



SUMMARY OF THE

NON-FINANCIAL PERFORMANCE REPORT

SEPTEMBER 2022 - AUGUST 2023

Editorial

Our ambition is as follows: “To succeed together in the agriculture, food and energy transformation by providing innovative and sustainable products and solutions in the regions where we operate.”

The 2022-2023 financial year was, more than ever, the opportunity to consolidate our ambitions, co-designed with our cooperative’s Management Committee, which groups together the management committees of all our activities.

This ambition, which is at the root of our missions regarding food, sustainability and renewable energy production, confirms our commitment and determination to help feed people while respecting the environment.

All Euralis employees have helped to accelerate the agricultural, food and energy transformations in response to societal challenges. We would like to kindly thank them for their commitment and resilience, without which nothing would be possible. All our stakeholders are involved in our missions, and we are working closely with them to progress faster and stronger.

Once again this year, in a highly turbulent context with no benchmarks, we have managed to strengthen our Corporate Social Responsibility (CSR) policy, centred around three commitments, namely working towards nourishing, sustainable agriculture and a socially responsible ecosystem.

More than ever, we play a key role in producing healthy, safe, sustainable and affordable food for all. High-quality, local raw ingredients are essential to meet consumer expectations. The Euralis nutritional charter we have worked on this year defines our marketing, quality and innovation roadmaps.

One of the highlights of the financial year was the creation of our carbon assessment for each of our activities, which has allowed us to raise awareness of our responsibilities in order to become a key player in tackling climate change.

All our Activities, starting with the Agricultural Division, are currently working on Euralis’s climate strategy in a bid to limit our greenhouse gas emissions, do more to capture CO2 in the soils and adapt by choosing varieties and species that are resistant to climate change.

The changes implemented with farmers, for whom we offer consulting, and the sustainable agriculture standards we advocate, will not only improve the management and respect of natural resources but also increase the potential of carbon sinks in our regions.

CSR gives a sense of purpose and drives the strategy of our cooperative. It strengthens employees’ sense of belonging and commitment to a long-term vision while ensuring the day-to-day running of the group.

This non-financial performance report reflects the path we have forged together to overcome societal challenges and the desire to create a prosperous future for generations to come.



Christophe Congues
President




Philippe Saux
CEO

PRESENTATION OF THE GROUP

Founded in 1936, Euralis is a pioneering food and agricultural cooperative group with a rich history. It has three major areas of activity:

 **THE AGRICULTURAL DIVISION**

 **LIDEA**

 **FOOD ACTIVITIES**
with Euralis Gastronomie and Delicatessen Activities

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

Our ambition

To succeed together in the agriculture, food and energy transformation by developing innovative and sustainable products and solutions in the regions where we operate.

Alongside farmers and food industry professionals, we innovate, showcase and process farmers’ products in Southwest France. More generally, we aim to help farmers build the agricultural world of tomorrow - sustainable and multifaceted agriculture, in line with societal and consumer expectations, which guarantees an income for those who practice it. We also aim to promote access to healthy, safe, high-quality and affordable food to as many people as possible, while also respecting the planet. We contribute to the economic development and vitality of our cooperative region, which forms an essential part of our DNA.

KEY FIGURES*



*All of the Group’s activities

STRATEGIC AREAS

Euralis operates in a complex and changing ecosystem, marked during the year by a lack of available supplies (seeds and ducks), repeated crises (health, climate, geopolitical, etc.), ongoing inflation and even stronger consumer expectations in terms of traceability, quality and sustainability.

The strategy rolled out by the cooperative group within this context focuses on three missions:

- FOOD**
contributing to nourishing, sustainable, diverse, healthy and affordable agriculture close to our regions while increasing farmers' revenues.
- SOCIETY**
working together to design innovative products and solutions that meet social, environmental and economic challenges
- ENERGY PRODUCTION**
producing renewable energy and reducing our carbon emissions

Corporate Social Responsibility (CSR) is at the heart of this strategy.

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).

To guarantee the balance of power, a set of rules has been put in place, which form a framework for undertaking the following analyses:

- Establishing the cooperative group's objectives
- Defining ways of achieving them
- Monitoring performance

Furthermore, the animation of our territory is organized via governance zones as closely as possible to the field, both at the geographical level and at the trade level (vegetables, seeds, animal productions, etc...). The purpose of this territorial governance is tripartite:

- Enlisting local commitment of members
- Coordinating territorial action
- Anchoring elected members close to members

CSR HIGHLIGHTS



OCTOBER 2022
Euralis invites employees from several sites to commit to Breast Cancer Awareness Month



FEBRUARY 2023
Euralis partners up with Bio Béarn, a biogas plant managed by TotalEnergies in Mourenx (Southwest France)



APRIL 2023
During the World Day for Safety and Health at Work, several events are organised at the group level, both in France and abroad



APRIL 2023
End of the agroecology training session for all Agricultural Division advisors



MAY 2023
Launch of the Ademe "ACT Pas à Pas" collective project to include climate-related challenges as part of the Agricultural Division's strategy



JUNE 2023
Eurasolis signs a partnership with Inthy to accelerate the development of solar energy



AUGUST 2023
Definition of a Nutritional Charter for Food Activities and the Group's Responsible Procurement Charter



CSR GOVERNANCE IN THE EURALIS GROUP

The Euralis Group's CSR department reports to the Group's Director of Transformation and Strategic Developments.

BOARD OF DIRECTORS

Validates CSR commitments and objectives

CSR STRATEGIC COMMITTEE

- Proposes CSR strategic areas which are then validated by the Board of Directors
 - Reviews the Group's CSR policy, subject to approval by the Group's General Director (recommendations based on analysing social indicators).
 - Reviews major CSR projects in line with the Group's CSR commitments
 - Ensures consistency between Euralis's CSR decisions and NFPR commitments
 - Provides proposals, undertakes monitoring and requests studies on current issues

CSR COORDINATION COMMITTEE

- Coordinates CSR strategies for online activities in line with regulatory changes and the Group's CSR strategy
- Analyses and shares CSR considerations and actions within activities
- Monitors CSR KPIs
- Prepares CSR monitoring reports for the CSR Strategic Committee

CSR OPERATIONAL COMMITTEE

- Helps draft the NFPR and participates in the associated audit
- Defines scorecards that monitor CSR KPIs
- Sets the frequency of reporting within the group and for each activity
- Reports the indicators to the Activities

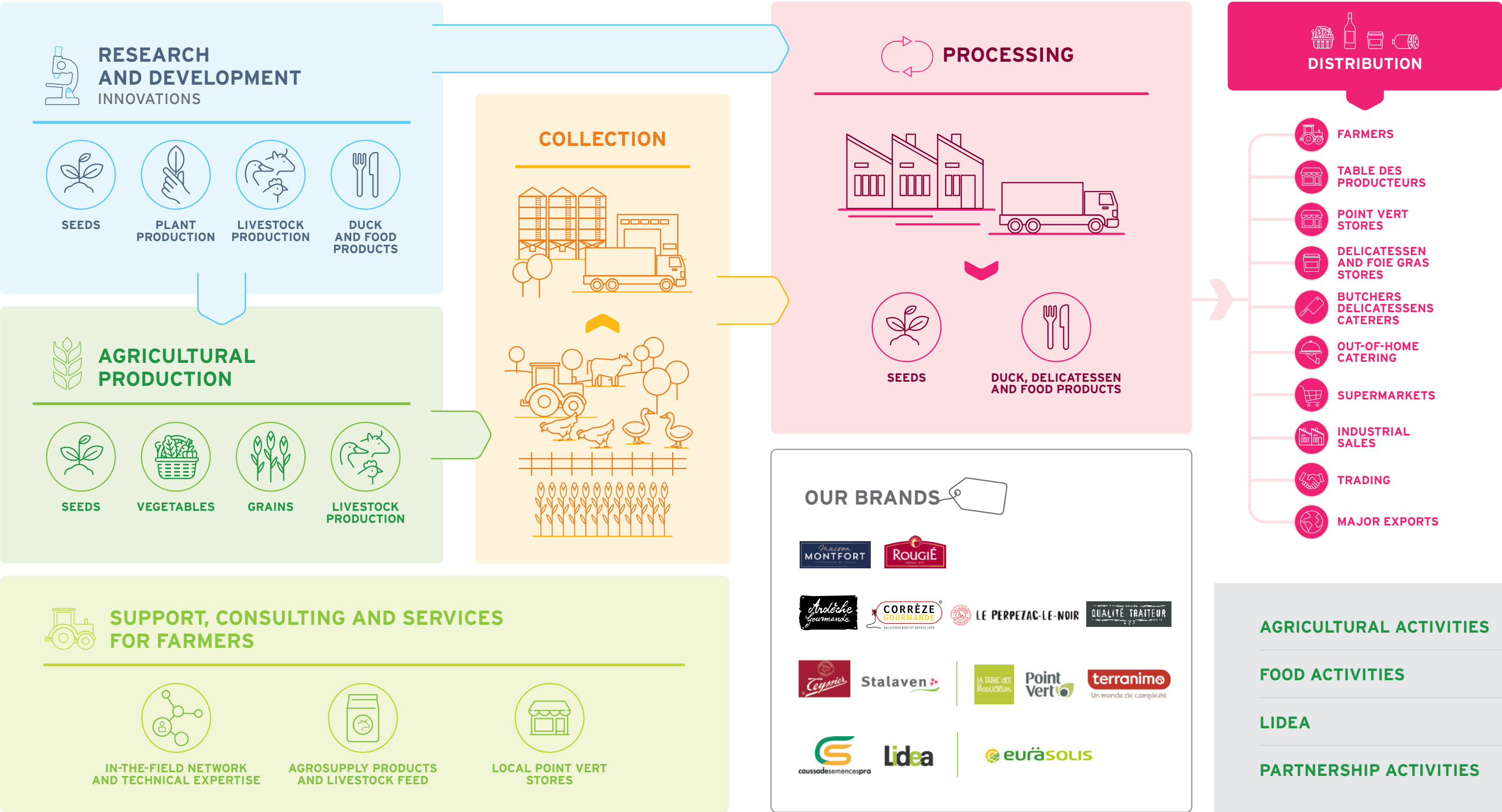


This organisation integrates executive and elected governance, helping Euralis to consolidate its CSR ambitions and define its social, societal and environmental performance objectives. Our strategy and indicators are presented in the NFPR reference document and are guaranteed annually by an independent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

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

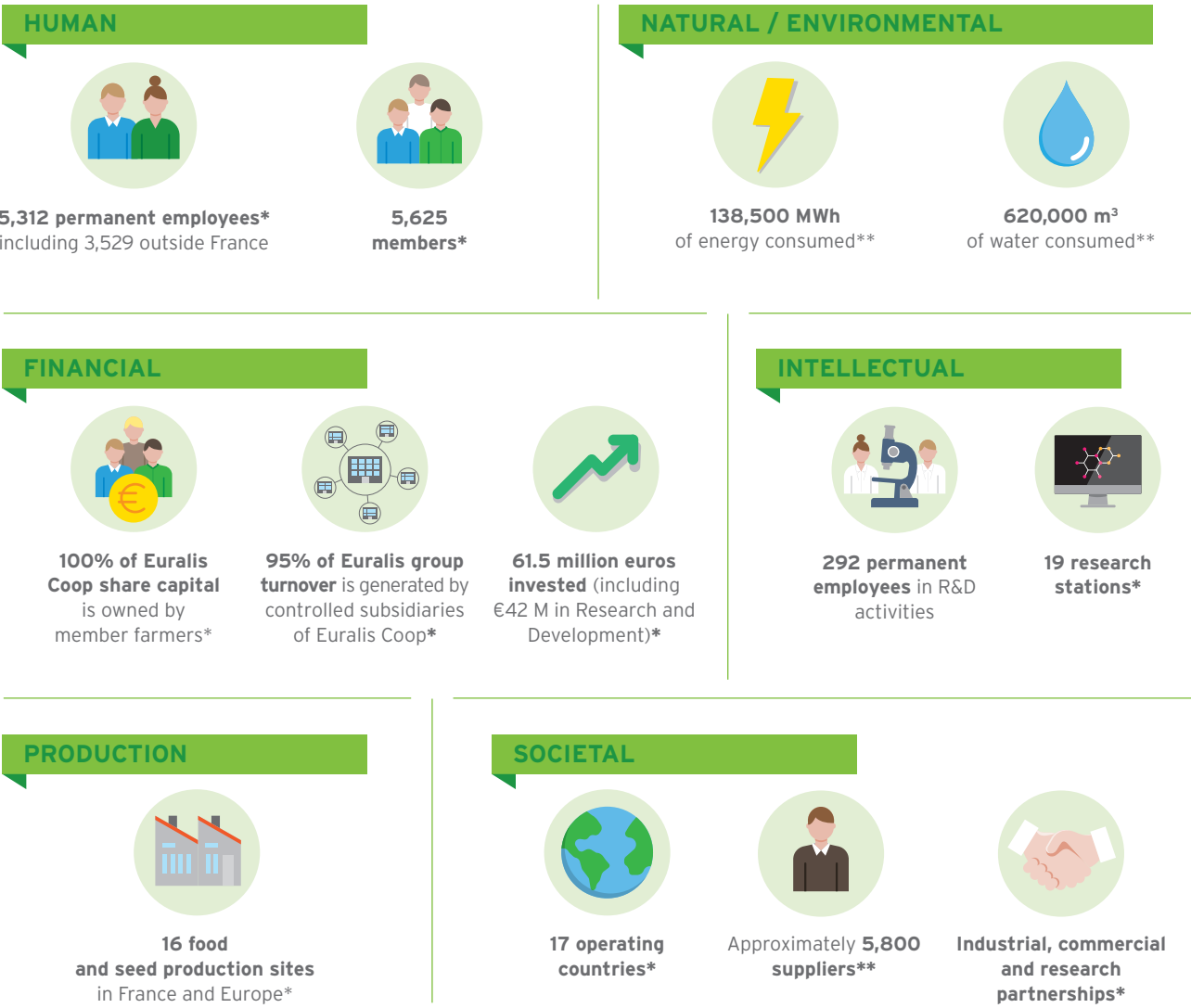
RESOURCES, IMPACTS AND VALUE CREATION

Euralis benefits from a wide range of resources (human, environmental, financial, intellectual, societal and production), which it uses to carry out its missions. It also generates value in the regions where it operates, 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, it pays particular 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 clients and consumers. Finally, it relies on its community of members, farmers, employees and suppliers to ensure production across its many locations.



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

OUR IMPACT AND VALUE CREATION



With a turnover of 1.58 billion euros in the 2022-2023 financial year, the cooperative produces positive impacts throughout its value chain, which benefit stakeholders (members, farmers, employees, suppliers and customers). It also contributes to the economic development of its regions through the direct and indirect jobs it generates. However, its greatest contribution to society lies in its agricultural and food production, which plays a key role in 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

By being at the crossroads between regional stakeholders, including their challenges and solutions, we are a key partner in the sustainable transition of the group's farmers and industrial clients.

593 €
MILLION EUROS
IN TURNOVER

623
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 agricultural supply 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

655,000 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 and delicatessen activities.

412 €
MILLION EUROS
IN TURNOVER

2,084
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.
- Producing and distributing 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 agricultural supply groups (cooperatives and independent structures).

A KEY PLAYER IN DUCK PRODUCTION

THE LEADING DISTRIBUTION NETWORK FOR LOCAL RETAILERS

Lidea

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

414 €
MILLION EUROS
IN TURNOVER

2,274
EMPLOYEES

€39 MILLION
DEDICATED EACH YEAR 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 in 55 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

19 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.

110 €
MILLION EUROS
IN TURNOVER

171
EMPLOYEES

OUR ACTIVITIES

- Strategic partnerships in the fields of:
 - livestock nutrition (Sanders Euralis)
 - pork production (FIPSO)
 - biofuels (Oceol)
 - soybean crushing (Sojalim)
- Managing our minority interests
- Piloting our activities outside the cooperative region

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

400 COOPERATIVE MEMBERS
PRODUCED SWEETCORN AND GREEN VEGETABLES IN 2023 UNDER THE GÉANT VERT AND BONDUELLE BRANDS

35,000 TONNES OF SOYBEANS CRUSHED

OUR CHALLENGES AND CSR COMMITMENTS

A CONTINUOUS IMPROVEMENT PLAN BASED ON THE MAIN CHALLENGES OF OUR ACTIVITIES AND STAKEHOLDERS

In 2014, Euralis strengthened its risk prevention plan to maintain and develop its growth, reputation and management. Based on a methodical and repeatable approach, this process defines the nature of financial and non-financial risks that the group is exposed to.



To create our 2017-2018 Non-Financial Performance Report, an initial analysis of our stakeholders' expectations enriched our list of risks and opportunities and helped us to identify and prioritise the group's challenges 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.

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

In 2022, the matrix was updated a second time, in particular, to reflect the impact of the conflict in Ukraine.

This year, adjustments were made to enrich our materiality matrix in order to fine-tune the classification of the most significant societal challenges, both for the Group and its stakeholders. Climate challenges are a key challenge of our future strategic orientations.

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 follows:



intrinsic to the business model



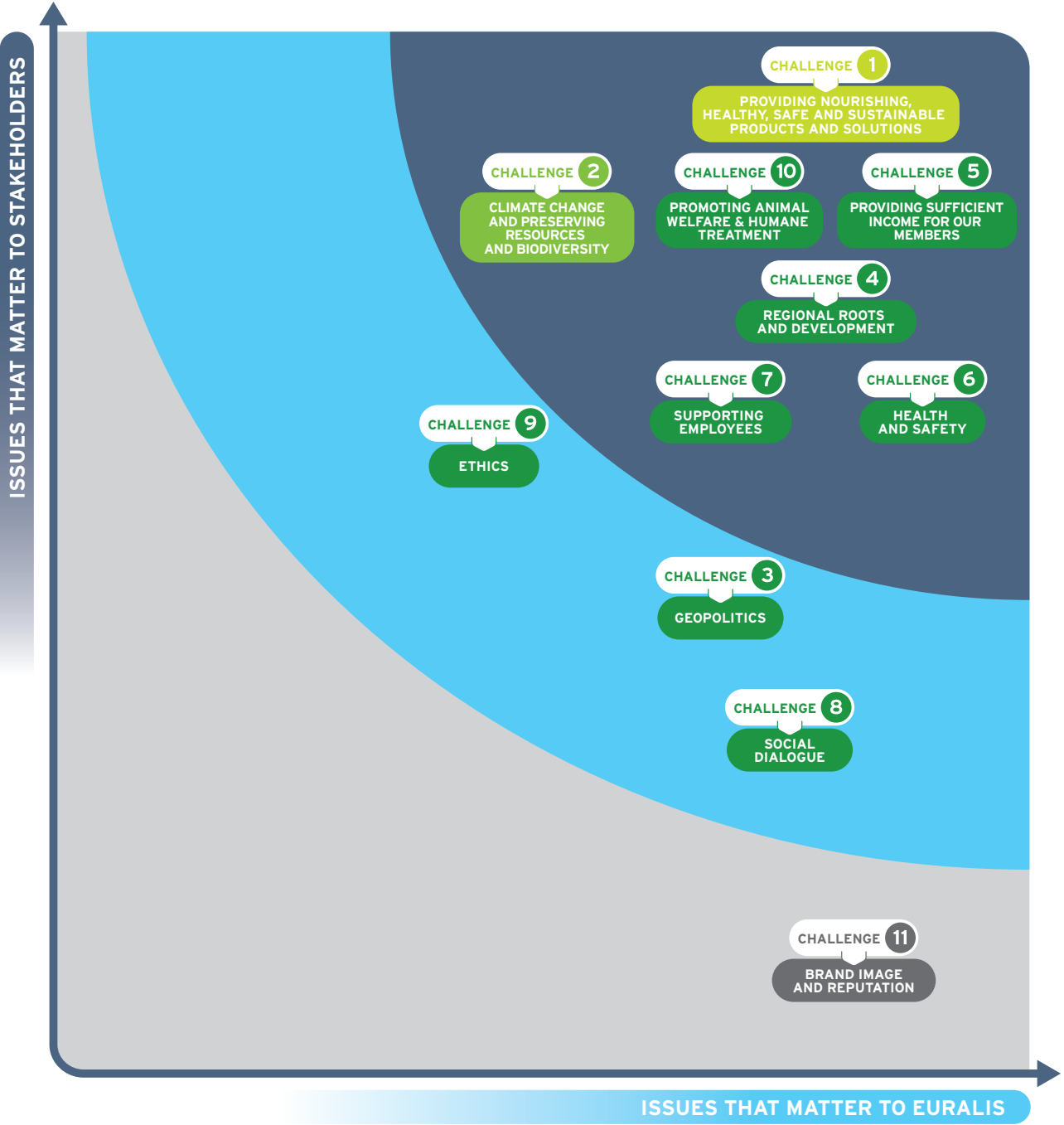
decisive in creating added value



which may constitute either a risk or an opportunity

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



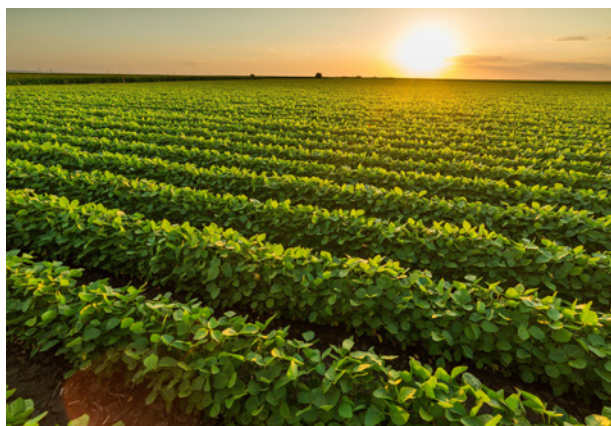
OUR COMMITMENTS FROM OUR CSR POLICY

At Euralis, we contribute to the development of nourishing, sustainable, multi-faceted, healthy and affordable agriculture close to our regions. To do so, we are focusing on innovation, consulting and value-added sectors.

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 **NINE 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 CLIENTS HEALTHY, SAFE, SUSTAINABLE AND AFFORDABLE PRODUCTS

Supplying our clients and consumers with healthy, safe and high-quality services and products mainly from our regions: obtaining recognised certifications and labels for our activities (sites and products), obtaining certifications attesting to quality, origin and sustainability, establishing product superiority (taste and nutrition), and developing short circuits with a constant emphasis on affordability.

SUSTAINABLE AGRICULTURE



CHALLENGE 2

ACTING IN LIGHT OF CLIMATE CHANGE TO PRESERVE RESOURCES AND BIODIVERSITY

Reducing the impact of our emissions by decarbonising our activities, i.e. developing renewable energy and low-carbon sectors (solar energy, biogas production, biofuels) and implementing an energy conservation and efficiency strategy at our farms and production sites.

Adapting to climate change by developing sustainable agricultural and industrial practices that respect the environment and natural resources: providing consulting for our farmers, agroecology, researching new resistant crop varieties that require less water and fewer input products, preserving resources and biodiversity.

A SOCIALLY RESPONSIBLE ECOSYSTEM



CHALLENGE 6

GUARANTEEING THE SAFETY OF ALL TEAM MEMBERS, BOTH INTERNAL AND EXTERNAL TO THE COOPERATIVE, ENSURING A GOOD QUALITY OF LIFE IN THE WORKPLACE

Promoting good quality of life in the workplace and ensuring the health and safety of our employees and visitors to our sites thanks to a preventative and well-structured strategy: ensuring employee well-being, enabling remote working, anticipating and analysing accidental and chronic risks, implementing prevention programmes, safety behaviour visits, ergonomic assessment of workstations, raising awareness and training employees.

Helping our farmers improve the safety of their farms.

CHALLENGES 7 and 8

SUPPORTING EMPLOYEES THROUGH THESE TRANSFORMATIONS AND PROMOTING SOCIAL DIALOGUE

Developing our employees' skills to help them become active players in the Group's transformation towards new organisations and working methods, by implementing and enhancing the leadership model, training, in-house mobility and social dialogue, with an emphasis on close collaboration and transparency.

Giving our farmers the tools they need by enhancing training and helping them manage their challenges.

CHALLENGES 3 and 4

INTEGRATING GEOPOLITICAL CHALLENGES AND PROMOTING LOCAL DEVELOPMENT AND REGIONAL ROOTS

Creating value for all stakeholders in our regions and contributing to the economic, social and environmental development of our business areas by ensuring we integrate geopolitical risks: creating direct and indirect jobs, developing industries, implementing initiatives in our regions, developing short circuits, supporting self-operating subsidiaries, strategically managing 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 contract farming, creating new sectors to offer additional market opportunities and profitable, sustainable solutions for the future, implementing consulting and services, as well as redistributing a proportion of our financial results.

CHALLENGE 9

PROMOTING OUR VALUES AND ETHICS WITHIN OUR SPHERE OF INFLUENCE

Developing responsible behaviour by fostering an ethics culture within our ecosystem: ethics committee and charter, raising awareness among employees, the right to whistleblowing, preventing corruption and conflicts of interest, complying with regulations, respecting human rights and privacy, promoting diversity and equal opportunities and rolling out a sustainable procurement policy.

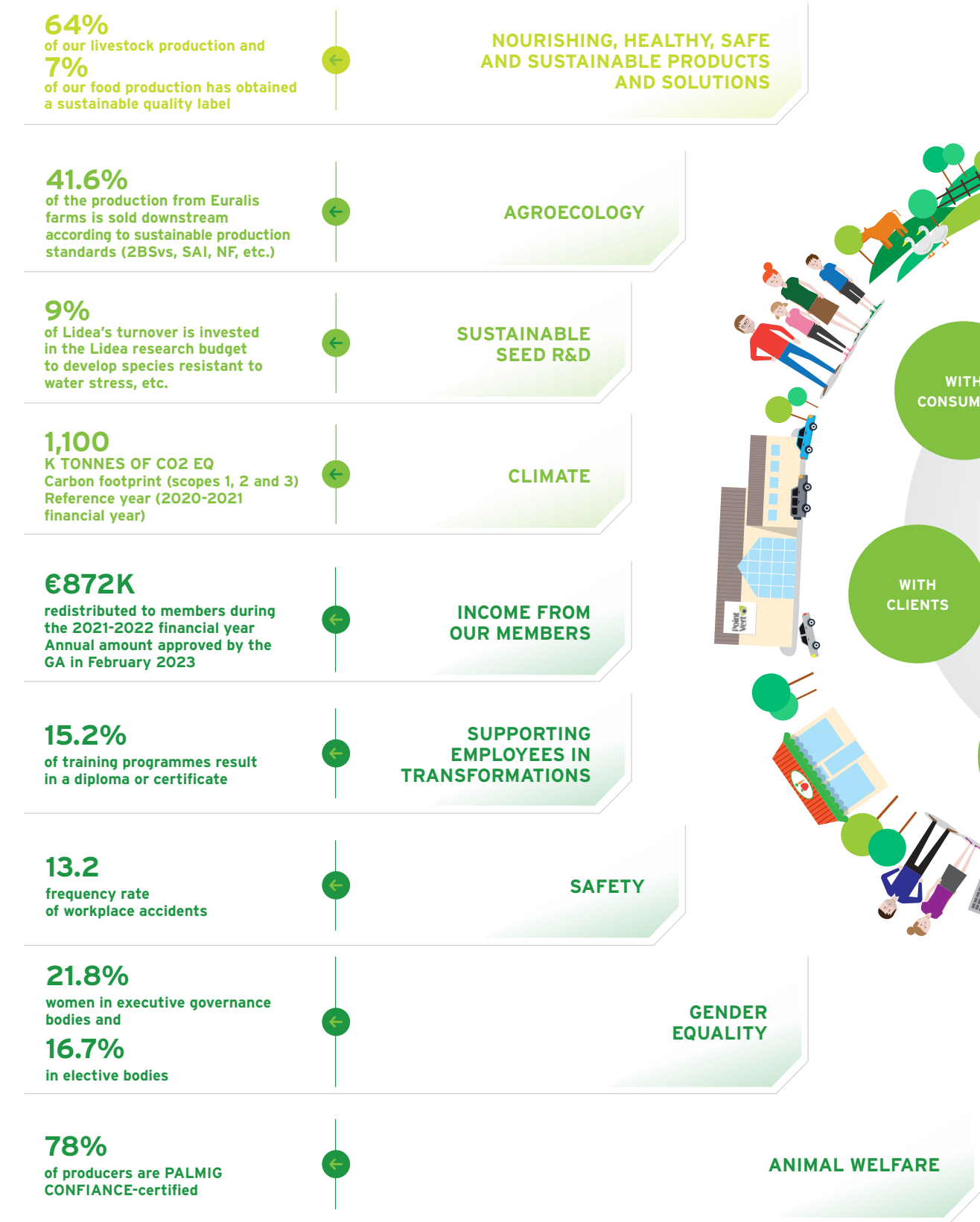
CHALLENGE 10

PROMOTING ANIMAL WELFARE AND HUMANE TREATMENT

Applying best practices in terms of animal welfare in our breeding and processing activities: Euralis's animal welfare charter and the associated 2025 roadmap, training programmes for breeders and technicians, environmental enrichment, access to outdoor grassy and wooded areas, and internal inspections based on our indicators.

OUR CHALLENGES AND PERFORMANCE IN 2022-2023

The Euralis Group is committed to sustainable agriculture in the regions where it operates. Its aim is to promote healthy, safe, high-quality food that is accessible to all and meets society's expectations as best as possible. To implement its strategies, the Group interacts with its ecosystem, consisting of board members, 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 effectiveness of its actions and measure their impact, the Group uses key performance indicators for each of the areas covered. These indicators are presented twice a year to the CSR Strategic Committee for its opinion and any necessary adjustments. The results below illustrate the initiatives undertaken. They mark a further step towards achieving our CSR ambitions for 2030.



CONCLUSION AND PROSPECTS

Over the course of the 2022-2023 financial year, the Euralis Group had to contend with an unstable context, which required its teams to adapt to be as agile as possible in the face of complex exogenous situations (tense geopolitical situation, effects of climate change, inflation, etc.). This also involves being alert to potential opportunities for innovation and partnerships and is a way to strengthen activities undergoing profound change.

Against this uncertain backdrop, the Group has successfully pursued the roll-out of its CSR policy, based on its three ambitions: working towards nourishing, sustainable agriculture and a socially responsible ecosystem. So we're staying the course and reinforcing it: now more than ever, we need to move towards sustainable, responsible agriculture and food in line with the strategic approach integrating climate issues. To live up to its ambitions, the cooperative is adapting, innovating and helping farmers to transform their farming practices. To do so, it offers them consultancy and services and value-added processes developed in partnership with its industrial clients. The cooperative is continuing its commitment to producing renewable energy, and is thus helping to make farms more resilient. It is also working to ensure that its sites produce their own energy and reduce their greenhouse gas emissions. Euralis also promotes a socially responsible ecosystem. Attentive to equal opportunities and parity in its teams, the Group is committed to the development and fulfilment of all its employees.

To maintain the momentum, a 2030 roadmap was defined during the year, with an action plan to achieve all these ambitions. The implementation of our CSR strategy is underway, covering all our challenges, which are monitored by key performance indicators and assessed by the CSR Strategic Committee every two years.



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