

SUMMARY OF THE

NON-FINANCIAL PERFORMANCE REPORT

SEPTEMBER 2020 - AUGUST 2021

Editorial

The financial year was marked by the ongoing health crisis and a new episode of bird flu. In this difficult context, our cooperative group consolidated its development strategy and marked a return to strong growth.

Our 2020-2021 Non-Financial Performance Report reflects all the measures we undertook to meet our objectives and ambitions to develop sustainable, varied, healthy and affordable agriculture and food.

To take into account the risks and opportunities linked to our ecosystem, we revise and update our materiality matrix on a yearly basis. This allows us to prioritise our actions and stay on track with our roadmap.

The cooperative's strategy is driven by the Group's CSR (Corporate Social Responsibility) policy, which can be summarised as follows: contributing to the development and promotion of nourishing, sustainable agriculture and being a socially responsible company. Choosing consulting and services to support farmers, developing new sectors and renewable energies, and our training policy are just a few examples that illustrate our commitments.

Our vision of the main agricultural challenges between now and 2030 guide our ambitions to develop sustainable livestock and crop sectors which:

- reduce the use of input products,
- manage water resources,
- support farmers in the transition towards agroecology,
- enhance traceability throughout the food chain with the emergence of short distribution channels,
- manage energy issues, with emphasis on reducing carbon emissions.

Our desire to commit to renewable energy production allows us to meet climate-related challenges and promote eco-friendly, sustainable agriculture. Above all, the aim is to provide additional income to our farmers, who currently make up less than 1% of France's population.

If we want to continue contributing to food sovereignty, we must support agriculture in our regions by participating in the transmission of farms.

As a socially responsible company, we are keen to foster the emergence of competitive leaders in our activities in order to develop profitable, ambitious and sustainable companies. Our actions focus on developing skills and creating a corporate culture of excellence in terms of implementing our strategies, as reflected in our Leadership Model.

To help us implement our strategies, we draw on the expertise of the Euralis community, which is made up of farmers, employees and our various partners, clients and suppliers. Their diversity, agility and resilience constitute the very essence of our cooperative.

More than ever, we believe that our CSR policy must continue to feed into all of our activities to meet the latest societal expectations and leave a lasting mark in all the regions where we operate while supporting our members in their transition towards the farming of the future.



Christophe Congues
President



Philippe Saux
CEO

KEY FIGURES*



€1.44 billion
gross turnover



16 production
sites



5,291 employees



14,000 farmers
including
6,250 members



Sales
to 120 countries
and 5 continents



Established
in 17 countries



1 port silo



9 logistics platforms

**All of the Group's activities*

PRESENTATION OF THE GROUP

Founded in 1936, the Euralis cooperative group works in the agricultural, seed and agrifood domains. Alongside farmers and food industry professionals, it innovates, showcases and processes farmers' products in Southwest France.



OUR IDENTITY

WE ARE:

- A pioneering food and agricultural group.
- An innovative, flexible group.
- A European leader for multispecies seeds.
- A key player in duck gastronomy.
- A market leader for food retailers who recognise the artisanal expertise of our delicatessen activities.

- An ambassador in the agricultural transition in Southwest France.

- ➔ **WE WORK WITH OUR EMPLOYEES** to cultivate a team spirit based on solidarity and commitment.

- ➔ **WE ARE COMMITTED TO** regional development and vitality.

OUR VISION



Promoting **AFFORDABLE, SUSTAINABLE, MULTIFACETED AND HEALTHY AGRICULTURE**



Developing our members' **REVENUES**



Producing **RENEWABLE ENERGY** and **REDUCING OUR CARBON EMISSIONS**



Meeting **MARKET DEMANDS** and **CONSUMER EXPECTATIONS**



Transforming and adapting **OUR ORGANISATIONS**



Promoting **ANIMAL WELFARE** best practices

OUR MISSIONS



ENSURING THE LONGEVITY AND DEVELOPMENT OF FARMS



DESIGNING AND OFFERING TAILORED, INNOVATIVE SOLUTIONS



PROMOTING AUTHENTIC AND INVENTIVE GASTRONOMY VIA OUTSTANDING PRODUCTS

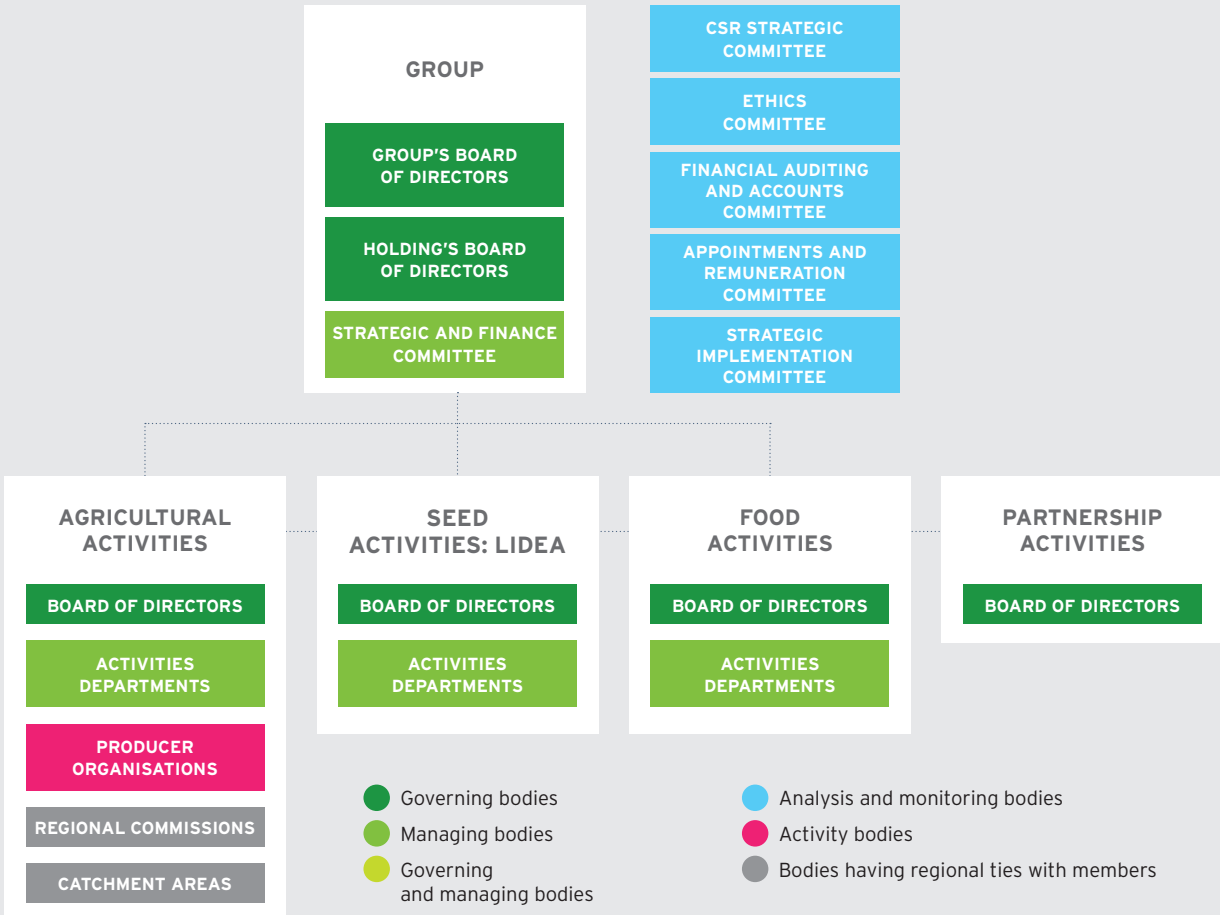


GUARANTEEING THE SAFETY AND WELL-BEING OF OUR EMPLOYEES IN THE WORKPLACE

COOPERATIVE GOVERNANCE

Farmers are central to decision-making and to the development project of the Euralis cooperative group. Euralis's cooperative governance is structured around the President/CEO.

The two major governance bodies include the **Board of Directors**, elected by the representatives of 6,250 members in Southwest France, and the **Strategic Committee**, made up of the General Director and Euralis' main managers. The various committees enable the board members to focus on certain issues.



CSR GOVERNANCE IN THE EURALIS GROUP

Corporate Social Responsibility feeds into all of the Euralis Group's reflections regarding sustainable development. Structured around 3 committees (CSR strategy, CSR coordination and the NFPR operational committee), our CSR strategy is based on 3 objectives:

- nourishing agriculture,
- sustainable agriculture,
- corporate social responsibility.

Euralis's CSR department reports to the Group's Deputy CEO. It is in charge of implementing and disseminating this strategy throughout the cooperative.

NFPR OPERATIONAL COMMITTEE

Supervises the drafting of the NFPR: taking part in audits, creating scorecards that monitor CSR key performance indicators while continuously improving them, establishing the frequency of reporting activities and communicating these indicators to all levels of activity.

COORDINATION COMMITTEE

Coordinates CSR strategies defined in each activity within the Cooperative Group's CSR strategy. It shares and analyses CSR considerations and actions within the various Divisions and entities.

STRATEGIC COMMITTEE

Proposes CSR strategies which the Board of Directors can feed into the Group's policies, in line with its activities. It also proposes CSR policy revisions and major projects to be launched, enhanced or terminated at the Group level to the Group's General Direction, depending on CSR commitments and challenges. It ensures that the decisions taken regarding the group's CSR policy are in line with the commitments defined and validated in the NFPR in compliance with Euralis's overall project.

This structure helps Euralis assert its CSR policy and define its objectives in terms of social, societal and environmental performance. Our entire strategy and all indicators presented in this document are audited annually by an independent third-party organisation.

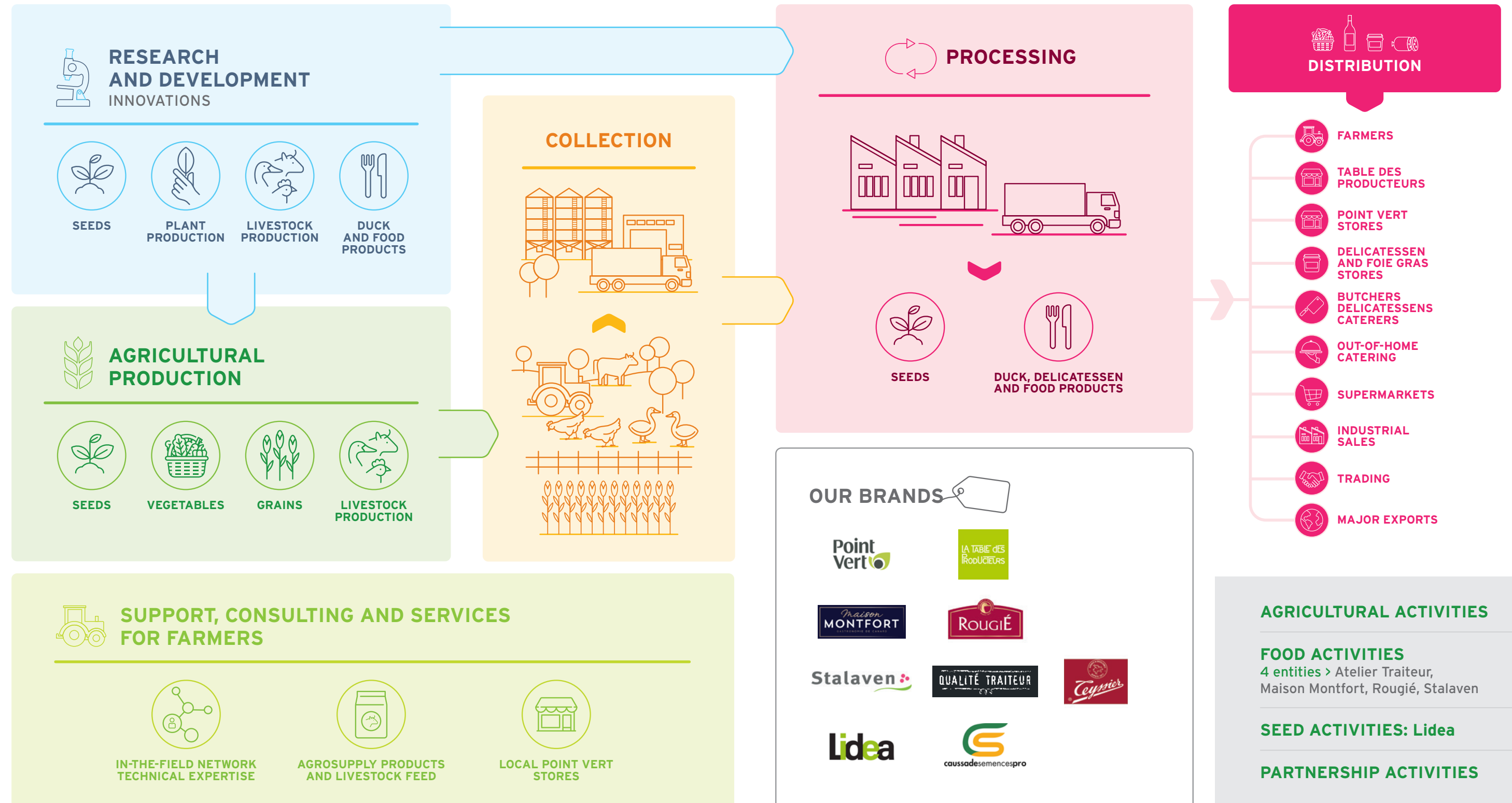
CSR HIGHLIGHTS



OUR BUSINESS MODEL

BOTH UPSTREAM AND DOWNSTREAM

The Euralis group creates added value from farm to fork, from the field to consumers. From R&D (upstream) to sales (downstream), the economic impact of all activities is far-reaching for many stakeholders.



OUR BUSINESS MODEL

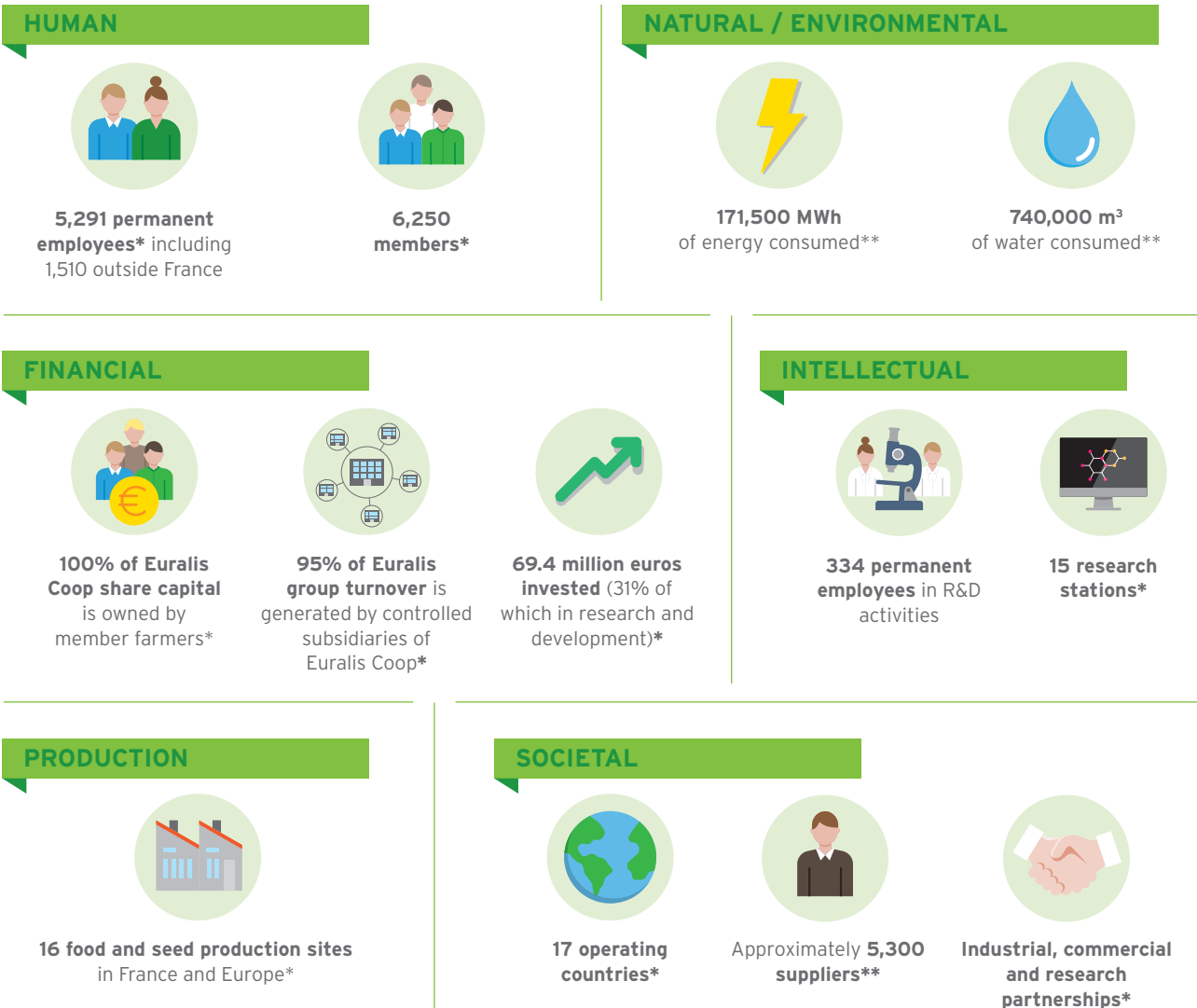
RESOURCES, IMPACTS AND VALUE CREATION

To ensure the success of its missions, Euralis benefits from a wide range of resources (human, natural, environmental, financial, intellectual, societal and production). In addition, the Group generates added value which it shares with its various stakeholders.

OUR RESOURCES



Euralis is developing an economic model that supports its members and clients from farm to fork. It is committed to showcasing their production and creating sectors which provide profitable opportunities for farmers. It is also dedicated to identifying new sectors which provide additional income to members and help them convert towards agroecology. The group also supports food industry professionals and is committed to healthy, safe, sustainable and affordable food for all that meets consumer expectations.



*All of the group's activities / ** in France

OUR IMPACT AND VALUE CREATION



Euralis generated 1.44 billion euros in gross turnover in the 2020-2021 financial year. Value created by the group's activities is shared among its various stakeholders, including members, employees and suppliers. The cooperative contributes to the local economy by creating direct and indirect jobs via its activities.



*All of the group's activities / ** in France

AGRICULTURAL ACTIVITIES

Enhancing the performance of our members' farms and supporting their agricultural transition.

508
MILLION
TURNOVER



774
EMPLOYEES



OUR ACTIVITIES

- Vegetable sectors: grains, vegetables, seeds, kiwifruit (collection and commercialisation)
- Livestock sectors: poultry, ducks & geese, cattle, animal feed
- Energy sector: biofuels, solar energy, methanisation
- Supporting farmers: consulting & services, farm supplies
- Distribution: Point Vert stores open to the public, livestock farming, gardening, pet care, short circuits

OUR BRANDS

Point
Vert

LA TABLE DES
PRODUCTEURS

OUR CLIENTS: farmers for agrosupply products and services; consumers for gardening products, household goods, as well as regional food products distributed locally under the "Table des Producteurs" brand. Lastly, industrial clients to whom we sell our farmers' produce.

OUR COMPETITORS: cooperatives and wholesalers in Southwest France for agrosupply and collection activities; gardening stores for Point Vert, agrosupply and collection activities.

OUR PARTNERSHIPS: Bonduelle and Géant Vert.

A MAJOR EUROPEAN
OPERATOR
ON THE MAIZE MARKET

855,000
TONNES OF GRAINS
PRODUCED

14,000
FARMERS

500 FARMERS
FROM SOUTHWEST FRANCE
LISTED IN "TABLE DES PRODUCTEURS" AISLES



OVER
1,800 FARMERS
BENEFIT FROM CONSULTING

Data for the fiscal year - Scope: France and abroad

FOOD ACTIVITIES

Drawing on the complementarity of our duck foie gras activities (2 entities) and delicatessen activities (2 entities).

404
MILLION
TURNOVER



2,173
EMPLOYEES



OUR ACTIVITIES

- Breeding and processing of ducks and geese (foie gras, meat). In France, our ducks come from two production basins and family-run farms
- Research & Development focusing on duck products: from farm to fork
- Targeted product development with specific products for each brand
- Sold in France and abroad
- 20 Rougié chefs support their culinary peers
- Production and distribution of whole processed product ranges from starter to dessert, with the utmost respect for traditional cooking methods
- Dry-curing (dry-cured ham and sausages, etc.)
- Close ties with our clients, including butchers, delicatessens, caterers, bakeries, wine retailers and restaurants.

OUR BRANDS

MAISON
MONTFORT

ROUGIÉ

QUALITÉ TRAITEUR

Stalaven

Teyssier

OUR CLIENTS: supermarkets for Maison Montfort, Qualité Traiteur and supermarket own-brands. Out-of-home catering industry professionals (distributors and chefs) for the Rougié and Stalaven brands. Delicatessens for the Rougié brand. Butchers, delicatessens and caterers for the Teyssier and Stalaven brands.

OUR COMPETITORS: the main agrosupply groups (cooperatives and independent structures).

A LEADING
FOIE GRAS
PRODUCER

A LEADING DELICATESSEN
DISTRIBUTION NETWORK
FOR LOCAL RETAILERS

SEED ACTIVITIES: Lidea

Being the multi-species seed partner for high-performance farming

376
MILLION
TURNOVER



2,146
EMPLOYEES



OVER €34 M
DEDICATED TO INDUSTRIAL
INVESTMENTS AND R&D EACH YEAR



OUR ACTIVITIES

- Research and development in plant genetics and biotechnology
- Production and sale of maize, sunflower, small grains, rapeseed, fodder, cover crops, soya, sorghum and pulses sold in 48 countries worldwide.

OUR BRANDS

Lidea
caussadesemencespro

OUR CLIENTS: farmers, distributors of agrosupply products (cooperatives and wholesalers), etc.

OUR COMPETITORS: French and international field seed companies.



A EUROPEAN
LEADER
FOR SEED PRODUCTION

15 RESEARCH STATIONS
IN EUROPE AND
SOUTH AMERICA

Data for the fiscal year - Scope: France and abroad

PARTNERSHIP ACTIVITIES

Helping our members diversify their production and safeguard their revenues

50
MILLION
TURNOVER



OUR ACTIVITIES

Strategic partnerships in the fields of:

- livestock nutrition (Sanders Euralis)
- poultry production (LDC Ronsard)
- vegetable production (Seretram and Bonduelle)
- pork production (FIPSO)
- biofuels (Oceol)
- soybean crushing (Sojalim)

OUR PRODUCTS ARE SOLD UNDER THE BRANDS

SANDERS euralis

Bonduelle

Géant
Vert

OUR SCOPE:

- Developing our partnership activities
- Managing our minority interests
- Piloting our activities outside the cooperative region



LEADING PRODUCER
OF PROCESSED
VEGETABLES
IN SOUTHWEST FRANCE

466 COOPERATIVE
MEMBERS
PRODUCED SWEETCORN
AND GREEN VEGETABLES IN 2021
UNDER THE GÉANT VERT AND
BONDUELLE BRANDS

21,577 TONNES
OF SOYBEANS
CRUSHED



OUR COMMITMENTS FROM OUR CSR POLICY

At Euralis, we contribute to the development of nourishing, sustainable, long-lasting, healthy and affordable agriculture close to our regions. To do so, we are focusing on innovation and consulting. Our actions help increase farmers' revenues and strengthen the performance of our activities. We are strongly committed to producing renewable energy and reducing our carbon emissions. We firmly believe that the diversity of our employees and members is an asset that stimulates innovation and strengthens the dynamic spirit of our regions.

Bolstered by its ambitions and conscious of the social, economic and environmental impacts of its activities, the Euralis cooperative group has defined **EIGHT PRIORITY AREAS** outlining the nine major and crucial challenges for Euralis and its stakeholders:

NOURISHING AGRICULTURE

OFFERING OUR CUSTOMERS HEALTHY, SAFE AND SUSTAINABLE PRODUCTS

CHALLENGE 1

Supplying consumers with healthy, safe and high-quality products and contributing to food resilience: obtaining recognised certifications and labels for our activities (sites and products), as well as quality and origin labels certifying product quality and developing the organoleptic and nutritional properties of our products.

SUSTAINABLE AGRICULTURE

MANAGING RESOURCES (WATER, AIR, SOIL AND ENERGY) FOR A SUSTAINABLE AGRICULTURAL INDUSTRY

CHALLENGE 2

Developing industrial and agricultural practices that protect the environment and resources as much as possible: working in favour of moderation and efficiency, developing renewable energies and sustainable mobility, reducing carbon emissions, researching new resistant crop varieties which require fewer input products, preserving natural resources and biodiversity.

FIGHTING AGAINST ANIMAL CRUELTY AND PROMOTING ANIMAL WELFARE

CHALLENGE 3

Implementing good animal welfare practices in our livestock breeding and processing activities: committing to a EURALIS animal welfare charter, outlined in a 2025 roadmap, training programmes for breeders and technicians, environmental enrichment, access to outdoor space, internal inspections and third-party audits of our performance indicators.

GUARANTEEING SUFFICIENT REVENUES FOR OUR MEMBERS

CHALLENGE 4

Ensuring the long-term economic viability of our members' farms: developing contractual production, creating new sectors which offer additional market opportunities, as well as profitable and sustainable solutions for the future, implementing services and consulting and redistributing a proportion of our financial results.

PROMOTING THE DEVELOPMENT OF REGIONAL ROOTS

CHALLENGE 5

Creating added value for all regional stakeholders and contributing to the economic, social and environmental development of our business activities: creating direct and indirect jobs, developing sectors, managing regions, developing short distribution channels, fighting against food waste and sponsoring sports and cultural events.

A SOCIALLY RESPONSIBLE COMPANY

GUARANTEEING THE HEALTH AND SAFETY OF ALL THE COOPERATIVE'S INTERNAL AND EXTERNAL STAKEHOLDERS

CHALLENGE 6

Ensuring the health and safety of our employees and visitors to our sites thanks to a preventative and well-structured strategy: anticipating and analysing accidental and chronic risks, implementing prevention programmes, safety behaviour visits, ergonomic assessment of workstations, raising awareness and training employees and helping our farmers improve the safety of their farms.

SUPPORTING EMPLOYEES THROUGH THESE TRANSFORMATIONS AND PROMOTING SOCIAL DIALOGUE

CHALLENGES 7 and 8

Developing the skills of our employees to help them become active players in the Group's transformation towards new organisations and working methods and implementing and enhancing the Leadership Model, training, in-house mobility and social dialogue, with an emphasis on proximity and transparency. Providing our farmers with the tools they need to enhance training and helping them manage their challenges.

PROMOTING OUR VALUES AND ETHICS WITHIN OUR SPHERE OF INFLUENCE

CHALLENGE 9

Developing responsible behaviour via the Group's ethics charter: preventing corruption and conflicts of interest, complying with regulations, human rights, confidentiality, promoting diversity and equal opportunities, and employees' rights to whistleblowing.

-  **SOCIETAL CHALLENGES**
-  **SOCIAL CHALLENGES**
-  **ENVIRONMENTAL CHALLENGES**



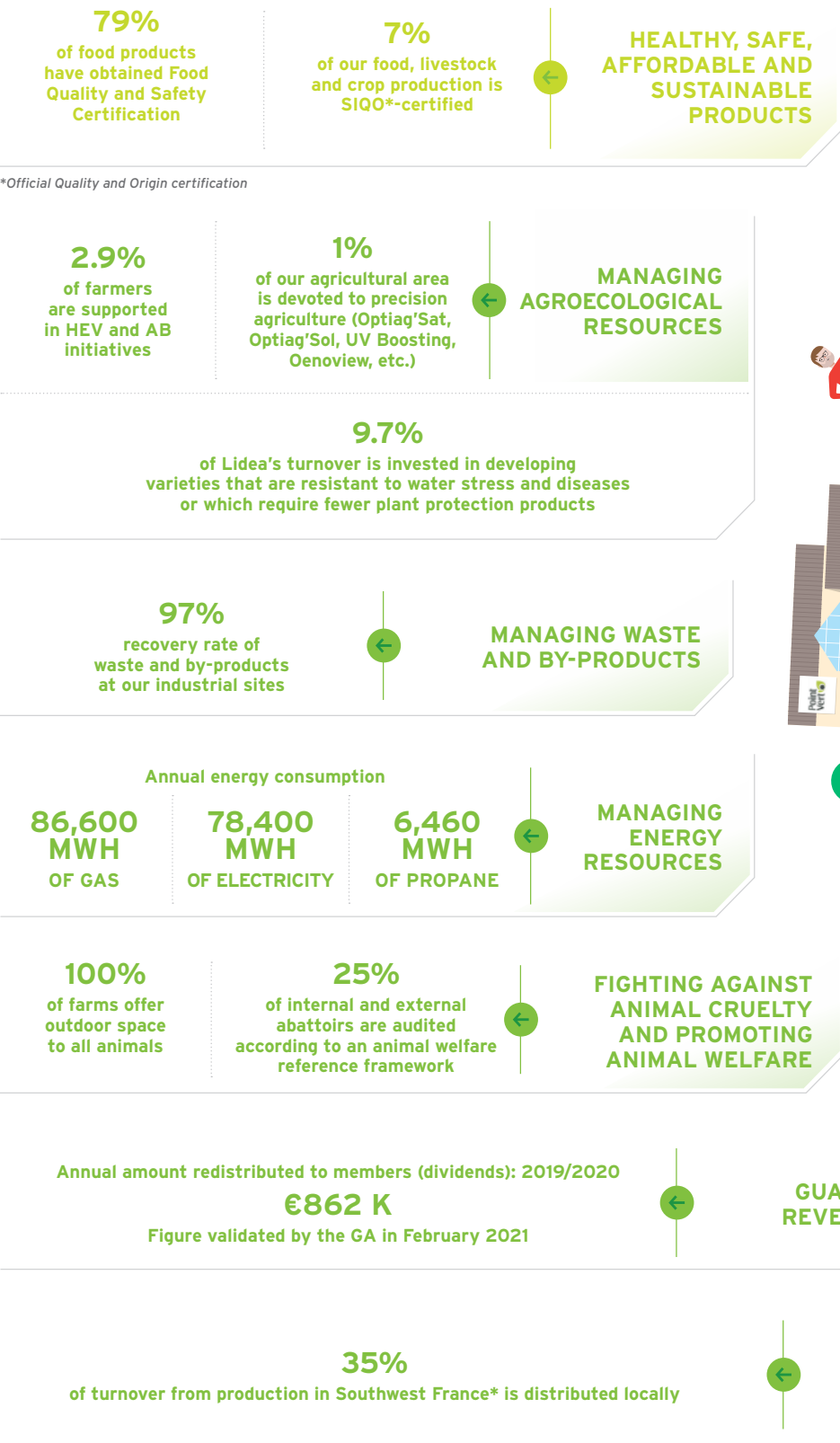
Euralis's CSR policy serves as a differentiating lever for the group

It unites teams around common challenges, defines commitments towards stakeholders and contributes to the longevity of the cooperative.



OUR CHALLENGES AND PERFORMANCE IN 2020-2021

Euralis is committed to sustainable and multifaceted agriculture in its regions and is dedicated to promoting healthy, safe, high-quality and affordable food for all which meets consumer expectations. To ensure the success of these missions, the Group interacts with its community which brings together board members, farmers, members, clients, employees, partners and consumers. It implements a number of measures and checks their relevance and effectiveness based on key performance indicators. All of these measures meet the CSR challenges that Euralis has decided to tackle.



PROMOTING SOCIAL DIALOGUE

27 arrangements or agreements beyond collective bargaining and regulations

308 meetings with IRTs

SUPPORTING OUR EMPLOYEES

59% of managerial positions are filled internally

7.1% of training programmes result in a diploma or certificate

GUARANTEEING HEALTH AND SAFETY

Frequency rate of workplace accidents 11.8

PROMOTING OUR ETHICAL PRINCIPLES

Gender Equality Index Ranging from 71/100 TO 89/100 depending on the activity

Legend NOURISHING AGRICULTURE SUSTAINABLE AGRICULTURE SOCIALLY RESPONSIBLE AGRICULTURE

CONCLUSION AND PROSPECTS

In the context of adverse conditions, Euralis remains loyal to its CSR commitments which feed into all its activities. The Group has maintained solid growth and reaffirmed its strategy which is based on nourishing, sustainable agriculture. Euralis must now overcome the challenge of transforming its agricultural model and meeting the challenges of climate change and biodiversity. To do so, the Group is innovating in its regions, both in France and abroad. By choosing consulting, it supports farmers in the agro-ecological transition via consulting and services and the creation of sectors. Producing renewable energy represents a resilience opportunity for farmers. Euralis is a socially responsible company. It therefore pays particular attention to all its employees, ensuring their physical integrity and the development of skills.

*Departments 64, 65 40, 31, 32, 33, 09, 47, 81, 82, 11, 24, 66 and 17



www.euralis.fr



The complete version of our Non-Financial Performance Report is available on neuralis.fr