

**2025**  
**Corporate Social**  
**Responsibility**  
**Report**

**Statement of Non-Financial**  
**Performance**

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# NOTE OF INTENT

This Statement, for the financial year ended June 30, 2025, is structured in such a way as to anticipate the consideration of the CSRD framework, without constituting a report intended to comply with this framework.

In addition, Limagrain has applied, in advance and on a voluntary basis, certain requirements resulting from the CSRD directive and the European ESRS standards, to which the Group will be subject from the financial year ending June 30, 2028.

This anticipation takes the form of:

- The presentation of the information required by the SNFP in the format of the ESRS
- The completion of an initial dual materiality analysis, published in this report, the lessons of which made it possible to identify the main risks addressed in the various sections concerned.

The verification work of our independent third-party organisation (OTI) focuses exclusively on the review of the compliance of the statement on non-financial performance and the fairness of the information presented therein. The elements relating to CSRD anticipation are not covered by the audit assignment.

# EDITORIAL

## **Limagrain: combining agriculture, innovation and sustainable performance**

In a world marked by continuous demographic growth, increased pressure on natural resources and unprecedented climate upheavals, Limagrain has a central responsibility: to contribute to meeting global food challenges while actively participating in the development of sustainable agriculture.

With an organisational structure centred on farmers, and a proven heritage and expertise in plant breeding, the Limagrain Cooperative is today a leading international player in the creation, production and sale of vegetable seeds and field crops. With around 6,000 varieties in its portfolio and several hundred new varieties introduced every year, the Cooperative offers farmers and market gardeners on all continents the opportunity to produce more, better and sustainably.

At the heart of this ambition is a significant and ongoing investment in research and development. Our scientific and technical teams, present on all continents, are working to develop solutions adapted to different agricultural contexts, incorporating criteria based on performance, resilience to the vagaries of the weather, and respect for biodiversity. Innovation is not only a lever for competitiveness: it is the DNA of our strategy, making it possible to anticipate future needs and meet the growing expectations of markets and consumers.

## **Integrated and responsible performance**

In a context of structurally buoyant global markets, Limagrain is deploying a controlled internationalisation strategy. In accordance with IFRS, our performance is presented with transparency and rigour, guaranteeing the confidence of our partners and investors.

But economic performance cannot be considered in isolation from environmental and social performance.

This year, we anchored our non-financial publications in a reporting approach aligned with the ambitions of the CSRD, an opportunity for us to analyse our issues in depth and integrate them into our sustainability approach. This new European framework strengthens the transparency and comparability of non-financial information, in particular on our climate impacts, our environmental footprint, our social policies and our governance practices.

For Limagrain, this is an opportunity to demonstrate our commitment to agriculture that respects the environment and brings value to all our stakeholders.

True to its values of boldness, progress, perseverance and cooperation, Limagrain continues its development and its actions in the service of world agriculture.

By combining agriculture, innovation, and long-term vision, we are building the conditions for sustainable growth and agriculture capable of meeting the major challenges of the 21<sup>st</sup> century.

With the strength of our research and loyalty to our cooperative values, Limagrain is giving itself the means to sustainably support the world's agriculture, in the service of the planet and future generations.

It is a virtuous circle, from Earth to Life!

Sébastien VIDAL, Chairman

Sébastien CHAUFFAUT, CEO

# 1. GENERAL INFORMATION [ESRS 2]

## 1.1. Presentation of the Group

Access to food remains a major challenge: 733 million people worldwide faced hunger in 2023, and 2.8 billion cannot afford a healthy diet, particularly in Africa where 58% of the population is moderately or severely food insecure. The history of Limagrain, an agricultural cooperative in Auvergne that has become the 4<sup>th</sup> largest seed company in the world, is intrinsically linked to the challenges of agriculture.

As a seed company, Limagrain's contribution is, through genetic progress, to improve the adaptability of crops and preserve the environments in which they will be grown. Thus, Limagrain helps farmers meet societal expectations in terms of food quality and preservation of the planet with innovative solutions from plant genetics. They contribute to the evolution of agricultural production systems towards better agronomic and environmental performance.

Founded on January 14, 1965, Limagrain is much more than a seed and agri-food group; it is a cooperative, owned by French farmers living in the heart of Auvergne. Its origin is the result of a daring gamble: farmers chose to join forces in a cooperative to ensure the sustainability of their farms in the Limagne plain. Success was immediate with the registration of Limagrain's first maize hybrid, the LG 11, which in 1970 propelled Limagrain to the rank of French and then European leader in early maize.

Over the decades, thanks to the unwavering commitment of each generation of farmers, employees and partners, Limagrain has become a solid cooperative group that has developed its sales in more than 150 countries.

Today, Limagrain is the 4<sup>th</sup> largest seed company in the world, the world number 1 in vegetable seeds, the number 1 French player in seeds for amateur gardeners and the number 2 French player in industrial bakery and pastry.

Limagrain is a partnership of persons, not capital, which anchors its governance in the founding principles of cooperation, the true DNA of the company.

Limagrain stands out as the only seed company that establishes a direct link between the breeder, the farmer, the industrialist, the distributor and the consumer. With a proven knowledge of the interactions between the genetic characteristics of plants and industrial processes, Limagrain contributes, every day, to making its territory a centre of agricultural excellence thanks to the creation of networks based on short industrial circuits. A pure seed company, which does not operate in agrochemicals, Limagrain is convinced of the importance of preserving the independence and freedom of choice of farmers and market gardeners regarding their other production factors. Its offering is exclusively focused on seeds and its know-how in plant genetics. This know-how is rooted in the heritage passed down through generations of farmers over the past 60 years and is the foundation of its strategic roadmap, Ambition 2030.

Limagrain invests in its teams and activities for sustainable performance, aiming for operational excellence.

Its commitment is reflected in:

- Varietal innovation for a more resilient and productive agriculture.
- Sustainable agricultural practices to preserve natural resources.
- The development of strong partnerships with its stakeholders.

Faced with global agricultural and food challenges, Limagrain is convinced that plants still contain many solutions to guarantee the sustainability of agriculture and allow it to continue to play its role as a food source, both in terms of quantity and quality. This report details its efforts to achieve this goal, through concrete initiatives and measurable results. Limagrain is convinced that sustainability is a lever for performance and long-term value creation.

# 1.2. Business model and contribution to sustainable development [SBM-1 38, 39a, 40ai, aii, aiii, b, e, f, 42]

## 1.2.1. Business model

Limagrain is an international seed and agri-food group. The French agricultural cooperative is based in the plain of Limagne-Val d'Allier, in the heart of Auvergne, and brings together 1,300 cooperative members.

The Group has clearly positioned itself away from the agrochemicals sector, focusing on its core business: plant improvement and the development of agricultural production.

Since its creation, Limagrain has developed around six business lines, distinct from each other in terms of their expertise, their markets and their customers.

Three business lines are focused on seed activities:

- Field Seeds
- Vegetable seeds
- Garden Products

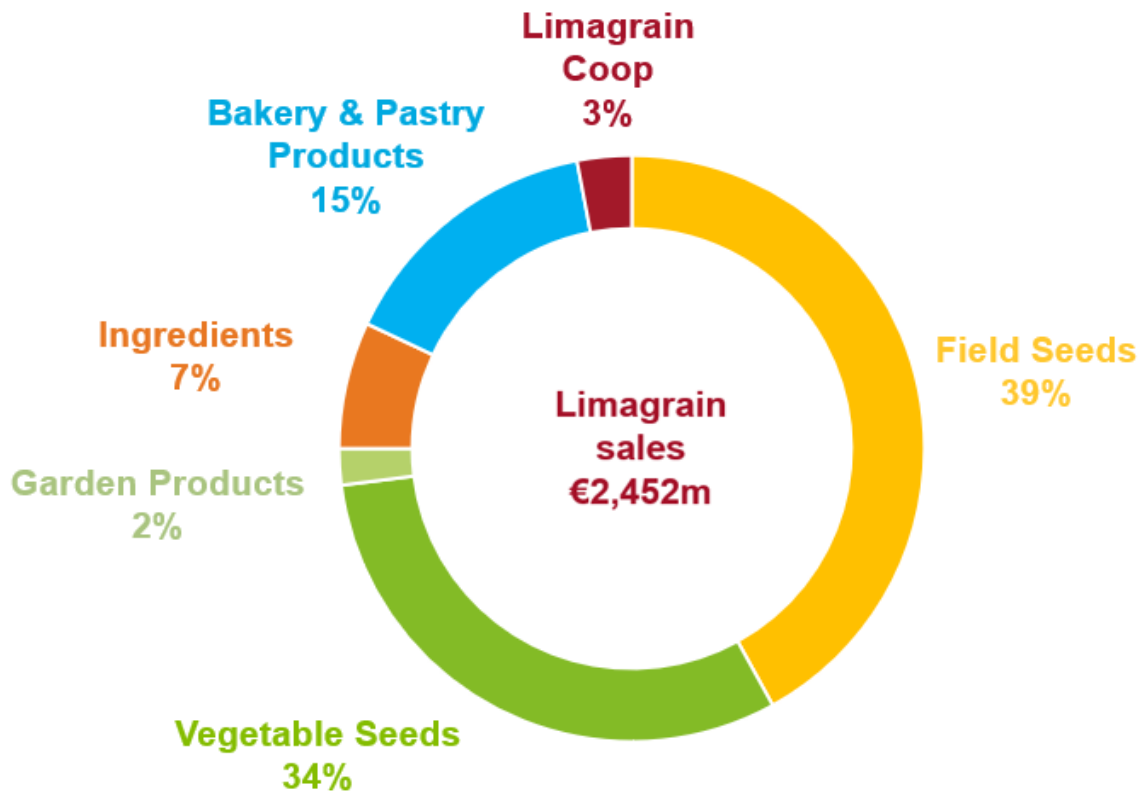
The other three concern agri-food sectors:

- The Cooperative's activities
- Ingredients
- Bakery & Pastry Products

This organisation ensures close proximity to local markets and fine-tuning to the needs of farmers, customers and consumers.



## Breakdown of Limagrain sales by Business Line



Limagrain's business model is based on its cooperative nature, which places farmers at the centre of its strategy. This translates into:

- Research and innovation: Constant investment in plant genetics and processing processes to offer varieties and ingredients with high added value.
- Agronomic expertise: support for farmers to optimise their practices and meet environmental challenges.
- A global presence: An international network to meet the specific needs of each region and to diversify markets.
- A sustainable commitment: Integrating ESG issues at the heart of the strategy for more resilient agriculture and food.

## 1.2.2. Purpose and Ambition 2030

Ambition 2030 is the expression of a shared vision, involving each employee and member, supported by a purpose that is more representative of Limagrain, its culture and the diversity of its professions, and driven by the Group's four values: boldness, cooperation, progress and perseverance.

*"Driven by the vision of **farmers**, Limagrain **passionately** reveals the best in **plants** to **contribute to progress in food** and **build a sustainable future**".*

First, it is a question of revealing the full potential of plants, a mission carried out by its teams to serve customers. From varietal creation to gourmet bakery and pastry recipes, including ingredients, the best of plants is expressed through all its activities. The company believes in responsible science and invests heavily in research, recognising that plants are the source of all its current and future activities.

Limagrain is also committed to contributing to progress in food. Feeding an ever-growing population, with increasingly limited resources, represents a major challenge for the future to which the company responds with confidence and pride. It thus contributes to the progress in food, both in quantity and quality, by improving the nutritional and taste properties of products and promoting nutritional diversity.

Finally, Limagrain is working to build a sustainable future. This means building a sustainable future for its members' farms and working for their transmission. It also means ensuring the commitment of each employee to this collective project, helping to develop their full potential in a safe and inclusive work environment. Lastly, it means innovating to enable agriculture and food to better meet the challenges of sustainable development and consumer expectations, in a context of climate change and adaptation to local regulations.

Ambition 2030 aims to invest in order to foster profitable and sustainable growth to become the preferred worldwide player in the plant sector by employees, farmers and customers. This ambition is based on four pillars and a fundamental foundation that must be at the heart of all initiatives: investment and innovation.



The environmental, social and governance issues integrated by Limagrain are now anchored at the core of Ambition 2030 and of the Group's purpose in order to support the company in its transformation and ensure it is recognised as a high-performance, sustainable and responsible company.

The Group's initiatives – such as its environmental policy, carbon trajectory, Diversity and Inclusion programme, and the orientation of investments and research programmes – will enable it to meet the needs and expectations of its various stakeholders, including the members, employees, customers, investors, etc.

## 1.3. Methodological note

### 1.3.1. General basis for preparing the sustainability report [BP-1]

#### 1.3.1.1. Basis of preparation [BP-1 5a, b]

The CSRD marks a major step forward in companies' non-financial reporting. This European directive aims to strengthen the transparency and quality of sustainability information by broadening the scope of the former NFRD (Non-Financial Reporting Directive) and introducing the concept of double materiality. The objective is to describe the Company's impacts on the environment and the Group, as well as the way in which sustainability issues (environmental, social and governance) affect the Company itself.

2025 is the year of Limagrain's 60<sup>th</sup> anniversary. It was also the year that Limagrain's management chose to publish its Statement of Non-Financial Performance, including the constituent elements of the CSRD. Thus, the information presented here reflects elements considered material within the meaning of this directive and cannot cover all of the Group's sustainability initiatives; Additional information is available on the Limagrain website: [www.limagrain.com](http://www.limagrain.com).

By early adoption of the CSRD framework, Limagrain intends to continue its transformation and the development of ever more sustainable practices, with the aim of conducting its operations in the most respectful way for the environment and the Group. This first sustainability report is thus part of a necessary process of ongoing improvement, and Limagrain undertakes, over the years to come, to specify, complete and enrich the information published.

Driven by this desire, Limagrain's teams have initiated a structured approach to the analysis of its internal document database. The primary objective was to identify the relevant Data Points for the Group, in line with ESRS standards, and then to assess their current availability and quality.

The methodology used was based on the risk management expertise of the Group (ERM) and it is on the basis of the Group's risk universe that the Group has defined scenarios involving ESG issues, analysing from the perspective of dual materiality.

#### 1.3.1.2. Scope of consolidation

In accordance with ESRS, the sustainability statement applies the same scope as the financial statements. The scope of consolidation is presented in this financial report.

#### 1.3.1.3. Disclosures in relation to specific circumstances [BP-2]

##### **Main uncertainties and estimates**

In this context of first-time application, a few points deserve attention:

- The double materiality analysis was carried out in accordance with the provisions of the standard. Updates for future financial years will be informed by the Statutory Auditors' observations and best practices as they emerge;
- Certain quantitative information requires the judgements and estimates of the Management of Limagrain and may involve uncertainties, in particular for long-term forecasts. These elements of uncertainty, judgements and estimates are specified for the main indicators concerned in the report;
- Finally, the adaptation of the internal control process to the new requirements of the standard is underway. The efforts initiated this year will be continued in the coming years.

### 1.3.1.4. Time horizons

Because Limagrain cultivates the future, the Group applies time horizons that are consistent with those used for its financial information and its overall strategy for the preparation of the sustainability report.

Thus, in accordance with ESRS 1, the Group has assessed the time horizon of occurrence of each impact, risk and opportunity (IRO), both for the materiality of the impact and for the financial materiality.

The thresholds were set according to the EFRAG guidelines:

- **Short term:** one year (“the period adopted by the Group as the reference period in its financial statements”);
- **Medium term:** more than one year, up to five years;
- **Long term:** more than five years.

Any different time horizon used in a specific section will be the subject of a dedicated mention.

## 1.3.2. Double materiality process

### 1.3.2.1. Methodology description [IRO-1]

The Limagrain dual materiality analysis served as a basis for the identification of the applicable Data Points, based on a reduced body of documents including the statement of non-financial performance of 2023-2024, the existing Group policies, and a matrix of indicators. The classification of information distinguished between “fully available”, “partially available” (with scope or completeness limits), “unavailable”, “non-existent” or “not applicable”. The level of confidence (acceptable, uncertain, non-compliant) was also assessed.

The pre-prioritisation of the themes to be worked on was carried out according to the almost total unavailability of the information, the number of associated Data Points and the time-frame necessary for their construction until the first CSRD report. A workshop was held to validate these themes, qualify the complexity of the data collection and identify pre-existing elements, in order to enable Limagrain to prioritise projects and develop targeted action plans.

Limagrain is taking a proactive approach to meet the growing requirements for transparency in terms of sustainability, based on a detailed understanding of its impacts and responsibilities across its entire value chain. This sustainability report is prepared in accordance with the Directive of 14 December 2022 and the delegated regulations, in particular Regulation 2023/2772 of 31 July 2023 which establishes the reporting standards in terms of sustainability (European Sustainability Reporting Standards, “ESRS”) written by the European Financial Reporting Advisory Group (EFRAG). It is also prepared in accordance with the European taxonomy (Article 8 of Regulation 2020/852).

The information contained in this report is based on a rigorous double-materiality analysis, described in more detail below. This analysis makes it possible to identify the Environmental, Social or Governance (ESG) issues on which Limagrain has a material impact (positive or negative) and those having a major effect on the Group's financial performance (risks or opportunities).

An initial analysis was carried out by the project team on the subjects applicable or not to Limagrain, its activities and its value chain in order to determine the IROs and their materiality.

### 1.3.2.2. Establishment of IROs and their materiality

**[IRO-1 53a, b]** During this analysis, certain topics were identified as non-material for Limagrain in view of the Group's activities:

- ESRS E3 Water and marine resources: marine resources sub-sub-topic  
Limagrain or its suppliers do not use products related to marine resources. In the current state of studies, Limagrain can argue that its products have no relevant impacts to assess on marine resources.

- ESRS S4 Consumers and end-users: sub-sub-topic of social inclusion

Limagrain does not market products that could lead to discrimination against a certain part of the population, because of their sex, gender, cultural origin, disability, etc.

Limagrain nevertheless remains vigilant in monitoring these topics, which have been assessed as non-material to date, and which could potentially become relevant in the future in the event of changes in activity, business conduct, stakeholder expectations or regulatory requirements.

In addition, for the issues below, Limagrain relied on the benchmark, and techniques that enabled the assessment. This was the case for the following topics:

- ESRS E2 Pollution – Microplastics,
- ESRS S3 Affected communities – Economic, social and cultural rights,
- ESRS S3 Affected communities – Civil and political rights,

Other topics were not assessed individually as such, but grouped in another issue in accordance with Limagrain's internal organisation. This is the case for the following matters:

- Substances of concern (ESRS E2 – Pollution), assessed *via* the subtopics soil and water pollution (ESRS E2 – Pollution) and health and safety (ESRS S1 – Own workforce),
- Pollution of living organisms and food resources (ESRS E2 - Pollution), assessed *via* the subtopic Consumer and end-user safety (ESRS S4 - Consumers and end-users) through the topic of food safety,
- Discrimination (ESRS S1 - Own workforce), assessed jointly with the sub-topic Diversity (ESRS S1 - Own workforce)

Matters not present in the list of ESRSs in the directive were voluntarily assessed by Limagrain taking account of the importance of the subject for the Group's activities and for the external environment. This is particularly the case with the performance of the Limagne farms.

For all issues, an assessment methodology was built to take into account, for each sub-sub-issue, the following four analysis dimensions:

- Business risks
- Opportunities for the company
- Positive impacts for the environment and people
- Negative impacts for the environment and people

For each of these analysis dimensions, a detailed evaluation grid has been defined with scales ranging from 1 to 5:

#### **RISKS:**

- Probability: unlikely, rare, probable, highly probable, almost certain
- Impact: low, medium, high, critical, essential

#### **NEGATIVE IMPACTS:**

- Probability: potential, actual
- Scale of impact: minimal, low, medium, high, absolute
- Scope of impact: limited, concentrated, medium, large, global/total
- Remediating impact: relatively easy to remedy in the short term, remediable with effort (time and cost), difficult to be cured in the medium term, very difficult to correct in the long term, non-remediable/irreversible.

## **POSITIVE IMPACTS:**

- Probability: potential, actual
- Scale of impact: minimal, low, medium, high, absolute
- Scope of impact: limited, concentrated, medium, large, global/total

Limagrain assessed the probability of occurrence of the selected scenarios according to two criteria: actual or potential. Thus, a scenario that has already materialised and/or is currently materialising and/or is certain to materialise in the future has been assessed as “actual” and is weighted at 1. A scenario assessed as potential has been weighted at 0.75, except for the scenarios relating to human rights, which remain weighted at 1.

Limagrain also considered that the current scenarios have a short-term time horizon, and that the potential scenarios have a medium- to long-term time horizon, except for scenarios relating to climate change (scenario in 2030 aligned with the Ambition 2030 strategic roadmap).

## **OPPORTUNITIES:**

- Likelihood: unlikely, rare, probable, highly probable
- Impact: low, medium, high, critical, essential

The impact scales have been illustrated with a definition and examples to best guide the assessment. The scenarios selected for each IRO are the most critical scenarios for the company and/or the most impacting externally.

The Limagrain double materiality matrix is represented on a 10/10 scale, combining financial materiality (on a scale out of 5) and impact materiality (scale out of 5).

Two materiality thresholds have been defined to identify and prioritise doubly material issues for Limagrain:

- A first threshold of important issues at 6/10;
- A second threshold of priority issues at 8/10.

Through these materiality thresholds defined at the same level on the impact matrix and the financial matrix, the impacts on the company are considered at the same level as the impacts externally.

Lastly, Limagrain took into account the risks related to its business sectors. The consistency and relevance of the risks identified were strengthened by a qualitative benchmark. Limagrain carried out a benchmark of the priority sub-sub-topics:

- Seed companies;
- Seed sector federations/associations;
- Limagrain's strategic suppliers and customers.

The benchmark established enables Limagrain to ensure that its double-materiality assessment is relevant and aligned with the sector of activity in which it operates, and also in line with the expectations of its external stakeholders (section 1.4.2 Stakeholder involvement).

	Nature of the IRO	Value chain	Time-frame
<b>GOVERNANCE: PRACTICES &amp; BUSINESS RELATIONS</b>			
<b>Anti-competitive practices</b>			
Consequences of anti-competitive practices	■	◀ ● ▶	■ ■
Non-compliance with competition law	▲	●	■ ■
Fair competitive practices encouraging innovation	★	●	■ ■
<b>Business non-compliance</b>			
Infringement of international sanctions and export-control rules	▲	●	■ ■
<b>Corruption</b>			
Corruption	■	◀ ● ▶	■
Involvement in acts of corruption	▲	●	■ ■
Fight against corruption	★	◀ ● ▶	■ ■
<b>Knowledge of suppliers</b>			
Non-compliance with regulations by one of our suppliers	■	◀	■
<b>Non-compliance of suppliers</b>			
Non-compliance with regulations by one of our suppliers	■	◀	■
Deploy a responsible purchasing policy	★	◀ ●	■ ■
<b>Supplier relations</b>			
Developing the regional socio-economic impact, particularly in Auvergne	■	◀ ● ▶	■
<b>Communication</b>			
Promoting a positive image of Limagrain externally	★	●	■ ■
<b>Political leverage and lobbying</b>			
Authorisation of NGTs promoting food security and environmental preservation by reducing inputs and adapting to climate change	■	◀ ● ▶	■
Building a European lobbying strategy coordinated with Limagrain's Business Lines	★	●	■ ■
<b>Animal welfare</b>			
Marketing of high-digestibility fodder corn for cattle	■ ★	● ▶	■
<b>Crisis management</b>			
Deploy effective crisis communication	★	●	■ ■

## ENVIRONMENT

### Climate change adaptation – 2030

Varieties put on the market which are insufficiently adapted to the effects of climate change (biotic and abiotic stress)	■	● ▶	■ ■
Varieties put on the market which are adapted to the effects of climate change (biotic and abiotic stress)	■	● ▶	■
Flooding of a Limagrain site following an extreme climate event	▲	●	■ ■
Adaptation of Limagrain to the effects of climate change through the location of its production areas and its multi-species strategy	★	◀ ●	■ ■

■ Negative impact ▲ Risks ★ Opportunities ■ Positive impact ◀ Upstream ● Limagrain ▶ Downstream ■ Short-term ■ Medium-term ■ Long-term

	Nature of the IRO	Value chain	Time-frame
<b>Climate change adaptation – 2050</b>			
Varieties put on the market which are insufficiently adapted to the effects of climate change (biotic and abiotic stress)	■	● ▶	2050
Varieties put on the market which are adapted to the effects of climate change (biotic and abiotic stress)	■	● ▶	2050
Inability to produce in current production areas	▲	◀ ●	2050
Renewal of variety ranges due to climate change	★	◀ ● ▶	2050
<b>GHG emissions</b>			
Greenhouse gas emissions	■	◀ ● ▶	■
Varieties that limit our customers' GHG emissions (fertilisers, methanisation, etc.)	■	▶	■
Development of varieties using less fertiliser	★	● ▶	■ ■
<b>Energy consumption</b>			
Increased consumption of non-renewable energy	■	◀	■ ■
Total renewable energy consumption	■	◀	■
Transition to renewable energy (energy production at our sites)	★	●	■ ■
<b>Water consumption</b>			
Drought impacting a major production area of Limagrain or subcontractors	▲	◀ ●	■ ■
<b>Soil pollution</b>			
Soil pollution related to discharges and hazardous waste from our sites	■	●	■
Supporting customers with agronomic practices and reducing the use of inputs	■	▶	■
<b>Pollution of water</b>			
Water pollution linked to discharges and hazardous waste from our sites	■	●	■
<b>Microplastics</b>			
Pollution by microplastics of water and soil related to the use of polymers for coating seeds	■	● ▶	■
<b>Impact of dependency on ecosystems</b>			
Maintaining and enriching the genetic resource	■	◀ ●	■
Restriction of access to genetic resources in a restrictive regulatory framework	▲	◀ ● ▶	■ ■
Ability to create new disease-resistant varieties	★	●	■ ■
<b>Impact on biodiversity loss</b>			
Use of inputs impacting biodiversity	■	◀ ▶	■
Marketing of varieties to limit the use of inputs	■	◀ ● ▶	■
Research and marketing of alternatives (agronomic products and advice) to limit the use of inputs by our customers	★	● ▶	■ ■
<b>Inflow of resources</b>			
Purchase of low-carbon energy	■	◀	■
<b>Outflow of resources</b>			
Selling of products impossible due to their obsolescence (i.e. technical, commercial, quality-related obsolescence)	▲	●	■ ■
<b>SOCIAL - OWN WORKFORCE</b>			
<b>Employee safety in the workplace</b>			
Physical assault on employees during business travel	■	●	■
Providing employees with a safe working environment conducive to business travel	★	●	■ ■

■ Negative impact ▲ Risks ★ Opportunities ■ Positive impact ◀ Upstream ● Limagrain ▶ Downstream ■ Short-term ■ ■ Medium-term ■ ■ ■ Long-term

	Nature of the IRO	Value chain	Time-frame
<b>SOCIAL - OWN WORKFORCE</b>			
<b>Health &amp; safety of own workers</b>			
Personal injury resulting in permanent incapacity to work or death	■	●	■
Provide employees with a healthy and safe working environment	★	●	■ ■
<b>Child labour</b>			
Child labour	■	●	■ ■
<b>Training and development</b>			
Developing and keeping talent	■	●	■
<b>Social dialogue</b>			
Ensuring high-quality social dialogue	■	●	■
Prolonged strike on a major site significantly impacting the business	▲	●	■ ■
Ensuring high-quality social dialogue	★	●	■ ■
<b>Gender equality and remuneration</b>			
Ensure gender equality in the workplace	■ ★	●	■
<b>Violence and harassment</b>			
Workplace violence and harassment	■	●	■
Combating violence and harassment	★	●	■ ■
<b>Discrimination</b>			
Discrimination	■	●	■
<b>Diversity</b>			
Promoting diversity and inclusion	■	●	■
<b>Work-life balance</b>			
Imbalance between private and professional life	■	●	■
<b>Forced labour</b>			
Respect for Human Rights and fight against forced labour	★	●	■ ■
<b>Labour law</b>			
Offering a comprehensive, competitive and differentiated benefits scheme	■ ★	●	■
<b>SOCIAL - WORKERS IN THE VALUE CHAIN</b>			
<b>Health &amp; safety of workers in the value chain</b>			
Work accident of a worker in the value chain, including the inability to work	■	◀	■
Ensuring the safety of workers in the value chain	■	◀	■
<b>Working conditions of workers in the value chain</b>			
Death of a worker in the value chain	■	◀ ▶	■
<b>Other work-related rights of workers in the value chain</b>			
Damage to the health of children working for a supplier/subcontractor, including death	■	◀	■
<b>Equal treatment and opportunities for all workers in the value chain</b>			
<b>Consumer health</b>			
Research on alternatives to seed treatment products	■	◀ ▶	■
Innovation in seed treatment products	★	◀ ▶	■ ■
<b>Information for end-users</b>			
Transparent communication with farmers on practices and products	★	▶	■ ■

■ Negative impact ▲ Risks ★ Opportunities ■ Positive Impact ◀ Upstream ● Limagrain ▶ Downstream ■ Short-term ■ ■ Medium-term ■ ■ ■ Long-term

**O-1 53e]** The rating of the IROs has been transposed to the ESG issues to which they are attached, facilitating their appropriation, particularly by external stakeholders. They were then fully integrated into the Group's risk mapping.

During the financial year, the Risk and Internal Audit Department and the Group's CSR and Sustainable Performance Department carried out joint work based on the risk mapping updated during the year, in order to identify, analyse and define non-financial risks according to the Group's risk management process.



# 1.4. The value chain [SBM-1 38, 39, 40 ai, aii, aiii, b, e, f, 42]

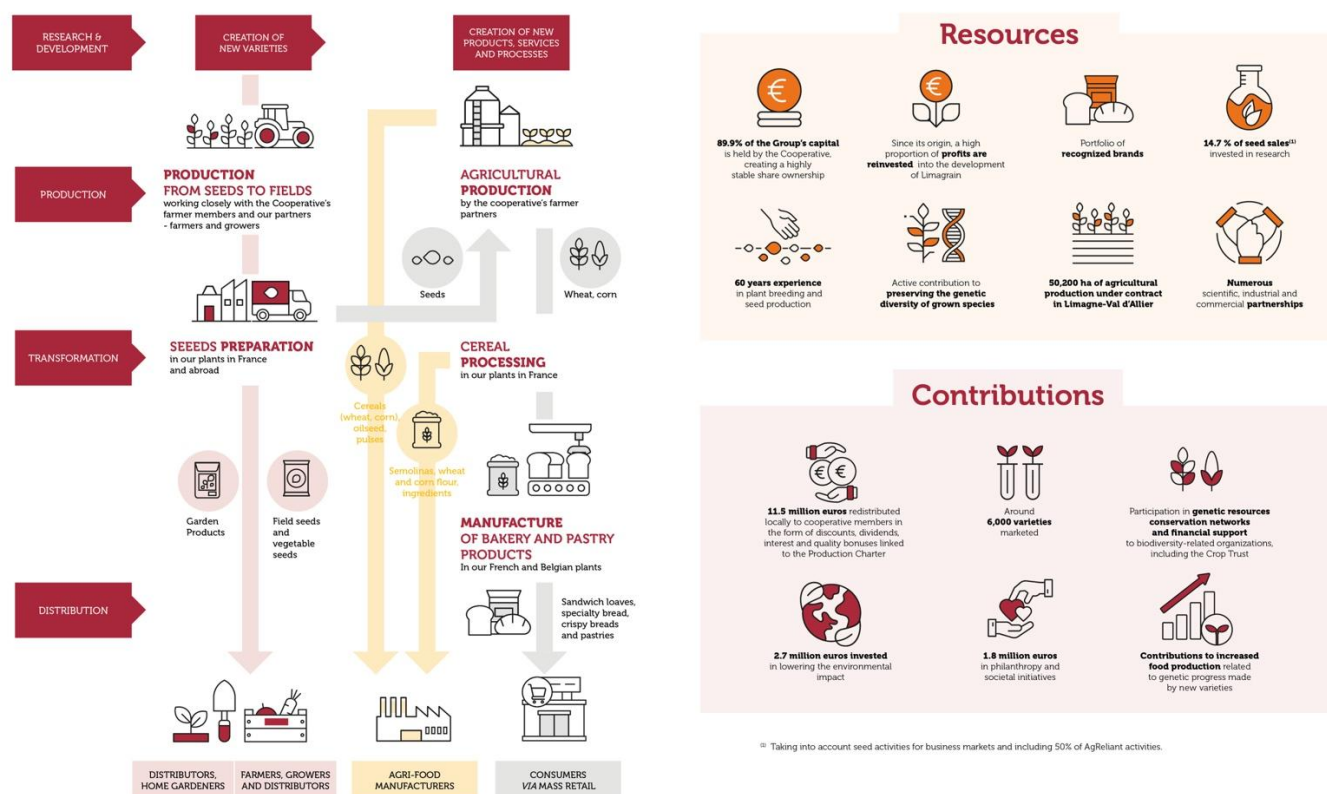
## 1.4.1. Description

In accordance with the requirement of the Directive, all of Limagrain’s activities and its entire value chain were considered in the analysis: variety creation, sourcing, agronomic production, production/processing, logistics, distribution, end customers.

The activities of the various players in the value chain, such as agronomic production subcontractors, suppliers and customers, are similar and/or interdependent. Thus, the risk or impact scenarios applicable to Limagrain’s entities may, in certain cases, be extended to these partners.

It should also be noted that the scenarios selected for each IRO are the most critical scenarios for the Company and/or have the most impact externally. In this respect, for the Limagrain scope, the scenarios relating to the Garden Products activity do not stand out as such because they are not major in comparison with the scenarios related to Vegetable Seeds or Field Seeds. Nevertheless, the activity was taken into account in the scope during the assessment of the issues.

The value chain considered is summarised as follows:



Information on the Group's strategy is detailed in section 1.2 Business model and contribution to sustainable development. The diagrams above respectively describe Limagrain’s value chain and its business model, taking into account organisational changes.

## 1.4.2. Stakeholder involvement [SBM-2] [SBM-2 43]

**[SBM-2 43]** Limagrain has made dialogue with stakeholders a key element in the conduct of its activities. This dialogue feeds the engagement policy with the Group's stakeholders and is based on a structured approach, field-proven and benefiting from feedback from past experience.

**[SBM-2 45a]** the Group has identified nine categories of stakeholders and adapts its dialogue to their specificities

Stakeholders [SBM-2 45a i]	Methods of cooperation and organisation of dialogue [SBM-2 45a ii, iii]	Purpose of exchanges [SBM-2 45a iv, v]
Employees	Team meetings, intranet, training, annual interviews	Promoting commitment, improving working conditions, strengthening the corporate culture
Consumers	Market studies, panels, field feedback, social networks, customer service	Better understand expectations, adapt the offer, guarantee satisfaction
Customers	Site visits, trade shows, technical committees	Develop appropriate solutions, support agricultural practices, strengthen relationships of trust and guarantee satisfaction
Shareholders	Shareholders' Meeting, financial communication, reports	Share strategy and results, ensure transparency, build trust
Members	Meetings, section assemblies, General Information Meetings, partnerships, working groups, field visits, web members	Manage the Limagrain Cooperative, support the agricultural sector, co-construct sustainable solutions, defend common interests
Local residents	Information meetings, site visits, consultation process	Strengthen local acceptability, limit environmental impacts, promote regional roots and local employment
Civil society	Institutional dialogues, joint projects, participation in forums	Improve societal impact
Institutional (including academic) stakeholders	Institutional dialogue, inaugurations, research partnerships, chairs, scientific publications, conferences	Sharing knowledge, initiating and raising awareness of the challenges of the seed sector, progressing in research, strengthening agronomic research
Media	Press releases, site visits, conferences, interviews	Promote innovations, explain agricultural issues, strengthen reputation

**[SBM-2 45b]** In 2024-2025, a project team was set up to enable Limagrain and its entities to collect the data necessary for a sustainability report. For each sustainability issue, internal stakeholders have been identified in order to be able to assess the issue thanks to their expertise on the subject and their knowledge of the Group's activities.

34 people, in addition to the experts from the functional networks, were met for this first phase of assessment of the issues, representing several departments of the Group and the Business Lines: Finance-Purchasing, Human Resources, Research-Innovation, Supply Chain, CSR-Sustainable Performance, Legal-Compliance-Ethics, Quality-Safety-Security-Crises and Communication-Strategic Marketing.

Interview guides were drafted and adapted to each sustainability issue and sent upstream with the assessment grid to each stakeholder interviewed.

Each interviewee was asked to provide all internal and external documents to support each assessment.

For each interview, the Excel file was used to assess the issues according to the four analysis dimensions (risks, positive impacts, negative impacts, opportunities). After each interview, a detailed report was drafted to document the assessments and points raised by internal stakeholders.

In the same way as for internal stakeholders, external stakeholders were interviewed with two interviews conducted for this first exercise: ISF (International Seed Federation) and Crédit Agricole Centre France.

This made it possible to understand subjects that had not been assessed internally, and to confirm the assessments on other subjects.

### **Sustainability targets and their assessment in relation to the business model and stakeholders [SBM-1 40 e, f]**

**[ESRS-2 IRO-1 AR12a]** Every year, Limagrain organises a non-financial data collection campaign covering all ESG issues. This collection is carried out *via* the “LED” (Limagrain Extra-Financial Data) tool, between 15 May and 15 August, and concerns data relating to the fiscal year ended on 30 June.

For this first exercise, data collection was integrated into the dual materiality analysis, making it possible to identify the main risks and opportunities related to sustainability issues. The CSR and Human Resources Managers of the business lines, in conjunction with the Group’s CSR and Sustainable Performance and Human Resources Departments, are involved in this overall data collection.

**[E1-2 MDR-P c]** The governance and organisation of Limagrain are structured to integrate sustainability issues into the company’s strategy. As an agricultural cooperative owned by nearly 1,300 farmers, Limagrain benefits from in-depth knowledge of agricultural issues and governance that is representative of the realities on the ground. The members of Limagrain’s Board of Directors are elected by the Cooperative’s members. They are extremely committed farmers and experts in their field. This governance enables Limagrain to implement ambitious and pragmatic policies related to ESG issues, whether in terms of climate change mitigation and adaptation, diversity and inclusion or the safety of employees.

As part of its Ambition 2030 roadmap, Limagrain relies on the departments of the Corporate functions, in charge of operationally deploying the strategy and composed of internal experts, particularly on ESG issues. This management is based on regular interactions with networks of internal experts based in the countries of activity, making it possible to adapt action plans as well as procedures, methodologies and tools to the operational realities and specific challenges encountered by members and employees.

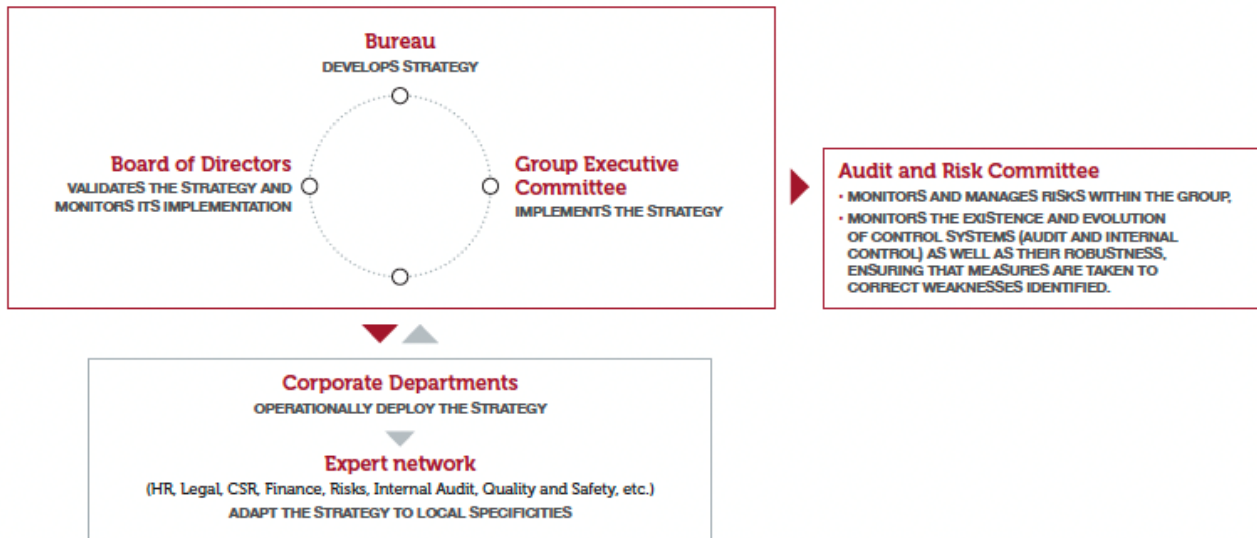
The proposed action plans of the Corporate Functions are then presented, discussed and validated by the Group Executive Committee and approved by Limagrain’s Board of Directors.

# 1.5. ESG liability governance 3.1.1.3.1

## 1.5.1. Role of governance bodies [GOV-1]

As the various social, societal and environmental issues have a strategic dimension for the business model and development of Limagrain, its governance bodies endeavour to promote the creation of value by the company while taking these issues into consideration.

The specificities of agricultural cooperatives are reflected at each level of the governance bodies.



## The Board of Directors [ESRS-G1 GOV-1 5a, MDR-P 65c]

As of 30 June 2025, Limagrain's Board of Directors was composed of fifteen members:

Proxyholder	Position	Appointment date	End date
Sébastien Vidal	Chairman and Director	18/12/2006	30/06/2027
Pierre-Antoine Rigaud	Director and Vice-Chairman	13/12/2016	30/06/2025
Éric Greliche	Director and Vice-Chairman	14/12/2017	30/06/2026
Séverine Darsonville	Director and Member of the Bureau	12/12/2019	30/06/2025
Yannick Chassaing	Director and Member of the Bureau	14/12/2015	30/06/2027
Joël Arnaud	Member of the Bureau	14/12/2017	30/06/2026
Etienne Belin	Director	15/12/2020	30/06/2026
Marielle Boile	Director	12/12/2019	30/06/2025
Xavier Chocheyras	Director	14/12/2021	30/06/2027
Eric Deloche	Director	13/12/2022	30/06/2025
Guillaume de Quatrebarbes	Director	13/12/2016	30/06/2025
David Faure	Director	17/12/2024	30/06/2027
Quiterie Foulet	Director of the College of Top Executives	13/12/2022	30/06/2027
Claude Jacob	Director	12/12/2019	30/06/2025
Florent Ponchon	Director	15/12/2020	30/06/2026

## The Executive Committee

As of 30 June 2025, Limagrain's Executive Committee was composed of the following members:

- Sébastien Chauffaut, CEO
- Quiterie Foulet, Deputy Chief Executive Officer and Group HR Director
- Alexandre Raguet, Deputy Chief Executive Officer
- Anthony Carvalho, Chief Financial Officer
- Rémi Bastien, Director of Vegetable Seeds
- Régis Fournier, Director of Field Seeds
- Tanguy Poupart, Director of Limagrain Coop

### 1.5.2. Responsibilities of governance bodies [GOV-1]

#### 1.5.2.1. Role and responsibilities of the Board of Directors on sustainability issues

**[GOV-1 20; GOV-1 21 (a, b, c, d, e)]** The cooperative nature of the Group creates a close proximity between the governing bodies among themselves on the one hand and with their members on the other hand, allowing a real alignment with the operational reality of the customers and end users of the Group's products.

This field expertise is reinforced by *ad hoc* training on subjects that require more specialised expertise, in particular due to changes in sustainability case law.

In 2025, a session dedicated to the CSRD was held for members of the Board of Directors. The directors were able to discuss the methods of application of the CSRD within the Group. The responsibility of Directors in connection with the CSRD as well as recent changes in regulations was

also discussed. This session was co-led by the Group's CSR and Sustainable Performance Department and Finance and Strategy Department, as well as external experts.

**[GOV-1 20b] [GOV-1 22a]** The work of the Board of Directors can be based on the expertise of experts from the CSR & Sustainable Performance Department as well as on the technical expertise of the Risk Department teams.

**[GOV-1 20c, GOV-1 23a]**

Regular training on ESG issues was held for the members of the Board of Directors during the year. Regular reporting and discussions of the methods for handling ESG issues (for example on decarbonisation issues) are carried out with the members of the Board of Directors, in particular on the most material subjects. Lastly, the departments that are experts in ESG issues (HR, CSR and Sustainable Performance, Risks and Internal Audit, etc.) are available to the members of the Board of Directors to provide decision-making processes with the necessary expertise.

## 1.5.2.2. Responsibilities of General Management

**[GOV-1 20]** General Management is presented in section 1.5.1. Role of governance bodies

**[GOV-1 22a, b, ci, cii, ciii, d]** The members of the Executive Committee are responsible for one or more issues related to material IROs, as illustrated in the dual materiality approach in [IRO-1 53d]. As such, they determine the targets according to the operational realities and specificities of the activities. Progress in achieving targets is monitored at monthly meetings. Lastly, General Management monitors the operational progress of actions through coordination with the Corporate Management Committee (presented above).

**[GOV-1 23]** Regular performance reviews on ESG issues are carried out by Limagrain's Executive Committee and Board of Directors. In addition, in 2024 and 2025, sessions to present and monitor the application of the CSRD were held for and with Limagrain's Executive Committee. Presentations are also regularly made by ESG experts in the Corporate functions to keep them informed of the latest legislative, regulatory and scientific developments as well as to share best practice within the Group and the sector.

## 1.5.3. Risk management and internal controls of sustainability information [GOV-5]

### 1.5.3.1. Risk management and internal control procedures for sustainability data

Internal control also contributes to the smooth running of the Company's internal processes, notably protecting its assets and guaranteeing the reliability of financial information. In general, it helps the company manage its activities, optimise the effectiveness of its operations and use its resources efficiently.

The three levels of controls put in place by the Group ensure the robustness of its system. Internal control is exercised primarily at the level of the various Business Lines that make up the Group. The internal control systems implemented are supplemented by a rigorous internal audit, reporting to the Risk and Internal Audit Department. The missions of this internal audit are detailed in a specific charter, which is based on the "Code of Ethics" and the "Standards for the professional practice of internal auditing" of the IIA (Institute of Internal Auditors). The annual audit plan is drawn up by the internal audit department and then approved by the Audit and Risk Management Committee and then by the Limagrain Executive Committee.

Limagrain has implemented an operational approach to risk management, orchestrated by the Risk and Internal Audit Department. This department coordinates the overall risk management approach in order to ensure control, including the financing of insurable risks. The Risk and Internal Audit Department provides regular reporting to the Executive Committee of Limagrain, and to the Audit and Risk Committee of Limagrain on mapping and major risks. These two bodies play an essential role in validating the priorities and major guidelines in terms of risk management. They are responsible for updating the Group's Risk Universe, ERM.

### 1.5.3.2. Risk assessment approach

During the first year of deployment of the CSRD for its subsidiary Vilmorin & Cie, the Risk and Internal Audit teams, in conjunction with the teams from the CSR and Sustainable Performance Department, were mainly concerned with the assessment procedures impacted by this directive, through a risk-based approach to detecting the main indicators to be targeted. The aim was above all to document the collection of quantitative data within the various processes affected, through interviews conducted with several managers of these data points.

In addition, the teams relied on the document "List of ESRS Data Points - Implementation Guidance" published by the European Financial Reporting Advisory Group (EFRAG) to collect, at the level of granularity represented by data points, a set of information (policies, systems used, scope, operational risks, etc.) on the data, both quantitative and qualitative, to be communicated in accordance with the CSRD directive. This exercise resulted in the presentation of an inventory of IROs classified by End-to-End process to the Group Executive Committee in March 2025.

#### **Risks identified, and strategies applied to the sustainability reporting process to mitigate them**

The Corporate functions have already undertaken to implement various risk mitigation initiatives as part of their operational mission. For the most part, these initiatives are consistency checks, gap analyses, annual change analyses, reconciliations, etc.

Among the mitigation activities implemented for the processes impacted by the CSRD, a similar review process was set up according to the "two-look" principle: any discrepancy highlighted during a consistency check by the global team is the subject of a survey and requests for explanations from local contributors. If corrections are required, the necessary actions are taken at local or global level.

A Corporate Management Committee has been set up to oversee the deployment of the standards necessary for the alignment of Limagrain's commitments and its appropriation by the Group's entities.

## 2. ENVIRONMENTAL INFORMATION

At Limagrain, the ambition to contribute to feeding people does not stop with innovation in agriculture. As a global company, Limagrain continuously strives to minimise the environmental impact of its activities, while strengthening the resilience of agriculture in the face of climate change.

Through Ambition 2030, Limagrain sets clear targets and implements concrete actions in the areas of climate, biodiversity and the preservation of resources. These topics are at the heart of this section. Limagrain also mobilises its employees by promoting a culture of respect for the environment in the workplace and encourages its partners to contribute to its environmental ambition.

### 2.1. Environmental strategy and management of corresponding IROs

#### 2.1.1. Description of the processes to identify and assess material climate-related impacts, risks and opportunities

**[ESRS 2 IRO-1]** The description of the procedures for identifying and assessing the impacts, risks and opportunities related to climate change on the Group's activities and assets as well as throughout its value chain are described in section 1.3.2 Double materiality process.

#### 2.1.2. Identification and assessment of climate impacts

**[ESRS-2 IRO-1 20a, AR9b]** Limagrain annually identifies and assesses the greenhouse gas (GHG) emissions generated by its activities (section 2.4.2 Gross GHG emissions scopes 1, 2, 3 and total GHG emissions) according to the procedures put in place by Limagrain.

**[ESRS-2 IRO-1 AR9a]** In order to reduce its impact on climate change, sustainability is the foundation of the Group's strategic roadmap. In this respect, all policies are systematically presented and submitted to the Group's Executive Committee for approval.

The Group has implemented an environmental management system, structured into four building blocks, detailed in section 2.1.4 Governance.

#### 2.1.3. Assessment of climate risks integrated into the overall risk management policy

**[ESRS-2 IRO-1 20]** A consistency analysis was carried out between the assessments of the CSRD issues and the Group's major risks in order to ensure that the major risks in the Group's risk mapping stand out in material issues in the double-materiality, at least for the "Risks" and "Opportunities" parts of IROs. Consequently, assessments of climate risks and opportunities (physical and transition) are carried out in compliance with the Group's ERM process and guidelines (section 1.5.3 Risk management and internal control of sustainability information) and are carried out at the level of the Group's operating entities. The guidelines used by the teams in charge of analysing climate risks take into account the frequency, scale and duration of risks, as well as the exposure and vulnerability of assets or the Group's activities in order to determine inherent risks. Climate risks are studied taking into account the time horizons determined (section 1.3.1.4 Time horizons).

### **SBM-3: Material Impacts, Risks and Opportunities (IROs) and their link with strategy and business model**

Material Impacts, Risks and Opportunities of Limagrain in terms of the environment are focused on three main themes:

- The development and marketing of varieties to meet current and future environmental challenges: adaptation to climate change and its consequences, preservation of natural resources and reduction of inputs
- The preservation of production capacities in a context of climate change
- Reducing the Group's environmental footprint.

The identification of these impacts, risks and opportunities, their quantification and their integration into the company strategy are imperative for management and resilience. They call for a structured response in terms of adaptation, innovation in breeding, the diversification of farming practices and the forward-looking management of climate impacts.

In this regard, Limagrain ensures that it responds to major environmental challenges and opportunities in a methodical manner, at each stage of its value chain, entity by entity, country by country, aware of the need to take into account operational realities in order to have a positive impact.

**[ESRS-2 IRO-1 AR12b]** The exposure and vulnerability of the Group's activities to transition events are taken into account in the transition risk analysis.

**[ESRS-2 IRO-1 21, AR13a, AR13b]** With regard to transition risks and opportunities related to climate change, the Group regularly updates its various energy scenarios in line with the Ambition 2030 strategic roadmap.

The table below lists the impacts, risks and opportunities related to climate change that the Group identified and deemed material in the double materiality analysis carried out in 2024. All the IROs were rated independently of the mitigation measures implemented by the Group; in other words, the materiality analysis was carried out on the basis of gross impacts, risks and opportunities, in accordance with the CSRD and in application of the methodologies developed by the European Commission, EFRAG, and other guidelines. This information must be interpreted in light of the ESRS 2 standard, and in particular the IRO-1 and SBM-3 disclosure requirements.

Topic	(Sub-)topic	Type of IRO	Location in the value chain	Time horizon	Description
Climate change	Climate change adaptation	Positive impact	Vilmorin & Cie Customers	2030	Varieties put on the market which are adapted to the effects of climate change (biotic and abiotic stress)
<b>Climate change</b>	<b>Climate change adaptation</b>	<b>Physical risk</b>	<b>Vilmorin &amp; Cie</b>	<b>2030</b>	<b>Flooding of a Vilmorin &amp; Cie site following an extreme weather event</b>
Climate change	Climate change adaptation	Opportunities	Vilmorin & Cie Suppliers	2030	Adaptation of Limagrain to the effects of climate change through the location of its production areas and its multi-species strategy
Climate change	Climate change adaptation	Positive impact	Vilmorin & Cie Customers	2050	Varieties put on the market which are adapted to the effects of climate change (biotic and abiotic stress)
<b>Climate change</b>	<b>Climate change adaptation</b>	<b>Physical risk</b>	<b>Vilmorin &amp; Cie Suppliers</b>	<b>2050</b>	<b>Inability to produce in current production areas</b>
Climate change	Climate change adaptation	Opportunities	Vilmorin & Cie Suppliers Customers	2050	Renewal of variety ranges due to climate change
<b>Climate change</b>	<b>Water consumption</b>	<b>Physical risk</b>	<b>Vilmorin &amp; Cie Suppliers</b>	<b>2030</b>	<b>Drought impacting a major production area of Vilmorin &amp; Cie or subcontractors</b>
Climate change	Greenhouse Gases (GHG)	Negative impact	Vilmorin & Cie Suppliers Customers	2030	Greenhouse gas emissions
Climate change	Greenhouse Gases (GHG)	Positive impact	Customers	2030	Varieties that limit our customers' GHG emissions (fertilisers, methanisation, etc.)
Climate change	Greenhouse Gases (GHG)	Opportunities	Vilmorin & Cie Customers	2030	Development of varieties using less fertiliser
Climate change	Energy consumption	Positive impact	Suppliers	2030	Total renewable energy consumption

Climate change	Energy consumption	Opportunities	Vilmorin & Cie	2030	Transition to renewable energy (energy production at our sites)
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As indicated in the ESRS 2, the business model of Limagrain, as well as its sustainability roadmap set out in Ambition 2030, directly take into account considerations related to the reduction of its GHG emissions and strengthening its resilience to climate change. The expression “resilience to climate change” refers to the climate-related impacts on Limagrain’s activities and its value chain (e.g. extreme weather events, regulatory changes or fluctuations in market demand) and its ability to anticipate, prepare for and adapt to them. This is an ongoing process that will be reviewed and updated as necessary taking into account the specificities of the Company’s activities, which are intrinsically linked to nature; this initial assessment was carried out on the basis of the analysis of climate risk scenarios described below.

### Analysis of climate risk scenarios

**[E1-2 MDR-P a]** The Company used a scenario analysis to assess the physical and transition risks for two of the climate change scenarios mentioned by the IPCC, over two different time horizons (2030 and 2050):

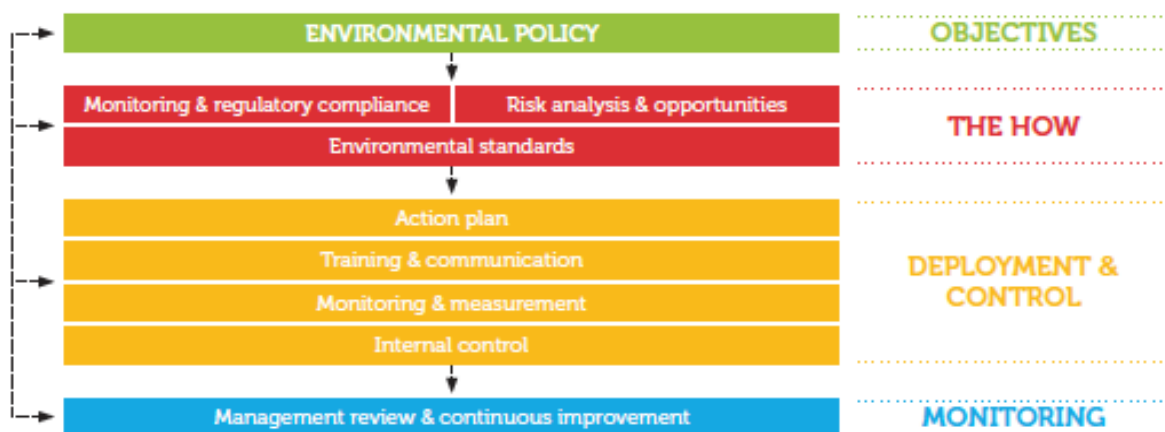
- A 1.5 ° C scenario (RCP2.6), which assumes aggressive mitigation measures leading to transition constraints;
- A “more likely” scenario based on a warming projection of 2.8 ° C (RCP4.5), to complete the analysis and provide a balanced view of potential risks and opportunities.

However, given the nature of the Group's activity, and given the exacerbation of the climate crisis, Limagrain has anchored its Ambition 2030 business strategy in anticipation of the consequences of climate change by adapting its strategy to the most extreme scenarios. To assess the needs of this roadmap and adapt its action plans, the Group relies on the experience and expertise of its members, who are on the front line of the consequences of climate change.

In this respect, the strategy of setting up operations on all continents enables the Group to prepare for these scenarios and to integrate them into the management of its investment policy.

## 2.1.4. Governance

Limagrain has set up an environmental management system, structured around four building blocks:



Limagrain’s Executive Committee is responsible for defining the environmental policy and the associated targets.

The Group’s CSR and Sustainable Performance Department is responsible for deploying it and defining best practices, procedures and training and awareness-raising actions in terms of environmental management. It is also responsible for the deployment of management systems, reporting methods and protocols, internal controls and external certifications.

The Group CSR and Sustainable Performance Department also has a network of CSR coordinators in the Group's divisions, who report to it. This network of CSR correspondents enables the effective implementation of best practices validated at Group level. A third level of responsibility, *via* the CSR coordinators on the sites, is more specifically responsible for the day-to-day management of the action plans implemented and the necessary feedback at Group level.

## 2.2. Decarbonisation trajectory [E1-1]

**[ESRS-2 SBM-3 18]** Climate change directly affects the Group's activities. Consequences of the climate change - increased variability of yields, water stress, emergence of new health pressures - represent a major physical risk for the Group's agronomic and economic performance.

**[ESRS-2 SBM-3 19a, 19b]** The analysis of resilience to climate change risks covers the entire Group portfolio, both in terms of technologies and geographical footprint. It is carried out as part of the Enterprise Risk Management (ERM) process, an iterative process conducted annually and which is based on scenarios periodically updated according to the diagram below.



### **[ESRS-2 IRO-1 20c] Identification, assessment and description of scenarios: focus on transition risks**

The process of identifying and assessing transition risks and opportunities begins with the analysis of the materiality of transition events based on the elements recommended by the CSRD, including events related to political and regulatory changes (Policy and Legal), and technological, market and reputational events.

The fight against climate change and the adaptation of its activities to this new paradigm have thus been identified as a priority. The agricultural sector is considered a key player when it comes to providing positive solutions to reduce GHG (greenhouse gas) emissions and strengthening the resilience of production systems on the entire value chain.

Limagrain's business model is based, among other things, on its ability to supply seed varieties adapted to the consequences of climate change including the associated transition. Indeed, as a major player in the agricultural sector, Limagrain intends to make its activity and size a lever in the fight against climate change: to identify solutions which have proved themselves locally, and to roll them out internationally, to contribute to combating climate change.

Lastly, Limagrain is fully in line with the Ambition 2030 strategic roadmap and its climate change mitigation component aimed at reducing its greenhouse gas emissions by 2030 compared to the 2021 reference year of:

- 42% for emissions from its own operations: energy, the vehicle fleet and refrigerant leaks,
- 25% for purchased goods and services, product transport and distribution, waste generated by activities, business travel and employee commuting,
- 30.3% for sunflowers, by 41%\* for corn, by 34%\* for wheat, by 37%\* for soybeans (\* in tonnes of CO<sub>2</sub>eq/tonne of product).

## Decarbonisation levers and contribution to GHG emissions reduction targets

The main levers identified that contribute to the GHG emission reduction objectives are:

Scope	Levers
Own operations	Operational efficiency: -20% Replacement of furnaces/boilers: -10% Renewable energy development: -5% Purchase of renewable energy: -7%. Total: -42%
Purchased goods and services, product transport and distribution, waste generated by activities, business travel and employee commuting	Operational efficiency: -10% Decrease in air freight: -5% Partnerships with key suppliers: -10% Total: -25%
Purchases of agricultural raw materials	Plant cover, Biomass return, Organic fertilisers, Diversification of rotations, Reduced tillage, Agroecological infrastructure, Change in Nitrogen Form The percentage distribution of levers depends heavily on soil and climate conditions and agronomic practices in the various production areas. It therefore cannot be included here.

## Planned investments in support of the decarbonisation trajectory roadmap

Limagrain has estimated the costs of its roadmap for its entire scope until 2030.

Every year the Group Executive Committee, as part of its annual budget process, validates the financing requirements necessary to achieve the targets defined as part of Ambition 2030. The annual amount dedicated every year to energy efficiency and decarbonisation changes according to the results, the context and the projects. The overall amount of investment required to achieve the targets is currently estimated at between €10 million and €30 million between 2021 and 2030.

## Compatibility of the decarbonisation trajectory with Limagrain's overall strategy and with its financial planning

Sustainability, and the associated decarbonisation targets, are one of the pillars of Ambition 2030. They are therefore an integral part of its strategic financial planning procedures. Limagrain includes its climate change mitigation and adaptation projects in these procedures. This is an annual process that results in management approval of the main short-, medium- and long-term strategic investments.

## Approval of the transition plan by the supervisory bodies

Limagrain's Board of Directors validates the Company's strategic orientations, ensures their implementation and regularly monitors their proper application. As such, it monitors the Ambition 2030 environmental programme, and in particular its climate commitments, and reviews the decarbonisation trajectory at least once a year.

This trajectory aims to enable an understanding of the Company's past, current and future mitigation efforts in order to ensure the compatibility of its strategy and business model with the transition to a sustainable economy.

## 2.3. Climate change policies, actions and targets [E1-2; E1-3; E1-4]

### 2.3.1. Policies

**[E1-2 MDR-P b]** The climate change mitigation and adaptation policies apply to the same consolidated scope as that used in the financial statements.

**[E1-2 25]** The policy presented covers the following areas: climate change mitigation, energy efficiency, deployment of renewable energy and adaptation to climate change.

Limagrain's core seed business is to provide farmers with solutions to enable them to produce sustainably in their soil and climate conditions. Thus, improving access to quality seeds and encouraging innovation are imperatives that provide four clear benefits:

- Better adaptation to environmental stresses while maintaining or increasing yields. For example, resistance to pests (diseases and insects), better tolerance to water stress;
- Better use of cultivated land. Maintaining and increasing yields in a changing climate makes it possible to limit the pressure on the need for cultivated land. The development of varieties able to make better use of inputs makes it possible to maintain or even reduce them, while improving yields;
- Better financial security for farmers seeking to adapt to climate change and minimise yield shocks;
- Improved food security and food accessibility, thanks to improved seeds resistant to drought and heat.

This is the major role and responsibility of Limagrain on sustainability issues and in particular on adaptation to climate change as a seed company.

In addition, Limagrain has adopted an environmental policy aimed at limiting its impact on the environment and climate change. Limagrain is thus aligning its trajectory for reducing greenhouse gas emissions with the recommendations of the Science Based Targets initiative (SBTi). The framework set by the Science Based Targets initiative complies with the scientific recommendations of the Paris Agreement aiming to limit the increase in global temperature to well below 2 °C (and if possible 1.5 °C) compared to pre-industrial levels.

The Science Based Targets initiative (SBTi) has validated Limagrain's targets for 2030 and confirmed its contribution to achieving the objectives of the Paris Agreement.

#### What is the SBTi?

The Paris Agreement, the first universal climate agreement, plans to limit the increase in global temperature to well below 2 °C by the end of the century compared to pre-industrial temperatures.

The **Science Based Targets initiative (SBTi)** is a collaborative project led by the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

Its purpose is to encourage companies to set targets for reducing their greenhouse gas (GHG) emissions. These targets must be science-based and in line with IPCC recommendations, in order to keep global warming well below 2 °C (and if possible 1.5 °C) compared to the pre-industrial era.

**[E1-3 - 26, 29]** Numerous initiatives have been put in place by Limagrain in terms of climate change adaptation or mitigation. These, as well as the resources implemented, are detailed in section 2.3.2 Actions.

**[E1-1 16h]** In order to achieve its GHG emission reduction targets, the Group is committed to a sustainability policy, switching from a reporting approach to a performance management approach and thus drive operational change. In addition, the Company is not included in the benchmarks aligned with the Paris Agreement (Paris-Aligned Benchmarks or PABs).

## 2.3.2. Actions

Limagrain's core seed business is to provide farmers with solutions to enable them to produce sustainably in their soil and climate conditions. Thus, improving access to quality seeds and encouraging innovation are imperatives that provide four clear benefits:

- Better adaptation to environmental stresses while maintaining or increasing yields. For example, resistance to pests (diseases and insects), better tolerance to water stress (mainly in the face of increasing water scarcity);
- Better use of cultivated land. Maintaining and increasing yields in a changing climate makes it possible to limit the pressure on the need for cultivated land. The development of varieties able to make better use of inputs makes it possible to maintain or even reduce them, while improving yields;
- Better financial security for farmers seeking to adapt to climate change and minimise yield shocks;
- Improved food security and food accessibility, thanks to improved seeds resistant to drought and heat.

This is the major role and responsibility of Limagrain on sustainability issues and in particular on adaptation to climate change as a seed company.

Supporting farmers in the face of the consequences of climate change is at the heart of Limagrain's purpose. This is why the Group's investments in research and development enable it to select crops and varieties that are more resilient to the direct effects of climate change, particularly in the face of drought, heat waves, extreme rainfall or soil salinisation. In this respect, the LG Danubia corn marketed by Limagrain in Central Europe is recognised for its drought tolerance. It is also worth noting the efforts made in the tomato sector to deal with the inhibition of fruiting caused by high temperatures. There are also resilience efforts in the face of indirect effects. Indeed, the evolution of pathogen and pest pressure is accelerating. The appearance of the Tomato Brown Rugose Fruit Virus (ToBRFV) in 2014 and its rapid global spread in 2019 is a good example of the new pressures to which Limagrain can provide a solution in its seed business: resistance to this virus has been identified by our teams and a complete portfolio of tomatoes resistant to this pathogen was developed in 2022. Its commercial success demonstrates the importance of the responsiveness that Limagrain is developing in its approaches.

Its research programme aims to optimise crop performance and adaptation, managing a portfolio of more than 2,000 varieties. This meticulous approach allows Limagrain to renew and strengthen seed selection, relying on native seeds whose reproducibility and robustness are fundamental. Limagrain submits its lines to an in-depth characterisation, refining a selection of 95 initial samples to more than 1,500 varieties, each with the potential to produce exceptional yields. This rigorous approach, guided by early selection of seedlings, is also adapted to the specific requirements of its markets, as evidenced by its contracts with regions such as Brazil for precise criteria of crop height or appearance. More than ten types of traits are analysed on about 55 species, ranging from disease resistance and drought tolerance to improved post-harvest lifespan and optimisation of quantitative and qualitative yields. This data feeds into a continuous breeding programme, making it possible to identify and develop the most promising varieties, those that will be able to combine productivity and resilience in the face of climatic risks. Limagrain maintains a rigorous stock of seeds and conducts multi-site trials, in various environments, to validate the robustness of its innovations in real-world conditions. This multicentric approach ensures that its varieties are suitable for a wide range of agricultural contexts, reducing risks for farmers and ensuring stable production. In the face of extreme weather events, Limagrain has proven its ability to develop tolerant varieties, thus protecting harvests and the sustainability of supply.

The concrete research and development actions presented in this report demonstrate Limagrain's commitment to providing innovative solutions for a more resilient, productive and intrinsically sustainable agriculture, meeting the current and future challenges of world food.

In addition, as much by its sector of activity as by its identity, Limagrain is committed to pursuing a policy of environmental preservation and minimising its impact on climate change as much as possible and has therefore defined an environmental policy around the themes of energy and climate, water, waste and biodiversity.

## **Preservation and improvement of soil quality**

Faced with the climate challenge, Limagrain has implemented initiatives to improve soil quality. These initiatives aim, among other things, to increase the percentage of organic matter, reduce the bulk density, and eventually increase water retention and rooting capacity. This involves limited tillage, maximum soil coverage over time, as well as the introduction of legumes and other first crops into the rotation.

## **Collaboration at the heart of innovation: The "Soil" working group in Limagne Val d'Allier**

In Limagne Val d'Allier, soil health is a priority, and it is by joining forces that the most relevant solutions are found. The "Soil" Working Group is the embodiment of this collaborative approach. It brings together farmers and experts from Limagrain, not for abstract research, but for real fieldwork. Together, they test, adapt and validate concrete practices for soil conservation, directly on the territory. This constant interaction between the practical experience of farmers and the scientific know-how of experts is the key to success. It makes it possible to create solutions that are not only effective, but also directly applicable and relevant to the realities on the ground. With more than 30 initiatives dedicated to this subject in Auvergne, it is proof of the deep commitment of all stakeholders to a more sustainable agricultural future.

## **A sustainable adaptation model: plant cover in Brazil**

Seed production is a global challenge that requires local solutions. In Brazil, the issue of soil conservation is particularly crucial due to erosion and degradation caused by the climate. Faced with this challenge, Vilmorin & Cie's research has focused on a solution that is both natural and powerful: plant cover. These plants, sown between the main crops, are essential allies. They protect the soil from erosion, improve its structure, enrich its fertility and limit the need for chemical inputs. This example illustrates how agronomic innovation adapts to the most demanding ecosystems to guarantee the sustainability of our practices. This is a concrete demonstration of our ability to implement solutions that protect the environment, while ensuring the efficiency of our seed production.

## **2.3.3. Climate change targets and objectives**

### **Methods and main assumptions used to define targets, including, where applicable, the selected scenario, data sources, alignment with national, EU or international strategic targets**

Mitigating climate change means acting on its causes to limit the scale of warming and, consequently, reduce the severity of future impacts.

In concrete terms, mitigation is based on a central target: to reduce greenhouse gas emissions that trap heat in the atmosphere, disrupting the planet's thermal balance.

The main greenhouse gases are:

- Carbon dioxide or CO<sub>2</sub>, emitted during the combustion of fossil fuels such as coal, oil and natural gas
- Methane, emitted during the fermentation of organic waste and livestock farming
- Nitrous oxide is linked to the use of nitrogen fertilisers, and is also produced by biological activity in soils and the ocean
- And finally, fluorinated gases from refrigeration and air conditioning systems.

Their concentration has increased considerably since the industrial revolution, contributing to global warming, according to the IPCC, a reference body created in 1988 by the United Nations and the World Meteorological Organisation.

IPCC reports, based on rigorous scientific assessments, show that human activities are the main cause of global warming.

Limagrain is committed to aligning with the objectives of the Paris Agreement aimed at limiting global warming to well below 2 ° C by the end of the century compared to pre-industrial temperatures.

The targets below cover the scope of the research, industrial and own seed production sites, and are extended to the entire value chain to reduce the carbon footprint.

All the Group's calculations, commitments and reporting on greenhouse gas (GHG) emissions are prepared in strict compliance with the **GHG Protocol (Greenhouse Gas Protocol)**. Changes in revenue and volumes were taken into account to define the action plans presented.

The GHG Protocol is the most widely used international standard for carbon accounting. By adopting it, the Group guarantees the reliability, consistency and transparency of its data. This means that the Group complies with the fundamental principles of the protocol:

- **Relevance:** the Group focuses on the most significant emissions for its business.
- **Completeness:** the Group covers all relevant sources of emissions, whether direct or indirect (scopes 1, 2 and 3).
- **Consistency:** the Group uses the same methodologies from one year to the next to allow a meaningful comparison of progress.
- **Transparency:** the Group clearly documents the data, calculation methods and assumptions so that the results are traceable and verifiable.
- **Accuracy:** the Group strives to minimise uncertainties in order to provide figures that are as accurate as possible.

By applying these principles, the Group ensures that its carbon footprint is fair and representative. This methodological rigor not only makes it possible to monitor its own progress, but also to provide a sustainability report whose information is credible and comparable to international standards.

**[MDR-T 78] [E4-4 32c, 32f]** The objectives of the Group's environmental policy, aligned with the SBTi methodology, are to reduce emissions, by 2030 and compared to the reference financial year 2020-2021 (corresponding to the year in which the Group's first consolidated carbon assessment was carried out), by:

- 42% for emissions from its own group operations: energy, the vehicle fleet and refrigerant leaks;
- 25% for purchased goods and services, product transport and distribution, waste generated by activities, business travel and employee commuting;
- 30% for sunflower, 41% for corn\*, 34% for wheat\* and 37% for soybeans\* (\*in tCO<sub>2</sub> per tonne of product).

By setting these targets for 2030, validated by SBTi, Limagrain is committed to progress and continuous improvement to contribute to achieving carbon neutrality at the global level in 2050.

However, the Group has not defined a "net zero" target, which is fully in line with an Ambition 2030 enabling a realistic and pragmatic transformation of its activities. In this respect, the Group filed its application with the SBTi in December 2023, which was approved in June 2024. Consequently, a review of the targets is planned after five years, *i.e.* in December 2028.

## 2.4. Climate change metrics

### 2.4.1. Energy consumption and mix [E1-5]

**[ESRS-2 IRO-1 AR13c]** The energy consumption at Limagrain is: 534,036,059 kWh.

Energy consumption is indicated in MWh, by type of energy, and the values for each year are calculated on a like-for-like basis, taking into account the consolidation scope of Limagrain.

Limagrain (in MWh)	2024-2025
<b>Total energy consumption from fossil sources</b>	<b>339,102</b>
<i>Fuel consumption from coal and coal products</i>	1,494
<i>Fuel consumption from crude oil and petroleum products</i>	121,139
<i>Fuel consumption from natural gas</i>	176,937
<i>Fuel consumption from other fossil sources;</i>	-
<i>Consumption of electricity, heat, steam, or cooling purchased or acquired from fossil sources</i>	39,532
<b>Share of fossil sources in total energy consumption (%)</b>	<b>63%</b>
<b>Total energy consumption from nuclear sources</b>	<b>96,065</b>
<b>Total energy consumption from renewable sources, broken down as follows</b>	<b>98,868</b>
<i>Consumption of fuels from renewable sources including biomass (including industrial and municipal waste of biological origin), biofuels, biogas, hydrogen from renewable sources</i>	30,728
<i>Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources</i>	66,395
<i>The consumption of self-generated non-fuel renewable energy</i>	1,745
<b>Share of renewable sources in total energy consumption (%)</b>	<b>19%</b>
<b>Total energy consumption</b>	<b>534,036</b>

Energy intensity	in millions of euros
Limagrain revenue 2024-2025	<b>2,451.8</b>
Energy intensity (MWh/million euros)	<b>218</b>

## 2.4.2. Gross GHG emissions scopes 1, 2, 3 and total GHG emissions [E1-6]

**[E1-4 34b, AR23, AR24]** Reducing greenhouse gas emissions means taking concrete action to mitigate climate change. But in order to be able to act, we must know where we are starting from and what are the most emitting activities. This is the point of measuring the carbon footprint.

Measuring your carbon footprint means moving away from declarations and taking action. It also means giving oneself the means to decide, to prioritise, and to prove that environmental commitments are concrete, measurable and long-term. For this, the so-called scopes classification is used in accordance with the GHG Protocol methodology:

- **Scope 1** refers to direct emissions, produced by the company itself, such as emissions from vehicles or boilers;
- **Scope 2** corresponds to indirect emissions related to purchased energy, such as electricity;
- And **Scope 3** includes all other indirect emissions, upstream and downstream: purchases, transportation, use of products, employee travel. At Limagrain, it includes, on the one hand, emissions related to agricultural raw materials purchased by the Group (seeds, grains, other raw materials, etc.) and, on the other hand, emissions related to the purchase of packaging, inputs for greenhouses and own fields, goods transport and passenger travel.

The carbon footprint represents the total amount of greenhouse gases emitted directly or indirectly by an activity, company, product or individual. To simplify the comparison between different gases, a common unit is used: CO<sub>2</sub> equivalent (CO<sub>2</sub>eq), which expresses all greenhouse gases in CO<sub>2</sub> equivalence, according to their warming power. For a company like Limagrain, this measure is essential. It makes it possible to identify the most emitting items, to prioritise action, and to make progress over time visible.

Beyond the environmental interest, it is also a strong expectation of stakeholders: customers, investors and employees in particular. Today, climate commitments are no longer optional, they are an integral part of corporate strategies.

Lastly, the measurement of the carbon footprint also makes it possible to identify opportunities for reducing costs, such as those related to energy consumption, and thus increase the Company's efficiency and profitability.

The Company measures its greenhouse gas emissions using the GHG Protocol method.

Limagrain's trajectory is aligned with European requirements in terms of low-carbon transition, while anticipating regulatory changes and the growing expectations of stakeholders. By adopting a proactive decarbonisation strategy, the Group aims not only to limit its environmental impact, but also to capture new economic opportunities, strengthen its resilience to climate risks and stimulate technological innovation in its activities.

Limagrain's GHG emissions for the 2024-2025 financial year are:

	Base year (FY21)	Retrospective			Milestones and target years	
		FY24 (tCO <sub>2</sub> e)	FY25 (tCO <sub>2</sub> e)	% FY25 / FY24	2030	2050
<b>Scope 1 GHG emissions</b>						
Gross Scope 1 GHG emissions (tCO <sub>2</sub> e)	72 305	58 664	67 914	16%	-42%	N.A
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	N.A	N.A	N.A	N.A		
<b>Scope 2 GHG emissions</b>						
<b>Scope 2 location-based GHG emissions (tCO<sub>2</sub>e)</b>						
Gross market-based Scope 2 GHG emissions (tCO <sub>2</sub> e)	31 880	27 853	28 344	2%		
Gross market-based Scope 2 GHG emissions (tCO <sub>2</sub> e)	29 118	Not available	12 801	-	-42%	N.A
<b>Scope 3 GHG emissions</b>						
<b>Significant scope 3 GHG emissions</b>						
3.1 Purchased goods and services	1 100 530	1 278 186	862 414	-33%	From -30% to -41%	
3.1 [Optional sub-category: Cloud computing and data centre services]	N.A	N.A	N.A	N.A		
3.2 Capital goods	57 838	61 391	51 740	-16%		N.A
3.3 Location-based Fuel and energy-related activities	22 969	19 073	19 683	3%		
3.3 Market-based Fuel and energy-related activities	22 969	Not available	19 218	-		
3.4 Upstream transportation and distribution	75 099	49 925	50 195	1%		
3.5 Waste generated in operations	11 824	12 028	10 544	-12%		-25%
3.6 Business travel	18 639	11 279	7 319	-35%		
3.7 Employee commuting	45 200	48 724	45 111	-7%		
3.8 Upstream leased assets	-	-	-	-		
3.9 Downstream transportation and distribution	8 421	-	7 284	-		N.A
3.10 Processing of sold products	76 105	94 913	64 513	-32%		
3.12 End-of-life treatment of sold products	23 553	17 710	34 531	95%		
3.13 Downstream leased assets	-	-	-	-		
3.14 Franchises	-	-	-	-		
3.15 Financial investments	14 985	14 985	15 426	3%		N.A
<b>Total Gross indirect (Scope 3) GHG emissions (tCO<sub>2</sub>e) - location based</b>	<b>1 455 164</b>	<b>1 608 214</b>	<b>1 168 761</b>	<b>-27%</b>		
Use of sold products	2 973 951	3 960 389	4 834 093	22%		
<b>Total Gross indirect (Scope 3) GHG emissions (tCO<sub>2</sub>e) - location based including category 3.11</b>	<b>4 429 115</b>	<b>5 568 603</b>	<b>6 002 854</b>	<b>8%</b>		
<b>Total Gross indirect (Scope 3) GHG emissions (tCO<sub>2</sub>e) - market based</b>	<b>1 455 164</b>	<b>1 589 141</b>	<b>1 168 296</b>	<b>-26%</b>		
Use of sold products	2 973 951	3 960 389	4 834 093	22%		
<b>Total Gross indirect (Scope 3) GHG emissions (tCO<sub>2</sub>e) - market based including category 3.11</b>	<b>4 429 115</b>	<b>5 549 530</b>	<b>6 002 388</b>	<b>8%</b>		
<b>Total GHG emissions excluding category 3.11</b>						
Total GHG emissions (location-based) (tCO <sub>2</sub> e)	1 559 349	1 694 731	1 265 019	-25%		
Total GHG emissions (market-based) (tCO <sub>2</sub> e)	1 556 587	Not available	1 249 011	-	N.A	N.A
<b>Total GHG emissions including category 3.11</b>						
Total GHG emissions (location-based) (tCO <sub>2</sub> e) including category 3.11	4 533 300	5 655 120	6 099 111	8%		
Total GHG emissions (market-based) (tCO <sub>2</sub> e) including category 3.11	4 530 538	Not available	6 083 103	-	N.A	N.A

### Breakdown of Limagrain's carbon footprint for the 2025 financial year by emission item - excluding category 3.11

Table 2 : Disaggregation of Limagrain Carbon footprint for FY 2025 by emissions items - excluding category 3.11

Emissions items	FY25 (tCO <sub>2</sub> e)	FY25 (%)	
Energy - location based	114 042	9%	/ location based
Energy - market based	98 034	8%	/ market based
Fugitive emissions	1 898	0%	/ location based
Purchased products and services	862 414	68%	/ location based
Waste	10 544	1%	/ location based
Travels	52 430	4%	/ location based
Freight	57 479	5%	/ location based
Fixed assets	51 740	4%	/ location based
Processing of sold products	64 513	5%	/ location based
End-of-life	34 531	3%	/ location based
Investments	15 426	1%	/ location based
<b>Total emissions - location based</b>	<b>1 265 019</b>		
<b>Total emissions - market based</b>	<b>1 249 011</b>		

### Breakdown of Limagrain's carbon footprint for the 2025 financial year by emissions scope - excluding category 3.11

Scopes of emissions (GHG protocol)	FY25 (tCO <sub>2</sub> e)	FY25 (%)
<b>Location based :</b>		
Scope 1	67 914	5,4%
Scope 2	28 344	2,2%
Scope 3	1 168 761	92,4%
<b>Total emissions</b>	<b>1 265 019</b>	-
<b>Market based :</b>		
Scope 1	67 914	5,4%
Scope 2	12 801	1,0%
Scope 3	1 168 296	93,5%
<b>Total emissions</b>	<b>1 249 011</b>	-

The Group has not defined a "net zero" target, which is fully in line with Ambition 2030, enabling a realistic and pragmatic transformation of its activities. Consequently, by setting its targets for 2030, validated by SBTi, Limagrain is committed to progress and continuous improvement to contribute to the achievement of carbon neutrality at the global level in 2050.

### 2.4.3. GHG removal and mitigation projects financed through carbon credits [E1-7]

E1-7 – GHG removal and mitigation projects financed through carbon credits

To date, Limagrain has not implemented any mitigation or absorption project through carbon credits.

### 2.4.4. Internal carbon pricing [E1-8]

To support its decarbonisation strategy, Limagrain has implemented an internal carbon price. Over the financial year, this price was set at €86/t CO<sub>2</sub>eq, in line with market and industry practices. This mechanism is a decision-making tool for integrating climate impact into the Group's investment strategies.

Limagrain uses this shadow price mechanism in two main ways:

- Every investment (CAPEX) of more than €250,000 is subject to a CO<sub>2</sub> impact assessment with which the internal carbon price is associated.
- This tool facilitates decision-making by integrating the cost of carbon into the profitability calculations of investment projects.

## 2.5 Pollution [ESRS E2]

### 2.5.1. Strategy to combat pollution and management of associated IROs [SBM-3]

**[E2, IRO-1, E2-6, E2-1, MDR-P]** In application of the CSRD and European sustainability standards, companies are required to provide structured information on their actual or potential negative impacts on the environment. For Limagrain, activities range from agronomic research to agricultural and industrial production, making the preservation of soil quality a central issue, both for the sustainability of its practices and the resilience of its business model.

**[ESRS-E2 IRO-1]** Limagrain is part of the Group's identification of IROs, which identifies several risks related to pollution.

The table below lists the impacts, risks and opportunities related to pollution that the Group identified and deemed material during the double materiality analysis carried out in 2024. All the IROs were rated independently of the mitigation measures implemented by Limagrain; in other words, the materiality analysis was carried out on the basis of gross impacts, risks and opportunities, in accordance with the CSRD and in application of the methodologies developed by the European Commission, EFRAG, and other guidelines. This information must be interpreted in light of the ESRS 2 standard, and in particular the IRO-1 and SBM-3 disclosure requirements.

Topic	(Sub-)topic	Type of IRO	Location in the value chain	Time horizon	Description
Pollution	Soil pollution	Impacts	Limagrain	2030	Soil pollution related to discharges and hazardous waste from our sites
Pollution	Soil pollution	Impacts	Limagrain Customers	2030	Supporting customers with agronomic practices and reducing the use of inputs
Pollution	Pollution of water	Impacts	Limagrain	2030	Water pollution linked to discharges and hazardous waste from our sites
Pollution	Microplastics	Impacts	Limagrain Customers	2030	Pollution by microplastics of water and soil related to the use of polymers for coating seeds

### 2.5.2. Policies related to pollution

#### Policies related to pollution [E2-1]

**[E2-1 15a, AR11]** The reduction and control of the risks of pollution (air, water, soil) related to its activities or its value chain is part of the Group's desire to protect people and ecosystems.

This is why the Group wanted to present the main policies implemented in terms of pollution. However, with regard to pollutant emissions, given the diversity and geographical distribution of activities and the diversity of regulations in force in the countries where it operates, it was not possible to collect data this year. The Group is preparing to comply with the evolving regulatory framework and thus, if necessary, implement the necessary reporting.

## **Soil and water pollution related to discharges and hazardous waste from our sites**

### **Policy**

Preserving soil and water quality is a priority for Limagrain. This is why Limagrain has implemented an environmental policy signed by the Limagrain Executive Committee including clear commitments on the management and treatment of hazardous waste in order to prevent the risk of pollution.

### **Actions**

This policy is supplemented by internal environmental standards to be respected at each of its sites, validated by the Group's Executive Committee. These standards include rigorous management of hazardous waste to avoid any risk of pollution. These standards are subject to annual internal controls managed by Limagrain's CSR and Sustainable Performance Department, the results of which are presented during management reviews to the Business Lines and Limagrain Executive Committees.

During the 2024-2025 financial year, five Limagrain sites were subject to an internal control on their application of the Group standards.

In addition, a self-assessment system for compliance with standards has been set up, the results of which may be published from the next financial year onwards.

Lastly, the efforts made by the sites to mitigate the risks of pollution can be illustrated through actions implemented during the financial year, such as: the installation of a Heliosac storage system in South Africa, allowing the safe storage of the plant's chemical waste, and the implementation of new contracts for the collection, cleaning and treatment of hazardous waste in several countries.

### **Targets**

Limagrain aims to audit 100% of the hazardous waste treatment process (from storage to disposal) by 2030. This target concerns all stages of treatment: storage, transport, disposal and regulatory traceability, at all sites where hazardous waste is generated.

The scope covers the Company's own operations. Audit aims to verify regulatory compliance, the effectiveness of internal procedures, and potential risks related to pollution.

As of June 30, 2025, 7% of the processes identified have already been audited.

## **Pollution by microplastics of water and soil related to the use of polymers for coating seeds.**

### **Policy**

Agriculture generates microplastics, particularly through the use of certain polymers in seed treatments. These polymers, used to guarantee the adhesion of products to the seed, are essential to avoid their dispersion and ensure safety. Nevertheless, their contribution to the release of microplastics into the environment is estimated at around 1%, with a clear objective of moving towards zero.

Aware of the importance of microplastics, the Group has classified this issue as "material". European regulations (EU 2023/2055), in force since October 17, 2023, impose restrictions on the use of these substances, with transition periods that vary depending on the product. The Group is directly concerned with both film-coating polymers, for which it is partly the formulator, and plant protection products (PPPs), for which it depends on suppliers.

To meet this challenge and anticipate regulations, the Group has set up a dedicated organisation. Working groups of experts have been set up, such as RegAff and ACAFOS for regulatory aspects, to anticipate risks. On the technical level, several committees (STEG Steering, STEG WG Seed Applications, STEG WG Biocontrol) are actively working on the development of innovative and sustainable solutions.

## **Actions**

To achieve this, research and development teams are actively working on the development of biodegradable alternative formulations capable of maintaining, or even improving, the effectiveness of coatings while eliminating microplastics. At the same time, the Group works closely with its suppliers and reinforces its controls to ensure that its phytosanitary products do not introduce microplastics into the environment. This dual approach reinforces its contribution to more sustainable agriculture and the preservation of ecosystems.

This proactive commitment has already led to concrete projects, such as the development of polymers without microplastics. The teams are focused on finding alternatives for pelleting binders and have already succeeded in creating film coatings and pelleting for lettuce without microplastics or titanium dioxide. The Group is convinced of its ability to meet the deadlines imposed by regulations and to offer high-performance, environmentally friendly solutions. This approach illustrates its commitment to reconciling agricultural innovation and sustainability, for ever more responsible agriculture.

## **Targets**

Limagrain is strongly committed to reducing its environmental impact, with a particular focus on managing microplastics. Its commitment is reflected in a clear roadmap and concrete actions. Limagrain is confident that its technical expertise and capacity for innovation will enable it to achieve its target: to implement, within the timeframes provided for by regulations, solutions to guarantee film-coating and coatings as well as phytosanitary products without microplastics on all of its seeds.

## **Supporting customers with agronomic practices and reducing the use of inputs**

At the same time, Limagrain generates significant positive impacts through its action with its customers. The company actively works to support farmers in adopting more virtuous agronomic practices, in particular aimed at reducing the use of inputs. This work contributes directly to the reduction of soil pollution on a wider scale, promoting the health and fertility of agricultural land.

## 2.6. Water and marine resources [ESRS E3]

### 2.6.1. Water resources impacts, risks and opportunities [ESRS-E3 IRO-1]

[ESRS-E3 IRO-1]

Between periods of drought and excessive rainfall, water resource management is becoming increasingly strategic and more of a priority. It is essential to agriculture. Episodes of heavy rainfall or, conversely, drought, constitute a very tangible and direct risk for the production of Limagrain and its subcontractors, which could go so far as to make it impossible to grow seeds or to destroy all or part of them. The necessary use of this resource for agricultural crops can put pressure on the water supply in certain regions, particularly during periods of drought.

Topic	(Sub-)topic	Type of IRO	Location in the value chain	Time horizon	Description
Water	Water consumption	Risks	Suppliers Vilmorin & Cie	2030	<b>Drought impacting a major production area of Limagrain or subcontractors</b> <b>The policy, action and targets of this risk can be found in the “Climate risks” chapter in the “inability to produce in current production areas” risk</b>

### 2.6.2. Policy implemented [E3-1]

**[MDR-P]** Climate change is fundamentally transforming our relationship with water and Limagrain is innovating every day to offer sustainable solutions thanks to:

- Varietal creation with the selection of plants that are more tolerant to drought and resilient to the vagaries of the climate. This is the case for the LG Danubia corn range sold by Limagrain in Central Europe.
- Agronomic development with the improvement of the quality of soil and its ability to store carbon and retain water. Limagrain has, as an illustration, developed the Matrix of Cropping Systems in Limagne, where the Cooperative is based. A 12-year project whose aim is to improve the performance and resilience of local agricultural systems.
- The evolution of irrigation techniques with more efficient equipment and digitally controlled tools.
- Improving its processes by optimising the use of water on its sites.

Limagrain addresses the issue of water in its facilities from two aspects: the quality of effluents (dealt with in the pollution chapter) and consumption.

Limagrain's policy on water consumption at its sites is based on a better knowledge of its consumption in order to be able to put in place levers to reduce it on the one hand, and to develop rainwater harvesting on the other hand. Limagrain has therefore implemented an environmental

policy whereby the Group undertakes to manage and optimise its water consumption and ensure the quality of its effluents by:

- Managing and optimising water use at its sites, with priority given to those located in areas of high water stress;
- Developing rainwater harvesting, particularly for greenhouse and field irrigation;
- Safeguarding the quality of its effluents.

### 2.6.3. Actions [E3-2]

Limagrain has initiated a structured approach to optimising its consumption. The actions undertaken are part of a sustainable performance approach, with a clear ambition: to manage and optimise water consumption, by adapting practices and equipment.

To ensure the operation and sustainability of its members' farms, Limagrain advocates a multi-use approach to water, in consultation with all stakeholders. The Cooperative provides support for the implementation of solutions adapted to the situation of each territory, both in terms of savings (reduction of withdrawals for human activities), increase (construction of boreholes, organisation of sustainable storage) and reuse of water resources (reuse of wastewater). The Cooperative offers personalised support to its members to optimise water management on their farms. It can thus guide them towards solutions adapted to their plots, such as:

- The use of decision-making tools: tensiometric probe, capacitive probe, weather station, etc.;
- The installation of more efficient equipment: for example, replacing irrigation cannons with a pivot can enable 10% to 25% less water to be used (source: IRSTEA).

All of the actions undertaken by Limagrain are thus part of a long-term adaptation trajectory, part of its approach to environmental responsibility. Preserving a resource means securing its activity, strengthening its resilience to the climate, and contributing to a sustainable balance between agricultural, industrial and environmental needs.

Action	Link to policy	Scope	Time horizon	Water stress area	Illustrations
Implementation of an environmental management system with internal water standards to be applied at each site	Operational deployment of the policy	Vilmorin & Cie	2030	All sites	Five sites subject to an internal control to assess their level of compliance with the standards in 2024-2025 Implementation of a self-assessment system for compliance with standards in 2024-2025
Deploy rainwater harvesting systems	Develop rainwater harvesting	Priority sites in water-stressed areas	2030	Yes, as a priority	Implementation of a rainwater harvesting and storage system at our research centre in Chappes in 2023 Setting up a lagoon for rainwater harvesting in Kenya in 2025
Roll out the installation of meters to better manage our consumption and equipment to limit it	Managing and optimising water use	Vilmorin & Cie	2030	All sites	Installation of new irrigation equipment with improved performance in South Africa in 2025 Replacement of irrigation management systems in several sites in 2025 Installation of water meters on several sites in 2025

## 2.6.4. Targets and key performance indicators [E3-3] [E3-4]

**Key performance indicators [E3-4]:** At Limagrain, as in many agro-industrial groups, water is a key factor in production. It is essential to its crops, its industrial processes and the quality of its products. In a context of global water pressure, it has become essential to understand precisely how the Group consumes this resource, and how it can preserve it, without harming production capacity in the field.

Limagrain	2024-2025	Unit
Total water withdrawal	2,958,742	m <sup>3</sup>
Total water withdrawal in water-stressed areas	1,388,829	m <sup>3</sup>
Total quantity of water recycled and reused	not managed	not managed
Total amount of water stored and changes in storage in m3	84,559	m <sup>3</sup>
Water intensity (m3/€ million)	1,207	m <sup>3</sup> /millions of euros

**[E3-1 12a, AR16-18]** Optimising resources involves reducing the vulnerability of farms to climate change. It also involves improving production potential in order to keep them adapted to their environment, and that this environment is adapted to their needs.

## 2.7. Biodiversity and ecosystems [ESRS E4]

### 2.7.1. Biodiversity and ecosystems strategy, and management of associated IROs

**[IRO-1]** Biodiversity is much more than a simple inventory of plant or animal species. It is a living and complex whole, which is built with ecosystems, regulates natural balances and supports all human activities. This biodiversity maintains major ecological balances. It promotes soil fertility, ensures crop pollination, regulates diseases and pests, filters water and purifies the air. Without it, there can be no sustainable agricultural systems or long-term food security.

**SBM-3 Material impacts, risks and opportunities linked to biodiversity** Limited access to essential genes can slow down the creation of varieties adapted to changing climate challenges, new plant diseases or the specific needs of farmers, especially since these more adapted seeds indirectly make it possible to reduce the need for fertilisers and insecticides.

On the other hand, ecosystems and biodiversity operate on a fragile balance that deregulated and unreasonable activity would jeopardise. A sustainable agricultural activity therefore requires a fair compromise between these imperatives, which are not irreconcilable.

The table below lists the impacts, risks and opportunities related to biodiversity that Limagrain identified and deemed material during the double materiality analysis carried out in 2024. All the IROs were rated independently of the mitigation measures implemented by Limagrain; in other words, the materiality analysis was carried out on the basis of gross impacts, risks and opportunities, in accordance with the CSRD and in application of the methodologies developed by the European Commission, EFRAG, and other guidelines.

	Nature of the IRO	Value chain	Time-frame
<b>ENVIRONMENT</b>			
<b>Impact of dependency on ecosystems</b>			
Maintaining and enriching the genetic resource	■	◀ ●	■
Restriction of access to genetic resources in a restrictive regulatory framework	▲	◀ ● ▶	■ ■
Ability to create new disease-resistant varieties	★	●	■ ■
<b>Impact on biodiversity loss</b>			
Use of inputs impacting biodiversity	■	◀ ● ▶	■
Marketing of varieties to limit the use of inputs	■	◀ ● ▶	■
Research and marketing of alternatives (agronomic products and advice) to limit the use of inputs by our customers	★	● ▶	■ ■

■ Negative impact 
 ▲ Risks 
 ★ Opportunities 
 ■ Positive impact 
 ◀ Upstream 
 ● Limagrain 
 ▶ Downstream 
 ■ Short-term 
 ■ ■ Medium-term 
 ■ ■ ■ Long-term

### 2.7.2. Resilience of the Company's strategy and business model in the area of biodiversity and ecosystems [E4-1]

**[SBM-3 48f]** The preservation of biodiversity is a challenge for all. Varieties, seeds and plants have a major role to play in preserving this biodiversity. The creation of new varieties that are less dependent on inputs (plant protection products, fertilisers or water) must help to reduce the use of inputs, in addition to helping to maintain and develop cultivated biodiversity.

Variety creation is at the crossroads of improving the competitiveness of agriculture, and global issues such as climate change, the scarcity of resources including soil and water, food security and societal expectations in the area of reducing inputs (fertilisers, plant health products, etc.). To meet these challenges, Limagrain strives to find solutions within existing biodiversity which, through crossbreeding, offers the ability to create new varieties with improved performance. The greater the

genetic diversity, the more possibilities. Preserving and enriching biodiversity are therefore the essential missions of Limagrain, in order to maintain its ability to offer new varieties adapted to the diversity of markets.

Maintaining and enriching cultivated biodiversity is therefore at the heart of Limagrain's strategy and economic model.

### 2.7.3. Policy implemented [E4-2]

**[MDR-P 65a]** Biodiversity is one of the four issues addressed in the environmental policy of Limagrain, signed by each member of the Group Executive Committee and closely monitored for its operational implementation at each level of management bodies.

**[E4-2 23a, 23b, 23c]** The Group's commitment, enshrined in the environmental policy, is to protect the ecosystems present on the sites, by prioritising significant sites located in or near an area sensitive to biodiversity.

Variety creation is at the crossroads of improving the competitiveness of agriculture, and global issues such as climate change, the scarcity of resources including soil and water, food security and societal expectations in the area of reducing inputs (fertilisers, plant health products, etc.). To meet these challenges, Limagrain, based on its research programmes, strives to find solutions in existing biodiversity which, through crossbreeding, offers the ability to create new varieties with improved performance.

### 2.7.4. Actions

**Actions [E4-3]** At the heart of its business model, plant breeding contributes directly to cultivated biological diversity. Every year, Limagrain markets new seed varieties adapted to a variety of soils, climates and agricultural systems, in accordance with the rules governing access to plant genetic resources, in accordance with the Convention on Biological Diversity (CBD) and the International Treaty on Plant Genetic Resources for Food and Agriculture (ITPGRFA), which includes important provisions concerning local and indigenous knowledge as well as elements that can be associated with nature-based solutions.

Concrete illustrations can be found in the chapter on "climate change actions".

This varietal creation from Limagrain helps, among other things, support farmers in their fight against diseases and pests, such as, by way of illustration:

- The tomatoes marketed by its vegetable seed activities resistant to the ToBRFV virus, a very virulent and aggressive virus, which appeared in 2014, and which can cause a severe infection in tomatoes and spread to the entire production.
- The Terapur carrot variety capable of trapping nematodes, worms ravaging crops since a pesticide was banned in Europe in 2018.

Forests also play an essential role as carbon sinks and biodiversity reserves and here again Limagrain has an important role: on the professional market, 2 out of 3 trees planted in France come from seeds from Vilmorin-Mikado, a Group subsidiary. This know-how has been developed for more than two centuries and allows the BU to participate in the renewal of French forests, in collaboration with foresters and research institutes.

At the Limagrain sites, initiatives are also launched, such as conducting biodiversity diagnostics to assess issues relating to fauna and flora, and then implementing preservation actions.

Agriculture is also a natural lever for supporting and improving biodiversity. This involves practices such as crop diversification, the reduction of chemical inputs, as well as the development of dedicated infrastructure such as grass strips, hedges or fallow land while maintaining the yield necessary for the economic sustainability of the farm and the feeding function.

Thus, the preservation of biodiversity is not based on a single path but on the combination of all approaches, local and global, technical and ecological, to act effectively and sustainably.

Actions	Target	Scope	Time horizon	Examples of actions carried out
Implementation of biodiversity diagnostics on sites	Carrying out of 20 biodiversity diagnostics on the Limagrain sites	Limagrain	2030	Biodiversity diagnostics carried out on several Field Seeds and Vegetable Seeds sites
Implementation of actions to preserve biodiversity	Implementation of 75% of action plans associated with biodiversity diagnostics	Limagrain	2030	Planting of embankments, unmowed areas, flower-filled fallow areas, changing LED lighting with wavelengths respecting night-time fauna On several sites

## 2.7.5. Targets and key performance indicators [E4-4, E4-5]

**Objectives [E4-4]** The target for Limagrain is to implement 75% of the action plans associated with the 20 biodiversity diagnostics whose completion is planned as part of the environmental policy (objectives for 2030 compared to a reference year in 2021).

These targets have not been defined in alignment with the Kunming-Montreal Global Biodiversity Framework, relevant aspects of the EU 2030 biodiversity strategy and other national policies and legislation related to biodiversity and ecosystems.

### Key performance indicators [E4-5]

Eleven biodiversity diagnostics have been carried out on Limagrain's sites since 2020-2021, thus contributing to Limagrain's target of 20.

## 2.8. Resource use and circular economy [ESRS E5]

### 2.8.1. Presentation of impacts, risks and opportunities related to the use of resources and the circular economy [IRO-1]

#### **SBM-3 Material impacts, risks and opportunities and their link with the use of resources and the circular economy**

The table below lists the impacts, risks and opportunities related to the use of resources and the circular economy that Limagrain identified and deemed material during the double materiality analysis carried out in 2024. All the IROs were rated independently of the mitigation measures implemented by the Group; in other words, the materiality analysis was carried out on the basis of gross impacts, risks and opportunities, in accordance with the CSRD and the associated methodology developed by the European Commission, EFRAG and other guidelines. This information must be interpreted in light of the ESRS 2, and in particular the IRO-1 and SBM-3 reporting requirements.

Topic	Sub-topic	Type of IRO	Location in the value chain	Time horizon	Description
Resource use and circular economy	Outflow of resources	Risk	Limagrain	2030	Selling of products impossible due to their obsolescence (i.e. technical, commercial, quality-related obsolescence)

### 2.8.2. Circular economy and resource management policy and process [E5-1]

#### **[E5-3 24a, b, c, d] Inflow of resources**

##### **Policy**

The development of a structured policy specifically dedicated to the Group's inputs is not an immediate priority due to the simplicity of its consumption of resources (90% are raw materials and packaging). This approach makes it possible to focus on the gradual and global structuring of the Group's environmental policy, managed by the CSR and Sustainable Performance Department, under the authority of the management bodies.

##### *Actions [E5-2]*

Faced with these risks, Limagrain has taken concrete steps (reduction of plastics, organic recovery, support for biosourced sectors).

By setting up short circuits in its territory of origin, Limagrain is now able to guarantee perfect control of its corn and wheat sectors, from the creation of the variety to the production of ingredients or bread. The Cooperative relies on the Group's research system to develop specific varieties adapted

to the Auvergne terroir, meeting the requirements of farmers, the technological qualities sought by customers and the expectations of consumers. In addition to its historical sectors (corn and wheat), Limagrain has diversified into wine production, with Desprat Saint-Verny, and is developing new sectors, thus providing farmers with additional value and additional income, in the service of local and diversified family farming. On the other hand, Limagrain's agri-food division has an active policy of combating food waste through the reduction and/or reuse of waste and is also working on improving packaging recycling.

While the Field Crop, Vegetable and Garden Products activities generate little food waste on the sites, the Group acts in a targeted manner, in particular in its varietal research programmes, which aim to extend the life of fresh products from vegetable seeds.

In the vegetable production or experimentation phases, surpluses are either recycled into organic waste or donated to social structures or food banks, quality permitting.

### *Examples of initiatives*

#### Vilmorin Jardin

For the Seeds range, a project was initiated in 2024-2025 with the aim of reducing the environmental impact of packaging:

- Replacement of complex bags (aluminium/PE) with paper bags, which are more easily recyclable;
- Elimination of the pod when technically possible, in order to limit plastic components;
- Use of recycled and recyclable materials: recycled cardboard, metal, vegetable-based inks, and eco-friendly design of boxes (reduction in the number of different materials).

#### Hazera

Hazera has implemented several initiatives to optimise the use of resources:

- Closed-loop system at the Made site: full recycling of water and fertilisers used (zero loss).
- Optimisation of wastewater treatment in Sderot: reduction of the need for chemicals and increased recycling of effluents.
- Reuse of laboratory equipment to limit the purchase of new equipment.
- Re-use of grow bags in greenhouses, halving their consumption.

#### HM.CLAUSE

HM.CLAUSE has developed several initiatives to optimise the use of resources:

- Gradual discontinuation of packaging in metal cans, in favour of more sustainable solutions.
- Launch of the "Unipack" project, aimed at reviewing all packaging. Environmental criteria have been included in the specifications, in particular recyclability and reducing the carbon footprint.

#### Vilmorin-Mikado

Vilmorin-Mikado has implemented a packaging rationalisation project, with the aim of eliminating multi-material packaging. A set of specifications has been drawn up to guide this transition towards more sustainable solutions.

### *Key performance metrics and targets*

Limagrain aims to use 100% recyclable packaging at Jacquet-Brossard for its Bakery-Pastry Business Line by 2030, and have 25% of it made out of recycled materials.

## 2.8.3. Resource outflows

### *Policies*

Within Limagrain, as in any industrial or agricultural organisation, waste is generated at various stages of the activity. Its management is both an environmental imperative, a performance lever and a marker of responsibility.

The types of waste produced by Limagrain are varied and classified in three main categories:

- Organic waste, particularly plant residues or raw materials not used such as untreated downgraded seeds, vegetable pulp, or plant waste.
- Non-hazardous waste, such as paper, plastics, cardboard, wood, big-bags, metals, textiles, etc.;
- Lastly, waste can be classified as “hazardous”. This may include chemicals, aerosols, batteries, seed treatment products, packaging soiled by hazardous materials, used oils, laboratory products, etc. This waste requires specific treatment because it presents risks to health or the environment.

At the same time, it is important to distinguish waste from byproducts. The latter, although resulting from a manufacturing process, are not considered waste because they have the potential for direct re-use in other areas, without additional treatment.

Several of the Company’s activities already add value to these by-products, reintroducing them into circuits and thus creating value. Thus, and by way of illustration:

- Corn cob in the Field Seeds activity is recovered in energy production through biomass boilers, such as those located in Ennezat (France), Goianésia (Brazil), and Saint-Mathurin (France), opened in 2024.
- Dust, wheat and corn chaff, production waste and broken finished products from its agri-food supply chains are used for animal feed.

These recovery initiatives already in place within Limagrain are part of a resource optimisation approach. They make it possible to limit landfill, reduce the environmental impact and generate economic value.

At Group level, understanding the distribution of the different types of waste is essential to implement appropriate management strategies.

Through its environmental policy, the Group incorporates waste management initiatives with the aim of limiting waste and moving towards zero waste that is not recovered or recycled.

### *Targets*

As part of its environmental policy, Limagrain is committed to, by 2030 compared to the 2020-2021 reference year:

- Recovering or recycling 80% of waste.
- Reducing, by 30%\*, non-hazardous and non-organic waste.
- Auditing 100% of the hazardous waste treatment process (from storage to disposal)

(\*in kg/€1,000 of revenue)

For more information, please refer to the methodological note.

As part of its operations, Limagrain monitors and reports waste streams:

<b>Limagrain Group</b>	<b>2024-2025</b>	<b>2023-2024</b>
<b>Hazardous waste</b>	<b>2,832.17</b>	<b>3,412.63</b>
<i>Preparation for reuse</i>	0	0
<i>Recycling and other recovery operations (material recovery or energy recovery)</i>	1,316.01	1,516.47
<i>Quantity of waste disposed of (landfill, incineration and other disposal operations)*</i>	1,516.16	1,896.16
<b>Non-hazardous waste</b>	<b>38,228.83</b>	<b>27,969.41</b>
<i>Preparation for reuse</i>	0	0
<i>Recycling and other recovery operations (material recovery or energy recovery)</i>	32,998.33	20,375.37
<i>Quantity of waste disposed of (landfill, incineration and other disposal operations)*</i>	5,230.5	7,594.04
<b>Amount of waste produced</b>	<b>41,061</b>	<b>31,382</b>
<b>Total amount of non-recycled waste</b>	<b>26,035</b>	<b>16,804</b>
<b>Percentage of non-recycled waste</b>	<b>63%</b>	<b>54%</b>

\* See methodological note on page XX.

The data are taken from direct measurements, based on waste monitoring forms and internal flows. The categorisation is based on regulatory typologies and the treatments applied by approved service providers.

*Actions*

<b>Actions</b>	<b>Objective</b>	<b>Scope</b>	<b>Time horizon</b>	<b>Examples of actions carried out in 2024-2025</b>
Raising employee awareness of waste sorting	Recovering or recycling 80% of waste	Vilmorin & Cie	2030	Organisation of a vast awareness-raising campaign in Brazil
Establishment/renewal of service contracts for waste collection and treatment	Recovering or recycling 80% of waste	Vilmorin & Cie	2030	Renewal of contracts at several sites
Implementation of an environmental management system with standards to be applied at each site	Operational deployment of the policy	Vilmorin & Cie	2030	5 sites that were subject to an internal control to assess their level of compliance with standards Implementation of a self-assessment system for compliance with standards

## 3. SOCIAL INFORMATION

### 3.1. Respect for human rights

#### 3.1.1. Policy

This section is part of its Human Rights Policy [S1-1 20a, c] [S1-1 21, 22] and details the Group's commitments to respect internationally recognised standards relating to human rights, trade union rights and labour rights in all their activities. The Company is a signatory of the OECD Guidelines and is committed to implementing them throughout its value chain, taking into account the specificities of its operational reality.

### 3.2. Own workforce [ESRS S1]

#### 3.2.1. Identification of material IROs on social issues in the Group's own workers [IRO-1 53a, b]

**[ESRS S1 SBM-2, ESRS S1 SBM-3, S1-1, S1-3, S1-4, S1-6]** The success of an organisation is not limited to its economic performance; it is also based on the commitment of its employees to its project and its ambition. Limagrain places the development of its human capital at the heart of its Human Resources strategy.

The objective of the HR action is to attract, develop, improve and retain employees. Limagrain is striving to make each and every one of them a committed ambassador for the Group. Limagrain is seeking to encourage the development of its employees so that they can fulfil their potential in their work, enrich their skills and commit to the Group's development. The integration of sustainability and transparency criteria requires constant adaptation of recruitment, diversity and inclusion, development and training policies, as well as career paths and talent retention.

The management of a company's own workers is a fundamental pillar of its performance and reputation. It encompasses a series of social sub-issues, each presenting unique challenges but also opportunities for growth and improvement.

#### **SBM-3 Material impacts, risks and opportunities related to the company's own workers**

The following table lists, in relation to Limagrain's own workers, the impacts, risks and opportunities deemed material during the double materiality analysis carried out in 2024. All the IROs were rated independently of the mitigation measures implemented by Limagrain; in other words, the materiality analysis was carried out on the basis of gross impacts, risks and opportunities, in accordance with the CSRD and in application of the methodologies developed by the European Commission, EFRAG, and other guidelines. This partial reporting should be interpreted in light of the ESRS 2 section, and in particular the IRO-1 and SBM-3 disclosure requirements.

(Sub-)topic	Type of IRO	Description of the IRO	Related policies
Health / Safety / Employee safety in the workplace	Risk	<b>Risk of serious injury or death of employees, service providers or subcontractors. Risk of occupational illnesses related to exposure to chemical substances. Health risks during a pandemic. Risk of harm to the safety of people and property, particularly for employees travelling or in high-risk areas.</b>	<b>Occupational risk prevention policy</b> <b>Detailed information can be found in the “Health and safety” section.</b>
Social dialogue	Positive impact	Ensuring high-quality social dialogue, with constructive exchanges between management and employee representatives, to prevent the risk of strikes and labour disputes.	Social dialogue policy Detailed information can be found in the “Social dialogue” section
Social dialogue	Risk	<b>Risk of prolonged strike on a major site, which could significantly impact the business.</b>	<b>Social dialogue policy</b> <b>Detailed information can be found in the “Social dialogue” section</b>
Training and skills development	Positive impact	Developing and keeping talent by investing in the continuous learning of employees, improving their employability and job satisfaction.	HR development policy Detailed information can be found in the “Training and skills development” section
Diversity and Inclusion	Positive impact	Foster diversity and inclusion by recognising and valuing individual and collective differences to drive innovation and performance.	Diversity & Inclusion Program Detailed information can be found in the “Diversity, equity and inclusion” section
Gender equality and equal pay	Positive impact	Commit to equal pay for women and men by guaranteeing equal pay for work of equal value.	Diversity & Inclusion Program Detailed information can be found in the “Diversity, equity and inclusion” section

Discrimination	Negative impact	Differential and unfair treatment based on various criteria (origin, gender, etc.), which hinder equal opportunities and diversity.	Diversity & Inclusion Program Detailed information can be found in the “Diversity, equity and inclusion” section
Violence and harassment	Negative impact	Physical, psychological or moral violence that has devastating consequences on the victims and on the working climate.	Diversity & Inclusion Program Detailed information can be found in the “Diversity, equity and inclusion” section
Work-life balance	Negative impact	Imbalance between private and professional life, which can lead to stress, burnout and demotivation of employees.	Diversity & Inclusion Program Detailed information can be found in the “Diversity, equity and inclusion” section
Labour law	Positive impact	Implement a comprehensive and competitive benefits policy to strengthen the employer brand and retain talent.	Overall compensation policy Detailed information can be found in the “Social dialogue” section

### Material negative impacts

Five of the material negative impacts related to Limagrain’s own workers (physical assault on employees, personal injury, occupational illness, violence and harassment, discrimination, work-life imbalance) are linked to individual incidents and are not considered as widespread or systemic. Another negative impact, child labour, was not identified as a systemic issue among the Group’s own workers.

Limagrain studied the circumstances under which certain types of employees may be particularly vulnerable to certain negative impacts, in accordance with the CSRD and applying relevant methodologies. Here are a few examples:

- Employees working on production sites are exposed to an increased risk of accidents due to the nature of their activity.
- Employees travelling on business trips are exposed to a risk of physical assault or other security breaches.

This assessment is based on the risk profile of Limagrain; other sources of information were also consulted, such as statistics on collective bargaining, health and safety, as well as cases of discrimination and harassment.

Anxious to monitor and manage any negative impacts affecting its employees, Limagrain implements appropriate communication channels, based on clear policies to combat violence and harassment, and by proposing warning systems for business travel.

### Material positive impacts

For the four material positive impacts related to its own workers (training and development, social dialogue, gender equality and compensation, diversity and inclusion), Limagrain makes specific efforts to target its employees. All Group employees benefit from training and skills development initiatives. The social dialogue policy ensures constructive exchanges to defuse tensions and co-

construct solutions. Commitments in terms of gender equality and diversity aim to strengthen the company's attractiveness and employee motivation.

## Material risks

A material risk identified by Limagrain is a prolonged strike on a major site, which results from an impact related to social dialogue and can significantly impact the activity. Another risk is the safety of people during business travel, with significant consequences on the physical and psychological health of employees. Limagrain has not observed, and does not expect, that its environmental transition plans will have a significant impact (such as restructuring or loss of jobs) on its own workers.

## Description of Limagrain's own workers, by type

For 2024-2025 and previous years, Limagrain considers employees with a direct contractual relationship with the Group as its own workers. Excluded from this definition are contracts with third parties (casual workers, managed services). Employees on notice due to redundancy plans and members of the Executive Committee are also excluded.

What constitutes Limagrain's own workers includes:

- Permanent employees: employees who have entered into a contract with Limagrain directly with no expiry date. This contract may be terminated by resignation on the employee's initiative, by dismissal on the company's initiative, by mutual agreement or by retirement.
- Temporary employees: employees who have directly entered into a contract with Limagrain with a fixed expiry date. This contract can, depending on local law, either be terminated at the end of the period or be renewed for an additional period, if Limagrain and the employee so agree.
- Full-time employees: employees who have signed, directly with Limagrain, a fixed or open-ended contract, providing for a set number of hours of work (generally between 30 and 40 hours per week) which is paid at a given rate, and which entitles the holder to certain benefits.
- Part-time employees: employees who have concluded directly with Limagrain a fixed-term or open-ended contract, providing for fewer hours of work than those considered to be full-time (generally a number of hours per week less than or equal to 30 hours). This type of contract may have an impact on the benefits to which these employees are entitled. Part-time is measured as a percentage of full-time, in "full-time equivalent" (FTE).

Limagrain defines non-employees as subcontractors hired by the Group to perform regular work which, in other circumstances, would be performed by an employee. These include:

- Casual workers: these provide temporary assistance to replace employees on leave or to meet strong demand. Their scope of action is defined by a specific job description.
- Managed services: these provide temporary support to Limagrain's employees for a regular activity.

## Own activities exposed to the risk of incidents related to forced or child labour

In 2024-2025, Limagrain did not identify any sites as being at risk from a human rights perspective, based on the following criteria: country risk level, number of employees and presence of production or distribution activities.

## 3.2.2. Description of employee characteristics [S1-6]

### Geographic footprint of the Group's salaried own workers [S1-6 50a, AR55]

Limagrain's strength is 9,676 employees in 53 countries.

#### Breakdown of employees by geographical area

GEOGRAPHICAL AREA	PERCENTAGE OF EMPLOYEES
Europe	65.0%
>> France*	45.5%
Americas	13.0%
Asia/Oceania	17.5%
Africa/Middle East	4.5%

\*In France, Limagrain has 4,402 employees, of which 44% are women and 56% are men.

#### Breakdown of employees by contract type and gender

WOMEN	MEN	OTHER	NOT DISCLOSED	TOTAL	France
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##### Number of permanent + non-permanent employees (own workers)

4,709	6,447			11,156	5,069
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##### Number of permanent employees (own workers)

3,901	5,775			9,676	4,402
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##### Number of non-permanent employees - Fixed-term contracts + Work-study contracts (own workers)

808	672			1,480	667
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##### Number of permanent full-time employees (own workers)

3,557	5,627			9,184	4,139
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##### Number of permanent part-time employees (own workers)

373	119			492	263
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### Turnover rate of the Group's own workers [S1-6 50c]

During the 2024-2025 financial year, 1,005 people were hired, including 209 permanent employees. Of the total number of new hires - excluding tenures - 31.3% are managers (*i.e.* 315 hires) and 13.7% are young people under the age of 26.

In addition, 965 employees left Limagrain during the 2024-2025 financial year, while 52 benefited from internal mobility.

The turnover rate of the Limagrain workforce is 10.0%.

### 3.2.3. Diversity metrics [S1-9]

#### Group headcount by gender [S1-6 50a, AR55]

Equality between men and women	Number of employees (own workers)
Male	5,775
Female	3,901
Other	-
Not stated	-
<b>Total employees</b>	<b>9,676</b>

	Men	Women
Executive managers	150	68
Percentage	69%	31%
Top executives	57	27
Percentage	68%	32%

#### [S1-9 66b] Age pyramid

< 26 years old	320
26 to 30 years old	963
31 to 35 years old	1,396
36 to 40 years old	1,539
41 to 45 years old	1,489
46 to 50 years old	1,252
51 to 55 years old	1,182
56 to 60 years old	1,005
> 60 years old	530
<b>TOTAL</b>	<b>9,676</b>

### 3.2.4. Working conditions [S1-1, S1-4, S1-5, S1-10, S1-11, S1-15]

The Ethics Principles and Code of Conduct, deployed at Group level, define the human rights policy ([Ethical Principles and Code of Conduct](#)). As a fundamental principle of governance, respect for human rights includes the prohibition of child labour and forced labour, respect for freedom of association, equal treatment, health and safety at work, fair pay, the fight against modern slavery, and the fight against discrimination throughout the value chain. These principles are guided by the conventions of the International Labour Organization and the Universal Declaration of Human Rights.

Limagrain has been a signatory of the United Nations Global Compact since 2013, is committed to deploying these values within its teams and in its supply chain, and to avoiding any infringement of fundamental rights in its economic relations. This strategy is implemented through awareness-raising actions, regular training and the dissemination of the Code of Conduct to all employees, regardless of their country or profession. In addition, a specific mailbox, "[code-of-conduct@limagrain.com](mailto:code-of-conduct@limagrain.com)", is available for any employee who wishes to obtain additional information, or discuss a situation encountered without initiating the whistleblowing procedure or requesting advice.

#### Social dialogue [S1-1, S1-2, S1-4, S1-5, S1-8, S1-10, S1-11, S1-15]

##### Policies and processes [S1-1, S1-2 27a, b, c, d, e]

In its various forms (informal exchanges, meetings, negotiations, consultations, etc.), social dialogue between Limagrain and its employees, directly or through their representatives, is both a driver of economic performance and an essential pillar of the company's strategy. This dialogue makes it possible to collect the expectations and points of view of employees in order to integrate them into changes in the organisation, with a view to continuous improvement of working conditions. Explaining, promoting understanding and discussing the company's policies, its transformations or reorganisations, as well as their impact on the teams, is an essential step in their implementation.

Whether it is part of a mandatory institutional framework (particularly on subjects such as wages, working hours or reorganisations) or takes the form of spontaneous and constructive exchanges, social dialogue plays a central role in the prevention of tensions and conflicts. It thus directly contributes to limiting potential negative impacts for employees. Limagrain's approach to social dialogue is based on transparency, good faith and anticipation of the needs of stakeholders, actively participating in the prevention of non-compliance risks and the preservation of high-quality industrial relations.

The key to Limagrain's social dialogue policy is the signing of Group agreements, which promote a common policy between the Business Lines and equity between Limagrain employees.

Limagrain harmonises commitments to human rights in agreements applicable to all its entities, in all places, in compliance with the OECD Guidelines, included in its Ethical Principles.

It is in this spirit that since May 2023, a new agreement on social dialogue within the Group for employees in France has the main objective of consolidating employee-employer dialogue within Limagrain in France, emphasising the recognition of the importance of the role of employee representatives. It establishes a structured framework for their professional and salary career paths, and undertakes to promote the skills developed during their terms of office. As a result, commitments have been made to guarantee a quality of dialogue commensurate with the Group's history:

- **Mandatory and regular interviews:** An interview at the beginning of the term of office is scheduled within three months of taking up the position, in order to discuss the practical methods of exercising the term of office and adapting the organisation of work. Follow-up interviews may be requested annually by the staff representative to adjust workload or organisation. Lastly, an end-of-mandate interview is compulsory within three months following the end of the term of office, to identify the skills acquired and to define the methods of valuing the experience. These interviews are not a substitute for traditional appraisal interviews.
- **Structured professional and salary development:** The agreement reaffirms the principle of non-discrimination and equal treatment, ensuring that the exercise of a mandate does not hinder career or pay. Group companies undertake to adapt representatives' workload

according to their delegation hours and the frequency of meetings, without reducing the attractiveness of the position or the possibilities for development. The setting of targets and the assessment of performance must also take into account the availability due to the mandate. Salary trends are monitored to detect any discrepancies with other employees in the same professional category, and corrective actions may be decided. For representatives with more than 30% of their working time as delegates, there is the guarantee of increased pay, at least equal to general increases and the average of the individual increases in their category.

- **The valuation of acquired skills:** The agreement provides for specific mechanisms to recognise the skills developed by employee representatives. Career interviews may be requested by elected or appointed employees to draw up a career plan within the company, identify links between certain professions and relevant training. Support from the HR department is offered for the Validation of Acquired Experience (VAE) procedures and certification of trade union competencies, subject to a term of office of at least four consecutive years. In addition, there is a provision for an annual employer's contribution to the Personal Training Account (PTA) of €500 (limited to €2,000 per electoral cycle) for permanent elected members of the SEC, union coordinators and union representatives.
- **Training of those involved in social dialogue:** The Group stresses the importance of training for quality social dialogue. A common internal training course on social dialogue is organised for all persons regularly participating in SEC meetings or in negotiations between management and employees (Human Resources Departments, SEC Chairs, Site Managers, Employee Representatives). This training must be delivered within six months of the end of each electoral cycle. Managers working in conjunction with employee representatives will also benefit from a one-day training course on the rights and responsibilities of representatives, and all managers will be made aware of the role of representatives and the challenges of labour relations.
- **The resources made available to employee representatives:** The agreement reaffirms certain guiding principles concerning the resources of the representatives. It highlights the freedom of movement within the company for the performance of their duties, in compliance with safety instructions. The provision of suitable premises and the equipment necessary for the performance of the duties of the trade union sections and SECs is also specified, in accordance with the legal provisions. Access to IT tools is guaranteed, with the provision of a computer at each site if necessary and the allocation of a professional email address dedicated to the mandate. Finally, travel expenses are covered for meetings called by Management, with the possibility of expense advances. The freedom of communication of trade unions is also reasserted, with an incentive for negotiations on the methods of disseminating union information *via* digital tools.

Aware that the world is changing rapidly, Management has incorporated rendezvous and review clauses to allow the agreement to be adapted according to legislative changes or the Group's needs [S1-2 27e].

[S1-5 47a, b, c] Limagrain's European Works Council (EWC), which brings together representatives of the Group's various European entities, meets twice a year. It aims to promote transparent reporting to employees and maintain a constructive dialogue with their representatives at the European level. This body covers economic, financial and social issues of a transnational nature, beyond the scope of a single country.

In order to enable them to fully perform their role, training in the reading and analysis of financial information is provided to members of the EWC during their term of office.

## Actions [S1-4, MDR-A]

Action	Type of action	Expected results	Scope of application	Time horizon	Key principles and arrangements
Incentive scheme (2022 agreement)	Company agreement	Strengthen employee motivation, belonging and cohesion; enhance the contribution of each employee through a flat-rate incentive based on attendance.	Employees of French companies >50% owned by SCA Limagrain and who have worked for at least three months out of 24 months.	Since December 2022	<ul style="list-style-type: none"> <li>▪ Double logic: one portion linked to the Group's overall results (IG), another portion specific to each entity (IBU).</li> <li>▪ Standardisation of the Group share (IG) for all employees concerned.</li> <li>▪ Non-substitution for other components of compensation.</li> <li>▪ Monitoring by Social and Economic Committees.</li> </ul>
Compensation policy	Overall compensation policy	Offer fair and competitive pay that reflects performance.	All Group employees	Not specified, applied since 2022 for the variable portion	<ul style="list-style-type: none"> <li>▪ Global approach (fixed, variable, social protection).</li> <li>▪ Clear and objective rules for fairness.</li> <li>▪ Market data for competitiveness.</li> <li>▪ Variable portion linked to collective performance (70% financial targets, 30% non-financial targets).</li> <li>▪ Business line bonus on contribution to sustainability targets.</li> </ul>
Social protection	Collective agreement	Establish a minimum supplementary pension plan for all employees in France; harmonise and simplify the retirement savings system.	All employees in France	Since January 1, 2023	<ul style="list-style-type: none"> <li>▪ Single retirement savings scheme.</li> <li>▪ Compliance with the PACTE law.</li> </ul>

## Targets and indicators [S1-5, S1-8]

With the gradual implementation of the iHris HR information system, access to this data will be facilitated, allowing for accurate publication in the future.

100% of employees in France are covered by a collective agreement and 100% of employees worldwide are covered by a collective agreement on profit-sharing.

## Health and safety [S1-1, S1-4, S1-5, S1-14, S1-15]

### Health / Safety / Employee safety in the workplace

#### Policies and processes [S1-1, S1-2] [S1-1 19, 23]

##### *Health and Safety policy [MDR-P 65a]*

At Limagrain, the 9,676 employees, spread over 53 countries, are its most valuable asset. Their physical and mental well-being is a priority.

Limagrain believes that sustainable performance cannot exist without a high level of safety at work. In this respect, a policy for the prevention of occupational risks has been rolled out. The policy is based on a high level of mobilisation of management and on an approach combining work organisation and individual empowerment.

Each Business Line ensures the operational implementation of this policy, by mobilising both safety experts and business line managers. Awareness and training programs are also rolled out to facilitate the internal approach, strengthen managerial involvement at all levels, assess risks, define prevention standards, monitor management indicators, and systematically analyse accidents, regardless of their severity, to learn from them.

Safety performance is monitored through three key indicators:

- The frequency rate of accidents with and without lost time (TF2), measuring the total number of accidents per million hours worked;
- Lost Time Injury Frequency Rate (TF1), corresponding to accidents resulting in lost time per million hours worked;
- Severity rate (SR), which expresses the number of days lost following an accident per thousand hours worked.

**Employee security:** In the business world, safety focuses on protecting against accidental breaches, while security is specifically aimed at countering malicious acts, *i.e.* intentional breaches. This is why the Group, anxious to ensure the protection of its employees and its assets, logically decided in 2017 to create a security function dedicated to the prevention and handling of malicious acts in all its forms. This function is now performed by the Security Department, which reports to the Risk and Internal Audit Department. Indeed, because of its international presence, Limagrain is exposed to various risks for its employees. A significant proportion of its teams – expatriates, local employees or those on business trips – regularly operate in countries with various risk categories, ranging from terrorist acts to armed conflicts and riots, crime and natural disasters.

To deal with these threats, Limagrain has set up a monitoring and alert procedure on high-risk countries in order to limit the exposure of its employees. This system is supplemented by a recording system that allows the monitoring of its teams on the move, as well as a real-time alert system to inform them if a risk occurs in their sector. Limagrain has also precisely structured procedures for business travel and has responsive repatriation solutions. All this is reinforced by its crisis management procedures.

Limagrain is also exposed to the risk of malicious attacks against its property, whether it be its production tools, the intentional falsification of food products, its stocks, or the results of its research. While "appropriation" theft (simple theft, burglary, etc.) represents the majority of these risks, the theft of sensitive data or information (such as economic or competitive espionage) is a non-negligible threat due to its potentially significant impacts. Faced with these risks, Limagrain is constantly strengthening the protection systems at its sites

#### **Actions [S1-4]**

**[MDR-A 68a, 68b, 68c, 68d, 68e]** Since 2018, Limagrain has undertaken a process of strengthening the control of its most critical risks, in particular risks related to chemical products, by defining and deploying more stringent safety standards. This approach is accompanied by targeted training for on-site managers and specific support for safety coordinators.

Workplace health and safety awareness and training efforts remain a priority: in 2024-2025, more than a quarter of the training hours provided by Limagrain were devoted to these topics.

To raise awareness and train teams, two manuals dedicated to "Safety within the Limagrain Group" and "Safety during business travel" are made available to all employees. An additional manual on the "Physical protection of sites and infrastructure" has been distributed to site managers and directors. Lastly, the "Avoidance of financial scams" manual has been reviewed by the Finance Department, in collaboration with Cybersecurity, to cover "Fraud" more broadly, making it possible to thwart several attempts. All these actions are coordinated by the Risk and Internal Audit Director, ensuring an integrated approach to risk management.

At the same time, measures are in place to strengthen the prevention and protection of the Group's sites against potentially damaging events (fires, explosions, natural disasters, theft, etc.):

- **A preventive component**, including the improvement of procedures, response plans, detection systems, as well as the dissemination of a risk culture adapted to each site (storage rules, organisation of hot spots, fire detection, automatic shutdown of gas, business continuity plans, etc.);
- **A protection component**, based on targeted investments, such as the installation of automatic sprinkling systems or the strengthening of explosion prevention equipment.

### *Occupational illnesses*

In 2024-2025, Limagrain is continuing its actions to prevent occupational diseases and improve working conditions. Medical visits for new hires are organised in several countries, and managerial safety visits are regularly conducted to identify and correct at-risk situations. In France, employees exposed to specific risks (noise, heavy loads, chemical products, etc.) receive annual medical monitoring, while others are examined at least every five years.

The company is also structuring its approach to the prevention of arduous work through the updating of the single document for assessing risks. In addition, training and awareness-raising initiatives on psychosocial risks are deployed, and a 24/7 crisis line is available to all employees in France.

### *Promoting physical and sporting activities*

In 2024-2025, Limagrain is continuing its commitment to the well-being of its employees, in particular through the development of team sports activities. The Group's sports association, launched in Auvergne at the initiative of Executive Management during the 2022-2023 financial year, is now fully operational. It aims to strengthen conviviality, the link between teams and the quality of life at work. In addition, sports activities are regularly offered to head office employees, particularly during breaks, and dedicated spaces are made available to them to encourage these moments of relaxation and sharing.

### **Targets and indicators [S1-5, S1-9, S1-14, S1-15, S1-17]**

Limagrain has committed to reducing its frequency rate for accidents with and without lost time (TF2) to six accidents per million hours worked by December 2026. To achieve this objective, the company is deploying a structured prevention programme based on three areas: the development and harmonisation of the safety culture, the strengthening of managerial commitment, and the professionalisation of practices:

- Number and rate of work-related accidents
  - Number of accidents: 208
  - TF2 (rolling over 12 months): 9.67 accidents per million hours worked, confirming the Group's good trajectory in terms of health and safety at work.
- Percentage of staff who are covered by a health and safety management system based on legal requirements and/or recognised standards or guidelines: 100%
- Number of fatalities due to accidents: 1

### *Training and skills development [S1-1, S1-4, S1-5, S1-13]*

#### **Policy [S1-1]**

The performance of Limagrain's activity is notably based on its capacity for innovation, international development and management in a multicultural environment. Talent management, mobility and

training therefore represent a major challenge associated with the risk of a mismatch between the needs of the business and the skills available. Central to HR policy, they provide employees with prospects for career advancement while developing their employability.

Employee development is therefore a central focus of the Group's HR ambition. Given its specific Business Line organisation, the Group Human Resources function is tasked with promoting knowledge sharing, cross-functionality and identifying talent to prepare for the future.

**[S1-1 19, MDR-P 65a65a]** In this respect, in 2024 Limagrain launched a one-year Growing Your Future programme aimed at accelerating the development of a generation of leaders, strengthening succession plans and supporting Limagrain in achieving its ambitions.

This first edition, launched in January 2024, consisted of a training section (strategic reflection, financial aspects, understanding of the Group's culture and public speaking) as well as the study of a high-stakes project for the Group.

## **Actions [S1-4]**

### *Limagrain Academy: the Corporate system for skills development [S1-4 38]*

Founded in 2013, Limagrain Academy focuses on four pillars, each targeting different groups of people:

- A cultural pillar whose objectives are to disseminate the Group's culture and develop a sense of belonging, illustrate values and create links between groups of people. This pillar is intended for all employees.
- A managerial pillar to deploy a common managerial culture, define a common language and guarantee a level of understanding of the international environment. This pillar targets managers.
- A leadership pillar including adapted and personalised development paths for Executive Managers and Top Executives.
- A business line pillar whose purpose is to develop information-sharing and co-development reflexes on themes specific to Limagrain, and to create a common base of expertise in the organisation's key business lines. Business Line experts are particularly affected by this pillar.

Limagrain Academy benefits all Limagrain employees. As of 30 June, several training initiatives have been organised for the Group's employees. In addition, through the CoachHub platform, employees were offered individual coaching support as well as unlimited access to rich and varied content, including exclusive articles, videos, exercises and audios, all designed to complement the individual coaching process. The objective is clearly to support the continuous development of the manager and their team, by offering resources adapted to specific needs. The group behind this content has been recognised for excellence. It is created by the Coaching Lab and by renowned partners, such as the Harvard Business Review, thus guaranteeing the integration of the latest scientific advances in management.

**[S1-4 38a, b, c]** Talent reviews are organised every year in all Limagrain subsidiaries as well as at Group level. The objectives of this approach are to identify internal talent, promote mobility, build skills development plans in order to create pools of potential for key positions and prepare for succession.

As a result, work to structure, harmonise and digitise the talent review and performance assessment processes was implemented in 2025 across the group. Webinars were organised in all regions to train HR teams and support managers in learning these new processes.

At the same time, the Limagrain is making its recruitment practices more professional, aware of the challenge of talent acquisition in an increasingly competitive environment and of the increasing difficulty for companies to attract the best potential in France and outside France.

To this end, a demanding selection process and a structuring of the procedure have been implemented for the recruitment of the Group's executives.

The Group also supports this professionalisation of recruitment practices by training the management teams, and also the Human Resources Departments throughout its scope.

## **Targets and indicators [S1-4, S1-5]**

In 2024-2025, 140,851 hours of training were provided in the Group, to 8,107 permanent employees. This represents 83.8% of Limagrain's permanent workforce who attended at least one training course during the financial year.

The total number of training hours represents a significant investment and demonstrates the Group's commitment in this area.

### *Monitoring of the Group's general training objectives in the area of training [S1-5 46]*

In 2024-2025, 83.8% of the Group's salaried staff took at least one training course, either face-to-face, digitally, or a combination of the two, in all countries and activities.

**[S1-5 47a, b]** The steps to reach this target of 100% of employees trained have been defined by the Group's Human Resources Department. Limagrain also communicates transparently internally and externally on this indicator, *via* the Human Resources function in particular.

**[S1-5 47 c]** The Training/Learning subject is also presented and discussed with social partners, in the social dialogue bodies (Social Dialogue section).

## **Training and awareness [S1-4 38a, 40]**

Training and awareness-raising workshops on diversity and inclusion are organised regularly, including, at Group level, the inclusive management training detailed above. The various Business Lines also carry out specific actions in their respective areas. For example, Limagrain Coop organised Diversity Week in 2024 and 2025, offering the teams several awareness-raising and communication actions.

## **Deployment of prevention tools [S1-4 38b, 43]**

The Diversity & Inclusion Charter and the Guide for recruitment without discrimination, detailed above, are among the tools put in place. In addition, training in the form of e-learning will be rolled out during the next financial year to, at the very least, managers in France, aiming to raise awareness of situations of psychological and sexual harassment, strengthen prevention, and provide tools to respond to inappropriate attitudes at work.

## **Employee communications [S1-4 38c]**

Communications are regularly made at the Group level, in particular on the occasion of International Women's Day on 8 March. This year, women of the Group, of all nationalities, origins and professions, were given the floor to share, in video format, how they embody, on a daily basis, the four principles of action of the Group: Respect, Accountability, Collaboration and Entrepreneurship.

At the same time, all Group companies are carrying out actions in this area, making it possible to inform and communicate on the various pillars of the programme.

## **Monitoring and measuring progress [S1-4 38d]**

Key performance indicators and targets have been defined at Group level. Limagrain has set a goal of reaching a proportion of at least 30% of employees of the under-represented sex among the Top Executives and Executive Managers, as well as in the Leadership Teams of all its subsidiaries by 2026 and to increase this proportion to 35% by 2030.

## **Diversity, equity and inclusion**

### **Policies [S1-1]**

#### *Diversity and inclusion [S1-1, S1-2, S1-4, S1-5, S1-9, S1-16, S1-17]*

Diversity and inclusion of groups of people within Limagrain are an integral part of the Group's ambition: "The Group is committed to treating its employees in a spirit of openness and equity, with respect for their dignity and their physical and psychological integrity. The Group's employees are thus recruited without discrimination on the basis of gender, age, origin, religion, sexual orientation, physical appearance, state of health, disability, trade union affiliation or political opinion".

This excerpt from the Ethical Principles and Code of Conduct are consistent with several international conventions whose principles are shared by the Group, including the main conventions

of the International Labour Organization on anti-discrimination. It also guided the formal expression of the Group's ambition in terms of diversity and inclusion, made during the 2022-2023 financial year. Limagrain makes diversity and inclusion essential levers of collective progress and value creation. The company wants to be a company recognised for the diversity and inclusion of all its talents, and within which everyone can develop their potential while enhancing their uniqueness, thus creating added value for the Group. This approach is part of a strong desire to promote a respectful, open and fair working environment.

To achieve this ambition, the Diversity & Inclusion program is based on three pillars of commitments:

- Guarantee non-discrimination;
- Commit to gender equality in the workplace;
- Promote all forms of diversity, in particular with respect to cultures and different generations.

### **Process [S1-2]**

Limagrain is convinced that an open and continuous dialogue with its employees and their representatives is essential to measure and improve its impact. To this end, an internal survey will be rolled out at Group level during the 2025-2026 financial year, which will include several key questions on diversity, professional equality and inclusion [S1-2 28]. This ongoing dialogue helps Limagrain build a fairer and more inclusive working environment for all.

### **Actions [S1-4]**

The Diversity & Inclusion (D&I) programme, launched during the 2022-2023 financial year at the level of Limagrain aims to promote diversity and inclusion as sources of progress and wealth.

This is an essential condition for developing a more responsible, more innovative and more efficient Group. At Limagrain, each individual must be able to develop their potential and value their uniqueness, thus creating added value for the Group.

The D&I programme is based on three pillars of commitment, each of which has been the subject of concrete actions for their implementation.

#### *Commitment: Guarantee non-discrimination*

##### **Action 1 Formalisation of a Group Diversity & Inclusion Charter**

- Description of the action: A true reference document, the Diversity & Inclusion Charter includes the Diversity & Inclusion programme and presents the actions that the Group is committed to implementing as well as the performance indicators selected. It also makes it possible to formalise the Group's convictions in this area. The Charter has been signed by the Group Executive Committee since it is a matter raised at the highest level of the organisation. It is included in the Ethics Principles and Code of Conduct. Diversity and inclusion are closely linked to respect for people, which is part of the Group's Ethical Principles.
- Expected result: Understanding this essential subject for Limagrain and guiding Diversity & Inclusion actions within the Group.
- Scope of application: Group
- Time horizon: The Charter was formalised during the 2023-2024 financial year.

##### **Action 2 Creation and distribution, to HR teams in France, of a guide to recruitment without discrimination (carried out under the professional equality agreement)**

- Description of the action: This guide was designed to support recruitment managers and HR teams in France in their recruitment campaigns and raise their awareness of discriminatory practices. The aim is to ensure that recruitment processes do not deviate from two fundamental principles: the prohibition of discrimination and respect for privacy.
- Expected result: Raising awareness of practices that could give rise to a discriminatory and intrusive situation with regard to the personal life of the candidate and thus avoid any situation that could give rise to discrimination.
- Scope of application: France (an adaptation of this guide, to allow it to be rolled out outside France, is planned for next financial year).

- Time horizon: The guide was rolled out during the 2024-2025 financial year.

*Commitment: Gender equality in the workplace*

**Action 1 Analysis of salaries and pay packages**

- Description of the action: The Group's various Business Lines regularly analyse salaries and pay packages taking into account gender pay equity and allocate specific amounts for adjustments.
- Expected result: Guarantee gender pay equity.
- Scope of application: Group (action carried out at Business Line level).
- Time horizon: Ongoing.

**Action 2 Creation and deployment of a women leadership programme**

- Description of the action: The programme, designed and launched in 2024-2025, in partnership with CoachHub, involves a group of around 14 women, identified within the Business Lines due in particular to their level of performance in their position. Women who participated in the *Growing Your Future* program were also part of the program. Each woman identified was offered individual digital coaching for six months, adapted to her specific needs. At the same time, several webinar sessions brought together the entire group to promote dialogue and the sharing of experiences, while laying the first foundations of an internal network.
- Expected result: Enabling women to unleash their full potential, improving access to leadership positions. And thus increase the company's gender mix, with a particular focus on management positions.
- Scope of application: Group.
- Time horizon: Action rolled out during the 2024-2025 financial year.

**Action 3 Creation and deployment of a parenthood guide**

- Description of the action: The aim of this guide is to provide employees and managers with information on situations linked to parenthood such as the different types of leave and absences allowed, possible adjustments to working hours, and continued remuneration guarantees. The guide consolidates useful information to help parents exercise their family responsibilities. It is distributed to all employees in France when they are hired, as well as when managers become aware of their employees' family plans.
- Expected result: Contribute to strengthening equal opportunities between women and men through shared parenting responsibilities.
- Scope of application: France.
- Time horizon: Launch during the 2023-2024 financial year.

*Commitment: Promoting all types of diversity*

**Action 1 Creation and coordination of a Group D&I network**

- Description of the action: The Group D&I network brings together correspondents from each Business Line and from the Group's corporate and business organisations. It enables the programme to be rolled out within the Group, initiatives to be launched and best practice to be shared.
- Expected result: Develop a D&I culture within the Group.
- Scope of application: Group.
- Time horizon: Meetings several times a year, since its launch in early 2023.

## **Action 2 Creation and deployment of an inclusive management training/awareness programme**

- Description of the action: This training was the first action rolled out at Group level as part of the Diversity & Inclusion programme. It is mandatory for all Limagrain managers and in 2024-2025 concerned all managers who had not been trained in the two previous financial years, *i.e.* more than 1,500 Vilmorin & Cie employees who followed an e-learning course rolled out in several phases.
- In 2023-2024, all Leadership Teams of Limagrain, *i.e.* around 500 managers, had been trained. In 2023, Top Executives and Executive Managers were the first to benefit from this training, *i.e.* more than 200 people. The training for these populations was sequenced in several stages: interactive conference, e-learning and role-playing workshops.
- Expected result: This programme aims to raise awareness of diversity and inclusion, a prerequisite for successfully creating a culture in this area.
- Scope of application: All Group managers.
- Time horizon: Deployment over three financial years, from 2022-2023 to 2024-2025.

## **Gender equality [S1-4, S1-5, S1-16]**

As indicated, key performance indicators and targets have been defined at Group level. Limagrain has set a goal of reaching a proportion of at least 30% of employees of the under-represented sex among the Top Executives and Executive Managers, as well as in the Leadership Teams of all its subsidiaries by 2026 and to increase this proportion to 35% by 2030.

### **Workers with disabilities**

Number of permanent workers with disabilities: 210.

### **1.5.3.3. Gender parity and equal pay for work of equal value [S1-1, S1-4, S1-5, S1-16]**

Gender equality is one of the pillars of Limagrain's Diversity & Inclusion programme. Transparency and equal treatment are the foundations of the Group's social policy. As a result, in December 2022, Limagrain signed a significant agreement focused on gender equality within its French scope. This four-year agreement is the result of constructive collaboration with the representative unions and is part of an ongoing process to promote diversity and inclusion. It is based on three areas of progress: promoting equal opportunities in order to prevent all forms of discrimination, promoting diversity as a source of wealth and performance and contributing to the change in mentalities, notably by including certain mechanisms supporting parental responsibility and family support. It demonstrates the Group's desire to go beyond legal obligations to make equality a reality at all stages of professional life.

#### *Diversity metrics*

[S1-9 66a] There are 32 employees who are Top Executives, 6 of whom are women and 26 of whom are men.

### **1.5.3.4. Other work-related items**

#### **1.5.3.4.1. Data confidentiality [S4-1, S4-2, S4-3, S4-4, S4-5]**

##### **Policy [S4-1]**

Limagrain places the protection of personal data at the heart of its commitments to respect the fundamental rights of its employees, partners and stakeholders. Although data processing is not the Group's core business, the operational needs related to its activity involve the collection, processing and sometimes cross-referencing of personal data. This reality, accentuated by the rise of digital tools, makes mastering these issues essential.

##### **Actions [S4-2]**

In accordance with the requirements of the General Data Protection Regulation (GDPR) and with a view to ensuring compliance at the European and international level, at the end of 2018 Limagrain appointed a Data Protection Officer (DPO), reporting to the Legal & Compliance Department. This DPO relies on a network of correspondents within the Business Lines to guarantee the continuous compliance of the data processing carried out in the Group.

The legal officer dedicated to the protection of personal data assesses, with their correspondents within the Business Lines, the risks, auditing practices, harmonising procedures and disseminating a data protection culture. To this end, an internal manual has been developed to support the entities in the implementation of the applicable rules. Specific tools and supervised procedures supplement this system.

#### **1.5.3.4.2. Whistleblowing mechanisms [S2-3] [S2-3 27a, 27b]**

This text presents information related to the disclosure requirement S1-3: Procedures for remedying negative impacts and channels for company workers to raise concerns. This text presents

information relating to the disclosure requirement S1-17: serious human rights cases, complaints and impacts.

All information is available on the intranet site and on the website.

Because Limagrain intends to conduct its activities in compliance with its Ethics Principles, Code of Conduct and regulations, it has set up a whistleblowing system open to all its stakeholders. Thus, employees, suppliers, customers, service providers, candidates, etc. who witness acts or behaviour contrary to the Group's values and its Ethical Principles can use it to alert, regardless of the country in which these events occur. Once received, Limagrain makes every effort to collect and process, in a manner that respects the rights of the persons concerned, any alert relating to its activities and their potential negative impacts on human rights. Limagrain has set up reporting channels enabling any person to express their concerns directly. Operational since January 2019, the whistleblowing system is open to all employees, whether permanent or temporary, as well as to all external stakeholders. This universal accessibility ensures that any legitimate concerns can be brought to the attention of the company.

The Group's whistleblowing system is based on the collection of alerts using an online form on its website at <https://www.limagrain.com/en/whistleblowing>. A dedicated mailbox is also available: [alert@limagrain.com](mailto:alert@limagrain.com). Alerts can be received in several languages and the service is accessible 24/7.

In order to ensure total confidentiality of reports, alerts are managed *via* a mailbox outside the Limagrain computer system. For the next financial year, an external platform will be set up.

This system can be used to report a wide range of situations, including, but not limited to:

- Allegations of harassment, ensuring a respectful working environment for all;
- Allegations connected to health and safety, highlighting the Group's absolute priority for the well-being of its teams.

Everyone is encouraged to report, in good faith, any behaviour that is contrary to Limagrain's Ethical Principles. This system guarantees the whistleblower's anonymity and the presumption of innocence of the persons concerned, providing a secure environment for revealing serious incidents and enabling the Group to take the necessary corrective measures, thus strengthening its culture of integrity.

#### **Incidents, complaints and severe human rights impacts [S1-17 103a, d]**

During the 2024-2025 financial year, 11 alerts were received by the whistleblowing system, one of which was declared inadmissible. The remaining ten deal with a conflict of interest, a fraud and, for the rest, HR issues.

**[S1-17 103b, d]** During the same period, no complaints were filed with the national contact points for the OECD Guidelines for Multinational Enterprises.

**[S1-17 104a]** No serious human rights incidents affecting staff occurred in 2024-2025.

#### **1.5.3.4.3. Nation-Army Link**

As part of the nation-army link and support for commitment to the reserves, Limagrain applies law no. 2023-703 of 1 August 2023 on military programming. This allows a salaried reservist to benefit from an annual leave of absence for a minimum period of 10 working days per calendar year.

### 3.3. Workers in the value chain (ESRS S2) and consumers and end-users (ESRS S4)

This section describes the different types of workers within the value chain of Limagrain, as well as the principles and commitments that govern their working conditions and rights.

[SBM-3, S2-1, S2-3, S2-4].

#### 3.3.1. Introduction [SBM-3, S2-1, S2-3, S2-4]

##### Material impacts, risks and opportunities (IRO)

As part of its double materiality exercise, Limagrain has identified the impacts, risks and opportunities related to workers in its value chain.

The table below lists the impacts, risks and opportunities related to workers in the value chain of Limagrain that the company identified and deemed material during the double materiality analysis carried out in 2024. All IROs were rated regardless of the mitigation measures implemented by the Group; In other words, the materiality analysis was performed on the basis of gross impacts, risks and opportunities. This information must be interpreted in light of the ESRS 2, and in particular the IRO-1 and SBM-3 publication requirements, in accordance with the CSRD and the associated methodology developed by the European Commission, EFRAG and other guidelines.

	Nature of the IRO	Value chain	Time-frame
<b>SOCIAL - WORKERS IN THE VALUE CHAIN</b>			
<b>Health &amp; safety of workers in the value chain</b>			
Work accident of a worker in the value chain, including the inability to work	■	◀	■
Ensuring the safety of workers in the value chain	■	◀	■
<b>Working conditions of workers in the value chain</b>			
Death of a worker in the value chain	■	◀ ▶	■
<b>Other work-related rights of workers in the value chain</b>			
Damage to the health of children working for a supplier/subcontractor, including death	■	◀	■
<b>Equal treatment and opportunities for all workers in the value chain</b>			
<b>Consumer health</b>			
Research into alternatives to seed treatment products	■	◀ ▶	■
Innovation in seed treatment products	★	◀ ▶	■ ■
<b>Information for end-users</b>			
Transparent communication with farmers on practices and products	★	▶	■ ■

■ Negative Impact ▲ Risks ★ Opportunities ■ Positive Impact ◀ Upstream ● Limagrain ▶ Downstream ■ Short-term ■ Medium-term ■ Long-term

## Description of workers in the value chain [SBM-3]

As part of its activities and purchases, the employees of the value chain likely to be affected by the activities of Limagrain are mainly employees of its Suppliers.

Within Limagrain, the expression "Supplier" refers to any external company with which Limagrain has a direct contractual relationship. This includes:

- Companies that supply a good (e.g. agricultural inputs, equipment, packaging materials);
- Companies that provide services for Limagrain, with or without the supply of goods (subcontractors).

This section applies to Suppliers and their employees. All are referred to as "value chain workers" unless otherwise specified.

## Supplier categories and associated risks [SBM-3 11a iv]

Among its Suppliers, subcontractors work on Limagrain's sites or as part of its operations without being an integral part of its staff. This may include, for example, companies providing agricultural services (for harvesting, sowing or servicing crops), transporters, maintenance service providers for its industrial facilities or laboratories, IT services, or cleaning companies.

## Purchasing policy committed to with suppliers [S2-1, S2-2, S2-4, S2-5]

**Strategy and policy [S2-1]** Depending on the region, Limagrain may entrust part of its seed production to sub-contractors. These partners sometimes have to employ seasonal staff. The temporary nature of these jobs can put pressure on the working conditions offered to a workforce that is often in a vulnerable situation. In this context, Limagrain exercises increased vigilance regarding respect for Human Rights and the Rights of the child.

In order to ensure this respect, all Limagrain Business Lines deploy specific actions adapted to their respective markets. These measures include dedicated procedures, clauses and sanctions in production contracts.

This is why Limagrain is convinced that a transparent and responsible supply chain is essential to minimise its potential impacts, both upstream and downstream of its direct activities. The complexity and interconnection of value chains, whether global or local, require constant vigilance to ensure compliance with the fundamental principles of the Global Compact, as well as ethical, social and environmental demands.

**[S2-1 17a]** The Group's policies (applied by Limagrain), foremost among them the Ethical Principles and Code of Conduct, are based on the international standards for the protection of human rights that the Group is committed to respecting and treating as minimum standards, regardless of local legislation. In particular, these policies are based on internationally recognised standards applicable to value chain workers, including the United Nations Guiding Principles on Business and Human Rights.

## Policies related to value chain workers

Limagrain adheres to the fundamental principles and rights of workers advocated by the International Labour Organization (ILO), covered by the following conventions:

- Freedom of association and recognition of the right to collective bargaining (ILO Conventions 87 and 98);
- The elimination of all forms of forced labour (conventions 29 and 105 of the ILO);
- The effective elimination of child labour (conventions 138 and 182 of the ILO);
- The elimination of discrimination in employment (conventions 100 and 111 of the ILO); and
- Fair and favourable working conditions (conventions 1, 14, 106, 132 and 138 of the ILO).

Limagrain adheres to international standards in human rights, and in particular the United Nations Guiding Principles on Business and Human Rights.

In accordance with its Ethical Principles and Code of Conduct: *"The Group ensures that it contracts with suppliers that do not use illegal child labour or forced labour. The Group is attentive to compliance by its suppliers and customers with the principles of the International Labour Organization on fundamental social rights."*

## **Actions [S2-4]**

Limagrain mobilises its entire ecosystem, and more particularly its suppliers, to meet these challenges. The Group implements a Responsible Purchasing Policy based on establishing ethical, fair and sustainable business relationships with all its partners contracting with the Group Indirect Purchasing Department in France.

Thus, Limagrain attaches paramount importance to economic independence in its supplier relationships. To do this, the company centralises a significant part of its supply and purchasing conditions through its Group Indirect Purchasing Department, a dedicated internal organisation.

Purchasers, by the nature of their functions, are particularly exposed to the risk of corruption. In response, a Procurement Coordination Ethics Charter was drawn up and signed by more than 450 buyers in 20 Group companies. This charter formalises a commitment on the part of staff to refuse any form of corruption and other unethical practices.

Convinced that collaboration with suppliers is a major lever for value creation, the Purchasing Department regularly changes its processes. It incorporates socio-environmental criteria based on responsible purchasing guidelines. To guarantee compliance with human rights by suppliers, and in particular labour legislation, the purchasing process includes rigorous monitoring of due diligence. This same process also provides for due diligence and ongoing monitoring for all new and existing suppliers as part of the fight against corruption.

In addition, the Purchasing Department has set up a Request For Information (RFI) for all its current and potential suppliers. This tool helps to better identify the risks inherent in future collaboration. This digitised RFI is currently being rolled out in Business Lines, and collects relevant information on the supplier's organisation, strategy, financial data, quality policy, risk management, CSR approach, improvement plans, organisation of its supply chain, and motivation to forge partnerships with Limagrain.

The table below shows the main actions implemented.

Topic	Sub-topic	Scope	Action and description
Child labour	Fight against child labour	Vegetable seed production (India)	HM.CLAUSE has raised the minimum working age to 18 (compared to 14 legally in India) <i>via</i> contractual clauses. Implementation of the CLAP program (Child & Adolescent Labour Awareness Policy), which combines strict clauses, training, regular audits and sanctions. These actions aim to prevent a child from working on the Group's sites or its subcontracting network.
Minimum wages	Compliance with minimum wages	Field Seeds (India)	Limagrain India participates in the ECHO pilot program (Enabling Child and Human Rights with Seed Organisations) with other international seed companies. The objective of the programme is to develop recommendations for measures to be implemented to comply with minimum wages.
Minimum wages	Compliance with minimum wages	Vegetable Seeds (India)	HM.CLAUSE joined the WISH programme (Wage Improvement in Seed Hybrid), in partnership with the NGO ARISA. The aim is to develop sustainable strategies to enforce minimum wages and raise awareness among farmers.
Human rights	Audits and verifications	Supply chain (India)	Regular audits by HM.CLAUSE, Limagrain India and external auditors to ensure respect for human rights. These audits verify compliance with the minimum wages set by the administration, even if local practices may deviate from them.

### Supplier engagement and evaluation to measure impact on value chain workers

The Group's supply risk management strategy aims to address risks related to human rights, health and safety, as well as other risks associated with both new and existing suppliers.

To this end, the Group's Indirect Purchasing Coordination team regularly assesses its suppliers, at each level of the business relationship:

- Assessment of supplier risk during calls for tenders.
- Assessment of supplier risk at the time of consolidation using a general questionnaire that collects various information, including: details of the Group's registration, materials provided, country risk profile and policies applied in the field of workers' rights, health and safety, and signing of the Supplier Charter.
- Annual assessment and continuous monitoring of suppliers.

Lastly, whistleblowing mechanisms are open to all stakeholders. Alerts are handled on a case-by-case basis and the way in which they are processed is detailed in section 1.5.3.4.2. Whistleblowing mechanisms.

### Targets and indicators [S2-5]

During the financial year, the Group's Indirect Purchasing Coordination team assessed 173 suppliers.

Of the 173 suppliers assessed by the Group's Indirect Purchasing Coordination team, 90.8% state that they are committed to a CSR approach. These purchases exclude purchases of seeds or other products related to direct activity.

**[S2-1 19]** With regard to workers in the Limagrain value chain, in 2024-2025, no cases were reported of non-compliance with (i) the United Nations Guiding Principles on Business and Human Rights, (ii) the ILO Declaration on Fundamental Principles and Rights at Work or (iii) the OECD Guidelines for Multinational Enterprises.

### 3.3.1.3. Tools made available to workers in the value chain to raise their concerns; protection against retaliation [S2-3]

The Limagrain Group’s whistleblowing mechanism, accessible to external stakeholders, is described in section 1.5.3.4.2. Whistleblowing mechanisms.

## 3.3.4. Consumers and end-users (ESRS S4)

### SBM-3 Material impacts, risks and opportunities for consumers and end-users

The table below lists the impacts, risks and opportunities related to consumers and end-users, identified by Limagrain and deemed material during the double materiality analysis (DMA). This disclosure must be interpreted in light of the ESRS 2, and in particular the IRO-1 and SBM-3 disclosure requirements, in accordance with the CSRD and applying the methodologies developed by the European Commission, EFRAG, and other guidelines.

	Nature of the IRO	Value chain	Time-frame
<b>CONSUMER AND END-USER HEALTH</b>			
<b>Consumer health</b>			
Research into alternatives to seed treatment products	Positive impact	Upstream	Short-term
Innovation in seed treatment products	Opportunities	Upstream	Medium-term
<b>Information for end-users</b>			
Transparent communication with farmers on practices and products	Opportunities	Downstream	Medium-term

■ Negative impact 
 ▲ Risks 
 ★ Opportunities 
 ■ Positive impact 
 ◀ Upstream 
 ● Limagrain 
 ▶ Downstream 
 ■ Short-term 
 ■ Medium-term 
 ■ Long-term

### Material IROs [SBM-2, SBM-3]

The health of consumers and the information sent to end-users of Limagrain’s products is a material IRO for the Group, located downstream of the value chain.

Positive impacts include research into alternatives to seed treatment products that could reduce user and consumer exposure to certain sensitive substances. These advances are also a source of opportunities, in particular in terms of innovation on safer and more sustainable solutions, adapted to societal and regulatory expectations.

Transparency and information are pillars of the Group. Limagrain strives to ensure transparent communication with farmers about its practices and products, aimed at building trust and enabling its customers to make informed choices.

### Global policies and strategy [S4-1]

#### [MDR-P 65a]

Limagrain considers the safety of users and consumers to be an essential pillar of its sustainability approach. The Group is committed to providing high-quality seeds, which comply with strict standards: varietal purity, freedom from contamination, guaranteed germination rate, and a clear indication of any treatments on packaging, particularly for products from organic farming. This regulatory rigour ensures, for end-users, professionals and private individuals, the reliability of products intended for cultivation and consumption.

In addition to the intrinsic quality of the seeds, Limagrain deploys transparent communication with farmers, market gardeners and hobby gardeners on the conditions of use of the products: technical recommendations, health precautions, good agronomic practices, and any restrictions. This information contributes to responsible use, limiting risks to human health and the environment.

At the same time, the Group includes a health component in its product innovation processes: search for alternatives to seed treatments to reduce exposure to potentially controversial substances, development of resilient and organic varieties, and promotion of the link between genetic innovation and reduction of phytosanitary inputs. This approach reinforces Limagrain's mission: to offer end-users seed solutions that are simultaneously efficient, safe and respectful of societal expectations.

### **Resources and governance [S4-4]**

Limagrain has set up a structured governance to ensure that expectations of consumers and end-users are met, and that their safety is guaranteed. The Group has teams dedicated to quality, regulatory monitoring and the operational application of regulations, and supervises the implementation of international standards and local regulations relating to the health and safety of users and the information provided to them. Roles and responsibilities are divided between local teams, at Business Lines and Corporate levels. This organisation closely coordinates the research, development, production and marketing functions to ensure product traceability and compliance with regulatory requirements.

This governance is part of an overall approach marked by transparency and continuous improvement, managed up to the highest level of the Group, with regular reporting to the Executive Committee and internal control bodies on risks deemed to be major, thus ensuring rigorous management of risks related to consumers and end-users.

### **Processes for engaging with consumers and end-users [S4-2]**

The analysis and consideration of the needs of consumers and end-users is an integral part of the process of creating new varieties at Limagrain. This step is all the more difficult as it must take into account both the geographical characteristics and the diversity of expectations that may exist for the same species.

To do this, Limagrain has structured a rigorous process for engaging with its consumers and end-users, based on a local organisation as close as possible to the markets.

This system aims to collect the needs, expectations and feedback from farmers and seed users, *via* regular discussions with the sales and technical teams, regular satisfaction surveys according to the needs of each business line, and dedicated digital tools. This information is analysed to guide research and development teams, and also marketing, in order to adapt innovation and products to the specific conditions of the regions and cultures concerned. In addition, Limagrain is committed to providing end-users with clear and comprehensive information on the use of its seeds, in particular through detailed technical manuals, training courses and digital media. This approach complies with health and environmental safety regulations, and contributes to ensuring traceability and transparency, which are essential pillars of customer confidence and the sustainability of the value chain.

## Actions, targets and performance indicators [S4-5] [MDR-T]

Action	Description	Time horizon	Scope	Expected objectives	Evolution
Monitoring of Shield programmes	Control of health risks, in particular seed contamination by pathogens	Ongoing	Each Limagrain entity (e.g. LVS)	Achieve the performance indicators set by each entity	
Implementation of the Group internal control plan on quality risks	Annual risk analysis and control of the implementation of quality management systems, including the management of biotechnology-related risks	Annual	Group, in the seed scope	100% completion of the plan for each financial year	100% of the plan achieved in 2024-2025
Obtaining and renewing certifications (ETS)	Adherence to the Excellence Through Stewardship (ETS) programme for the responsible management of GMOs, audited by third parties	Every 3 years	All stages in the life of GMO products: research, production, marketing, launch, sale, crisis management and product discontinuation	Renew the ETS certificate every three years to ensure compliance and communication of information	Certificate renewed in 2024 (valid until 2027)
Harmonisation of customer complaint indicators	Harmonisation of calculation methods and optimisation of the consolidation of indicators related to customer complaints	Short term	Field Seeds and Vegetable Seeds Business Lines	Ensure data reliability and enable the setting of relevant targets for the coming years	Work in progress
LG Seed Guide	A seed guide is published for farmers by our field crops division: this guide provides the varieties' official ratings (provided by GEVES, Arvalis-Institut du Végétal and Terres Innovia) as well as technical information on how varieties work, the seeds industry and treatment of seeds	Short term		Farmer health and transparency in communication	LG Seed Guide

## LIFYWHEAT

An illustration of this strategy is the new generation of white wheat flour, Lifywheat, designed specifically to address issues related to the gut microbiota and insufficient fibre intake in the modern diet.

This approach, informed by in-depth studies such as the one conducted by Crédoc in 2021, aims to make it easier for consumers to reach the recommended 30 grammes of daily fibre. Lifywheat embodies this ambition by offering a unique solution: a white flour that, far from being just an ingredient, becomes a vector of well-being. Its particularity lies in its ability to significantly enrich the fibre content of finished products, without altering their taste qualities. Limagrain has been able to observe that the products of the Jacquet brand incorporating Lifywheat have a fibre content ten times higher than the classic versions, while maintaining a Nutri-Score A, testifying to its commitment to nutritional quality. This performance is part of a broader trend, since 95% of Jacquet products already obtain a Nutri-Score A or B, confirming its leadership in nutritional quality.

## THE NUTRISCORE

### **Contributors must communicate the number of nutriscore A or B products**

This strategy also includes investments in research and development to support farmers in their adaptation to climate challenges (Section 2. Environmental information). For example, fluctuations in commodity prices naturally have an impact on the Group's activities: Jacquet-Brossard maintained its prices on its flagship products despite the increase in the price of cocoa, which in December 2024 had increased by 50% compared to the previous month.

Aware of the economic crisis for the most vulnerable households, the Group announced last year a partnership project with the Food Banks of Auvergne. The Auvergne Food Bank was created in 1986. It is affiliated to the French Federation of Food Banks (FFBA), which brings together 79 Food Banks and 29 regional branches. This project turned into a partnership and made it possible to donate X tonnes.

Lastly, because product quality is a non-negotiable priority, the customer service teams work closely with the members of the crisis unit to act and react as closely as possible to customer and consumer concerns and feedback (section 4.1.).

## 4. INFORMATION ON BUSINESS CONDUCT [ESRS G1]

### Introduction

As part of its disclosure requirements, Limagrain highlights its efforts to combat corruption and promote a corporate culture based on integrity. The Group adheres to a zero-tolerance policy towards corruption and strives to establish a strong ethical culture, both internally and in its relations with external stakeholders. The aim is to provide clear guidelines to all employees and partners, ensuring compliance with anti-corruption laws and regulations, and cultivating a responsible business environment with integrity.

Limagrain, which is the result of an initiative by farmers in the Puy-de-Dôme region, has forged an image as an exemplary cooperative model. Over the decades, this cooperative has undergone a profound metamorphosis. Today, with its six business lines, its major investments in research and development and its international partnerships, Limagrain operates as a true multinational company, present in 53 countries on all continents.

This evolution is also reflected in its hybrid governance. On the one hand, Limagrain maintains a cooperative functioning, characterised by the active participation of its member farmers. On the other hand, the Group is pursuing a global industrial strategy that responds to economic logic in a way comparable to large private companies.

Limagrain's fundamental principle, like any cooperative, is "1 person = 1 vote". Unlike capital companies, each shareholder has the same power, regardless of his or her shareholding. The shares, which are not revalued and cannot be sold off or transferred, constitute a real collective asset for future generations. This structure ensures a long-term vision and independence, while guaranteeing members the support necessary to promote their production.

The strength and uniqueness of Limagrain's governance are expressed through several key aspects:

- The elected farmer-employee manager duo: This unique structure in the world of cooperatives is based on close co-management between the elected farmer chairman and the salaried CEO. This model, replicated at the head of each activity, ensures essential openness and complementarity.
- Opening up the capital to employee managers: To strengthen their involvement in the life of the cooperative, the managers participate in the capital, alongside the farmers, and are represented on the Board of Directors, thus strengthening the links between them.
- The strong mobilisation of Directors: Farmer Directors devote approximately 25% of their time to Limagrain, benefit from solid training programmes and actively participate in the development of the Group's strategy. Their involvement goes well beyond the statutory requirements (6 meetings per year compared to 4 mandatory).
- Integration of minority shareholders: Limagrain's governance also includes minority shareholders in the capital of Limagrain Holding Group, a subsidiary of the Cooperative, such as the Crédit Agricole Group, a guarantee of transparency and openness.

It is on the strength of this governance that Limagrain addresses ethical challenges by deploying a policy and tools designed to encourage proactive reflection among its employees. The aim is to cultivate a strong sense of individual responsibility and to rely on collective intelligence. This allows everyone to navigate complex and ambiguous situations in a discerning manner, interpreting the rules appropriately, regardless of the circumstance.

# 4.1. Ethics and business conduct [ESRS G1]

## 4.1.1. Material IROs related to business conduct

ESRS G1 (Business Conduct) explores the role of administrative bodies, corporate culture, supplier relationship management, corruption prevention, lobbying and payment practices.

The following table lists the impacts, risks and opportunities relating to the conduct of business identified by Limagrain and deemed material during the double materiality analysis carried out in 2024. This disclosure must be interpreted in light of the ESRS 2, and in particular the IRO-1 and SBM-3 disclosure requirements, in accordance with the CSRD and applying the methodologies developed by the European Commission, EFRAG, and other guidelines.

(Sub-)topic	Type of IRO	Description of the IRO	Related policies
Anti-competitive practices	Negative impact  <b>Risk</b> Opportunity	Consequences of anti-competitive practices <b>Non-compliance with Competition law</b> Healthy competitive practices encouraging innovation	Ethical Principles and Code of Conduct
Business non-compliance	Risks	Infringement of international sanctions and export-control rules	Ethical Principles and Code of Conduct
Corruption	Negative impact  <b>Risk</b> Opportunity	Corruption <b>Involvement in acts of Corruption</b> Fight against corruption	Ethical Principles and Code of Conduct
Knowledge of suppliers	Negative impact	Non-compliance with regulations by one of our suppliers	Ethical Principles and Code of Conduct Ethical Charter for purchasing coordination Responsible Supplier Relations Charter
Non-compliance of suppliers	Negative impact	Non-compliance with regulations by one of our suppliers	Ethical Principles and Code of Conduct Ethical Charter for purchasing coordination Responsible Supplier Relations Charter
Supplier relations	Positive impact	Developing regional socio-economic impact	Responsible Supplier Relations Charter
Communication	Opportunity	Promoting a positive image of Limagrain externally	Ethical Principles and Code of Conduct
Political leverage and lobbying	Positive impact	Authorisation of NGTs promoting food security and environmental preservation by reducing inputs and adapting to climate change	No formalised policy within the meaning of the CSRD
Political leverage and lobbying	Opportunity	Building a European lobbying strategy coordinated with Limagrain's Business Lines	No formalised policy within the meaning of the CSRD
Animal welfare	Positive impact Opportunity	Marketing of high-digestibility fodder corn for cattle	No formalised policy within the meaning of the CSRD
Crisis management	Opportunity	Deploy effective crisis communication	No formalised policy within the meaning of the CSRD

Limagrain has identified major issues and risks (IRO) related to business ethics, following a consolidated analysis carried out at the Group level [IRO-1]. These IROs are broken down as follows for the company:

- Negative impact: potential economic damage from significant incidents of non-compliance with anti-corruption laws, competition law, and/or embargoes and sanctions.
- Risk: financial and legal risks, which could arise as a result of significant incidents non-compliance with anti-corruption laws, competition law, and/or embargoes and sanctions, as well as damage to the company's image.

As part of its dual materiality analysis, Limagrain has identified several governance issues related to its commercial practices, supplier relationships and communication. The main potential negative impacts concern the risks of anti-competitive practices, corruption, regulatory non-compliance, as well as the lack of knowledge or monitoring of suppliers.

These challenges are accompanied by operational and legal risks, such as non-compliance with competition law, breaches of international sanctions or ineffective crisis management.

At the same time, the Group is identifying key opportunities: strengthen its responsible purchasing practices, promote innovation through healthy competition, promote transparent communication and build a responsible lobbying strategy.

## Responsibility within the organisation

**[ESRS-G1 GOV-1 5a, MDR-P 65c]** Within the organisation, the Executive Committee is responsible for implementing procedures related to the principles of ethics and the code of conduct, in particular with regard to the prevention and detection of corruption, anti-competitive practices and business conduct. It is supported by the Risks and Internal Audit Department and the Legal and Compliance Department.

### 4.1.2. Policies [G1-1 7, 9, G1-3 18a]

This text presents information related to the G1-3 disclosure requirements: Prevention and detection of corruption and G1-1: Corporate culture and business conduct policies.

At the heart of this ethics is respect for members and shareholders. Limagrain, owned by farmers, applies the cooperative principle "1 man = 1 vote", ensuring equal power for each partner. The shares, which are non-transferable and cannot be revalued, embody a collective asset intended for future generations, guaranteeing a long-term vision and valuable independence. This unique structure, enriched by the integration of minority shareholders such as the Crédit Agricole Group, ensures constant transparency and openness.

At Limagrain, the business ethics policy is reflected in the application of the [Ethical Principles and Code of Conduct](#). This essential document is translated into 24 languages and accessible to all employees *via* the Intranet, as well as external stakeholders on the Group's website. It is supplemented by an e-learning course systematically sent to all new employees, providing employees with clear ethics references and rules to follow.

The Limagrain Ethical Principles and Code of Conduct are part of several international texts whose fundamental values the Group shares. These include the Universal Declaration of Human Rights, the main conventions of the International Labour Organization (ILO), and the United Nations Convention on the Rights of the Child. The Ethical Principles and Code of Conduct represent a binding document for all Limagrain entities around the world.

In addition, Limagrain has been a signatory of the United Nations Global Compact since December 2013. This commitment involves promoting and respecting human rights principles within its teams, throughout the Group and in its sphere of influence. Limagrain also ensures that it is never complicit in their violation. As such, the Indirect Purchasing Department relies on this commitment and expects the same type of commitment from its suppliers, through contractual clauses.

A business ethics programme was defined from financial year 2017-2018 onwards, to be rolled out in all Businesses Lines of Limagrain. It is in this context that Limagrain carried out an assessment and an initial mapping of corruption risks in 2018-2019. This risk mapping is based on a specific framework on the topic of corruption and supplements the overall risk mapping with a more granular

analysis. This framework of corruption risks has been implemented in Limagrain's Business Lines, which have carried out a precise mapping of the risks of corruption related to their activities.

During the 2024-2025 and 2025-2026 financial years, the Business Lines review and update their respective mapping, which will be validated by their governing bodies.

The summary of the main risks consolidated at the level of Limagrain will also be updated, and validated by the Limagrain Executive Committee and presented to the Audit and Risk Committee. As part of Limagrain's business ethics and anti-corruption programme, action plans to improve the management of the most significant corruption risks are being rolled out.

In addition to its general policy, Limagrain has implemented a set of rules for its employees and third-party partners. These rules aim to ensure that all business activities are legitimate and incorporate measures to prevent corruption. They cover in particular:

- Interactions: Definitions of prohibited and authorised interactions.
- Due diligence: Strict due diligence requirement with regard to third parties;
- Responsibilities: Clarification of each person's responsibilities, financial and accounting controls, and consequences in the event of non-compliance.

### **Conflict of interest**

In general, it is imperative to avoid conflicts of interest. However, if a proven conflict of interest arises, Limagrain and all of its employees must react appropriately. It is essential to ensure that all stakeholders act ethically, in compliance with Limagrain's Ethical Principles and Code of Conduct. The mere appearance of a conflict of interest can seriously damage the reputation of Limagrain and its employees. Consequently, all employees must show loyalty to Limagrain and their colleagues by refraining from any activity likely to create a conflict between their personal interests and those of Limagrain.

### **Facilitation payments**

Forbidden unequivocally, it is these small sums of money paid discreetly to speed up administrative formalities. Limagrain prohibits so-called "bribery" or "kickbacks". These corrupt practices, even if they are minimal, harm business ethics and can result in severe legal sanctions for all.

### **Gifts and hospitality**

These gestures of courtesy are acceptable if they remain reasonable, occasional and moderate, without ever being intended to influence a decision. Cash is strictly prohibited, and any offer must be approved. The idea is to build healthy and transparent relationships, ensuring that each gift reflects Limagrain's values of integrity.

### **Patronage and sponsorship**

Limagrain is committed to local communities through patronage or sponsorship actions, but these initiatives are strictly regulated. They must never be the pretext for undue commercial advantages or corruption, and are subject to rigorous approval procedures to ensure that they are fully in line with the Group's approach.

### **Relationships with stakeholders**

Limagrain recognises the importance of dialogue with all its stakeholders - from employees to suppliers and local authorities. This commitment is reflected in the respect of fundamental rights, international conventions and regulations, while ensuring that its partners share the same ethical requirements in terms of work, the environment and the fight against corruption.

### **Purchasing**

The purchasing function, whether carried out by a specialist or a temporary employee, is an act of commitment for Limagrain. It requires exemplary rigour, fairness towards all suppliers, the absence of conflicts of interest and total confidentiality, so that each transaction is conducted with professionalism and integrity, thus protecting the Group's image and reputation.

## 4.1.3. Actions

### Fight against tax evasion and money laundering

Established in many countries, Limagrain is faced with a wide range of tax regimes. These obligations are centrally managed by the Tax Department, in order to ensure that all of the Group's entities comply with the tax laws and regulations in force in their respective jurisdictions. True to its ethical commitments, Limagrain maintains a transparent and constructive dialogue with the tax authorities, based on the principles of collaboration, integrity and mutual respect.

The Group ensures that its tax strategy remains aligned with its corporate strategy and rigorously applies the tax arrangements that it may use. It prohibits any use of tax optimisation mechanisms contrary to the spirit of the laws in force in the countries where it operates.

In addition, the fight against money laundering is an integral part of Limagrain's ethical commitments. In line with the principle "Act with integrity and avoid all conflicts of interest" in the Ethical Principles and Code of Conduct, the Group affirms its desire to comply with international anti-money laundering regulations. This vigilance is reflected in awareness-raising actions, including the definition of money laundering in the internal glossary, in order to facilitate the understanding of prohibited behaviours by all employees.

### Management of relationships with suppliers and payment terms [G1-2, G1-6]

**[G1-2]** Limagrain has formalised its commitment to responsible practices in its business relationships *via* a Supplier Relations and Responsible Purchasing Charter (Section 3.2.3.3.), inspiring the selection of service providers based on ethics, performance and CSR compliance criteria. This charter reflects its ambition to favour suppliers committed to the long term and aligned with the Group's principles. For example, Limagrain selects its suppliers and subcontractors on the basis of objective criteria and ensures the balance of its commercial and contractual relationships over time. Performance and compliance with laws are required of suppliers and subcontractors and must be objectively measurable.

Limagrain is particularly careful not to contract with suppliers who use child labour or forced labour. Limagrain is attentive to its partners' compliance with the International Labour Organization's principles on fundamental social rights ([Ethical Principles and Code of Conduct](#)).

To enshrine this commitment, the Limagrain agricultural cooperative has been a signatory of the Supplier Relations and Responsible Purchasing Charter since 2016

([https://www.economie.gouv.fr/files/files/directions\\_services/mediateur-des-entreprises/PDF/3\\_ACHETER\\_RESPONSABLE/Liste%20chronologique%20version%20du%201er%20f%C3%A9vrier%202024.pdf?v=1706795495](https://www.economie.gouv.fr/files/files/directions_services/mediateur-des-entreprises/PDF/3_ACHETER_RESPONSABLE/Liste%20chronologique%20version%20du%201er%20f%C3%A9vrier%202024.pdf?v=1706795495)).

### Average supplier payment period [G1-6]

Given the diversity and geographical distribution of activities, and the absence of adequate tools, it was not possible to collect the data this year. The Group is preparing to comply with the evolving regulatory framework and thus, if necessary, implement the necessary reporting.

### Political influence and lobbying activities [G1-5]

Limagrain manages its influencing actions *via* a structured and transparent approach, structured within a rigorous governance and aligned with the Group's ethical principles.

Limagrain's influencing actions are supervised by the Group's Public Affairs Department, which is responsible for centralising declarations, ensuring the consistency and compliance of its activities. In terms of transparency, Limagrain is a declared player. The company has been registered in the European Commission transparency register since 2016 and declares, in this register, moderate expenditure for its activities related to the representation of interests. In France, the Group has also declared its commitments to the High Authority for Transparency in Public Life (HATVP), as shown in this organisational form: <https://www.hatvp.fr/fiche-organisation/?organisation=322791039>.

The amount of expenses dedicated to the representation of interests during the period in question was between €200,000 and €300,000, as indicated on the Limagrain form on the HATVP website.

At the European level, influence actions mainly target the seed sector and new genomic techniques (NGT). In France, efforts are focused on defending the research tax credit. Limagrain actively participates in the development of regulatory frameworks *via* its membership of several professional associations, including the European Seed Association, registered in the transparency register since 2012, as well as the UFS and Semae in France. Company representatives also play a role in French advisory bodies such as the Permanent Technical Selection Committee (CTPS) and the Haut Conseil des Biotechnologies (HCB).

The contributions related to these activities are mainly financial, but may include contributions in kind, the amounts of which are declared in accordance with legal obligations. This governance ensures that the Group's lobbying activities support public policies favourable to innovation and the sustainability of agriculture, while building stakeholder confidence.

Lastly, no member of the Group's governance bodies has held a similar position in the public service during the last two years.

## Animal welfare

Limagrain is convinced that sustainable agriculture is based on respect for and continuous improvement of animal welfare.

This commitment is reflected in the development and marketing of innovative solutions for animal feed, in particular corn fodder, whose role is essential for the health and productivity of herds. The cow's rumen, a vital organ, is a key indicator of its health, directly linked to the balance of its ruminal pH, which is itself influenced by its diet. An imbalance, often caused by a diet too rich in starch, can lead to acidosis, a disease with severe consequences such as a decrease in productivity, reproduction disorders, hoof diseases, and in the most serious cases, the death of the animal.

To prevent these risks, rumination and saliva production are fundamental to the regulation of the pH. This is why the presence of digestible fibre in sufficient quantity in the diet is crucial, particularly in diets where corn dominates (more than 50%). It is in this context that LGAN (LG Animal Nutrition) fodder corn varieties stand out. Thanks to their excellent fibre digestibility, they not only offer a substantial source of energy for dairy production but also promote efficient rumination. This action encourages the cows to produce more saliva, acting as a natural buffer for the rumen's pH and thus preventing acidosis.

This approach is resolutely part of a vision of sustainability, actively contributing to healthier animal feed that respects animal welfare. The study conducted in 2024 by Eilyps, an independent organisation specialising in animal nutrition, clearly demonstrated the superiority of LGAN varieties. Carried out under real conditions on the premises of farmers, this study compared the milk of 18 farms using exclusively LGAN varieties of Limagrain with that of 82 farms using competing varieties. The results are clear: the quality of the corn variety is the criterion that most significantly impacts ruminal comfort, and the LGAN varieties provide much better ruminal comfort than other varieties on the market, a benefit that continues throughout the lactation period. The level of specific fatty acids (de novo fats) in the milk, a direct indicator of ruminal health, is statistically higher with LGAN varieties, reflecting improved animal welfare. By limiting the risk of acidosis and its consequences, LGAN varieties thus contribute to reducing veterinary costs for farmers and improving herd productivity, while guaranteeing better comfort and health for the animals. This approach also reduces the need for drug treatments, fully in line with a more sustainable vision of farming.

The development and marketing of these LGAN varieties illustrate a strategic positioning as a major player in innovation for sustainable agriculture and animal welfare.

## Ethics and business conduct training [G1-1 10g, G1-1 10h, G1-3 18a, G1-3 21a]

For connected employees, the ongoing integration of iRHis as an HR management tool throughout the Group has led to a change in the way ethical e-learning courses operate. The implementation of a digital integration process in the form of an e-learning course was the trigger for a new system that will allow more precise and comprehensive monitoring of the training history of each employee.

From now on, the e-learning ethics training with the “E-Welcome” and “Cyber-security” e-learning course form a mandatory package for all new employees of the Group. During the financial year, 603 employees from all Business Lines completed the “ethics” module.

Every year, Limagrain employees are required to follow a training course on compliance awareness focusing on essential business ethics and integrity issues. This approach aims to make them aware of the implications of their actions.

Accessible online, these training courses are in the form of video clips illustrating real-life situations where employees are faced with various risks such as corruption, conflicts of interest, fraud or data privacy breaches.

Limagrain's Code of Conduct training, which is mandatory for all employees, including those on governance bodies, includes a module dedicated to the fight against corruption. These training efforts are reassessed each year to ensure their relevance in a constantly changing regulatory and economic environment.

As soon as they are hired, any new Limagrain employee is required to complete a general compliance learning programme.

The need to share the Group's ethics also applies in its business relationships. Thus, before collaborating with Limagrain, each subcontractor is trained by their own company on its compliance programme, in accordance with the contractual obligations towards Limagrain.

## Metrics

Training is mandatory for 100% of at-risk functions, but the Group has also offered training to all its employees, including members of its management bodies.

## Alerts and reporting of ethical incidents - handling of ethical incidents [G1-1 10a, 10c, 10e, G1-3 18a]

Today, Limagrain has a whistleblowing system shared with the other Group companies present in France. It meets the legal requirements of the law on transparency, the fight against corruption and the modernisation of economic life (Sapin 2) and those of the law on due diligence, defined in 2017. This policy complies with law no. 2022-401 of 21 March 2022 (the “Waserman” law), which enacts European Directive no. 2019/1937 on the protection of whistleblowers into French law.

**[G1-1 10a, 10c, 10e]** The Group's whistleblowing system is based on a collection of alerts *via* an online form on its website at <https://www.limagrain.com/en/whistleblowing>. A dedicated mailbox is also available: [alert@limagrain.com](mailto:alert@limagrain.com). This scheme is open to all Group employees worldwide as well as to all external stakeholders of the Group. Alerts can be received in several languages, and the service is accessible 24/7. All alerts received as part of this system are processed within a framework guaranteeing confidentiality and the protection of anonymity (footnote **3.2.1.2 Alert mechanism [S2-3] [S2-3 27a, 27b]**).

**[G1-1 10c, G1-3 20]** This system is presented on the Intranet site for employees and on the website of the Group for all stakeholders. A mention also exists in the Limagrain Code of Conduct. Over the coming financial year, the Limagrain Group will update its processes and procedures, and will (re)disseminate them among its employees.

Detailed information on how the system operates is available in section 1.5.3.4.2 Whistleblowing mechanisms.

In 2024-2025, the system collected 10 reports from all geographical areas. However, convinced of the need to improve whistleblowing mechanisms to allow greater accessibility and better protection for whistleblowers, the Limagrain agricultural cooperative decided to switch to an external digital system, the implementation of which was entrusted to an external service provider.

## Management of non-compliance

In the event of a potential incident of non-compliance, breaking of rules, fraud, harassment or discrimination, Limagrain conducts the necessary investigations to collect and understand the facts. If the incident is proven, the Group takes corrective and/or disciplinary measures to remedy it, as well as preventive measures to prevent the recurrence of such events. Limagrain conducts all the

necessary investigations by systematically applying its principles of confidentiality, impartiality, objectivity, proportionality, integrity and fairness. Depending on the nature of the incident, the Alert Management Committee may decide to carry out:

- An internal investigation, either directly or by entrusting it to employees with the required skills;
- An external investigation, entrusted to independent experts such as auditors or lawyers.

## Dedicated resources [G1-4]

The purpose of the system presented above is to prevent and address any ethical breach, whether acts of corruption, breaches of competition law, or violations of embargoes or international sanctions, whether major or minor. Limagrain does not tolerate any act of corruption within its ranks, anywhere in the world, and the Limagrain Executive Committee watches out for this with the utmost determination. This commitment is fully reiterated in the Group's Ethical Principles and Code of Conduct.

To this end, the Group has set up a tool for monitoring assessment workflows as well as an external database (Compliance Catalyst).

In accordance with the Group's Ethical Principles, any proven incident is systematically subject to an appropriate response. Depending on the nature of the incident, the response is disciplinary or commercial. In addition, a three-level analysis is carried out in order to identify and implement the necessary corrective measures to avoid any recurrence.

## 4.2. Prevention and detection of corruption

### 4.2.1. Policy

Limagrain ensures strict compliance with national and international regulations on the fight against corruption, money laundering and economic sanctions. This includes the 1997 OECD Convention and the recommendations of organisations such as the OFAC (Office of Foreign Assets Control).

During the 2024-2025 and 2025-2026 financial years, the procedures already in place will be gradually updated and reissued to all employees (notably concerning gifts, conflicts of interest and whistleblowers).

Limagrain is part of a comprehensive risk assessment framework, also focused on corruption risks. This system allows a detailed and granular analysis, supplementing the overall risk mapping existing at Group level, then at entity level.

To ensure an in-depth understanding at the organisation level, this framework of corruption risks was rolled out to all Limagrain companies. Each unit then carried out a precise mapping of the corruption risks inherent in its specific activities.

### 4.2.2. Actions

As part of Limagrain's business ethics and anti-corruption programme, action plans are currently being rolled out to strengthen the control of the most significant corruption risks on the basis of these maps. The progress of these plans is continuously monitored by the Legal & Compliance Department and its network within the business lines.

**[G1-2]** In addition, actions adapted to the specificities of certain more exposed functions are deployed. For example, due to the very nature of their activity, buyers represent a population that is particularly exposed to the corruption risk. A Purchasing Ethical Charter has therefore been drawn up to formalise an individual undertaking not to give in to bribery or any other unethical practices.

Lastly, the powers of the Chief Executive Officer were partially limited by the Board of Directors, without this limitation being enforceable against third parties in order to guarantee greater transparency. Delegations of authority are also in place.

The table below presents the Group's actions.

Category	Measurement	Description of the action
Preventive measures	Ethical Principles and Code of Conduct	Reference framework for all employees, promoting an ethical approach and measured risk management since 2015
	Risk assessment	Regular assessments of ethics and integrity risks at the level of each entity, consolidated at the global level since 2018
	Training programmes	Regular sessions to raise employee awareness of their duties and the legal implications of their actions. Code of conduct: 2015 Whistleblowing mechanism: 2019 → Mandatory for all new hires
	Due diligence	Rigorous assessments of third-party partners to verify their commitment to upholding the Company's ethical standards since 2019
Detection measures	Whistleblowing system	Secure and confidential channel, accessible to employees and external partners, to report any suspicious activity since 2019
Remediation measures	Disciplinary actions and sanctions	In 2019, analysis of the need to update internal regulations by HR to have a harmonised catalogue of disciplinary measures, up to and including dismissal, for proven violations of the zero-tolerance policy

### 4.2.3. Checks and certifications [G1-3 18a]

In an increasingly complex economic environment, the fight against corruption has become a priority for many companies. Limagrain carries out checks to ensure compliance with its ethical principles throughout its value chain, which are set out in guidelines. The Limagrain Group, aware of these issues, has put in place comprehensive guidelines for the assessment of its third parties, in line with the Sapin II law. This process aims to prevent and detect acts of corruption, influence peddling and other related offences, both in France and abroad.

The purpose of these guidelines is to formalise the process of assessing third parties within Limagrain. This process is dynamic and may be revised according to changes in the Group's risk mapping, regulatory changes, revisions to the Code of Conduct or in the event of processing of alerts or internal investigations related to acts of corruption.

The assessment of the integrity of third parties at Limagrain is based on two fundamental principles:

- **Analysis of corruption risks by category of third party:** This first phase is based on the corruption risk mapping specific to each entity. This makes it possible to determine a residual criticality level (major, high, significant, limited) for each category of third parties, which will influence the depth of the individual assessment. It is possible to refine this analysis by defining quantitative thresholds. Some third parties are by default considered "high risk" and require a detailed individual assessment. Such parties include acquisition targets, politically exposed persons (PEP), sponsorship beneficiaries, business agents and intermediaries, contracts above certain amounts or durations, third parties located in countries subject to economic sanctions, and scientific partners.

- **Individual assessment of third parties:** This phase consists of assessing each third party to decide whether or not to enter into a relationship, or to maintain an existing relationship. A target process is established, providing for three levels of validation depending on the importance and level of risk of the third party. A person is appointed to carry out the assessment, and another to validate the start of the relationship. The analysis file must include as much information as possible, including the identity of the third party (corporate name, legal form, geographical location, etc.), its capital structure (shareholders, beneficial owners), its activity, the country of establishment (with verification of the corruption index), and the search for past sanctions or convictions:
  - **Level 1:** Initial assessment of corruption risk using the internal tool "Workflow Due Diligence".
  - **Level 2:** Detailed analysis for higher risks, using the "Compliance Catalyst" tool which provides financial data, the capital structure, sanctions and analysis of top executives.
  - **Level 3:** involvement of the Legal and Compliance Department for high-risk third parties, with the possibility of conducting additional investigations *via* an external service provider and, if necessary, submission of the file to the Group Executive Committee for final decision.

Limagrain has also set up a control and monitoring system to ensure the deployment and compliance of the assessment process. Controls are carried out at the level of the various entities of the Group, as well as by the Group Internal Financial Control Department. These controls concern the analysis of risk levels, the compliance of drafted procedures, the justification of quantitative thresholds, the completeness of the assessment files, the formal validation before entering into a relationship, and the performance of periodic reassessments (maximum one year for high risks, between one and two years for medium risks, and a maximum of three years for low risks). In the event of a significant change in the situation of a third party, a new assessment is mandatory.

#### 4.2.4. G1-4: Proven cases of corruption

Limagrain has not defined specific quantitative targets for the fight against corruption, but the company relies on prevention and detection indicators. These include, for example, the rate of completion of mandatory training and the number of due diligence checks performed on third parties. In the event of an incident, the company undertakes to take corrective and disciplinary measures, in accordance with its zero tolerance policy.

Limagrain was not convicted of any breach of anti-corruption legislation during the reporting period. Neither has Limagrain been the subject of any convictions for infringement of competition laws or for violation of international sanctions programmes during the reporting period.

# APPENDICES

## Methodological note

### 1. Objective and terms of reference

Limagrain's social, societal and environmental reporting approach is based on:

- The regulatory provisions related to Article R. 225-105-1 of the French Commercial Code;
- The principles and recommendations of the ISO 26000 standard which have enabled the Group to define its priority issues in terms of corporate social responsibility in order to meet economic, environmental, social/societal targets and the expectations of stakeholders;
- The G4 guidelines for sustainable development reporting of the Global Reporting Initiative;
- The ten principles of the UN Global Compact.

### 2. Scope

The reporting period is based on a financial year (from 1 July to 30 June).

The purpose of the reporting scope is to be representative of Limagrain's activities. For the 2024-2025 financial year, the reporting coverage is as follows:

	<b>% coverage of Limagrain's 2024-2025 consolidated revenue</b>	<b>% of 2024-2025 revenue coverage of companies with an industrial site</b>
Social reporting	100	100
Societal and environmental reporting	98	100

However, the lack of monitoring by certain subsidiaries requires Limagrain to calculate certain environmental data on a limited scope, as follows:

	<b>% coverage of Limagrain's 2024-2025 consolidated revenue</b>	<b>% of 2024-2025 revenue coverage of companies with an industrial site<sup>1</sup></b>
"Energy" reporting	95.5	100
"Water" reporting	89.3	99.3
"Waste" reporting	73.3	78

For each indicator communicated on a limited scope, the latter is specified next to the data communicated. In the aforementioned scopes, the non-financial consolidation rules are the same as the financial consolidation rules.

<sup>1</sup> The list of companies concerned is available on request from the Group CSR and Sustainable Performance Department.

### 3. Methodological procedures

The Group's procedures consist of:

- A written procedure including, among other things, a retro-schedule, the definition of the scope, a description of the reporting tool and control and validation procedures. This procedure is made available in the group's document management tool;
- A reporting tool (web platform) including consistency tests during input and input aids (definitions) directly under the questions;
- Two glossaries (social and environmental data);
- Assistance with waste-related information;
- Guides to complete the data relating to certain indicators;
- Energy conversion factors;
- And a flyer and a user guide.

### 4. Relevance and choice of indicators

The indicators were selected based on their relevance for the Group and its stakeholders following a dual materiality analysis carried out during the 2024-2025 financial year.

The methodologies used for certain social and environmental indicators may have limitations due to:

- Variations in definitions between France and other countries;
- The particularities of the social laws of certain countries;
- Changes in definitions that may affect their comparability;
- Changes in the scope of activity from one year to the next;
- The difficulty of retrieving information in the event of subcontracting and/or joint ventures with external partners;
- The procedures for collecting and entering this information.

## 5. Methodological points

### 5.1. Methodological points related to the environment

#### 5.1.1. Energy consumption

Reference	Title of the indicator	Exclusion	Coverage rate by turnover
E1-5 38 b	Fuel consumption from crude oil and petroleum products	Limagrain Ukraine and Limagrain Romania were excluded from the scope for mobile energy (car fuel) due to a lack of data reporting.	Limagrain Romania: 0.70% Limagrain Ukraine: 1.63%
E1-5 38 b	Fuel consumption from crude oil and petroleum products	For the current financial year, the data relating to the consumption of mobile energy (fuels for light vehicles) of the agricultural cooperative society are based on reports provided by our service provider. At this stage, we do not have sufficient information to guarantee the accuracy of the data communicated by the latter.	Limagrain Agricultural Cooperative: 2.07%

#### 5.1.2. Water consumption

In our reporting, we collect information on water withdrawals and not water consumption (*E3-4 28 a- total water consumption in m3*). Based on information from INSEE, we assumed that 58% of our water withdrawals are water consumption.<sup>1</sup>

Similarly, to date, we do not manage the indicator "*E3-4 28 c- total water recycled and reused (in m3)*". This indicator had to be omitted for this first financial year.

Finally, we considered the indicator "*E3-4 28 d- total water stored and changes in storage*" rainwater withdrawals.

<sup>1</sup> <https://www.insee.fr/fr/statistiques/7728881?sommaire=7728903>

Reference	Title of the indicator	Methodological description	Coverage rate for total water withdrawals
E3-4 28 a	Total water consumption in m3	Assumption used: 58% of our water withdrawals are consumed	-
E3-4 28 c	Total water recycled and reused (in m3)	Not managed to date	-
E3-4 28 d	Total water stored and changes in storage	The water stored corresponds to our rainwater withdrawals	The water stored corresponds to 2.86% of Limagrain's total water withdrawals

### 5.1.3. Biodiversity

For this financial year, concerning the “DP E4-5 35- If the company has established that sites located within or near sensitive areas in terms of biodiversity negatively affect these areas [see paragraph 19, point a)], it communicates the number and surface area (in hectares) of the sites it owns, leases or manages within or near these protected areas or key biodiversity areas”, we were only able to report on the number of sites located in or near biodiversity-sensitive areas. The surface area in hectares has been omitted because we do not yet collect this data.

### 5.1.4. Incoming resource flows

For Limagrain, our incoming resource flows correspond to our most significant items in our business, namely our purchases of seeds and raw materials and our purchases of packaging.

Indicator “DP E5-4 31-b: the percentage of organic materials (including biofuels used for non-energy purposes) used to produce the company's products and services (including packaging) that comes from sustainable sources, specifying the certification system used and how the cascade principle has been applied” is not relevant with regard to the activity of Limagrain, because the figure is less than 1% of organic materials certified organic agriculture or equivalent.

Similarly, the indicator “DP E5-4 31-c: the weight, in absolute value and in percentage, of reused or recycled secondary components and of intermediate secondary products and materials used to produce the company's products and services (including packaging)” is not relevant for Limagrain because the data is not significant for the activity. We are therefore reporting 0 on this indicator.

Finally, on the indicator “DP E5-4 32: total weight of technical and organic products and materials used during the reporting period”, we extrapolated part of the data from the flows between inputs in tonnes from monetary data or directly in tonnes of CO2 equivalent, which corresponds to 5% of purchases of seeds and raw materials out of the total weight of purchases of seeds and raw materials and 15% of packaging purchases out of the total weight of packaging purchases.

Reference	Title of the indicator	Methodological description	Coverage rate based on the total weight of technical and biological products and materials used
E5-4 31 b	Percentage of organic materials (including biofuels used for non-energy purposes) used to produce the company's products and services (including packaging) that is from sustainable sources, specifying the certification system used and how the principle of cascading use was applied.	At Limagrain, organic seeds represent less than 1% of total seeds sold.	Purchases of seeds and raw materials account for 97% of the total weight of incoming flows.
E5-4 31 c	Weight, in absolute value and in percentage, of reused or recycled secondary components and intermediate secondary products and materials that are used to produce the company's products and services (including packaging).	The data is not significant for the activity of Limagrain, we will publish 0 on this DP.	Packaging purchases account for 3% of the total weight of incoming flows.
E5-4 32	Total weight of technical and organic products and materials used during the reporting period.	Extrapolation of data entered in monetary or tonnes CO2 equivalent: 5% of purchases of seeds and raw materials and 15% of packaging purchases.	-

### 5.1.5 Outgoing resource flows

At Limagrain, we have different types of waste processing:

- Material recovery for waste sent for recycling, product recovery, re-use, product exchange, animal or human nutrition and composting;
- Energy recovery for waste used as fuel (cement plant, incineration with energy recovery) and as a source of an energy-creating process (for example methanisation);
- Burying or disposal by landfill.

To meet the indicator *DP E5-5- b*, we have consolidated the quantities of recycled waste and other recovery operations, as we do not have the breakdown for this financial year. For this metric, we reported the quantity of waste that goes to material recovery and energy recovery.

Also, to meet the indicator *DP E5-5- c*, we reported the quantity of waste that goes to landfill or disposal. The breakdown of the waste eliminated was omitted for this financial year because we do not have access to the data.

Reference	Title of the indicator	Methodological description	Coverage rate for the total quantity of waste produced
DP E5-5- b	Total amount (by weight) of waste that is not disposed of, separately identifying hazardous waste and non-hazardous waste and by breaking down the data by type of recovery operation, namely: i) preparation for reuse; ii) recycling; and iii) other recovery operations.	Corresponds to the quantities of waste that go to material recovery and energy recovery.	84% of waste goes to material recovery or energy recovery.
DP E5-5- c	Quantity (by weight) of waste that is disposed of, by type of waste treatment and in total, for the three types of treatment, separately indicating hazardous waste and non-hazardous waste. The types of waste treatment for which information must be reported are: i) incineration; ii) landfill; and iii) other disposal operations	Corresponds to the quantities of waste that go to landfill or disposal.	16% of waste is disposed of or goes to landfill.

## 6. Consolidation and internal control

Each site, each company and each Business Line/Business Unit is responsible for the data it provides, as are the Group departments responsible for consolidating the metrics published.

The organisation of extra-financial reporting is based on:

- The divisions of each department (CSR, HR, Purchasing, Health & Safety, Legal) coordinate the Business Lines/Business Units, consolidate all non-financial data and ensure the consistency of the data;
- For environmental and societal data, a network of "Business Line Coordinators" manages the reporting of the subsidiary companies and their sites and validates their data;
- For social, societal and environmental data, "company contacts", appointed by the Business Line coordinators, validate the data from the sites, transmit their company's data and provide supporting documents;
- For environmental and societal data, "site contacts", appointed by the Business Line coordinators, transmit the data from their site and provide supporting documents.

For environmental, societal and social data, the control and consolidation of these data are carried out in two phases:

- First phase: each entity (Limagrain and its subsidiaries) consolidates the data in its scope. During consolidation, data consistency checks are performed.
- Second phase: the Group Human Resources Department and the Group CSR Department consolidate the data over their entire scope and ensure their consistency.

## 7. External controls by an independent third party (ITP)

For the 2024-2025 financial year, the reporting procedures for non-financial indicators were subject to an external audit by KPMG. The audits were conducted based on a selection of social, environmental and societal indicators in order to validate the quality and overall credibility of the reporting system.

The nature of the work carried out and the related conclusions are presented in a specific statement (ITP report).

Companies that have been subject to a remote audit are identified by an \*:

	Audit scoping		
	Environment	Social	Governance
<b>VCO HQ</b>	X	X	X
<b>LFS Europe</b>	X		
<i>Elorz (LFS Europe)*</i>	X		
<b>HM Clause</b>	X	X	
<i>Portes-lès-Valence (HM Clause)</i>	X		
<b>Vilmorin Mikado</b>	X	X	
<i>La Méniltré (VMK)</i>			
<b>LFS in Americas*</b>	X		
<i>Unidade Pesquisa Sorriso (LFS in Americas)*</i>	X		
<i>Goianésia (LFS in Americas)*</i>	X		
<i>Graneros (LFS in Americas)*</i>	X		
<b>Société Coopérative Agricole Limagrain</b>	X	X	
<i>Ennezat</i>	X		

# CARBON

## GHG emissions

When calculating the GHG balance sheet, we took into consideration the principles, requirements and guidelines defined by the GHG protocol. Emissions are indicated in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>eq)

## Specific methodologies and assumptions

### General remarks:

- **Interconnections:** Flows of purchases and sales identified as **majority between Group entities have been withdrawn** on consolidation to avoid double counting.
- **Biogenic emissions:** Biogenic emissions have been taken into account for raw materials with high biogenic carbon, in particular materials that can lead to deforestation.

### Scopes 1 & 2:

- **Emission factors:** For the calculation of scopes 1 and 2 emissions, the emission factors from the Footprint (Empreinte) database are used, as well as those from the IEA database for emissions related to electricity consumption. Geographical emission factors are used as soon as they are available. In the absence of **specific emission factors available** for certain geographical areas, the **emission factor France (EF France) is used by default**.
- **Scope 2 calculation:** Scope 2 gross GHG emissions are calculated according to the **location based method** and the **market based method**.

## Emission factors (EF)

- **Field Crops EF:** the **specific EF of the seed** is preferred when available. If a specific EF is missing, the **crop EF** is used.
- **Vegetable Seeds EF:** the EFs are selected in order to use more accurate databases, *i.e.* in order of priority and according to the scope: **Agrifootprint, Gestim+, Ecoinvent and Agribalyse**.
- **Sources of Biogenic EF:** biogenic emission factors come from various databases, in particular **Footprint (V9 spreadsheet), Agribalyse (spreadsheet V3.2), Ecoinvent (digital version) and Agrifootprint (SimaPro)**. For EFs from Gestim+ or extrapolation, an **average ratio** is created to estimate the biogenic emission factor.
- **Rating of EFs:** The EFs are rated according to a qualitative scale (Very Good, Good, Average, Poor, Very Poor). Specific rules were applied to rate each EF according to the source database and available information.
  - For EFs from the Footprint database, the rating is based on the percentage uncertainty provided (uncertainty between 0% and 20% = “Very good”; between 80% and 100% = “Very poor”).
  - For all EFs resulting from the IEA: rating “very good”.
  - For all EFs from Agribalyse: rating from Data Quality Ratio (DQR).
  - For all EFs from the Ecoinvent, Agrifootprint and Gestim+ databases: “average” rating for all regional EFs, and “poor” rating for all global EFs, consistent with the equivalent EFs on the Agrifootprint database.
  - EF of the electricity mix from the AIB database = in the absence of information on the level of uncertainty in the AIB database, the EF is assigned a rating of “**Very good**”, for consistency with the electricity mix EFs of the Footprint database.
  - EF from a **third party** (e.g. travel agency) or **modelled** by our consultants are systematically awarded the “**Average**” rating.

- When calculating our emissions in tCO<sub>2</sub>eq, we include the following greenhouse gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>; however, we do not have the results broken down by gas.
- **Specifically Mentioned Gases:** the Group takes into account refrigerant gases (Scope 1.4) such as **R12, R22 and R32**. The values of **Global Warming Potential (GWP)** used for the gases R12, R22 and R32 are those of the **IPCC Fifth Assessment Report (AR5) (2013)**. An update, using the values of the sixth assessment report (AR6) (2023), is planned soon. The emissions reported for these gases are not significant.
- **Other GHGs:** all GHG emissions are included in the tCO<sub>2</sub>eq emissions calculations.
- **Biogenic emissions: Biogenic CO<sub>2</sub>eq emissions** resulting from the combustion or biodegradation of biomass are declared **separately** from the gross Scope 1 and Scope 2 emissions.

## Scope of consolidation

### Scope 3 emissions

Scope 3 gross GHG emissions are determined in accordance with the **Accounting and reporting standard for the value chain (Scope 3) of the GHG Protocol**. Only the categories deemed significant are detailed.

The share of Scope 3 emissions from primary data was calculated based on all actual data entered in physical quantities, as well as actual data entered as GHG directly (e.g. data provided by transporters). This share is 60%.

Scope 3 category (GHG)	Reporting limits and significant methodological details
1. Purchases of goods and services (3.1)	<p>Missing data for FLAG volumes (Forest, Land, Agriculture), <i>i.e.</i> around 20% of total volumes in FY25, are recovered as physical data from the carbon totals of previous years, then <b>extrapolated based on the percentage of the average change in total FLAG volumes per BU between the extrapolated statements reference year and FY25. This methodology applies to all our BUs with the exception of LFS Asia Pacific, for which 100% of volumes are extrapolated on the basis of changes in revenue.</b></p> <p>Biogenic emissions are taken into account for raw materials with high levels of biogenic carbon, in particular those that could generate <b>deforestation.</b></p> <p>Purchases of services (<b>20% of Scope 3.1 data</b>) are <b>extrapolated from changes in revenue.</b></p>
2. Capital goods (3.2)	The method complies with the GHG Protocol: only <b>assets acquired during the year</b> are taken into account.
4. Upstream transportation (3.4) & 9. Downstream transport (3.9)	The calculation of distances stops at <b>suppliers and tier 1 customers.</b> Freight-related emissions are therefore limited to tier-1 customers and suppliers.
11. Use of products sold (3.11)	<b>8% of Scope 3.11 data are extrapolated.</b> Most of the emissions associated with this category come from an estimate of energy consumption in the fields for crop production. The EFs are chosen on the basis of a study on <b>NRD (non-road diesel) intensity</b> required for <b>seed growth.</b>
12. End of life of products sold (3.12)	This category includes the end of life of <b>all packaging volumes purchased during the year</b> by the Group.

## Transition assumptions

Limagrain's climate transition plan is formalised by the submission of its near-term targets in the Science Based Targets initiative (SBTi). These targets are for the FY2030 time-frame and are designed to ensure that the Group's strategy is compatible with limiting global warming to 1.5 ° C.

Commitments are for a 42% (gross) absolute reduction in Scope 1 and 2 greenhouse gas (GHG) emissions by FY2030, compared with the reference year FY2021. The transition also encompasses the value chain, with an absolute (gross) reduction of 25% in non-FLAG Scope 3 emissions, including purchased goods and services, energy-related activities, upstream transport, waste generated, business travel and commuting.

The FLAG sector (Forest, Land and Agriculture), which represents a significant share of the Group's emissions, is subject to specific targets, differentiated between reduction in intensity (net) for key crops and absolute reduction (gross) for the other FLAG emissions covered.

**GHG emission reduction targets - Time-frame FY2030 since reference year FY21**

<b>Category / Scope</b>	<b>Target type</b>	<b>Reduction targets</b>
Scopes 1 & 2	Absolute (gross)	42%
Scope 3 non-FLAG	Absolute (gross)	25%
Corn (FLAG)	Intensity (net)	41%
Wheat (FLAG)	Intensity (net)	34%
Soybean (FLAG)	Intensity (net)	37%
Other FLAG emissions covered	Absolute (gross)	30.3%

The implementation of this plan is based on critical assumptions, in particular the improvement of energy efficiency, the change of primary energy sources, and the purchase of green energy for Scopes 1 and 2. For Scope 3, emission reduction will depend on the evolution of agricultural practices and the commitment of suppliers throughout the value chain.

# SOCIAL

## Turnover rate

The turnover rate given here covers 100% of the Limagrain workforce.

It is calculated for each legal entity by dividing the total number of departures of permanent employees during the 24-25 financial year by the total number of permanent employees at 30 June 2024.

For consolidation at the level of Limagrain, intra-Group mobility over the same period is deducted from the sum of departures (these are not departures at the Group's scope).

## Appendix

Headcount (permanent staff) at 30 June 2025

	<b>iHris</b>	<b>Ratio</b>	<b>LED</b>	<b>Ratio</b>
<b>TOTAL</b>	<b>6,957</b>	100%	<b>9,676</b>	100%
<b>France</b>	4,295	62%	4,402	45%

Consequently, the following metrics cover the percentage indicated of the corresponding population:

	<b>Limagrain</b>
Turnover rate	100%

# GLOSSARY

**CSRD:** Corporate Sustainability Reporting Directive. European Union directive aimed at supplementing, guiding and harmonising the disclosure of non-financial information.

**Data Points:** Either narrative, semi-narrative or numerical metrics, specific to each ESRS.

**DR:** Disclosure Requirements, these are the subcategories of Data Points within each ESRS.

**ESRS:** European Sustainability Reporting Standards, CSRD disclosure standards, created by EFRAG.

**IRO:** Impacts, Risks and Opportunities, as determined by the dual materiality analysis.

**Mandatory data points:** Data points whose reporting is mandatory, independently of the double materiality analysis. As such, Limagrain will have to publish them.

**Material Data Points:** Data Points related to a material subject for Limagrain, as determined by the analysis of double materiality. As such, Limagrain will have to publish them.

**MDR Data Points:** Minimum Disclosure Requirements: This is the essential information that all companies must disclose in their sustainability reporting, thus guaranteeing a minimum level of transparency.

**Phase-in Data Points:** Among the material related Data Points for Limagrain, Phase-In are information for which EFRAG allows a gradual approach over several years, for example when specific preparation or the implementation of additional data collection systems are necessary.

**Voluntary data points:** Data points whose choice of reporting, regardless of double materiality, is left to the discretion of the company. Thus, Limagrain can decide whether or not to publish them.

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