

Commitment letter

Protecting the planet and the environment has sparked an unprecedented level of attention. No actor can ignore the acceleration in global warming we are now witnessing.

For more than 100 years, STEF has contributed to the development of the food industry while ensuring product diversity and safety for the consumer. The Group has always viewed corporate social responsibility as a vital component of its development. Our ongoing commitment to curb greenhouse gas emissions has already **avoided the emission of more than 150,000 tonnes of CO₂ since 2010**. Our sustainability efforts have been acknowledged, especially thanks to our **ECOVADIS Gold rating**, awarded for the fourth consecutive year.

Yet these significant results are still not enough to meet the environmental challenges the world must face. We have therefore decided to go even further and to launch a proactive and ambitious initiative to give us even greater control and to mitigate the impact of our activities.

We wanted to demonstrate this ambition clearly through our **Moving Green** initiative and its four commitments:

1. Reduced mobility emissions.

Mobility is central to our business, so our goal is to **reduce our vehicles' GHG emissions by 30% by 2030**, by optimising our transport plans, reducing the vehicles' fuel consumption and by opting for alternative energy sources.

2. Reduced emissions from cold production.

Cold management is our area of expertise, so we aim to use **100% low-carbon energy in our buildings by 2025**. This will be achieved by reducing our consumption thanks to our energy management system and the roll-out of photovoltaic panels on our sites.

3. Subcontractors included in our environmental commitments.

We believe that our responsibility is not merely limited to the scope of our activities, but extends throughout our value chain, so we intend **to work hand in hand with our partners on a more virtuous approach to the environment**.

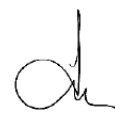
4. Joint sustainable action for a low-carbon world.

Whether through training cycles, sustained awareness-raising or by systematically mitigating the impact of our day-to-day activities, we intend **to make each and every one of our 19,000 employees play a part in the reduction of our carbon footprint**.

Through our efforts, not only in our agri-food market, but more broadly in the entire ecosystem in which we operate, we intend to make our group a reference in the fight against global warming.

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Stanislas Lemor
Chairman and Chief Executive Officer

A handwritten signature in black ink, appearing as a cursive 'M' followed by a few loops.

Marc Vettard
Deputy Chief Executive Officer