



SUMMARY OF THE

NON-FINANCIAL PERFORMANCE REPORT

SEPTEMBER 2023 - AUGUST 2024

Editorial

Our 2023-2024 Non-Financial Performance Report summarises all the actions taken by the cooperative to live up to its ambitions to promote the development of sustainable, diverse and healthy agriculture and food.

More than ever, Corporate Social Responsibility (CSR) is at the heart of Euralis's strategy. First and foremost, it helps improve the commitment of our employees by giving them a sense of meaning. It then helps us to meet the expectations of all our stakeholders as best as possible by reminding us of the importance of our ecosystem. More generally, it feeds the three pillars of the policy dedicated to it:

- Environmental Matters: we are committed to combatting climate change and maintaining biodiversity in our region by developing sustainable agriculture.
- Social Matters: we are committed to preserving, developing and enhancing our human capital by being leaders in our community (among employees and members/farmers) and by interacting with our local partners, 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 to strengthen our resilience and develop a responsible ecosystem.

Over the year, the environment in which we operated was once again turbulent and complex to understand. The crisis in Ukraine continued, inflation persisted and adverse climatic events multiplied. At the same time, the bird flu vaccine has proved effective. Eurasolis, our subsidiary specialising in the production of green energy, continued to expand. Our eco-farming practices have expanded. Once again, we can confirm that the Euralis collective responded efficiently in such circumstances, always driven by our cooperative's values.

Climate change reminds us of how the urgent need to act is a key factor in our social responsibility. We are thus continuing to roll out our decarbonisation and sustainability initiatives across the board. In particular, we are working on obtaining SBTi (Science-Based Targets Initiative) certification for our approach, which should take place within the next two years. This is a way of framing our commitments and formalising our roadmap with ambitious, scientifically-based emission reduction targets.

The Board of Directors supports us in this sense and is demanding that our action plans are implemented, convinced of the need to move towards more sustainable agricultural practices.

With this in mind, we are preparing to integrate the new Europe-wide CSRD (Corporate Sustainability Reporting Directive). Within two years, it will impose new, stricter and more detailed non-financial reporting obligations. We will be required to produce an annual sustainability report covering Environmental, Social and Governance (ESG) aspects. We are starting to inject these three areas of focus into the current NFPR, and we are well on the way to having them ready by 2026.



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 consists of three major areas of activity:

 **THE AGRICULTURAL DIVISION** (which includes Eurasolis)

 **THE SEED DIVISION: LIDEA**

 **DUCK ACTIVITIES 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 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*



€1.36 billion in turnover



16 production sites



4,881 employees



8,000 farmers including 5,461 member farmers



Sales to 120 countries and 5 continents



Established in 16 countries



1 port silo



8 logistics platforms

*All of the Group's activities

MISSIONS

Euralis operates in a complex and changing ecosystem: ongoing geopolitical and health crises, a worsening climate crisis, ever-increasing consumer expectations in terms of traceability, quality and sustainability, an agricultural sector facing challenges, persistent inflation, and so on.

Against this backdrop, which is synonymous with both threats and opportunities, our cooperative Group's missions remain unchanged:

- 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

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).

THE BOARD OF DIRECTORS:
Validates the cooperative's strategy and ensures Managers follow strategic guidelines that respect the cooperative spirit

THE GROUP'S STRATEGIC 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 HIGHLIGHTS

MAY 2023
Launch of the Oxygène Project devoted to professional equality within Euralis (in-house survey, workshops and combined action plan).

OCTOBER 2023
Another edition of the 'Pink October' event at several Euralis sites, with the organisation of individual appointments with midwives.

NOVEMBER 2023
Launch of the 'Our traditions have a future' grant to support projects run by duck producers committed to animal welfare and sustainable practices

APRIL 2024
Finalisation of the collective project with Pact'Alim based on Ademe's 'ACT Step by Step' methodology to put climate issues at the heart of the Agricultural Division's strategy.

APRIL 2024
Euralis wins the France 2030 call for expressions of interest for the CERES project, 'local demonstrators of agricultural and food transitions'.

MAY 2024
Eurasolis celebrates its third anniversary, with 150 projects signed and 10 solar power plants already commissioned

JUNE 2024
Our Group's SBTi commitment, confirming our determination to structure our ambitious decarbonisation strategy

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
 - 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 compliance 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

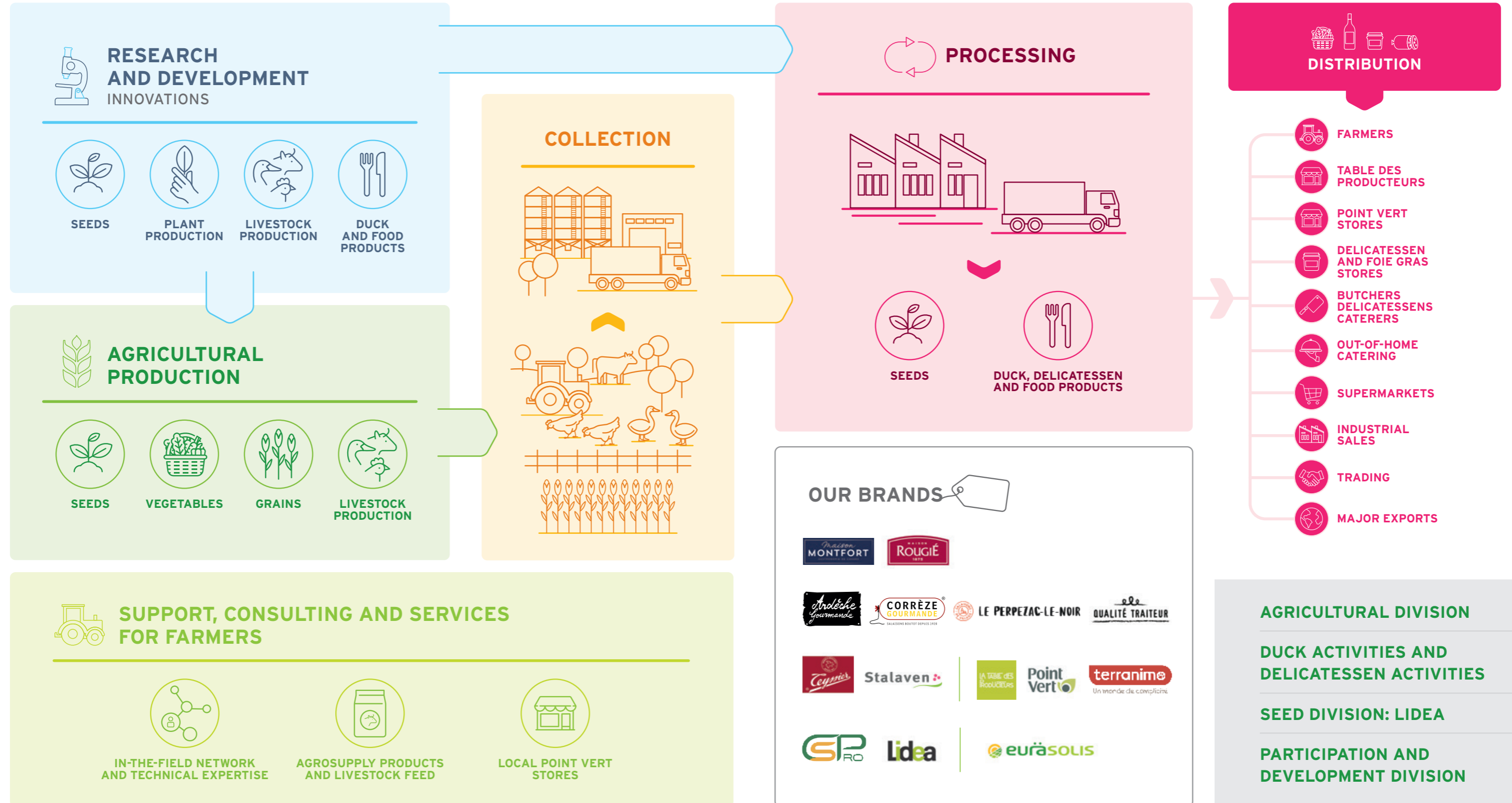


Euralis structures its CSR policy by combining elected governance, rooted in cooperative democracy and pragmatism, and executive, agile and efficient governance. This approach enables our Group to define ambitious objectives in terms of social, societal and environmental performance while ensuring their effective implementation.

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

By mobilising all its human, environmental, financial, intellectual, production and social resources, the Group strives to create shared value with all its stakeholders in the regions where it operates.

OUR RESOURCES



In response to the expectations of its members and customers, Euralis offers a complete range of products and services adapted to the challenges of the agricultural world and the food industry. Aware of the importance of preserving the environment, the Group is mobilising all its resources, from farm to fork, to support its vision of sustainable, high-performance agriculture and industry. Committed to developing value-added supply chains, it relies on its community of members, farmers, employees and suppliers to ensure production at its various sites.



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

OUR IMPACT AND VALUE CREATION



With a turnover of 1.36 billion euros in the 2023-2024 financial year, Euralis is generating numerous positive impacts across its entire value chain. Indeed, our cooperative contributes to local economic development through the direct and indirect employment it generates, as well as to the development of eco-friendly practices, all while contributing to food resilience. The resulting economic, social and environmental benefits are enjoyed by all our stakeholders, including cooperative members, farmers, employees, suppliers, consumers and clients.



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

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.

552 MILLION EUROS IN TURNOVER  **584** 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).

OUR PARTNERSHIPS: Bonduelle and Géant Vert

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

 **667,000 TONNES OF GRAINS AND OLEAGINOUS SEEDS SOLD**

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

 **8,000 FARMERS INCLUDING ABOUT 1,600 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.

434 MILLION EUROS IN TURNOVER  **2,066** EMPLOYEES 

OUR ACTIVITIES

- Breeding ducks for foie gras under three 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 agricultural supply groups (cooperatives and independent structures).

 **A KEY PLAYER IN DUCK PRODUCTION**

THE LEADING DISTRIBUTION NETWORK FOR LOCAL RETAILERS

Data for the fiscal year - Scope: France and abroad

Seed Division: Lidea

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

448 MILLION EUROS IN TURNOVER  **2,091** EMPLOYEES 

€37.5 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**

17 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.

87 MILLION EUROS IN TURNOVER  **222** 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**

500 COOPERATIVE MEMBERS PRODUCED SWEETCORN AND GREEN VEGETABLES IN 2024 UNDER THE GÉANT VERT AND BONDUELLE BRANDS

40,900 TONNES OF SOYBEANS CRUSHED 

Data for the fiscal year - Scope: France and abroad

OUR CHALLENGES AND CSR COMMITMENTS

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

On the strength of its commitment to sustainable development, Euralis has put in place a rigorous and proactive approach to risk management, enabling it to anticipate tomorrow's challenges and build a more sustainable future.

Since 2014, Euralis has implemented a risk management approach based on an in-depth analysis of its environment. This methodical, iterative approach makes it possible to identify, assess and prioritise the financial and non-financial risks to which the Group is exposed.

In 2018, this was supplemented by an initial analysis of our stakeholders' expectations. Together with an expanded list of our risks and opportunities, this step has enabled us to identify and prioritise the Group's challenges within our materiality matrix.

As the cornerstone of our approach, the matrix is updated in the event of significant internal or external changes to our business sector.

In 2021, an initial review incorporated the transformation of our activities, with the choice of consulting and our merger with the Caussade Semences Group.

The consequences of the conflict in Ukraine in 2022 subsequently led to a reassessment of our materiality matrix.

Finally, in 2023, adjustments were made to refine the most significant challenges for both the Group and its stakeholders. As one of the major challenges of our time, climate issues are now at the heart of our concerns and are guiding our strategic decisions.

This year, we began work on a dual materiality analysis in anticipation of the future implementation of the Directive on the publication of sustainability information by companies, known as the CSRD within our cooperative. The initial results confirm the positioning of the issues in our current matrix.

Following this new regulation, one of our first decisions was to structure our Non-Financial Performance Statement, Euralis's reference document, around the three ESG pillars.

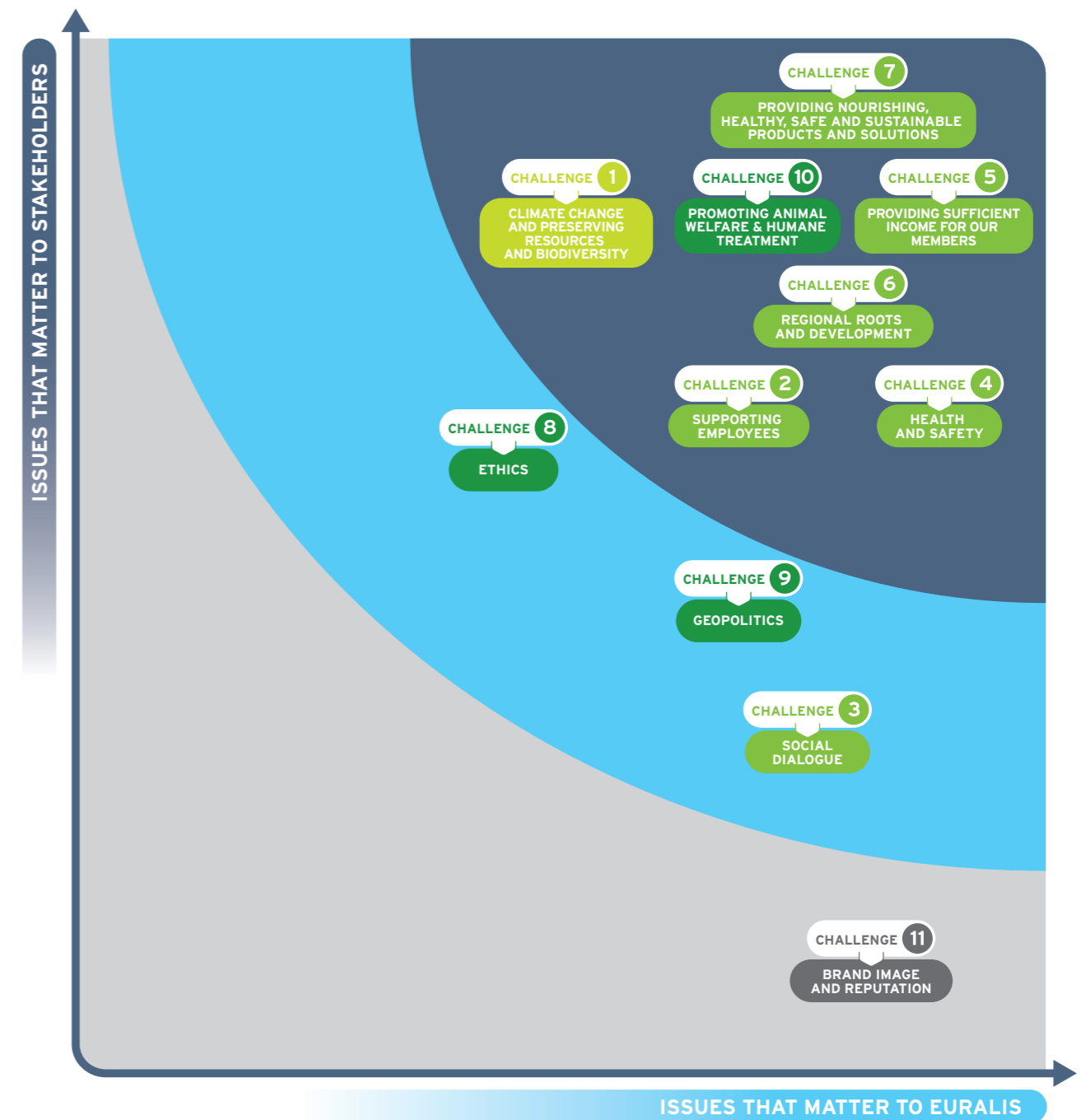
Our strategy and indicators are presented in the NFPR reference document and are guaranteed annually by an independent third-party organisation.

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

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

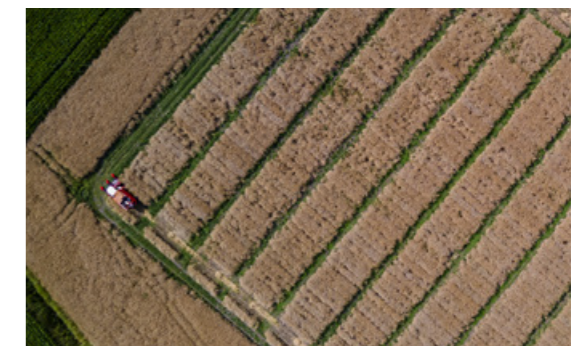


EURALIS MATERIALITY MATRIX



Legend

- ENVIRONMENT
- SOCIAL
- GOVERNANCE



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

Reducing the impact of our direct and indirect emissions by decarbonising our activities in line with the SBTi commitment: developing renewable energy and low-carbon sectors (solar energy, agrivoltaics, biogas production, biofuels, etc.) 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: supporting our farmers, regenerative agriculture, researching new resistant crop varieties that require less water and fewer input products to preserve resources and biodiversity.

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

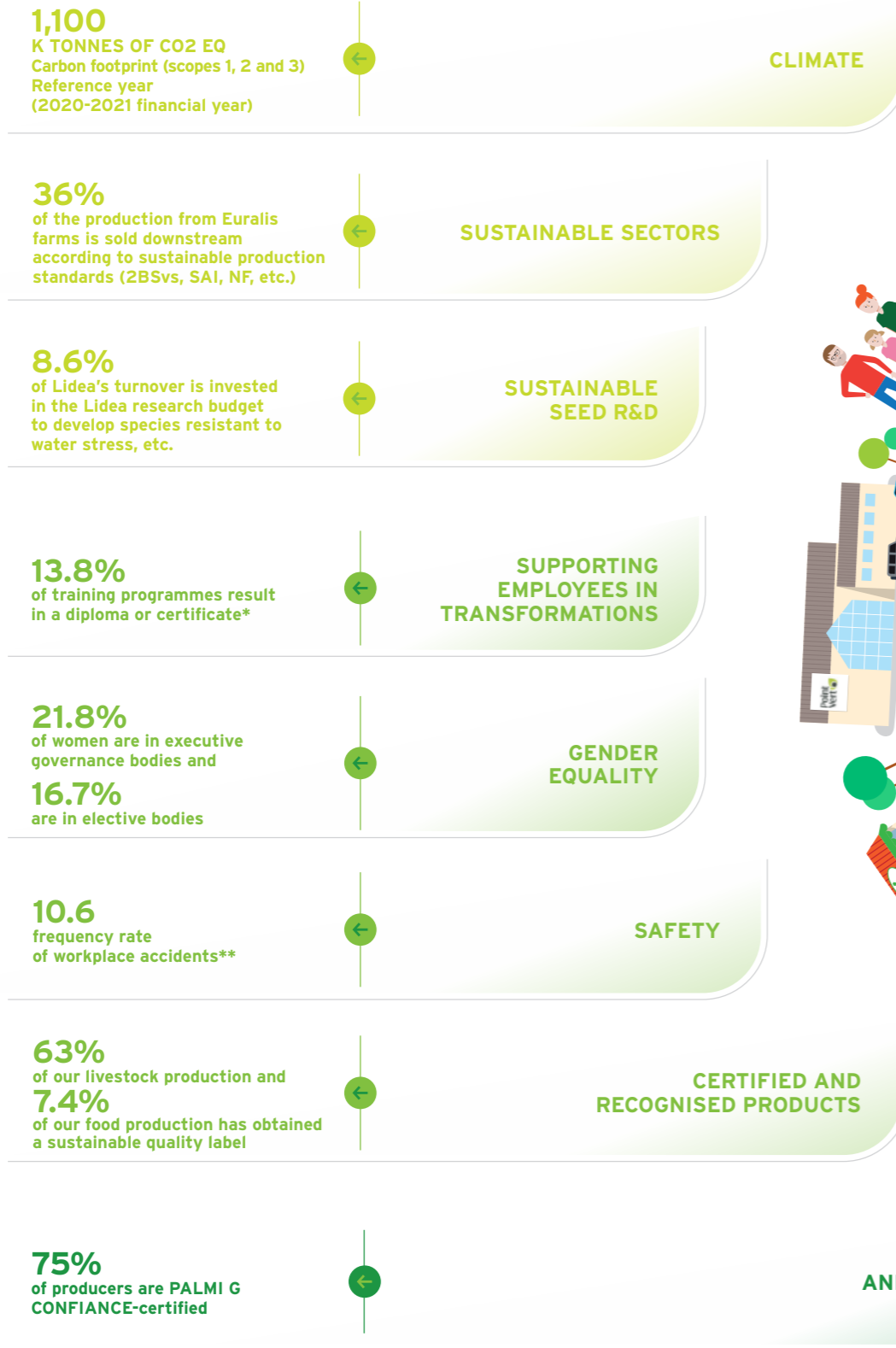
PROMOTING ANIMAL WELFARE AND HUMANE TREATMENT

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, OUR 2023-2024 PERFORMANCE AND OUR PROSPECTS (CSRD)

The Euralis group is committed to sustainable agriculture in the regions where it operates. It promotes healthy, safe, high-quality food that best meets consumer expectations. To implement its strategies, the Group interacts with stakeholders, 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. The results below illustrate the initiatives undertaken. They mark a further step towards achieving our CSR ambitions for 2030.



CONCLUSION AND PROSPECTS

During the 2023-2024 financial year, the Euralis Group operated in a still-changing environment (persistent inflation, ongoing geopolitical crises, effects of climate change, etc.) which had a major impact on the way business was conducted. Once again, the Euralis collective has been able to mobilise and demonstrate its agility to limit the effects of these external factors, which are complex to understand in each of our activities.

In spite of this, Euralis has remained true to its commitments, keen to implement the action plans associated with its CSR policy, which is based on three pillars.

The first of these pillars is the environment. The Group is committed to combatting climate change and maintaining biodiversity locally by developing sustainable agriculture. To this end, it has begun a process of decarbonising its activities and is continuing to develop a policy of energy production and efficiency. It also encourages regenerative agriculture and supports farmers in changing their practices, in particular through consultants and the channels available to them. This is also a way of preserving biodiversity.

The second pillar is social aspects. 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. As part of its commitment to equal opportunities, the Group is attentive to the development and fulfilment of its employees.

The final pillar is governance. The cooperative is committed to making its business model sustainable by capitalising on its values as an agricultural cooperative to strengthen its resilience and develop a responsible ecosystem.

With these three pillars (ESG), our Group is preparing to integrate the new European Directive on the publication of sustainability information by companies (CSRD). The current momentum should enable it to achieve this by 2026. It will also be an opportunity to consolidate our roadmap for 2030 and turn our ambitions into a reality.

* over the 2023 calendar year / ** employees of companies included in the scope of our NFPR (see Methodological note)



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