VALRHONA

Imaginons le meilleur du chocolat®

2025 Environmental and Social Responsibility REPORT

Entreprise B Certifiée

Editorial

Martine Grazioso

Chief Executive Officer, Valrhona

If Valrhona chocolate is synonymous with excellence and passion, it is thanks to the tremendous collective energy that has been sustained for over 100 years, built on trust, expertise and innovation. We owe this to our talented teams and to our entire upstream and downstream ecosystem, which has been made more vulnerable by social and environmental challenges exacerbated by the reality of climate change.

Valrhona, within its own sphere of influence, has a duty to be fully committed to contributing to the sustainability of cocoa resources and to improving living conditions in the communities that depend on them.

To fulfil this responsible and unifying role, we structure our CSR commitments so that they act as powerful drivers of a resilient future. We are thus implementing an even more ambitious cocoa policy in order to address the challenges posed by the complexity of the supply chain (rising cocoa prices, dwindling resources, and an ageing workforce). This is based on two main pillars to which we are committed: fair trade and agroecology. These two complementary approaches, in the form of high-impact support projects, contribute to building an economically and socially sustainable cocoa sector over the long term, while guaranteeing exceptional quality for our customers.

To reinforce our determination to work for the future of the sector, the Valrhona Solidarity Fund enables us to support more youth-focused initiatives, throughout France and internationally.

Because the sustainability of this sector depends on every stage of production, from the field to the finished product, Valrhona is committed to decarbonising its operations and placing people at the heart of everything it does.

In the face of the uncertainties affecting our sector, our approach to resilience ultimately involves staying true to Valrhona's DNA: daring to change, reinvent and enlighten, while drawing on the support of all our stakeholders.

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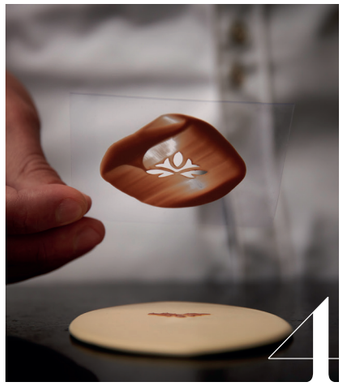

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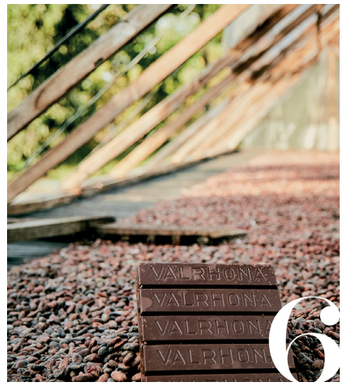

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Thank you!

We would like to thank the employees who have contributed to this report:

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Key events in 2025

SECTORAL COMMITMENT (AGROECOLOGY)

REDEFINING AN **AGROECOLOGICAL POLICY**

LAUNCH OF THE **CACAO FOREST COLLABORATIVE PROJECT** IN CÔTE D'IVOIRE, aimed at designing and improving agroforestry systems.

JOINT DEVELOPMENT AND LAUNCH OF THE **OKORYƐ** FAIR TRADE PROJECT "Together" in Akan, rolled out in Ghana in partnership with AVSF.

OPENING OF THE **FOREST GARDEN IN BALI:** more than 100 participants welcomed throughout the year at events dedicated to committed producers, aimed in particular at customers in the South-East Asia region.

SUSTAINABLE TOURISM

COMPLETION OF THE CITÉ DU CHOCOLAT'S **FIRST CARBON AUDIT,** accompanied by a decarbonisation plan - a pioneering initiative in the sustainable tourism sector.

REGIONS

DEFINITION OF A **REGIONAL COOPERATION STRATEGY** in Valrhona's historic home (Tain l'Hermitage).

LAUNCH OF A REGIONAL STUDY IN BALI, with a view to better understanding and strengthening local impacts.

CUSTOMERS

TAIN L'HERMITAGE CHOCOLATE PLANT: MORE THAN 800 CUSTOMERS visited the plant and discovered Valrhona's know-how.

PLANTATION TOURS: 85 CUSTOMERS were given an in-depth insight into the cocoa supply chains in Belize, Brazil, Madagascar and Bali (Indonesia).

TRANSFORMATION OF THE CHOCOLATE PLANT: centralising washing at a single location has led to a significant reduction in WATER CONSUMPTION: 40% SAVING.

VALRHONA SOLIDARITY FUND

LAUNCH OF THE **FIRST CALL FOR PROPOSALS,** with 23 applications received and 3 projects selected, marking a new level of commitment.

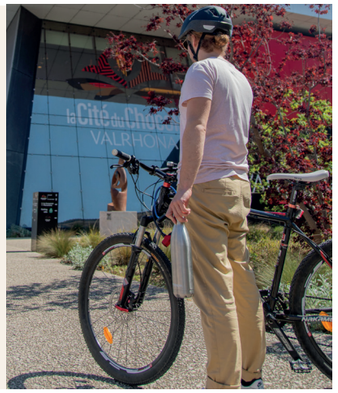
LAUNCH OF THE **NEW INITIATIVE "GIVE YOUNG PEOPLE A TASTE FOR THE FUTURE",** aimed at driving social impact.

EMPLOYEES

BIODIVERSITY & AGROECOLOGY: more than 450 employees made aware of the issues surrounding agroecology.

SOCIAL EVENTS & SHARING KNOW-HOW: 2 days dedicated to employees' families, giving them the chance to (re)discover the chocolate plant in Tain l'Hermitage.

CYCLE-FRIENDLY EMPLOYER SEAL OF APPROVAL - SILVER LEVEL: A recognition of the commitment to sustainable mobility.



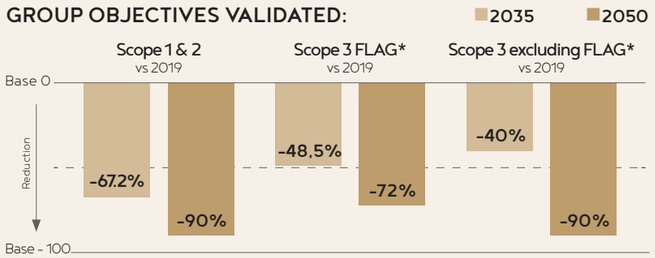
DECARBONISATION

SBTi VALIDATION OF TWO NEW CLIMATE PATHWAYS

Valrhona has chosen to align with the decarbonisation strategy adopted by the Savencia Saveurs & Spécialités group:

- A pathway to 1.5°C by 2035
- A pathway to Net Zero by 2050

GROUP OBJECTIVES VALIDATED:

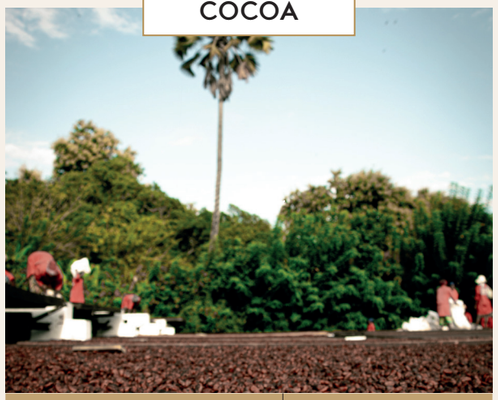


* FLAG (Forest, Land and Agriculture) emissions cover emissions associated with land use, management and conversion, in particular those arising from agricultural raw materials (cocoa, dairy products, ingredients, etc.).

2025 results

In 2019, Valrhona set itself ambitious targets for 2025 with a view to increasing its positive impact. On reaching this deadline, it is now time to take stock.

COCOA



2025 TARGETS	2025 RESULTS
100 % traceability of cocoa beans back to the producers	**100%**
100% traceability of cocoa beans back to the plot in 2021	**100%**
2029: **95%** of direct purchases of cocoa beans will be sourced through long-term partnerships.	**75%**
8-year average duration of our partnerships	**32,490 producers**

We bought in **19 countries** in 2025, through **14 long-term partnerships** in **13 countries.**

GASTRONOMY

2025 TARGETS	2025 RESULTS
Reach **100** beneficiaries with the Graines de Pâtissier project	**137 young people**
40% go on to start a pastry-making course after taking part in the Graines de Pâtissier project	**49%** go on to training or employment in the catering sector at the end of the programme

PEOPLE & INNOVATION

2025 TARGETS	2025 RESULTS
100% of employees have a CSR target	**40%**
100% of suppliers have signed the responsible purchasing charter	**96%**

955 employees as at 31/12/2025 (permanent contracts, fixed-term contracts, work-study trainees, interns) — **493 Women** — **462 Men**

58% of employees say that Valrhona is a great place to work (June 2025 survey)

21 accidents in the workplace with lost time

63% executive staff, including sales, trained in the principles of CSR

€701,210 donated by Valrhona in 2025, of which €403,000 went to the Solidarity Fund, i.e. 57% of its total charitable giving

PLANET

2025 TARGETS	2025 RESULTS
67.2% reduction on Scopes 1 & 2 compared with 2019 (market based - absolute)	**+2%**
100% recovery of waste	**93%**
79% renewables in the energy mix	**68%**
85% recyclability rate for our packaging	**90%**
100% of new products meet our eco-design criteria	**100%**
50% reduction in overall waste generation compared with 2013	**+1%**
50% reduction in water consumption compared with 2013	**14%** reduction in mains water* **56%** reduction in borehole water* *expressed as the ratio m^3/To vs 2013
50% reduction in energy consumption compared with 2013	**36%** reduction in total energy consumption since 2013
30% reduction in CO_2 emissions from air transport compared with 2013	**+25%**

Valrhona celebrates the progress it has made with humility, while acknowledging the targets that have not yet been met. The lessons learned will inform the development of the next roadmap.

Certification & seals of approval

CORPORATE SEALS OF APPROVAL

B CORP
(Maison VALRHONA)

Corporate seal of approval that assesses **social and environmental performance, responsibility and transparency**.

ECOVADIS SILVER
(SAVENCIA Group)

EcoVadis is a platform designed to assess how effectively a company has integrated CSR principles into its operations and the impact of those operations. A Silver rating places a company in the **top 15% of those assessed.**

PERFORMANCE AND RISK MANAGEMENT CERTIFICATION

FSSC 22000 CERTIFICATION

FSSC 22000 is a food safety certification scheme based on the existing, internationally recognised ISO 22000 standard.

ISO 14001 CERTIFICATION

A benchmark standard for environmental management, based on the principle of **continuous improvement in environmental performance** through the management of the impacts associated with a company's operations.

ISO 50001 CERTIFICATION

An international standard that helps organisations **develop a systematic approach to energy management** in order to continuously improve their energy efficiency.

PRODUCT CERTIFICATION (FOR CERTAIN PRODUCT RANGES)

MAX HAVELAAR FAIRTRADE SEAL OF APPROVAL

Seal of approval awarded on condition that certain specifications are met, aimed at **improving the pay and working conditions of cocoa farmers**, while helping to protect the environment.

ORGANIC CERTIFICATION

Ensures that the raw materials used in the production of our chocolate are sourced from natural farming methods, without the use of herbicides, synthetic fertilisers or synthetic pesticides. Guarantees that our chocolate is free from colouring, synthetic flavouring and flavour enhancers.

VEGAN SEAL OF APPROVAL

The V-Label is an international seal of approval, created by the European Vegetarian Union in 1996.

It certifies that **the ingredients in a product are 100% plant-based.**

1% FOR THE PLANET

A global initiative committing companies to **donate 1% of their income** to environmental conservation charities.

TRADE SEALS OF APPROVAL

FRET21

A programme that commits businesses to **reducing CO2 emissions from freight transport** through measurable targets.

OEPV CYCLE-FRIENDLY EMPLOYER

Seal of approval recognising employers that **actively encourage cycling to work.**

To learn more: Click here

Fair trade and agroecology

For several years now, Maison Valrhona has been playing its part in the transformation of the cocoa sector.

In 2025, it focused on two inseparable pillars: fair trade and agroecology. These fundamental choices shape our partnerships, our sourcing practices and our commitment to cocoa farmers in the long term.

Based on multi-year relationships, fair remuneration and technical support in the field, these initiatives are now being further structured to enhance their social, environmental and economic impact. They are based on rigorous traceability of plots and on practical decarbonisation measures at every stage of the value chain.

Our approach, which is designed to be comprehensive and collective, enables us to envisage a long-term future for the sector.

Mélanie Savoie & Cédric Robin

Director of Marketing, Communication and CSR

Cocoa Sourcing Manager

Fair trade: chocolate as a driver of progress

In Africa, Oceania, Latin America and Asia, Valrhona is a socially responsible and committed partner to producers, who face significant challenges relating to environmental and social impacts (sustainability of farming, living conditions, etc.). The key is to support them in implementing sound fair trade practices, validated by the award of benchmark seals of approval: one of the driving forces behind the sustainable transformation of supply chains and stakeholder confidence.

Valrhona applies and adheres to fair trade standards in its dealings with its certified partners, based on:

- compliance with minimum prices
- analysis of producers' production costs in order to assess the gap between our prices and the level required to secure a decent income
- payment of development bonuses

This commitment, made in 2024, aims to ensure that 100% of the beans sourced from partners will be Fairtrade-certified by 2030.

GROWING TOGETHER

To achieve tangible results, Valrhona's CSR and cocoa sourcing teams provide technical, financial and human support to their cocoa partners*. A contract of at least three years is signed with each of them (average duration of eight years in 2025), guaranteeing bean purchase volumes, as well as support for the sector that is always tailored to the priorities and needs of the producer communities. This strategy is accompanied by training programmes, funding for mock audits and initial Fairtrade/Fair for Life audits, and investment in infrastructure. Advice on human resources also helps them to meet the criteria set by the certification bodies. This policy ensures high-quality supplies, guaranteed volumes and stable income for producers, which in turn create opportunities for investment.

To continue along the fair trade path, in 2025 Valrhona provided practical support to its partners in Venezuela, Madagascar and Ghana.

33%

OF COCOA BEANS WERE FAIR-TRADE CERTIFIED
in 2025

4

CHOCOLATE LINES CERTIFIED ORGANIC AND FAIR TRADE

Andoa Noire 70% Pur Pérou
Andoa Lacté 39% Pur Pérou
Oriado 60%
Waina 35%

**Partners: producers, cooperatives or private sector stakeholders with long-term contracts (minimum 3 years), with a commitment to purchase a guaranteed minimum volume and to develop sector-wide projects in line with the priorities of their regions.*

FAIR BY NATURE

Even before obtaining fair trade certification, Valrhona was already paying particular attention to practices within the cocoa supply chain, by establishing long-term partnerships and carrying out projects with a social and/or environmental impact. The move towards fair trade is a natural extension of this commitment, taking it a step further, particularly in terms of ensuring a decent income for producers.

THE DEVELOPMENT BONUS: A TOOL FOR DEMOCRATIC SELF-MANAGEMENT

The payment of development bonuses to fair trade partners enables them to have full decision-making power over the direction they take: this autonomy for producers, based on democratic principles, fosters confidence in their ability to move forward collectively.

> *"Issues relating to governance, strengthening producers' voices and empowering them in their decision-making processes remained key areas to be addressed in order to bring about a genuine transformation of the sector. This is now a key feature of cocoa policy, which is reflected today in projects such as the one being carried out in Ghana."*
>
> Amandine Dubourg
> CSR Project Manager

3 partners receiving financial support for their initiatives

6 partners certified

The 7 pillars OF FAIR TRADE

1. Multi-year trading partnership between producers and buyers.
2. Payment of an additional sum to fund community projects and initiatives.
3. Autonomy for producers through the strengthening of producer organisations with democratic governance.
4. Transparency and traceability of supply chains.
5. Raising consumer awareness of socially and environmentally sustainable production methods.
6. Promotion of production methods that respect the environment and biodiversity, such as agroecology.
7. Fair prices for producers, based on production costs and balanced negotiations.

Source: Commerce Equitable France

SOME FAIR TRADE PROJECTS IN 2025

GHANA: STRENGTHENED GOVERNANCE FOR GREATER AUTONOMY OF LOCAL COMMUNITIES

In Ghana, the **Okoryε project** – Building Fairtrade Cocoa Cooperatives, carried out in partnership with AVSF (Agronomists and Vets Without Borders) and Fedco, aims to support the establishment of 11 community-based cooperatives. The aim of this initiative is to move towards fair trade conditions.

Together, the 1,720 producers and their families are better placed to prepare for the audits scheduled for 2028.

The restructuring of the sector – through training programmes, the introduction of tools that meet the specifications for the Fairtrade seal of approval, and a more democratic governance structure – represents a fundamental step forward in establishing the seven pillars of fair trade on a sustainable basis.

TRANSITION TO FAIR TRADE PROJECT

in Togo

PURPOSE: Supporting Union KC in achieving Fairtrade certification and strengthening its organisational capacity.

ORGANISATION: AVSF

BENEFICIARIES: Union of 858 producers and members

FAIR FOR LIFE

certification project in Venezuela

PURPOSE: Fair For Life audit and certification to ensure best practice.

ORGANISATION: Casa Franceschi Trading

BENEFICIARIES: 730 producers in the Casa Franceschi network and stakeholders in the local cocoa sector

Traceability: moving forward with transparency

Valrhona is committed to ensuring the traceability of its cocoa beans, from the farm to their transformation into finished products.

100%

of our partner producers' cocoa plots are geolocated and mapped.

This result exceeds the requirements of the EUDR, which stipulates that at least one GPS point must be mapped for plots smaller than 4 ha and that the boundary of the plot must be mapped if it is larger than 4 ha.

Since 2019, Valrhona has been using polygonal mapping to ensure traceability right down to the individual plot. This type of topographical survey guarantees the highest level of accuracy, ensuring that no cultivated plot is located within a protected area. Through use of this methodology, which ensures transparency, Valrhona complies with the requirements of the European Deforestation Regulation (EUDR), which will come into force on 30 December 2026. The EUDR requires proof that cocoa was not grown on land deforested after 31 December 2020: Valrhona's traceability system makes it possible to assess and quantify the risk of deforestation.

Since 2022, Valrhona has been using Tilkal, a specialist platform for supply chain traceability. Connected to the Open Atlas mapping solution, it collects valuable data on provenance, transport and storage. Today, this project ensures that our sourcing practices comply with standards that go beyond EUDR requirements. In addition, the mapping exercise has enabled us to calculate our carbon emission factors for each cocoa supplier.

BETTER TARGETED ACTION

While mapping is a tool for transparency, it is also a powerful means of driving local action on issues such as deforestation. GPS data makes it possible to locate plantations within the boundaries of protected natural areas.

Agroecology: a means of improving the resilience of cocoa supply chains

Because the sustainability of the cocoa supply chain is essential to producing exceptional chocolate, Valrhona places the development of agroecological practices among its producers at the heart of its cocoa policy. This strategy contributes to climate change adaptation and the resilience of cocoa farmers, in the same way as fair trade and the traceability of cocoa beans.

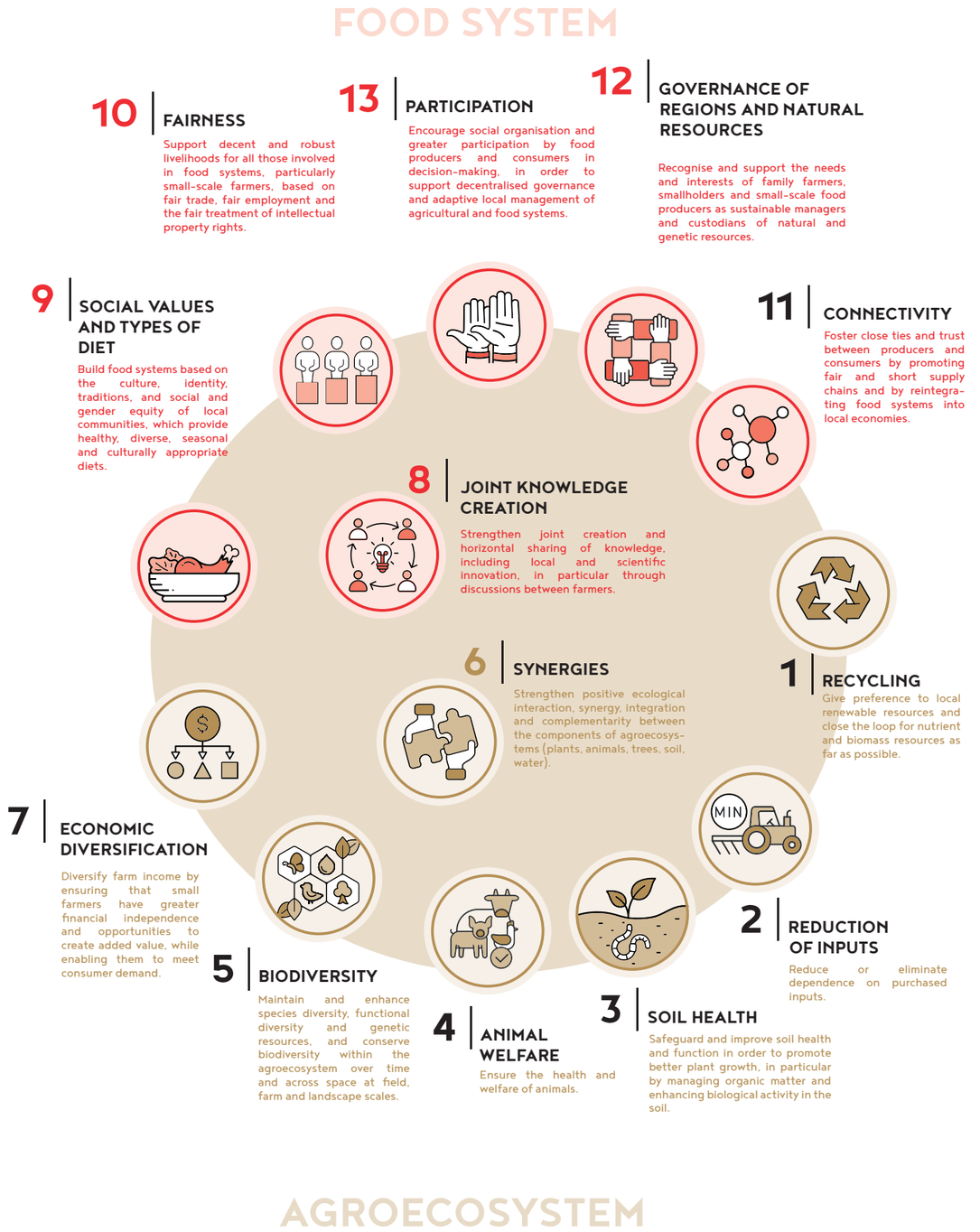
A WELL-DEFINED FRAMEWORK

Valrhona draws on the definition of agroecology as set out by the FAO (Food and Agriculture Organisation of the United Nations) to carry out specific and coordinated initiatives:

Agroecology is a holistic and integrated approach that simultaneously applies ecological and social concepts and principles to the design and management of sustainable agriculture and food systems. It seeks to optimise the interactions between plants, animals, humans and the environment, with a view to building resilience.

Source: FAO

THE 13 PRINCIPLES OF AGROECOLOGY*



Source: Principles set out by the High Level Panel of Experts on Food Security and Nutrition (HLPE-FSN) of the UN Committee on World Food Security (CFS) in its 2019 report, Agroecological and other innovative approaches.

PARTNERING WITH PRODUCERS TO BUILD THEIR SKILLS

The agroecological awareness of cocoa farmers is a selection criterion in the partnerships that Valrhona establishes. From the purchase of the first cocoa bean, Valrhona is committed to building long-term relationships. These are developed through numerous projects identified as priorities by the partners. Since 2025, Valrhona has been stepping up efforts with its partners to strengthen this agroecological support, which will continue in the years to come.

100%

TARGET FOR VALRHONA PARTNERS SUPPORTED OR INVOLVED IN AN AGROECOLOGY PROJECT BY 2035

CLOSE MONITORING OF AGROECOLOGY PROJECTS

Based on the FAO definition, Valrhona has created a rating scale to assess all projects carried out, with each of them assigned a score. This scale enables the effectiveness of each initiative to be assessed, with a minimum score required for the project to be classified as "agroecological".

SOME AGROECOLOGY PROJECTS IN 2025

COCOA FOREST

project in Côte d'Ivoire

PURPOSE: **collective design of sustainable agroforestry models and/or the improvement of existing systems, with positive impacts on producers' incomes, biodiversity and the carbon footprint.**

Following the model implemented in the Dominican Republic (2016-2023), producers and technicians received training on soil fertility, grafting cocoa trees, making organic fertiliser, pruning trees to optimise yields, and processing cocoa-related products.

IMPACT:

- Improved biodiversity in the plantations
- Improved resilience / productivity of the plantations
- Soil restoration
- Reduced use of inputs
- Improved knowledge and skills

BENEFICIARIES:

- 150 farmers supported in their transition to agroforestry
- 30 for the implementation of technical solutions for soil restoration
- 100 agricultural technicians trained.

CO-COACHING

project in Togo

PURPOSE: **provide individual support to producers in Union KC through personalised technical advice, the distribution of seedlings and assistance with agricultural work - The project agreement was signed in 2024, with completion scheduled for 2027.**

IMPACT:

- Improved productivity
- Improved income for producers
- Improved agricultural practices to help increase yields on the plantations
- Improved resilience of agricultural systems in Togo

BENEFICIARIES:

- 250 producers from 42 cooperatives

KAKAO EXPERIENCE

project in Bali

PURPOSE: **creation of a demonstration plot and a collaborative learning centre.**

Since 2022, a demonstration plantation using dynamic agroforestry has been established, serving as a testing ground for Indonesian farming communities.

IMPACT:

- Diversification of producer income
- Sharing of agroecological farming practices
- Improved use of natural resources
- Increased biodiversity (plant and animal) and spatial and temporal diversity on the cultivated plot

BENEFICIARIES:

- 73 guests at the demonstration plot (local producers, including cocoa farmers, chefs, NGOs and other regional stakeholders)

RAISING AWARENESS AT ALL LEVELS

In Tain-l'Hermitage, initiatives to raise staff awareness of agroecology have been rolled out. Led by Les Alvéoles, an agroecological training centre, these plenary sessions and workshops have deepened understanding of the sustainability challenges facing the agricultural sector at the heart of the local region.

SOME SECTORAL PROJECTS IN 2025

PROJECT

Strengthening post-harvest infrastructure

Peru | VALLE SINGUCATE AND AMAZONAS

PURPOSE: **Construction of infrastructure (secure collection centres, drying facilities) to improve the quality of the beans, minimise losses and reduce the risk of contamination.**

ORGANISATION: Cepicafé Foundation

BENEFICIARIES: **243** families

PROJECT

Development of cocoa drying units

Indonesia

PURPOSE: **Construction of solar dryers to improve the quality of fermented cocoa and increase production capacity.**

ORGANISATION: Koperasi Karya Bersama & PT Khatulistiwa Agro Sentosa Serasi

BENEFICIARIES: Local cooperatives.

PROJECT

Biofertiliser production

Togo

PURPOSE: **Construction of a composting centre and development of biofertilisers to improve soil fertility and reduce the use of chemical inputs.**

ORGANISATION: Beyond Beans

BENEFICIARIES: **42** producers

PROJECT

Diversification of agricultural income - PADAR 2.0

Madagascar

PURPOSE: **Support for income diversification through the development of complementary activities (particularly livestock farming), with a view to strengthening producers' economic resilience.**

ORGANISATION: Millot

BENEFICIARIES: **20** producers

Climate action

Valrhona is seeking to minimise the impact of its operations on the planet by implementing its climate action plan. This aims to comply with the nine planetary boundaries and the global pathway to carbon neutrality by 2050.

The actions undertaken provide results in line with the stated ambition:

DECARBONISATION

The decarbonisation plan for Scopes 1 and 2 includes heat recovery and various investments aimed at reducing water and gas consumption (such as monitoring tools, for example).

AGROECOLOGY

Valrhona is conducting several studies to diversify the source of its cocoa beans, aims to reduce tree losses through agroecological practices, and is considering stepping up the use of wind-powered cargo shipping.

TRANSPORT

18 initiatives relating to downstream transport are being implemented at various stages of development: lighter pallets; 100% of journeys to Paris made using rapeseed-fuelled lorries since 2025; intermediate hubs to expand the distribution network; and the transport of refrigerated containers by barge on the Rhône. Monitored monthly and by mode of transport, notably using ADEME's FRET21 methodology, these initiatives have contributed to a saving of 900 tCO_2eq compared with 2021, representing a 7% reduction. In 2026, the aim is to reduce this overall figure by 5% compared with 2025.

100%

OF JOURNEYS TO PARIS made using rapeseed-fuelled lorries since 2025.

CO_2

900 t

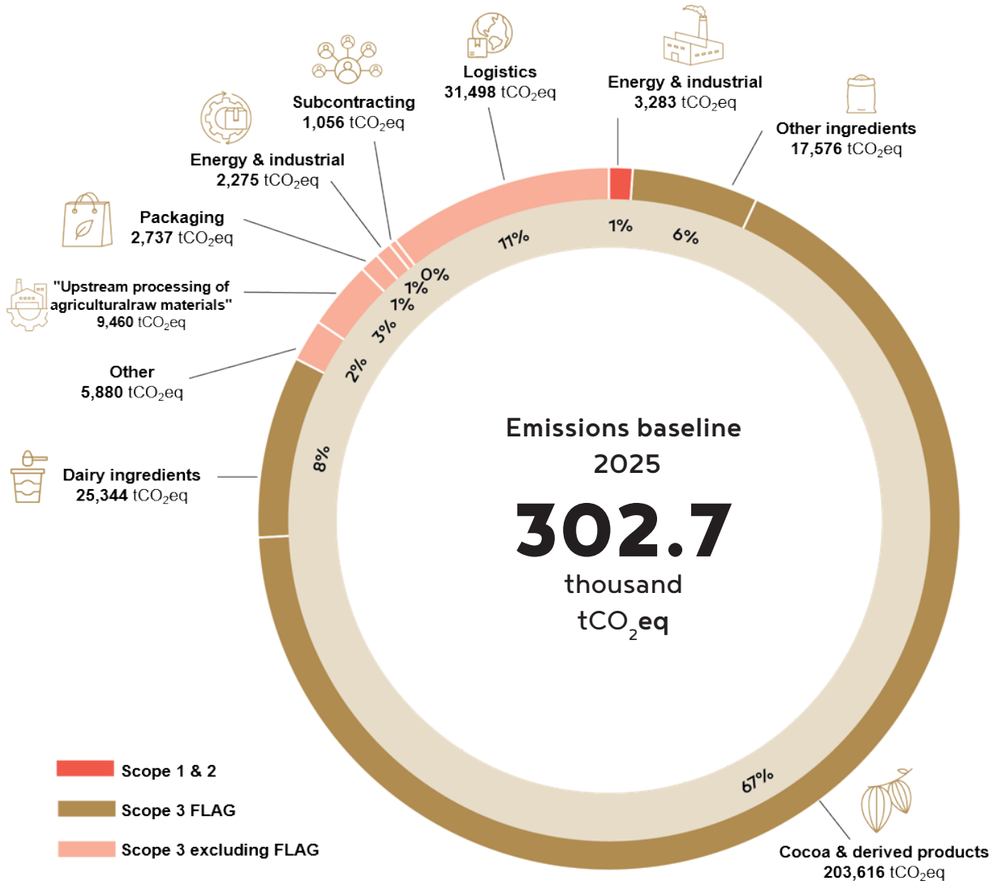
CO_2 EMISSIONS AVOIDED IN 2025 COMPARED WITH 2021 i.e. a 7% decrease.

Carbon emissions

Every year, Maison Valrhona measures greenhouse gas (GHG) emissions across its entire value chain in order to manage its climate impact. These emissions are published in the impact report for the first time. They have been measured with the support of the consultancy firm Carbone 4, in accordance with the Greenhouse Gas Protocol methodology.

See the

CERTIFICATE OF COMPLIANCE - CARBONE 4 CONSEIL



Scope 1: direct emissions associated with activities controlled by the company.

Scope 2: indirect emissions associated with energy purchased and consumed.

Scope 3: other indirect emissions across the entire value chain, both upstream and downstream (agriculture, ingredients, packaging, transport, logistics, co-manufacturing, etc.).

FLAG emissions: emissions linked to agriculture and land management.

Societal impact

Valrhona has understood that its mission is not just about chocolate: a company is also an essential part of society.

The Valrhona Solidarity Fund precisely embodies this commitment to supporting practical projects in the public interest, and more specifically for young people: the next generation of the sector. Strengthened and well-structured, the Fund is a powerful driving force for the transfer of knowledge, the development of sustainable agricultural practices and social progress.

This commitment is also reflected in the HR policy through support for initiatives that promote diversity and inclusion. This applies in particular to people with disabilities, but also to older people who play such an important role in passing on the know-how that makes Valrhona unique.

Valrhona Solidarity Fund: the taste of the future today

The Valrhona Solidarity Fund, established in 2019, is a non-profit charitable organisation that supports projects in the public interest. These projects, focused on young people, represent the company's promise to help, in its own way, to build a fairer and more sustainable future around the cocoa trades.

Each year, a selection of projects is made in order to support initiatives that are most in line with this central theme, which extends beyond Valrhona's day-to-day business. Three pillars are highlighted to guide decision-making: passion, transmission and the planet.

The aim of the **"passion" pillar** is to boost the appeal of careers in the cocoa sector amongst communities in cocoa-producing countries, where the average age of cocoa farmers is high (55 years on average worldwide). To achieve this, the Valrhona Solidarity Fund supports innovative, intergenerational initiatives in producing countries that help to promote cocoa trades and know-how.

The **"transmission" pillar** focuses on the skills required in the chocolate-making and pastry-making trades, with the aim of inspiring people to pursue careers in these fields, particularly among young people in France who are furthest from the labour market.

Lastly, the **"planet" pillar** is based on deforestation issues. Producers' involvement in caring for the environment and cocoa plots - particularly by accelerating the agroecological transition - serves both to protect the planet and to enhance the sector's appeal.

A GROUP DEDICATED TO PROJECT SELECTION

The 2025 grants were awarded to six projects in France and abroad. Some of them were selected as part of the first call for proposals entitled "La Relève".

The projects were reviewed by a Projects Committee set up in 2025 and comprising eight volunteer Savencia employees with complementary skills.

23 applications

were received in response to the "La Relève" call for proposals, and **three were selected** by the seven members of the Board of Directors, responsible for the final decision.

THE SOLIDARITY FUND SINCE 2019

26	9	1.7 million	29,000
projects supported	countries involved	euros redistributed	beneficiaries

SOME PROJECTS SUPPORTED IN 2025

Akiba

SOWING THE FUTURE IN NOSY KOMBA, MADAGASCAR

Location:	Madagascar (Nosy Komba Island)
Association:	Assadem
Purpose:	Community development project based on three interdependent pillars: education and vocational workshops, culture and training in agroforestry, and the processing and sale of local produce.
Beneficiaries:	85 families
Grant awarded:	€45,271

Cocoa and Biodiversity:

COEXISTENCE IN THE ANDEAN AMAZON

Location:	Peru (San Martín region)
Association:	Nature Conserv'Action
Purpose:	Support for local organisations and communities committed to safeguarding biodiversity (notably through inventories); establishing a local cocoa supply chain that is compatible with these objectives.
Beneficiaries:	75 farmers
Grant awarded:	€32,000

Cocoa and Biodiversity

ASSESSING BIODIVERSITY IN UGANDA

Location:	Uganda
Association:	Nitidae
Purpose:	Support the rapidly growing cocoa sector in adopting sustainable agricultural and agroforestry practices (a review of the current situation to provide guidance to stakeholders in the sector).
Beneficiaries:	Stakeholders in the Ugandan cocoa sector involved in the sector's development and addressing environmental issues
Grant awarded:	€47,000

Find out more

Find out more about the organisation (strategy, governance, how the philanthropy programme works, etc.) and the projects it supports in the Valrhona Solidarity Fund 2025 Activity Report:

fonds-solidaire-valrhona.org

FOCUS ON A PROJECT

Graines de Pâtissier: the pre-learning programme of the future

The Valrhona Solidarity Fund has been running the Graines de Pâtissier programme since its launch in 2017. This initiative came at a time when the gastronomy and pastry-making sector was facing recruitment difficulties. Eight years after the launch of this project, this still holds true, confirming the importance of supporting such a programme.

Over the years, Graines de Pâtissier has evolved, while remaining true to its mission: "to help young people who are distant from the labour market to re-engage by introducing them to the trade and its craftsmen". In partnership with the national network of Écoles de la 2e Chance (E2C) and vocational training centres (CFA) across several regions, Graines de Pâtissier enables young people to enrol at training centres throughout France while undertaking work placements. An excellent, practical way to prepare for learning.

AN EXTENDED NETWORK

In 2025, two new cities (Nice and Troyes) joined this training programme, which is now available in 14 cities. While personalised support is prioritised through the Écoles de la Deuxième Chance, a common foundation centred on pastry-making is being rolled out in collaboration with partners: training centres, hospitality colleges and craft pastry-makers.

IDEAS TO NURTURE

Changes have been made to the programme as part of a commitment to continuous improvement: a questionnaire was distributed via the E2Cs to enable young people who had completed the training to share their feedback. This valuable information will be collected once again in 2026, with the aim of improving the response rate and, above all, further refining the programme so that it meets young people's expectations.

Lastly, the Valrhona Solidarity Fund aims to develop sponsorship schemes for craft pastry-makers in each city, with a view to turning them into true ambassadors for the network of professionals and partners.

For young people aged between 16 and 25, Graines de Pâtissier offers the chance to regain confidence and move forward with greater peace of mind as they learn a trade with a promising future.

Camille Colomb,
Graines de Pâtissier project manager

Graines de Pâtissier since 2017

682
YOUNG PEOPLE ENROLLED IN THE PROGRAMME

50%
WENT ON TO UNDERTAKE TRAINING OR FOUND EMPLOYMENT FOLLOWING THE PROGRAMME

14
CITIES INVOLVED

40
DAYS OF WORK PLACEMENT ON AVERAGE

Find out more

Find out more about the Graines de Pâtissier programme at

grainesdepatissier.com

Justice, fairness, diversity and inclusion: concrete actions

Valrhona recognises that employee engagement is a key driving force behind the company. As such, an HR policy is implemented to foster human relationships that are aligned with the values of justice, fairness, diversity and inclusion.

DISABILITY

The issue of inclusion for people with disabilities has been a key priority for Valrhona for several years. Various initiatives are helping to promote their integration or to raise awareness among employees:

- **Duo Days** – work placement programmes run by ALGEEI (Association Laïque de Gestion d'Etablissements d'Education et d'Insertion) – enabled us to welcome 10 external participants last November.
- In early July, the T Pas Cap agency organised two **awareness-raising days** on recognition of disabled worker status (RQTH). Through a game, 155 employees came to understand the impact of disability on everyday life and, all the more important, the need to show solidarity.

Duo Days are a great opportunity to share experiences. What's more, they help people discover careers in the chocolate sector.

Emilie Bégot
Nurse at the Health Centre and a disability liaison officer

Hélène Radisson
HR Manager

We always recruit people based on their skills first and foremost, and we adapt their role if they have a disability: this is an opportunity, not a constraint. Ongoing consideration is given to ensuring that the working environment is suitable for the integration of people with disabilities or for retaining employees who have been redeployed following an accident, for example. This can, of course, involve the use of specialised equipment (visual alarms, hearing aids, etc.), but also training in sign language to support frontline staff.

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DISABILITY LIAISON OFFICERS
spearheaded inclusion initiatives in 2025 within the Disability Committee, which was established in 2019 – two more than the previous year.

155

EMPLOYEES
made aware of RQTH and the impact of disability on everyday life

SENIORS

Under the leadership of the Savencia Group, Valrhona has been building on the transmission of know-how since 2024. Employees with recognised specialist expertise can thus pass on their valuable knowledge within an established framework.

The seniors programme is designed to support employees and help them best prepare for retirement. Calculating entitlements, administrative paperwork, advice, and so on – everything is in place to help approach retirement with peace of mind.

A two-day course is also planned to raise seniors' awareness of key issues for their future: how to cope with not working, taxation, health, etc.

Finally, a pension assessment is carried out from the age of 58, with a free appointment at the CEREP to help them put together their pension application.

GENDER EQUALITY

49%

of the company's employees are women; 51% are men.

Valrhona takes a very careful approach to its remuneration and promotion policy.

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The Executive Committee comprises 6 women and 2 men, and the CEO is a woman.

2026 *roadmap*

1. SUSTAINABILITY OF SUPPLY CHAINS

- **STRENGTHENING FAIR TRADE WITHIN COCOA SUPPLY CHAINS** by continuing to support partners in achieving fair trade certification, with a focus on the democratic governance of producer organisations, particularly in Ghana in partnership with AVSF.
- **TESTING PAYMENT MECHANISMS FOR ECOSYSTEM SERVICES IN CÔTE D'IVOIRE** (the services provided by natural ecosystems for human benefit - Source: MEA 2015), including the launch of a pilot project aimed at providing financial recognition for practices that promote biodiversity and ecosystem conservation (agroforestry, habitat protection).

2. CLIMATE & LOW-CARBON PATHWAY

- **OPERATIONAL ROLL-OUT OF THE DECARBONISATION PLAN** including the implementation of an emissions reduction pathway aligned with targets validated by the Science Based Targets initiative (SBTi) across all scopes.
- **DEVELOPMENT OF A CARBON EMISSIONS REDUCTION PLAN FOR UPSTREAM OPERATIONS**, across all production areas. This means understanding exactly which activities generate the most emissions and finding ways to reduce them.
- **TRANSFORMING LOGISTICS PATTERNS MODELS TOWARDS LOW-CARBON SOLUTIONS**, such as industrialising the 12 kg returnable container system and accelerating the use of low-impact transport modes: inland waterways, wind-powered shipping, and cargo bike.

3. SOCIETAL IMPACT

- **ESTABLISHING THE COMPANY'S ROOTS IN THE REGIONS**, through the roll-out of projects with a social and regional impact, in line with local needs and in collaboration with community organisations and local authorities.
- **STRENGTHENING THE CONDITIONS FOR EMPLOYEE ENGAGEMENT**, while continuing to implement initiatives that promote quality of life, inclusion and team engagement around transition issues.

VALRHONA

Imaginons le meilleur du chocolat®

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