Spice Maps

2030 Sustainability Strategy

CONNECTING ORIGINS, CULTURES AND POSITIVE CHANGE

choices for change

ofi make it real

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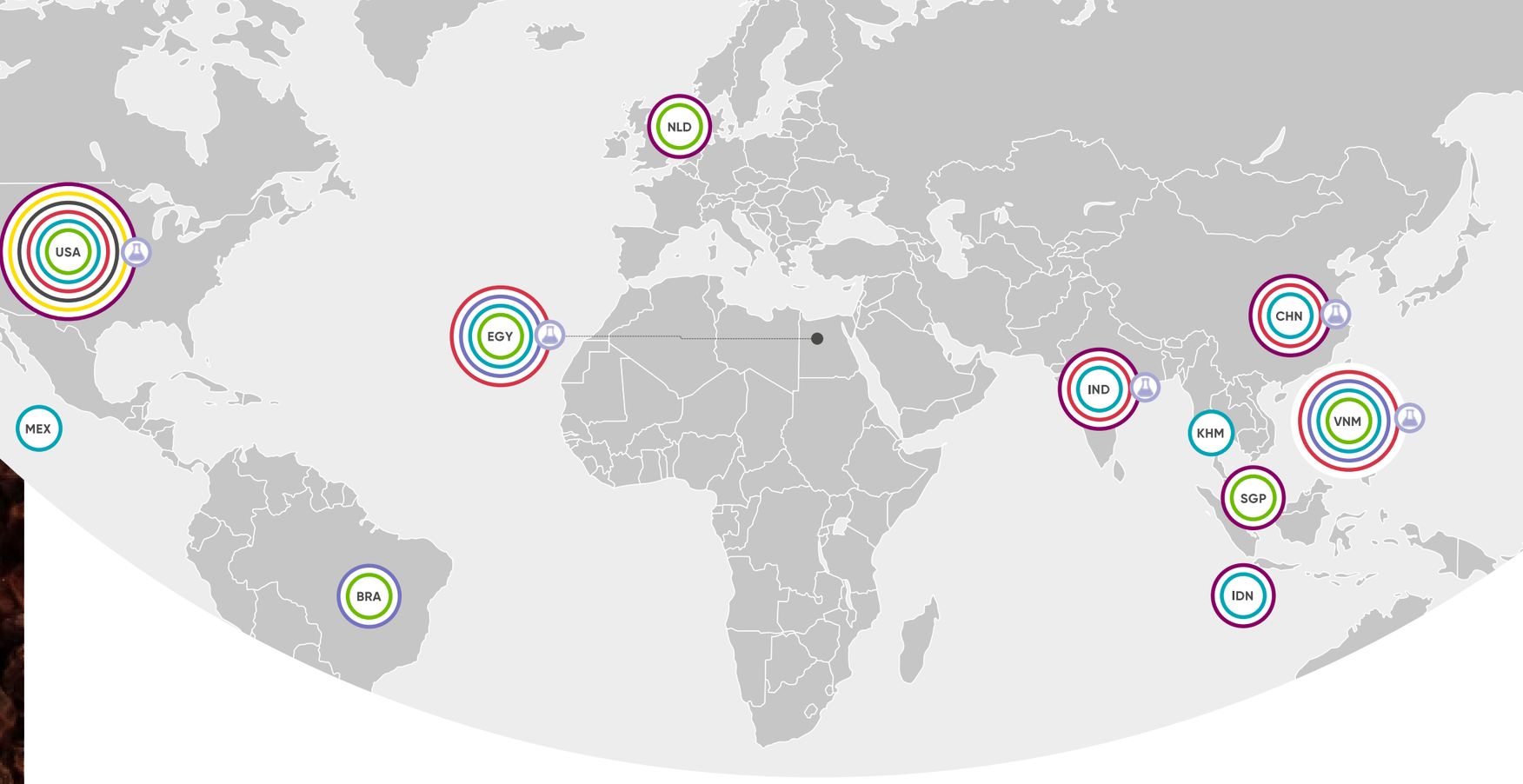


Our global footprint

Sourcing and processing in strategic regions across the globe

- Selecting the right land. Working directly with the best growers.
- Developing seed varieties.
- Planting, cultivation and harvesting.
- Raw material shipping, processing, quality assurance, and packing.

- Sourcing Points
- Office
- Customer Solution Centers (CSCs)
- Ingredient Excellence Centers (IECs)
- Processing Plants
- **ofi**-owned Estates
- Embedded Research & Development (R&D) or Quality Control (QC) Labs

BRA	Brazil	**IDN**	Indonesia	**MEX**	Mexico	**USA**	United States
CHN	China	**IND**	India	**NLD**	Netherlands	**VNM**	Vietnam
EGY	Egypt	**KHM**	Cambodia	**SGP**	Singapore		

A roadmap towards a more resilient future

A message from our Spices CEO

Welcome to **ofi**'s new sustainability strategy for our global spices business: **Spice Maps.** This is our roadmap for working with customers and partners to improve spices supply chains and the choices we're making to help farmers prosper, protect the rights of children, and promote regenerative agriculture. These choices are guided by and contribute to **ofi**'s overarching sustainability strategy **Choices for Change**.

Spices are experiencing a surge in demand fueled by the expansion of culinary diversity across regions and consumers' rising awareness of their health benefits. This has opened exciting new opportunities for spices to satisfy appetites for more adventurous flavor choices and natural ingredients.

With our strong roots in key growing regions and integrated processing capabilities, we're able to supply our customers with authentic, sustainable ingredients that deliver exceptional flavor and functionality.

This includes sustainable onions developed from our proprietary seed, designed to improve yields and reduce water use, as well as a range of upcycled chile products and sauces that offer an innovative, clean-label way to elevate meals. At the same time, we create value for the farmers and landscapes behind these ingredients through tailored programs, strategic partnerships, and advanced digital tools.

The incredible diversity of crops and origins in our spices supply chains needs to be reflected in our approach and actions on the ground. For instance, with onion-growing regions like California increasingly prone to drought, piloting new technologies to drive regenerative practices is a priority to optimize water use and reduce on-farm inputs. In India, meaningful interventions for building supply chain resilience focus on delivering training and technical support to smallholder farmers alongside improving access to healthcare and education for the broader farming community.

This is why we have set dedicated targets to address the most pressing sustainability issues in the communities where we work.

This strategy lays out our ambitions for positive change, what we aspire to deliver by 2030 and how we aim to make this real — with farmers, our customers and other partners across our spices supply chains.

So come and 'Be the change' with us.

Prakash Jhanwer
Managing Director and CEO, Spices, **ofi**

Spices at ofi

Adding value from seed to shelf

Sourcing at farmgate

Our origination footprint in major spice producing origins from Vietnam to California offers customers year-round availability of a wide range of spices.

From the farmgate itself, we can apply plant science expertise and support farmers to drive productivity, quality and sustainability.

Our comprehensive organic spice portfolio is designed to meet the growing demand for sustainable and healthy choices. Working with farmers we proudly offer the following organic products to our customers: cumin, Indian chilies & paprika, turmeric, pepper, cinnamon, onion, and garlic.

Partnering for impact

We collaborate with customers and the following industry partners to drive collective action and impact:

Sustainable Spices Initiative (SSI)

California Water Action Collaborative (CWAC)

Vietnam Pepper and Spice Association (VPSA)

Innovating everywhere

Sustainability and quality expertise enables innovation across the value chain from seed breeding programs in origin to co-creating on-trend flavors and applications in our Customer Solutions Centers.

Manufacturing with care

Our 19 certified global processing facilities in 5 countries and manufacturing capabilities deliver consistent quality and customized grades and formats.

Delivering sustainable choices

As a leader in key categories, we offer sustainable spices and solutions from a globally integrated supply chain serving brands, retailers, and foodservice providers worldwide.

#1 dried onion and garlic supplier

#1 supplier of private label dry spices and seasonings in North America

1 grinder for black pepper

#1 processor for organic cassia

Choices for Change

Spice Maps and the impact we deliver against our 2030 targets is aligned with **ofi**'s overarching sustainability strategy Choices for Change which focuses on four priority areas.

For example, **ofi**'s black pepper business will work together with smallholder farms in Vietnam and Cambodia on enhancing their livelihoods that will directly contribute to the Prosperous farmers impact area. Similarly, both **ofi**'s chili and turmeric businesses in India have set up regenerative agriculture programs that promote responsible pest management and healthy soils.

Our actions under our spices specific strategy will be supported by **ofi**'s central suite of policies, specialist manuals, digital tools and our sustainable sourcing solution AtSource.

How we set our spices strategy and targets

Out of ofi's diverse portfolio of more than 20 spice and herb ingredients, our Spice Maps strategy sets dedicated targets and action plans for six core products: black pepper, Indian chilies & paprika, turmeric, onion, cassia, and coconut. This decision is rooted in the reality of how these supply chains operate and how we best serve customer needs.

Behind each of these products is a distinct origin story, production model, and sustainability challenge. Some, like onion, are cultivated on large commercial farms spanning hundreds of acres. Others, such as Indian chilies and coconut, are grown by smallholder farmers whose livelihoods depend on what they can produce from fragmented plots and traditional practices. The risks, challenges, and opportunities across these supply chains are not the same so neither should our approach be.

Our sustainability strategy needs to reflect the nuances of each product and the realities in the sourcing landscape they come from. For example:

- **Pepper** cultivation requires interventions around biodiversity and regenerative agricultural practices.
- **Onion** growers need to focus on water efficiency and mechanization.
- Communities in Vietnam that supply **coconuts** need support to tackle salinity intrusion and build climate resilience.
- **Cassia** smallholders are mainly from ethnic minority communities in remote areas, requiring improved access to education and health support.

Our customers engage with us on specific ingredients, often with targeted sustainability goals, certifications, and impact metrics.

By structuring our strategy around our approach and ambitions for each product, we empower our customers to focus on what matters most to them – whether it's turmeric produced using regenerative practices, onions that carry a lower carbon footprint, or coconut that's supporting local community investment. This tailored approach also allows us to:

- **Design** precise interventions customized for local realities and farmer needs.
- **Track** and report impact with greater accuracy and transparency.
- **Collaborate** more effectively with stakeholders who specialize in specific crops or regions.
- **Respond** to market demands for traceable, verified, and differentiated sustainability stories.

Burcu Turkay
Global Head Sustainability, Nuts and Spices, **ofi**

Black pepper

We are the world's largest fully-integrated black pepper provider of processed ingredients. With a farm-level sourcing network managed in-origin by ofi field teams, we can deliver quality and product security from field to factory.

Context and challenges

The black pepper farming landscapes of Vietnam and Cambodia are fundamentally different, driven by scale and market focus. Vietnam is the world's leading black pepper producer and exporter, operating on a large, commercial scale with intensive, high-yield methods and well-established connections to international markets. However, farmers face challenges from price volatility, climate change, rising input costs, and environmental degradation. In contrast, Cambodia's smallholders often use traditional methods for niche markets but struggle with infrastructure, limited access to finance and training, and weak connections to premium markets.

Our approach

"Both origins need tailored strategies: our efforts in Vietnam need to focus on intensifying climate-smart practices to protect farmers from market and climate shocks, and Cambodian farmers need support to improve infrastructure and access to premium markets.

"Though our farmer-centric approach to regenerative agriculture, we work with farmers to promote practices that deliver both environmental benefits – like improved soil health, GHG reductions – and economic returns, in the form of higher yields or sustainability premiums. Our teams are building access to essential health and education services to farming families and the next generation."

Abhishek Bisht, Vietnam & Cambodia Sustainability and Procurement Manager, ofi

Our 2030 targets

Prosperous farmers

Impact area: Livelihoods

- 5,000 **ofi** farmer households receive livelihood support.
- All **ofi** pepper livelihood programs are customized to farmers' needs

Climate action

Impact area: Climate action towards net zero

- Reduce our scope 1, 2 & 3 emissions in line with our approved SBTi targets (baseline 2020)
  - Scope 1 & 2: > 50% reduction
  - Scope 3: > 30% reduction

Regenerating the living world

Impact area: Regenerating landscapes

- 2,000 ha brought under regenerative agricultural practices in our supply chains

Thriving communities

Impact area: Protecting children

- 5,000 children receive education support

Impact area: Nutrition and health

- 5,000 households receive nutrition or health support in the communities where we operate.

Black pepper: Our impact

Improving market access for Cambodia's pepper farmers with the ofi Direct app

ofi **Direct is helping transform how producers in Cambodia access markets and connect with buyers.** This digital platform addresses longstanding barriers that prevent farmers from capitalizing on favorable market conditions and streamlines operations for **ofi**'s commercial teams. Over 3,000 pepper farmers are using the app to offer produce for sale, negotiate prices and get paid, all using their phones. With comprehensive sourcing information included for every transaction, **ofi** Direct creates full traceability while supporting a fairer, more transparent procurement process.

Empowering sustainable pepper farming in Vietnam through the Rainforest Alliance Program

Our joint project with Rainforest Alliance, launched in 2019 in Chu Puh, Gia Lai, Vietnam, supports 470 pepper farmers (including 90 women) to achieve certification for sustainable, responsible, and economically viable farming. ofi provides annual training, essential protective equipment, and packaging, alongside a price premium of 2,000 VND/kg for certified pepper. To support long-term productivity, the program also includes bi-annual soil analysis and customized improvement guidance.

Onion

As a global leader in dried onion production, we share our cultivation knowledge with our local farmer partners in the US and Egypt, to help optimize irrigation, reduce water use, and support local communities.

Context and challenges

Onion farming in the U.S. and Egypt involves different approaches and challenges. U.S. growers — typically operating on a large, contract-based scale — manage higher input costs, labor shortages, and the investment required for advanced mechanization and technology, as well as adapting to water limitations and climate variation.

Egyptian growers, ranging from smallholders to larger operations, may lack access to modern inputs and technical guidance to meet export standards. Specifically for some farmers, growing yellow onion on scattered plots presents hurdles in maintaining consistent quality and post-harvest handling, which can result in increased losses.

Our approach

"Our proprietary seeds, custom planting and harvesting equipment means we can boost yields, reduce resource use, and lower our carbon footprint. And our farmer partners benefit from high-yielding, low-risk crops, supporting both sustainability and livelihoods."

Marwa Mahmoud, Egypt Sustainability Manager, ofi

Our 2030 targets

Regenerating the living world

Impact area: Regenerating landscapes

- 9,000 ha brought under regenerative agricultural practices in our supply chains

Thriving communities

Impact area: Protecting children

- 1,000 children receive education support

Impact area: Nutrition and health

- 1,000 households receive nutrition or health support in the communities where we operate

Climate action

Impact area: Climate action towards net zero

- Reduce our scope 1, 2 & 3 emissions in line with our approved SBTi targets (baseline 2020)
  - Scope 1 & 2: > 50% reduction
  - Scope 3: > 30% reduction

Impact area: Water

- 10% irrigation water reduction from 2020 baseline in onion large format operations
- Water use efficiency programs are in place in all direct supply chains

Onion: Our impact

Piloting precision technology in regenerative agriculture

ofi's Agronomy team, based out of Hanford, California are piloting various cutting-edge technologies designed to drive operational efficiency through improved forecasting, direct soil carbon measurement, and reduced on-farm inputs in the US:

- **Advanced crop data & forecasting:** Drones survey 10,000 acres to enhance forecasting, crop monitoring, and precision agriculture, enabling early detection and efficient use of water and fertilizer.
- **Soil health measurement:** Carbon sensors track soil health and provide real-time agronomic insights for irrigation and nutrition.
- **Precision input reduction:** Precision laser weeders and smart-sprayers lower herbicide use and crop damage, boosting yields and reducing chemical inputs.

"Forest to Farm" regenerative agriculture partnership

Between 2021 and 2024, **ofi** and one of our key customers co-invested in forest restoration and regenerative agriculture in California to achieve Scope 3 GHG reductions, improve soil health, and replenish water for local onion and garlic farms. In partnership with the National Forest Foundation and U.S. Forest Service, we enhanced forest resilience through thinning and prescribed burns, while on farms, regenerative practices like drip irrigation and cover crops boosted soil health, water efficiency, and biodiversity.

This three-year collaboration yielded significant and measurable environmental returns:

- 855 hectares of forest and meadow restored.
- Estimated 644 million gallons of water replenished annually for the next 20 years.
- Estimated 84,308 metric tons (MT) CO_2 sequestration and removal (from wildfire prevention) over 40 years.

Producing the world's most sustainable onion

Drawing from over 75 years of proprietary seed development experience, **ofi** provides onions with nearly double the dry matter of conventional varieties, which boosts yields and reduces the amount of land and water they need to grow.

Savings over 10 years:

- 7 billion gallons of water
- 55,000 metric tons CO_2
- 8,000 acres of production

Health and hygiene support for onion peelers in Egypt

In 2025, in line with our commitment to empower communities and promote well-being, **ofi** launched a health and hygiene support initiative for workers in the onion peeling sector in Egypt. This initiative focused on the early detection of non-communicable diseases (NCDs) and improving basic workplace sanitary conditions.

The program delivered essential health services and infrastructure upgrades across four onion peeling facilities:

- **Comprehensive health screenings** for 116 women workers over two days (Included blood pressure monitoring and, blood glucose testing to promote proactive health management and reduce NCD risks.)
- **3 new portable toilets and water coolers** installed to improve workplace hygiene and access to clean water for 300 workers.

Indian chilies & paprika

From our seed-to-factory management in the US Southwest, to our trusted farmer partnerships in India and Mexico, our direct access to key chilies-growing regions means we can offer the highest standards for sustainability and flavor.

Context and challenges

In India, where **ofi** sources and processes Indian chilies across the major growing regions (Andhra, Telangana and Karnataka), farmers encounter a host of challenges affecting both their productivity and livelihoods. Crops are highly vulnerable to the impact of pests and diseases like black thrips and wilt on yields, which is compounded by climate variability (erratic rainfall, high temperatures). Farmers lack access to quality inputs like seeds and crop protection, and essential extension support, leading to reliance on outdated farming methods.

The market is characterized by price volatility and reliance on intermediaries, leaving farmers with limited bargaining power and financial instability. Post-harvest management is a critical issue: it is labor-intensive, expensive, and improper drying/storage facilities can lead to significant quality and value losses. Additionally, farmers often lack access to key financial tools (credit, insurance, digital support) for risk management.

Our approach

"Through our sustainability programs, our teams work directly with 600 smallholder farmers in India to promote regenerative agriculture and good agricultural practices (GAP). This includes training on soil health, integrated pest-management, and organic practices, to produce high-quality Indian chilies that commands higher prices and meets global food safety standards."

Sreedhar Kaluva, Head — Sustainability and Procurement — India Spices, ofi

Our 2030 targets

Prosperous farmers

Impact area: Livelihoods

- 2,000 **ofi** farmer households receive livelihood support

Climate action

Impact area: Climate action towards net zero

- Scope 3: > 30% reduction in line with our approved SBTi targets (baseline 2020)

Regenerating the living world

Impact area: Regenerating landscapes

- 2,000 ha brought under regenerative agricultural practices in our supply chains
- Recycle 1,000 kg of plastic waste from farms

Thriving communities

Impact area: Protecting children

- 1,000 children receive education support

Impact area: Nutrition and health

- 1,000 households receive nutrition or health support in the communities where we operate

Indian chilies & paprika: Our impact

Building child-friendly communities in Indian chilies & cumin supply chains

Since 2021, **ofi** has partnered with a Dutch Government Fund to protect children's rights and support community investments in India's Bhadrachalam region of Telengana. An assessment carried out by Save the Children India and IDH during Phase A (2021-2022) of the project identified potentially high-risk areas for targeted interventions designed to educate migrant workers on local labor laws and good practices.

In 2024, we partnered with ChildFund India on raising awareness, monitoring and remediation, and addressing root causes. Key stakeholders include children, adolescents, youth, farmers, local government, school and Integrated Child Development Services (ICDS) staff, early childhood care workers, as well as state departments for labor, education, skill development, agriculture, child welfare, and local child protection committees.

2021-2024 Key interventions and impacts

- **Established 30 Child Learning Centers** (CLC) to reintegrate migrant children into schools and bridge knowledge gaps.
- **10 labor groups** formed to support child education, health, hygiene, and bring migrant children to CLCs.
- **400 teenagers** received training in financial literacy, vocational skills and career advice
- **35 women** (in cumin growing region) received vocational training on tailoring as a new income stream.
- **300 school kits** distributed
- **100%** ofi **farmers** in programs trained in Good Agricultural Practices.
- **1,230+ beneficiaries** of health and hygiene support: (18 toilets constructed, reusable sanitary products for schoolgirls, 2 medical camps)

Regenerating the living world

Our three-year regenerative agriculture partnership with one of our key customers is supporting Indian chilies, cumin, and coriander farmers in Andhra, Telangana, Karnataka, and Rajasthan to improve soil health, lower emissions, and boost biodiversity through soil testing, organic inputs, and pilot plots.

Project impact since 2023

- **514 soil samples collected** across 3,108 ha with 'Soil Health Cards' distributed to **ofi** farmer suppliers
- **Organic inputs distributed** across 5,567 ha in 2024, supporting adoption of regen ag practices and GHG reductions.
- **Biodiversity pilot:** Trials conducted on 4.45 ha with 6 farmers (2024–2025 crop seasons) resulting in:
  - **Year 1:** 15% reduction in synthetic fertilizer use, 18% reduction in plant protection chemicals, 10% productivity increase (vs. control).
  - **Year 2:** 25% reduction in synthetic fertilizer use, 21% reduction in plant protection chemicals, 3% productivity increase (vs. control).

Turmeric

Our turmeric is cultivated by ofi growers in partnership with our crop supervisors, before being processed at our factory in Kochi, India by our team of manufacturing experts.

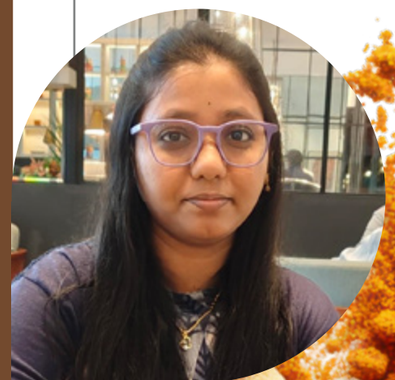
Context and challenges

Turmeric supply chains in India face unique challenges. The crop's long growing season and high resource demands make it particularly vulnerable to climate variability, such as unseasonal or excessive rainfall. Turmeric is also highly susceptible to specific pests and diseases like rhizome rot and leaf blotch, yet farmers often lack access to effective management solutions. Limited availability of high-quality planting material with consistent curcumin content restricts entry to premium markets. Additionally, post-harvest processing — including boiling, drying, and polishing — remains a critical bottleneck, impacting both quality and market access.

Our approach

"We closely work with turmeric farmers to help them adopt Good Agricultural Practices with a focus on use of organic inputs that enhance soil health and improve the product quality in terms of curcumin content. We're also helping them improve post-harvest management for consistent quality and to fetch better prices. Beyond agronomy, **ofi** supports community development initiatives that promote health and well-being in farming communities. These combined efforts are helping farmers to improve their livelihoods, making them more likely to adopt sustainable agricultural practices."

Prashanthi Devi, Sustainability Lead – India Spices, ofi



Our 2030 targets

Prosperous farmers

Impact area: Livelihoods

- 1,000 **ofi** farmer households receive livelihood support

Climate action

Impact area: Climate action towards net zero

- Scope 3: > 30% reduction in line with our approved SBTi targets (baseline 2020)

Regenerating the living world

Impact area: Regenerating landscapes

- 1,000 ha brought under regenerative agricultural practices in our supply chains

Thriving communities

Impact area: Protecting children

- 500 children receive education support

Impact area: Nutrition and health

- 500 households receive nutrition or health support in the communities where we operate

Turmeric: Our impact

Promoting organic turmeric production

Our agronomy team in India has implemented several targeted initiatives focused on soil management to help turmeric farmers transition to organic production.

Progress in the 2024/2025 crop season:

- **Initiated soil testing programs** to assess soil profiles and identify corrective measures.
- **Established five soil testing laboratories** near major growing regions for timely and accurate analysis.
- **Monitored organic carbon content in soils**, noting gradual improvements across crops for long-term sustainability.
- **Distributed organic inputs**, such as bio-fertilizers, bio-pesticides, and compost-based solutions, to reduce reliance on synthetic chemicals.
- **Conducted farmer awareness programs** highlighting the benefits of organic inputs for soil fertility and crop resilience.

Cassia

Our cassia is sourced directly from our grower partners in Vietnam and Indonesia. The cinnamon bark is then processed at our Vietnamese cinnamon state-of-the-art facility.

Context and challenges

Cassia farming in northern Vietnam, practiced by ethnic minority smallholders, is founded on rich agroforestry traditions that help sustain local biodiversity. While farmers benefit from this heritage and strong community ties, they also encounter challenges from the steep terrain, changing weather patterns, and limited access to technical training and high-quality planting material. Economic factors like fluctuating prices and restricted financial services can also hinder investment, while traditional post-harvest methods can limit access to premium markets.

However, ongoing efforts to improve training, infrastructure, and market opportunities are helping to strengthen cassia supply chains and support resilient, thriving farming communities.

Our approach

"Heavy rainfall, flooding, soil erosion, and disruption in harvesting activity are common occurrences on Vietnam's northern cassia farms. Our direct presence in these farming communities means we understand the specific challenges these farmers face and can work with them to improve training, infrastructure, and market opportunities to boost their resilience.

"We partner with local authorities and cooperatives to establish a sustainable supply chain for organic cassia, enabling our farmers to access premium markets in Western countries. And to support and empower minority groups, we invest in essential public infrastructure and prioritize educational opportunities for children."

Yen Nguyen Hoang, Tropical Spices Sustainability and Procurement Manager, ofi

Our 2030 targets

Prosperous farmers

Impact area: Livelihoods

- 2,000 **ofi** farmer households receive livelihood support

Thriving communities

Impact area: Protecting children

- 2,000 children receive education support

Impact area: Nutrition and health

- 1,000 households receive nutrition or health support in the communities where we operate

Regenerating the living world

Impact area: Regenerating landscapes

- 6,000 ha brought under regenerative agricultural practices in our supply chains

Cassia:
Our impact

Vietnam cassia:
Nurturing futures in Yên Bái Highlands

ofi's team in Vietnam works with a network of 1000+ certified cassia growers who cultivate cassia as per EU and USDA organic standards in the Yên Bái Highlands.

In 2024, we invested in the Quyet Tien Kindergarten, a school serving children from local cassia-farming families, by funding essential upgrades, including the construction of a modern playground and a dedicated storage facility. These enhancements, completed ahead of the new academic year, now provide 65 children with a safer and more nurturing learning environment.

Coconut

Harvested from the lush orchards that stretch across the Mekong Delta's verdant landscapes in Ben Tre, Vietnam, we work with our supplier partners in Vietnam to sustainably procure our coconut products.

Context and challenges

Coconut farming in the Mekong Delta (Ben Tre, Trà Vinh, Vinh Long) provides an important livelihood for many smallholder farmers, who often use integrated and organic practices. These communities are experiencing several challenges, including the impact of high levels of seawater intruding into the freshwater delta caused by climate change and the region's low elevation. Extended dry periods and changes in rainfall patterns have contributed to increased salinity, which can affect flowering, fruit retention, and yields. Additionally, saltwater intrusion and drought have resulted in water shortages for household and agricultural use, presenting difficulties for sanitation and health, particularly in schools. Farmers also manage agronomic challenges such as leaf-eating pests, which require effective biological controls, especially within organic systems.

Our approach

"Addressing these challenges requires integrated solutions, from climate-smart practices to build resilience to improved community water and education support systems.

"By addressing the challenge of saltwater intrusion, we are helping farmers safeguard their livelihoods and sustain productivity under changing environmental conditions. Our work also extends to improving access to clean water, sanitation, and hygiene – critical needs to aid public health and wellbeing in communities."

Pankaj Kissan, Commercialization Manager, Private Label – Coconut, ofi

Our 2030 targets

Prosperous farmers

Impact area: Livelihoods

- 25,000 **ofi** farmer households receive livelihood support

Thriving communities

Impact area: Protecting children

- 10,000 children receive education support: Partner with commune and suppliers in coconut farming communities to upgrade school infrastructure

Impact area: Nutrition and health

- 1,000 households receive nutrition or health support in the communities where we operate

Climate action

Impact area: Climate action towards net zero

- Scope 3: > 30% reduction in line with our approved SBTi targets (baseline 2020)

Impact area: Water

- 20 ha of mangrove planted to support long term reduction in salinity intrusion

Coconut: Our Impact

Improving safety and sustainability with solar in Tan Phong communities, Vietnam

ofi, in partnership with our leading supplier and the People's Committee of Tan Phong commune, **installed 106 solar-powered streetlights** along a 2.1 km stretch in the Tan Phong commune of Ben Tre in May 2025.

This project introduced a clean, renewable, and low-maintenance lighting solution to **improve safety for 2,300 households** in the neighbourhood.

Enhancing Water, Sanitation, and Hygiene (WASH) access in Vietnamese schools

ofi, in partnership with local entities and the local People's Committees, **invested in two primary schools** in the Mekong Delta (An Ngai Tay and Cam Son Communes) to improve access for pupils to health and education support.

In 2025 the partnership supported over 500 pupils across the two schools:

- **Clean water access:** Clean drinking water system installed and a river water filtration system to address health risks posed by using contaminated water for drinking and sanitation.
- **Hygiene & sanitation upgrade:** New drainage, plumbing infrastructure, and water systems installed, improving handwashing capacity and ongoing school cleanliness and maintenance.
- **Enhanced learning environment:** Academic books and stationery distributed to 100 students from low-income families and a new combined staff and medical room was constructed to provide timely care and teacher support. A new playground area was also created.

Supply chain excellence: from farm to factory

Global processing

Our global processing capabilities are central to our **Spice Maps** strategy, combining cutting-edge technology with rigorous quality control and deep sustainability commitment. With facilities in multiple growing origins, from the US to Egypt, we deliver premium spice ingredients, supporting our product-by-product sustainability journey.

Olde Thompson, our U.S.A. private label spice facilities, is the largest private label spice supplier in the U.S., leveraging a 70-year legacy of quality and customer-centricity. Specializing in single spices, custom blends, and gourmet seasonings, the company caters to club, mass, and grocery retailers nationwide.

Since its acquisition by **ofi**, Olde Thompson has significantly consolidated its market position, outperforming category benchmarks in both dollar and unit growth. The business is strategically positioned for scalable value by focusing on:

- Driving strong growth through strategic pricing, insourcing, and operational improvements.
- Its differentiated capabilities, deep category knowledge, and strong leadership make it a trusted partner for driving growth and innovation across the spices industry.

Vietnam: servicing global customers for high quality spices and solutions

ofi is one of the largest processors and exporters of Pepper, Cinnamon, Nutmeg, and Ginger in Vietnam.

We operate two state-of-the-art Ready-to-Eat (RTE)-certified facilities in Dong Nai and Giang Dien provinces. Giang Dien, our newest facility, is one of the largest dedicated pepper facilities in the world.

Our capabilities include:

- Optical Sorting Technology for assuring extra clean pepper.
- Validated 5-log kill sterilization step, to meet food safety and quality standards.
- Multiple milling techniques to deliver customized mesh sizes of ground pepper.

Egypt: market leadership and end-to-end control

ofi is one of the largest processors and exporters of dehydrated onion in Egypt, with full vertical control over the entire value chain — delivering traceability, quality, and sustainability from farm to factory.

Our operational excellence is driven by a large team of over 700 employees, including dedicated engineers, microbiologists, and agronomists.

Our two state-of-the-art dehydration facilities, located in Beni Suef and 6th of October City, together are the largest in installed capacity in Egypt. Manufacturing close to the source reduces transportation needs and carbon emissions, while our strategic North African location offers environmentally efficient shipping access to Europe.

All white onion products are 100% traceable via our AtSource sustainable sourcing solution. With over 15 years of successful operation, our sites meet the highest industry standards for food safety and regulatory compliance.

Offering sustainable choices to customers through AtSource

Making our impact real measurable comes down to the vast wealth of data that we're collecting from across the full supply chain. From this data, we can generate relevant insights and verified traceability that customers can access through our sustainability management system AtSource.

It provides customers with key sustainability metrics which can support corporate reporting and help them better understand their environmental, social, and economic impact, as well as enabling better choices on how to partner with **ofi** and scale positive impacts where it matters most.

AtSource allows our customers to:

- Manage and take action to reduce sustainability risks
- Efficiently improve performance and impact through a combination of verified and data-based insights
- Report on metrics relevant to sustainability commitments
- Effectively communicate the impact of in-origin sustainability programs and partnerships

AtSourceV and AtSource+ have been recognized as equivalent schemes against the **Sustainability Farm Assessment FSA 3.0** from the SAI Platform, obtaining the silver and gold equivalence levels for all spice products, including black pepper, chile, cumin, cassia, turmeric, onion and garlic.

AtSource is also recognized under the Sustainable Spices Initiative (SSI) Basket of Standards, which cover the most relevant sustainability practices for the industry and therefore considered sufficient to certify or verify sustainable production of spices.

AtSourceV

For companies who are starting on their sustainability journeys and want to manage reputational risk.

AtSource+

For customers wanting a more detailed picture and granular data on the conditions at the source of their products.

AtSource

fsa Farm Sustainability Assessment BY SAI PLATFORM

Join us on our Spice Maps Journey

We're on a mission to build fair and resilient spices supply chains — and we're looking for partners to join us. Together, we can scale our impact and be the change for good food and a healthy future for farmers, communities, and the planet.

Three ways to get involved:

Contribute directly
Support new or existing initiatives through premiums or one-off contributions that drive real impact.

Join us through AtSource
Explore engagement options designed around your own sustainability goals and ambitions.

Collaborate as a strategic partner
Bring your expertise and resources to co-create innovative, on-the-ground projects.

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