

CSR Essentials 2022





Limagrain is an agricultural cooperative and international seed group owned by French farmers. Focused on progress in plant genetics, the Group, which is the world's 4th largest seed company, breeds, produces and sells field seeds and vegetable seeds. From the region of its cooperative mother company in Limagne-Val d'Allier (France), Limagrain has created unique agri-food integrated chains to add value to the production of its farmer-members and has extended its operations to 49 countries⁽¹⁾.



€2,107 M
of **REVENUE**

1,300
COOPERATIVE
MEMBERS

442
NEW VARIETIES
LAUNCHED
and around

€720 M
of revenue from
STRATEGIC
PARTNERSHIPS⁽²⁾

9,335
EMPLOYEES
worldwide
AND 86 NATIONALITIES

6,000 VARIETIES
MARKETED



10.5
Accident frequency rate
with and without
lost time

170,035
HOURS
OF TRAINING
for a €3.6 M budget

€15.9 M
OF PROFIT-SHARING
AND INCENTIVE
PAYMENTS
for employees



€100,000
IN SPONSORSHIP
for biodiversity
organizations, more than
half of which went to
genetic resource
conservation networks

47,722 TONS
OF WASTE PRODUCED
of which 77% is recycled
or recovered

105,144
TONS OF CO₂e
emitted (Scopes 1 & 2)

578,318
MWh OF ENERGY
used, of which 7.8%
is renewable energy

3,064,326
M³ OF WATER
used, of which 595 403 m³
is mains water



€1.7 M
IN SOCIAL AND
PHILANTHROPIC
INITIATIVES

All the French bakery products and ingredients companies
HOLD FOOD SAFETY CERTIFICATIONS
(BRC, IFS, FAMI-QS or ISO 22 000 FSSC)

Key figures from Limagrain's 2022 Statement of Non-financial Performance

⁽¹⁾ Group sites and headquarters of strategic partnerships (see (2) for list).

⁽²⁾ Strategic partnerships: AgReliant, AGT, Canterra Seeds, Genective, Hengji Limagrain Seeds, Seed Co, Soltis, Carthage Génétique and Prime Seed Co

TO ACCESS
THE 2022 CSR
REPORT



Design & editing:

Group Corporate Social Responsibility Department

Graphic design:

Agence PatteBlanche, AllContents AURA

Photo credits:

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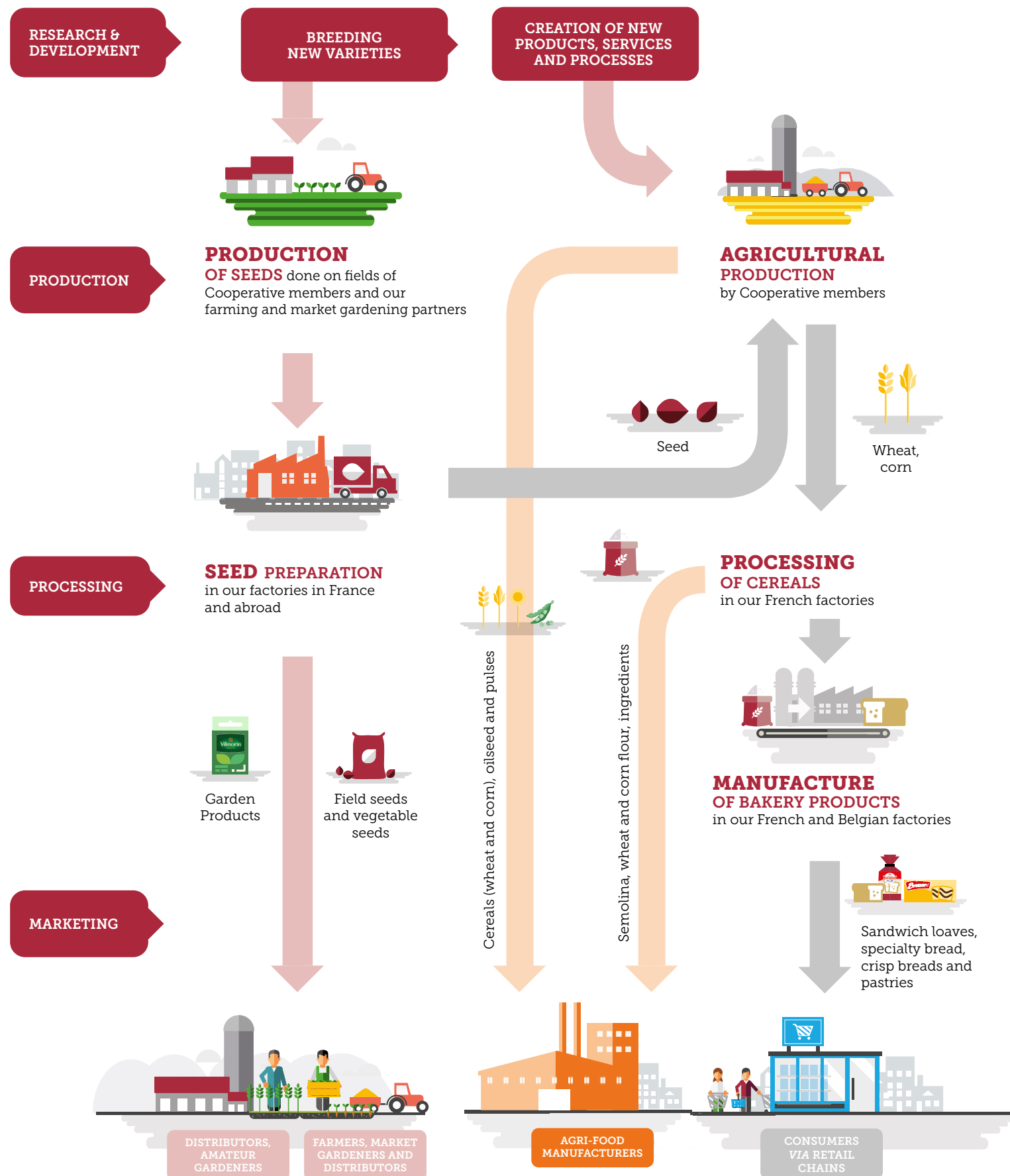
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Translated by:

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The value creation model



Resources

- 85.4% 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
- Portfolio of recognized brands**
- 16.2% of seed revenue⁽¹⁾** invested in research
- Over 50 years experience** in plant breeding and seed production
- Active contribution to **preserving the genetic diversity of grown species**
- Numerous scientific, industrial and commercial partnerships**

Contributions

- 15.9 million euros of profit-sharing and incentive payments** for employees
- Around **6,000 varieties** marketed
- Participation in genetic resource conservation networks and more than €100,000** in sponsorship paid to biodiversity organizations, including the Crop Trust
- 10 million euros** invested in **lowering the environmental impact** in 2021-2022
- 1.7 million euros** in philanthropy and societal initiatives
- Contributions to increased food production** related to genetic progress made by new varieties
- Development of the Clean label⁽²⁾** by Limagrain Ingredients

⁽¹⁾ Taking into account seed activities for business markets and including 50% of AgReliant activities.

⁽²⁾ Synonymous with a clear and "clean" statement that is easily understood by consumers. The Clean label excludes technical terms and artificial ingredients, including additives.

CSR strategy



When Limagrain rolled out its first Group CSR program 10 years ago, it also signed up to the Global Compact, the voluntary commitment framework introduced by the United Nations. This approach to continuous improvement has enabled the Group to create value for its 1,300 Cooperative members, 9,335 employees and its stakeholders. Limagrain thus contributes to several Sustainable Development Goals through its seed and agri-food activities and specific initiatives, such as agri-food integrated chains, innovations, health and safety programs, social policy, societal commitments, environmental policies and business ethics.

Deploying the social responsibility program

Limagrain formally drew up its first Corporate Social Responsibility program in 2012. The approach structured the issues that the Group was already addressing through its activities, daily actions and relations with stakeholders, guided by its values of Progress, Perseverance and Cooperation. The third CSR program

was defined in 2019 in line with the challenges arising from the materiality matrix and consistent with the ISO 26000 standard (applied to the agri-food sector) and the ten principles of the Global Compact. The current program is due to expire this year and is currently being revised.

In addition to Limagrain's program, each Business Unit can set up a CSR approach that is specific to its own challenges, while at the same time integrating the Group's policies that apply to all its entities.

The areas of focus of the Limagrain 2019-2022 CSR program



ECONOMIC

- Contribute to the sustainable performance of Cooperative members' farms
- Propose innovative solutions based on plant genetics



ENVIRONMENTAL

- Preserve and enhance plant biodiversity
- Limit the environmental impact of activities



SOCIAL

- Create an environment conducive to professional growth
- Promote a shared culture⁽¹⁾



SOCIETAL

- Act in accordance with the Ethical Principles and Code of Conduct
- Engage with the local communities around sites
- Foster societal discussions on seed issues⁽¹⁾

⁽¹⁾ Issues to be found in the 2022 Statement of Non-financial Performance, available on www.limagrain.com or by following:

TO ACCESS THE 2022 CSR REPORT



FOCUS ON...

Endorsement of the Global Compact and contribution to the Sustainable Development Goals

As an agricultural cooperative and seed group run by farmers, Limagrain contributes to the food security of the regions where it operates. Firstly, the integrated chains, which add value to the wheat and corn production of the Cooperative members, provide consumers with bakery products, and food manufacturers with ingredients. Secondly, the seed business, which is the starting point for all food production, has a decisive impact on the living conditions of people.

Aware of this considerable responsibility, Limagrain endorsed the Global Compact in 2013 and publishes its progress on human rights, international labor standards, the environment and the fight against corruption. Limagrain also contributes to several of the Sustainable Development Goals drawn up by the United Nations.



Contribute to the sustainable performance of Cooperative members' farms

Created and managed by farmers, for over 50 years the mission of the Limagrain Cooperative has been to help the sustainable performance of its members' farms from three standpoints, namely economic, social and environmental. Through integrated chains, it provides them with crop areas with high added value market opportunities, as well as remuneration for their commitment to the cooperative, enabling them to work on medium and long-term projects.

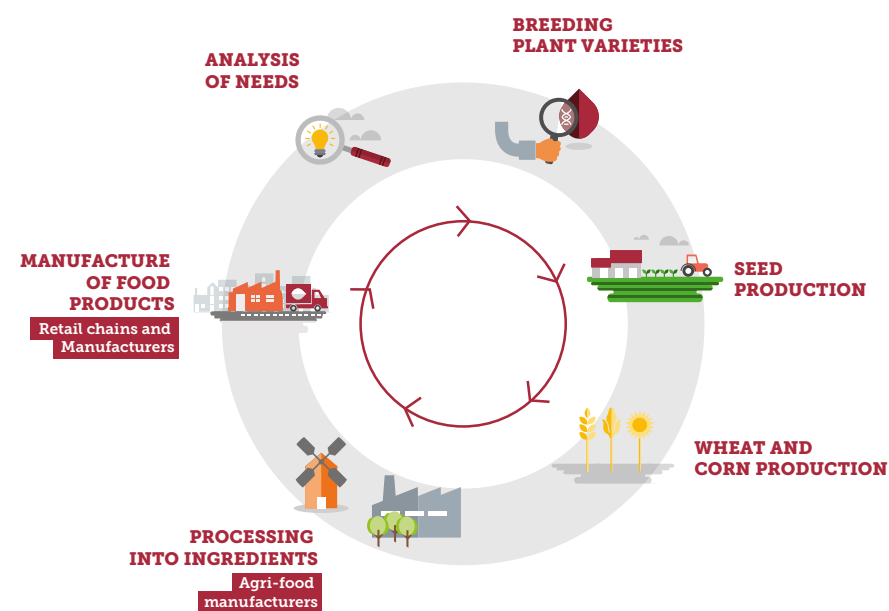


Our approach

Limagrain is the only player on the cereal products market that is able to control the whole of its integrated corn and wheat chains, from the breeding of the variety to the production of ingredients or bread. The Cooperative can draw on the Group's research facilities to develop specific varieties that are adapted to the Auvergne region, and that meet the requirements of farmers, the technological qualities demanded by customers and the expectations of consumers.

New integrated chains have been initiated in order to offer additional land surface under contract to cooperative members and diversify their production, while incorporating agronomic benefits (crop rotation, nitrogen fixation in the soil, etc.) and to meet societal demand (increased use of plant-based proteins in food, etc.). These initiatives focus on the production and processing of seed pulses, the production of alfalfa hay and the production of insects through a joint venture. The Cooperative is also committed to working with its members in digitizing agriculture with tools for measuring, monitoring and managing crops.

Our integrated cereal chains



Our 2022 key figures



1,300
cooperative members
farming in the
Limagne Val d'Allier
plain (France)



43,000
hectares of crops
under contract,
including 22,000
hectares of wheat



650
farms use Limagine
(crop monitoring
computer software)

FOCUS ON...

A new wheat mill for the future of the integrated wheat chain



Located in the heart of the Limagne region, Limagrain Ingredients' new wheat mill is part of the Cooperative's strategy to add value to the wheat produced by its farmer members. This new industrial facility will ensure firstly that their wheat will be processed locally for decades to come and secondly, that Limagrain's milling activity will continue to expand.

This mill meets the quality requirements, set by the highest European and international standards, in terms of regulations and food safety. It is used to supply the industrial bakery market, including Jacquet Brossard, and the

regional artisanal bakery industry. As it is located close to the Cooperative's storage silos, it is part of a short-circuit food approach. The varieties of wheat, bred by the Group's researchers and grown by members on over half of the land contracted by the Cooperative, are processed into flour in the mill, and then into bread in the Jacquet Brossard factory. All these activities take place within a 40 km radius, thereby optimizing the transport of grain, saving 70,000 km per year. The site has received ISO 50001 certification, which aims to improve energy performance.



Propose innovative solutions based on plant genetics

Agriculture is facing many challenges, the greatest of which is meeting the food needs of a growing world population. To meet this challenge, by 2050¹ agricultural production has to rise by 60% in a context of scarce resources and more intense climatic variations. With its longstanding expertise in plant breeding and no agrochemical business, Limagrain is convinced that seeds, the first link in the food chain, are able to play a role in meeting these challenges. Through genetics and its new varieties, the Group's ambition is to provide efficient and sustainable solutions for all forms of agriculture.

Our approach

Selection teams continually strive to breed varieties that meet the expectations of farmers and growers, whatever their system of agricultural production, issues or geographical area. They breed varieties that are more productive, better adapted to climate change and to the specific characteristics of different regions, more resistant and with better nutritional qualities. These new varieties provide solutions for producers and also help to boost farmers' economic performance, as well as improving environmental performance at constant yield.

Limagrain also integrates new agronomic practice into its research, related to new technology and especially digital technology. In particular, this involves precision agriculture, which uses data modeling to help farmers manage their operations, for example, by monitoring the biomass of field crops using satellite images, estimating plot yields and providing maps for better seeding parameters. Knowledge and protection of soils are also being studied.

¹ Source: FAO. Food report 2019. IFPRI 2018.

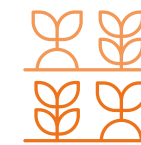
Our 2022 key figures



16.2%
of seed revenue⁽¹⁾
invested
in research



Around
6,000
varieties
marketed
in 2021-2022



Breeding programs
involving
55
vegetable
and field species

FOCUS ON...



Access for small-scale farmers to quality seeds and local species

For Limagrain, only the complementary nature of all forms of agriculture is able to meet the challenges concerning food. Ensuring all farmers can access quality seeds is necessary for improving food, especially in subsistence farming. The Group is therefore committed to developing access for small-scale farmers to quality seeds and local species.

Limagrain was the first seed company to support Fair Planet in 2012, supporting the NGO's work with small producers in Ethiopia and Tanzania. Fair Planet develops vegetable production by experimenting with high-performance varieties that are adapted to local climatic and agronomic conditions, and trains growers

in how to use them. Fair Planet's goal, entitled "Bridging the Seed Gap", sets out to break the vicious cycle of poor seed quality, poor vegetable quality, malnutrition and poverty. According to an impact study, Fair Planet estimates that, since its inception, 75,000 small-scale Ethiopian farmers have directly or indirectly benefited from its program. Fair Planet is now working in Tanzania with a first stage of variety testing, in order to determine which varieties are the most likely to adapt to local conditions and meet farmers' expectations.

⁽¹⁾ Taking into account seed activities for business markets and including 50% of AgReliant activities.

Create an environment conducive to professional growth



Limagrain seeks to encourage the development of its employees so that each person can fulfill their potential in their work, enrich their skills and commit to the Group's development. Guided by this objective, the Human Resources policy is based on the Group's values of progress, perseverance and cooperation, and its managerial principles of empowerment, collaboration and respect, as well as on fundamental commitments: respect for human rights, health and safety at work, and quality social dialog.

Our approach

1. Guaranteeing the safety of individuals

Spread over 49 countries and operating in a range of environments and conditions, Limagrain's 9,335 employees form part of its most precious assets and none of them should risk their physical or moral integrity in the context of their professional activity. There cannot be sustainable performance without safety. Employee safety risks are therefore the subject of a proactive policy and daily attention.

Since 2014-2015, Limagrain has been promoting a workplace safety policy, in which management are closely involved. Its goal is to act both on

organization and on behavior, which have proven to be the main cause of accidents, in order to effectively prevent workplace accidents.

Limagrain has set a new TF2⁽¹⁾ goal of 6 by 2026. To achieve this, a prevention program has been rolled out, with the main focus on developing and harmonizing a safety culture, strengthening the managerial approach to safety and professionalizing practices.

2. Attracting all talent

Limagrain's level of performance, particularly in terms of innovation, is based on jobs that require specific

expertise. The location of our sites, which are rarely in major urban centers, can be an obstacle to recruitment. This means that our ability to attract talent is a major challenge.

Limagrain therefore deploys its employer brand by promoting its strengths, culture, and the diversity of its professions and career paths through a number of initiatives, including the careers section of its website, social networks and school forums. The Group is also developing close partnerships with higher education establishments, including financial support and actions aimed at students and young graduates.

Our 2022 key figures

TF2⁽¹⁾:
10.5
on 30 June 2022

Percentage of training hours devoted to safety:
28.8%

Number of applicants per published job offer:
Nearly 40
on average

LinkedIn audience:
+11,828
subscribers during the year

Amount paid to employees in incentives and profit-sharing:
€15.9M
or 19.3% of net profit

⁽¹⁾ TF2 represents the frequency rate of employee accidents with and without lost time over a 12-month rolling period, namely the total number of reported accidents per million hours worked.

FOCUS ON...

Remuneration policy and social benefits

Limagrain offers all its employees a remuneration package that promotes collaboration within the Group and recognizes individual contributions to a wider project. Remuneration is approached both globally to ensure fair treatment and then adapted to the context of local employment, to meet employee expectations. In addition to salary, remuneration includes health and provident cover, as well as an incentive and profit-sharing scheme, extended on a voluntary basis to all

Limagrain's subsidiaries in which over 50% of capital is held. Finally, a Group Savings Scheme (PEG) is offered to French employees, with all operating costs paid by Limagrain. The three funds that comprise the PEG include a socially responsible solidarity fund, certified by recognized institutions in the field. A Collective Pension Fund ("PERCO"), featuring an employer contribution intended to help employees to save for their retirement, has been in place since 2011-2012.





Our approach

3. Developing and keeping talent

Limagrain's business performance is notably based on its capacity for innovation, international development and management in a multicultural environment. Career management, mobility and training therefore represent a challenge associated with the risk of a mismatch between the needs of the business and the skills available. They also provide employees with prospects for career advancement while developing their employability.

Employee development firstly entails career-long appraisals. In addition, talent reviews are organized every year in all the Limagrain Business Units and at Group level. The objectives are to detect internal talent, highlight potential profiles for key positions, prepare successions and encourage internal mobility and promotion. Limagrain promotes and values this

internal mobility, whether geographical or functional, for all its employees. A number of international mobility policies have been drawn up for the whole Group, with advantageous conditions and incentives for employees. They are designed to encourage integration in the host country and the return of employees to their country of origin.

Finally, Limagrain has a proactive training policy. During the fiscal period, the Group devoted 3.6 million euros to training its employees, including the budget for Limagrain Academy, divided between health & safety, improving business expertise and management

4. Promoting diversity and inclusion

Diversity and the inclusion of all populations within Limagrain are an

integral part of the Group's ambition, as stated in its Ethical Principles and Code of Conduct. The goal is to be a company recognized 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 ambition is based on three pillars, namely guaranteeing non-discrimination, committing to gender equality in the workplace and promoting all forms of diversity, in particular cultural and generational diversity. A roadmap will be introduced next year to support this program. Limagrain has already set a 2026 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 Business Units.

Our 2022 key figures



Turnover:
11.8%



67.6%
of permanent staff attended at least one training course during the fiscal period



38.8%
of women on the permanent payroll



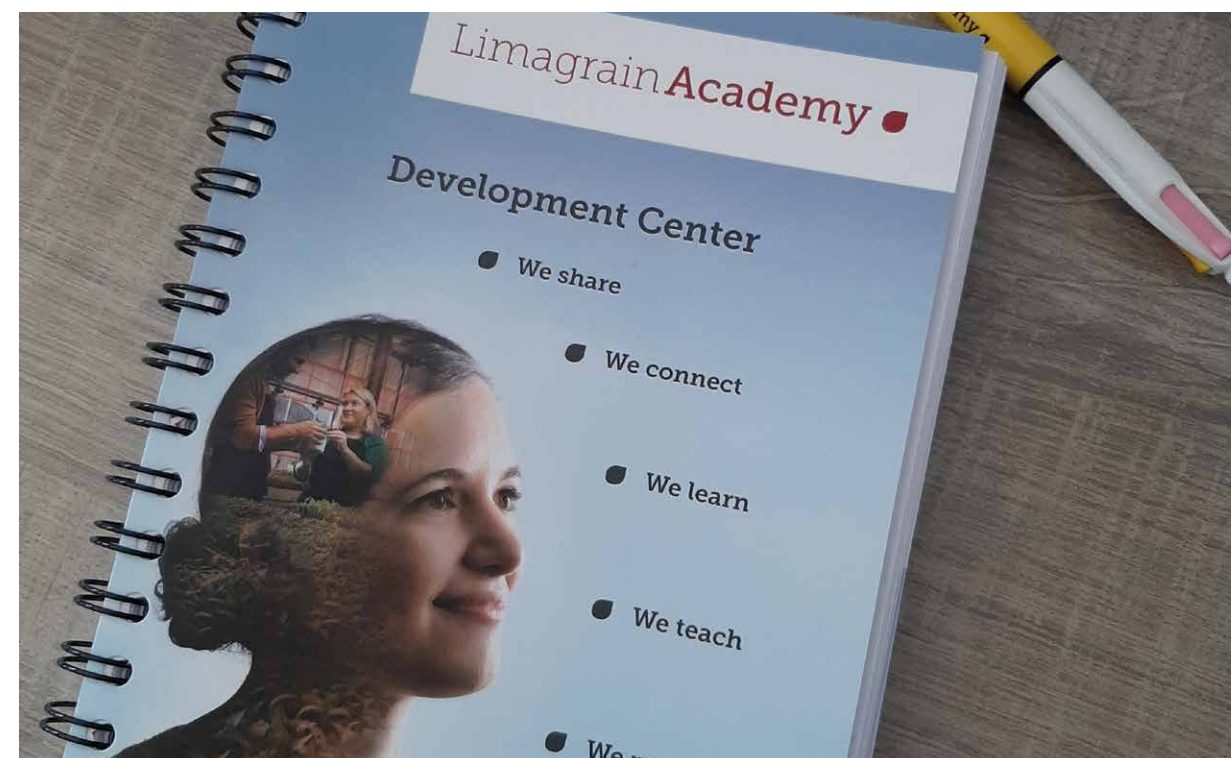
Job retention rate for "seniors" (over 57) World:
93.6%

FOCUS ON...

Limagrain Academy: the Group scheme for developing skills

Founded in 2013, Limagrain Academy provides training based on four pillars: a cultural pillar focusing on the Group's culture and the feeling of belonging for all employees, a managerial pillar to deploy a shared managerial culture, a leadership pillar for Executive Managers and Top Executives, and a business pillar for experts.

These teaching programs, whose scope covers a cross-section of the various Business Units, complement the development programs carried out in the subsidiaries. They enable information specific to the different activities to be cross-referenced with more global information on the Group and to initiate networks for sharing skills.



Preserve and enhance plant biodiversity



Crop biodiversity makes it possible, through crossbreeding, to create new and improved varieties adapted to food, environmental and societal challenges. The greater this genetic diversity, the more opportunities there are to create new varieties. It is the task of seed companies not only to preserve the biodiversity of crop species by maintaining thousands of varieties, but also to enrich it by introducing several hundred new varieties each year.

Our approach

Plant breeding requires access to genetic resources and the use of constantly evolving technologies. As it depends on the plant's vegetative cycle, this breeding process takes an average of 7 to 10 years. Limagrain thus attaches particular importance to striking the right balance between free access to sources of genetic variability and the protection of the rights of breeders of new varieties, a system that is essential for the financing of research. The Group therefore gives access to its commercial varieties as a basis for research and breeding, applying the principle of the breeder's exemption. This is embodied in the *sui generis* system of intellectual property protection specific to seeds, the Plant Variety Certificate. With the same

objective, and when the competitive and economic context in a country requires its commercial varieties to be protected by patent, Limagrain respects its founding principles by always being prepared to grant licenses to use its varieties as a source of genetic variability. The Group is committed to defending this position within the seed industry.

As the genetic diversity of plants has always been the basis of any improvement process, Limagrain takes great care to respect the international rules governing access to genetic resources. Firstly, the Group is committed to preserving plant biodiversity by contributing to the activities of gene banks. Secondly,

in order to constantly enhance the range of varieties, Limagrain makes an intense effort in pre-breeding, in other words, in identifying the beneficial characteristics in wild genetic resources and then introducing them into its commercial varieties. This means that each new variety on the market provides improvement and is distinct from those already sold, thereby contributing to increased biodiversity of crop species.

Our 2022 key figures



55
vegetable and field species
and around 6,000 varieties marketed



442
new varieties marketed in 2021-2022



€100,000
of support provided for the gene banks Crop Trust and Ghana (Council for Scientific and Industrial Research - Plant Genetic Resources Research Institute)

FOCUS ON...

Limagrain supports gene banks, in particular the Crop Trust and the Svalbard Global Seed Vault in Norway

Limagrain is committed to preserving plant biodiversity by contributing to the activities of gene banks. Its contribution is primarily non-financial in that it involves making genetic material available through certain national collections and collaboration in maintaining collections. The Group also provides financial support for some of these banks, by co-financing *in situ* collecting.

Among the many agreements, Limagrain has chosen to support the Crop Trust since 2021. Created in 2004 by the United Nations Food and Agriculture Organization (FAO) and Biodiversity International, the

Global Crop Diversity Trust works within the framework of international rules to ensure the conservation and availability of crop diversity in gene banks for global food security.

The Crop Trust, in collaboration with the Norwegian government and NordGen, manages and funds the work of the Svalbard Global Seed Vault in Norway: a safe and secure safeguard for seed collections from around the world. Limagrain has undertaken to provide financial support for 3 years, for a total of €50,000 per year.

Limit the environmental impact of activities



Limagrain is particularly vigilant in limiting the impact of its activities on the environment, and includes the prevention of environmental risks in its risk management policy. The Group therefore implements standards applicable to all its sites throughout the world. This approach also includes good management of the use of natural resources and waste in terms of quantification, optimization and innovation.

Our approach

The policy for managing environmental risks prioritizes:

- understanding and respecting Limagrain's external obligations, developing a culture of continuous improvement and operational excellence through employee training, the reporting and analysis of incidents, and the sharing of learning;
- preventing and reducing, wherever possible, the negative impacts, both direct and indirect, of the Group's activities on the environment and on the communities in which it operates.

To this end, the Group drew up a special program in 2018 to limit the environmental impact of its activities. It is based on the progressive introduction of an environmental management system applicable to all sites. This program includes four areas of focus that are the subject of specific goals, namely recycling waste, reducing energy consumption and greenhouse gas emissions, optimizing water consumption and protecting the ecosystems on our sites.

For each of these four areas of focus, Limagrain sites are introducing numerous actions, the nature and extent of which vary considerably. Environmental impacts are taken into account in the choice of investments or in maintenance operations. Daily practice, whether related to manufacturing processes or business lifestyle choices, are also being reassessed in the light of these objectives.

Our 2022 key figures



32.7%
of sales revenue from companies with industrial sites is covered by an **environmental management system**



€10M spent on **331 initiatives** designed to **reduce the environmental impact of sites**



Environmental Standard ISO 14001:
3 sites certified in Israel and Turkey



Energy Standard ISO 50001:
2 sites certified in France

FOCUS ON...

Some of our actions regarding...

Renewable energy

Under a 3-year PPA (Power Purchase Agreement) signed with EDF, all the electricity produced by a wind farm in Moselle has been supplied to Limagrain's French sites since 1 January 2022. This can cover up to 11% of Limagrain's electricity consumption in France. The 2021-2022 fiscal period also includes the production of photovoltaic electricity on several sites in the Netherlands and the United States, with a panel surface area of around 7,000 m².



Carbon footprint

Limagrain is continuing its efforts to formalize a Group trajectory for reducing GHG emissions and is progressively calculating carbon footprints for its main activities (agri-food products, vegetable seeds and field seeds).

Water consumption

Directly dependent on climatic conditions, water consumption is mainly for irrigating greenhouses, crop plots and for domestic use. Numerous water saving actions have been introduced, in particular with regard to the choice of irrigation systems, such as drip irrigation or the installation of rainwater recovery systems.

Engage with the local communities around sites

Operating in 49 countries through more than 150 sites, Limagrain contributes to farming activity, the development of permanent and seasonal employment, and subcontracting in rural areas. More generally, thanks to the commitment of its subsidiaries to their local communities, the Group supports the development of these areas and communities in the fields of agriculture, education, the environment, social issues, sports, and even health and nutrition.

Our approach

Limagrain has very strong attachments to its region of origin and supports its development, as well as interacting with the local ecosystem through a number of initiatives. These are either carried out alone or in partnership with public, private or associative players, involving a range of fields, such as research, jobs, industry, education, the environment and sport.

As it is convinced that training contributes to the vitality of region and that a group should be able to recruit well-trained candidates locally, Limagrain has committed to initiatives with higher education institutions in the region, such as the Fondation Université d'Auvergne, the Ecole de Commerce de Clermont-Ferrand or

Hall 32, a Clermont-Ferrand school specializing in jobs in industry.

Keen to support the culture of rugby that is so deeply rooted in Auvergne, Limagrain has been supporting ASM-Clermont Auvergne since 2009 as a major sponsors of the club, which has since won the French Championship title twice. In 2021-2022, the Group also committed, along with fifteen other companies from Auvergne, to the creation of the ASM Impulsion Auvergne foundation, which aims to promote the benefits of sport and help with societal projects.

Established on all continents, the Business Units also maintain a quality dialog with their stakeholders

and have developed a partnership approach in their communities. In terms of philanthropy, they share certain causes, such as promoting access to quality seeds, developing teaching about their use, contributing to education and the improvement of living conditions, raising awareness of gardening practices or supporting actions in favor of the environment. Finally, the Business Units of the agri-food and vegetable activities regularly donate food products (bread, cakes, flour, etc.) and vegetables to food banks and social structures.

Our 2022 key figures



€1,662,140

dedicated to **societal initiatives**, of which 28.1% is donations and 71.9% financial support



2nd private employer in Auvergne with

1,531

permanent employees in Limagne Val d'Allier (France)



5,997

seasonal workers, or 1,310 full-time equivalents

FOCUS ON...

The commitment of the Group and its employees to the war in Ukraine



Limagrain operates in Ukraine and Russia through three Business Units in Field Seeds and Vegetable Seeds. Following the outbreak of the war in Ukraine, Limagrain and its employees rallied together to provide the necessary support and assistance to employees and their families, affected by this major conflict. Many solidarity initiatives have been set up as part of the global support plan. From the outset of the war, the Group decided to support two international humanitarian organizations and invited the Group's employees and Cooperative members to join in. 53,000 euros have been donated to the Red Cross and the United Nations High Commission for Refugees. Limagrain Europe has supplemented this initiative by opening a solidarity fund to provide long-term funding for actions to support the Business Unit's Ukrainian employees and their families who have had to relocate. This fund has raised just over 20,000 euros. In addition to these financial donations, several Business Units, often on the initiative of employees, have organized collections and the shipment of basic necessities (clothing, food and other products). Last but not least, Limagrain has joined forces with the interprofessional organization in an operation to donate vegetable seeds to Ukraine.

Act in accordance with the **Ethical Principles and Code of Conduct**



Given the complexity of seed production and distribution circuits, the multiplicity of private and public players on the market, the strategy of development throughout the continents and Limagrain's model of high level of delegation, it is particularly important for the Group to be vigilant about the compliance of its practices with business ethics principles. A comprehensive policy has been implemented that applies to all its entities, particularly with regard to bribery, Human Rights, international labor standards, health and safety and respect for the environment.

Our approach

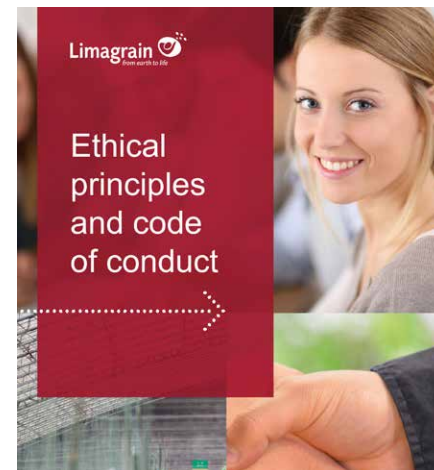
To address ethical issues, Limagrain has set up a policy and tools to encourage employees to adopt a culture of questioning. The aim is to promote a mindset of responsibility in each employee, whilst relying on collective intelligence to learn how to manage ambiguities, complexity and the interpretation of rules with discernment in all situations.

Business ethics are deployed through application of the Ethical Principles and Code of Conduct, translated into 17 languages and available both on the Intranet for employees and on the website for external stakeholders. Accompanied by an e-learning program available on the intranet, it provides employees with ethical

references and the rules with which they must comply.

The Ethical Principles and Code of Conduct are consistent with several international conventions whose principles are shared by the Group, including the Universal Declaration of Human Rights, the main conventions of the International Labor Organization and the United Nations Convention on the Rights of the Child.

Limagrain has also been a signatory of the United Nations Global Compact since December 2013. This means that it undertakes to promote and comply with the main principles of Human Rights within its teams throughout the Group and within its sphere of



influence, as well as ensuring it is not complicit in any violation. In this respect, the Ethical Principles and Code of Conduct constitutes an enforceable document for all Group entities worldwide.

Our 2022 key figures



4,210

employees have followed the Code of Conduct e-learning course, or about 70% of connected employees



1,227

non-connected employees have been made aware of the Code of Conduct, or about 40% of non-connected employees



80.5%

of the 168 suppliers evaluated⁽¹⁾ by the Group Purchasing Coordination Department have declared that they are pursuing a CSR policy

⁽¹⁾ This self-assessment of CSR maturity is based on objective criteria such as CSR assessments carried out by third parties, membership of the Global Compact and ISO certifications, the veracity of which is systematically checked.

FOCUS ON...

Respect for Human Rights and the Rights of the Child

In some geographical areas, Limagrain may use the services of subcontractors to ensure part of its seed production. These subcontractors are sometimes required to recruit seasonal staff. The temporary nature of these jobs can be a source of pressure in terms of the working conditions offered to an often dependent workforce. In this context, Limagrain is particularly vigilant about respecting Human Rights and the Rights of the Child.

All the Business Units have introduced actions that are specific to their market, including procedures, clauses and specific sanctions in production contracts, awareness-raising actions with the teams responsible for monitoring production at producers' sites, controls in seed production zones and concerted actions with local stakeholders.

Responsible purchasing policy

In terms of supplier relations, Limagrain strictly observes the criterion of economic non-dependence and coordinates a substantial part of its supply and purchasing conditions through a dedicated internal organization, the Group Purchasing Coordination Department.

By the very nature of their activity, buyers are particularly exposed to the risk of corruption. Signed by more than 450 buyers working for 20 Group companies, an Ethical Purchasing Charter formalizes an individual commitment not to give in to corruption or any other unethical practices.

As it is convinced that supplier relations are an important lever for creating value, this Department has been regularly updating its processes to include social-environmental criteria on the basis of responsible purchasing referentials. To ensure suppliers respect Human Rights, in particular labor legislation, the Purchasing process includes monitoring the Obligation of Vigilance. The process also provides for due diligence and monitoring of all active and new suppliers in the fight against corruption. Furthermore, the Department has implemented a Request for Information (RFI) to all its active and potential suppliers, to better identify the inherent risks of any future collaboration. The RFI, which is now digitized and being rolled out in the Business Units, provides information on the organization, strategy, financial data, quality policy, risk management, CSR, progress plans, supply chain organization and motivation to develop partnerships with the Group.

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



2022 Corporate Social
Responsibility Report



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