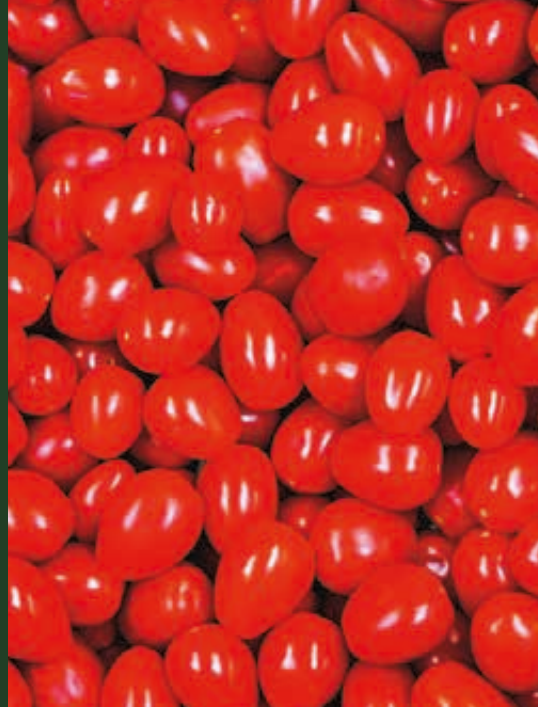


OUR COMMITMENTS

CSR REPORT 2024



GROWING WHAT'S GOOD FOR EVERYONE

A committed company



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



ALLIANCE FOR
WATER STEWARDSHIP



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EDITORIAL

For almost forty years, the Azura Group has been committed to cultivating quality products that are both tasty and healthy, while placing sustainability at the heart of our strategy. We have chosen to be a committed company, actively promoting environmentally friendly agriculture, meeting consumers' expectations while ardently preserving resources for future generations.

Our environmental commitment is rooted in our team's daily work. Each day, they act in accordance with the most demanding international certifications, such as the Alliance for Water Stewardship. In all our activities, our employees are mobilised to implement our decarbonisation pathway, adopted as part of the Science-Based Targets initiative that aims to limit global warming to 1.5°C. We are in the process of obtaining B Corp certification, for which an audit is currently underway. Finally, we are applying our capacity for innovation and research to help shape a more sustainable agriculture for tomorrow.

Our commitment is also reflected in our social policy, with a strong commitment to offer our employees the best working conditions, living wages and supporting them in their professional development. In addition, we actively contribute to the development of the local communities to which we are committed through our Foundation's work in rural areas where we operate.

Growing what's good is our raison d'être, and together we make it happen. We are proud that our products contribute to everyone's well-being: employees, consumers and local communities. This commitment, supported by our employees, is what inspires us every day.



HICHAM HARAkat
CHIEF EXECUTIVE OFFICER
OF THE AZURA GROUP

GROUP PROFILE

OUR MISSION

Driving the development of tasty, healthy and sustainable food made accessible for all

5 ACTIVITIES

FROM FARM TO FORK: FIVE COMPLEMENTARY ACTIVITIES FOR HEALTHY AND SUSTAINABLE EATING

MARKET GARDENING

Cultivation and packing of tomatoes and aromatic herbs.

53
DEDICATED FARMS IN TWO REGIONS OF MOROCCO

AZURA ATLANTIC

Clam aquaculture in an ocean hatchery.

1ST
WORLD PRODUCER OF EUROPEAN CLAMS (*RUDITAPES DECUSSATUS*)

BIOBEST MAROC

This business is a joint venture with the Biobest group and is dedicated to the breeding of bumblebees and other auxiliary insects for pollination and natural pest control.

27
SPECIES OF BENEFICIAL INSECTS AND MITES PRODUCED IN MOROCCO

INTERNATIONAL NURSERY

tomatoes, cucurbits, berries, and rootstock plants.

25
YEARS PRODUCING PLANTS IN MOROCCO

REUSING CO-PRODUCTS

Reusing co-products from our activities, including the processing of agricultural co-products (tomato stalks, etc.) to make compost and solid recovered fuel (SRF).

Azura is an integrated group with operations in Morocco and France. Grown in Agadir and Dakhla and packaged in Agadir, the tomatoes are then transported to the Azura site in Perpignan, for onward distribution to various European markets (France, Germany, the Netherlands, Northern Europe, the UK, etc.).

(1) Kantar Brand Footprint 2024.
(2) Alliance for Water Stewardship.

Founded in 1988, Azura is a French-Moroccan family company specialising in fresh produce (tomatoes, aromatic herbs, clams), and has become one of the world's leading producers of cherry tomatoes. Its business is based on a sustainable farming model throughout the value chain, enabling it to offer healthy, accessible and responsibly sourced products all year round to European retailers and consumers.

THE GROUP IN NUMBERS

€500M

TURNOVER
IN 2024

18,000

EMPLOYEES IN MOROCCO
AND FRANCE

€6M

INVESTED BY THE
AZURA FOUNDATION

53

AGRICULTURAL FARMS TO DATE,
1 AQUACULTURAL FARM IN DAKHLA,
1 PACKAGING STATION IN AGADIR,
1 LOGISTICS PLATFORM IN PERPIGNAN

180,000

TONNES OF TOMATOES SOLD
IN EUROPE IN 2024

AZURA IS THE
10TH

MOST POPULAR BRAND
CHOSEN BY FRENCH CONSUMERS
WITH 116 MILLION PURCHASES ⁽¹⁾

KEY DATES

Over 35 years of sustainable growth



1988

BIRTH OF AZURA GROUP.
CREATION OF OUR FIRST FARM
IN AGADIR AND THE LOGISTICS
PLATFORM IN PERPIGNAN.



1996

ESTABLISHMENT OF AN INTEGRATED,
QUALITY-FOCUSED SUPPLY CHAIN.
CREATION OF THE INTERNATIONAL
NURSERY BUSINESS.



1998

LAUNCH OF THE BIOLOGICAL
PROTECTION BUSINESS IN A JOINT
VENTURE WITH BIOBEST GROUP.



2003

EXPANSION OF THE PERPIGNAN
LOGISTICS PLATFORM.



2014

CREATION OF THE AZURA FOUNDATION
COMMITTED TO EDUCATION,
MANAGEMENT OF NATURAL RESOURCES,
AND STRENGTHENING THE CAPACITY
OF ITS ECOSYSTEM IN THE RURAL
REGIONS OF SOUTHERN MOROCCO.



2016

LAUNCH OF THE
AZURA ATLANTIC
AQUACULTURAL BUSINESS.



2022

COMMITMENT TO LIMITING
GLOBAL WARMING TO 1.5°C IN LINE
WITH THE SCIENCE-BASED TARGETS
INITIATIVE (SBTi).



2023

INSTALLATION OF WASTE
TREATMENT FACILITIES
ON OUR SITES



2024

CERTIFICATIONS AWARDED
IN 2024

MAY

Awarded AWS certification ⁽²⁾
(p. 12)



JULY

Validation of our decarbonisation
commitments by the SBTi
(p. 21)



NOVEMBER

Awarded LEAF
Marque certification
(p. 24)

OUR CSR APPROACH: GROWING WHAT'S GOOD FOR EVERYONE

GROWING WHAT'S GOOD FOR THE PLANET

Our commitments

- Reduce GHG scope 1 and 3 emissions by 24.2% in absolute terms between 2022 and 2028 (FLAG target) (2)
- Reduce our greenhouse gas (GHG) scope 1 and 2 emissions by 33.6% in absolute terms between 2022 and 2028 (non-FLAG target)⁽¹⁾
- Reduce the level of scope 3 GHG emissions by 44% per kilogramme of product (non-FLAG target)⁽¹⁾
- Recycle and recover 100% of our waste
- Conserve and develop biodiversity at our sites

Our achievements

- Validation of our carbon footprint reduction targets by the SBTi
- Certification of our best environmental practices
- Delivery of Alliance for Water Stewardship (AWS) certification in 2024 for the tomato farms and packing station
- Irrigation: supply contract for desalinated seawater that meets 100% of our farms' needs in the Agadir area

GROWING WHAT'S GOOD FOR OUR EMPLOYEES

Our commitments

- Guarantee safety and health for all our employees: assess and forecast risks, build a prevention culture, train employees in good behaviour
- Offer a range of training courses targeting career development.
- Establish a healthy working environment
- Ensure our employees receive a living wage (according to the HDI Sustainable Trade Initiative criteria).
- Ensure gender equality

Our achievements

- Business Social Compliance Initiative (BSCI) and Sedex Members Ethical Trade Audit (SMETA) certification.
- Gender equality index of 80/100 (for DISMA, our French subsidiary).
- Net monthly wages of our agricultural workers 8.85% higher than the living monthly wage set by the HDI (scope: 100% of the Agadir workers)

To ensure a maximum positive impact, Azura takes action simultaneously on all environmental, social and economic levers. On the ecological front, the Group is reducing its greenhouse gas emissions at source, developing biological control solutions, using water responsibly, using renewable energies, optimising energy efficiency, using biodegradable packaging, etc. In terms of social responsibility, Azura is developing a working environment which gives priority to employee health and safety issues, decent pay and gender equality. With regard to consumers, Azura is committed to strict compliance with the current health standards in force and to the most rigorous international standards for the freshness and quality of its products. Finally, for its stakeholders, Azura supports rural communities in southern Morocco through education, natural resource management and local development.

Our raison d'être: growing what's good for everyone.

GROWING WHAT'S GOOD FOR CONSUMERS

Our commitments

- Offer consumers healthy, tasty products at affordable prices all year round.
- Achieve 100% recycled plastics in our packaging and/or 100% recyclable or biodegradable packaging
- Maintain the best quality certifications and comply with all regulatory quality standards, to ensure the optimum quality of our products

Our achievements

- AZURA is the 10th best-selling brand in France⁽³⁾
- Over 600 internal and external tasting sessions annually
- In France, we have been using biodegradable cardboard packaging since 2023, in compliance with the Agec law on combating waste
- Traceability of our products throughout our value chains

GROWING WHAT'S GOOD FOR SOCIETY

Azura Foundation commitments

- Education: contribute to the improvement of school infrastructure, in particular through rebuilding schools; development of Dar Taliba (boarding schools for girls); socio-economic integration of young women
- Natural resource management: access to water, recycling and responsible reuse of this resource; raising awareness of good practices for its conservation; ongoing studies to define action plans aimed at preserving biodiversity and strengthening resilience to environmental challenges
- Together for impact: strengthening the capacities of local associations through training and workshops to support their development

Azura Foundation achievements

- Over €6 million invested by the Foundation since 2014 in projects promoting education, natural resource management and the development of rural communities in Morocco.
- Over 30,000 beneficiaries of the projects carried out
- 8 schools renovated, 3 Dar Taliba built
- 45 scholarships awarded since 2019 to deserving Dar Taliba students and children of staff.
- More than 900 awareness raising workshops since 2014
- Centres for people with special needs (1 centre built and 1 centre financially supported)
- 1 maternity home renovated and equipped
- 3 water-access projects



1. Non-FLAG: emissions linked to energy and industrial processes, transport, buildings, etc. under the international GHG Protocol for measuring GHG emissions.
2. FLAG: emissions directly linked to the Group's agricultural activities. 3. Kantar Barometer – Brand Footprint France.

GOVERNANCE DEDICATED TO CSR ISSUES

The governance of the Azura Group ensures that it takes a long-term view. Made up of executive bodies capable of making decisions and taking action, it responds to the interests of each of the stakeholders. This governance defines the strategy and assumes responsibility for its proper execution, particularly for its CSR component.



EXECUTIVE COMMITTEE

Its role is to monitor the Group's financial, operational and CSR performance. It validates and monitors the implementation of standards - e.g. the SBTi and AWS certification processes, manages the risk matrix (particularly with regard to climate change), and evaluates indicators to measure the success of the Group's strategy. Over the past two years, the Executive Committee has also supported the increasing incorporation of CSR issues into its work.

REVIEW COMMITTEES

Each Business Unit (BU) has a Performance Review Committee that keeps all subsidiary managers informed of the Group's results and progress on the road map, as well as growth opportunities and other key information. In addition, a Business Review Committee in each BU meets monthly to create a collaborative drive to achieve objectives and monitor the progress of projects and financial performance.

SUSTAINABLE PERFORMANCE

By applying strict frameworks such as SBTi, AWS and Leaf Marque, Azura is improving its operations to achieve ambitious sustainability targets. The decarbonisation commitments apply at all levels of the Group and are managed by a quarterly Climate Committee. They rely on dedicated tools to integrate CSR issues management into the driving force of company performance. Azura incorporates key CSR performance indicators into its financial management, thus offering a better overview of the impact of sustainability issues on the Group's financial performance.

SUSTAINED DIALOGUE WITH OUR STAKEHOLDERS

Through the Internal Stakeholder Management Committee, Azura maintains an ongoing dialogue with all its stakeholders. The purpose of this dialogue is to guide the Group's decisions, explain the nature of its activities and impacts, and provide appropriate responses to requests from its various stakeholders.

ADAPTED DIALOGUE TO EACH AUDIENCE

RETAILERS CLIENTS & CONSUMERS

- Collection of expectations regarding the quality, taste and sustainability of our products
- Sharing information about our products and CSR commitments on packaging and other media
- Continuous dialogue with retailers (dedicated notifications, field visits to Morocco) to raise awareness of Azura's CSR commitments

SUPPLIERS & SUBCONTRACTORS

- Sharing good practices by distributing our Responsible Purchasing Charter
- Annual assessment including an environmental component
- Dedicated communication plan for suppliers

INSTITUTIONS AND THE PUBLIC SECTOR

- A dedicated team committed to maintaining continuous dialogue with our stakeholders at local, national, and European levels

EMPLOYEES

- Diverse HR team, based close to the operational sites in Morocco and France
- Employee representative bodies in France and staff representatives in Morocco

LOCAL COMMUNITIES

- Azura Foundation: grass roots discussions to find practical solutions to needs related to education, natural resource management and strengthening the capacity of our ecosystem

AZURA TALKS: A DAY OF DISCUSSIONS DEDICATED TO THE ECOLOGICAL TRANSITION

In December 2024, several of the Group's stakeholders - public actors, NGOs, Suppliers, Academics and environmental experts - took part in Azura Talks, a meeting dedicated to environmental issues. By facilitating discussions between its stakeholders, Azura reaffirmed its determination to take concrete action in favour of the ecological transition and to contribute to the emergence of a more resilient and sustainable agricultural model.

A CONSTRUCTIVE DIALOGUE TO JOINTLY IDENTIFY SOLUTIONS TO ENVIRONMENTAL ISSUES IN THE AGRICULTURAL SECTOR

As part of its commitment to sustainable agriculture, Azura organised a day of discussions with its stakeholders around the topic «Ecological transition in agriculture: challenges and eco-responsible practices». During the day, discussions explored local environmental challenges: the impact of climate change on the fruit and vegetable sector, biodiversity conservation and natural resource management.

Experts from both the public and private sectors provided their analyses and shared their experience, highlighting strategies and innovations to reduce carbon footprints and adopt more environmentally friendly agricultural practices. The discussions underlined the importance of technological innovation and cooperation between the sector stakeholders to accelerate the transition to more sustainable agriculture. Among the identified levers are irrigation optimisation, adoption of low-carbon solutions and development of regenerative farming practices.



A PURCHASING POLICY INTEGRATING ESG CRITERIA

With operations rooted in MOROCCO AND EUROPE, AZURA embraces its responsibility across its value chains to support its suppliers in evolving their practices, aiming to reconcile agricultural and aquacultural excellence with environmental and social performance.

REORGANIZATION OF THE PURCHASING DEPARTMENT

In 2022, the Purchasing Department launched a transformation program covering all stages of Azura's value chain, from initial budget planning to supplier payments. This approach includes needs planning, conducting tenders, managing contracts and evaluating suppliers. All Azura buyers have undergone training in responsible purchasing and now use a specific tool to assess supplier performance based on ESG criteria. This reorganisation has also led to the creation of a centre of operational excellence, intended to work with all Azura Group entities. In-house training courses are regularly organised to strengthen the skills of our Purchasing teams in the issues related to responsible purchasing. Furthermore, CSR compliance factors, alongside price and quality, now form the basis of Azura's purchasing decisions, with a view to building long-term relationships with suppliers, aligned with common sustainability goals.

A CHARTER TO ANCHOR RESPONSIBLE PURCHASING

Since 2023, Azura has required its 800 suppliers to sign its Responsible Purchasing Charter, an essential condition for bidding in the Group's calls for tender. This approach imposes strict compliance on key points such as combating illegal work, fraud and child labour. Strategic partners, who account for 80% of the purchasing budget, are obligated to adhere to this Charter. Moreover, these strategic suppliers will increasingly be subject to social audits carried out by independent firms. Lastly, an Ethics Committee, independent of the Purchasing Department, has been set up to provide a communication channel accessible to all suppliers so that they can report any complaints or concerns relating to purchases.

2025 NOVELTIES

Since 2023, as an integral part of the Azura buyers' objectives, improvements in supplier's ESG performance will be quantified and factored into buyers' bonuses. The targets relate to decarbonisation, combating fraud (tax and social), and the use of renewable energy. In addition, the Azura Academy training platform will offer online training courses for buyers, focusing on the identification of risky behaviour and the mechanisms to be adopted to combat all types of purchasing fraud. These training courses will include risk mapping supervised by the Internal Control Department.

OUR COMMITMENTS



TO THE PLANET

Action plans across all our issues

— For several years now, Azura has been committed to transforming its environmental impact by developing sustainable production and distribution methods. To this end, we have developed a comprehensive method to assess all our environmental externalities. We monitor not only our direct and indirect CO₂ emissions, but also our impact on air, water, raw materials, waste, etc. In particular, on the priority issue of reducing our carbon footprint, the emissions from our business activities are measured – for the three scopes – and an action and investment plan is drawn up to reduce the impact of our CO₂ emissions, by aiming to implement operational levers and innovations. This approach is steered by a Climate Committee that involves all the Group's decision-making departments. At the same time, we have not overlooked the issue of adapting to the effects of climate change, in particular by committing to a plan to reduce our water footprint. Speaking of water, it is indeed at the heart of all our activities and concerns. In Morocco, where water stress is increasing, we have taken decisive measures, notably the use of desalinated seawater and by reusing and internally treating wastewater wherever possible. Every cubic metre saved is a commitment to preserving this vital resource. As proof of all these efforts, all our integrated water management is now certified by the Alliance for Water Stewardship (AWS), evidence of our determination to manage water resources collaboratively, in harmony with other users. We are also committed to

protecting biodiversity wherever we operate. On land, our fifty-three horticultural farms are gradually reducing the use of chemical inputs and replacing them with bio-protection – relying on the use of insects or ecological products. At the same time, we are looking for an alternative to the coconut fibre used as a substrate in our tomato greenhouses. Lastly, some of our activities directly help our customers to generate a positive impact for biodiversity: this is the case for our Biobest



**CELINE MONTAURIOL'S
VIEW**
CSR DIRECTOR

Maroc entity, which offers natural pollination and pest control solutions for crops. Moreover, to prevent the infection of plants with pathogens, we ensure that the GSPP standard is complied with. Regarding waste management, our approach is becoming increasingly mature. We reached a new milestone in 2024: we now use all of our organic waste to regenerate the soil that we cultivate in Morocco, using a compost that becomes an agricultural resource, in a circular economy model. Lastly, for the distribution of our products, we have introduced new environmentally friendly packaging, in the form of fully biodegradable cardboard, reducing their carbon footprint. Azura has been awarded Sustainable Aquaculture certification, a result of our teams' commitment to responsible aquaculture, including environmental and social criteria. All these beneficial changes were made possible through the commitment of our teams, partners and suppliers. Together, we are working towards continuous and sustainable agricultural and aquacultural progress.

AN AMBITIOUS PLAN FOR WATER

Morocco is particularly exposed to critical factors in terms of water management, exacerbated by the effects of climate change: water stress in, greater evaporation due to increasingly severe and frequent heatwaves, and the scarcity of aquifer springs. Faced with these issues, Azura is actively engaged in a voluntary programme of sustainable and reasoned water management, optimising its use for irrigation needs and adapting its agricultural practices to local water constraints.

A STRATEGY BASED ON A WATER STEWARDSHIP APPROACH

Since 2020, Azura has based its water policy on the international Alliance for Water Stewardship (AWS) 2.0⁽⁸⁾ benchmark, which requires a change of paradigm: it requires Azura to manage the resource responsibly within its operations, while also making an active contribution to local resource management, in collaboration with other user stakeholders. Azura's policy aims to manage all issues relating to aquatic resources, and is based on the following pillars:

- 1/ Preserving resources (by planning water usage, conducting water balances per site and training in best practices).
- 2/ Optimizing usage (by the partial reuse of treated wastewater for watering green spaces and an opportunity study on Agadir for recycling of ferti-irrigation water through recycling of drainage water).

Alliance for Water Stewardship (AWS) method




ALLIANCE FOR
WATER STEWARDSHIP
CORE CERTIFIED

AWS: INTERNATIONAL BENCHMARK CERTIFICATION FOR RESPONSIBLE WATER MANAGEMENT

For its tomato crops in Agadir and Dakhla, Azura was awarded AWS certification in 2024, two years after it started working with this organisation. Supported by General Management, this certification project involves various internal committees: monitoring by process, start and end of harvest campaign, sustainable management of water and environmental factors. Azura is the first company in Morocco to be AWS certified and has the largest AWS-certified production area in the world.

- 3/ Limiting the impact on resource quality (microbiological and physical-chemical checks on irrigation water, bio-filters) and monitoring of drinking water and discharge standards in accordance with Moroccan regulations.
- 4/ Contributing to improved governance of local water resources (by involving suppliers and service providers and participating in local water management consultation bodies within hydrological basins).
- 5/ Guarantee access to water (by implementing WASH - water, sanitation and hygiene).

(8) Global association of companies, NGOs and public sector institutions.

“AZURA GROUP IS PROUD TO HAVE BEEN AWARDED AWS CERTIFICATION, RECOGNISED GLOBALLY AS THE MOST RIGOROUS STANDARD FOR CORPORATE SUSTAINABLE WATER MANAGEMENT. WATER IS ESSENTIAL TO OUR BUSINESS, AS IT IS TO THE COMMUNITIES WHERE WE OPERATE. WE ARE COMMITTED TO ENSURE THE SUSTAINABLE MANAGEMENT OF THIS VITAL RESOURCE BY IMPROVING GOVERNANCE AND THE QUALITY OF OUR OPERATIONS, AND BY HELPING TO ENSURE ACCESS TO WATER FOR ALL.”



HICHAM HARAKAT
CHIEF EXECUTIVE OFFICER OF AZURA

OUR ACTIONS TO LIMIT OUR WATER WITHDRAWALS

ACTION 1

GREENHOUSES AND NATURAL FIBRES ARE ALLIES FOR WATER CONSERVATION

Azura grows its tomatoes exclusively in greenhouses, on a coconut fibre substrate. These two combined factors significantly reduce the need for watering, compared to a field crop, and also increase moisture retention. All these factors contribute to limiting, from the outset, the pumping from aquifer resources in the Chtouka and Dakhla watersheds, while optimising the supply of desalinated seawater at Agadir.

ACTION 2

IMPROVED DISTRIBUTION

Tools for analysing, managing and monitoring water consumption are used on our farms and at our packaging station, ensuring optimum distribution of water in the systems and detection of any leaks or anomalies.



ACTION 3

WIDESPREAD TECHNICAL INNOVATION

By 2028, Azura will continue its policy of technical progress by:

- Recycling drainage water and treating wastewater internally.
- Data collection from meters, boreholes, water towers, pumps, reservoir and surface storage levels.
- Predictive maintenance.
- Optimisation of irrigation.
- R&D under way to identify new plant varieties that require less water.

ACTION 4

COLLECTIVE MANAGEMENT

Azura aims to contribute to partnerships that promote broader governance, involving all stakeholders in catchment areas and drawing on initiatives already implemented at other AWS-certified sites. ■



OUR ACTIONS FOR WATER QUALITY

Azura prioritises safe access to drinking water, sanitation and hygiene for all, whether employees or local communities, as well as the preservation of the quality of water in the catchment areas. Our goal is to achieve these goals in collaboration with our stakeholders.

LIMIT THE IMPACT ON WATER

In order to fully integrate into its environment, Azura is committed to limiting the impact of its farms and sites by managing and reducing the risks of water pollution. We are also working to strengthen the protection and conservation of areas critical to the water cycle, while supporting initiatives to improve access to this vital resource.

IMPROVE DISCHARGE QUALITY

Azura is implementing a comprehensive approach to water management and the reduction of environmental risks. In this context, the group has introduced an annual monitoring plan for its water analyses, and a new chlorination system has been deployed on 22 farms in Agadir. In Dakhla, three wastewater treatment plants have been installed for workers' homes, using an ecological process adapted to rural areas, based on reeds and bricks. Eight wastewater treatment plants are already operational in the region, and two others are under construction. In addition, an investment has made it possible to install soil filters for water treatment, which are now reused to water green spaces on the sites. ■



WATER, SANITATION AND HYGIENE (WASH)

We have made three complementary commitments to our employees and the local residents:

- Water, by ensuring adequate access to a decent, high-quality resource.
- Sanitation, by guaranteeing a safe, hygienic and secure process.
- Personal and food hygiene, health and disease prevention.

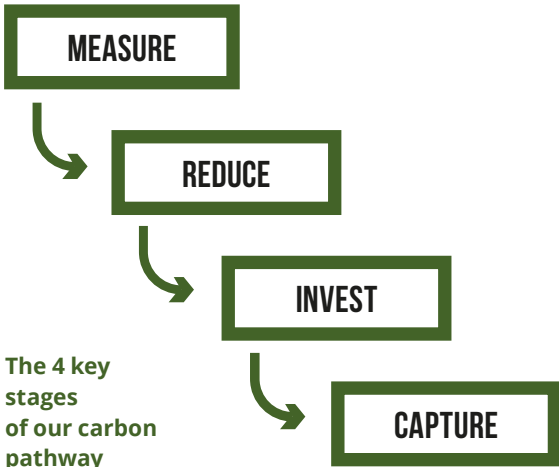
IMPACT STORY

OBJECTIVE: LIMIT GROUNDWATER WITHDRAWALS IN AGADIR

In Agadir, Azura is implementing several actions aimed at a common objective: **to reduce water withdrawals from vulnerable groundwaters, prioritising alternatives for irrigation and minimising, as far as possible, the use of this resource.** For several years now, the Agadir region has suffered repeated periods of drought. This situation is making access to water increasingly difficult, both for domestic use and for agriculture. Faced with declining aquifer capacity, the Agadir region has built a seawater desalination plant in the form of a public-private partnership. This network is used by the local population, public services and companies such as Azura. Azura believes that it is its responsibility to develop solutions to the challenges of climate change and the conservation of groundwater reserves. In this context, the Group has signed a contract covering all its water needs in Agadir, using only desalinated water. Ultimately, this approach will make it possible to eliminate the use of aquifer sources altogether. ■

ACHIEVING OUR DECARBONISATION STRATEGY

The reduction of our carbon footprint is being designed and implemented in successive phases over several years: first, the measurement of all our impacts through life cycle analysis (LCA) and a carbon audit; secondly, the implementation of an ecological transition plan reflected in operational levers and investments to reduce our GHG emissions across all our businesses. Lastly, the Group is developing new approaches to capture and store carbon in its soils, to the benefit of other manufacturers.



CARBON BALANCE OF CHERRY TOMATOES

Grown in Morocco under favourable climatic conditions, our tomatoes have a carbon footprint at least 1.5 times lower than that of European winter production.

STAGE 1

MEASURE THE IMPACT

Azura has adopted a combined approach, integrating a carbon audit and life-cycle analysis, to assess the environmental and carbon impact of its production (market gardening, horticulture, aquaculture, bio-protection) and its flows (incoming materials and energy, such as water and energy, as well as emissions and outgoing waste). These studies, carried out in accordance with ISO 14040, ISO 14044 and PAS 2050, are verified by independent experts such as PWC and Blonk Consultancy. They cover the entire Azura business chain: from seed to harvest, including support functions, packaging, distribution in European markets, consumption by customers, and end-of-life management (food waste and packaging). This comprehensive approach allows the most significant GHG emission categories to be identified. Appropriate reduction measures are then implemented to address the operational issues.

STAGE 2

COMMIT TO REDUCING OUR CARBON FOOTPRINT

Since 2015, the Paris Agreement has set a maximum limit of +1.5°C for the rise in temperatures caused by human activities. Organisations are encouraged to take this objective on board by adopting a reasoned and optimised resource management approach, as promoted by the SBTi initiative⁽⁵⁾. Since 2024, Azura is one of around sixty agribusinesses worldwide, and only two in Morocco, to have their climate warming limitation targets validated by the SBTi. For its agricultural activity, Azura uses the FLAG (Forests, Land and Agriculture) method, developed by the GHG Protocol, which allows the accurate calculation of emissions, identifies the levers of action and defines operational objectives for the reduction of greenhouse gases from farming operations.

(5) Established in 2015, the Science Based Targets initiative (SBTi) is a coalition driven by international institutions that provides companies and public bodies with guidelines for formalising a pathway to reduce their carbon footprint, based on a methodology aligned and consistent with IPCC recommendations. The SBTi also validates the credibility of pathways adopted by companies that ask it to assess their strategies for reducing their carbon footprint.

By 2028, using 2022 as the baseline year, Azura aims to significantly reduce its greenhouse gas (GHG) emissions with clearly defined and differentiated targets for FLAG and non-FLAG emissions categories.

- FLAG Emissions: reduction of **24.2%** (scope 1 and 3).
- Non-FLAG emissions: a **33.6%** absolute reduction (scope 1 and 2) and in a **44%** intensity
- In addition, Azura is committed to maintaining a zero deforestation target linked to the raw materials used in its agricultural production.

STAGE 3

INVEST IN R&D FOR A GENUINE TRANSITION

Reduce the carbon impact of farming operations

Azura implements genuine initiatives to recycle organic co-products and optimise the use of nitrogen fertilisers. These are two key reduction levers identified in FLAG emissions:

- Conversion of organic waste from agricultural activities into compost, significantly contributing to the FLAG emission reduction target by 2028.
- Substitution of coconut substrate: replacement of the coconut substrate used in cultivation by a less carbon intensive alternative.
- Use of innovative and eco-friendly fertilisers, including those derived from blue ammonia, and implementation of innovative protocols aimed at reducing overall fertiliser use.

Improve energy efficiency and use the lowest-emission energy sources

- Energy performance audits have been carried across all our facilities, leading to reduced electricity consumption by equipment.
- Solar panels have been installed on our farms and operational sites, supplying energy to pumping and irrigation systems.
- A feasibility study is underway to explore the replacement of refrigerant gases with alternatives that have lower CO₂ emissions.

Reduce emissions from transport

- Maximise transport routes to reduce lorry journeys. Our products are shipped by sea from northern Morocco, passing through southern Spain to reach ports in France and Italy.

ADAPT TO PHYSICAL RISKS AND TRANSITIONS

In partnership with the Carbone 4 consultancy, Azura has carried out a study on exposure to climate risks across its entire value chain. This has resulted in a road map that accurately assesses and anticipates these negative impacts on agricultural and aquaculture production (higher mean sea temperatures and salinity, longer heatwaves, increasing aridity) and on sources of supply (coconut fibre substrates and nitrogen fertilisers).

RESEARCH

Azura, backed by its long-term investment strategy focused on the sustainable transformation of its activities, has formed research partnerships. Mohammed VI Polytechnic University (UM6P) is developing a program dedicated to researching an alternative substrate to coconut fiber. Azura is also studying the possibility of manufacturing Biochar with Netzero and Carbonostrum. In addition, Azura supports two Oxford University projects focused on sustainable agriculture, developed by teams from the Oxford Martin School and the Smith School for Enterprise and the Environment.

CARBONOSTRUM

net zero

UM6P
University Mohammed VI Polytechnic

A DEDICATED CLIMATE COMMITTEE

Since 2022, the Azura Climate Committee has been steering the execution of the Group's comprehensive ecological transition plan. Meeting quarterly under the leadership of the CSR & Innovation Department, it convenes General Management alongside Strategy, Public Affairs, Finance, Marketing, the Azura Foundation, and all business units. Its mission is to continuously refine decarbonisation strategies, monitor evolving climate trends, such as rising average temperatures, increasing ocean salinity, reduced rainfall, and extreme weather events, and develop robust adaptation plans. These mitigation and adaptation initiatives are subsequently implemented and coordinated by the operational management teams.

STAGE 4

TAKE ACTION ON RESIDUAL EMISSIONS AND HARNESS THE CARBON CAPTURE POTENTIAL OF OUR BUSINESSES

Until 2023, Azura fully offset its CO₂ emissions retrospectively by purchasing verified carbon credits. After committing to the SBTi in 2022, the Group has shifted its focus upstream, giving priority to mitigating its GHG emissions at the source and committing to quantified reduction milestones. In addition, the Group is developing a product for regenerative agriculture, in the form of compost made from harvested tomato stalks. Used as a substrate for arid soils, the stalks will reincorporate the carbon from this plant material in a natural and virtuous cycle. ■

(6) Target for emissions categories calculated using the FLAG methodology (farming activities). (7) Targets for emissions categories calculated using the non-FLAG methodology (energy and industrial processes, transport, buildings, etc.)

THE CIRCULAR ECONOMY IN ACTION

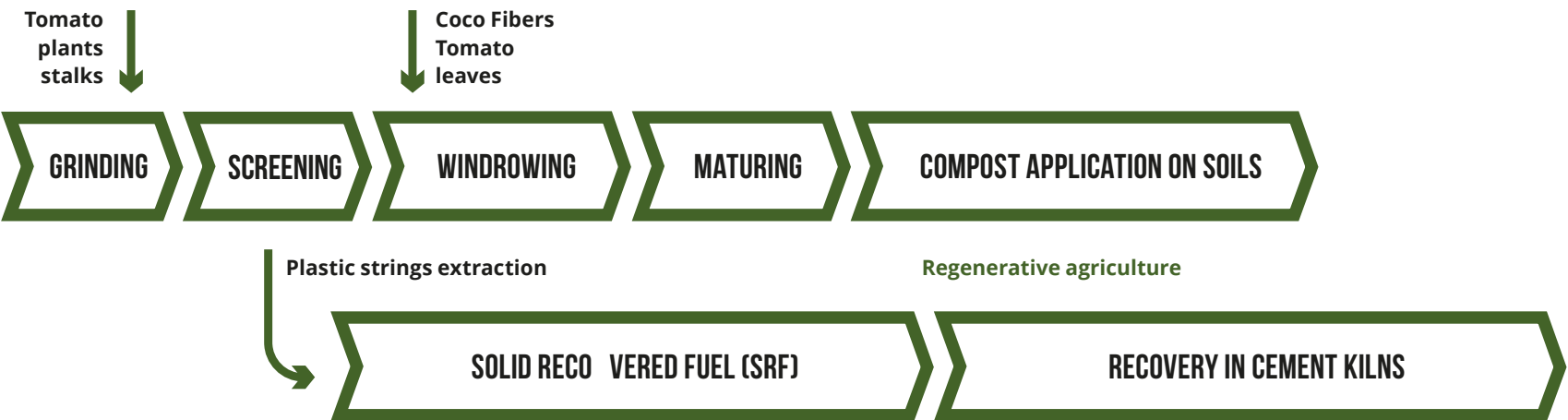
Year after year, Azura takes large-scale action in two areas: reducing the quantity of its industrial waste and systematically recycling it; and processing its organic waste, used for regenerative agriculture in the form of compost, and for cement manufacturers in the form of solid recovered fuel (SRF).

REDUCE AND RECYCLE INDUSTRIAL WASTE

Since 2020, Azura has been committed to a comprehensive programme to systematically reduce, recycle and recover its industrial waste: plastic, wood, cardboard and other materials. The company has introduced an environmentally responsible action plan covering its entire waste management system: from sorting to storage, and including the treatment of hazardous industrial waste, landfill, recovery and recycling. Almost all industrial waste is now recycled into products as part of a circular economy model. To facilitate this process, the Group operates two platforms which, since 2020, have been responsible for the collection, sorting, and transportation of waste to recycling centers. Furthermore, since 2024, Azura has implemented new packaging for its marketed products, designed to encourage the reuse of raw materials (see p. 46).



Circular Economy



IMPACT STORY

WHEN ORGANIC WASTE FEEDS REGENERATIVE AGRICULTURE

Azura has significantly reduced the amount of agricultural waste sent to landfill, thereby lowering its negative environmental impact. In 2024, the Group further strengthened its partnership with Suez (started in 2020), by signing a new agreement to manage composting platforms for organic waste in the Agadir and Dakhla regions. This organic material, previously discarded, consists of fresh stalks, dried stalks, leaves and buds from tomato plants, as well as coconut fibres. By using this compost, local farmers will enhance soil quality and water retention in agricultural areas across Morocco, while also returning organic carbon to the ecosystem in the form of natural soil amendment. This circular approach not only improves soil health but also contributes to reducing landfill usage and, consequently, greenhouse gas emissions.

AZURA'S ROADMAP FOR BIODIVERSITY

Since 2024, Azura's commitment to responsible agriculture has been formally recognized through a certification on best environmental practices, covering its tomato and aromatic herb production.

PROTECTING A DIVERSE ECOSYSTEM

In 2024, Azura commissioned a biodiversity audit led by experts from Capien, covering the flora and fauna surrounding 14 of its farms located in the Agadir and Dakhla regions. More than a hundred plant species (including the argan tree, *Lotus chazaliei* and *Echiochilon chazaliei*) and more than fifty animal species (mammals, reptiles, amphibians, insects, birds) were identified. Building on these findings, Azura developed a targeted action plan to ensure its agricultural activities do not adversely affect local biodiversity. A monitoring tool was also designed in collaboration with the Group's Production department, under the coordination of the Quality team.

BEYOND BIODIVERSITY

Our method aims at reducing environmental impact, adapting farming practices and making them resilient to the effects of climate change and extreme events, improving soil health, better managing water and energy, reducing health risks, meeting consumer expectations, and encouraging innovation to move towards regenerative agricultural practices.

A STRONGER COMMITMENT TO THE LIVING WORLD

In a richly diverse environment, Azura is actively addressing the full range of its ecological externalities: pesticides and fertilisers use, pressure on natural habitats, degradation of inland and marine ecosystems, and the "genetic erosion" linked to monoculture practices. To reduce its environmental footprint, the Group is committed to enhancing the quality of plant and animal habitats by 2028, fostering stronger ecological interactions and protecting key species. In parallel, the use of natural treatments will be increased, through the selection of resistant plant varieties, the release of auxiliary insects, mating disruption, mass trapping, the application of mineral oils and plant extracts, etc.

INTERTWINED CONSERVATION OF SOIL AND CROPS

Azura's environmental commitment to soil conservation is reflected in ongoing trials of new substrates and organic fertilisers, to reduce the use of inputs required for its crops. Azura uses alternative approaches that respect the soil and crops, such as the use of natural auxiliaries, mating disruption to limit pests, mass trapping, and the application of mineral oils or plant extracts. In addition, the treatments used are strictly controlled, with an approved list that complies with the regulations of the Moroccan food standards agency and those of our customers' markets. By 2029, Azura will strengthen its use of biocontrol techniques and continue exploring new biological solutions, substrates and organic fertilisers, alongside innovative techniques to optimise pest control, in line with practices already implemented.



OUR COMMITMENTS



TO EMPLOYEES

A breeding ground for professional and social development

— **By its very nature, agricultural work is difficult, repetitive and demanding. Since its creation Azura has made it a priority to transform this constraint into an opportunity: a path toward both personal and professional growth.**

Over the years, the Group has built and refined a model grounded in commitment, merit and social advancement. Each of our actions is designed to create a safe and healthy working environment, to limit risks and arduous work, and to promote learning and skills development. Particular attention is paid to our farm workers, who make up 90% of our workforce. In an agricultural sector often associated with hardship and insecurity, Azura is committed to improving the living conditions of each and every one of our employees.

Azura invests in ergonomic equipment and workstations, and in Morocco, infrastructure such as break areas and free accommodation for workers who live far away, as well as flexible working hours. Our ambition goes beyond simply improving material conditions. We are also

developing practical and theoretical training programmes to strengthen technical skills and open up new career paths. Access to qualified positions is based on merit and equal opportunities, so that everyone has the chance to progress.

In addition, in the regions where we are based in Morocco, many of our employees come from a variety of backgrounds, including modest environments. We therefore ensure that our Moroccan agricultural workers are paid according to the HDI, meeting basic needs, providing supplementary health cover and carrying out free vaccination and screening campaigns in Morocco. And because improving working conditions requires real knowledge of the field, we have chosen to decentralise our Human Resources teams, so that we can assess and deal with

demand at source and develop our resources according to expressed or observed needs. All this underlines one conviction: it is possible to build an agricultural model based on a commitment to “grow” what’s good for everyone, starting with our employees.



**SAID BOUUGROU'S
VIEW**
DIRECTOR
OF HUMAN RESOURCES
FOR THE MOROCCO
TOMATO BU

A PROACTIVE POLICY OF DECENT PAY AND SOCIAL PROTECTION

Guaranteeing a “living wage” for its Moroccan farm workers is one of Azura’s core social commitments. In line with the definition set by the International Labour Organization (ILO), a living wage is the remuneration earned during a standard workweek that allows a worker to meet essential needs, for themselves and their family, based on the reference level defined by HDI.

8.85%
THE AVERAGE NET MONTHLY WAGE OF OUR FARMERS IN AGADIR IS 8.85% HIGHER THAN THE LIVING MONTHLY WAGE BENCHMARK, AS DEFINED BY THE ANKER REFERENCE FOR RURAL AGADIR.

1/3
OF MOROCCO'S POPULATION, I.E. APPROXIMATELY 13.2 MILLION INHABITANTS, LIVES IN RURAL AREAS, WHERE AGRICULTURE AND FISHING PROVIDE 80% OF INCOME.

WHAT IS A “LIVING WAGE” ?

A living wage is paid when a worker receives sufficient remuneration to ensure a decent standard of living for themselves and their family. The elements of calculation include food, water, housing, education, healthcare, transportation, clothing, and other essential needs, including a provision for unforeseen circumstances.

THE ADDED BONUS OF HEALTH INSURANCE

Since 2023, Azura has provided all employees based in Morocco with supplementary health insurance, in addition to the coverage offered by the national social security system. This directly improves the reimbursement rate for medical expenses and strengthens the guarantee of a decent wage for the Group's agricultural employees.



EMPLOYEES TRANSPORT

Azura provides daily transportation for its workers between home and work, with hundreds of bus trips. Azura maintains ongoing dialogue with its transportation partners to ensure optimal travel conditions for its employees in strict compliance with safety regulations.

MOROCCO'S SOCIALLY EXPOSED REGIONS

A large proportion of Moroccans with modest income live in rural areas, especially in the South. Among the most vulnerable groups are small-scale farmers, artisanal fishermen, landless farmers, agricultural workers, unemployed youngsters and women. To help improve living conditions in these areas, Azura provides employment and fair compensation that directly contribute to household well-being. To this end, the Group has assessed the cost of living in Agadir⁽⁹⁾ in order to determine the level of the living wage to be set for its employees. The objective: to ensure that wages enable workers to meet their basic needs, food, housing, education, healthcare, and transport, for themselves and their families. These wages are set above legal minimum thresholds, particularly for lower-skilled roles such as agricultural workers.

USE OF INTERNATIONAL STANDARDS

Azura applies the Anker methodology, validated by the Global Living Wage Coalition, and the assessment tools provided by the Sustainable Trade Initiative (www.idh.org). Based on this framework, Azura has developed a comprehensive remuneration matrix that takes into account all components of income in Morocco: base salary, bonuses, and both cash and in-kind benefits (such as food, accommodation, transport, and healthcare). The result: all our agricultural workers in the Agadir region receive a monthly salary higher than the Guaranteed Minimum Agricultural Wage. This income covers a family's basic needs: expenses for food, housing, education, health, transport, etc.

(9) Verification of compliance with the living wage applies only to workers in the Agadir region, as there is no DHI benchmark for the Dakhla region.

HOW TO PROTECT OUR EMPLOYEES

With around 18,000 employees, Azura bears a significant responsibility for ensuring health and safety in the workplace. To meet this responsibility, the Group simultaneously promotes a culture of individual and collective risk prevention, engages all levels of staff and stakeholders, and integrates health and safety principles into the heart of its operational processes.

RAISING AWARENESS RIGHT FROM INDUCTION

At all its sites in both Morocco and France, Azura is committed to providing safe and healthy working conditions for all its employees. Across the board, from the moment they are recruited and depending on the risks associated with their job, all new recruits receive a core of compulsory training on fire prevention and firefighting, hygiene (including regular hand-washing and personal care), food safety (to avoid infection or food poisoning), both in the workplace and in daily life. Awareness-raising sessions are also conducted to encourage the consistent and proper use of personal protective equipment (PPE) and to reinforce best practices in workplace behaviour (such as avoiding running in production areas). These initiatives help reduce occupational risks, while ensuring a safer working environment that fully respects employee's wellbeing. These training sessions are delivered by in-house instructors and those from outside the Group. Once a year, the teams receive mandatory refresher training on all the instructions and information provided.

Azura also implements preventive measures, by displaying safety instructions and distributing booklets on its premises outlining best practices



for activities with a high risk of accidents, such as commuting, handling plant protection products and using electrical machinery.

SPECIFIC TRAINING FOR EACH PROFESSION

In addition to these procedures, Azura provides tailored training courses based on the accident risks inherent in certain professions (e.g. security guards), tools, personal protective equipment, working at height, first aid, workplace ergonomics (particularly for forklift drivers and order-pickers at the Agadir and Perpignan logistics platforms). For farm workers, dedicated sessions are offered on the safe use of tools, plant protection products and stilts for harvesting tomatoes. These training courses are delivered by team leaders on the farms and by line operators at the Agadir packaging station.

ANALYSES FOR BETTER PREVENTION

Azura conducts exhaustive assessments of occupational risks across all workstations, in order to identify the potential exposures specific to each role. This structured approach is based on four key principles: detection, assessment, anticipation and action. A detailed safety analysis is applied to each activity, across all sites, business units and subsidiaries. These risk assessments are carried out by a multi-disciplinary team composed of representatives from various departments and areas of expertise within the company. In the event of incidents or accidents, investigations are systematically conducted to determine root causes, followed by the implementation of corrective measures aimed at reducing the risk of recurrence. An annual accidentology report is published to monitor safety indicators and inform preventive action plans, supporting a process of continuous improvement. Regarding facility safety, analyses are based on the type of site and relevant regulatory requirements. All sites undergo mandatory inspections by independent accredited bodies, in full compliance with applicable legislation. ■

IMPACT STORY

PREVENTIVE HEALTHCARE IN ACTION IN MOROCCO

While all Moroccan employees receive a full medical check-up twice a year, since autumn 2024, Azura has also offered more than 1,200 free voluntary screening tests for employees, in collaboration with the Moroccan Ministry of Health and Social Protection. The screenings have covered breast and cervical cancer, as well as HIV and hepatitis C. This screening policy is part of a broader, long-term approach that includes :

- Screening for possible lung conditions, in collaboration with a private radiology practice.
- Chronic disease management for people with diabetes, heart conditions or high blood pressure (including the importance of medical follow-up, treatment, healthy diet, and regular consultations with specialists).
- Family planning support, including information on contraception methods, guidance for pregnant employees, and awareness of preventive care for family health.
- Vision care, with free eye tests and corrective lenses offered to employees in need, starting in 2025.
- In France, all employees undergo a medical examination upon recruitment, followed by mandatory check-ups every five years.

1,200

FREE SCREENINGS PROVIDED BY AZURA IN COLLABORATION WITH THE MOROCCAN MINISTRY OF HEALTH AND SOCIAL PROTECTION.

BLOOD DONATION

Each year, in collaboration with the Agadir Health Department, Azura organises a blood donation campaign across its packaging station and farms in the region. This initiative fosters a spirit of solidarity among employees while raising awareness of the importance and benefits of blood donation. It also represents a meaningful contribution to supporting local hospitals and reinforces the Group's broader social commitment.



IMPACT STORY

STRENGTHENED SOCIAL DIALOGUE

As part of its social commitment, in 2024 Azura provided 160 of its employees in Morocco with a training programme on workers' councils so that they could become employee representatives across all the Group's sites. In three-hour sessions, the aim was to clarify their roles, missions, responsibilities and duties. These representatives are now responsible for informing their colleagues of their rights, facilitating dialogue between management and employees, promoting workplace safety, and ensuring compliance with labor regulations. In parallel, a Group-wide awareness campaign was launched to introduce all employees to their local representatives, present Azura's social policy, explain the complaint and grievance procedures, share the Code of Conduct and the policy against workplace violence, and outline ongoing social audit initiatives. Upon joining the company, all employees are informed about this framework. At every site, they have access to the names and contact details of their representatives and are invited to attend monthly meetings between employee representatives, management, and staff.

CERTIFICATION

Azura applies the standards and has obtained certification from two globally recognized bodies: BSCI (Business Social Compliance Initiative), which provides a code of conduct and an action plan to improve working conditions. SMETA (Sedex Members Ethical Trade Audit), the most widely used social audit in the world, which assesses Azura's sites and those of its suppliers in terms of working conditions throughout the supply chain.

ENCOURAGING THE PROFESSIONAL DEVELOPMENT OF OUR EMPLOYEES

The responsible farming practised by Azura is rooted in a deep understanding of natural life cycles and in the continuous care given to crops. It relies on the expertise and know-how of its employees, who receive ongoing training on key industry issues such as quality, production and packaging, health and safety, environment and CSR etc.

ASSESSING FOR IMPROVEMENT

The professional development of our employees is a key priority for the Group, reflecting our purpose : growing what's good for everyone. Every year, performance reviews are conducted by managers in collaboration with their teams, to identify the knowledge and skills that need to be acquired or strengthened, and to specify the development and training requirements of each employee. Technical and behavioral assessments are also used, particularly in the context of internal mobility and recruitment, to better understand each employee's strengths and areas for growth. Azura's Human Resources department works closely with external partners to implement tailored training and change management programmes. In addition, the Group offers managers with high potential the opportunity to attend training courses leading to a certificate or diploma, either in Morocco or at leading schools abroad (HEC, Harvard, Stanford, etc.).



INCLUSION & EQUALITY

Azura is committed to ensuring equal opportunities for all its employees. The company incorporates this principle into its skills development programs, tailoring training to the specific needs of each person, regardless of gender, origin, or age. Multiculturalism within teams is also encouraged in order to promote smooth and effective collaboration and relationships.



ALINE GIROUARD
DIRECTOR
OF HUMAN
RESOURCES FOR
THE EUROPEAN
TOMATO BU

TECHNICAL AND CROSS-DISCIPLINARY TRAINING

Azura offers a wide range of training courses tailored to the specific needs of each profession. The programmes available include:

- technical modules in agronomy, industrial processes, and equipment,
 - training in health and safety,
 - management programmes for team leaders and managers,
 - modules on sustainable development and environmentally responsible practices.
- Azura aims to provide an environment conducive to continuous learning, with opportunities for development. To promote equal opportunity and career progression, the Human Resources department is also currently formalizing career paths that clearly define the prerequisites for moving from one position to another.

EVOLVING TOOLS

Since 2024, the Azura Academy online training platform has provided employees with access to e-learning modules, enabling them to learn and perfect their skills at their own pace, in a wide range of subjects: languages, office automation, and a virtual library of one million books. Starting in 2025, tailor-made modules will be offered on CSR, the good conduct code, the induction of new recruits, etc. Azura continues to invest in cross-disciplinary skills, such as communication and change management, empowering employees to advance their careers, take on greater responsibilities, or transition into new roles within the organization.

"TO SUPPORT THEIR PROFESSIONAL DEVELOPMENT, EMPLOYEES HAVE ACCESS TO TRAINING COURSES IN ALL AREAS RELATED TO AZURA'S BUSINESS AND TO STRENGTHEN THEIR SOFT SKILLS SUCH AS MANAGERIAL SKILLS, STRESS MANAGEMENT OR TIME MANAGEMENT. EMPLOYEES WHO EXPRESS A DESIRE FOR CAREER DEVELOPMENT ARE SUPPORTED INDIVIDUALLY."

OUR COMMITMENTS



TO CONSUMERS

One ambition: to become the first choice for healthy snacks

— “With 116 million purchases in France in 2023⁽¹⁾, Azura is the 10th most popular brand chosen by French consumers and ranks first in the Fruit and Vegetables category! A ranking we are proud of and which confirms our objective: to make Azura the

benchmark brand for healthy plant-based snacks. A source of pleasure and health, our cherry tomatoes are affordable for everyone and can be eaten on the go at different times of the day or at social events with friends. Consumer confidence is built on clear, concrete evidence and commitments. Each tomato is grown with care on our farms in Morocco, using farming practices that respect the environment and comply with international standards on basic workers’ rights. Their origin, sometimes perceived as a challenge, is for us a strength. It guarantees a sustainable production model with a positive impact on the growing regions, as well as consistent taste and sanitary quality throughout the seasons. Azura puts the reality of its commitment to responsibility and quality

to the test, in particular through tests and internal and external panels. These commitments to our consumers cannot be shared without an appropriate marketing strategy. In 2025, the redesign of our graphic identity, which is popular with consumers, will reposition the cherry tomato at



**ARNAUD LEFEBVRE’S
VIEW**
MARKETING DIRECTOR

the heart of the Azura brand, with eye-catching packaging that enhances the taste of our products. Fully biodegradable, our packs will highlight our CSR commitments: responsible production, sustainable transportation and the well-being of our employees. In addition, and throughout the year, a 360° communication plan will promote the taste and versatility of our products at every moment of the day. We want our cherry tomatoes to become a first choice in daily life, satisfying the appetites of all generations, whatever the time of day - from breakfast to informal snacks, picnics, aperitifs and lunches. By building a brand that combines pleasure and responsibility, we are delivering on our promise of growing what’s ‘good for everyone’

1. Kantar Brand Footprint 2024

ENSURING HEALTH AND SAFETY

From our farms in Morocco to the consumer's fork in Europe, Azura applies a rigorous policy of checks and audits, guaranteeing the quality, safety and traceability of its products throughout the entire value chain.

COMPLIANCE CERTIFIED BY INDEPENDENT LABORATORIES

Harvested at the optimum time to preserve freshness and quality, our products undergo daily checks and strict sorting, in accordance with the specifications of our partners in the retail and catering sectors, whether for our farming, horticultural or aquaculture businesses. Azura relies on external ISO 17025-certified laboratories to validate the compliance of our products and to ensure alignment with European regulations. The company also carries out daily inspections at every stage of production.

REQUIREMENTS VALIDATED BY RECOGNISED CERTIFICATION MARKS

In addition, Azura's production is certified by international standards such as BRC Food and IFS Food, which assess products and manufacturing processes to ensure that processing activities result in safe, authentic, and high-quality food products at the end of the chain.

100%

OF THE ANALYSES CARRIED OUT ON OUR PRODUCTS BY INDEPENDENT LABORATORIES ARE COMPLIANT WITH EUROPEAN PLANT HEALTH REGULATIONS.

MORE THAN 90

QUALITY AUDITS CARRIED OUT ON AZURA FARMS EACH YEAR.



INNOVATION

New developments are under way, including: "connected traps" for biological and preventive crop management; biodegradable twine: development of a new substrate to replace imported coconut fibre.

DEMANDING AGRONOMIC STANDARDS FOR A BETTER TASTE

Azura combines agronomic excellence with the qualitative insights of internal assessors and consumer panels. Based on hundreds of taste and sensory assessments conducted each year, the Group produces the tastiest, healthiest tomatoes possible, offering a wholesome snack for every occasion.

HIGH TASTE VALUE

Azura places consumer expectations at the heart of its quality strategy. To this end, the group carries out rigorous organoleptic monitoring of tomato varieties during both the production and trial phases. This includes sensory panels involving Azura employees and tasting sessions with European consumers of both our tomatoes and competing products. These evaluations help select varieties that combine flavour and freshness, while meeting the agronomic requirements set out by Azura's R&D department.

TWO COMPLEMENTARY APPROACHES

Azura established two internal assessment systems: a "hedonic" panel composed of untrained volunteers who evaluate products based on personal preference; and an "expert" panel trained to assess specific sensory criteria in detail. These panels evaluate characteristics such as the crunchiness, juiciness, sweetness

TOP QUALITY ON THE GO

With our Azura "feel good snacking" offer, we aim to create a genuine bond with our consumers by showcasing our know-how. The objective is to raise awareness of our brand, win new customers and retain existing ones. Through this initiative, our cherry tomatoes become more than just a product, they offer a healthy, on-the-go eating experience that's accessible to all.

and acidity of the tomatoes. Each year, 500 tastings are made, contributing to the selection of varieties and guaranteeing a high-quality taste throughout the year.

OPTIMISED TESTING

To ensure rigorous assessment, Azura has a laboratory dedicated to sensory evaluation, providing a neutral environment conducive to accurate tasting. The samples are tested blind, using standardised questionnaires. In addition, in-house software provides real-time monitoring of the results collected.

500

INTERNAL TASTINGS
EVERY YEAR.



SHARING OUR COMMITMENTS WITH OUR CUSTOMERS

Whether it's the consumers who buy our tomatoes or the group's major retail partners, Azura keeps them informed of its commitments through targeted communications.



OUR AWARD-WINNING PACKAGING



Azura Group and MM Packaging have won the 2025 WorldStar Awards for their plastic-free packaging solution, which complies with the French Agec regulations. This cellulose film replaces plastic packaging, offering a sustainable and attractive alternative. This innovation contributes to the protection of the environment and inspires more sustainable choices.

IMPACT STORY

NEW PACKAGING FOR QUALITY AND SUSTAINABILITY

The French regulatory framework changed in 2022, with the “Anti-waste for a circular economy” (Agec) law enforcing a reduction in plastic packaging. Azura has invested in research and development to meet these more stringent ecological requirements, while maintaining the optimum quality of its products. This approach brings multiple benefits:

- Kraft cardboard sleeve
- Plant cellulose window
- Dedicated space to inform consumers about Azura's 5 key CSR commitments
- Biodegradable and recyclable trays
- Compared with traditional plastic packaging, the new-generation trays ensure the same preservation of the tomatoes and retain all their taste, smell and visual qualities
- Each pack contains clear information on the sustainability of the materials and Azura's agricultural transformation.

IMPACT STORY

AZURA AND RETAIL CHAINS: A MATURE PARTNERSHIP

Azura systematically includes CSR elements in its communications with major retailers, to highlight its commitments and keep them informed of its progress. Its main action plans for healthy, sustainable agriculture are set out in detail, such as water management (AWS certification), plastics reduction (AGEC law) and low-carbon production. In addition to the extra-financial assessments carried out by EcoVadis and the CSR audits carried out by independent bodies, Azura works with its retail partners by giving them tours of all or part of its production chain, from its farms to its packaging site in Agadir, via the logistics platform in Perpignan. These visits provide retailers with a first-hand view of how Azura implements its CSR action plans, both in environmental matters and in guaranteeing employee well-being. This proactive policy meets the retailers requirements and those of consumers in terms transparency in relation to the progress on commitments made.



MATTHIEU LOVERY
COMMERCIAL
DIRECTOR

“AZURA MEETS THE GROWING CSR REQUIREMENTS OF RETAILERS THROUGH ITS QUANTIFIED COMMITMENTS ON DECARBONISATION (SBTI), ITS INTERNATIONAL CERTIFICATIONS (AWS, LEAF MARQUE), AND ITS BIODEGRADABLE PACKAGING, WHICH SERVES AS BOTH AN INFORMATION TOOL AND DRIVER OF CONSUMER LOYALTY.”

OUR COMMITMENTS



TO SOCIETY



The Azura Foundation is a facilitator of success

— Since its creation in 2014, the Azura Foundation has demonstrated a strong and responsible commitment to the rural populations of southern Morocco. Guided by a local approach, we have always placed listening to community needs at the core of our actions, focusing our efforts on villages near the Group's farms where a large part of the Group's employees reside. This close relationship with local communities is central to our strategy, as we firmly believe that meeting the expectations of local people and stakeholders is the key to making a truly sustainable impact. Since 2014, we have supported a wide range of projects, from renovating schools and building a centre for people with special needs, to water access initiatives, hygiene programmes (WASH) and strengthening the capacities of local associations. Our vision is clear: actively engage with rural populations in southern

Morocco and support social development, as a credible and inspiring partner. All our projects are always co-developed with local stakeholders, including local authorities, associations, parents or partner institutions, to ensure they are grounded in real needs. We are committed to implementing sustainable solutions in areas such as education, responsible natural resource management and strengthening the capacities of local stakeholders. Each project is designed in a participatory way, so that each stakeholder can take ownership and drive lasting positive change. This commitment has already reached more than 30,000 beneficiaries. Yet, our ambition does not end there: we are determined to amplify our impact and explore new avenues for action. Together with our stakeholders, we have achieved meaningful progress, but there is still so much more to build.



NADA TAZI HAKAT'S VIEW

PRESIDENT OF THE
AZURA FOUNDATION

ACTIONS THAT CHANGE COMMUNITY LIFE

Created in 2014 to support rural communities in southern Morocco, the Azura Foundation acts independently, with strategic and financial autonomy. In cooperation with local authorities and associations, it carries out projects for the education, hygiene and rational management of natural resources, and to strengthen the capacities of its ecosystem.

OUR AREAS OF ACTION

The Azura Foundation is committed to addressing the needs of rural communities in the Agadir and Dakhla regions, by working alongside them to build sustainable social progress rooted in their priorities. Its actions focus on projects related to education, natural resources and the local environment. In addition to funding and infrastructure development, these projects support the efforts of rural associations in promoting educational achievement, social and health advancement or ecological practices.



STRUCTURED AND RIGOROUS OPERATION

Funded 80% by Azura and 20% by the Azura Group's clients, the Foundation selects and carries out its projects independently. Its Board of Directors, composed of members from inside and outside the Group, guides its broad strategic direction and validated its projects and associated budgets. Each project follows a rigorous management cycle to ensure its relevance and effectiveness at every stage:

- 1/ Investigation:** following an in-depth feasibility study, the project's needs are analysed in collaboration with local partners, expert professionals, regulatory agencies and local authorities. Due diligence is carried out to ensure the viability of the partner associations.
- 2/ Approval:** the Foundation's Board of Directors approves projects that demonstrate positive impact and long-term viability.
- 3/ Implementation:** a dedicated Project Committee is established, bringing together all relevant stakeholders. A formal agreement is signed to define mutual commitments and responsibilities.
- 4/ Launch and monitoring:** the Committee meets monthly to track project progress, from launch through completion. It ensures compliance with regulations and initial specifications. Fund management is supervised, and regular audits are conducted.
- 5/ Impact measurement and transition:** data is collected throughout the project to measure its impact. This phase prepares the transition for a smooth transition to autonomous local management, by strengthening the partner associations' business models.
- 6/ Moral and financial report:** At project completion, a comprehensive moral and financial report is drawn up. It provides a detailed assessment of actions undertaken, fund allocations, and key learnings, along with strategic recommendations based on feedback from the field.

80%

OF THE
FOUNDATION'S
BUDGET IS FINANCED
BY AZURA

10 YEARS OF PROJECTS TRANSFORMING LIFE IN THE COUNTRYSIDE

Since its creation, the Azura Foundation has invested over €6m in projects promoting education, natural resource management and the development of rural communities in Morocco.

Over 30,000 beneficiaries of projects carried out by the Azura Foundation

- 8 schools renovated
- 3 *Dar Taliba* (boarding houses for rural girls) built
- 45 scholarships awarded since 2019 to deserving *Dar Taliba* students and children of staff
- More than 900 awareness raising workshops since 2014
- Centres for people with special needs (1 centre built and 1 centre financially supported)
- 1 maternity home renovated and equipped
- 3 water-access projects

6 MILLION

EUROS IN EDUCATION, HELPING YOUNG WOMEN TO SUCCEED AT SCHOOL, PROVIDING ACCESS TO WATER AND SANITATION, AND DEVELOPING RURAL COMMUNITIES



Pillars and focuses of the Azura Foundation

MISSION

SUPPORTING LOCAL COMMUNITIES IN DESIGNING AND IMPLEMENTING SUSTAINABLE SOLUTIONS IN EDUCATION AND NATURAL RESOURCE MANAGEMENT THROUGH A COLLABORATIVE APPROACH WHERE ALL LOCAL STAKEHOLDERS STRENGTHEN THEIR SKILLS AND SHARE RESPONSIBILITY, FOR A POSITIVE AND SUSTAINABLE IMPACT.

EDUCATION

IMPROVING EDUCATION CONDITIONS
DEVELOPMENT OF
DAR TALIBA
SOCIO-ECONOMIC INTEGRATION
OF GIRLS POST-BACCALAUREATE

NATURAL RESOURCE MANAGEMENT

WATER, HYGIENE AND WATER RECYCLING
AWARENESS OF RESOURCE
AND INFRASTRUCTURE MANAGEMENT
OTHER TOPICS: CLIMATE CHANGE RESILIENCE,
BIODIVERSITY

“TOGETHER” PROGRAMME

STRENGTHENING THE CAPACITIES OF THE ECOSYSTEM THROUGH TRAINING, SKILLS SPONSORSHIP AND SOCIAL EVENTS

SOLIDARITY FUNDS

UNBLOCKING UNFORESEEN EVENTS THAT ARE DISRUPTING THE IMPACT OF OTHER PROGRAMMES



Socio-educational and paramedical complex for people with disabilities in Belfaa



AZURA FOUNDATION'S VALUES

Our values guide our commitment at every stage. Integrity is at the heart of our work: we ensure transparent governance through clear financial reporting and rigorous monitoring of project impact. We believe in the power of innovation to address local challenges. By funding innovative approaches and initiatives, we are committed to finding the most sustainable technical solutions to deliver projects that truly meet the needs of communities. Lastly, collaboration is central to our approach. By joining forces with local associations, partners and beneficiaries, we adopt a proactive stakeholder engagement strategy that ensures the joint implementation of projects with a lasting and transformative impact on the regions where we operate.

OUR EDUCATION INITIATIVES

Based in the rural regions of southern Morocco, the Azura Foundation contributes to improving educational conditions and supporting the development of *Dar Taliba*. It promotes academic success and the socio-economic integration of students after the baccalaureate.

IMPACT STORY FOR FAIR INCLUSION

Improving access to care, education and integration of people with special needs. Since 2019, the Belfaa socio-educational and paramedical centre, located in the rural region of Chtouka Aït Baha, has been a flagship initiative supported by the Azura Foundation in partnership with the Albert Heijn Foundation, the Federation of Associations of Persons with Special Needs in Chtouka Aït Baha, the municipality of Belfaa, the INDH and Entraide Nationale. This socio-medical and educational centre was designed around two units: a unit for children aged 6 to 18, offering educational services and paramedical care such as speech therapy and physiotherapy, and a unit for young adults aged 18 to 30, offering paramedical care and training in hairdressing, cooking and sewing to facilitate their socio-professional integration. In 2019, the centre welcomed 100 beneficiaries.

In response to growing demand, a second floor was added in 2023, reinforcing the centre's role at the heart of the Belfaa community. This extension, delivered with the same partners, increased capacity to 150 beneficiaries, including 8 children integrated into the state primary school. The new facilities include training workshops, classrooms for children with autism, a therapeutic swimming pool and a lift.



MOKHTAR SOUSSI PRIMARY SCHOOL EXTENSION PROJECT

The Azura Foundation, in partnership with the companies ICA and KESKO, clients of the Azura group, and the Dakhla-Oued Eddahab Regional Academy of Education and Training (AREF), has launched a project to extend the Mokhtar Soussi school in Dakhla. This initiative aims to improve learning conditions and broaden access to education. It includes the construction of a multi-purpose hall, four additional classrooms, and the renovation of existing infrastructure, such as toilet facilities and the sports field, creating an environment that supports student growth and well-being.

The centre now employs around thirty staff members, reflecting the Azura Foundation's ongoing commitment to inclusive and sustainable development. Since 2024, thanks to joint funding by the Azura Foundation and the INDH, the Federation of Associations of Persons with Special Needs has acquired a new vehicle for the transport of beneficiaries, thus improving access to the centre.



Dar Taliba: educational support courses for young girls at Dar Taliba

"I WAS FORTUNATE TO BENEFIT FROM THE SUPPORT OF THE AZURA FOUNDATION, WHICH BACKS DAR AL FATAT, WHERE I SPENT A SIGNIFICANT PART OF MY EDUCATION. THANKS TO THEIR SUPPORT, I RECEIVED SCHOOL SUPPLIES FOR THREE CONSECUTIVE YEARS, WHICH GREATLY HELPED ME IN MY STUDIES. THE FOUNDATION ALSO ORGANISED TUTORING SESSIONS DURING KEY ACADEMIC YEARS ENABLING ME TO IMPROVE MY RESULTS AND PREPARE MYSELF FOR EXAMS WITH CONFIDENCE. IN PARTNERSHIP WITH THE INSTITUT FRANÇAIS, THE FRENCH LANGUAGE COURSES PLAYED A CRUCIAL ROLE IN IMPROVING MY COMMUNICATION SKILLS. IN ADDITION, SCHOOL COACHING SESSIONS HAVE GREATLY HELPED ME DEVELOP MY PERSONALITY AND BOOST MY SELF-CONFIDENCE. FINALLY, THE AZURA FOUNDATION COVERED MY TUITION FEES AT AL AKHAWAYN UNIVERSITY THROUGH A SCHOLARSHIP, ALLOWING ME TO PURSUE A HIGH-QUALITY UNIVERSITY EDUCATION AND PREPARE TO CONTRIBUTE POSITIVELY TO SOCIETY."



**YOUNG GIRL
SUPPORTED BY THE
AZURA FOUNDATION**

IMPACT STORY

A LOCAL PROGRAMME FOR YOUNG GIRLS

The Foundation supports the education of young girls in rural areas through various campaigns. It provides school supplies to the 3 *Dar Taliba*, built in partnership with the Foundation, thus creating a supportive environment conducive to learning. In addition, the Foundation funds tutoring programmes and organises personal development workshops to help these young girls strengthen both their academic and personal skills. A school guidance programme helps beneficiaries explore career paths, while communication courses at the Institut Français d'Agadir enhance their oral and written expression skills, key assets for academic and professional success.

IMPACT STORY

SOCIO-PROFESSIONAL INTEGRATION OF YOUNG PEOPLE: A COMPREHENSIVE SUPPORT PROGRAMME

The Foundation also supports the education of young people in rural areas through a scholarship programme for higher education. This initiative is aimed at deserving students, either from *Dar Taliba* boarding houses or from the families of Azura employees, enabling them to pursue studies in higher education. The Azura Foundation's support package includes financial assistance, personalised coaching and mentoring over an average period of five years, to ensure continuous support throughout their academic journey. In addition to financial aid, each beneficiary is provided with a laptop and guidance in securing internships, thus facilitating both their professional integration and personal development.

OUR INITIATIVES FOR THE PRESERVATION OF NATURAL RESOURCES...

Sustainable management of natural resources, particularly water, is essential to preserving the environment and meeting the needs of future generations. As part of this approach, the WASH (Water, Sanitation and Hygiene) programme, aligned with the Alliance of Water Stewardship (AWS) certification, introduces innovative solutions to optimise water use in primary schools.

IMPACT STORY

AN INTEGRATED PROJECT FOR SUSTAINABLE WATER MANAGEMENT AND THE ENVIRONMENTAL EDUCATION OF STUDENTS

The WASH project focuses on the responsible management of water and natural resources in primary schools. By installing wastewater treatment plants, water is reused for cleaning toilet facilities and irrigating green spaces, thereby reducing waste and environmental impact. At the same time, educational activities raise students' awareness of the importance of conserving these valuable resources, helping to foster a culture of sustainability from an early age. ■



... AND FOR STRENGTHENING ECOSYSTEMS' CAPABILITIES

Personal development workshop for women, in partnership with douar associations in the Chtuka Ait Baha region.

IMPACT STORY

COACHING IN WOMEN'S HEALTH AND WELL-BEING

The Azura Foundation has launched a coaching programme aimed at women living in the rural area of Agadir, in partnership with local associations. The aim of this program is to raise awareness and educate participants about well-being and health. Led by a doctor and a specialist coach who speak Darija and Amazigh, the programme covers essential topics such as healthy eating, hygiene, stress management and physical and mental well-being. Participants, for example, learn to recognise early signs of breast cancer. The sessions are structured progressively to help women identify and understand their needs, so that they can adopt a balanced lifestyle. ■



OUR CSR INDICATORS

METHODOLOGY NOTE

This note outlines the methodological approach adopted by the Azura Group for Corporate Social Responsibility reporting. To meet the requirements of European standards, the Group regularly conduct awareness-raising initiatives with the employees and managers involved. These initiatives help to ensure a better control of the reporting process and contribute to the continuous improvement of the quality and reliability of the data collected.

CSR CONSOLIDATION PERIMETER

Social data

The scope of the social indicators covers all the Business Units in the Azura group. These indicators include numerical data on workforce distribution, skills development training, and initiatives related to employee health and safety.

Environmental data

In accordance with the SBTi requirements, the calculation of greenhouse gas (GHG) emissions is carried out for the Azura group in accordance with the GHG Protocol and the SBTi requirements. It relates to the 2022-2023 crop year. These emissions are broken down into three scopes:

► **Scope 1:** Direct emissions from the Group's activities, excluding electricity. This includes, for example, fuel combustion for agricultural machinery and emissions from chemical reactions related to fertilisers.

► **Scope 2:** Indirect emissions from electricity consumption linked to the Group's activities.

► **Scope 3 :** Other indirect emissions across the entire value chain. This includes emissions generated by the production and transportation of purchased goods and services (such as agricultural inputs or packaging), business travel, transportation of finished products, and emissions associated with the company's holdings.

Waste-related indicators are reported for the Maraissa, Biobest, IN and CCS entities. Energy consumption, including electricity and renewable

energy, is collected for all Azura Group entities. CO₂ reduction targets are defined using the following classification:

► **Non-FLAG :** Emissions from energy use, industrial processes, transport, buildings, etc., in accordance with the GHG Protocol.

► **FLAG :** Emissions directly related to the Group's agricultural activities.

Internal reporting procedures

At the start of the collection campaigns, structured communication is sent to all contributors. This includes a detailed timeline, a Group directive, and a specific protocol for each type of indicator. This protocol provides clear guidance, setting out definitions, application criteria and methodologies to be followed, thereby ensuring the consistency and reliability of the data collected.

DEFINITIONS

1. Full Time Equivalent (FTE)

The FTE is determined on the basis of the ratio between the number of hours actually worked and the theoretical volume of hours expected. The calculation combines the FTEs of monthly employees (referenced on the basis of 26 theoretical days) and of workers (calculated on 208 theoretical hours).

2. Permanent Contracts

Permanent workers include employees in support functions, intermediate roles and labourers appointed under this type of contract.

3. Industrial accidents frequency rate

This indicator measures the number of workplace accidents, including commuting accidents, in relation to the total number of permanent and fixed-term employees. The rate is calculated by dividing the number of reported accidents by the total number of hours worked during the campaign, multiplied by a factor of 1,000,000.

4. Industrial accidents frequency index

The frequency index reflects the number of accidents resulting in a work stoppage of more than 24 hours per 1,000 employees (FTEs). This is achieved by dividing the number of accidents resulting in a stoppage by the total workforce (in FTEs) and multiplying it by 1,000.

5. Industrial accidents severity rate

This indicator expresses the impact of accidents in terms of days lost. It is calculated by dividing the total number of days lost due to accidents by the total number of hours worked, then multiplied by 1,000.

6. Industrial accidents severity index

This index assesses the severity of accidents leading to permanent incapacity. It is calculated by dividing the total rates of permanent incapacity to the volume of one million hours worked.

7. Rate of absenteeism due to illness & industrial accidents

This rate is established exclusively for staff on permanent and fixed-term contracts. It is based on the number of days of absence due to illness or industrial accidents, divided by the theoretical working days calculated for the agricultural year of the entity concerned.

8. Skills and safety training

Training indicators cover both In-person and e-learning sessions. Fire drills, which concern all employees, are excluded from the consolidated data. A full day of training corresponds to 7 hours. Total training hours are calculated by multiplying the duration of each session by the number of participants.

OUR PERFORMANCE FOR THE PLANET

INDICATORS	Consolidated Group figures	
	2022-2023	2023-2024
Energy		
Total electricity consumption (GWh)	52	52
<i>Including renewable energy</i>	<i>Including 741 MWh</i>	<i>Including 764 MWh</i>
CO ₂ emissions		
Scope 1 & 3 FLAG (tCO ₂ e)	27 810.90	Currently being recalculated
Scope 1 & 2 FLAG (tCO ₂ e)	44 012.43	Currently being recalculated
Scope 3 (tCO ₂ e)	196 294.55	Currently being recalculated
Waste		
Total share of waste collected (t)	81%	84%
Recovery	500 t (pilot project of composting)	100 000 T
Certifications		
AWS	NA	Awarded
Certification of good environmental practices	NA	Awarded

OUR PERFORMANCE FOR EMPLOYEES

INDICATORS	Consolidated Group figures	
	2022-2023	2023-2024
Breakdown of workforce		
Managers	0.73%	0.73%
of which male	63.32%	63.66%
of which female	36.68%	36.34%
Intermediates	6.91%	6.29%
of which male	83.50%	82.89%
of which female	16.50%	17.11%
Workers	92.36%	92.97%
of which male	72.25%	74.13%
of which female	27.75%	25.87%
Total number of new permanent hires	252	293
New permanent hires - male	168	198
New permanent hires - female	84	95
Number of trainees	139	214
Average consolidated permanent staff turnover (%)	4.62%	5.52%
DISMA gender equality index (out of 100)	72	82
Health and Safety		
Workplace accident frequency rate (TFAP)	18.22	15.57
Frequency Index (IF)	67.84	56.04
Workplace accident severity rate	0.52	0.63
Severity index	35.05	30.48
Occupational disease frequency rate	0	0
Rate of absenteeism due to illness & accidents	0.45%	0.53%
Health and Safety Training		
Number of training hours	16,006	21,682
Number of people trained	3,023	5,550
Training hours per employee trained	5.29	3.91
Skills development training		
Number of training hours	18,851	14,434
Number of people trained	1,798	1,572
Training hours per employee trained	10.48	9.18
Compliance with social practices (option: environmental commitments)		
Total number of social audits	126	132
Number of internal social audits	121	126
Number of external social audits	5	6
SMETA certification score	Awarded with 0 non-compliances 0 remarks	Awarded with 0 non-compliances 0 remarks
GRASP certification score	Fully compliant	Fully compliant
BSCI certification score	NA: Audited every 2 years	A/A

OUR PERFORMANCE FOR CONSUMERS

INDICATORS		Consolidated Group figures	
		2022-2023	2023-2024
Quality / food safety / environmental quality			
Compliance with operational/environmental good practice			
Audit (No.)	Total	11	11
	Internal	6	5
	External	5	6
Certification (Score)	GSPP	Awarded	Awarded
	Global Gap	NA	Awarded
	ASC Sustainable Aquaculture	Awarded	Awarded
	EOS: Ecocert Organic Standard (Nursery BU)	Awarded	Awarded
	ISO 9001: System Management System (BU nursery)	Awarded	Awarded
Quality/food safety/hygiene compliance			
Audit (No.)	Total	12	16
	Internal	6	9
	External	6	8
Certifications (Score)	IFS FOOD	“Herb: Higher level Tomatoes: higher level”	“Herb: Higher level Tomatoes: higher level”
	BRC	“Herb: AA+ Tomatoes: AA+”	“Herb: AA+ Tomatoes: AA+”
	TFS	Grade 5	Grade 5
	AH	Awarded	Awarded
	TESCO Nurture	Awarded	Awarded
	GG CoC	Awarded	Awarded
	IFS Logistics	95.15%	91.18%
Tomato consumer panel			
Number of internal tastings		535	528
Number of external tastings		134	147
AB+ Internal Ratio		74%	72%
External rating (average score) - Europe panel (France, Germany, UK, Netherlands) (score out of 2)		1.35	1.49

GOOD FOR SOCIETY

Azura Fondation	2023-2024
Total beneficiaries	3,287
Education	1,602
Support to <i>Dar Taliba</i>	96
Natural resource management	NA
Support for Mobility Impaired Persons	212
Together	405
Group (HR)/Foundation Projects	497
Earthquake Fund	475
Total beneficiaries with family members working in the Azura Group	324
Education	150
Support to <i>Dar Taliba</i>	2
Natural resource management	NA
Support for Mobility Impaired Persons	9
Together	118
Group (HR)/Foundation Projects	45

Director of Publishing: Hicham Harakat,
Editorial production monitoring: Céline
Montauriol, Salima Rahmaoui, Houda Elouali,
Design and Production: **HAVAS** Paris
Photo credits: Adobestock; Azura; Make-it Live,
March 2025.




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