds of the Federal Ministry for Economic Cooperation and Development, through pre-competitive collective action.

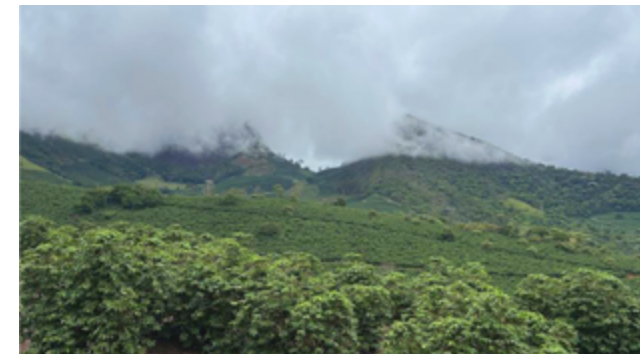
**Our Project Highlights in 2025**

- In Brazil, we provided training on on-farm processes aimed at reducing the toxic load on coffee crops and encouraging the adoption of alternative pest and disease management methods. Additionally, we have joined the Nossa Voz initiative.

Nossa Voz grievance mechanism is a worker-centered grievance mechanism used in the Brazilian coffee supply chain to give farmworkers a safe, anonymous way to report labor issues and human rights concerns.

Operated through accessible channels such as mobile messaging and local outreach, it enables workers to raise complaints about conditions like unfair pay, excessive working hours, or mistreatment without fear of retaliation. The system is designed to ensure that grievances are reviewed independently and addressed in collaboration with producers, exporters, and international buyers, helping to improve transparency and accountability across the supply chain.

By prioritizing worker voice and rapid response, Nossa Voz plays a key role in strengthening ethical sourcing practices and protecting labor rights in Brazil’s coffee sector.



- In Colombia, alongside distributing over 4,000 shade tree seedlings, farmers received ongoing agronomic support to improve shade management, coffee nutrition, and soil health. Focus was placed on correcting soil acidity and shifting from ureic fertilizers to more efficient nitrogen sources. As a result, more than 100 farmers revised their fertilization plans, achieving measurable reductions in fertilizer-related emissions.

- In India, we continued our partnership with a local NGO to reduce human-elephant conflict. Together, we deployed early-warning systems that alert communities to elephant movement. To date, more than 25,000 SMS alerts and 150,000 voice calls have been issued, reporting hundreds of elephant movements in agricultural areas. In India, we also launched an income-diversification initiative by providing beehives to farmers. A total of 600 bee colonies were distributed to over 60 farmers, who received training and ongoing support to strengthen their beekeeping skills and develop an additional source of income.

- In Colombia and Mexico, we are working together with Acorn. Acorn enables smallholder farmers to participate in carbon markets and insetting schemes by verifying farm-level sequestration. By reducing the cost and complexity of measurement and verification, the platform allows smallholders to generate and sell carbon units that provide additional income to their households.

- In Vietnam, under the IDH/JDE Landscape Program, we supported regenerative agriculture and low-carbon production by providing biodigesters and six biochar machines. These convert coffee and rice husks into cooking gas and produce biochar, which improves soil fertility, reduces emissions, and retains nutrients. We continue working with partners to assess impacts and scale this solution to more farmers.





# 05. COMMUNITIES

We have a positive impact on our local communities and further afield by dealing with local producers, employing people, paying our taxes, and supplying food ingredients to consumers around the world. We aim to boost this positive impact by helping our employees support other causes.

## KEY CHALLENGES, RISKS AND OPPORTUNITIES

As a trading house, we have an international footprint, with premises in 25 countries and employees traveling to almost all countries in the world. Our reputation is based on the conduct of our employees everywhere we operate. We want our business partners to see our employees consistently demonstrating our values at all times.

Our 5,600 employees frequently encounter or become acquainted with local concerns such as nutrition and health, education, environment, and social and livelihood issues. They willingly engage with local communities and contribute to solving these issues. Such a positive impact instills confidence in our partners and we look forward to maintaining this by continually supporting these activities.



### Contributing to the following UN Sustainable Development Goals



## 05. COMMUNITIES

# OUR STRATEGY, POLICIES AND PERFORMANCE

We support programs and projects that enable us to make a distinct contribution to the community. We rely on the expertise of our employees to create opportunities for collaborating with our clients and other strategic partners and, most importantly, to solve problems rather than simply treat symptoms.

We allocate about 2.6% of our consolidated net income to these activities, either directly or through our corporate foundation. This works in three main ways:

#### - Employee initiatives

We strive to generate a positive impact on local communities by encouraging and supporting employees' personal involvement in projects outside of their work. They can apply for funding from the Sucden Foundation for projects in which they or their close relatives are involved.

#### - Generating a positive local impact

We aim to make a positive impact in the regions in which we operate, to improve the lives of local communities as well as the environment, and encourage employees to identify initiatives we can participate in.

#### - Supporting universal causes

We provide support to causes we believe in as a company



### OUR PERFORMANCE IN 2025

In 2025, we contributed more than USD 5.6 million, versus USD 4.3 million in 2024, either from our Foundation or through our local entities, to various organizations and initiatives; this amount represents about 2.6% of our consolidated net income. Some examples of charities and projects supported by Sucden or its corporate Foundation in 2025 include:

- Institut du Cerveau – ICM (Paris Brain Institute)<sup>9</sup> is a world-class scientific and medical research center dedicated to advancing our understanding of the brain and developing new treatments for neurological disorders. It brings patients, doctors and researchers together in developing treatments for disorders of the nervous system, and enables patients to benefit from them as quickly as possible.
- Coup de Pouce<sup>10</sup> Coup de Pouce works in partnership with communities and state funded schools in France to give every child, regardless of their socio-economic background, a path towards academic success.
- The C.H.E.V.A.L. Rescue Center<sup>11</sup> is an animal protection association dedicated to rescuing, caring for, and rehabilitating horses and other animals in need.

- Sucden in the CIS - In the CIS Sucden also traditionally strives to play an important social and charitable role, and we implement dozens of projects in this regard.

In 2025, we contributed to the development of communities in the areas where it operates, to support schools, kindergartens, sports clubs and activities, churches and memorial sites. We continue to support children with disabilities - one of the priorities of our charitable activities. Since 2024, Sucden has become the general partner of the children's inclusive theater "Parallels", which helps disabled children to reveal and develop their talents.

The support of our company helps expand the capabilities of the theater and helps involve more people in its creative activities. In 2025, Sucden has been financially supporting the activities of the "Alexander Deguene Charitable Foundation" in publishing books for visually impaired children in the Penza region and Lipetsk region.

<sup>9</sup> <https://icm-institute.org>

<sup>10</sup> <https://www.coupdepouceassociation.fr/>

<sup>11</sup> <https://www.refuge-cheval.com/>

# SUMMARY OF KEY GOALS AND KPIS

## SUMMARY OF KEY GOALS AND KPIS

TOPIC	KEY CHALLENGES, RISKS AND OPPORTUNITIES	KEY PERFORMANCE INDICATOR
PEOPLE	Sudden employees around the world	Total number of employees
		Absenteeism rate
	Well-being at work	Turnover rate
		Number of training hours per employee
	Attracting talent and managing skills	Men to women ratio
	Building a safe environment	Frequency rate of occupational accidents (LTIFR)
		Severity rate of occupational accidents (LTISR)
ISO 45001 certificates		
ENVIRONMENT	Optimizing our direct carbon footprint (Scope 1 & 2)	GHG direct emissions (Scope 1)
		GHG direct emissions (Scope 2)
		CO <sub>2</sub> e per cultivated hectare (CIS)
		CO <sub>2</sub> e per ton of sugar produced (CIS)
	Monitoring and optimizing our global carbon footprint	GHG indirect emissions - Upstream and managed downstream supply chain (Scope 3)
		GHG emissions related to business trips
		Average bulk EEDI
	Managing our waste products and production residues	Scope 3 emissions per ton of traded cocoa
		Volume of hazardous wastes
	Optimizing our water consumption	Water consumption per ton of sugar produced
	SUPPLY CHAIN	Promoting responsible labor and improving farming practices
Number of GPS points or polygons handled by Sudden for cocoa and coffee suppliers		
Cocoa		
Protecting forests		Coffee
		Number of trees' seeds distributed by Sudden to farmers in cocoa plantations during the crop season (Oct 1 <sup>st</sup> to Sept 30 <sup>th</sup> ) and in coffee plantations during the year
		Number of tree seedlings distributed by Sudden to farmers in cocoa plantations
Sourcing responsible commodities	Number of tree seedlings distributed by Sudden to farmers in coffee plantations	
	Volume of Bonsucro certified sugar sales	
	Share of certified coffee sales	
	Share of certified (Rainforest Alliance and Fair Trade) cocoa sales	
COMMUNITIES	Having a positive impact in our communities	Share of direct supply chain <sup>12</sup> of cocoa purchases
		Donations to local development and general interest programs
		Funds allocated to sustainability programs on behalf of third parties
		Share of consolidated net income allocated to general interest programs

	PERFORMANCE IN 2025	PERFORMANCE IN 2024
	<b>5,667</b>	5,554
	<b>3.6%</b>	4.07%
	<b>18.1%</b>	15.7%
	<b>49</b>	47
	<b>2.30</b>	2.35
	<b>2.20</b>	3.90
	<b>0.02</b>	0.07
	<b>2</b>	1
	<b>465,138 tCO<sub>2</sub>e</b>	539,060 tCO <sub>2</sub> e
	<b>14,943 tCO<sub>2</sub>e</b>	13,344 tCO <sub>2</sub> e
	<b>359 kg CO<sub>2</sub>e</b>	338 kg CO <sub>2</sub> e
	<b>538 kg CO<sub>2</sub>e</b>	580 kg CO <sub>2</sub> e
	<b>22,260,016 tCO<sub>2</sub>e</b>	16,084,845 tCO <sub>2</sub> e
	<b>1,038 tCO<sub>2</sub>e</b>	1,037 tCO <sub>2</sub> e
	<b>5.2 gCO<sub>2</sub>e/t x nm<sup>-1</sup></b>	6.0 gCO <sub>2</sub> e/t x nm <sup>-1</sup>
√	<b>15.1 tCO<sub>2</sub>e</b>	15.8 tCO <sub>2</sub> e
	<b>1,680 t</b>	1,379 t
	<b>2.8 m<sup>3</sup></b>	3.0 m <sup>3</sup>
√	<b>106,403</b>	95,684
√	<b>217,100</b>	138,046
√	<b>189,943</b>	124,580
√	<b>27,157</b>	13,466
	<b>1,561,864</b>	707,477
	<b>1,474,078</b>	667,212
	<b>87,786</b>	40,265
	<b>152,000</b>	115,128
	<b>37%</b>	27%
	<b>38%</b>	27%
	<b>38%</b>	35%
	<b>USD 5.6 million</b>	USD 4.3 million
	<b>USD 32.3 million</b>	USD 25.5 million
	<b>2.6%</b>	1.9%

<sup>12</sup> Direct supply chain relates to the World Cocoa Foundation's definition.  
All disclosed indicators are reported at the consolidated level on a calendar year basis (unless otherwise specified).

The methodology outlined herein ensures the accuracy and reliability of the data presented.

## SCOPE

Unless explicitly stated otherwise, this report covers Sucden's consolidation scope for the period January 1 - December 31, 2025. Please note that some indicators may pertain to a different reporting period. This is typically the case for certain cocoa-related KPIs, as the crop period does not align with the civil year. During the past year, there have been no significant changes to the reporting scope. One vessel was sold, which aligns with the cessation of operations shipowning activities.

## SOCIAL INDICATORS

Our social indicators cover all employees that are directly employed by Sucden entities. Frequency rate calculation: number of lost-time accidents x 1,000,000/number of hours worked during the reporting period. Severity rate calculation: number of calendar days lost (fatalities excluded) during the year x 1,000/ number of hours worked during the year. Turnover rates are calculated on an average total of employees during the year.

## GHG EMISSIONS

### Scope 1 & 2 Calculation Methodology:

GHG emissions are calculated using the best available emissions factors.

### Scope 3 Calculation Methodology:

Purchased Goods and Services: Emissions from purchased goods are calculated based on primary data collected from all executed sales and net volumes by origin and commodity that Sucden physically traded over the calendar year. The emission factors are sourced from primary emission factor data or third-party providers such as Ecoinvent.

Upstream Transportation and Distribution / Downstream Transportation and Distribution: This category encompasses emissions from transporting materials to the company and to customers. The upstream category primarily addresses third-party transportation of materials and is calculated using fuel consumption data and region-specific fuel emission factors. Downstream primary data is provided by the Sucden logistics department for freight, where the shipping company's primary emission factor is applied per ton/nautical mile, or Ecoinvent data is used if primary emission factors are not available.

Business Travel: Data collection occurs at the entity level for major offices, with a controlled methodology at the consolidated level. Ecoinvent emission factors for travel are applied.

Other Scope 3 categories have been assessed as insignificant to the Sucden Group's annual emissions; hence, they are not included in the accounting and reporting process.

## OTHER

CLMRS or equivalent definition based on ICI (International Cocoa Initiative, where Sucden is a Member) approach. Essentially, the definition boils down to a system being considered as equivalent to CLMRS when it provides the 4 functional attributes as noted here:

- Raise awareness on child labor and resulting harm amongst farmers, children, and members of the wider community.
- Identify children in child labor through an active, and risk-based, monitoring process, using standardized data collection tools.
- Provide both prevention and remediation support to children in child labor, and others at risk, and document the support provided.
- Follow-up with children identified in child labor to monitor their status on a regular basis until they have stopped engaging in child labor.



### Limited assurance report of one of the Statutory Auditors

Year ended December 31, 2025

### TO THE GENERAL MANAGER OF SUCRES ET DENRÉES S.A.,

In our capacity as Statutory Auditor of your company, we have undertaken a limited assurance engagement on a selection of ESG information voluntarily determined and prepared by Sucres et Denrées S.A. (hereinafter the "Entity"), in accordance with the Entity's procedures (hereinafter the "Guidelines"), for the year ended December 31, 2025 (hereinafter the "Information"), and presented in the 2025 Responsibility Report (hereinafter the "Report") available on the Entity's website.

Our engagement does not relate to previous periods' information, nor to all the information presented in the Report, other than that which is the subject of our report.

### CONCLUSION

Based on the procedures we performed, as described under the "Nature and scope of procedures" paragraph, and the evidence we obtained, nothing has come to our attention that causes us to believe that the Information selected by the Entity, has not been properly prepared, in all material respects, in accordance with the Guidelines.

The conclusion expressed does not relate to previous periods' information, nor to all the information presented in the Report, other than that which is the subject of our report.

### PREPARATION OF THE INFORMATION

The absence of a commonly used and generally accepted reporting framework or of a significant body of established practices on which to draw to assess and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, available on request from the Entity's headquarters and summarized in the Report.

### RESPONSIBILITY OF THE ENTITY

Management of the Entity is responsible for:

- selecting or establishing suitable criteria for preparing the Information (i.e. the Guidelines),
- preparing the Information by applying the Guidelines as referred above, and
- designing, implementing, and maintaining internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

### RESPONSIBILITY OF THE STATUTORY AUDITOR

We are responsible for:

- planning and performing the procedures to obtain limited assurance about whether the Information has been properly prepared, in all material respects, in accordance with the Guidelines and is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion based on the procedures we implemented and the evidence we obtained;
- communicating our conclusion to Management.

As we are engaged to form an independent conclusion on the Information as prepared by Management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

### APPLICABLE PROFESSIONAL GUIDANCE

We performed our limited assurance engagement in accordance with the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) applicable to such engagement and the international standard ISAE 3000 (revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and the international standard ISAE 3410 "Assurance Engagement on Greenhouse Gas Statements" issued by the International Auditing and Assurance Standards Board (IAASB).

Our engagement constitutes neither an audit nor a review within the meaning of professional standards (NEP) applicable in France or a certification in accordance with the guidelines of the High Audit Authority (Haute Autorité de l'Audit).

### INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by the provisions of Article L.821-28 of the French Commercial Code and the French Code of Ethics for Statutory Auditors (Code de déontologie), as well as by the IESBA Code of Ethics (International Code of Ethics for Professional Accountants (including Independence Standards)). This framework is based on compliance with the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

In addition, we apply International Standard on Quality Management 1 which requires us to implement a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) relating to this engagement.

### NATURE AND SCOPE OF PROCEDURES

We are required to plan and perform our procedures to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information:

- We obtained an understanding of the Entity and its environment, including internal control over information relevant to the preparation of the Information,
- We assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best practices within the sector,
- We obtained an understanding of internal control and risk management procedures the Entity implemented, and assessed the data collection process aimed at ensuring the compliance of the Information with the Guidelines,
- We assessed whether the methods used by the Entity to prepare the Information are appropriate with regard to the Guideline and, if so, assessed the relevance of the changes in methods and assumptions,
- We verified that the Information has been established within the scope set out in the Guidelines,
- For the selected Information, we implemented substantive procedures consisting in assessing the proper application of the calculation methods and assumptions described in the Guidelines,
- We assessed the consistency of the Information with our understanding of the Entity.

We believe that the evidence we obtained is sufficient and appropriate to express our conclusion.

The procedures performed in a limited assurance review are less in extent than for a reasonable assurance opinion in accordance with the professional guidance of the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) and the international standard ISAE 3000 (revised), a higher level of assurance would have required us to carry out more extensive procedures.

### RESTRICTIONS ON DISTRIBUTION AND USE

This report has been prepared solely for your attention within the context described in the first paragraph and is not to be used, distributed or referred to for any other purpose.

Our work, undertaken in the context of this report, should not be taken to supplant any inquiries or procedures that third parties who may be recipients of this report would undertake

and we make no representations regarding the sufficiency of the procedures we performed for the purpose of these third parties.

In our capacity as Statutory Auditor of Sucres et Denrées S.A., our responsibility towards Sucres et Denrées S.A. and the Shareholders is defined by French law and we do not accept any extension of our responsibility beyond that set out in French law. We do not owe or accept any duty of care to any third party. In no event shall KPMG S.A. be liable for any loss, damage, cost or expense arising in any way from fraudulent acts, misrepresentation or willful misconduct on the part of the directors, officers or employees of Sucres et Denrées S.A. or its subsidiaries.

This report is governed by French law. The French courts shall have exclusive jurisdiction in relation to any claim, difference or dispute which may arise out of or in connection with our engagement letter or this report, or any matter relating thereto.

Paris la Défense, April 15, 2026

KPMG S.A.

The Statutory Auditor  
French original signed by **Laurent Chillet**

## AUDITORS' REPORT – ANNEX

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**APPENDIX – LIST OF ESG INFORMATION COVERED BY THIS LIMITED ASSURANCE REPORT:**

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Number of households covered by a child labor monitoring or remediation system or equivalent

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Number of GPS points or polygons handled by Sucden for cocoa and coffee suppliers

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Scope 3 emissions per ton of traded cocoa

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