

Responsibility, combined with **Intense Pleasure**, forms the **strategic foundation of the Labeyrie Fine Foods Group**.  
Discover one of our priority CSR projects in details, along with our CSR recent updates

Pillar 1

Preserving

THE ECOSYSTEMS  
WE INTERACT WITH

Pillar 2

Mastering

NOS SAVOIR-FAIRE ET PROCESS  
GRÂCE À DES PRATIQUES VERTUEUSES

Pillar 3

Respecting

THE WOMEN AND MEN WHO  
PRODUCE, PROCESS, SELL,  
AND CONSUME OUR PRODUCTS

Focus on

## OUR KEY FIGURES 2024-2025

We closed our 2024–2025 fiscal year at the end of June. A great opportunity to share with you some major developments from the past year across our three strategic pillars:

### PILLAR 1/ PRESERVE

89%

of our strategic  
raw materials\*  
are certified or in  
the process of  
certification.

To ensure the sustainability of our supply chains, we rely on recognized certifications such as ASC, MSC, Organic, Global GAP, and Agri-Éthique France, as well as our internal certification process audited by an independent third party. These certifications structure our commitments and strengthen traceability throughout the value chain, while meeting the growing expectations of consumers and stakeholders for responsible products.

**Key achievements in 2024–2025:** after wheat and chickpeas, we are proud to have extended the Agri-Éthique France label to our duck supply chain!

\*duck, salmon, shrimp

### PILLAR 2/ MASTER

56%

of our  
packaging is  
made from  
recycled  
materials

Our eco-design approach for packaging has been marked by the evolution of internal governance and the strengthening of our tools to collectively manage this key topic more effectively.

**Key achievements in 2024–2025:** we have increased the share of recycled materials while continuing our efforts on recyclability and plastic reduction. For example, we removed carbon black from the trays of our shrimp rings, making them 100% recyclable; we also reduced the height of our L'Atelier Blini spreadable jars, saving 11 tons of plastic.

### PILLAR 3/ RESPECT

We make diversity and inclusion a daily priority. Our Gender Equality Index, with a score of 94/100\*, reflects our efforts to ensure a fair working environment. At the same time, we have formalized our Diversity & Inclusion policy to structure our actions and strengthen their impact.

\*The national average in France is 88/100.

**Key achievements in 2024–2025:** another step toward our parity goal, with 46% of women represented on the LFF committee (bringing together all executive committees or equivalent).

46%

of women on  
the LFF  
committee

### FOCUS ON CLIMATE

-74%

reduction in GHG  
emissions on scopes  
1 and 2 since 2019.

This year, we significantly reduced our greenhouse gas emissions on scopes 1 and 2, an improvement of 14 points compared to the previous fiscal year. This performance is the result of strengthened energy management, including lower energy consumption at our sites, increased use of renewable energy, and the implementation of our FGaz plan to limit the impact of refrigerant gases.

Our priority remains scope 3, which accounts for more than 97% of our carbon footprint. A collaborative effort is underway with our upstream partners to identify reduction levers, particularly for raw materials, transportation, and packaging.

Discover our latest updates on our priority CSR projects that we are proud to share.

## News

PILLAR 1/ PRESERVE

### PARTICIPATION IN THE GLOBAL SHRIMP FORUM IN UTRECH

At the Global Shrimp Forum held in Utrecht in early September, Estelle Brennan from the CSR team had the honor of co-hosting the Responsible Sourcing Summit alongside ASC. This was an opportunity to hear expert insights from both the retail and production sectors through two panel discussions: one focused on humane slaughter practices and the other on shrimp health without the use of antibiotics. Also on the agenda was our participation in the opening day plenary session to share our progress on CSR within the shrimp supply chain.



### SIGNING OF THE PARTNERSHIP ON THE DUCK SUPPLY CHAIN WITH COOPERATIVE U

On October 16, at our Bouaye site, we officially signed our partnership with our client Coopérative U and our partner cooperative Lur Berri for the duck fat supply chain. This alliance is built on shared values of high standards, sustainability, and responsibility—without forgetting pleasure. Foie gras, duck breast, confit: exceptional products under the U brand, produced by Labeyrie Fine Foods, to showcase French expertise and meet consumer expectations!



PILLAR 1/ PRESERVE

### A GREAT SHOWCASE OF OUR EMPLOYEES DURING SUSTAINABLE DEVELOPMENT WEEK

In October, we chose to highlight several employees to illustrate how CSR is concretely integrated into their roles. This is a way to remind everyone that CSR challenges concern all functions and that by moving forward together, we can go further, more effectively. In our upcoming editions, discover the inspiring testimonials of our six participants!

This month, the Sales team takes the spotlight with Cédric Rousset, Key Account Manager for Seafood Products. For him, credibility also relies on expertise in the value chain. He is committed to showcasing the daily work of LFF teams to our clients, acting as both a 'brand ambassador' and a 'CSR ambassador.'

A big thank you to Cédric for his testimonial and his commitment!



### SEMAINE EUROPÉENNE DU DÉVELOPPEMENT DURABLE

LA VISION DE

*Cédric Rousset*

Compte clé Produits de la mer

“ Aujourd’hui, je ne dois plus seulement vendre un produit, je dois aussi raconter ses engagements. Lors des rencontres avec mes clients, je valorise les arguments RSE pour justifier la valeur ajoutée de nos produits : qualité, traçabilité, respect de l’environnement et des conditions de travail. La RSE est devenue un argument clé, un levier de différenciation et de confiance avec nos clients. ”

LABEYRIE  
FINE FOODS

PILLAR 3/ RESPECT

## écogestes

It's ecological, it's economical: Keep equipment switched off when not in use. For example, **turning off computers as soon as possible** can save up to 10% of energy!



It's ecological: **Return expired or unused medications** to the pharmacist so they can be recovered for energy purposes.