

SABAROT
Maison familiale depuis 1819



Report RSE And MISSION 2026



Editorial

Corporate Social Responsibility (CSR) has been embedded in Sabarot's ethos for more than 200 years. It encompasses environmental, social, organizational, and economic aspects. **Sabarot Wassner's CSR policy is thoroughly integrated into the company's governance framework.** Our strategy is holistic and is now codified in our articles of association, as Sabarot has emerged as one of the pioneering purpose-driven companies in France. This status has enabled us to formalize our commitments, establish **concrete indicators**, and communicate with our stakeholders in an official capacity.

The daily collaboration with our partner farmers enables us **to provide our customers with a diverse array of high-quality products and exceptional traceability.** The assistance we extend through our subsidiary, Sabarot Agriculture, significantly fosters the advancement of more **sustainable agricultural practices.** This is particularly evident in the establishment and support of supply chains for Puy Green Lentils (AOP), Velay Spelt, Auvergne Pearl Barley, and Auvergne Organic Buckwheat.

Preserving the environment is a fundamental aspect of our daily operations. Through the ongoing adaptation of our business and **the dedication of our employees**, we are executing tangible initiatives: installing photovoltaic panels, centralizing our logistics warehouse, sorting waste, promoting awareness of environmental issues, and encouraging carpooling.

We take pride in our local heritage and are **committed to the sustainable development of our company.** Prioritizing our land, we are equally devoted to **enhancing employee well-being.** Internal promotions, training, and a range of benefits all play a role in this commitment. Our robust employer brand serves as a positive influence, enabling us to bolster the company's growth through the recruitment of new talent.

Our **local commitment** is further demonstrated through sponsorships and partnerships in sports, culture, education, and humanitarian initiatives or events.

We aim to **facilitate the transition to more plant-based diets and actively participate in decarbonization efforts.** Our objective is to attain carbon neutrality by 2040 through these collective initiatives.

We have **made significant progress on several of our objectives**, instilling confidence for the future. **This approach** fundamentally depends on **collective mobilization.** I would like to express my gratitude to our teams and partners for their unwavering commitment to these vital efforts. Corporate Social Responsibility is aptly named: each of us, at our own level, bears a Social and Environmental Responsibility.

Antoine Wassner

A PROFOUND AND EXTENSIVE HISTORY

In 1819, Jean-Pierre Sabarot established himself in **Haute-Loire**, where he acquired a mill and founded the Sabarot company. Initially, the enterprise concentrated exclusively on the production and sale of cloth. However, Jean-Pierre Sabarot swiftly expanded his operations by entering the milling industry. Following his death in 1854, his son Charles assumed control of the company and implemented modernization efforts. He invested in new, more efficient machinery, enabling Sabarot **to process barley and oats**.

In 1900, Joseph Sabarot commenced **the sorting of Puy Green Lentils A.O.P.** The fourth and fifth generations have established Sabarot as a leader in its industry, owing **to direct procurement from producers and the implementation of advanced techniques**.

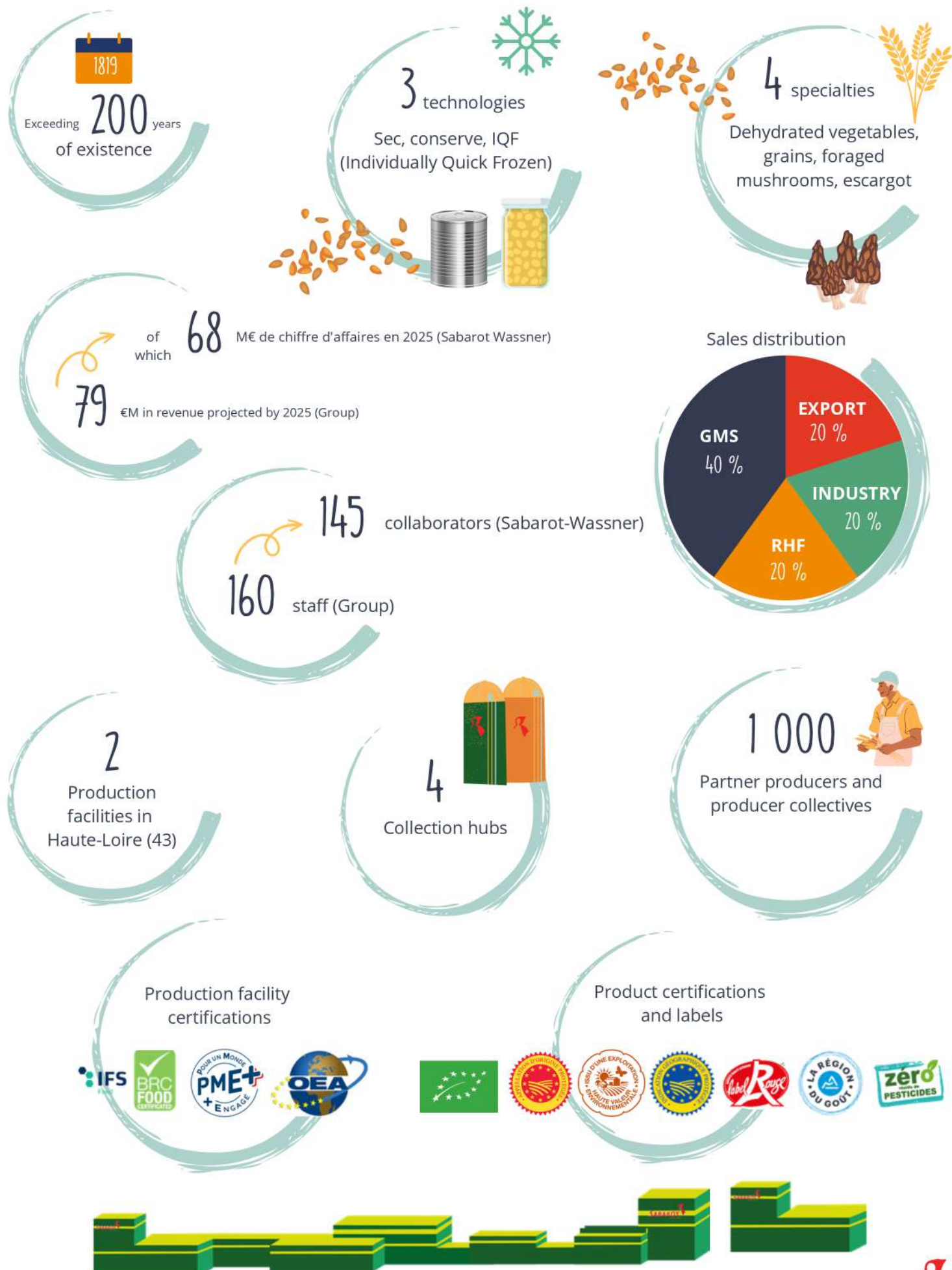
In 1960, Sabarot fully automated the processes of bagging and labeling lentils. By 1972, the company had expanded its operations to encompass **all high-quality dried vegetables**, as well as the trade of **wild mushrooms and snails**, while also diversifying its range of canned goods. At the close of the 20th century, Daniel Wassner relocated Sabarot's cereal and dried vegetable operations to a new facility in Chaspuzac.

In 2016, Antoine Wassner assumed the role of CEO at Sabarot, preserving the family business's longstanding expertise while facilitating its **adaptation to contemporary consumer demands**. Fueled by the plant-based market, the company more than doubled its revenue over a decade, increasing from €30 million to €75 million by 2024.

In 2026, following **five years of dedicated effort and a €20 million investment**, the company proudly inaugurates its **new facilities**, which will enhance its ability to promote the democratization of pulse, grain, and mushroom consumption. Currently, the company is concentrating on its IQF unit, effectively doubling its production capacity. These investments signify a **strategic turning point** for the company, **reinforcing its status as an innovative leader in the plant-based food sector**.



ESSENTIAL INFORMATION



A PURPOSE-DRIVEN ORGANIZATION WITH ROBUST COMMITMENTS

In 2020, Sabarot emerged as **one of the pioneering mission-driven companies in France**, with commitments that have been integral to its identity since inception: to provide high-quality, **healthy, and natural products**; to facilitate the food transition; to prioritize employee well-being; to promote local cultural heritage; to safeguard the environment; and to advocate for sustainable agriculture.



Sabarot Agriculture is a **wholly owned French subsidiary** dedicated to assisting farmers in enhancing their crops and achieving HVE (High Environmental Value) and organic certifications. Through this subsidiary, Sabarot emphasizes products cultivated in France, advocates for sustainable agricultural practices, and highlights local produce. Sabarot Wassner is dedicated to generating value within its regions. Through Sabarot Agriculture, the aim is to foster **relationships with farmers**, offer **robust support**, and **guarantee them fair incomes**.



A ROBUST LOCAL PRESENCE

Since 1819, Sabarot has been developing in the heart of its birthplace: the Velay. Situated in **Haute-Loire**, this region boasts volcanic soil and a distinctive climate, which impart exceptional flavor and nutritional qualities to the cereals and legumes cultivated there.

Sabarot **enhances the local economic** landscape by fostering close collaborations with local suppliers and service providers.

The company **is actively engaged in the community** by supporting various local events and organizations.



A CSR POLICY CENTRAL TO THE COMPANY'S STRATEGY

Sabarot's CSR policy is seamlessly integrated into the company's governance framework. Its execution is overseen by a mission committee that convenes every four months to evaluate progress. Annually, a CSR report is compiled and presented during the management review, facilitating the refinement of objectives and modifications to the actions undertaken.

The operational management of Corporate Social Responsibility (CSR) is assigned to a dedicated professional who collaborates with support services and production teams. The company is devoted to a continuous improvement strategy, establishing specific indicators associated with short-, medium-, or long-term objectives. These indicators are assessed annually through a dashboard, facilitating meticulous and proactive oversight of the CSR strategy.



3 Mission committees per year
1 certification PME + (1 audit per year)

3 CSR Committees per annum
1 audit conducted every Two years by an external firm (SOCOTEC).

1 RSE Report/Year
Exceeding 40 Indicators
CSR initiatives scheduled for implementation by 2025



Sabarot was among the first mid-sized enterprises in France to enshrine its mission within its articles of association in 2020, positioning the food transition at the core of its long-term strategy. Our mission embodies our essence: to provide high-quality, healthy, and natural products while safeguarding biodiversity, the environment, and regional cultural heritage. Our mission committee is dedicated to ensuring the effective execution of the 13 objectives derived from our mission, including 100% recyclable packaging by 2030, 95% of our products meeting high nutritional standards, and achieving carbon neutrality by 2040. The committee convenes every four months to progress the initiatives, and an annual audit verifies the successful fulfillment of the mission.

Marie-Sophie Teyssier, Chair of the Mission Committee

For many years, corporate social responsibility (CSR) has been a primary focus at Sabarot Wassner. We have meticulously structured our approach through the PME+ certification and integrated it into our governance via our corporate mission statement to ensure the long-term sustainability of our core principles. All company teams are dedicated to the future through key initiatives such as water conservation and reuse, as well as the decarbonization of our operations. CSR is increasingly a vital component of our long-term policies, enabling us to strengthen relationships with stakeholders and mitigate our global impact.



Guillaume Martin, Chief of Corporate Social Responsibility

A MISSION ENSHRINED IN THE COMPANY'S BYLAWS

The commitments that propel Sabarot, a mission-driven enterprise bearing the PME+ label, are integral to its identity and have been nurtured for more than 200 years. Since 2015, its corporate social responsibility strategy has formalized these commitments and monitored their advancement. Continuously evolving, it is founded on four pillars.



PILLAR ONE Sustainability

Sabarot is dedicated **to preserving its local heritage** by ensuring that **at least 50% of its capital remains within the family** that has managed the company for 200 years, while also **maintaining its headquarters in the Velay region**. The company plays an active role in fostering the local economy by advancing agricultural practices and collaborating closely with regional suppliers, including those providing raw materials, packaging, and various services.

Its appeal regarding employment opportunities is a significant advantage for its growth. **Dedicated to the welfare of its employees**, Sabarot consistently enhances its management of health, safety, and working conditions. This **positive trajectory bolsters its reputation** and **enables it to consistently draw in new talent**.



PILLAR #2 The culinary transition

Sabarot facilitates this transition by promoting the incorporation of **plant-based proteins into the diet** to enhance its sustainability. Legumes and cereals constitute the foundation of an innovative culinary approach that the company aims to **democratize**: simpler, more enjoyable, and more sustainable.

Sabarot is recognized as one of the foremost **leaders in Europe in IQF (Individually Quick Frozen) technology**. This innovative process allows for the precooking and subsequent freezing of dried vegetables and cereals, resulting in ready-to-use products that can be seamlessly incorporated into prepared dishes such as tabbouleh, salads, legume purees, or stir-fries.

The company also provides innovations, including a **"quick cooking"** range and preparations for vegetable patties that are **ready in just 8 minutes**.

The objective is to perpetually innovate to satisfy the demands of contemporary consumers.

Democratization also encompasses **consistent communication regarding plant-based proteins**: disseminating tips and recipe ideas, sharing product information through social networks, engaging in school interventions, participating in culinary events, and collaborating with esteemed chefs or influencers.





PILLAR #3 Environmental conservation and support for regional and cultural legacies

Sabarot is dedicated **to environmental protection through tangible and continuous actions**. This commitment is reflected in optimized waste management, the progressive implementation of 100% recyclable packaging, the installation of photovoltaic panels to enhance self-consumption, the selection of energy-efficient equipment, regular internal audits, and support for farmers transitioning to sustainable agriculture. Recognized with the PME+ label, the company is expanding its initiatives and reinforcing its unwavering commitment to progress.

By safeguarding the environment and reducing the carbon footprint linked to its operations through the implementation of its decarbonization strategy, **Sabarot aspires to achieve carbon neutrality by 2040**.

The company is deeply engaged in local life, sponsoring several significant events, including the Festival de la Chaise-Dieu, and collaborating with various sporting and cultural activities in the region.



PILLAR #4 Premier products

By adopting the status of a mission-driven company in June 2020, Sabarot reaffirms its commitment to providing **good, healthy, and natural products**. To realize this mission, the company has developed **a strategic plan spanning ten years**. Sabarot offers an expanding range of **healthy** products—wild-grown, preservative-free, organic, or certified—that are **easy to prepare**. To accomplish this, its teams are dedicated to sourcing the finest seeds and foraged products, with a focus on local or French-origin materials. Sabarot has consistently cultivated **robust partnerships with producers** to ensure the reliability of its supplies in both volume and quality. **Attuned to emerging trends** and alternative foods, the company has broadened its offerings to **include grains from across the globe**. This selection features **fonio**, an ancient grain predominantly cultivated in West Africa; **freekeh**, a green wheat akin to bulgur wheat, highly esteemed in the Middle East; and farro, an ancient wheat variety from Italy. Additionally, this assortment is enhanced by **fregola sarda**, **kasha** (roasted buckwheat), and various local products: **Puy Green Lentils (AOP)**, **Velay Spelt**, **organic buckwheat**, and **Auvergne Pearl Barley**, all developed in collaboration with local farmers.

Far beyond a mere collector and packer, **Sabarot actively contributes to the advancement of local agricultural sectors**, thereby reinforcing its dedication to sustainable and high-quality production.



CHAPERONES, SEED DISCOVERERS!



RESULTS

Over 40 indicators are tracked on a dashboard to evaluate the attainment of objectives.

PILLAR #1 - SUSTAINABILITY



Shareholding
100 % familial



Headquartered in
Velay for more than
two centuries.



A 10-year plan that is
developed and revised
every three years.



Innovation: in the past five
years, over 20 million euros
have been allocated to new
facilities.



Ninety-three percent of employees
originate from the department.

98/100

Gender
Equality
Index



91% of the training program
has been completed.



All individual documents will be
reviewed by 2025.

PILLAR #2 - THE TRANSITION IN FOOD SYSTEMS

PLANT-DERIVED
PROTEINS

88.9% of the products are
either sources of protein
or rich in protein.



Over 97.4% of products
generate a Nutri-score
of A or B based on
revenue.



Over 81 publications
annually on CSR and
the democratization of
pulses and cereals.



All products are entirely
free from colorings and
preservatives.

PILLAR #3 - ENVIRONMENTAL AND REGIONAL HERITAGE



-76.6% reduction in water
consumption compared to
2020 (IQF)



Fifty-five percent of
turnover is derived
from wild, organic, HVE,
or labeled products.



Sorting at Sabarot produces
18 waste streams.



**-60.6% reduction in gas
consumption per tonne
produced since 2020 (IQF
workshop)**



Sponsorship of a minimum of
three significant cultural projects
annually, along with support for
over fifty local associations each
year, including parent-teacher
associations, various
organizations, and sporting events.



83.44% packaging
recyclability (based on
revenue)



Carbon neutrality goal by 2040



All of the company's
waste is sorted.



3000 m² of photovoltaic
panels in Chaspuzac capable
of generating up to 550 kW
586.32 MWh generated in
2024

PILLAR #4 - PREMIER PRODUCTS



Innovative technologies (pre-
cooked, individually quick frozen)



4 regional sectors
100% Auvergnat



One wholly French
subsidiary, Sabarot
Agriculture, committed to
the daily support of partner
farmers.



Certification IFS:
97.8 % Chaspuzac
98.3% Polignac BRC
Chaspuzac Grade A

AND FOR TOMORROW...

At Sabarot, the pursuit of CSR objectives is an ongoing commitment. In certain areas, the company has surpassed its initial targets. Moving forward, the goal is to sustain this momentum and reach significant milestones, particularly carbon neutrality by 2040.

Sabarot aims to persist in providing progressively healthier, 100% natural products devoid of colorings and preservatives. The company also seeks to prioritize sourcing from France, enhance existing supply chains, and establish new ones.

Despite the challenges faced, including low yields of specific legumes and rising competition from cereals, Sabarot remains dedicated to preserving, to the greatest extent possible, a supply of "French origin" legumes, thereby supporting local and sustainable agriculture.

As an integral component of its environmental strategy, Sabarot is diligently striving to minimize its water and energy consumption. The company is also committed to investing in advanced technologies designed to decrease energy usage while enhancing working conditions through the implementation of more efficient and ergonomic tools.

Innovation is central to its strategy, aimed at fulfilling the varied expectations of its customers. Sabarot consistently tailors its offerings to accommodate different consumer segments, delivering products that align with their requirements.

The democratization of plant-based proteins represents a significant area of development. The objective is to promote a more plant-centric diet, which is advantageous for both health and the environment.

The company is thereby enhancing its communication efforts and increasing public awareness regarding the significance of these proteins for a more sustainable future.

Sabarot aims to enhance its support for local associations and initiatives, thereby actively contributing to the vibrancy of its community.

Ultimately, the company seeks to engage all its stakeholders—suppliers, partners, and employees—in this CSR initiative to ensure a unified and consistent approach in fulfilling its commitments.

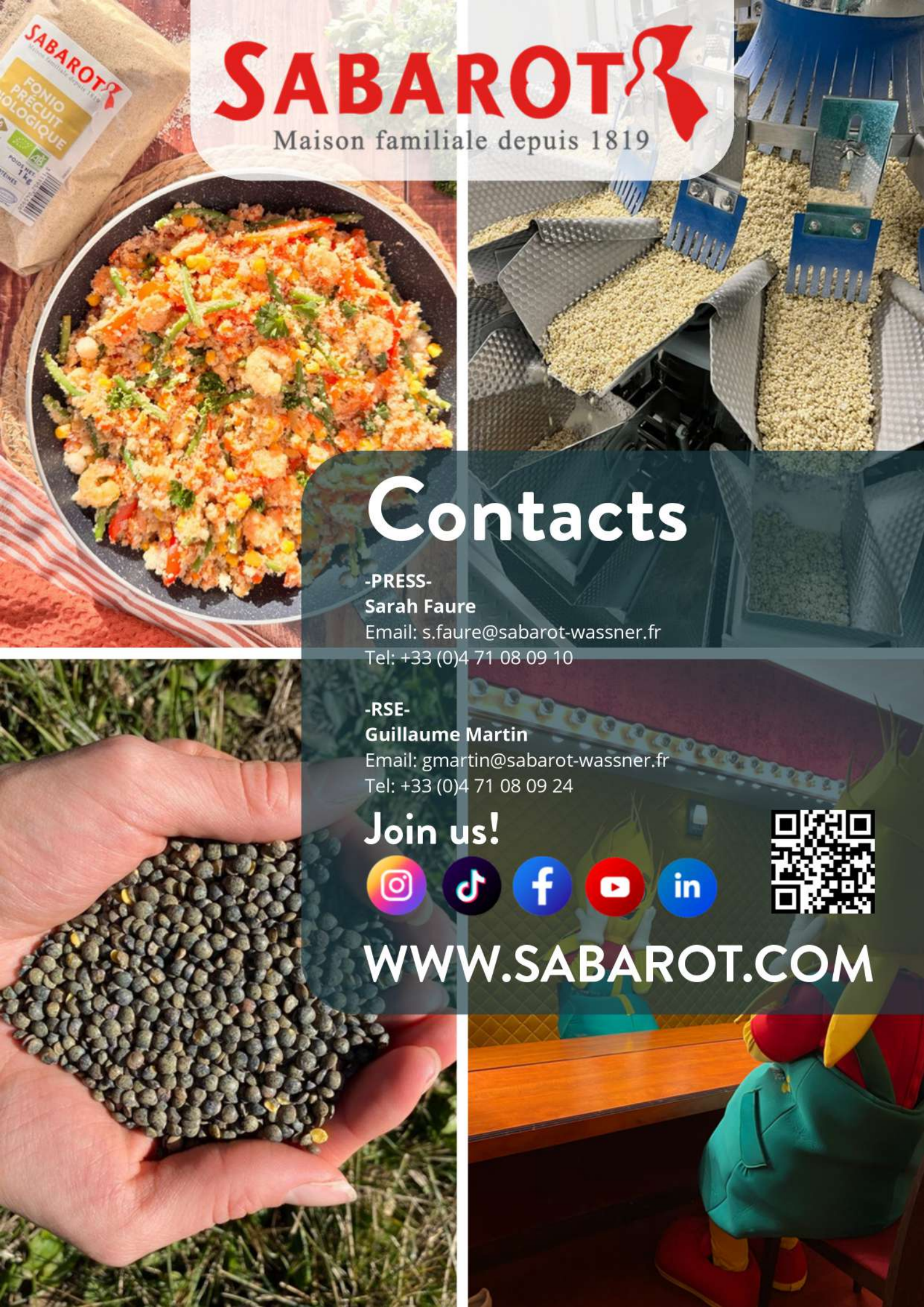


In 2023, Sabarot conducted a comprehensive carbon footprint assessment and pledged to adopt the ACT Step by Step framework to organize its decarbonization strategy.

The initiatives implemented within the company aim to achieve a 70% reduction in greenhouse gas emissions per tonne produced within five years, by engaging the entire value chain, from cultivation to the end consumer.

The initial concrete outcomes will be evident from early 2027, following the launch of the expansion of its IQF operations, aimed at harmonizing industrial efficiency with a low carbon transition.





SABAROT

Maison familiale depuis 1819

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