



puratos

Food Innovation for Good

2025 Sustainability Highlights

Better Planet



Better Life

Better Health



At Puratos, sustainability, health and well-being, and innovation go hand in hand. Guided by our purpose and our drive to deliver Food Innovation for Good, we strive to create value for our customers while contributing to a better planet, better health, and better lives. 2025 was a year of both progress and complexity, with global conflicts, the increasing effects of climate change, and market challenges requiring us to adapt, while remaining focused and, in some areas, even strengthening our level of ambition.

2025 also marks an important milestone, representing the conclusion of the first wave of our journey. Among our key achievements, we reached carbon neutrality in our direct operations and continued to strengthen supply chain resilience, innovation, and training. This Sustainability Highlights report provides a snapshot of our sustainability journey, sharing progress, challenges, and concrete examples of how our teams, partners, and communities bring our commitments to life as we build a more sustainable future together.

Pierre Tossut
Group Puratos CEO



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Who we are



Our sustainability approach



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Who we are

For over a century, Puratos has been driven by a **passion for food innovation for good**. Founded in Belgium in 1919, we partner with customers in over 100 countries—from artisan bakers to global food brands—providing **cutting-edge solutions in bakery, patisserie, and chocolate**. Innovation isn't just a buzzword for us—it's in our DNA. By blending our rich heritage with forward-thinking research and development, we stay ahead of the curve, creating products that are not only delicious but also healthier and more sustainable.



We offer a full range of innovative food solutions for the bakery, patisserie and chocolate sectors.



Purpose

We move the planet forward by creating innovative food solutions for the health and well-being of people everywhere.

Mission

We help customers be successful with their business, by turning technologies and experiences from food cultures around the world into new opportunities. Together, we improve the lives of people and protect the planet.

€3.6 B

sales

129

subsidiaries
in 87 countries

135

countries where
our products
are available

11,045

employees

€411.7 M

EBITDA

137

Innovation
Centers around
the world

76

production units
in 52 countries

1919

Puratos was
founded

€169.8 M

CAPEX

2%

revenue invested
in R&D

1,311

R&D Researchers
& Technical
Advisors



Our sustainability

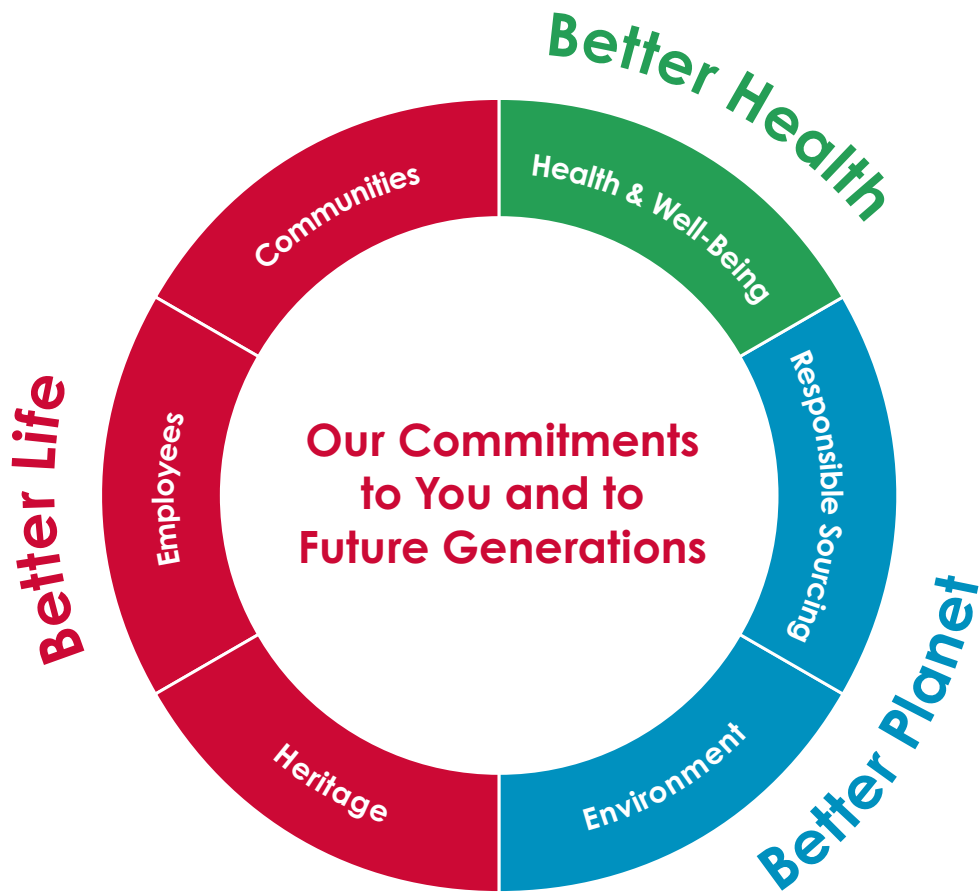
approach



At Puratos, we are deeply committed to creating a positive impact on both society and environment, ensuring a better future for generations to come. We see sustainability as our Commitment to You and to Future Generations, that means protecting our planet, empowering people, and creating products that nourish responsibly. As an international food manufacturer, we have a special responsibility, and every choice we make is about leaving a lasting, positive impact.



We have defined **6 commitments** under our **3 pillars** which encompass our various measures and actions.



1 No poverty 	2 Zero hunger 	3 Good health & well-being 	4 Quality education
6 Clean water and sanitation 	7 Affordable and clean energy 	8 Decent work and economic growth 	9 Industry innovation and infrastructure
12 Responsible consumption and production 	13 Climate action 	15 Life on land 	17 Partnerships for the goals

We hold ourselves accountable, aligning with the **Sustainable Development Goals** to drive meaningful change.

Our sustainability journey started a long time ago



1932

Creation of Pura-Malté, first healthy bread



1976

First Business Ethics Training



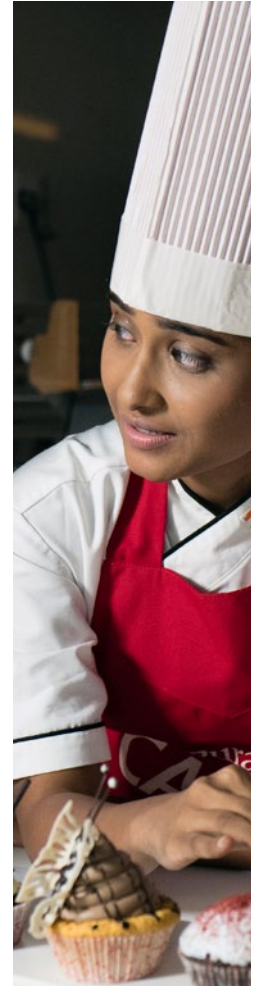
2005

First Carbon Impact Measurement



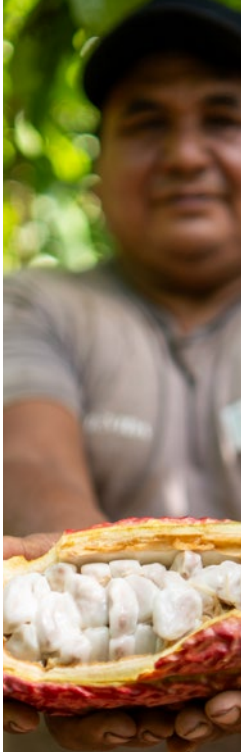
2013

Creation of the Sourdough Library, our physical library aiming to preserve heritage and protect biodiversity of Sourdough.



2014

We opened our first Bakery School in India, providing access to education and career opportunities. 13 schools opened since.



2016

Creation of the **Cacao-Trace program**, which improves cocoa quality while increasing farmer income. Farmers receive a premium for producing higher-quality cocoa. In addition, through the Next Generation Cocoa Foundation, the Chocolate Bonus—an extra payment linked to the value of the final chocolate—is paid directly to them.

Publication of the **first sustainability report**.



2020

Since 2020, 100% **Sustainable Palm Oil production**.*

Group membership of Sedex.



2021

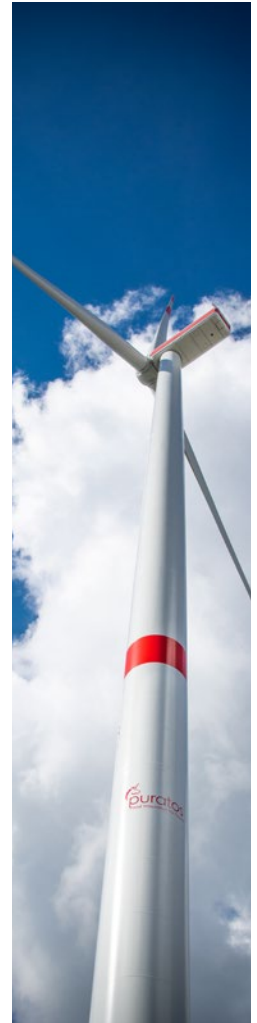
Launch the **Field to Fork Program**, our local and transparent fruit sourcing program.



2024

Committed to setting our **science-based net zero emission targets** via SBTi.

€ 3.2 million of **Chocolate Bonus** collected and distributed directly to 24,073 farmers, with the objective of **€ 8 million by 2030**.



2025

We achieved **carbon neutrality in our operations** thanks to 100% renewable electricity and several process optimization measures.

We made a **commitment to source 50% of the flour from practices that support the transition to regenerative agriculture by 2030**.

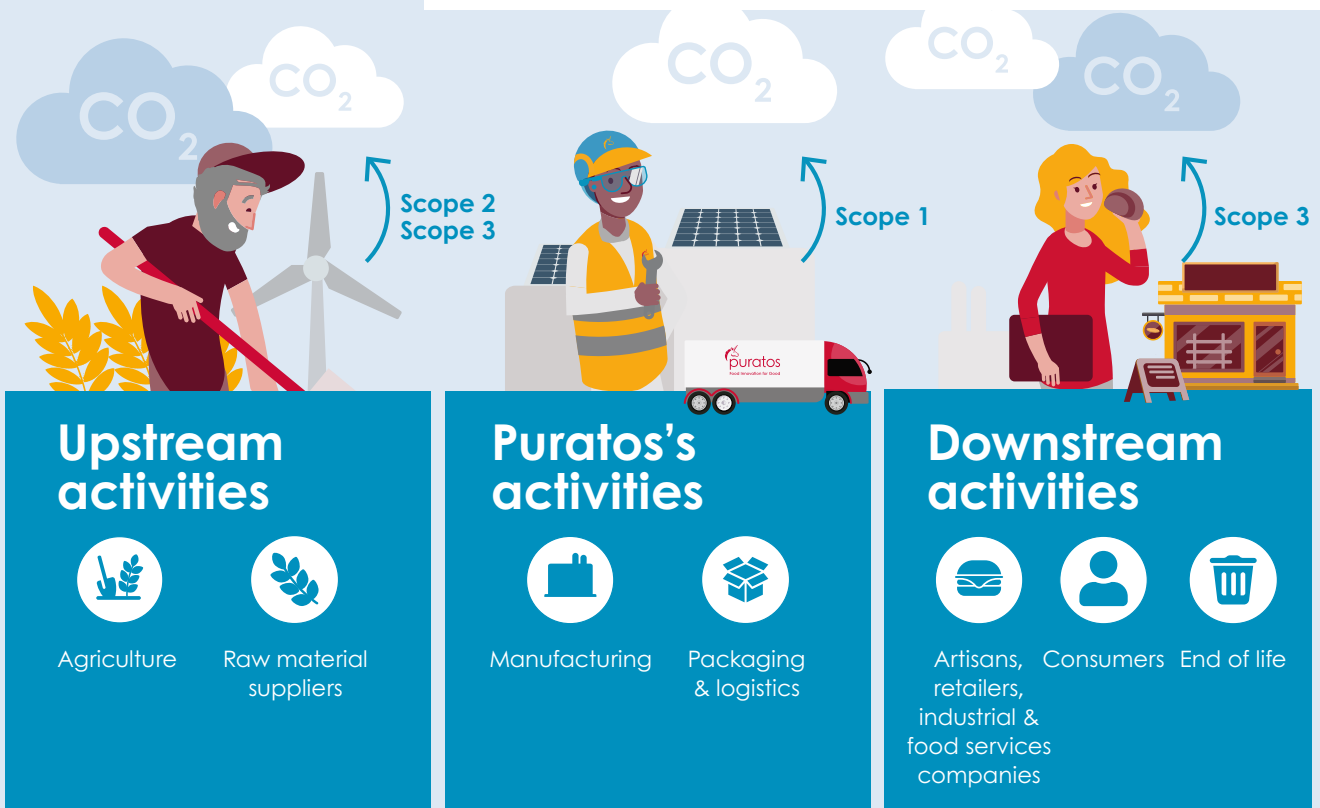
* Combination of Mass Balance, Segregated RSPO, Book&Claim credits.

Environment



Reducing our overall carbon footprint

We recognize the severity of the environmental crisis facing our planet and the pressing need for action. As responsible members of the global community, we have set ambitious climate targets and are actively seeking solutions to reduce our footprint both in our operations and across our value chain.





2025
PROGRESS



We achieved carbon neutrality in our operations (Scope 1 and Scope 2)

100%

of our electricity from renewable energies, through on-site production and purchasing renewable electricity from the grid.



-46%

in kg CO₂eq per ton produced compared to the base year, 2016.



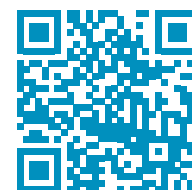
20

carbon neutral sites



Continue reducing carbon emissions in line with the **Paris Agreement**

In 2024, we formally committed to work in the framework of the **Science-Based Targets initiatives (SBTi)**, reaffirming our commitment to climate action. In Q1 of 2026, we have submitted our science-based emission reduction targets to SBTi for validation. [More about SBTi.](#)



> 90%
of our emissions
come from Scope
3, mainly from
raw materials



To achieve our net zero ambition, we are committed to responsible sourcing, sustainable farming practices, and enhancing our product portfolio. We believe that true progress also comes from collaboration with our our customers and partners across the value chain and leveraging new technologies and innovations.

<p>Responsible sourcing</p> 	<p>More sustainable farming practices</p> 	<p>Product portfolio, new technologies and innovation</p> 	<p>Collaboration with our partners across our value chain</p> 
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Innovating to create a positive impact



We are constantly striving to grow our positive impact with the creation of innovative food solutions that are better for you, for the communities we work with, and for the planet. For many years, we have been conducting life cycle assessment, using the product environmental footprint methodology. By integrating some of our innovative solutions in your finished goods, you can reduce your carbon footprint by up to 40%. **Read more [here](#).**





Product case

Our innovative solutions enable our customers to produce cream cake and many other patisserie and bakery products that are significantly more sustainable, achieving a substantial reduction in carbon without compromising on taste. This impressive reduction is made possible by using our innovative cake improvers to reduce oil and eggs and by incorporating a sustainably sourced fruit filling.

More information [here](#).



Move to a more sustainable cream cake and cut carbon by up to

25%*



Our solutions



Egg reduction solution

Fat reduction solution

Sustainably sourced fruit fillings

The sustainable bakery blueprint



Product case

At Puratos, we believe we can accelerate our sustainability journey by moving forward together. That's why we developed the Sustainability Blueprint—a practical guide to support our customers in advancing their sustainability efforts.

More information [here](#).



* For 1kg of Brioche, compared to a classic butter brioche (20% eggs, 15% butter) Verified by GF-Impact (2024), using the Product Environmental Methodology (data source: secondary data). Based on general assumption and may vary.

Packaging: Reduce, Reuse, Recycle

Food packaging should be safe, reliable, and sustainable – and consumers agree. Our 2025 Taste Tomorrow study found that 72% want all food sold in sustainable packaging.

At Puratos, we follow the 3 Rs - Reduce, Reuse, Recycle - to:

- Minimize overpackaging while preserving quality & shelf-life
- Maximize reusable materials wherever possible
- Introduce packaging that is easy to recycle

The recyclability of packaging is, and will remain, a key focus area. In addition to improving packaging itself, it is essential to support the development of ecosystems and infrastructure that enable effective recycling at scale.

We're making recycling simpler by designing **packaging that's cleaner and more efficient:**

- Fewer inks and chemicals involved to maximize recyclability and save resources
- Less contaminants to remove, making recycling easier
- Smarter design, less printing and reducing waste

Packaging rules - sustainably designed

- Unbleached tape for closure
- Unbleached paper
- From 3+ inks to 1
- More than 70% reduced print area



2025
PROGRESS

98%

of our outbound packaging is recyclable or reusable (by weight)

Global
GOAL

100%

We remain committed to transition 100% of our outbound packaging to recyclable or reusable materials.



Water: a vital resource, a shared responsibility

Water is essential to our operations and the ecosystem. Our goal: water balance by 2030, ensuring responsible water management and reducing water usage per ton produced through:

- Managing effluent discharge responsibly
- Assessing local water risks
- Engaging stakeholders to build a resilient supply chain
- Prioritizing high water-stress areas



-14%
water used per
ton produced
since 2016
baseline

Zero Waste: Our Commitment by 2030

Waste mismanagement harms people and the planet. We're working towards zero waste to landfill worldwide by 2030. Our focus is also on:

- Minimizing food waste in production & warehousing
- Reducing operational waste across all sites
- Cutting food waste with innovative shelf-life solutions

Cutting Food Waste

Consumers demand action: 65%* want zero-waste food products. Our solutions help to:

- Extend shelf-life
- Reduce food loss & waste
- Lower environmental footprint



2025
PROGRESS
Zero waste to landfill in our top 12 producing countries

2030
COMMITMENT
Zero waste to landfill worldwide

+30%
increase in shelf-life



Responsible Sourcing



For ethical & transparent supply chains

We recognize that the demand for certain ingredients and raw materials can put pressure on natural habitats and affect the sustainable development of the local communities.

We are committed to build a resilient value chain for critical raw materials that ensures traceability, transparency, and responsible sourcing across our entire supply chain. Collaboration with all the stakeholders involved in our value chain is essential to progress towards this goal.

100%

of our Palm oil and Palm Kernel oils supports sustainable production*



2025

PROGRESS
38.2%

of cocoa ingredients sourced by the Group are from the certified **Cacao-Trace program**, our own sustainable cocoa sourcing program.



2030

COMMITMENT

50% of our cocoa Ingredients will be sourced from the Cacao-Trace Program.

* Combination of volume purchased under RSPO certification, Book & Claim credits and support of smallholder farmers in collaboration with Solidaridad.



Building a sustainable future with Cacao-Trace

At Puratos, cocoa is an essential raw material, and we are committed to creating a sustainable future for the next generations. Since 2013, our Cacao-Trace program addresses key industry challenges in the cocoa and chocolate sector, such as fair farmer income, fighting child labor, and preventing deforestation.

Choosing Cacao-Trace certified chocolate supports more than 24,000 farmers across 8 countries, helping them master fermentation and sustainable farming for a better tomorrow.



One example of how our commitment to the planet and communities translates into product value is Ambiente Chocolate Flavor, a plant-based whippable topping for cakes and desserts. It offers a **lower environmental footprint** than dairy-based alternatives and is made with cocoa powder sourced through the **Cacao-Trace program**, supporting more sustainable cocoa sourcing and cocoa farmers.



More than 37% of our fruit sourcing comes from our Field to Fork program

Our Field to Fork program guarantees top-quality, sustainably sourced fruit, with a focus on local sourcing, long-term partnerships with growers, securing fair revenue streams. The program also promotes the responsible use of pesticides, known to be harmful for the soil biodiversity.

Thanks to the absence of fertilizers and irrigation in wild forest environments, where berries are meticulously handpicked.



Up to **-36%**
CO₂ emissions*

8+ years with Sedex to enhance supply chain transparency

We encourage our raw materials and packaging suppliers to join the Sedex online platform for risk identification. We use Self-Assessment Questionnaire and SMETA audits to assess our plants on 4 key pillars: Labor Standards, Health & Safety, Business Ethics and Environment.



* per kg of Topfil Blueberry. Versus typical cultivated berries – Verified by GF-Impact (2023), using the Product Environmental Methodology (data source: secondary data). Based on general assumption and may vary.

Regenerative Agriculture: Farming for the Future

Regenerative agriculture is an outcome-based farming approach that restores natural ecosystems by improving soil health, biodiversity and climate resilience, while creating long term value for farmers and communities.

Sustainable farming for a resilient future

Investing in sustainable farming is a priority to ensure the resilience of our supply chain moving forward. For many years, we have worked alongside farmers worldwide to explore different farming practices, while contributing to improved farmer income and supporting better bread, cakes, and chocolate.



Since 2022, we have been advancing pilot projects in several countries, working with local partners to support farmers in transitioning to regenerative agriculture. Our objective is to measure impact and use these insights to develop better ingredients and finished products. We already offer products made with regeneratively grown wheat, including a range of sourdoughs.

Belgium

Cultivae
Farm For Good
Südzucker
Group

France

Dossche Mills
Grands Moulins
de Paris

United Kingdom

Wildfarmed

Australia

Provenance
Flour and Malt



2030
COMMITMENT

Puratos signed the Sustainable Wheat Initiative manifesto: Scaling sustainability from soil to shelf

In 2025, Puratos joined the Sustainable Wheat Initiative Europe (SWIE) Manifesto, an industry collaboration aimed at accelerating the transition to more sustainable wheat production.

The initiative sets a shared objective to reduce CO₂-equivalent emissions from wheat and wheat flour in Europe by 30% by 2030, compared to 2022 levels, in line with climate science. Given that around 80% of wheat's carbon footprint originates at the agricultural level, this collaboration focuses on driving change where it matters most. By joining this coalition of leading industrial bakery companies, Puratos is contributing to the development of lower-carbon wheat and flour and supporting more sustainable practices across the value chain.

50% of Puratos's top flour volumes

will support farmers engaged in regenerative agriculture by 2030, within this objective **30% CO₂eq reduction** will be achieved across Puratos's regenerative flour volumes. We plan to progressively expand our regenerative agriculture framework to other key raw materials, including cocoa, sugar beet, and fruit.

Product case

2024 launch of the first sourdough made with 100% wholewheat flour sourced from regenerative agriculture practices

Our dedication to sustainable farming is about more than just good practices; it's about creating high-value products.

100% regenerative sourdoughs



Sapore Lavida
Belgium

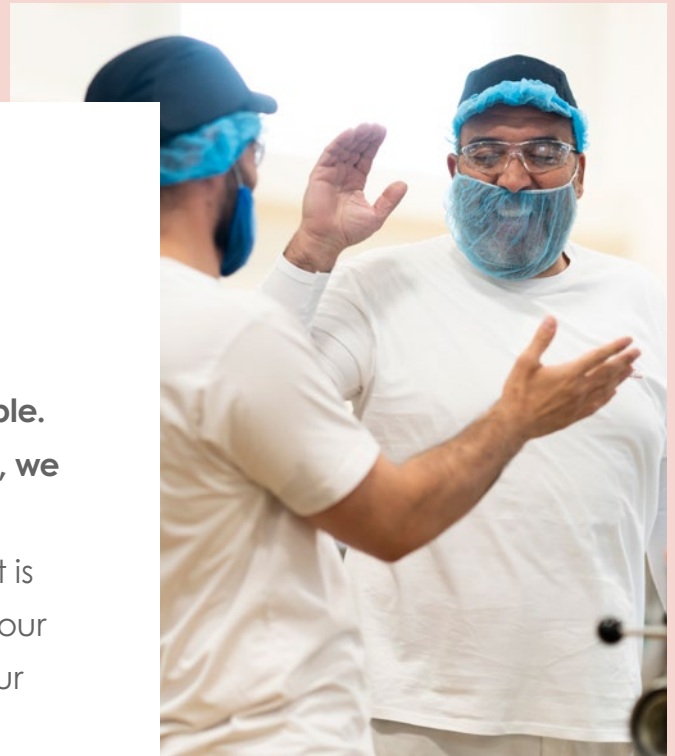
Sapore Sally
United Kingdom

Sapore Alcina
Australia

Employees

The people behind the magic

A company is only as strong as its people. With over 11,000 employees worldwide, we cultivate a workplace that is diverse, inclusive, safe, healthy and engaged. It is this people-first approach that shapes our culture, fuels our growth and ensures our place as a leader in our industry.



Voice! Survey

In 2024, we continued our commitment to fostering an open and communicative workplace through the launch of the Voice! 2024 survey.

Our employee survey is designed for our employees to share feedback on crucial aspects of our organization, including engagement, enablement,

leadership, communication, collaboration, and our core values and purpose.

In 2025, we kept working to improve in the areas identified as critical by the survey and to maintain the high satisfaction in those that scored high.



93%

response rate

of 2024 annual employee engagement survey Voice!. This shows a strong willingness of employees to share their feedback.

89%

of employees feel highly engaged, showing a strong commitment to Puratos.

81%

of employees express they are highly enabled, which refers to tools and resources to do their job well.



2025 →
PROGRESS

We reached an average of 37 learning hours per employee.

2026
COMMITMENT

We aim for an average of five days of learning per employee.

Our Talent for the Future Program

Our global and local learning & development program offers our employees across the world a wide range of learning opportunities, to build the skills they need to be successful today and in the future.

Employee Health and Well-being: Cultivate our Calling for Caring

At Puratos, we firmly believe that well-being inspires well-doing. We aspire to deliver an employee experience that promotes the total well-being of every individual, equipping and enabling our workforce to reach their fullest potential in every sphere of life.

>1,200

employees participated in our **Healthflux Wellbinar® Series**, learning about each of the commitment pillars within our Puratos Employee Health & Well-being Blueprint, research data, and internal best practices sharing on how countries are bringing our Calling for Caring to life.



8,180 employees and their families covered by TELUS Health

In 2025, we proudly expanded our first-ever Global Employee Assistance Program to 24 more countries, adding up to a total of 50 countries covered around the world. This program offers a comprehensive suite of digital tools and counseling services, addressing a wide range of topics including mental health, financial and legal orientation, among others.



The safety of our employee is paramount

At Puratos, we commit to **zero-work related injuries for our employees and stakeholders**, through effective risk management and a Culture of Caring in a safe work environment.

2025 HR Excellence Award

Our commitment to an inclusive, safe and healthy workplace, that embraces diversity and enables employees to pursue their personal development, has been recognized with the "Most Remarkable Employer Organization" award at the HR Excellence Awards 2025, held in Belgium. The award honors our global efforts to build a supportive, inclusive, and highperforming workplace across all subsidiaries. The award is also supported by local recognitions, such as certification as a Top Employer or Great Place to Work.

*Accidents where people could not come to work the day it occurred

Communities

More Than Business— A Force for Good

By focusing on education and community, as well as on social development, we aim to create more value for society by addressing issues of inequality. This includes addressing disparities in access to educational resources, ensuring a living income, and improving healthcare access.

For over a decade, we have driven impact through the Bakery School Foundation and the Cacao-Trace program, supported by the Next Generation Cocoa Foundation.



Bakery Schools: Access to Education

- 14 bakery schools globally
- Career opportunities for underprivileged youth

The two-year curriculum covers 1,600 hours of instruction in 36 subjects, including specialized techniques and essential industry skills. With plans to open more schools by 2025, the Foundation aims to operate 20 schools and train 1,000 students annually by 2030.

Read more in the [2025 Bakery School Foundation Report](#).



2025 →
PROGRESS
 166 students graduated and a new school opened in Brazil.

2030
COMMITMENT
 Training 1,000 students annually by 2030.

Cacao-Trace: Giving Back to Cocoa Farmers

In 2016, we established The Next Generation Cacao Foundation to distribute the Chocolate Bonus* to cocoa farmers and their communities. This foundation aims to enhance the social, economic, and environmental well-being of cocoa farmers involved in our Cacao-Trace program.

Read more in the [2025 Cacao-Trace & Next Generation Cacao Foundation Report](#).



2025
PROGRESS
 →

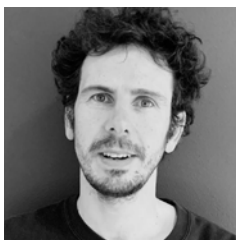
€ 3.4M
 total bonus collected for our Cacao-Trace farmers

72
 water infrastructures

7
 school projects

10,282
 school kits

205,268
 trees planted



Raphael Audoin-Rouzeau,
 Cacao-Trace Global Sourcing Manager

" This year, the Chocolate Bonus celebrates its 10th anniversary. Over the past decade, we have raised more than 13 million euros, resulting in 255 water infrastructures, 34 school projects, 3 maternities and 38,000 school kits. While premiums are fairly common, the Chocolate Bonus is truly one-of-a-kind in the industry. It is an additional reward that comes on top of the Cacao-Trace quality premium, that we also distribute. This ensures that those who grow the cocoa benefit personally and immediately, either in cash or through communities projects. "



* Chocolate Bonus: an additional 10 cents goes directly back to the cocoa farming communities.

Heritage

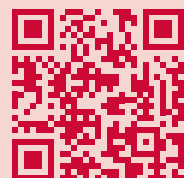
Honoring the Past, Innovating for the Future

We believe that by harmonizing innovation with tradition, we can provide our customers and consumers with a genuinely unique and authentic food experience, all while preserving the rich heritage and craftsmanship of the industry.

Our passion for craft, authenticity, and diversity has led us to launch a number of exciting projects aimed at preserving the heritage of ancient bread- and chocolate-making methods.



Follow us [here](#)





Sourdough Heritage

161

sourdoughs in the sourdough library at Sankt Vith from 32 countries.

Around
4,000

sourdoughs registered in our digital library on the Quest For Sourdough.



Preserving Sourdough, Inspiring Bakers

2013

Opened the Sourdough Library to **protect** the biodiversity of sourdoughs, to **preserve** the heritage of sourdough baking for future generations, and to offer a **backup** for sourdough owners.

2016

Start of the **Quest for Sourdough**, reaching today more than 4,000 sourdough registered in our digital library

2024

Launched the **Sourdough Institute** to protect, research & inspire future generations.



Mexican Cocoa Heritage

Simultaneously, our commitment extends to safeguarding the heritage of Belgian chocolate, ensuring the preservation of its unparalleled taste, and protecting specific old varieties of cocoa.

Since 2008, Belcolade created the Tikul Plantation, in Yucatan, Mexico, aiming to preserve the genetics of the ancestral Criollo cocoa, which now represents less than 2% of world cocoa production while so special as low polyphenol content.



Health & Well-Being

In our changing world, there is a growing appetite for healthier options and sustainable food. Puratos gets it.

Our mission doesn't simply focus on ingredients, but also on setting new standards, where health and taste meet effortlessly. We aim to provide nutritionally wholesome products without compromising on taste, texture, quality, or safety.





Improving the nutritional profile of our products

For many years, improving nutrition focused mainly on reduction: less sugar, less fat, less salt. While this remains essential, innovation today goes further.

The industry is now shifting toward Better Indulgence: creating products that not only focus on what should be removed, but actively add positive health value.

This includes:

- Increasing fiber and whole grain content
- Adding protein and functional ingredients
- Improving fat quality
- Supporting gut health
- Enhancing nutrient bioavailability

2025
PROGRESS

17%

of all 2025 launches worldwide focused on improving nutrition.



67%

selects certain foods & ingredients based on the health benefits they have to offer.

Whole grains for a touch of extra fiber.

Muffin

A healthier re-invention



Sugar and fat reduced, fiber-enriched cream cake mix for a nutritious and delicious base.

Sugar-reduced fruit filling to balance the nutritional profile.

At Puratos, we create nutritionally balanced solutions, such as patisserie and bakery mixes, fillings, chocolate, sweet bakery solutions, sourdoughs and grains -all without compromising taste or texture.

Discover more about our solutions [here](#).





Facilitating well informed food choices

2025
PROGRESS

12.6%

of the total volume was represented by Clean(er) Label products in 2025.

Every ingredient has a purpose, and we make sure it's one you can trust. Today's consumers demand transparency and natural ingredients.

77%

recently looked for product information on the packaging of bakery products.*



Our definition of 'Clean(er) Label'

- **Clean(er) Label products** – products that have no artificial colors and flavors but only natural colors and flavors, and have eliminated one or more additives to differentiate from the average product in their food category.
- **Clean Label product** – products that do not contain any artificial flavors and colors and no additives or ingredients that are perceived as artificial.

Apart from the label, it is a commitment to providing clean(er) food solutions with clear and transparent information, helping consumers make informed food choices. Read more [here](#).





Offering plant-based alternatives

Puratos is leading the way in Plant-Based innovation

Consumers now seek options that benefit both their health and the planet, shifting towards plant-based alternatives. At Puratos, we are dedicated to developing **Plant-Based alternatives to eggs, dairy, and butter, without compromising on taste, texture, functionality, or safety:**

We are committed to:

- **Gradually remove animal-based ingredients**
- Creating plant-based solutions that are **as nutritious as possible**
- Ensuring our products are **as clean as possible.**



2025
PROGRESS
10.7%
of the total volume was represented by plant-based products in 2025.



54%
is interested in plant-based option of (sweet) bakery products.*

We combine our Plant-Based alternatives with naturally Plant-Based ingredients to create delicious recipes for bakery, patisserie, and chocolate creations.

Read more [here](#).



Always  **Consumer Insights**

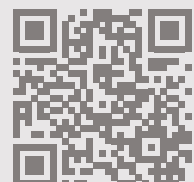


Thanks to Puratos's Taste Tomorrow research program, which leverages insights from over 23,000 consumers across 56 countries, along with expert interviews and global trend-spotting, we identify consumer expectations regarding health, well-being, and conscious consumption. This valuable information enables us to shape, and continuously validate our sustainability strategy.

Visit our Taste Tomorrow platform to discover new opportunities and the biggest trends in the patisserie, chocolate, and bakery industries.

 **tastetomorrow**
by Puratos

Visit [tastetomorrow.com](https://www.tastetomorrow.com)



Discover more in our 2025 Sustainability Report

Our 2025 Sustainability Report highlights further our actions and plans. You can find it [here](#).



www.puratos.com

Puratos NV-SA - Industrialaan 25, Zone Maalbeek

B-1702 Groot-Bijgaarden, Belgium

T +32 2 481 42 42 - F +32 2 481 43 46 - E info@puratos.com

