



SUMMARY OF THE

NON-FINANCIAL PERFORMANCE REPORT

SEPTEMBER 2021 - AUGUST 2022

Editorial

Our cooperative's agricultural and agrifood sectors are undergoing profound changes. We can no longer speak of a crisis, but of a rupture and a change of era, and it is even more essential today to plan ahead in order to adapt as best as possible.

This 2021-2022 financial year has not run smoothly.

The beginning of 2022 was marked by three events that had a strong impact on us.

Firstly, there was unprecedented inflation, then the war in Ukraine, then a bird flu outbreak that was unexpectedly widespread as it affected all production areas in France.

Despite these uncertainties, we have risen to these challenges by adapting our approach to our activities, once again proving our resilience. This financial year highlighted the importance of our cooperative's values. Above all, it has demonstrated a wonderful human adventure and the solidarity of the teams, which allowed us to maintain our ambitions.

Climate change reminds us of the new constraints imposed on our activities and of our social responsibility to implement changes.

Our path is foretold and our CSR commitments will guide us.

We remain masters of our destiny and we declare our intentions and act in accordance with them.

The world of abundance is moving towards a more frugal future, but one involving better-quality products.

All our actions must have a positive impact on the world around us, and all our decisions are taken based on three inseparable elements: our social, economic and environmental impact.

Our three ambitions for nourishing and sustainable agriculture and a socially responsible ecosystem are more than ever our common thread, and we have succeeded in maintaining these commitments.

The agricultural transformation is underway in our regions, and more than 50,000 hectares of sustainably certified grain and vegetable production were developed over the year. The development of our activities in the energy sector (in particular through the solar panel projects carried out on our members farms) marks the beginning of our involvement in renewable energy production.

We are more aware than ever of the importance of our ecosystem and continue to meet the expectations of all our stakeholders. Our commitments are not only internal, and to meet these expectations, we have committed to impact financing along with three CSR commitments concerning the safety of our employees, animal welfare and the development of certified sustainable farmland.

Above all, this financial year turned out to be a great proof of Euralis's success, both from a human point of view and in terms of resilience, thanks to a sustainable economic model.



Christophe Congues
President



Philippe Saux
CEO

PRESENTATION OF THE GROUP

Founded in 1936, Euralis is a pioneering and flexible food and agricultural cooperative group. It consists of three major areas of activity:

THE AGRICULTURAL DIVISION

THE SEED DIVISION (LIDEA)

FOOD ACTIVITIES
with duck gastronomy and delicatessen activities.

The Group is also developing partnership activities via the Participation and Development Division.

Alongside farmers and food industry professionals, Euralis innovates, showcases and processes farmers' products in Southwest France.

More generally, the cooperative's ambition is to help farmers build the agriculture of tomorrow, a sustainable and plural agriculture, in line with the expectations of society and consumers, which guarantees an income to those who practice it. It also aims to promote access to healthy, safe, high-quality food to as many people as possible, while also respecting the planet.

Euralis contributes to the economic development and vitality of the regions where it operates, which forms an essential part of its DNA:



KEY FIGURES*



€1.64 billion
in turnover



16 production
sites



5,178 employees



9,000 farmers
including
5,850 members



Sales
to 120 countries
and 5 continents



Established
in 16 countries



1 port silo



8 logistics platforms

*All of the Group's activities

STRATEGIC AREAS

Euralis operates in a complex and changing ecosystem, marked during the year by the conflict in Ukraine, the effects of climate change, bird flu outbreaks, unprecedented inflation, and growing consumer expectations in terms of traceability, quality and sustainability.

The strategic areas rolled out in this context focus on three vocations which remain unchanged:

- FOOD
- SOCIETY
- ENERGY PRODUCTION

The implementation of this strategy can obviously not take place without strongly considering Corporate Social Responsibility (CSR).

COOPERATIVE GOVERNANCE

The cooperative model differs from a traditional company in that it has two forms of governance: elective governance (board members) and executive governance (operational staff).

These two governance bodies are intrinsically linked and work together to ensure the smooth running of the cooperative group in the short, medium and long term. As a result, all Euralis board members are elected within their scope and must carry out the following tasks:

- undertake strategic and prospective thinking with a “cooperative group” vision;
- become involved in regional management;

- specialise in the context of delegations (Activities, Regions, etc.);
 - manage according to their scope of action and mandates within the cooperative.
- To succeed, several levers are used:
- constructing and deploying a multi-annual skills-development course in view of the cooperative's challenges;
 - multiplying governance areas close to the field, both at the regional level (geographical areas) and in terms of activities (vegetables, seeds, livestock, etc.), to have a good understanding of the needs and challenges faced by our member farmers;
 - supporting operational staff at different levels of the organisation via committees.



CSR GOVERNANCE IN THE EURALIS GROUP

Euralis's CSR Department directly reports to the Group's Deputy CEO, an executive governance member in charge of the HR, Legal and Indirect Procurement Departments.

BOARD OF DIRECTORS

Validates CSR commitments and objectives

CSR STRATEGIC COMMITTEE

- Proposes CSR strategies to the Board of Directors and Strategic Committee
- Ensures the regular development and implementation of the CSR strategy

STRATEGIC COMMITTEE

- Validates and prioritises risks and opportunities
- Determines commitments
- Ensures the necessary means to implement the action plan and achieve our roadmap

CSR COORDINATION COMMITTEE

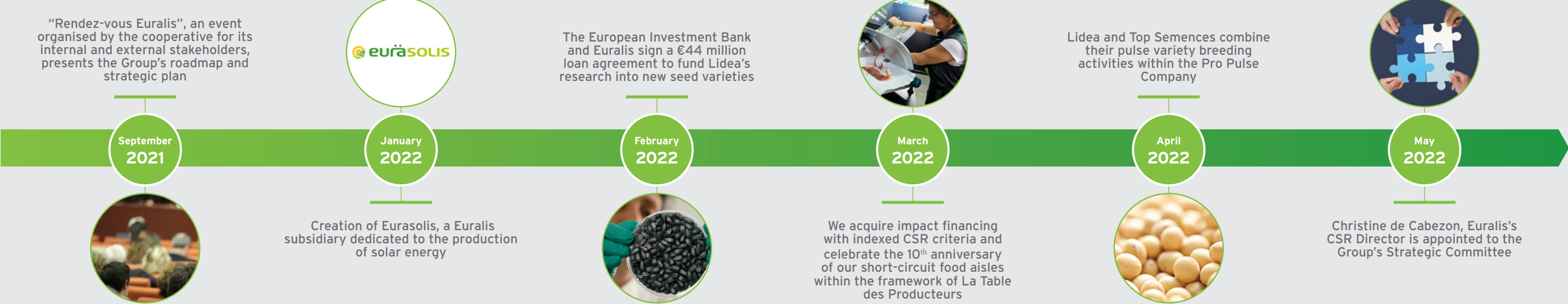
- Coordinates CSR strategies
- Shares and analyses CSR considerations and actions within activities
- Proposes the roll-out of the CSR strategy within activities
- Ensures that the defined roadmap is achieved

NFPR OPERATIONAL COMMITTEE

- Develops the NFPR and participates in the audit
- Creates scorecards that monitor CSR key performance indicators
- Sets the frequency of reporting within each activity

This organisation integrates executive and elected governance, thus helping Euralis to consolidate its CSR ambitions and define its objectives in terms of social, societal and environmental performance. Our strategy and indicators are presented in the NFPR reference document and are guaranteed annually by an independent third-party organisation.

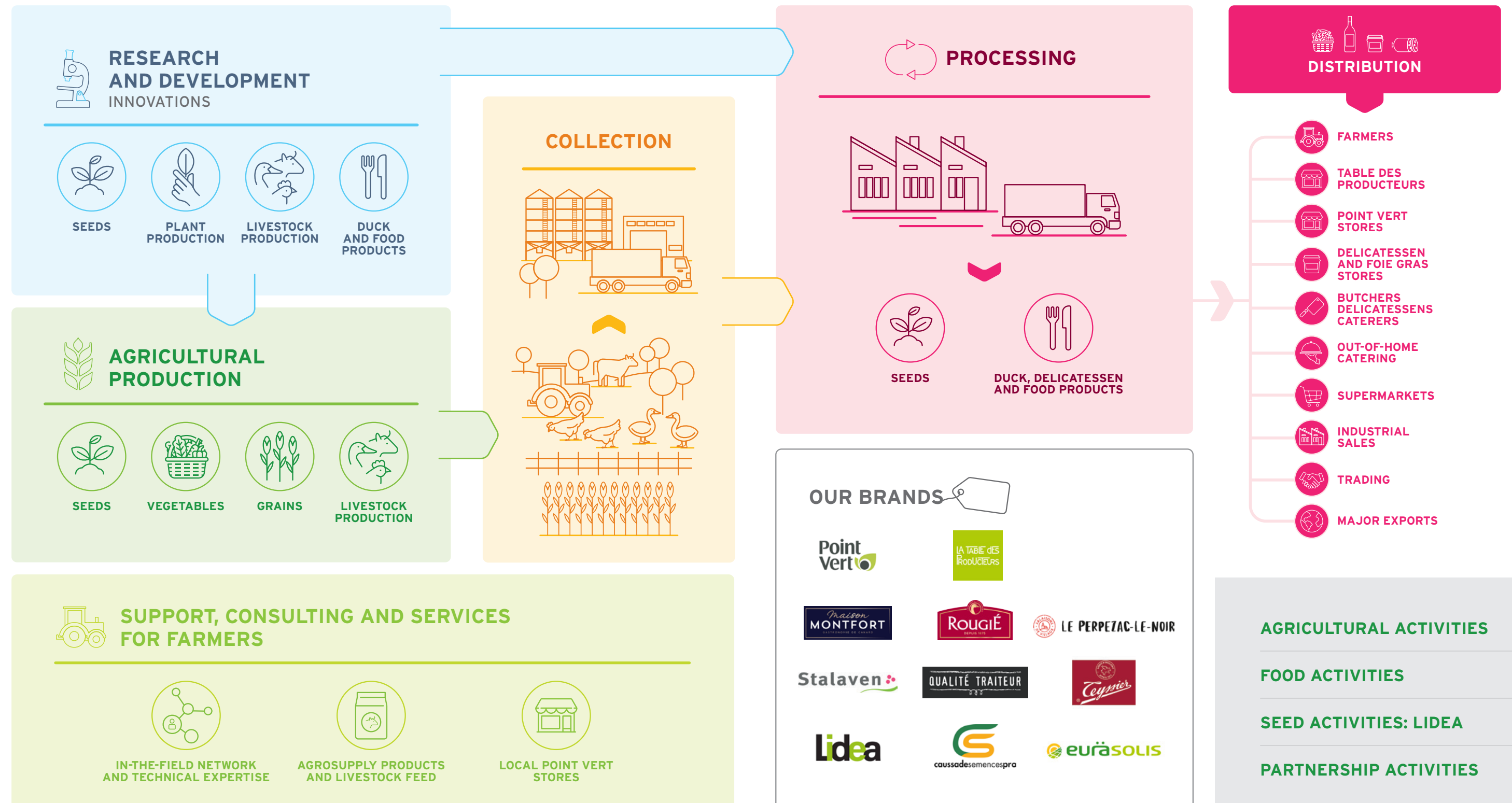
CSR HIGHLIGHTS



OUR BUSINESS MODEL

BOTH UPSTREAM AND DOWNSTREAM

Euralis creates added value from farm to fork. From R&D (upstream) through processing to marketing (downstream), the value chain has a strong economic impact. Many stakeholders benefit, both directly and indirectly.



OUR BUSINESS MODEL

RESOURCES, IMPACTS AND VALUE CREATION

Euralis benefits from a wide range of resources (human, environmental, financial, intellectual, societal and production), which it uses to carry out its missions. With a strong impact on its territories, it also generates value, which it shares with all its stakeholders.

OUR RESOURCES



Euralis develops and creates products and services for the agricultural and food industries for the benefit of its members and customers. Concerned about the environment, our Group pays great attention to the resources it uses in its crops, livestock and production sites from farm to fork. It invests in its know-how and infrastructure to develop value-added sectors that meet the expectations of its customers and consumers. Finally, it relies on its community of members, farmers, employees and suppliers to ensure production in its many locations.



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

OUR IMPACT AND VALUE CREATION



With a turnover of 1.64 billion euros in the 2021-2022 financial year, our cooperative produces positive impacts throughout its value chain, which benefit our stakeholders (members, farmers, employees, suppliers and customers). It also contributes to the development of its territories and their economy through the direct and indirect employment it generates. However, its greatest contribution to society lies in its agricultural and agrifood production, which contributes to food resilience and the development of more sustainable practices in its activities, both upstream and downstream.



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

AGRICULTURAL ACTIVITIES

Innovating and supporting farmers in high-performance, responsible sectors, particularly thanks to the choice of consulting.

620 €
MILLION EUROS
IN TURNOVER

603 
EMPLOYEES

OUR ACTIVITIES

- Vegetable sectors: grains, vegetables, seeds, kiwifruit.
- Livestock sectors: poultry, ducks & geese, cattle, animal feed.
- Energy sector: biofuels, solar energy, methanisation.
- Supporting farmers: consulting & services, farm supplies.
- Distribution: local Point Vert retail brand, livestock farming, gardening, pets, locally distributed food products.

OUR BRANDS



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 who rely on 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**

 **1 MILLION TONNES**
OF GRAINS AND OLEAGINOUS SEEDS SOLD

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

 **9,000 FARMERS**
INCLUDING MORE THAN 2,000 FARMERS
RECEIVING CONSULTING SERVICES

Data for the fiscal year - Scope: France and abroad

FOOD ACTIVITIES

Drawing on the complementarity of our duck foie gras activities and delicatessen activities.

430 €
MILLION EUROS
IN TURNOVER

2,157 
EMPLOYEES

OUR ACTIVITIES

- Breeding ducks for foie gras under 3 labels: French production, Sud-Ouest PGI and Label Rouge
- Processing of ducks and geese (foie gras, meat)
- Researching and developing duck gastronomy products.
- Multichannel selling in France and abroad.
- Selecting high-quality gastronomic products.
- Supporting consumers and maintaining close relations with chefs around the world to pass on our expertise.
- 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, etc.

OUR BRANDS



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**

THE LEADING DISTRIBUTION NETWORK FOR LOCAL RETAILERS

SEED ACTIVITIES: LIDEA

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

395 €
MILLION EUROS
IN TURNOVER

1,916 
EMPLOYEES

9% OF TURNOVER DEVOTED TO R&D 

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



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**

17 RESEARCH STATIONS
IN EUROPE AND
SOUTH AMERICA

Data for the fiscal year - Scope: France and abroad

PARTNERSHIP ACTIVITIES

Helping our members develop their farms, diversify their production and safeguard their revenues via contract farming in high-growth markets.

152 €
MILLION EUROS
IN 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




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**

500 COOPERATIVE MEMBERS
PRODUCED SWEETCORN
AND GREEN VEGETABLES IN 2022
UNDER THE GÉANT VERT AND BONDUELLE BRANDS

26,828 TONNES
OF SOYBEANS
CRUSHED 

OUR CHALLENGES AND CSR COMMITMENTS

A CONTINUOUS IMPROVEMENT PLAN HAS BEEN LAUNCHED, TAKING INTO ACCOUNT THE MAIN CHALLENGES OF OUR ACTIVITIES AND STAKEHOLDERS

Aiming to preserve and develop its growth and reputation, our cooperative has increased its risk management since 2014. Based on a methodical and repeatable approach, this process defines the nature of financial and non-financial risks and the level of exposure to these risks.



For our 2017-2018 Non-Financial Performance Report, the list of our risks and opportunities was completed via an initial analysis of our stakeholders' expectations. This work resulted in the identification and prioritisation of our Group's challenges, formalised in our materiality matrix.

As the cornerstone of our approach, the matrix is updated in the event of significant changes to the internal and external context.

Thus, in 2021, an initial review was undertaken following the transformation of our activities, in particular with our choice of consulting over the sale of plant protection products and the merger with the Caussade Semences Group.

In the same vein, and to account for the consequences of the conflict in Ukraine, an update of the Group's risk map was added this year to our analysis of our stakeholder expectations, which had been established in previous years. This update identifies the most significant societal challenges for both the Group and its stakeholders.

Our Non-Financial Performance Report (NFPR) consists of 7 crucial challenges and 3 major challenges.

These challenges, which are compiled in the "materiality matrix" are classified as:



intrinsic to the business model



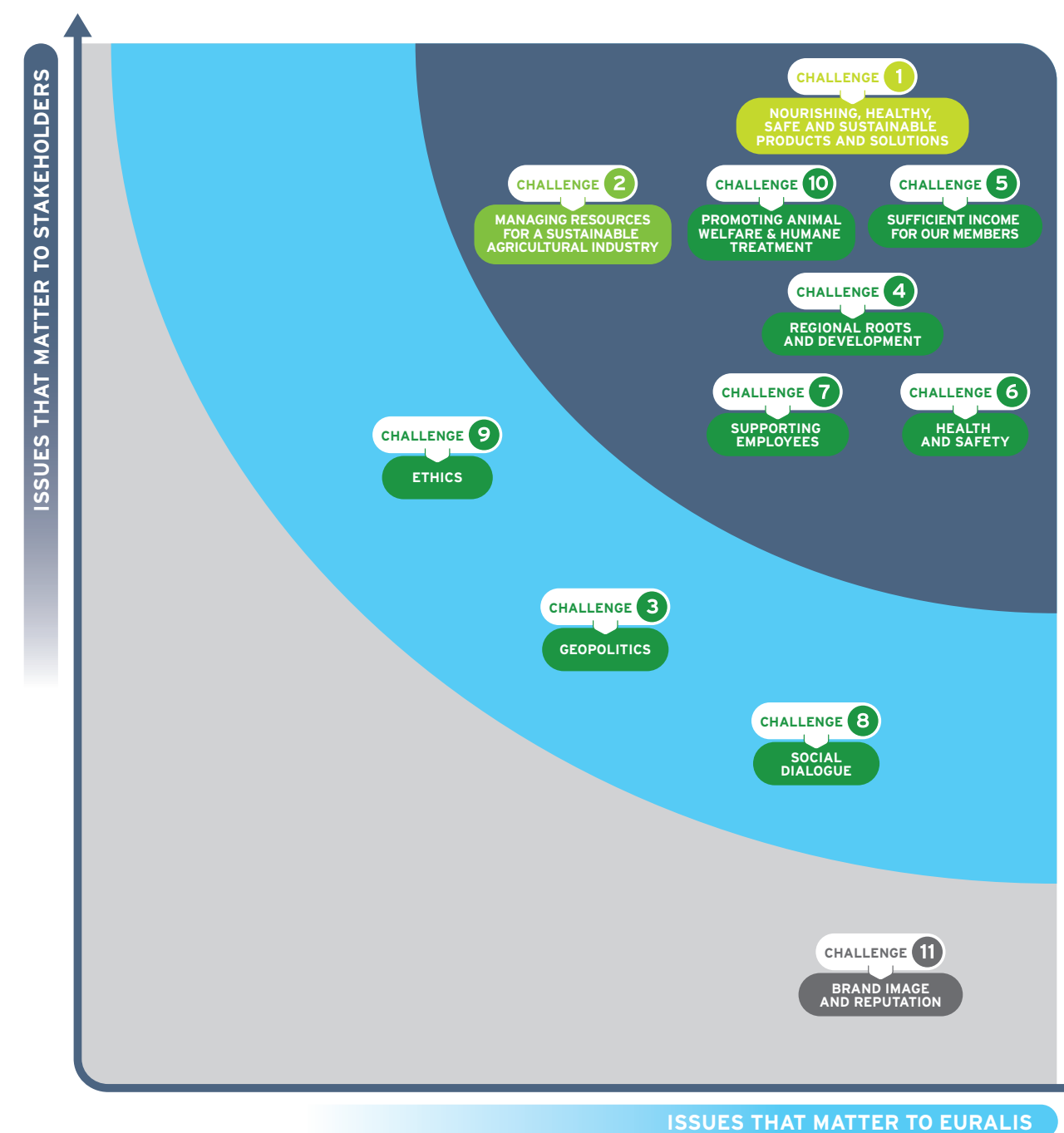
decisive in creating added value



which may constitute either a risk or an opportunity

It should be noted that while the "challenges to monitor" are mentioned at the end of this report, they are not described in detail.

EURALIS MATERIALITY MATRIX



legend

NOURISHING AGRICULTURE

SUSTAINABLE AGRICULTURE

A SOCIALLY RESPONSIBLE ECOSYSTEM



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 committed to producing renewable energy and decarbonising our activities in line with our ambitions for sustainable agriculture. We firmly believe that the diversity of our employees and members is an asset that stimulates innovation, strengthens the dynamism of our regions and contributes to the development of a socially responsible ecosystem.

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

NOURISHING AGRICULTURE



CHALLENGE 1

CONTRIBUTING TO FOOD SOVEREIGNTY

Implementing our mission to feed people by producing crops and livestock, duck and delicatessen food products and developing protein-rich seed varieties.

OFFERING OUR CUSTOMERS HEALTHY, SAFE AND SUSTAINABLE PRODUCTS AND SOLUTIONS

Supplying consumers with healthy, safe and high-quality products: 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



CHALLENGE 2

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

Developing agricultural and industrial practices that respect the environment and resources: providing consulting for farmers, agroecology, research into new resistant crop varieties that require fewer input products and preserve natural resources and biodiversity.

LIMITING THE CARBON FOOTPRINT OF OUR ACTIVITIES AND DEVELOPING RENEWABLE AND DECARBONISED ENERGIES

Reducing our consumption, promoting the use of renewable energies and contributing to the development of low-carbon industries: energy conservation and efficiency, development of renewable energies at our sites, solar energy on our farms, agricultural production for biogas and biofuel, and sustainable mobility.

A SOCIALLY RESPONSIBLE ECOSYSTEM



CHALLENGES 3 and 4

INTEGRATING GEOPOLITICAL CHALLENGES AND PROMOTING THE DEVELOPMENT OF REGIONAL ROOTS

Creating value for all stakeholders in our regions and contributing to the economic, social and environmental development of our business areas by integrating geopolitical risks: creating direct and indirect jobs, developing industries, managing our regions, developing short circuits, operating our subsidiaries autonomously, developing a strategy regarding geopolitical risks, fighting against food waste and sponsoring sporting and cultural events.

CHALLENGE 5

GUARANTEEING SUFFICIENT REVENUES FOR OUR MEMBERS

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 services and redistributing a proportion of our financial results.

CHALLENGE 6

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

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.

CHALLENGES 7 and 8

SUPPORTING EMPLOYEES THROUGH THESE TRANSFORMATIONS AND PROMOTING SOCIAL DIALOGUE

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, providing training, in-house mobility and social dialogue, with an emphasis on proximity and transparency. Giving our farmers the tools they need to enhance training and helping them manage their challenges.

CHALLENGE 9

PROMOTING OUR VALUES AND ETHICS WITHIN OUR SPHERE OF INFLUENCE

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.

CHALLENGE 10

PROMOTING ANIMAL WELFARE AND HUMANE TREATMENT

Applying best practices in terms of animal welfare in our breeding and processing activities: Euralis's commitment to an animal welfare charter in the form of a 2025 roadmap, training programmes for breeders and technicians, environmental enrichment, access to outdoor grassy and wooded areas, internal inspections and third-party audits regarding our indicators.

OUR CHALLENGES AND PERFORMANCE IN 2021-2022

The Euralis group is committed to supporting sustainable, multifaceted agriculture throughout its regions. It is dedicated to promoting healthy, safe, high-quality and affordable food for all which meets consumer expectations as best as possible.

In order to implement its strategies, the Group interacts with its ecosystem, consisting of the board of directors, member farmers, clients, employees, partners and consumers.

Euralis is committed to meeting these challenges and has defined a multi-year roadmap to do so. To ensure the impact of its actions, the Group uses key performance indicators on each of the aspects covered. The results below are from the initiatives undertaken. They mark a further step towards achieving our 2030 CSR ambitions.

69%
of our livestock production and
8%
of our food production has obtained
a sustainable quality label

NOURISHING, HEALTHY,
SAFE AND SUSTAINABLE
PRODUCTS AND SOLUTIONS

30.9%
of the production from Euralis
farms is sold downstream according
to sustainable production standards
(2BSvs, SAI, NF, etc.)

AGROECOLOGY

9%
of Lidea's turnover is invested
in developing varieties that are
resistant to water stress, etc.

SUSTAINABLE
SEED R&D

€860K
Redistributed to members
in 2021/2022

INCOME FROM
OUR MEMBERS

17%
of training programmes result
in a diploma or certificate

SUPPORTING
EMPLOYEES IN
TRANSFORMATIONS

13.1
frequency rate
of workplace accidents

SAFETY

25%
of women are in executive
governance bodies and
8%
are in elective bodies

GENDER DIVERSITY

36.3%
of producers are
PALMIG CONFIANCE-certified

ANIMAL WELFARE



CONCLUSION AND PROSPECTS

In a troubled context marked in particular by natural hazards and a complex economic and geopolitical situation, Euralis is continuing to implement its CSR policy around **three ambitions** for nourishing, sustainable agriculture and a socially responsible ecosystem.

The cooperative thus plays an important role in the **agricultural transition and food resilience**. To do so, it is undergoing a transformation by focusing on innovation and supporting its members in **changing their agricultural practices**, through consulting services and the development of value-added sectors. It also aims to become a **major player in the production of renewable energy** by contributing to the resilience of its members farms, the self-consumption of energy on its sites and the reduction of its **greenhouse gas emissions**. With regard to this aspect, the Euralis Group launched a **carbon assessment** (scopes 1, 2 and 3) at the beginning of 2022, which will enable it to define its **decarbonisation strategy** for all its activities during 2023.

Finally, Euralis promotes a socially responsible ecosystem. Attentive to **equal opportunities and parity** in its teams, the Group is committed to the development and fulfilment of its employees.

To continue the momentum, a **2030 roadmap** was defined during the year with an action plan to achieve our ambitions. The implementation of our CSR strategy is underway: it covers all of our issues monitored by our key performance indicators, which are evaluated by the CSR Strategy Committee every two years.



François Hugot,
Director of the Bayonne
Business Centre
La Banque Postale

"La Banque Postale claims to be a good corporate citizen and is committed to being socially and environmentally aware. This desire permeates all levels of the company. I could mention, for example, our Group fleet, which is one of the largest in Europe with more than 35,000 electric vehicles, or, on the financial side, our investment funds, which have been socially responsible without exception for several years now. In the same way, as part of our policy to support financing in the regions where we operate, we develop our business with companies that share our convictions. Euralis is also a natural partner for us: we believe that the cooperative's CSR approach is robust, and that the CSR KPIs, which are at the heart of its financing, testify to this."





www.euralis.fr



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