

CSR Essentials 2021



OUR CSR POLICY

The Limagrain CSR program, set out for the years 2019-2022, is structured around the 3 priorities and 9 issues listed below.

The CSR program was revised in 2019 to bring it into line with the new Group Project. It has been drawn up with a systemic, partner-based vision to allow for sustainable commitments and is

ISO 26000 compliant, especially with regard to the elements relevant to the agri-food segment, as well as the ten principles of the Global Compact. Furthermore, each Business Unit can draw up

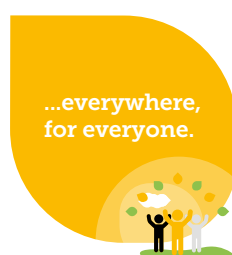
a CSR program that addresses its own specific issues. The Group CSR Department ensures however that those drawn up by Business Units are consistent with the Group program.





This priority sets out Limagrain's DNA and constitutes one of the two facets of its identity, namely that of a French farming cooperative to which 1,500 members belong in central France, in the Limagne-Val d'Allier plain. On the strength of its ownership by farmers, Limagrain's role is to contribute to the long-term future of their farms, through high added-value integrated chains, especially involving cereal products. This specific nature thus determines its relational approach to its stakeholders, embodied by the building of new partnerships, new ways of relating and creating shared value, and underpinned by the introduction of ongoing dialog and sustainable relations, both internally and externally. This also involves participating in the development of the regions where we operate, while ensuring its activities have a positive impact.

This priority reflects the second facet of Limagrain, that of an international seed producing group. Unlike its competitors, Limagrain, which is a pure seed producer, aspires to create innovative seeds that provide solutions that are effective and sustainable for all forms of agriculture. It encompasses the issues related to the Group's activity in a range of areas, including the creation of varieties, plant biodiversity and the company's participation in the societal debate on seeds.



Limagrain's activities are performed in a responsible and ethical manner in order to build long-lasting and fruitful relationships in the markets in which it operates. Acting responsibly also involves Limagrain striving to limit drawing on natural resources, caring about the well-being of its employees and focusing on creating and preserving value in the short, medium and long terms. This is how the Group aims to develop its activities, whilst optimizing the management of environmental, social and societal risks in varied and changing business contexts.

Operational organization

CSR management is based on the continual progress program rolled out throughout Limagrain, as well as on a dedicated organization. The CSR Department has three permanent staff members who coordinate Corporate Responsibility actions at Group level. For the past 6 years, the CSR Department has drawn on the expertise of a CSR committee, comprising CSR correspondents from the various Business Units, representing the various Group business lines.

The fact that the CSR Department reports to a member of the Group Executive Committee demonstrates the importance of CSR in the Group's strategy and impacts its governance. Indeed, the Group Executive Committee, acting as the CSR Strategic Committee, guides, approves and controls the program, which is coordinated and monitored by the CSR Department. As such, it provides annual reports on the progress of the program.

Certain Corporate Departments coordinate CSR issues related to their business and can draw on their business networks to structure and roll out initiatives. This method of governance enables the issues and initiatives to be disseminated among all Group activities, as well as more closely involving BUs and Corporate Departments with their performance.

LIMAGRAIN'S GLOBAL COMPACT COMMITMENT

In 2013, Limagrain formalized its commitment to the United Nations Global Compact and has since published an annual "Communication on Progress" (COP) to detail the progress made in terms of human rights, international labor standards, the

environment and anti-corruption measures.

This Limagrain Statement of Non-financial Performance pursues the same goal and fulfills the requirements for Communication on Progress (COP) under our commitment.



HUMAN RIGHTS

- 1: Support and respect the protection of internationally proclaimed human rights;
- 2: Make sure they are not complicit in human rights abuses.



INTERNATIONAL LABOUR STANDARDS

- 3: Uphold the freedom of association and recognize the right to collective bargaining;
- 4: Contribute to the elimination of all forms of forced and compulsory labor;
- 5: Contribute to the effective abolition of child labor;
- 6: Contribute to the elimination of all discrimination in relation to employment and occupation.



ENVIRONMENT

- 7: Support a precautionary approach to environmental challenges;
- 8: Undertake initiatives to promote greater environmental responsibility;
- 9: Encourage the development and diffusion of environmentally-friendly technologies.



ANTI-CORRUPTION

- 10: Work against corruption in all forms, including extortion and bribery.

OUR CONTRIBUTION TO THE SDG

Based on its agricultural cooperative origins and farmer shareholding, Limagrain fulfills its role as a provider of food for its fellow human beings with commitment and responsibility. The integrated chains developed with cooperative members in their regions, creating industrial short supply chains, provide bakery products for consumers and ingredients for agri-food manufacturers. For its part, the seeds business is the

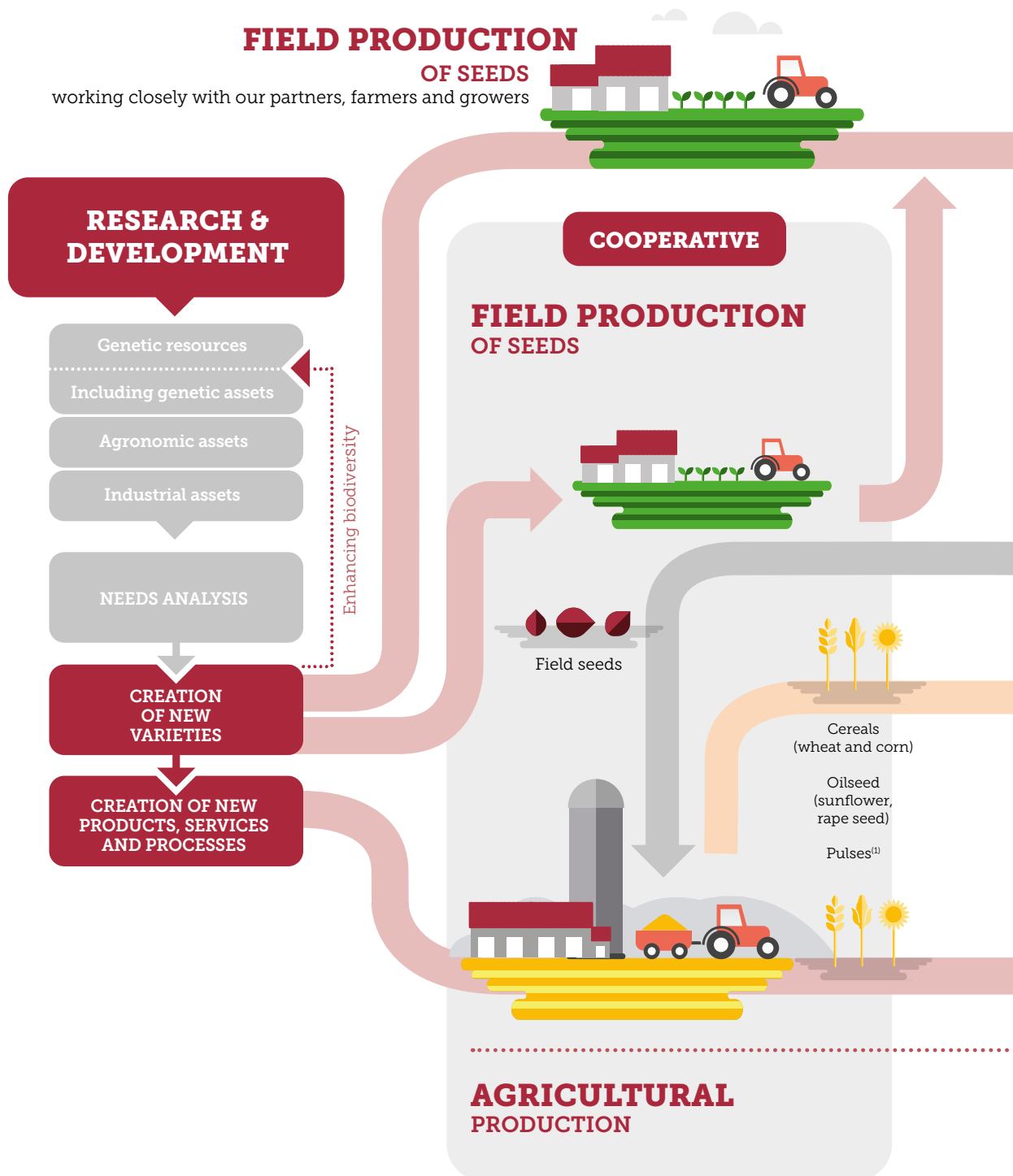
starting point for food production and as such, has a decisive impact on the living conditions of the population. As a result of this important responsibility, Limagrain has already signed up to the Global Compact and its ongoing performance contributes to certain targets defined for each of the Sustainable Development Goals (SDGs) set out by the United Nations (UN), namely:



OUR VALUE

Our vocation: Cooperate for the progress

Our challenges: major demographic challenges, and eating habits, climate change and preservation

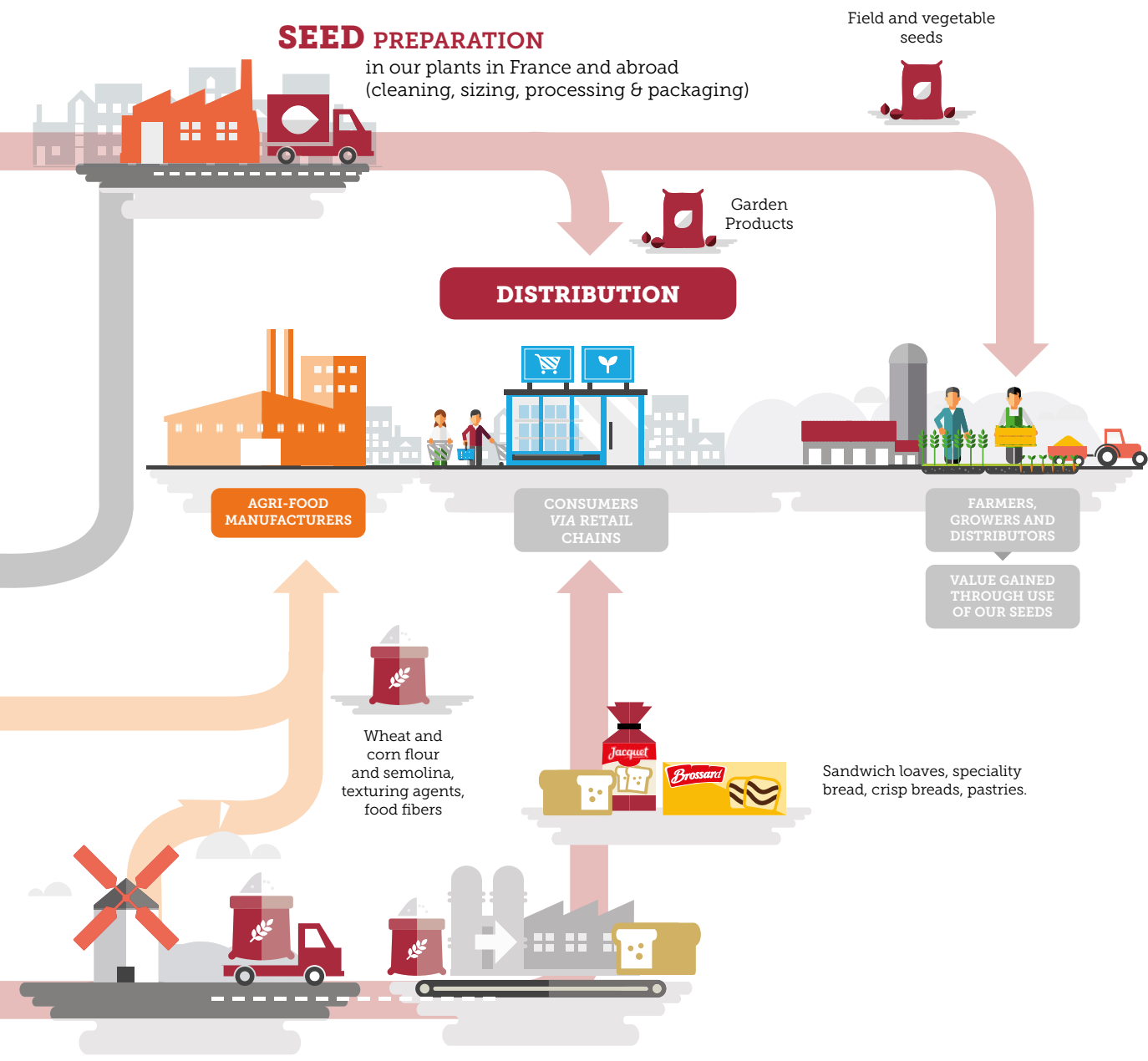


⁽¹⁾Launch of a pulse integrated chain, from farmers to consumers, with the acquisition of Nutrinat

CREATION MODEL

of agriculture everywhere, for everyone

increasing urbanization, changes in lifestyles
of natural resources



..... INDUSTRIAL SHORT SUPPLY CHAINS

**PROCESSING
OF CEREALS**
in our French plants

**MANUFACTURE
OF BAKERY PRODUCTS**
in our French and Belgian plants

RESSOURCES

Human



A **unique and engaged** cooperative governance



Over **9,000 permanent employees** of 85 nationalities



1,500 cooperative partners

Financial



77.5% of the Group's capital is held by the Cooperative, creating a highly stable share ownership



Since its origin, a high proportion of **profits are reinvested** into the development of Limagrain



Controlled debt

Intellectual



Portfolio of renowned brand names



16.4%⁽¹⁾ of income from seeds is invested in research



Over 50 years' experience in plant breeding and seed production

Production



Over 100 research stations and centers



23% of the workforce are actively involved in research



18 industrial seed sites worldwide



13 cereal products sites in France and Benelux

Natural/Environmental



Access to **gene banks** and support for the **Crop Trust**



41,000 ha of agricultural production under contract in Limagne Val d'Allier



526,627 MWh of energy consumed



Active contribution to **creating and protecting** the genetic diversity of grown species



3,011,722 m³ of water consumed

Societal



57 countries of operation



48,000 suppliers



Numerous scientific, industrial and commercial partnerships

OUR VALUES



Progress



Perseverance



Cooperation

⁽¹⁾ Calculated on the basis of seed sales for the professional market business, including 50% of AgReliant's activity (North America. Field Crops)

CONTRIBUTIONS

Human



Accident frequency rate
with and without
lost time: **9.8**



16.5 million euros
under the profit-
sharing scheme



Training budget:
3.2 million euros



141,960 hours
of training



1.984 billion euros
of revenue



680 million euros
of revenue
in strategic
partnerships



91 million euros
of net profit

Financial

Production



Worldwide,
1st vegetable seed
producer and
6th in field crops



In France,
2nd industrial
producer of
bakery products



324 new
varieties launched
during the fiscal period



Over
6,000 marketed
varieties

Intellectual

Natural/Environmental



€50,000
donated in sponsorship
to bodies promoting
biodiversity



98,660 t of CO₂e
emitted
(including
refrigerants)



5.9 million euros invested
in improving
environmental impacts
in 2020-2021



3 industrial sites
certified ISO 14001
(Environment)



Limagrain Ingredients
sites in Arques and Ennezat
(France) certified ISO 50001
(Energy Management)



48,273 t
of waste



1.6 million euros
in philanthropy
and societal initiatives



Nutri-Score
displayed on all Jacquet
Brossard products



Contribution to increased
food production related
to genetic progress
made by new varieties



Food safety certification
for all French bakery companies
and cereal ingredients
(BRC, IFS, FAMI-QS
or ISO 22 000 FSSC)



Contribution
by Brossard
to National Nutrition
Health goals



Development
of the Cleanlabel
by Limagrain Ingredients

Societal

OUR PERFORMANCE IN KEY FIGURES

Social



37.9%

of women
on the permanent
payroll



95.2%

job retention
rate for seniors
(over 57) –
96% in France



2.5%

**of French
permanent
employees**
have a disability

Safety TF2¹

9.8

06/2021

11.1 24.1
06/2020 08/2016

Absenteeism

7.3

TARGET

TF2 < 8
end 2021



18.1

hours of training
per trained
employee



95

**internal
transfers**

83

**international
transfers**

80.6%

**of employees
have an annual
appraisal
interview**

8.9%

turnover

¹ Accident Rate: an indicator based on the following formula: (number of accidents x 1,000,000) / number of hours worked. The TF2 is calculated on the basis of the number of accidents with lost time + accidents recorded without lost time.



Environmental

Percentage of sales revenue from companies with an industrial site covered by a Management System:



29%
Environmental (EMS)

98%
Quality (QMS)

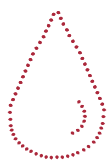


98,660
tCO₂e emitted

Societal

1.6

million euros dedicated
to societal commitment initiatives



3 million
m³ of water consumed
of which 2.7% was collected rainwater



527 GWh
consumed
of which 7.2% was renewable energy



48,273 t
of waste produced
of which 77% of non-aqueous waste was recycled

1.5 m³ /
€1,000€
revenue

266 kWh /
€1,000
revenue

24.3 kg /
€1,000
revenue

**For more information,
see the full report:**



2021 Corporate Social
Responsibility Report



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