



7 good reasons to work for us

#1

Work in a committed and responsible company

- You are joining a company that plays an active role in the development of tomorrow's society: changes in agricultural practices, nutrition improvement, food security...
- Throughout the world, Limagrain is committed to social responsibility actions: the UN global compact, the Fair Planet program in Ethiopia, organic gardens in schools in Israel, Jardins du Coeur in France...

#2

Live a rich and unique human adventure

- You will be part of passionate and dynamic teams where, in a simple way, agricultural culture and scientific expertise come together, with men and women who fulfill their aspirations and mutually enrich one another.
- Limagrain enables you to be a player in the life of the Group, where you can share your cooperative spirit, discuss, learn from others, advance in your know-how, and create opportunities for yourself.

#3

Combine international ambitions and local development

- Limagrain unites a global strategy (74% of its sales are outside France) and local challenges as a performance model and builds growth relays in emerging regions with strong potential such as Brazil, Asia and Africa.



#4 Evolve in a diversity of professions and cultures

- You will participate in a multi-cultural group with close to 70 nationalities and local identities recognized as real assets.
- Limagrain includes 6 activities and Business Units in 55 countries on every continent. Our geographical, cultural and professional diversity is a source of opportunity.

#5 Relate progress and performance in a cooperative approach

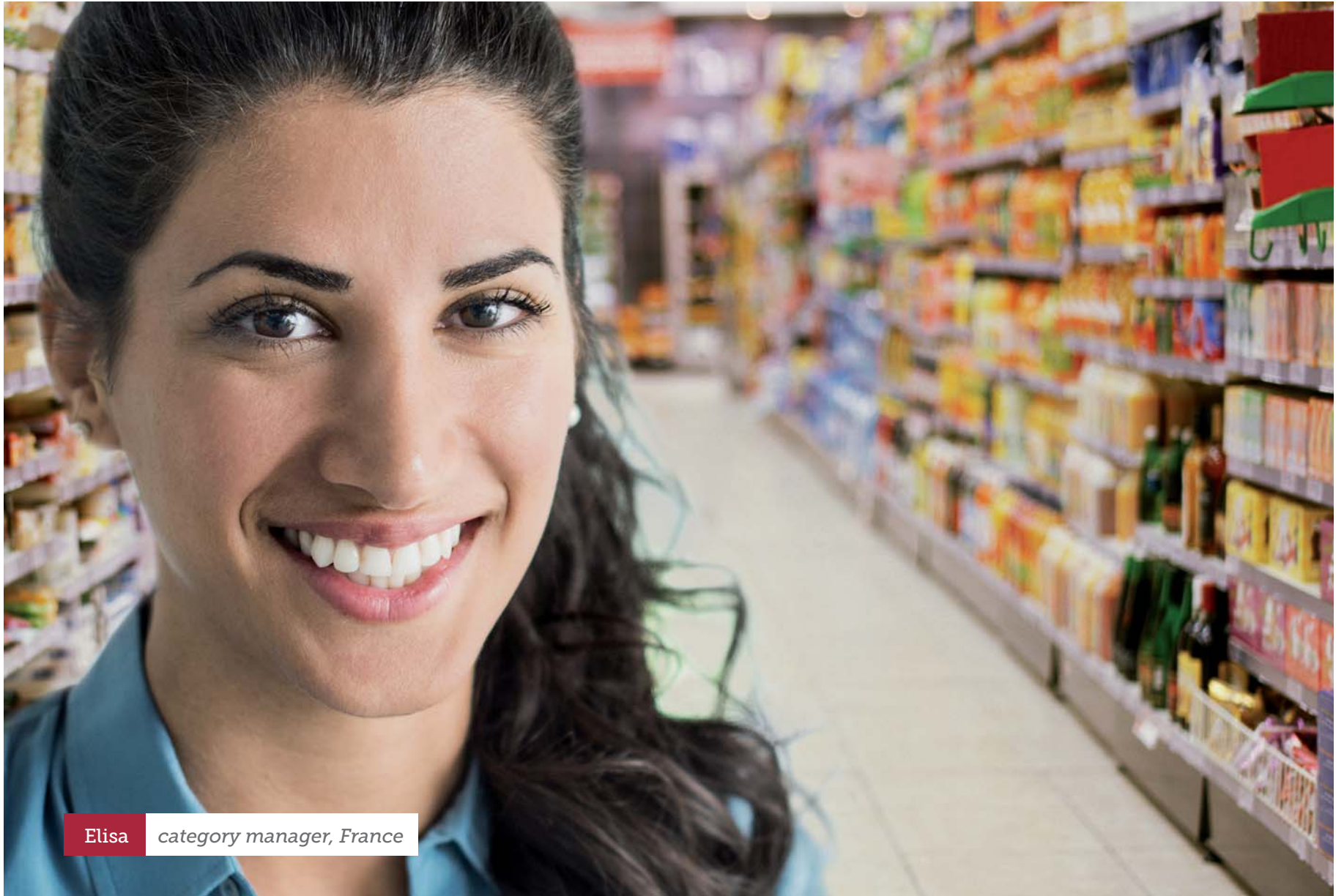
- Limagrain draws its strength from its cooperative model. Supported by the stability of its shareholders, Limagrain has a long-term strategic vision and can thus align its economic performance with the long term.
- Limagrain invests in long-term development projects with a keen sense of responsibility and cultivates cooperation as a strength: collaboration with other cooperatives, research partnerships, joint-ventures with private and public institutions.

#6 Innovate for modern, visionary and responsible agriculture

- You are joining teams which, for more than 50 years, have been creating nearly 300 new varieties per year and who work every day to make plants more resistant to disease and insects and more economic in terms of water and fertilizer, within a context of limited arable land and natural resources.

#7 Act in order to face food-related challenges

- With Limagrain, you are entering into the heart of the challenges facing agriculture and food security which play a strategic role in the economic and social development of every country.
- At the initiative of the Movement for a World Agricultural Organization (momagri), Limagrain is committed to promoting the regulation of agricultural markets internationally to defend all forms of agriculture in the world.
- In 2050, there will be close to 10 billion people in the world. Alongside farmers, Limagrain is committed to improving agriculture in order to face food-related challenges.



Elisa category manager, France

An international agricultural cooperative group



Specialized in seeds and cereal products, from genetics transforming products

From our core business of seeds, we develop innovative and responsible solutions to improve plant production and cereal products:

- an expertise in variety creation;
- integrated chains in semolina corn and wheat varieties that produce cereal ingredients, bread and pastries.

Focus on the cooperative model

AN AGRICULTURAL COOPERATIVE, FOUNDED AND DIRECTED BY FARMERS

Our shareholders are farmers and members of the cooperative. A company of Men and Women and not capital, practicing an original governance model, with an elected farmer Chairman and a salaried CEO appointed by the Board of Directors.

Our activities

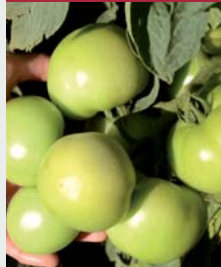
01

Seeking out traits
in the genetic resources of plants



02

Creating varieties



03

Producing and selling seeds



04

Producing cereals



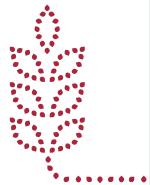
05

Transforming cereals



06

Distributing ingredients and bakery products



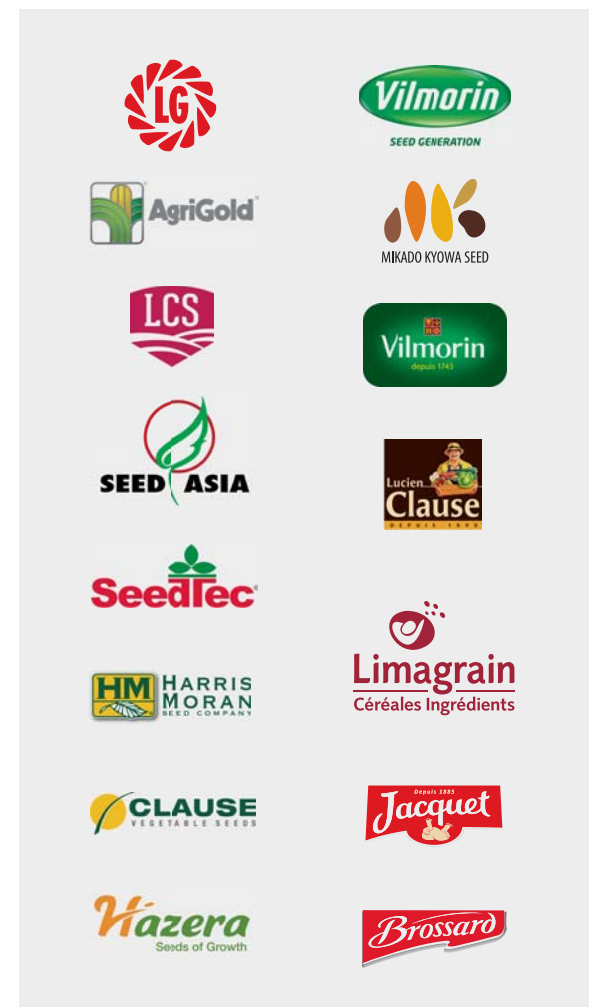
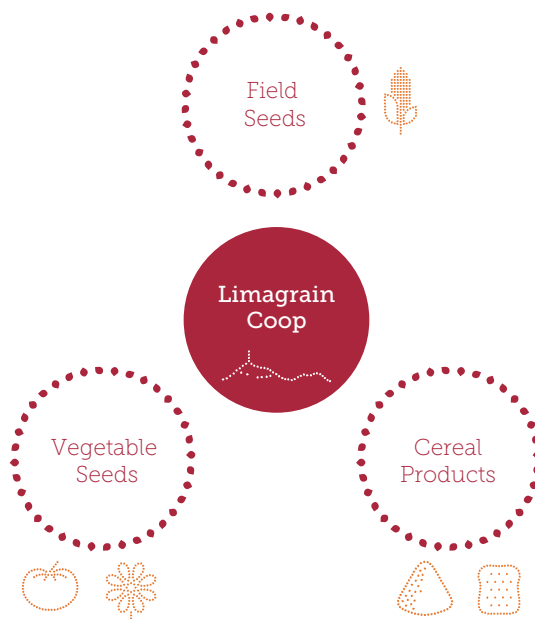


Arturo sales representative, Italia

In the field, in the mill, right into your plate



Strong brands for farmers, industry leaders and consumers



ANTICIPATING
AND MEETING
THE EXPECTATIONS
OF CUSTOMERS
AND SOCIETY



Farmers / Growers

Higher yield, better quality
Resistance to viruses, diseases, insects
Adaptation to climates, soils, etc.



Industry leaders / Distributors

Preservation
Calibration
Adaptation to industrial processes
Aptitude for baking bread and pastries, etc.



Consumers

Aspect
Taste
Nutritional value
Value for money
Food safety, etc.



Cristina agronomist, Brazil

A local and international player



Local roots in France... and international deployment on all continents

Americas

- › Argentina
- › Brazil
- › Canada
- › Chile
- › Guatemala
- › Mexico
- › Peru
- › USA

Europe

- › Belgium
- › Bulgaria
- › Czech Republic
- › Denmark
- › France
- › Germany
- › Greece
- › Hungary
- › Italy
- › Moldova
- › Netherlands
- › Poland
- › Romania
- › Serbia
- › Slovakia
- › Spain
- › United Kingdom
- › Ukraine

Africa & Middle East

- › Algeria
- › Botswana
- › DR Congo
- › Ethiopia
- › Israel
- › Jordania
- › Kenya
- › Malawi
- › Morocco
- › Nigeria
- › Rwanda
- › South Africa
- › Swaziland
- › Tanzania
- › Turkey
- › Zambia
- › Zimbabwe

Asia

- › Cambodia
- › China
- › India
- › Indonesia
- › Japan
- › Kazakhstan
- › Myanmar
- › Russia
- › South Korea
- › Thailand
- › Vietnam

Oceania

- › Australia

Focus on the roots of the Group



AUVERGNE, A LAND OF INNOVATION

Limagrain's roots have been anchored in Auvergne (France) since 1942, the region where the 2,000 Cooperative members live. The cooperative ensures traditional missions such as production, collection, primary processing and distribution of inputs. It distinguishes itself from other cooperatives by strong investment in research, sustained international expansion and the creation of seed and food chains in Auvergne: all factors that add value to productions and consolidate operations of its members.

We are targeting international and responsible growth, building on the long-term vision specific to our cooperative governance. For Limagrain, local and international do not go one without the other.






Enthusiastic jobs in a multicultural group



Profiles and competencies, a wide range of professions through six activities



» RESEARCH & DEVELOPMENT

Functions linked to plant improvement (plant breeding, biotechnology genomics) and to making good use of cereals (ingredients, bakery products).

-  *Wheat breeder*
-  *R&D engineer*
-  *Manager of a breeding station...*




» PRODUCTION / SUPPLY CHAIN

Functions linked to agronomic production, harvesting, different operations carried out in fields and the factory with seeds and other products, until the products are shipped to users and/or distributors.

-  *Line operator*
-  *Agronomic engineer*
-  *Field production manager...*




» MARKETING / SALES

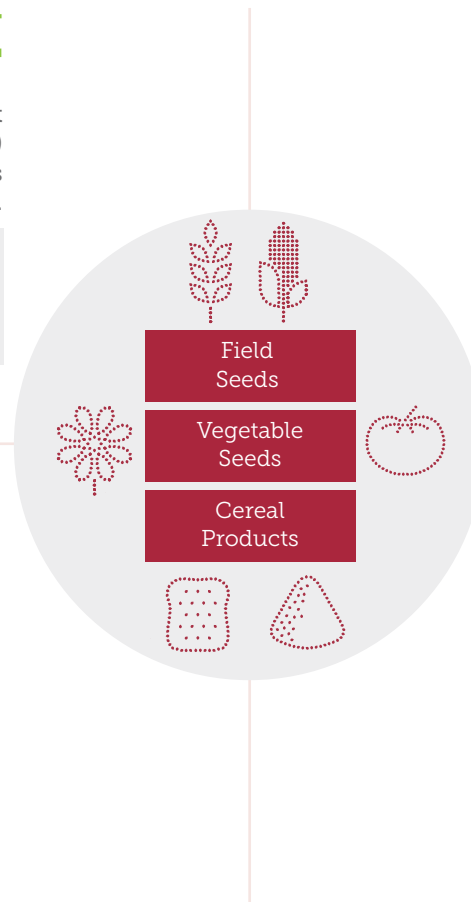
Functions linked to product promotion (marketing, development, advertising) and to the distribution of products (sales, customer service, merchandising).

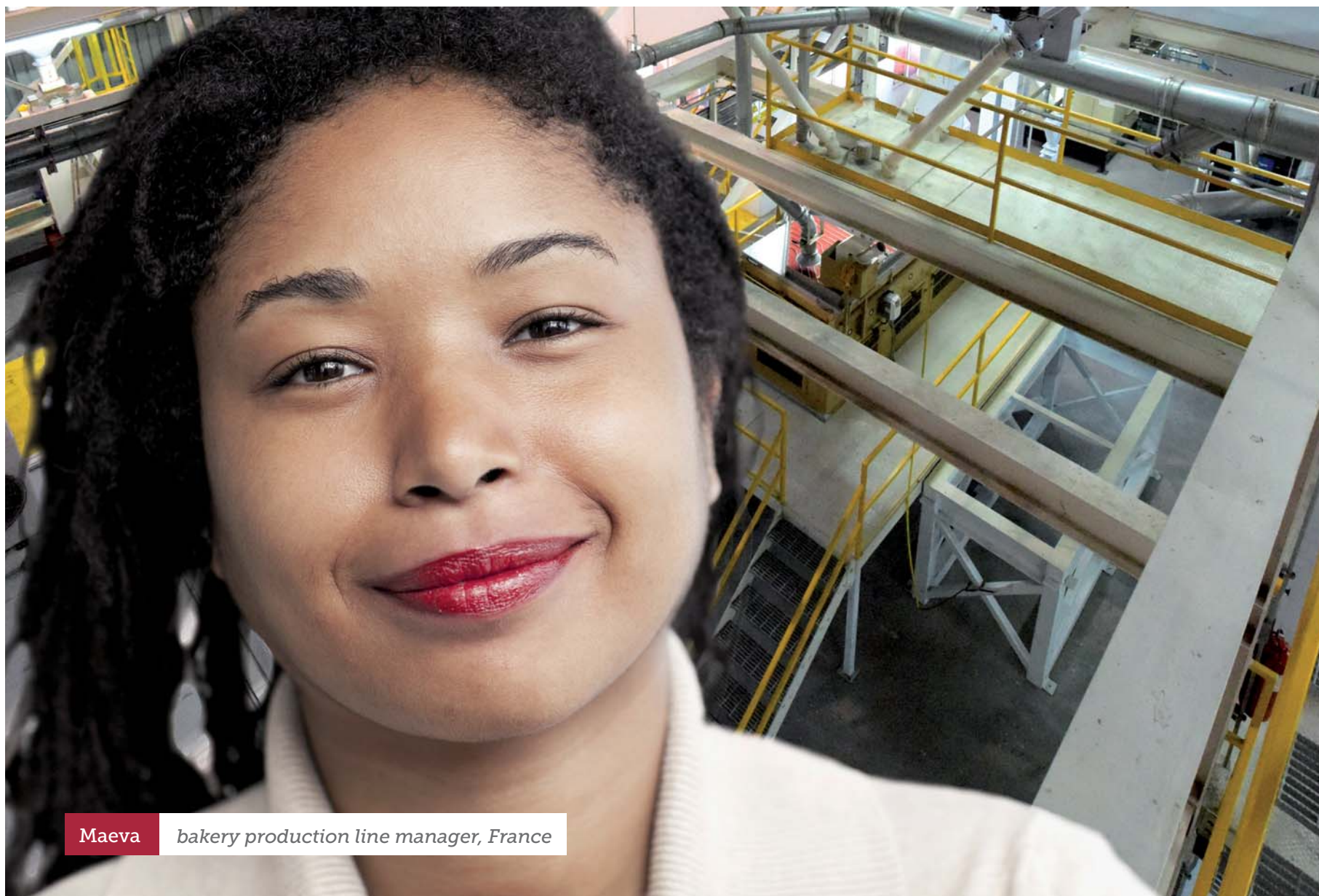
-  *Sales representative*
-  *Bakery product manager*
-  *Sales manager...*

» SUPPORT FUNCTIONS

Transversal functions such as finance, legal, human resources, information technology,...

-  *Controller*
-  *International HR manager*
-  *Business information manager...*





Maeva

bakery production line manager, France

A rich and unique human adventure



Develop your entrepreneurial spirit

At Limagrain, we do not have a single model of development all over the world but rather our Business Units enrich the Group with their **diversity of approaches**. Delegation and accountability are key principles that guide our organization and management model. With us, you are invited to be proactive, express a spirit of entrepreneurship, take the initiative, be autonomous and take on responsibilities that make you evolve.

Build your path around various opportunities

At Limagrain, there is not just one professional developmental path, but a **variety of opportunities**: internal mobility, from one job to another, from one subsidiary to another or from one country to another. We support you individually to build your career with you. Accompanied by your manager and human resources, **you remain the main actor of your career**.

Limagrain Academy supports the development of the Group with **development programs, targeted trainings** and **virtual learning** sessions. It relies on internal experts and works with external partners to offer customized programs adapted to our needs.

These programs are open to our co-op members and employees all around the globe : they promote intercultural exchanges and **collaboration between our people from our various activities**.

Share and learn in Limagrain Academy

Get benefits

Access induction programs

New employees benefit from an induction process **within their Business Unit** to facilitate the knowledge of the activity. The Group also organizes induction program to share the **Limagrain culture** and improve the **knowledge of the Group's business**, its **challenges** and its **ambitions**.

Each employee receives **financial and social benefits adapted to the regulations**, cultures and local practices. The Group also **offers a global incentive program** : today, every employee is associated with the Group's and its Business Units' results.



Sean

melon breeder, USA

Professional experiences collaborative and stimulating



Internships and work-study contracts

Limagrain is offering numerous *internship* or *work study* contract opportunities in different fields.

Taking up an internship or work-study contract with Limagrain is a *demanding experience* but one which *provides a wealth of new skills, collaborative projects and challenges*. You will be given a *real mission* that will help you better define your professional ambitions in a collaborative and stimulating work environment.

Partnerships with schools and universities

Limagrain maintains *close relationships with the world of education* and has established *targeted partnerships all over the world*.

Schools and universities are selected in accordance with our core businesses and for their international mindset. As well as offering many different *collaborative educational projects*, they also represent an important *recruitment channel*.

We regularly travel to meet with students participating in *career fairs* and we also contribute to *teaching*, developing *case studies* and holding open days (at our factories, research centers, etc.) *for educational visits*.

Focus on VIE (International business Volunteer Scheme)

Limagrain offers the chance to acquire your first international professional experience for a period of 12 to 24 months under the VIE scheme. Each year, 20 graduates are chosen to travel abroad under the scheme to carry out missions for Limagrain (e.g. South Africa, Mexico, United States, Myanmar, Brazil,...).



More than 500 interns per year
Nearly 100 young graduates recruited per year

Assignments sample

● Development of a quality control tool for field seed crops

● Definition of a product management strategy towards retail industries

● Implementation of an internal search engine for scientific database



Orane *head of research center, Israel*

Innovation, a priority



Innovative seeds and cereal products to produce more and better

In 2050, all farmers will need to be mobilized to increase agricultural production by 70% and meet the needs of 9.6 billion inhabitants (8.3 billion by 2030!). Agriculture will need to offer healthy and safe products, with limited arable land, by being even more economic in terms of resources.

VARIETAL INNOVATION

- ◆ *Improve plants to make them more resistant*

Limagrain researchers are improving plants to make them more resistant to insects and disease, more drought tolerant, and more suitable for industrial processes, as well as guaranteeing their nutritional qualities.

INNOVATION IN PROCESSES AND PRODUCTS

- ◆ *In the service of operational excellence*

Limagrain is rolling out effective methods to achieve operational excellence. It is also working to constantly improve its production tools and supplier relationships. Thanks to the implementation of quality management systems that conform to the highest European and international requirements, Limagrain guarantees reliable traceability.

AGRONOMIC INNOVATION

- ◆ *Limagrain is preparing to offer solutions that integrate progress made in genetics, technology, information and agronomy*

Precision farming takes into account the variability of land, adapting the crops and treatments to each area of a plot.

- ◆ *Minimizing the environmental impacts*

Limagrain ensures the development of its activities through high performance equipment and processes, and regularly invests in optimizing sustainable resource use.

Focus on our mission

Limagrain moves agriculture forward to meet food challenges. Producing more to feed more than 9.6 billion people in 2050. Producing better to save resources, reduce the need for inputs and improve nutritional qualities.





Biopôle Clermont-Limagne
Rue Henri Mondor
63360 Saint-Beauzire - France

7 good reasons to work
for us on **limagrain.com**

Discover our
opportunities



Follow
us on:



Key business figures



» 2nd largest seed company worldwide in Vegetable Seeds

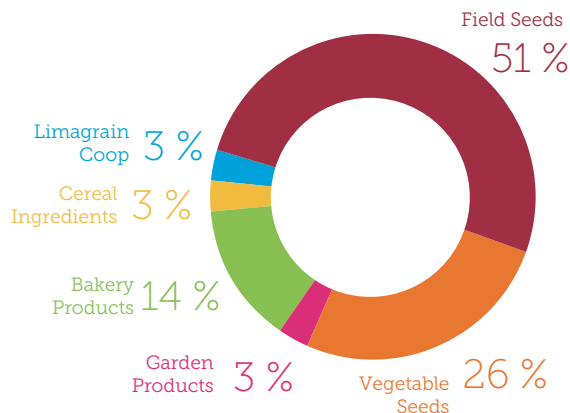
» N°1 European seed company in wheat

» N°1 European player in the seed packet consumer market

» European Leader in functional flours

» 1st french industrial baker

Analysis of sales by activity



In the world

More than
» 9,600 employees

» Subsidiaries in 55 countries

More than
» 70 nationalities in the Group

» 4th largest seed company worldwide

» Nearly 2.4 billion euros consolidate net sales

» 79 millions euros of net income



Key business figures



More than
» **800**
recruitments per year

Our professions

36 %

Production/
Supply Chain

25 %

Marketing/
Sales

22 %

Research &
Development

17 %

Support
functions

More than
2,100 employees in research

Close to
120 research stations and centers
in the world

241 M€
invested in research

14.6%
of professional
sales

280 M€ of global
investment in research

Including
collaborations
with numerous
scientific partners

Close to
300 new varieties created

Geographical spread of employees

 **20 %**
AMERICAS

 **8 %**
AFRICA &
MIDDLE EAST

60 % 
EUROPE

12 % 
ASIA & PACIFIC