



Summary of the

# Non-Financial Performance Report

SEPTEMBER 2024 - AUGUST 2025

**euralis**  
GROWING YOUR TRUST

# Editorial

This Non-Financial Performance Report provides an overview of the Corporate Social Responsibility (CSR) actions undertaken by Euralis in the 2024-2025 financial year.

CSR continuously feeds into the cooperative's strategy. It helps us meet our stakeholders' expectations as best as possible by putting us at the heart of our ecosystem.

CSR is expressed through a policy developed by CSR Governance and approved by the Group's Governance. This policy is based on our three ESG pillars:

- **The Environment:** we are committed to minimising our carbon footprint, adapting to climate change and maintaining biodiversity in our regions by developing sustainable agriculture.
- **Society:** we are committed to preserving, developing and showcasing our human capital by acting as leaders for our community (employees and members/farmers) and collaborating with our partners in the regions where we operate, while remaining faithful to our vocation as food providers.
- **Governance:** we are committed to sustaining our business model by capitalising on our values as an agricultural cooperative in order to strengthen our resilience and develop a sustainable ecosystem.

Over the course of the 2024-2025 financial year, we had to contend with an ever-changing context marked once again by various crises: geopolitical (the ongoing conflict in Ukraine), climate-related (adverse weather conditions impacted our yields and increased production costs for our Agricultural and Seed Activities) and economic (the lingering impact of inflation on consumer spending and a crisis of confidence in the future).

In this context, the Euralis Group took action to improve its results in line with its roadmap established last year.

The Group is also committed to a major strategic project, the merger with Maïsadour, with the shared ambition to join forces and create a new solid cooperative to support farmers in Southwest France, as well as our employees and regions.

Lastly, the financial year was marked by major legal changes regarding our green energy production and Food and Agricultural Activities (Corporate Sustainability Reporting Directive and the Duplomb law, for instance). We adapted accordingly, by demonstrating resilience and postponing our roadmap objectives.

Several major projects were implemented throughout the financial year, which we are really pleased about. Examples include the multi-energy project in Lescar (biomass, solar and geothermal energy), the CERES project (a regional illustration of the agroecological transition), Lidea's establishment in new international markets and the product diversification of Rougié, which recently celebrated its 150 th anniversary.

In other good news, the recovery of the health situation for the duck, geese and broiler poultry sectors thanks to an effective vaccination campaign (even if new health crises in the cattle sector serve as a reminder that the situation is still delicate).

Our teams remain highly committed and driven by the cooperative's values and continue to support our objective to succeed together in the agricultural, food and energy transformations by developing innovative and sustainable products and solutions in the regions where we operate.



Christophe Congues  
President



Thomas Chambolle  
CEO

# PRESENTATION OF THE GROUP

Founded in 1936, Euralis is a pioneering food and agricultural cooperative group with a rich history. It consists of 4 major areas of activity:

-  **THE AGRICULTURAL DIVISION**  
(which includes Eurasolis)
-  **THE SEED DIVISION** (LIDEA)
-  **THE DUCK ACTIVITY**  
(Euralis Gastronomie)  
**AND THE DELICATESSEN ACTIVITY**  
(Stalaven Teyssier Boutot STB)
-  **THE PARTICIPATION AND DEVELOPMENT DIVISION**  
(Partnership activities)

## 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. Our ambition is to help farmers build the agricultural world of tomorrow, i.e. sustainable and multifaceted agriculture which meets societal and consumer expectations and guarantees an income for those who practice it. We also aim to promote access to healthy, safe and high-quality food to as many people as possible while 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\*



€1.4 billion  
in turnover



13 production sites



4,450 employees



7,900 farmers including  
5,269 member farmers



Sales  
to 120 countries  
and 5 continents



Established  
in 24 countries



1 port silo

\*All of the Group's activities



## STRATEGIC PRIORITIES AND MISSIONS

In the 2024-2025 financial year, we continued to roll out our strategy despite uncertain circumstances once again marked by climate challenges, volatile markets and new societal expectations. In this demanding context, which presents both risks and opportunities, we remained focused on our objectives and our actions were guided by a renewed sense of ambition.

**Our strategy is based on four priority areas, designed to strengthen our resilience and accelerate our transformations:**

- Tackling market challenges in order to steer the transformation of our member farms and activities and seize opportunities.
- Relying on our social and environmental CSR strategies which serve as the foundation for our activities' performance and long-term vision.
- Transforming our organisations, tools and processes to make them more efficient and agile.
- Completing our merger with the Maisadour cooperative to create a new robust cooperative which supports farmers in Southwest France, as well as our employees and regions at large.

**These strategic priorities are based on the three core missions which guide our long-term actions:**

- 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.

Of course, implementing this strategy also means clearly taking into account environmental and social issues, i.e. our corporate social responsibility (CSR).

## CSR HIGHLIGHTS

### JUNE

- 2nd edition of "Job Swap", where board members switch job roles for a day with an employee, who, in return, is invited onto their farm.



### DECEMBER

- The Energy Saving Certificate agreement for our energy efficiency projects (industrial refrigeration systems) was signed at the Yffiniac and Les Herbiers sites.



### NOVEMBER

- Euralis took part in Végétaelis, a trade fair focusing on plant-based innovations and the agroecological transition which brought together producers, researchers, and professional and political representatives in Pau.



### OCTOBER

- Launch of the "Décarbon'Action" and "ACT Step-by-Step" collective project for Euralis Gastronomie and Lidea.



### JUNE

- Melanoma screening and prevention campaign for the Group's employees in France.



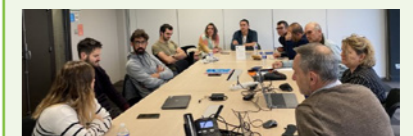
### APRIL

- During the World Day for Safety and Health at Work, all of the Group's Activities took action through training, practical workshops, etc. to raise awareness of this key theme among employees.



### DECEMBER

- One year on from winning the France 2030 call for expressions of interest for the CERES project, "local illustrations of agricultural and food transitions", Euralis carried out an initial progress report bringing together the project's pilot farms.



### OCTOBER

- Relay of Breast Cancer Awareness Month and Movember events at several Euralis sites (awareness-raising initiatives, solidarity walk, etc.).



# COOPERATIVE GOVERNANCE

Euralis governance is based on a two-headed model which guarantees a balance of power between farmer representatives and operational managers. This organisation ensures the clear separation of roles between the Euralis Board, which provides impetus and oversight, and the Executive Committee, which makes proposals and executes them.



## SPOTLIGHT ON THE VARIOUS GOVERNING BODIES AND THEIR RESPECTIVE MISSIONS

### THE BOARD OF DIRECTORS:

Validates the cooperative's strategy and ensures Managers follow strategic guidelines that respect the cooperative spirit

### THE GROUP'S EXECUTIVE COMMITTEE:

Proposes strategic orientations and ensures the success of the cooperative's operational management

### GOVERNANCE COMMITTEES:

Each of them ensures that governance runs as smoothly as possible in their specialist field

### REGIONAL COMMISSIONS:

Ensures successful regional management for members and local institutions



# CSR GOVERNANCE WHICH REFLECTS OUR COOPERATIVE IDENTITY

Euralis's CSR policy is at the heart of its strategy and operations. Euralis has adapted its CSR governance to increase agility and efficiency by ensuring a direct link between the Group's strategic vision and its in-the-field roll-out.

This governance is piloted by the CSR department, which reports to the Group's Director of Transformation and Strategic Development. Its role is to organise the CSR roadmap, monitor its performance and carry out non-financial reporting. This cross-functional management includes the steering of the CSR and Strategic Monitoring Committee and the CSR Operational Committee.

### The CSR and Strategic Monitoring Committee

ensures a link between elective and executive governance thanks to its mixed composition (board members and management committee members). Its main role is to guarantee that Environmental, Social and Governance (ESG) challenges are incorporated within the Group's overall strategy. To achieve this, it proposes priority areas for the CSR roadmap, supervises the roll-out of major projects and checks the relevance and reliability of non-financial information.

### The CSR Operational Committee,

its operational counterpart, is the linchpin of this strategy's implementation. Composed of key representatives from the various entities, it focuses on non-financial performance. Its members ensure the reliability of data collected for the NFPR and monitor performance indicators while sharing best practices.

The whole strategy is overseen by the Euralis Board which serves as the final validation body, in charge of approving key commitments and validating the strategic areas of the Group's CSR policy.

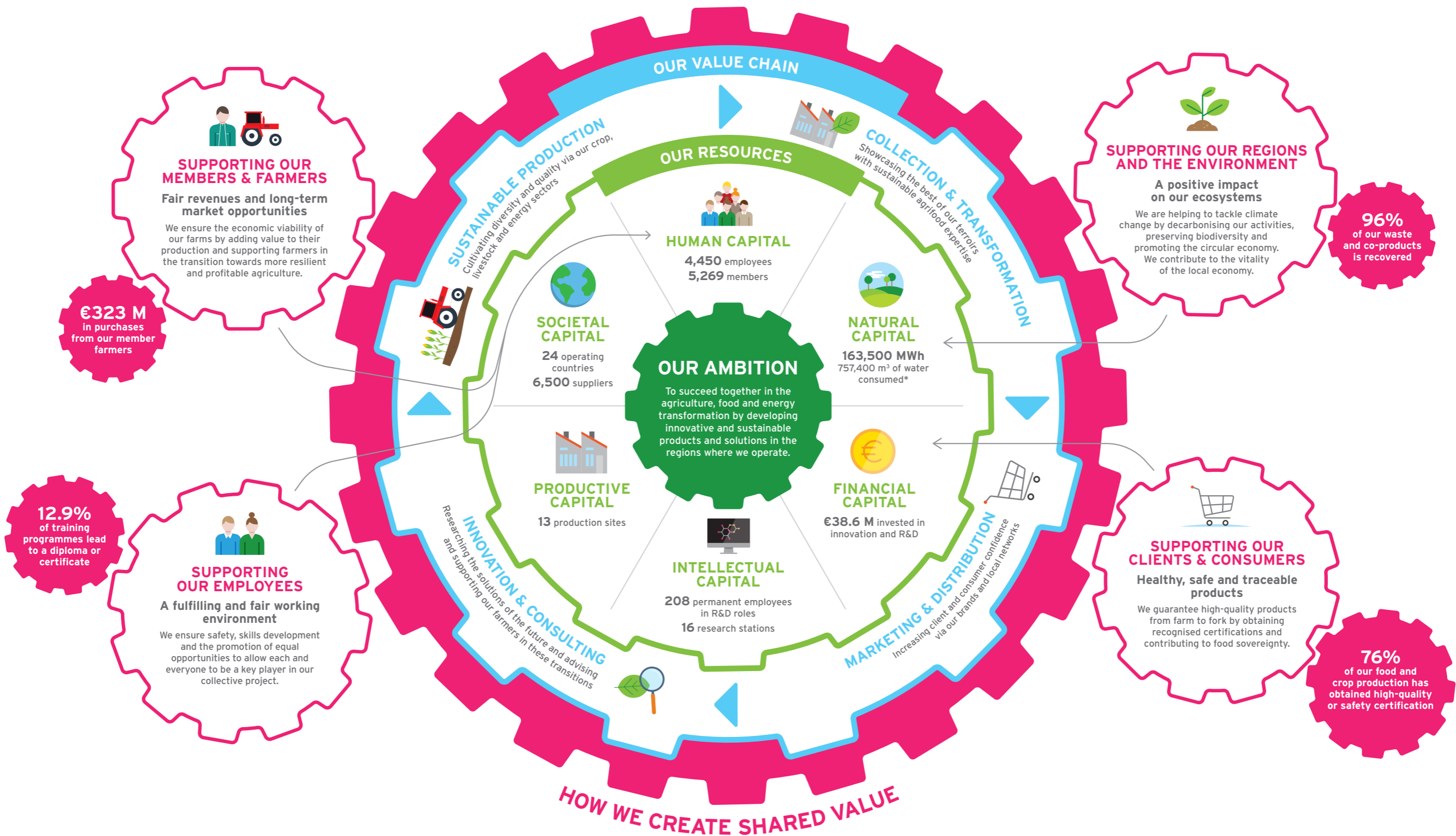
The strength of Euralis's CSR governance lies in this dual model: elective governance, rooted in cooperative democracy, and executive governance, ensuring the agile and efficient implementation of actions. This organisation helps Euralis create a robust CSR policy and efficiently transform its ambitions into tangible actions.

# OUR BUSINESS MODEL

## FROM FARM TO FORK

resources, impacts and value creation

By bringing together all its human, environmental, financial, intellectual, productive and social resources, the Group aims to create added value shared with all its stakeholders in the regions where it operates.



\* Scope France - industrial sites

## Agricultural Division

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.

**428**  **534**   
MILLION EUROS IN TURNOVER EMPLOYEES

### OUR ACTIVITIES

- Vegetable sectors: grains, vegetables, pulses, seeds, kiwifruit.
- Livestock sectors: poultry, ducks & geese, cattle, animal feed.
- Energy sector: biofuels, solar energy, agrivoltaics, biogas production.
- 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).

 **A MAJOR EUROPEAN OPERATOR ON THE MAIZE MARKET**

 **634,000 TONNES**  
OF GRAINS AND OLEAGINOUS SEEDS SOLD

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

 **7,900 FARMERS**  
INCLUDING ABOUT 1,400 RECEIVING CONSULTING SERVICES

Data for the fiscal year - Scope: France and abroad

## Duck Activities and Delicatessen Activities

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

**460**  **1,952**   
MILLION EUROS IN TURNOVER EMPLOYEES

### OUR ACTIVITIES

- Breeding ducks for foie gras under three labels: French production, IGP Sud-Ouest 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 agricultural supply groups (cooperatives and independent structures).



 **A KEY PLAYER IN DUCK PRODUCTION**

## Seed Division: Lidea

Lidea designs and offers tailored and sustainable multi-species seed solutions close to our ecosystem, which create added value for producers all year round.

**470**  **1,847**   
MILLION EUROS IN TURNOVER EMPLOYEES

**€34.5 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

**16** RESEARCH STATIONS  
IN EUROPE AND SOUTH AMERICA

Data for the fiscal year - Scope: France and abroad

## Participation and Development Division

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

**46**  **228**   
MILLION EUROS IN TURNOVER 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 2025 UNDER THE GÉANT VERT AND BONDUELLE BRANDS

**42,000 TONNES OF SOYBEANS CRUSHED** 

# OUR CHALLENGES AND CSR COMMITMENTS

## A CONTINUOUS IMPROVEMENT PLAN BASED ON THE MAIN CHALLENGES FACED BY OUR ACTIVITIES AND STAKEHOLDERS

Euralis’s commitments towards sustainable development are based on a rigorous and proactive risk management strategy. This approach helps us to anticipate the issues of tomorrow and build a future which integrates sustainability challenges for our activities and regions at large.

Launched in 2014, our risk management strategy relies on an in-depth analysis of our environment. This methodical, iterative approach allows us to identify, assess and prioritise the financial and non-financial risks that the Group is exposed to. In 2018, it was complemented by an initial analysis of our stakeholders’ expectations. Substantiated by our expanded list of risks and opportunities, this initiative has allowed us to identify and prioritise the Group’s challenges within our materiality matrix.

This matrix, which is the cornerstone of our CSR policy, is updated when significant changes in our internal and external context arise. It has thus been revised several times, as follows:

- In 2021, to take into account the transformation of our activities following the choice of consulting, and our merger with the Caussade Semences Group.
- In 2022, in response to the conflict in Ukraine which required us to re-evaluate our challenges;
- In 2023, adjustments were made to refine the most significant challenges, both for the Group and for stakeholders, particularly placing climate-related issues at the heart of our concerns and strategic decisions.

Last year, in light of regulatory changes linked to CSRD, we decided to organise our Non-Financial Performance Report around three ESG pillars (Environment, Social, Governance). We have maintained this organisation this year since it provides a clear overview of our actions.

The regulatory context changed throughout the financial year. Adopted in spring 2025, the DDADUE law, which transposes the “Stop the Clock” European Energy Efficiency Directive into French law, officially delayed the implementation schedule for companies in our category by two years. In light of this postponement (the first CSRD report is now expected in 2028 for data collected in 2027), we decided not to revise our analysis based on the principle of double materiality for this financial year.

Seven crucial issues and three major issues emerge, forming the framework of the NFPR.

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

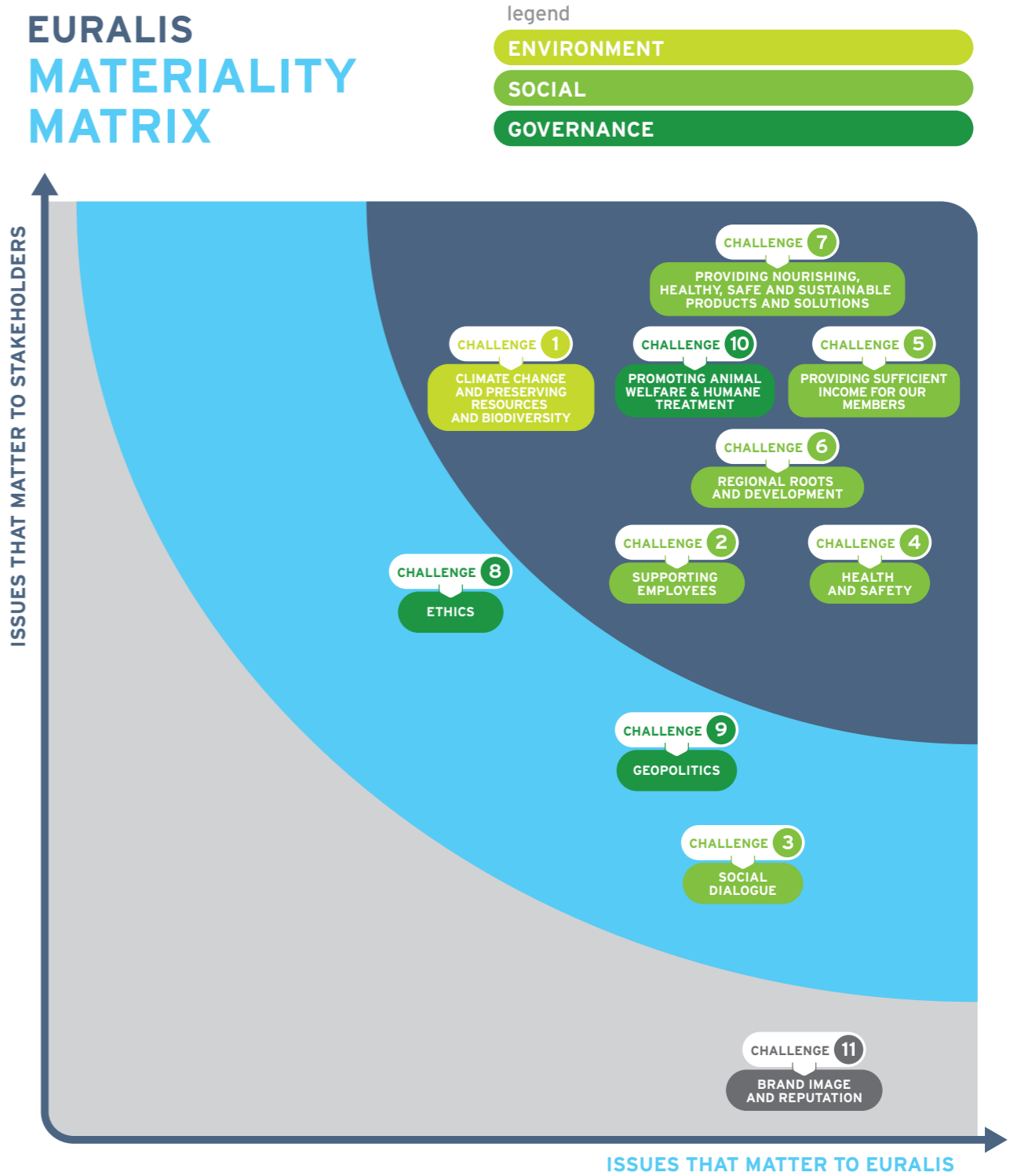
We did, however, proceed with the annual review of our single materiality matrix, in compliance with our methodology. This analysis confirms that given the absence of any significant changes in our internal or external context over the past financial year, the challenges identified and their prioritisation remain relevant.

Our materiality matrix continues to guide our priorities and the organisation of our report. We are, of course,

keeping a close eye on the finalisation of reporting standards (ESRS) to help us best adapt our methodology in the financial years to come.

As is the case every year, the methodology and indicators presented in the NFPR reference document are guaranteed by an independent third-party organisation.

## EURALIS MATERIALITY MATRIX



# OUR CSR COMMITMENTS

## A POLICY BASED ON OUR THREE PILLARS



In keeping with our mission, we have defined a policy to guide our Corporate Social Responsibility policy. This policy is built around the ESG pillars and is reflected in concrete commitments involving all our stakeholders in our value chain.

We are committed to healthy, safe and sustainable food and agriculture that is local and diverse. To achieve this, we rely on innovation, supporting farmers and value-added supply chains.

### ENVIRONMENT

Euralis is committed to combatting climate change and maintaining biodiversity locally by developing sustainable agriculture.



#### CHALLENGE 1

#### ACTING IN LIGHT OF CLIMATE CHANGE TO PRESERVE RESOURCES AND BIODIVERSITY

Decarbonising our activities by reducing our direct and indirect emissions through a science-based strategy: boosting renewable energy production (solar energy, agrivoltaics, biogas, biofuel), implementing energy conservation and efficiency strategies on our farms and production sites, developing low-carbon agricultural practices (regenerative agriculture).

Promoting sustainable industrial and agricultural practices that respect the environment, natural resources and biodiversity: supporting our farmers, developing sustainable sectors, researching new resistant crop varieties that are more cost-effective (input products, water), managing water resources, promoting the circular economy.

### SOCIAL

Euralis is committed to preserving, developing and making the most of its human capital by being leaders in its community (employees and members/farmers) and through interaction with its partners locally while remaining faithful to its vocation as a food provider.



#### CHALLENGES 2 and 3

#### SUPPORTING EMPLOYEES THROUGH TRANSFORMATIONS, FOSTERING SOCIAL DIALOGUE AND PROMOTING EQUAL OPPORTUNITIES

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 and in-house mobility.

Ensuring high-quality social dialogue and guaranteeing diversity and equal opportunities within our cooperative, in a spirit of community, transparency and fairness.

Giving our farmers the tools they need to enhance training and helping them manage their challenges.

#### CHALLENGE 4

#### 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.

#### CHALLENGE 5

#### PROMOTING THE COOPERATIVE'S ACTIVITIES LOCALLY AND ENSURING A SATISFACTORY INCOME FOR OUR MEMBERS

Boosting the vitality of our catchment areas, as close as possible to our members and our regions, and guaranteeing the long-term economic viability of our members' farms: grassroots initiatives via themed meetings and field visits, creating new sectors offering additional outlets and profitable, sustainable solutions for the future, supporting farmers and redistributing part of the financial results, transmission of farms, etc.

#### CHALLENGE 6

#### 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: creating direct and indirect jobs, developing local production and short distribution channels and sporting and cultural partnerships.

#### CHALLENGE 7

#### CONTRIBUTING TO FOOD SOVEREIGNTY AND OFFERING OUR CUSTOMERS AFFORDABLE, HEALTHY, SAFE AND SUSTAINABLE PRODUCTS

Implementing our vocation to produce foodstuffs and offer customers and consumers high-quality, healthy, safe and sustainable products and services: crops and livestock, duck and delicatessen food products, and developing protein-rich seed varieties, recognised certification and labelling of our activities (sites and production), obtaining official quality, origin and sustainability certification, superior products (in taste and nutrition), developing short distribution channels.

### GOVERNANCE

For greater resilience, Euralis is committed to making its business model sustainable by capitalising on its values as an agricultural cooperative, aiming to develop a responsible ecosystem.



#### CHALLENGE 8

#### 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 and rolling out a sustainable procurement charter.

#### CHALLENGE 9

#### DRIVING REGIONAL GOVERNANCE AND INTEGRATING GEOPOLITICAL ISSUES

Managing the cooperative while respecting the specific features of our governance model and taking care to integrate geopolitical risks: two-headed governance, leadership of the various dedicated bodies (Committees, General Assembly, Section Meetings, etc.), preservation of the democratic principle of a "1 person = 1 vote" cooperative, renewal of the generations of future directors, operating autonomy of our subsidiaries, geopolitical risk management strategy, etc.

#### 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 following the associated action plans, training programmes for breeders and technicians, environmental enrichment and access to outdoor grassy and wooded areas.

OUR CHALLENGES and  
OUR PERFORMANCE  
2024-2025

The Euralis Group is committed to sustainable agriculture in the regions where it operates. It promotes healthy, safe and high-quality food that meets consumer expectations as best as possible. To implement its strategies, the Group works alongside its stakeholders, consisting of board members, member farmers, clients, employees, partners and consumers. Euralis is committed to tackling these issues and has defined a multi-year roadmap to act on the associated challenges and risks.

To ensure the effectiveness of its actions and measure their impact, the Group uses key performance indicators (KPI) for each of the areas covered.

The table below illustrates the performance of the KPIs Euralis had set itself for the 2024-2025 financial year.

ENVIRONMENT		
CHALLENGES	KEY PERFORMANCE INDICATOR	RESULT 2024-2025
CHALLENGE 1 Acting in light of climate change to preserve resources and biodiversity	CARBON FOOTPRINT (SCOPE 1, 2 ET 3) REFERENCE YEAR (2020-2021 FINANCIAL YEAR)	1,100 KTONNES CO2 EQ
	ANNUAL ENERGY CONSUMPTION (GAS, ELECTRICITY AND PROPANE)	179,500 MWh
	SOLAR PANELS INSTALLED BY EURALIS AT MEMBERS' FARMS	19.0 MWC
	% OF CULTIVATED AREAS OF EURALIS FARMS MANAGED BY FARMERS RECEIVE ANNUAL CONSULTING (TRANSITION TO AGROECOLOGY)	52%
	% OF LIDEA'S TURNOVER IS INVESTED IN DEVELOPING VARIETIES THAT ARE RESISTANT TO WATER STRESS, ETC.	7.3%
	% OF PRODUCTION FROM EURALIS FARMS IS SOLD DOWNSTREAM ACCORDING TO SUSTAINABLE PRODUCTION STANDARDS (2BSVS, SAI, NF, GAÏA, ETC.)	35%
	% OF THE VEGETABLE AND SEED CONTRACTUAL PRODUCTION AREA BENEFITS FROM IRRIGATION CONTROL	59%
	% RECOVERY OF WASTE AND CO-PRODUCTS	96%
	% REDUCTION OF TFI RECOMMENDATIONS ESTABLISHED BY OUR ADVISORS TO EURALIS FARM'S FARMERS COMPARED TO 2021	-13.9%

SOCIAL		
CHALLENGES	KEY PERFORMANCE INDICATOR	RESULT 2024-2025
CHALLENGE 2 Supporting employees through transformations	% OF MANAGERIAL POSITIONS (PEOPLE WITH HIERARCHICAL RESPONSIBILITIES) WERE FILLED INTERNALLY	87%
	% OF TRAINING PROGRAMMES RESULT IN A DIPLOMA OR CERTIFICATE	12.9 %
CHALLENGE 3 Fostering social dialogue and promoting equal opportunities	ARRANGEMENTS OR AGREEMENTS BEYOND COLLECTIVE BARGAINING AND REGULATIONS	33
	MEETINGS WITH IRTS	428
	% OF MANAGEMENT COMMITTEES (EURALIS'S EXECUTIVE GOVERNANCE BODIES), ARE MADE UP OF WOMEN	25%
	% OF EURALIS BOARD MEMBERS ARE WOMEN	17.4%
	GENDER EQUALITY INDEX	78 TO 93
CHALLENGE 4 Guaranteeing the safety of all team members, both internal and external to the cooperative, ensuring a good quality of life in the workplace	FREQUENCY RATE OF ACCIDENTS WITH SICK LEAVE	10.1
CHALLENGE 5 Promoting the cooperative's activities locally and ensuring a satisfactory income for our members	REDISTRIBUTED TO MEMBERS DURING THE 2023-2024 FINANCIAL YEAR	€0 K
CHALLENGE 6 Promoting the development of regional roots	TABLE DES PRODUCTEURS' TURNOVER	€11 M
	OF SOUTHWEST FRANCE PRODUCTION (IN TONNES) IS DISTRIBUTED LOCALLY	53%

SOCIAL		
CHALLENGES	KEY PERFORMANCE INDICATOR	RESULT 2024-2025
CHALLENGE 7  Contributing to food sovereignty and offering our customers affordable, healthy, safe and sustainable products	% OF THE CULTIVATED AREAS OF EURALIS FARMS ARE UNDER CONTRACT (INCLUDING THE HECTARES OF SEED PRODUCTION)	31%
	% OF OUR FOOD AND CROP PRODUCTION HAS OBTAINED FOOD SAFETY CERTIFICATION	76%
	% OF HECTARES OF CONTRACTUALISED MAIZE ANALYSED WITH A HEALTH RISK PREDICTION TOOL (E.G. MYCOTOXINS, BACTERIA, ETC.)	11.0%
	% OF LIVESTOCK PRODUCTION (POULTRY SECTOR) IS SUSTAINABLE QUALITY LABELS CERTIFIED	99%
	% OF LIVESTOCK PRODUCTION (DUCKS AND GEESE SECTOR) IS SUSTAINABLE QUALITY LABELS CERTIFIED	47%
	% OF LIVESTOCK PRODUCTION (CATTLE SECTOR) IS SUSTAINABLE QUALITY LABELS CERTIFIED	4.5%
	% OF FOOD PRODUCTION (DELICATESSEN MEAT SECTOR) IS SUSTAINABLE QUALITY LABELS CERTIFIED	1.6%
	% OF FOOD PRODUCTION (DUCK SECTOR) IS SUSTAINABLE QUALITY LABELS CERTIFIED	12.0%

GOVERNANCE		
CHALLENGES	KEY PERFORMANCE INDICATOR	RESULT 2024-2025
CHALLENGE 8  Promoting our values and ethics within our sphere of influence	% OF SUPPLIERS (PURCHASES IN FRANCE) SUBJECTED TO COMPREHENSIVE AND VALIDATED DUE DILIGENCE	46%
CHALLENGE 9  Driving regional governance and integrating geopolitical issues	UNDEFINED	/
CHALLENGE 10  Promoting animal welfare and humane treatment	% OF PRODUCERS ARE PALMI G CONFIANCE-CERTIFIED	71%
	% OF FARMS OFFER OUTDOOR SPACE TO ALL ANIMALS	99.8%
	% OF FARM REPRESENTATIVES ARE TRAINED IN ANIMAL WELFARE	92%

# CONCLUSIONS AND PROSPECTS

In the 2024-2025 financial year, the Euralis Group continued to operate in a complex context driven by geopolitical crises, adverse weather conditions that hindered yields and the long-lasting impact of inflation on consumption, all of which strongly influenced business operations.

Once again, Euralis took action and demonstrated its agility. In line with its commitments, **the Group continued to implement action plans derived from its CSR policy, based on three core pillars.**

**On the Environmental front**, the Group has fulfilled its climate and energy efficiency commitments, as demonstrated by **the launch of the multi-energy project** (biomass, solar and geothermal energy) **at the Lescar site**. At the same time, it has continued to support the agricultural transition, particularly through **innovations towards more resilient agriculture**. Lastly, Euralis has stepped up its efforts to preserve resources via **enhanced water management** and by continuing to **develop eco-friendly packaging**.

**On the Social front**, Euralis has focused on boosting its human capital, including its employees, members and farmers. Emphasis has been placed on **supporting transformations** (via training and talent management) and **improving workplace equality**, particularly with the **Oxygène project**. The financial year was also marked by an **improvement in the Group's performance regarding safety** and the **recovery of the health situation for its poultry sectors**, a challenge requiring significant resilience on behalf of farmers and its regions at large.

**In terms of Governance**, Euralis has been committed to strengthening the resilience of its model and developing a responsible ecosystem. This is reflected in strategic decision-making such as the **merger with Maisadour**. At the same time, the compliance framework was strengthened via **dedicated ethical policies** (conflicts of interest, presents and invitations) and the **roll-out of a new**

**tool to evaluate supplier risks** to better manage the Group's sphere of influence.

Thanks to these three ESG pillars, the Group is continuing to structure its strategy. For the 2025-2026 financial year, the main challenge will be to keep rolling out our action plan for our major and crucial challenges, while integrating the issues and opportunities that could arise from our merger with Maisadour. This will be the occasion to consolidate our 2030 roadmap and turn our ambitions into a reality, always in line with our purpose, i.e. succeeding together in the agricultural, food and energy transformations while developing innovative and sustainable products and solutions in the regions where we operate.





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[www.euralis.fr](http://www.euralis.fr)

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