



ALL
ACTORS
OF EATING
WELL



SUSTAINABLE DEVELOPMENT

2021-2022
report



EUREDEN
THE LAND UNITES US

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OUR GOVERNANCE

As an agricultural co-operative, our governance is based on the "one person, one voice" principle.

The 18,500 farmers who are members of the Eureden co-operative elect a total of 380 representatives. These territorial and specialist advisors in turn elect the members of the Eureden Group's board of directors. A board of directors composed of 28 male and female farmers from the four departments of Brittany, representing all types of agricultural production, as well as two employees who are non-member partners. The directors' term of office is renewed in shifts each year at the general meeting.



The Executive Board.
From left: Jean-Claude Orhan, Michel Bloc'h, Denis Le Moine (Vice-President of Eureden and President of Eureden Group Downstream Activities), Serge Le Bartz (President of Eureden), Gervan Cédelle, Frédéric Conq, Dany Rochefort (Treasurer) and Philippe Couëllan.

Eureden members have three roles, as partners, suppliers and customers of the group.

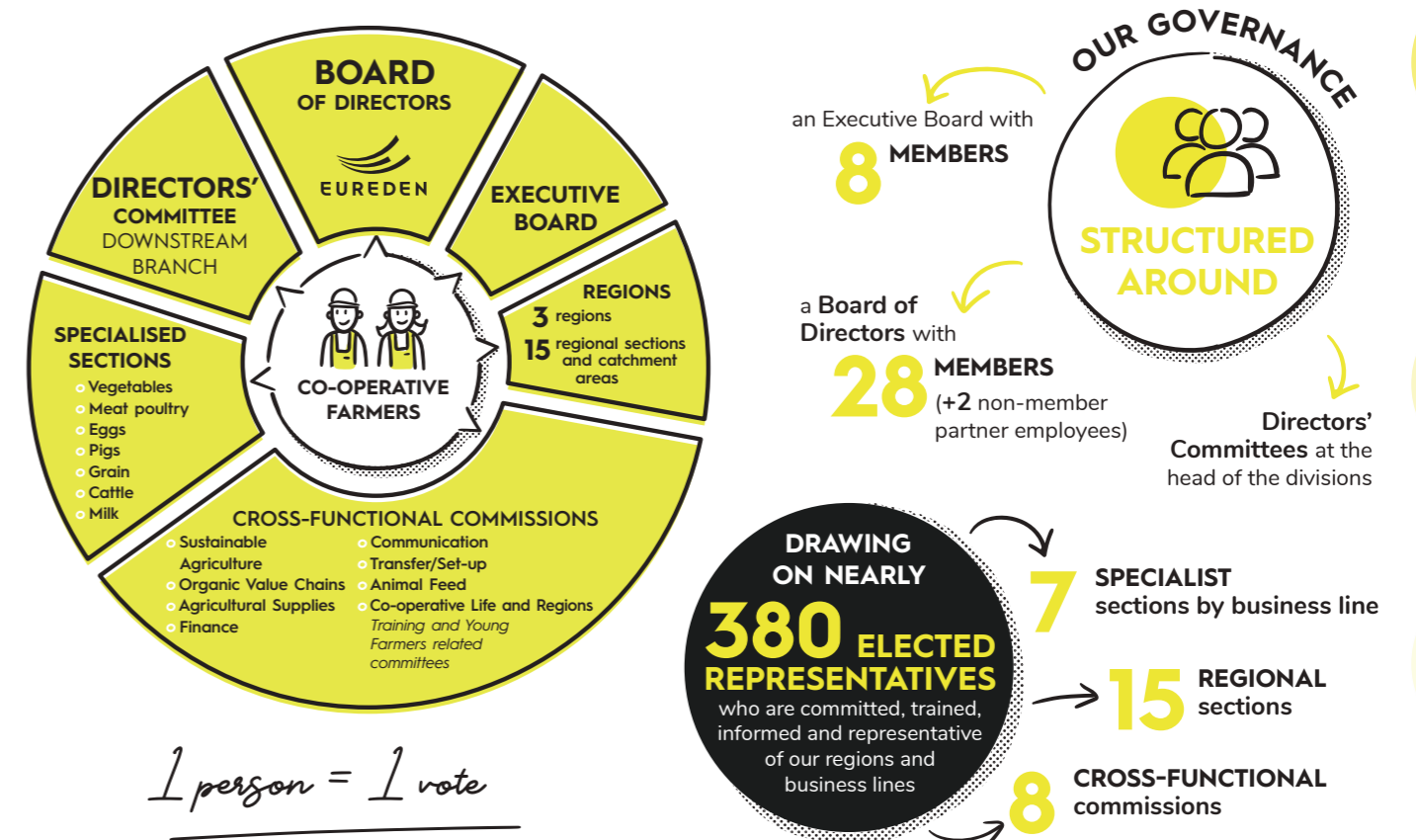
When they join the co-operative, the members own its share capital. They also provide the co-operative with raw materials (grains, vegetables, eggs, meat, etc.) and buy agricultural supplies from it (plant protection and nutrition, animal feed, agricultural equipment), as well as consulting services.

OUR BOARD OF DIRECTORS



Farmers present

IN ALL OF EUREDEN'S DECISION-MAKING BODIES



**SERGE LE BARTZ**

CHAIRMAN

ALAIN PERRIN

CHIEF EXECUTIVE OFFICER

Joint interview « WE ARE STAYING ON COURSE »

FEEDING PEOPLE WELL # FARMING WELL # TRANSFORMING WELL # LIVING WELL

Soaring commodity prices, war in Ukraine, market destabilisation, climate change – new crises seem to be emerging every day. In spite of this turbulent environment, Eureden is staying on course by reaffirming its purpose of supporting Breton farmers and bringing Good food to consumers.



What were the highlights of the past year?

SERGE LE BARTZ

Our co-operative group, like most economic players, has been confronted with an acceleration and amplification of crises. Following the health crisis in 2020, we have been impacted by the soaring cost of raw materials (packaging, agricultural inputs, energy, etc.).

In addition, we were directly affected by climate change this summer, when drought meant that we only achieved 60% of the expected green bean harvest and 55% of the kidney bean harvest.

Despite this very turbulent context, we have shown great resilience thanks to the complementarity of our activities.

ALAIN PERRIN

Indeed, our resilience has been all the more remarkable given that, in addition to the difficult external context, we also suffered a cyber-attack in March 2022.

Our information systems were severely disrupted for several months, which was a real challenge for the whole Group. But we overcame it, thanks to the extraordinary response from all the employees, the understanding of the co-operative's members and the confidence of our partners (banks, customers, suppliers, etc.).

The crisis accelerated the transformation of our information system, which will be simplified and strengthened to promote value creation and operational excellence.

We have shown great resilience thanks to the complementarity of our activities



In this context, is the Eureden Group pursuing its ambition around Eating Well?

SERGE LE BARTZ

Our course has not changed. Our daily mission is to promote Eating Well. This objective guides us in all our activities, both upstream (agriculture) and downstream (eggs, vegetables, meat).

From members to employees and partners – everyone in their own way is an essential link in this food chain, promoting high-quality and very affordable food.

At a time when food sovereignty is under threat, our co-operative organisation, and its regional industrial tools located very close to the production areas, is a real advantage.

ALAIN PERRIN

To illustrate our commitment to Eating Well, here are some examples of concrete actions we have taken in 2022:

- The takeover of André Bazin, a company in the Franche-Comté region specialising in quality charcuterie, opening new perspectives for our meat branch.
- The launch of a range of Paysan Breton-branded eggs for supermarkets
- The launch of infant food production at our Peny site in Saint Thurién (Finistère), reinforcing our ability to respond to diverse and demanding markets.
- The successful opening of our first Le Récolteur store in the town centre of Ploemeur (Morbihan), offering a range of local food, in addition to kiosks in a dozen of our Point Vert and Magasin Vert garden centres.

Our ambition is to become a leader in the field of Eating Well by listening carefully to the markets, in order to guide members towards competitive and sustainable production.

Our daily mission is to promote Eating Well



How do you fit into the various transitions (agricultural, energy, etc.)?

SERGE LE BARTZ

At Eureden, we champion a varied and sustainable agriculture, incorporating the transitions that are necessary in the sector.

Due to the size of our Group, we can offer our co-operative members various types of production (organic, labels, Agri Confiance, High Environmental Value, etc.) in line with their expectations.

We are also a driving force on issues such as the relocation of protein crops to Brittany and the reduction of synthetic plant protection products, through our "Cultivate Differently" initiative.

The issue of water has also become crucial since last summer's drought, especially for the irrigation of vegetable crops. This issue of water sharing needs to be addressed collectively by all parties concerned.

ALAIN PERRIN

Regarding energy transformations, we are gradually increasing the share of renewable energies in our energy mix.

We are also working to decarbonise our activities both in the field and in the factory (low-carbon rapeseed, transformation of co-products from our vegetable factory in Locminé into biogas).

For example, we want to develop self-production in our plants by replacing gas with biomass boilers and by installing high-temperature industrial heat pumps with waste heat recovery. We are also interested in the deployment of photovoltaic panels on our sites.

But this energy transition requires very significant investments that we must spread over time.



What are your major challenges for the future?

SERGE LE BARTZ

We want to become the preferred co-operative for Breton farmers. We are therefore working on a transformation plan aimed at strengthening and individualising the close relationship with each member, whether physical or digital.

It is all the more essential to respond as best we can to everyone's aspirations, since a new generation is arriving. Half of members will have retired in 10 years' time.

We need to meet the new needs that are emerging among young people, such as work-life balance and the simplification of work through robotisation and digitalisation.

In addition to simplifying work, the extensive use of data is enabling more precise control of production (predictive modelling, precision agriculture and animal welfare) and helping to improve the preservation of resources.



ALAIN PERRIN

Three years after the creation of Eureden, we are entering a new cycle. We are maintaining our course now more than ever.

We must develop, innovate and transform ourselves by responding to the new expectations being expressed by members, employees, consumers and the public.

As a co-operative agri-food group, Eureden has a role to play in terms of food sovereignty, resource conservation and regional social and economic impacts.

We believe that it is our responsibility to prepare for the future through a development model that combines social, economic and environmental performance.

That is why we have embraced the transformative initiative to promote Eating Well.

*We see it
as our responsibility
to prepare for the future*



OUR ORGANISATION

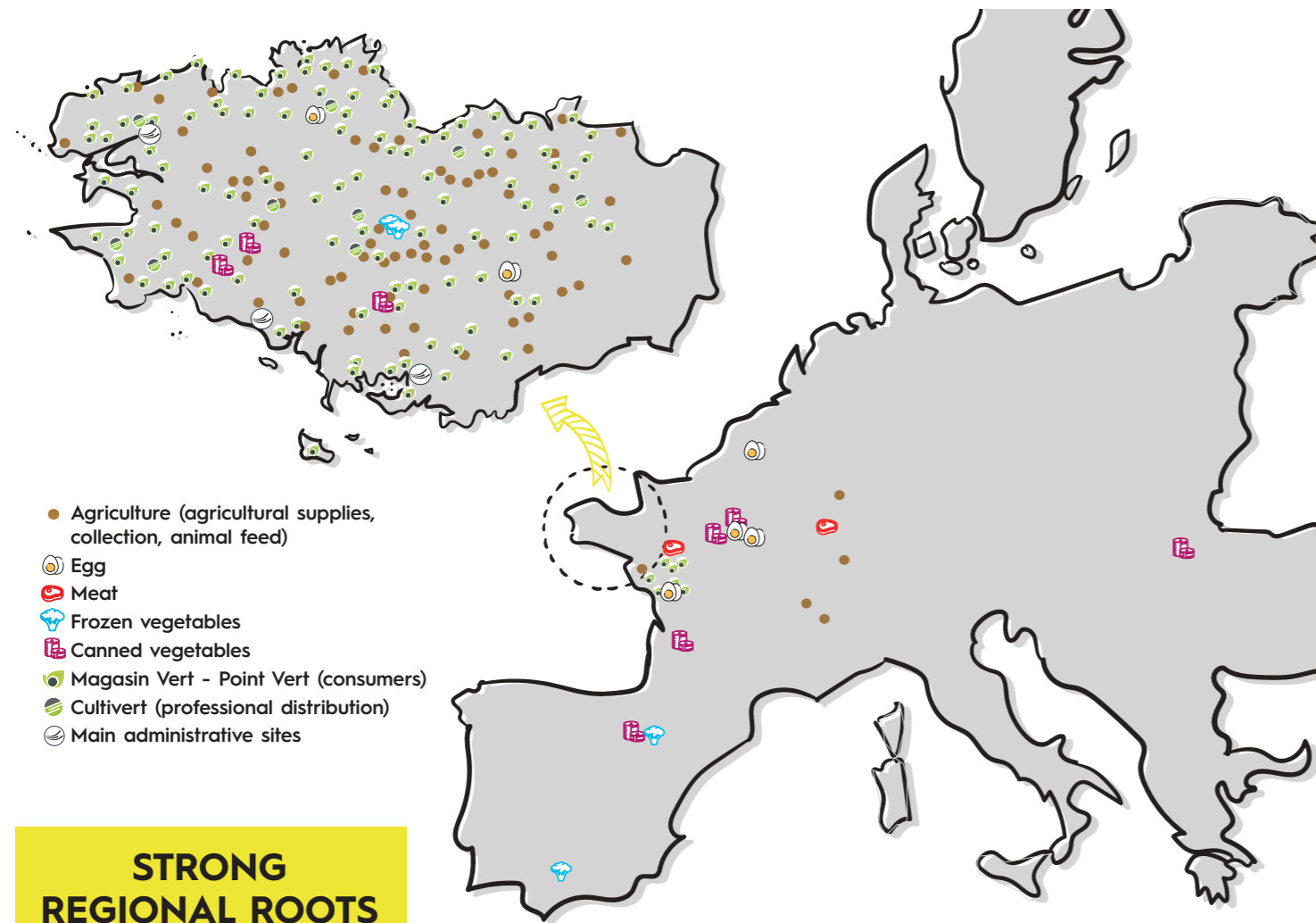
Promoting Eating Well



OUR LOCATIONS

Our Group is a benchmark player that has firm roots in its historical region, with our decision-making centre in Brittany, close to the co-op farmers. We also have several sites in France near production areas (e.g. canned sweetcorn in the South West region) and consumption areas (Contres logistics platform in central France).

Abroad, our Group has operations in Hungary, in the heart of Europe, and we have three factories in Spain, specialising in Mediterranean vegetables. These complementary geographic locations enable us to effectively meet our customers' needs in France and abroad.



STRONG REGIONAL ROOTS

3rd

LARGEST MULTI-PURPOSE CO-OPERATIVE AGRI-FOOD GROUP IN FRANCE

40

PRODUCTION SITES

>200

STORES

International influence



3

FACTORIES IN SPAIN



1

FACTORY IN HUNGARY



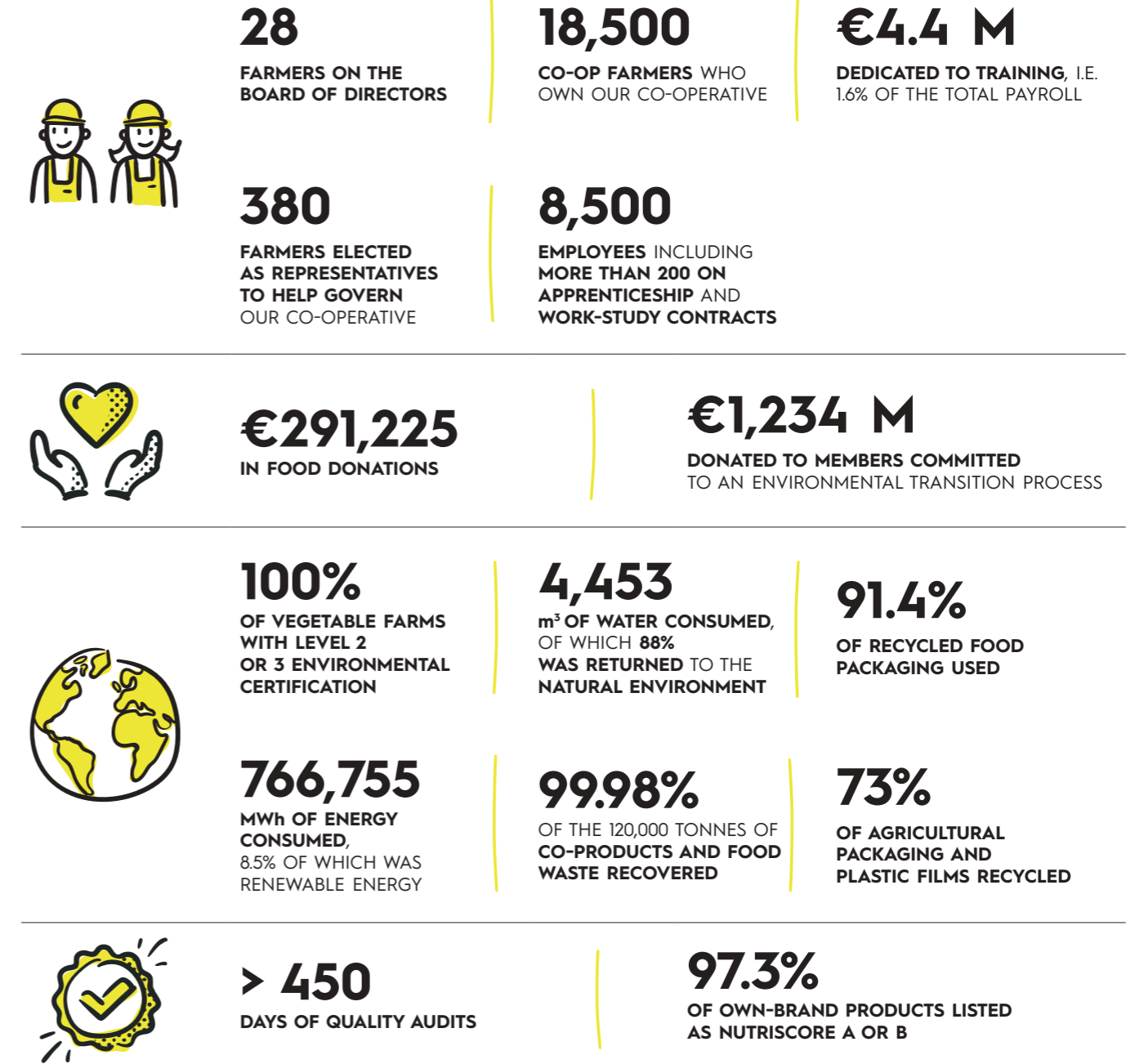
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OF OUR AGRI-FOOD PRODUCTS EXPORTED ABROAD

OUR KEY FIGURES

Figures from the Eureden 2021-2022 Non-Financial Performance Statement.

A committed group...



OUR BRANDS





EUREDEN *Division* AGRICULTURE



Eureden Agriculture includes all the agricultural activities of the Eureden co-operative, with the exception of layer poultry farming, which is included in the egg division. Based in Brittany, the division is a multi-specialist with expertise in vegetable and potato production, agricultural distribution, professional distribution, the grain, dairy, beef, pork and poultry production sectors, animal nutrition, as well as the resale and organic value chains.



2021-2022 FINANCIAL YEAR

The war in Ukraine, and its consequences on the global geopolitical balance, has led to an inflation of raw materials such as grain, fertilisers and all inputs in general, as well as energy, with a very significant impact on agricultural production costs.

At the same time, the avian influenza epidemic has spread in Brittany, forcing farmers and all those involved in the poultry

value chain to adopt biosecurity measures to prevent the further spread of the disease. Although only a few Eureden farms have been affected, this situation has caused major disruption to schedules, with varying periods of quarantine.

Concerning crop production, climatic hazards – including bad weather in Brittany during the summer of 2021 – had a strong impact on yields and the quality of vegetables in particular.



INNOVATIONS, new products and services

based on the analysis of farmers' needs, collected through numerous surveys, interviews, discussion groups and farm visits, we are innovating to provide Eureden members with adapted solutions in terms of products, services, cross-functional offers as well as relationship channels. At the beginning of June, we held a "hackathon" workshop, involving farmers and Eureden Agriculture employees, to come up with innovative digital solutions. A brainstorming session identified the problems encountered and the benefits expected throughout the vegetable industry chain for producers and for Eureden. This was followed by prioritisation of problems and then collective research into solutions, two of which are currently being tested. Meanwhile, through a project called "20 Years of Vegetables", we analysed agronomic and industrial data to improve business management.

Key actions in the field of SUSTAINABLE DEVELOPMENT



Spring 2022 saw the birth of cap'AB, a brand created by producers and Organic teams to represent, unite and support organic farmers, value chains and projects in Brittany. cap'AB is involved in research into organically bred seeds and in training conventional technicians in organic farming.

In addition to organic farming, we support all of the co-operative's farmers in sustainable agriculture, particularly through Agriconfiance and HVE certification for vegetables. To ensure the sustainability of agriculture in Brittany, we support the establishment of young farmers and the transfer of farms, through our Projeco initiative. On the specific subject of carbon and to enable everyone to help contribute to reducing CO₂ emissions, we propose a tool for calculating the potential for carbon storage on farms, in order to then promote low-carbon practices. Finally, with the ambition to promote good farming, we train members and technicians in growing methods offering an alternative to plant protection products as well as in animal welfare.



MAIN investments

- We have increased production capacity in the animal nutrition factory in Broons (Côtes-d'Armor), following transfer of the young piglet feed previously manufactured at Nutagri Rennes.
- We have also invested in a mash feed production unit at the BDV services production site in Cornillé (Ille-et-Vilaine).
- A new certified seed production line has also been installed at the seed station in Lamballe (Côtes-d'Armor), thereby improving productivity and working and safety conditions for teams and the environment.



EUREDEN *Division* LONG LIFE



Eureden Long Life encompasses all of our production and sales activities for canned vegetables and canned ready meals, as well as marketing of frozen vegetables. These products are made in our factories in France, Spain and Hungary. They are sold in hypermarkets and supermarkets, as well as on the food service market, in France and abroad, under our own brands (over seven brands including d'aucy, Globus and Jean Nicolas) or under a private label.



2,000
FTE EMPLOYEES
(full-time equivalent)

8
INDUSTRIAL SITES
including 2 outside France
(Spain and Hungary)

435,000
TONNES OF PRODUCTS SOLD

SUBSIDIARIES AND SALES OFFICES
in Asia, Eastern Europe, Italy, Germany, etc.

3
BRANDS



2021-2022 FINANCIAL YEAR

The 2021-2022 financial year saw a trend towards a more plant-based diet, with strong demand for legumes and vegetables generally. This rising demand contrasts with the lower availability of vegetables following a summer 2021 marked by climatic hazards both in Brittany and in Hungary. Also noteworthy was the continuation of the innovation strategy and the recovery of the out-of-home catering market. Finally, in Morlaix, faced with a structural shortage of artichokes, the Eureden Long Life division had to close its production site in March 2022. All 13 employees have been supported and 100% are now back in employment.



INNOVATIONS, from field to plate

In the fields, we have continued to work towards having 100% of our vegetable growers certified by 2023, thereby enhancing agricultural progress (HVE, CEE2 and AB labels). In May 2022, we began production of fresh peas in Spain. In our factories, a highlight was for the teams at Peny, our ready-meals production unit, which began a collaboration with a baby food manufacturer. The d'aucy brand has meanwhile reaffirmed its desire for transparency towards consumers regarding origin, through its commitment to the En Vérité collective, and through the launch of the Sélection d'Ailleurs brand. In Hungary, the salt- and sugar-free Vital range has been launched at Tesco, under the Globus brand, produced at the Debrecen site.

Key actions in the field of SUSTAINABLE DEVELOPMENT

Eureden Long Life has further accelerated its commitment to sustainability:

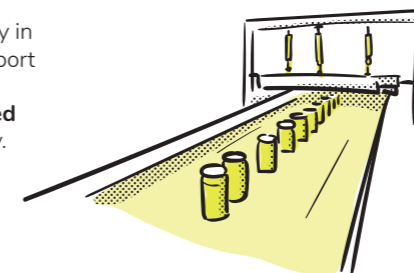
- **Support for the Restaurants du Cœur** with a donation of 30,000 tins and €15,000.
- **Inclusive training** and return-to-work programme for forklift drivers in partnership with the MSA and our local factories.
- **Improvement of factory processes** and the fight against waste.
- **Heat recovery.**
- **Supporting farmers in the environmental transition.**

Structured around the group's CSR roadmap, the division's approach involves employees, vegetable producers and external stakeholders in France, Spain and Hungary.

MAIN investments

In the 2021-2022 financial year, Eureden Long Life invested almost €20 m. Some of these projects started in the 2020-2021 financial year:

- **Increase in the number of sterilisers** discontinued in Le Faouët (Morbihan).
- **Installation of an additional corn packing** and sterilisation line in Debrecen (Hungary).
- **Project to increase capacity** and productivity of trays at Peny in Saint-Thurien (Finistère) to support the infant nutrition market.
- **Commissioning of an optimised round box** labelling line in Peny.
- **Installation of a pea-washing** and preparation line in Horticola (Spain).

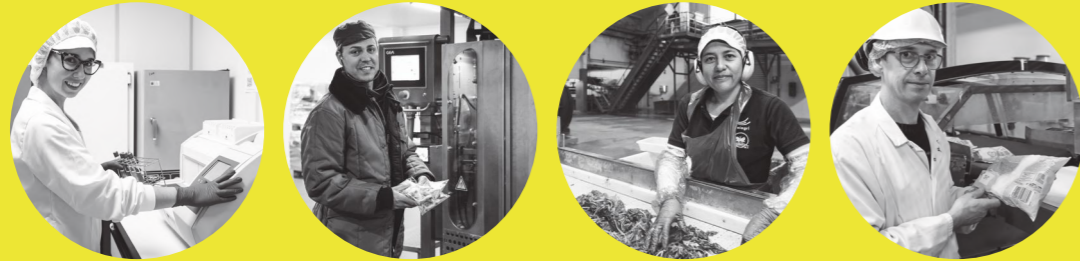


OUTLOOK

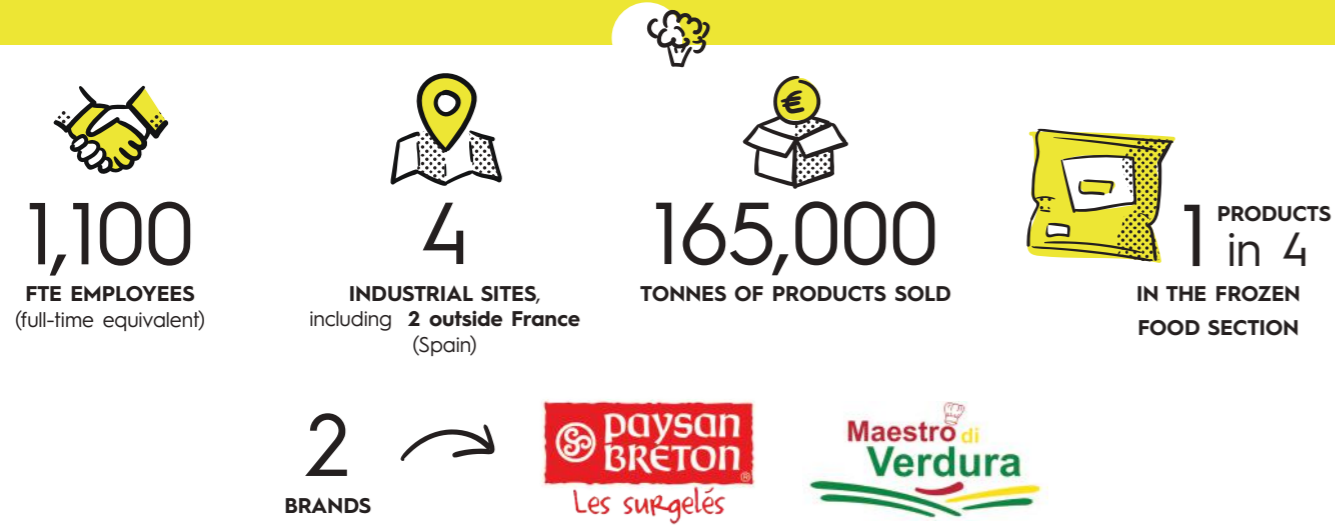
Eureden Long Life, like all manufacturers in the sector, is facing significant inflation due to high energy prices in Europe. We will also be under pressure to find agricultural land to produce vegetables in the face of the appeal of grain and protein crops. In this unprecedented context, we will continue our strategy of technical innovation and new product development. On the industry side, we are increasing our agility to respond to our customers' needs while taking into account economic constraints. At the same time, we are going to undertake a major energy transformation to prepare for the future and support our CSR policy.




EUREDEN *Division* FROZEN FOOD



Eureden Frozen Food is active in the frozen food market with a wide range of frozen vegetables and mixes, stir-fries, gratins, soups and purées, as well as portionable family ready meals. The division is positioned on agro-ecology, quality and innovation, multi-sourcing production (France-Spain) and a multi-channel presence in France and internationally. Products are distributed under the brand Paysan Breton Les Surgelés as well as Maestro di Verdura for the Southern European markets, with a high quality, differentiated and enhanced offer in addition to our portfolio of contract products under private label and co-packing brands.

- 1,100** FTE EMPLOYEES (full-time equivalent)
- 4** INDUSTRIAL SITES, including 2 outside France (Spain)
- 165,000** TONNES OF PRODUCTS SOLD
- 1** PRODUCTS in 4 FOOD SECTION

2 BRANDS → **paysan BRETON Les surgelés** and **Maestro di Verdura**

2021-2022 FINANCIAL YEAR

The 2021-2022 campaign varied considerably depending on the vegetable. In peas, the volumes were reached but we encountered difficulties in achieving the target share of extra-fine and the desired tenderness. For green beans, the weather and the numerous fly attacks disrupted the sowing, yields and quality of the harvest. In addition to very low vegetable stocks, the 2021-2022 campaign has shown the beginning of supply difficulties for all materials (oil, cardboard, plastic film, seafood products, etc.) with longer lead-times and price pressures.

There are also tensions in terms of human resources, with a labour shortage in management control, maintenance and line operation positions. However, there was a good recovery in the catering business, as well as in the consumer market, after a pause during the Covid period.



INNOVATIONS, *new products and services*

In a post-Covid context and despite supply complexities, the division is maintaining its focus on innovation: 35 new products were developed during the year in across all segments.

In September 2021, Paysan Breton launched the first risotto... without rice! More than 80,000 bags sold and the Cuisine Actuelle award won for this cauliflower risotto, which allows you to eat vegetables in a delicious, original and easy-to-prepare way! Innovation also in the restaurant sector, with three new products: **the spring stir-fry, awarded Best New Catering Product by Produit en Bretagne**, the organic Parisian stir-fry and organic soup vegetables. In terms of export, we have developed five new recipes: roasted pepper mix, Asian mix, flavoured cauliflower rice, roasted pumpkin with honey, roasted Brussels sprouts with oil and pepper.



Key actions in the field of SUSTAINABLE DEVELOPMENT



Preservation of resources, reduction of water and energy consumption – the division is committed to sustainable development. Two actions should be specifically highlighted.

Products bearing the Agri Confiance label were already able to comply with the Egalim law for the catering sector in France. The year saw the recognition of our vegetables at an international level, with the award of the Silver level of the FSA (Farm Sustainability Assessment) standard.

As far as packaging is concerned, we are actively working to reduce the use of plastic and to find alternatives. In order to keep things simple and essential, the new Paysan Breton graphic charter was an opportunity to confirm the switch to a 100% recyclable film with 50% recycled plastic for all Paysan Breton consumer products.



MAIN *investments*

Eureden Frozen Food invested nearly €4 m during the year. At French sites, major investments included the replacement of a condenser in Saint-Caradec (Côtes-d'Armor), the fitting out of social areas and the purchase of converters. At Gelagri Iberica's Spanish sites, the division installed a fifth packaging line in Milagro, expanded the oven in Santaella and built a wastewater treatment plant.

OUTLOOK

Like the rest of the food value chain, Eureden Frozen Food will have to adapt to the consequences of global warming and the impact on the availability of vegetables. There is also the impact of balances, with less availability of grain from Central and Eastern Europe. Increased grain production in France is affecting the availability of vegetables and leading to a rise in agricultural prices. In order to tackle inflation and difficulties sourcing packaging and other raw materials, we will also have to expand sourcing. In this context of potential shortages, we will continue our efforts to support changes to consumption, whether in terms of improving our industrial tools, R&D in packaging, notably to reduce our environmental impact, or the adjustment of our production to combat waste.



EUREDEN *Division* ŒUF



Eureden Oeuf is involved throughout the egg value chain, guaranteeing product quality and traceability. Laid in the farms of Eureden members, the eggs are either sold as shell eggs via the packaging centre of the Kervenac'h farm, or transformed by the PEP egg product production sites or other customers, then sold to a range of customers in France and abroad, including out-of-home caterers, commercial caterers, etc.




430
FTE EMPLOYEES
(full-time equivalent)


6
INDUSTRIAL SITES
IN FRANCE


230
BREEDERS


157,000
TONNES OF PRODUCTS SOLD


5.3
MILLION HENS


1.6
BILLION EGGS


372
MILLION EGGS BOXED

2
BRANDS

COCOTINE
L'ŒUF AU CŒUR DE LA CUISINE

paysan BRETON



2021-2022 FINANCIAL YEAR

In January 2022, Eureden Oeuf launched a range of Paysan Breton branded eggs, including four free range and organic lines sold to Magasin U in the west of France and then to Carrefour.

This was a beneficial move, particularly following the closure of Matines, Eureden Oeuf's main upstream customer, in June 2022, which led to significant work by the marketing team to find new outlets for breeders.

INNOVATIONS, *new products and services*

In terms of breeders, Eureden Oeuf has launched the Aniprev tool with 25 pilot breeders to collect, measure and analyse data. On the industrial front, 2022 saw the installation of a new microbiological analysis laboratory at the Ploërmel site (Morbihan).

On the commercial side, in relation to egg products developed by PEP:

- launch of the Perfect Egg, winner of a Restau'Co 2022 innovation award
- launch in France of the Egg Bite,
- launch of a range of egg products based on free-range eggs eligible for EGALIM (CEE2 – level 2 farming environmental certification), according to the Cocotine charter.



Key actions in the field of SUSTAINABLE DEVELOPMENT

From the preservation of resources to its quality approach and support for employees, Eureden Oeuf has undertaken numerous projects as part of its CSR approach:

- **Continuing the transition to alternative energy** throughout the value chain.
- Launch of EGALIM-eligible **CEE2 free-range egg products** based on the Cocotine charter.
- Launch of a **working group on egg product packaging** with a view to reducing the use of plastic.
- **Eggshell recycling**, a prize-winning circular economy project.
- Investments in **energy saving** (projects in the framework of energy-saving certificates).
- **Reduction of water consumption** (Ecod'O programme and response to the Morbihan drought order).
- **Roll-out of the Be Eureden Quality** approach.
- Development of the **Jobs and Careers Management** programme.



MAIN investments

As part of the France Recovery Plan, the Ploërmel site increased the production capacity of the gourmet omelette activity with the addition of a fourth line. This project also includes the elimination of the pasteuriser by installing a process for mixing ingredients into the liquid egg, saving energy (gas), reducing CO₂ emissions and eliminating repetitive manual tasks, such as adding ingredients, with a direct impact on the quality of life at work.

OUTLOOK

In order to reach our target of 100% of hens in alternative breeding, we continue to support Eureden farmers in this transition, particularly through the development of Animal Welfare farms, initiated in 2020. As a co-operative, we are also there to support farmers who are facing a sharp increase in their costs linked to labour and energy. In our factories, faced with the

challenge of water resources, we are stepping up our work on water savings, with Ecod'O 3. In order to expand the product range at the Ploërmel site (Morbihan), we are going to launch a production line for scrambled eggs. In Pierrefitte-sur-Sauldre (Loir-et-Cher), we are going to install an automatic breaking machine to improve working conditions.



EUREDEN *Division* VIANDE



Aubret specialises in raw and cooked delicatessen culinary aids that are primarily pork-based. Established in Loire-Atlantique since 1983, it is the leading French manufacturer of lardons and a key partner for supermarkets, with products distributed mainly under private label or under the Aubret brand for the West Indian market.



600

FTE EMPLOYEES
(full-time equivalent)
on a single site of 41,000 m²



1

CUTTING WORKSHOP
for pieces for processing workshops
and catering needs



3

CURING PLANTS
specialising in the production of lardons,
hams, sausages and salami.

1

BRAND



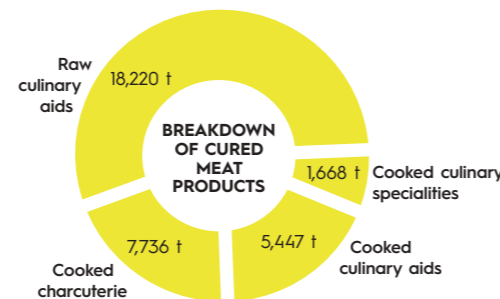
33,000

TONNES OF CURED
MEAT PRODUCTS SOLD



3,900

TONNES OF MEAT



2021-2022 FINANCIAL YEAR

The 2021-2022 financial year has been marked by high volatility in the price of pork. Prices, which were extremely low until February, rose sharply from March onwards, mainly as a result of the rise in animal feed prices (Ukraine crisis) and tensions in the pig market (farmers' crisis, decline in livestock numbers). This increase continued and amplified to record levels in the summer of 2022.

Inflationary pressures resulting from the recovery of activity following the Covid crisis, and amplified by the Ukraine crisis, are also impacting production costs throughout the value chain, as labour market tensions and associated recruitment difficulties, particularly in the western region, are also weighing on production capacities.



INNOVATIONS, *new products and services*

We have continued to develop our range of products, under our customers' brands, with preserved nitrite-free charcuterie in all our sales networks. We have also renewed the tripartite agreements for lardons under the Label Rouge quality label. The developments carried out on the vegetarian knockwurst will find commercial outlets during the 2022-2023 financial year, particularly in supermarkets.

Key actions in the field of SUSTAINABLE DEVELOPMENT



Aubret has been involved in the food transition for several years. Our recipes are based on an approach promoting transparency, reduction of the list of ingredients and promotion of the French origin of raw materials. We have continued to invest in energy savings (bringing refrigerant gases up to standard, launching a project to measure consumption at each site, etc.), reducing material losses (non-conformities, use-by dates) and consumption of plastic film used to manufacture lardon packaging.

MAIN *investments*

The industrial sites have continued to modernise, in particular with:

- reorganisation of the packaging of culinary aids in IQF format;
- increasing the thawing capacity of raw materials.

The company's process computerisation project (Aubret 3.0) was deployed at Curing site 2 and initiated at Curing site 3. We have invested in supply chain sales forecasting and planning tools to improve our customer service rate and reduce our overstock losses. Finally, Aubret has launched an ambitious programme to develop a quality culture among all its employees.

OUTLOOK

In a very changing context, we are strengthening our partnerships with mass retailers by capitalising on our strengths: production capacity in budget products and private labels, safe havens in a context of high food inflation, and continued development of products with the most sought-after nutritional and health claims – nitrite-free, Breton pork, etc. We are also strengthening our service offering as a partner to food manufacturers and out-of-home caterers.

The strong complementarity of Aubret and Bazin, a company with which we merged at the



beginning of 2022, will also generate synergies in terms of market and industrial specialisation. Our ambition is to take up positions in the market for marinated cooked meats in commercial catering thanks to new pork cut offerings (topside, tenderloin, etc.), offerings that will be widely promoted at Sirha 2023.

Finally, Aubret is not losing sight of its diversification, with prospecting initiatives in European and export markets, not forgetting the development of a regional offering under the Paysan Breton brand.




EUREDEN *Division* DISTRIBUTION VERTE



INNOVATIONS, new products and services



- **Le Récolteur, a distribution concept based around short supply chains for member-farmers' products** launched in 2020, has continued to make good progress, and by the end of June 2022 had five outlets in Magasin Vert and Point Vert stores, seven kiosks and three vending machines (see article on p. 56)
- **New this year, the Germie kit** has been launched exclusively in Brittany to help you produce your own plants easily!



Key actions in the field of SUSTAINABLE DEVELOPMENT

- Our actions are organised around three pillars, which are part of the Eureden group's roadmap:
- **Human and co-operative values:** employee satisfaction; specific activities (Family Day to introduce the profession to children); preventive healthcare.
 - **Respect for the planet:** recycling and recovering all our packaging; favouring sustainable materials (loyalty card made from recycled PVC, plant packaging made from brown paper); aiming for water autonomy through rainwater harvesting and drilling; first installation of photovoltaics.
 - **Products and regions:** priority to local purchases (>90% of our plants, >95% of our food products (excluding wine)); recruitment of local employees. And highlighted by a communication of concrete actions in store, around the slogan: "We are committed to well-being here"

MAIN investments

- Complete renovation and expansion of the Point Vert flower market in Locminé (Morbihan).
- New construction (and demolition of the old one) of the Magasin Vert in Brest-St Pierre (Finistère), fitted out with the new brand concept. More than 15% increase, despite the construction period and the four-week closure.
- Redevelopment of the Green Point in Hanvec (Finistère).
- Establishment of a Récolteur shop-in-shop at the Magasin Vert in Quimperlé (Finistère).
- Implementation of the company's new concept at the Magasin Vert in Betton (Ile-et-Vilaine).

OUTLOOK

- According to our action plan started last year, we are still working on our five key focuses, the pillars of our retail business:
- **Women and men** in order to make them increasingly competent and motivated, and to cultivate their entrepreneurial spirit.
 - **Retail networks** to offer new customer experiences and grow steadily.
 - **The customer experience** must be at the heart of our daily concerns, whatever our position in the value chain, in order to attract, surprise and satisfy our customers.
 - **The supply chain** to make our entire product and service offering accessible to our customers.
 - **The culture of results** and competitiveness in order to sustain our activities, and thus make our contribution to the group.

The green distribution activity was created almost 50 years ago from the opening up our distribution activities to non-member customers and gradually expanded into gardening, pet, DIY and local products. It includes the retail outlets Magasin Vert (garden centre specialising in urban areas), Point Vert (local store in rural areas), Terranimo (specialised pet store in urban areas), and Eureden (agricultural stores open to third parties in rural areas). Our ambition is to bring the best of nature to our customers, driven by our motto "nature is our business".



1,100
FTE EMPLOYEES
(full-time equivalent)



1
LOGISTICS WAREHOUSE
OF 30,000 m²
located in Central Brittany,
in the heart of our area



2
E-COMMERCE SITES:
monmagasinvert.fr
and terranimo.fr



600,000
ACTIVE LOYAL CUSTOMERS

PRESENCE IN FIVE DEPARTMENTS IN AN INTEGRATED NETWORK: Côtes-d'Armor, Ile-et-vilaine, Vendée, Morbihan, Finistère and in the west of France via franchise stores

125 BRANDED RETAIL OUTLETS:



4 OWN BRANDS: FARMER'S, FORTEC, PROGREEN, YOCK AND TERAGILE

2021-2022 FINANCIAL YEAR

The financial year was very mixed, with a first half buoyed by the trend and increased consumption practices since the Covid crisis, and a second half impacted by a reversal in consumption trends, under the effect of crises linked to inflation, the war in Ukraine, as well as the heat and drought from June 2022.

Activity is slightly down overall and footfall is slightly down (compared to a historic 2020-2021). Stores in urban areas (Magasin Vert) are more affected, while local stores are more resilient (Point Vert).



Capinov Laboratoire is a 100% subsidiary of the Eureden Group which conducts physico-chemical analyses and sensory evaluations aimed at a primarily BtoB client base. Its wide range of analyses is regularly expanded with new developments to meet the requirements of client practices and regulations, while offering a competitive range (price, lead-time, robustness of results, interpretation capacity) to its current 4,000 clients in the agricultural and agri-food sectors: nutritional labelling, chemical composition, mycotoxins, pesticides, organic contaminants, heavy metals, soil, water and effluent analysis, sensory evaluation, etc. Capinov Laboratoire also targets amateur and passionate gardeners by offering a soil analysis product, the Terra Box, and addresses the needs of individuals who are committed to an ecological approach and the productivity of their vegetable garden.



90

FTE EMPLOYEES
(full-time equivalent)



2,000

ANALYSES AVAILABLE



110,000

SAMPLES/YEAR



3.5

MILLION ANALYSES/YEAR

2021-2022 FINANCIAL YEAR

Despite the impact of the cyber-attack, Capinov maintained its rate of investment in new LC-MS/MS equipment to develop its capacity and improve the quality of its service. New developments include the development and improvement of research methods for alkaloids (ergot, datura, etc.), organic substances that are very often produced naturally by parasitic plants in vegetable or cereal crops, for example. They are food contaminants with serious health risks, hence the need for reliable detection methods.



Key actions in the field of SUSTAINABLE DEVELOPMENT

- Capinov has launched a Safety project with the aim of renewing the approach to safety within teams. For example, cross-team safety audits are organised several times a year, and short workshops on real-life accident situations specific to the laboratory technician's job are organised to develop instinctive responses.
- Concerned about the environmental impact of its activities, Capinov has also launched a project to improve the management of its analytical waste in order to increase the percentage of products sent to recycling value chains.

Capinov will continue to prioritise its development in line with its clients and the evolving regulatory environment, while helping ensure its clients have relevant control plans.

OUTLOOK

The regulatory context in the fields of food safety and quality, as well as in the environment, reinforces the need for a robust analytical capacity that is available as needs emerge.



A specialist in freshly cut fruit and vegetables distributed in dedicated corners in hypermarkets, La Fraîcheur offers local preparations based on high-quality and seasonal fresh fruit and vegetables, prepared in the workshop within customers' sight, for total transparency.



140

FTE EMPLOYEES
(full-time equivalent)



28

WORKSHOPS/CORNERS
IN OPERATION



52%

OF THE TEAMS ARE
UNDER 30 YEARS OLD



10

INTERNAL PROMOTIONS
to workshop assistant
and manager positions



2021-2022 FINANCIAL YEAR

After the Covid period, as customer flows gradually returned to normal in the stores where we operate, business picked up again over the 12 months in all our corners, driven by a return in customer demand for ultra-fresh and healthy products. The recovery recorded by existing corners was in line with our expectations. However, we were behind in opening new sites during the year.

Key actions in the field of SUSTAINABLE DEVELOPMENT

As announced in the last report, following successful testing, we continued to expand the use of the cardboard bowl to all our family fruit salads. Since our supplier partner repatriated its cardboard bowl production to Europe, our cardboard bowl volumes increased from 22% to 29%. We continue to work with it on the development of smaller sizes of cardboard trays.

Concerning the remodelling of our corners and the latest openings, we have selected a new partner for our cooling units, enabling us to reduce the electrical power required by around 40% to 50%, depending on the existing

configurations of our corners. Four remodelling projects have been carried out in the last 12 months and these investments in energy-efficient chillers will be doubled over the coming 12 months.

In terms of quality of workplace life, our safety indicators have improved significantly. The number of lost-time accidents has fallen by 11% and the number of lost-time days by 29%. A large-scale safety training campaign, raising awareness of gestures and postures, will be implemented for all teams in 2023.

OUTLOOK

We will continue to invest in three key areas of transformation: The first is in our human capital, in our teams, through a solid Quality of Working Life and Safety plan, the training of our managers, and an integration policy (training, disability and diversity) that strengthens our company's inclusive dynamic.


The second is the acceleration of the modernisation of our corners to reduce energy consumption and offer our customers new products adapted to the season.

Finally, in terms of packaging R&D, we are constantly adapting to find the best possible solutions.

SUSTAINABLE DEVELOPMENT GOALS

OUR CONTRIBUTION *to the Sustainable Development Goals*

Our CSR policy and the actions carried out within this framework enable us to contribute to the UN Sustainable Development Goals (SDGs). Through our agricultural activities and our mission for good food, we make a more significant contribution to SDGs relating to natural resources and food.

PILLAR	PARAGRAPH OF THE INTEGRATED REPORT	PAGE	SUSTAINABLE DEVELOPMENT GOAL
 COOPERATION	Preventive Healthcare and Quality of Working Life and Conditions	36-39	  
	Skills development	40	
	Accountability, diversity, equality	41	
	Stakeholder dialogue	42-43	
 CULTIVATION & BREEDING	Agronomy and technology at the heart of the transition	44-45	   
	Supporting everyone in the transition	46-47	
	Federating and supporting organic projects	48	
	Raised with passion	50-51	
 FEEDING	Quality culture & value chains	52-54	  
	New outlets, short supply chains and partnerships	56	
	Food sovereignty and new ways of adding value	57	
 PRESERVATION	Transparency	58-59	  
	Towards the energy transition	60-61	
	Reducing the carbon footprint	62-64	
	Preservation of resources and ecosystems	65	
	Waste recycling	66	
	Less plastic	67	
 DEVELOP	Responsible consumption	68	  
	Promoting agricultural jobs	72-73	
	Supporting regional employment	74-76	
	Supporting economic development	77	
	Supporting social and solidarity projects	78-79	
Solidarity with Ukraine	80		



OUR STRATEGY *for sustainable development*

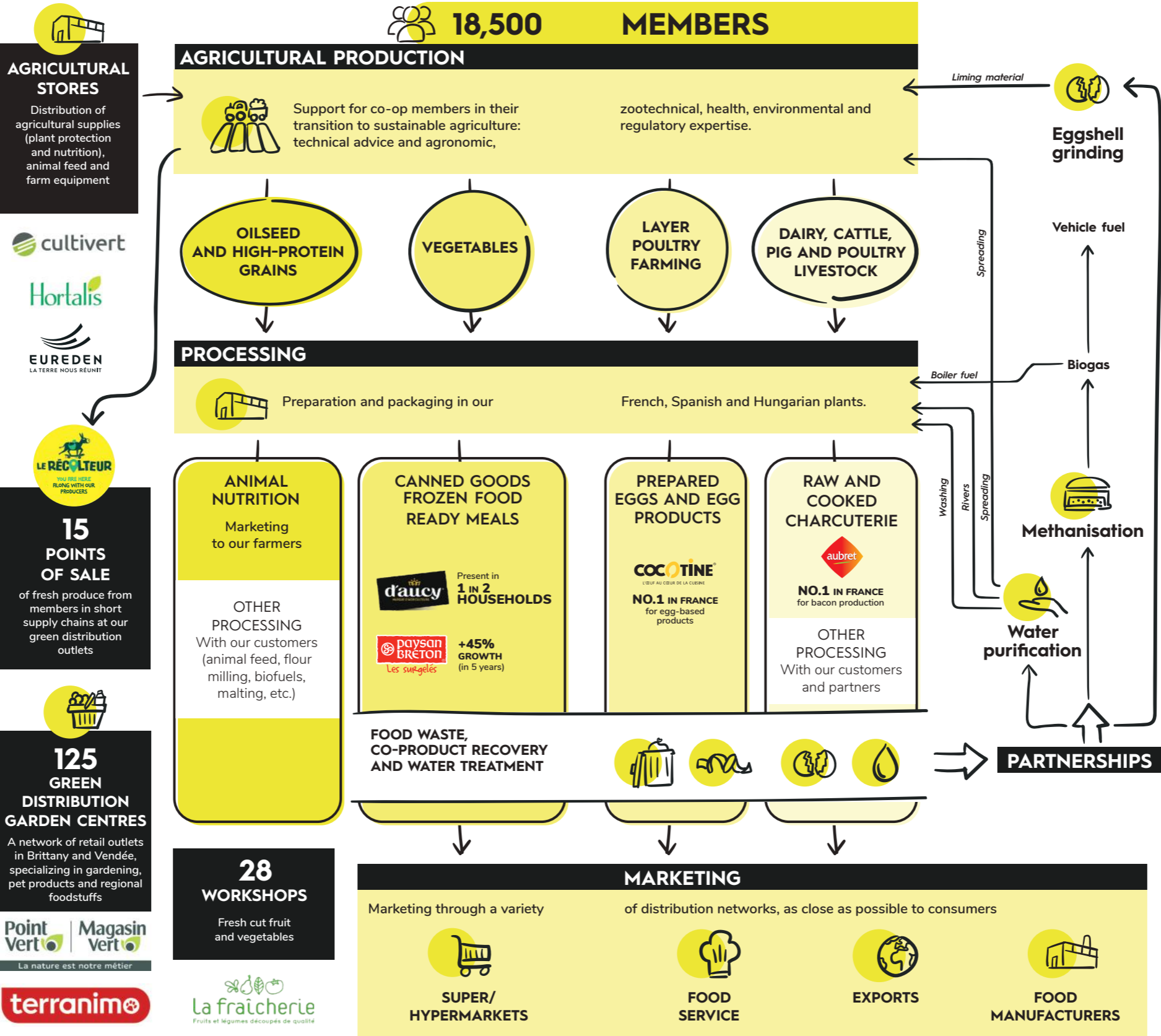


OUR BUSINESS MODEL

A model supporting our mission:

FEEDING PEOPLE WELL

18,500 MEMBERS



Contributions

CO-OPERATIVE FARMERS
 €1.2 m FOR THE BENEFIT OF MEMBERS COMMITTED TO THE ENVIRONMENTAL TRANSITION

REGIONS
 73% OF JOBS IN TOWNS WITH UNDER 10,000 INHABITANTS
 €291,225 OF FOOD DONATIONS

PLANET
 99.9% OF FOOD CO-PRODUCTS AND WASTE RECOVERED
 100% OF VEGETABLE FARMS HAVE LEVEL 2 OR 3 ENVIRONMENTAL CERTIFICATION
 91.4% OF OUR HYPER/SUPERMARKET PRODUCT PACKAGING RECYCLED
 88.3% OF WITHDRAWN WATER RETURNED TO THE NATURAL ENVIRONMENT

CUSTOMERS
 56% LAYER POULTRY FARMED USING ALTERNATIVE LIVESTOCK METHODS (ORGANIC, FREE RANGE, ANIMAL WELFARE CODE 2)
 OVER 97% OF CANNED OR FROZEN VEGETABLES HAVE AN A OR B NUTRI-SCORE

Resources

FINANCIAL
 100% OF THE SHARE CAPITAL BELONGS TO THE MEMBERS, I.E. €47 MILLION

HUMAN AND CO-OPERATIVE
 NEARLY 8,500 EMPLOYEES | 18,500 MEMBERS

NATURAL AND AGRICULTURAL
 396,300 HECTARES CONTROLLED AND UNDER CONTRACT (AROUND 50% OF BRITTANY'S AGRICULTURAL LAND)

INDUSTRIAL, INTELLECTUAL AND COMMERCIAL
 40 PRODUCTION SITES
 + 200 RETAIL OUTLETS
 20 BRANDS
 CAPINOV, AN ANALYSIS AND CONSULTING LABORATORY FOR AGRI-FOOD PLAYERS

AGRICULTURAL STORES
 Distribution of agricultural supplies (plant protection and nutrition), animal feed and farm equipment

15 POINTS OF SALE
 of fresh produce from members in short supply chains at our green distribution outlets

125 GREEN DISTRIBUTION GARDEN CENTRES
 A network of retail outlets in Brittany and Vendée, specializing in gardening, pet products and regional foodstuffs

28 WORKSHOPS
 Fresh cut fruit and vegetables

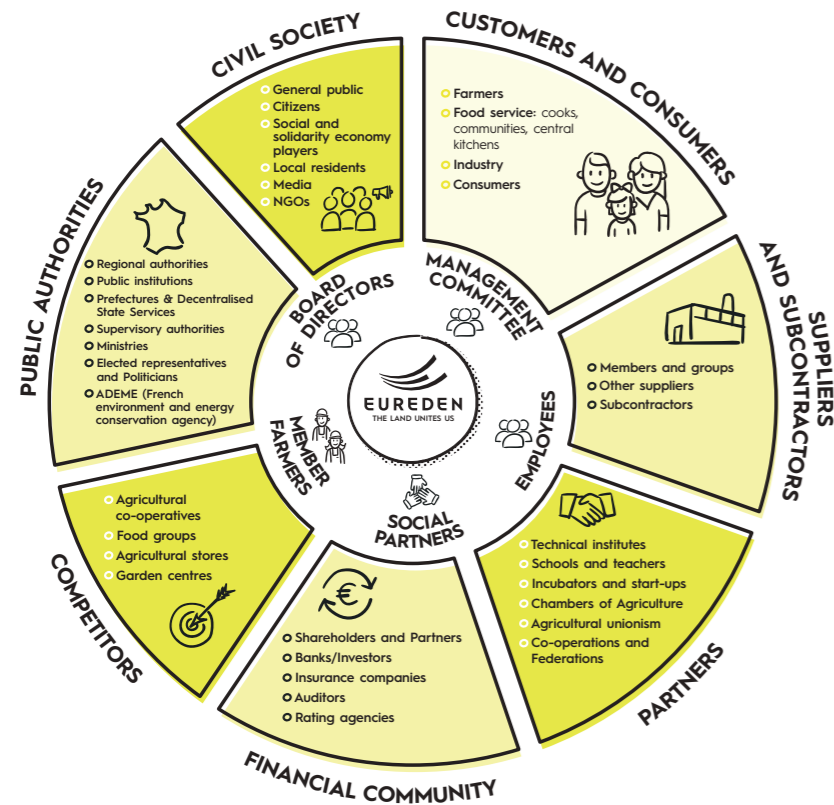
MARKETING
 Marketing through a variety of distribution networks, as close as possible to consumers

SUPER/HYPERMARKETS | **FOOD SERVICE** | **EXPORTS** | **FOOD MANUFACTURERS**



*2021-2022 financial year data

CSR POLICY AND GOVERNANCE



Because we are convinced that we have a collective responsibility and that the response to social, financial and environmental issues must be built together, we want our CSR approach to include all of our stakeholders, members, employees, customers and consumers, as well as regional players, not forgetting the planet, which is the foundation of our agricultural and agri-food activities.

THIS IS THE MEANING OF OUR SIGNATURE: THE LAND UNITES US.

BE EUREDEN RESPONSIBLE

everyone proactively involved in CSR

Our CSR governance is managed by a small team in the CSR & External Communication Department. It reports directly to General Management and works closely with the Executive Committee and the Board of Directors. Choosing a small central team illustrates our desire to make CSR a major strategic element that is driven by all managers and, more broadly, employees.

To onboard all of the business lines and share the CSR culture, we set up a CSR committee. Comprising 18 people, it is made up of one contact person per division and corporate division, chosen due to the cross-functional nature of their role and their proximity to the division management committees. CSR communities, within divisions or corporate divisions, also make it possible to involve the field teams. As such, these communities have made a major contribution to the reporting of the extra-financial performance indicators included in this report.

Lastly, to ensure that each employee becomes proactively involved in Eureden's Social Responsibility, we have deployed a system called Be Eureden Responsible, which provides information and activities on the intranet and in break rooms to understand and be proactively involved in CSR. We also encourage the sharing of best practices and offer training to enable everyone to progress in their daily actions and ensure that Eureden can reconcile financial, social and environmental performance.

FINANCING INDEXED ON SOCIAL AND ENVIRONMENTAL CRITERIA

We are determined to make Corporate Social Responsibility (CSR) the heart of Eureden's strategy. The choice to include criteria with an environmental and social impact in our first syndicated loan (sustainability-linked loan) is an illustration of this. This funding therefore includes a CSR component linked to the achievement of three goals concerning:

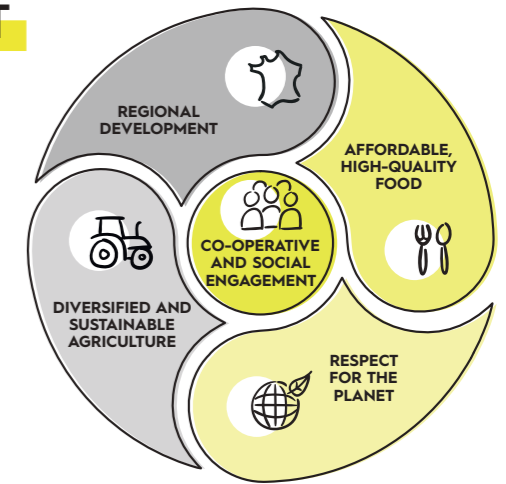
- Employee health and safety,
- The development of alternative solutions to plant protection products,
- The development of renewable energies.

These major commitments, which are monitored each year by an independent body, and five-year trajectories, commit us to a powerful approach for progress. More broadly, these goals are aligned with the structured and ambitious CSR roadmap, based on five pillars and 25 action areas.

THE PILLARS OF OUR COMMITMENT

Based on the five pillars of our CSR policy and supported by our mission and business model, we have defined **25 concrete action areas**. They are based on the **AFNOR ISO 26000 standard**, the reference for building a CSR strategy, and on the **17 UN Sustainable Development Goals (SDGs)**. They constitute the CSR roadmap for all of our Group's divisions and business lines.





The CSR Department ensures that this roadmap is implemented at all levels and that the programmes developed are consistent.







PILLARS	ACTION AREAS
<p>Co-operative and human values</p>	AA1 Incorporating the CSR initiative into the global strategy and encouraging responsible governance
	AA2 Supporting and reinforcing co-operative values in the fair handling of member relations
	AA3 Developing dialogue with internal and external stakeholders
	AA4 Respecting individuals and their fundamental rights, and promoting diversity
	AA5 Developing the skill sets of all employees, helping them grow and contributing to their sense of fulfilment
	AA6 Ensuring the health and safety of employees and members, and fostering quality of life in the workplace
	AA7 Providing a fair, transparent employee remuneration system
	AA8 Preventing any acts of active or passive corruption
	AA9 Taking action in favour of social responsibility among suppliers and establishing fair, lasting relationships with them.
<p>Affordable, high-quality food</p>	AA10 Engaging in responsible marketing (in sharing information and signing contracts)
	AA11 Guaranteeing nutritional and sensory product quality
	AA12 Guaranteeing product safety and contributing to consumer health
	AA13 Working towards widespread product accessibility.
<p>Respect for the planet</p>	AA14 Rolling out a structured approach to environmental conservation and restoration
	AA15 Reducing greenhouse gas emissions in an effort to fight climate change
	AA16 Effectively conserving and managing resources
	AA17 Preserving ecosystems and biodiversity
	AA18 Reducing and recovering waste
	AA19 Acting to prevent wasted food.
<p>Diversified, sustainable agriculture</p>	AA20 Supporting the diversity of agricultural models and committing to environmentally-friendly, high-yield agriculture
	AA21 Guaranteeing the necessary conditions for animal welfare
	AA22 Supporting generational renewal and the development of farms
<p>Regional development</p>	AA23 Prioritising regional purchasing
	AA24 Contributing to regional socio-economic development through jobs, support and partnerships
	AA25 Participating in public-interest initiatives (solidarity, health, etc.)

CHALLENGES AND RISKS... AS WELL AS OPPORTUNITIES

To ensure the sustainability of our agricultural and agri-food activities and to commit our group to a sustainable model, we are instituting policies and actions aimed at reducing and controlling the societal risks identified, as well as turning them into opportunities.

PILLAR	RISKS	POLICIES	INDICATORS	PAGE
 COVID-19 global pandemic	The COVID-19 health crisis that began in 2020 has continued into 2021-2022, requiring us to maintain health risk prevention measures	Reinforcing employee health protection measures and the social policy Business continuity plan, reinforcing the activity Adapting the work organization	Not relevant	-
 Cyber-attack	The 2021-2022 financial year was marked by a large-scale cyber-attack that seriously disrupted our information systems	Strengthening of psycho-social risk prevention measures Business continuity plan, reinforcing the activity Strengthening IT security measures	Not relevant	2
	Risk of minimising social and environmental challenges in decisions, of having solely a short-term financial vision and not having a longer-term overall strategic vision.	Integrating environmental and social challenges into business plans and identifying concrete initiatives in the transformation programme	Number of indicators and contributors to the statement of extra-financial performance. Many other indicators are being implemented (CSR measures in management committee, executive committee, Board of Directors, etc.)	2
	Risk of failure in co-operative governance	Rolling out co-operative governance as close as possible to the regions and members Training elected representatives, governance charter	Number of elected representatives within the co-operative Proportion of partner employees on the Board of Directors Number of regional, specialized and cross-functional committees and sections	4-5
	Risk of tension in social and societal dialogue	Dialogue with external stakeholders: external representations, meetings, joint projects	Partnership with NGOs, retailers	42-43, 50, 56
	Risk of tension in the preservation of human capital Psychosocial risks Human rights risk	Diversity and combating discrimination	Female proportion of the Board of Directors' elected representatives Proportion of women in the group's top management Employee satisfaction rate Proportion of employees with disabilities	41
 Co-operative and human values	Risk of skills mismatch relative to market needs and developments	Strategic workforce planning Training plans and skills development	Apprenticeship and work-study contracts in the total physical workforce Proportion of payroll dedicated to training Proportion of employees trained	40
	Risk of harm to the safety and health of people	Preventive healthcare policy and quality of life at work	Turnover rate (for permanent contracts) Absenteeism rate for health reasons Work accident frequency rate Work accident severity rate	36-39
	The surge in raw materials prices, reinforced by the geopolitical crisis in Ukraine (packaging, agricultural inputs, energy, etc.) has had an impact on us	Reinforcement of the protein relocation plan, development of renewable energy	Volume of oilseed crops aimed at protein autonomy for animal feed Proportion of renewable energies in the energy mix	60-63
 Geopolitics				

PILLAR	RISKS	POLICIES	INDICATORS	PAGE
 Affordable, high-quality food	Public health risk	Policy of quality control at each stage of the production and processing chain for marketed food products	Number of days of quality audits carried out (internal/external)	52
			Proportion of certified industrial sites (IFS/BRC/FSSC22000/ISO9001/SMETA/RCNA/STNO/STNE/GMP+/FCA/ORGANIC)	82
			Proportion of vegetables sold under own brand with Nutri-Score A or B (hyper/supermarkets)	53
			Proportion of pigs intended for human consumption under a quality label Proportion of cereals intended for human consumption under a quality label	82
 Respect for the planet	Risk of impact from our activities on the climate Risk of impact from climate change and the scarcity of resources on our agricultural and processing products (soil, water, air, etc.)	Climate policy	Carbon footprint	83
			Volume of CO ₂ eq. per tonne of finished product	83
		Resource conservation policy	Water return rate (discharge/withdrawal)	66
			Proportion of cultivated areas with alternative solutions to plant protection products from synthetic chemistry	44
		Prod'ici initiative, aimed at strengthening our protein independence for animal feed	Volume of oilseed crops aimed at protein autonomy for animal feed	57
		Waste management policy	Proportion of primary food packaging recycled	70, 83
Percentage of food co-products and food or plant waste recovered Recycling rate for agricultural plastic packaging and films (Adivalor)	83 69, 83			
 Diversified, sustainable agriculture	Risk of mismatch between societal demands and agricultural production methods	The "Cultivate Differently" initiative, aimed at developing alternative solutions to plant protection products	Share of vegetable farms with level 2 or 3 environmental certification	54
			Proportion of cultivated areas with alternative solutions to plant protection products from synthetic chemistry	44
		Support for organic conversion and environmental certification	Amount of direct and indirect aid to members committed to an environmental transition process Proportion of organic members	47, 83 48, 83
		"Raised with passion" initiative (training, audits, etc.) Projeco initiative, help for young farmers starting up and transferring/developing farms	Proportion of hens raised with alternative livestock methods Proportion of young farmers set up by the co-operative	51, 83 -
 Regional development	Risk of not being associated with the dynamics of the local landscape Risk of climate impact	Policy Human resources Policy of support and assistance for socio-economic development	Total physical workforce	82
			Proportion of employees working in towns with under 10,000 inhabitants Amount of food donations	82 78-80, 82

OUR NON-FINANCIAL REPORTING METHODOLOGY

The Group's extra-financial performance for the 2021-2022 financial year is set against the backdrop of the cyber-attack which impacted all of the Group's activities and caused difficulties in accessing certain data.



PERIOD

The period chosen for the collection, analysis and consolidation of extra-financial data is the period corresponding to the financial year from 01/07/2021 to 30/06/2022. Economic data is not included in this report due to the cyber-attack on Eureden in March 2022, which resulted in postponement of publication of the accounts.



SCOPE

For each indicator, the scope is indicated in the summary table on p. 82-83. In order to be representative of all of the Group's activities, most of the indicators evaluated are based on the Group's French and International (Spain-Hungary) scope, excluding Bazin, which was merged with Eureden on 1 January 2022, i.e. during the financial year. However, some indicators only concern the downstream (Long Life, Frozen Food, Viande, Oeuf divisions) such as water consumption or the recovery of food co-products. For the latter, the scope has been adapted to include only the relevant activities. Minority-owned subsidiaries without operational management by the Group are excluded from the consolidation of indicators.

We have taken the French scope, excluding our three Spanish sites and our Hungarian site for the following indicators:

- **Areas cultivated with alternatives to synthetic plant protection products:** for this indicator, we have chosen to remain within the co-operative scope, the calculation methodology being based on the areas invoiced to members, in terms of varieties, plant protection products and mechanical weeding services.
- **Employment rate of people with disabilities:** as this data is calculated on the basis of Agefiph declarations, this indicator only concerns France.

It should also be noted that the **turnover rate** includes internal movements that we have not isolated for this exercise. Excluding these movements, the rate would be revised downwards.

Finally, although this indicator is essential in our commitments both to reduce our greenhouse gas emissions and to develop local value chains, following the cyber-attack we were unable to reliably identify the share of French plant proteins for animal nutrition. At the time of publishing this report, we also did not have all the data to calculate the share of organic activities in turnover.



ORGANISATION

As CSR is central to many challenges, we have set up a CSR committee within Eureden, which brings together the CSR officers from the branches and corporate departments. We drew on these officers and the business teams to jointly define measurable and reliable indicators that correspond to the policies deployed and make it possible to measure their effectiveness.

For this statement of extra-financial performance, the officers identified contributors for each indicator, who were responsible for reporting reliable data calculated in the same way for all divisions in view of the group consolidation. **As such, 85 contributors made it possible to run the campaign to collect the extra-financial data presented in this report.** For the first time this financial year, we used a dedicated non-financial reporting solution. Easy to use for both contributors and the auditor, this solution has made it possible to strengthen the reliability of the data collected and aims to monitor non-financial performance, in addition to the annual collection of data.



EXTERNAL CONTROL

Over the period from 07/2021-06/2022, the reporting procedures for extra-financial indicators were subject to an external audit by Grant Thornton. At the same time, site audits were carried out based on a selection of social, environmental and societal indicators on four sites within our business lines representing the Group's activities, in order to validate the overall accuracy and compliance of the reporting system:

- **Landerneau**, Agriculture division
- **Gelagri Ibérica**, Frozen Food division
- **Peny**, Long Life division
- **Distrivert Rostrenen**, Green Distribution division.

The evaluation report by this independent third-party organisation can be found in the following section.



OUR NON-FINANCIAL performance 2021-2022





Co-operative and human values

CO-OPERATION



People are the only factor in the overall success of a company. At Eureden, we are committed to providing an environment that is conducive to fulfilment, to surpassing yourself and to realising your desires, in order to enable each employee and each member-farmer to progress and to create performance and value for the group.



PREVENTIVE HEALTHCARE AND QUALITY OF WORKPLACE LIFE AND CONDITIONS

THE DÉ'CLIC PREVENTION MODULE *and quality of workplace life for all*

In order to continue our Prevention and Quality of Working Life and Conditions (QWLC) programme, proactive training modules, developed jointly by a multidisciplinary team, began to be deployed in 2022. As a sign of management's commitment, the first module, Dé'clíc 3E, is aimed at the Management Committees.

3E for exemplary, exacting and engaged

Delivered in teams, this highly participative module enables the participants to understand certain keys to prevention via human factors, by examining their own level of exemplarity as a leader, and then how exacting they are, for themselves, their team, and the other people in their work environment. And finally, collective work makes it possible to define clear, concise and concrete commitments, adapted to the participants' scope. These commitments are then followed up over time through routines put in place. By the autumn of 2022, all business line Management Committees had completed this action module, along with several site management committees. Two additional modules are also available: Dé'clíc, for local managers, and Dé'clícS For All, for all the group's employees.



The very first session of the Dé'clíc 3E proactive training in November 2021

380 EMPLOYEES TRAINED IN DÉ'CLIC

Based on active involvement and participation, these three modules will continue over the coming years. By the end of June 2022, approximately 280 employees had enjoyed these proactive training courses. Objective: to train all staff in order to continue to advance the culture of prevention, quality of life and working conditions within the group.

PREVENTION AND QWLC: concrete illustrations!

In 2022, we renewed the Be Eureden Safety Challenge. This challenge, open to all employees, aims to highlight achievements within the group over the past year in improving well-being, health and workplace safety. A total of 58 achievements were shared compared with 37 the previous year, showing once again the diversity of the actions carried out and employees' commitment in this respect. The challenge was renewed in a new format taking into account the identified areas of progress. The group's "Coups de Cœur" projects, selected by multidisciplinary panel of judges, representative of the group, were presented by our Managing Director, Alain Perrin. Other prizes were also awarded to the various teams involved within the business lines.

Challenge
Let's share to improve
Prevention and QWL
From 15 February to 31 March 2022

PEP IS COMMITTED to quality of workplace life

A Quality of Working Life approach has been adopted within PEP. The aim is to give each employee the opportunity to express his or her views on what is working well in the company and what needs to be improved as a priority. The aim of this approach is to eventually draw up an agreement on the Quality of Working Life and Conditions (QWLC). PEP was assisted by an external firm called Hibyrd.



The first step in the process was to carry out an assessment. The methodology was therefore broken down into two stages. The first consisted of individual interviews with 15 PEP Ploërmel employees, constituting a panel as representative as possible of the workforce at the Ploërmel site. The second step was to submit an online questionnaire to all PEP employees. These two stages enabled Hibyrd to draw up a QWLC assessment which was presented to the members of the steering group and then to all employees in spring 2022. In addition to the strengths and weaknesses put forward by PEP employees and presented during the various presentations, the projects and action plans proposed by the QWLC steering committee to transform our weaknesses into strengths were also presented.

This was followed by the establishment of a clear roadmap of commitments to various actions, with a coordinator and a schedule for each of them. Follow-up of these actions is carried out every month during meetings of the industrial committees and the CSEs (social and economic committees).



HITTING THE TRACK

Being good at your job also means being good in your team... and on the track! To encourage cohesion and team spirit, Eureden accompanies sportsmen and women, especially runners, on mythical races in our region, such as the marathons in Vannes (Morbihan), Saint-Pol-Morlaix (Finistère) and Nantes (Loire-Atlantique).
The watchwords: sociability, solidarity and team spirit!



AT GELAGRI AND EFA, *safety is everyone's business!*



Safety is everyone's business! At Gelagri and EFA, two companies in the Eureden Frozen Food division, we decided to accelerate safety awareness by creating the "Take action for safety in your workshop!" challenge.

Team leaders and team members brainstormed to propose projects to improve safety in the workshops.

- Installation of a chute
- Installation of a staircase instead of a caged ladder
- Heated cabinet
- Tool carrying case



CHOICE OF REDUCED-WEIGHT TOOLS

80% OF EMPLOYEES SAY THEY FEEL SAFE AT THEIR WORKSTATION (December 2021 survey)

PEP SOLOGNE, *record number of accident-free days*



PEP's teams in Sologne put their employees' safety at the centre of their daily concerns. At the end of 2021, they celebrated two great results. PEP Lamotte passed the **1,000-day** accident-free milestone in November 2021 and PEP Pierrefitte passed the one-year accident-free milestone on 18 November 2021. In fact, during the 2020/2021 financial year, each employee reported two hazardous situations and benefited from 46 awareness-raising sessions on risks and their control. Everyone's involvement in everyone's safety enabled this success, which is a natural part of the "Be Eureden Safety" approach.

PEP Lamotte's mission is to strengthen this teamwork in order to **allow everyone to leave as they arrived!**

1,284 ACCIDENT-FREE DAYS AT WORK AS AT 31/12/2022



25.56: FREQUENCY RATE OF LOST-TIME ACCIDENTS AT WORK



Interview with **RACHEL DANT**

HEAD OF COORDINATION, QSE PREVENTION



WE ALL HAVE A ROLE IN WORKPLACE HEALTH AND SAFETY

Why is preventive healthcare a major issue for Eureden?

Ever since the creation of Eureden, Preventive Healthcare-Workplace Safety, incorporating Quality of Working Life and Conditions (QWLC), has been identified as a major issue for the Group, as it contributes to the workplace well-being of the employees and external staff who are the pillars and driving force of our co-operative's success. Each year, we make progress in these areas by building on and sharing the diversity of activities and experiences. This desire for progress responds to a genuine expectation shared within society as a whole, an expectation that has become even stronger since the various crises of recent years. These subjects are therefore at the centre of the Group's priorities and are clearly incorporated into the fundamentals of the CSR programme in place.

What actions have been established in this respect within Eureden?

In real terms, the Preventive Healthcare-Workplace Safety/QWLC initiatives within Eureden are reflected in the desire to involve all employees, whatever their role or responsibilities. This requires dedication on the part of employees, and their involvement in initiatives such as workshops, themed days, risk prevention challenges, competitions, proactive training, etc. These actions strengthen the foundation of workplace health and safety, and support the action plans defined following risk assessments.

The proactive training days therefore foster an increased awareness of the importance of our level of exemplarity and then of how exacting we are, for themselves as well as in respect of others. Session participants then define clear commitments adapted to their own challenges. These 3Es (exemplary, exacting and engaged) are the fundamentals of our "Be Eureden Safety" programme. About 380 employees have already experienced the new format and learnt about the importance of their contribution to prevention. Our training plan continues to cover the entire scope.

Have targets been set?

We have chosen to include a workplace health and safety indicator among the three CSR indicators associated with the group's financing. In fact, we set out a five-year trajectory in 2020, designed to achieve a 25% reduction in the indicator combining the frequency rate and severity rate of workplace accidents. The monitoring of this indicator, as well as feedback from the annual internal survey, enable us to objectively monitor our progress in terms of Preventive Healthcare-Workplace Safety/QWLC and to pursue our roadmap, adapting it if necessary. And although we have made progress overall thanks to individual and collective commitments, we must continue our efforts as every accident is one too many!

SKILLS DEVELOPMENT

INTEGRATION DAY

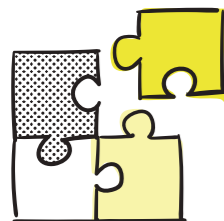
for work experience students

With a strong policy in favour of work-linked training and the transmission of know-how, Eureden had 209 employees on work-study placement contracts at 1 September 2022. This model is a **real opportunity to go beyond recruitment issues and support young people in acquiring skills.**

At the start of the autumn, all new work-study students were invited to an initial work-study integration day. The aim was to welcome them into the Group, improve their knowledge of Eureden and encourage inter-division and business line communications. The day took place at the Stade de la Rabine in Vannes, a familiar venue for Eureden, which supports the Rugby Club de Vannes (RCV). The programme included a presentation of the co-operative, its values and the group's missions by Dany Rochefort, member of the Bureau of the Board of Directors and Treasurer of Eureden, and Vincent Lecouffe, Director of Transformation, Organisation & Human Resources. The trainees were then able to get to know each other and explore the group through joint interviews, mini-Olympics and a collaborative workshop. The participants left with a deeper knowledge of Eureden and networked with the other work-study students.



WHAT IS *jobs and careers management?*



Anticipating needs and supporting the development of skills is also the challenge of the Jobs and Careers Management policy adopted by the HR teams, particularly within PEP. The aim is also to provide transparency and perspectives on the different career paths available within PEP. The first deliverables of the project are the competency frameworks drawn up for all the company's non-executive functions. These guidelines take into account technical know-how and behavioural and managerial skills. At the same time, the current salary scale is being overhauled to create a new model that values skills.

10

PEP EMPLOYEES OBTAINED THEIR CQP VOCATIONAL QUALIFICATION (since 2021)

Training TO INCREASE YOUR SKILLS



In order to increase the skills of all our employees, we have set up several training programmes at our various sites. Aubret, for instance, a company in the meat division, offers training courses based on knowledge of the meat industry, operational management in production and the CQP (vocational qualification certificate) for production team managers. In order to promote quality integration, the company also offers French language training for foreign employees, providing them with EU-recognised language benchmarks.

Another Group company, PEP, has set up CQP training courses to train line operators. The approach concerns both existing PEP employees and future PEP employees recruited on work-study contracts. The objective is firstly to allow employees to increase their skills and to evolve within the company and, secondly, to recruit motivated people to occupy the position of line operator, to train them and, ultimately, to integrate them into permanent employment within PEP. Since 2019, 10 PEP employees have obtained their CQP and are still working in the company and, in 2021, five line operators on work-study contracts have joined the company, four of whom should obtain their diploma by the end of 2022.



209 YOUNG PEOPLE ON WORK-STUDY CONTRACTS WITHIN THE WORKFORCE

RESPONSIBILITY, DIVERSITY, EQUALITY



A GDPR GAME



The General Data Protection Regulation (GDPR), based on values of ethics, respect for human rights and consumer protection, concerns employees, members, suppliers, consumers and prospects. We have therefore designed a GDPR Game in order to raise trainees' awareness of GDPR. **Privacy and ethics, data minimisation and digital sobriety, information to individuals and digital accessibility and responsibility – the aim is for everyone to understand and remember the key messages of GDPR for an effective impact.**

We are therefore offering a novel training format in the form of a game, in which employees are invited to participate in several workshops: Sherlock, Puzzle, Marriage, Crossword, Rebus – each training session lasts three hours, including one hour of theory and two hours of fun group training, and is open to Eureden group teams and departments that handle personal data.

Assisting people WITH A DISABILITY

Varied profiles and diversity – that is what Eureden is built on and makes us strong! **Every day, we undertake concrete actions to promote diversity and professional integration, particularly for people with disabilities.** For example, Thomas, a vegetable production technician, is able to carry out his work in complete autonomy thanks to his car being fitted with an automatic gearbox, a ball and steering wheel controls that give direct access to the indicators and windscreen wipers.

Similarly, Eric, who suffered a total loss of hearing 15 years ago, was able to take up a position as a sales coordinator for Apex, a position requiring daily use of the telephone. With Eureden's help in researching and funding a hearing solution, he now wears a Bluetooth neckloop linked directly to his hearing aids. There are many other examples of workstation adjustments to enable people to do their jobs at Eureden, as well as partnerships with local organisations working for the integration of people with disabilities. One stand-out example is our collaboration, over the past 25 years, with Les Bruyères, an ESAT (establishment and service for support through work) in Plumelec, to manufacture garden sheds sold in our Magasin Vert and Point Vert chains. Similarly, at the Theix site, the green spaces and the 17-hectare park are maintained by employees of the ESAT du Prat, in Vannes (Morbihan). This ESAT also includes a line that salvages stale bread within the framework of a tripartite partnership with food banks and Eureden, which incorporates bread crumbs into animal feed.



370 EMPLOYEES WITH DISABILITIES

Professional equality AT EUREDEN



For the second consecutive year, the Eureden Group has calculated its professional equality index for all its entities with more than 50 employees. As a reminder, the professional equality index is calculated annually according to rules established by the Professional Future law, in order to highlight treatment of women and men.

The overall score is given out of 100 points based on five criteria: gender pay gap, gender pay gap in individual increases, gender pay gap in promotions (for companies with more than 250 employees), number of employees who receive a raise after maternity leave, parity among the 10 highest-paid employees.

Of the 16 companies involved within Eureden, 14 score above 75 points. (You can find full details by company on our website: eureden.com). **Although there is still progress to be made for all companies in the group and corrective measures need to be put in place for the two companies scoring below 75 points, these results are the result of a number of actions put in place and reflect a progress approach.** They demonstrate the strength of the commitment to professional equality and illustrate the effectiveness of the actions taken. They increase our determination and ambition to further improve our gender policy.

STAKEHOLDER DIALOGUE

YOUNG FARMERS *share their vision of agriculture*



On 29 June 2022, several members of Eureden's Young Farmers group took part in a presentation to the co-operative's management: Serge Le Bartz, Denis Le Moine, Alain Perrin and Pierre Antony. The objective was for the young people to present their farm, their projects and their expectations from the co-operative. For the management team, the objective was to listen to the young farmers' views and learn from the discussions. The day was particularly appreciated by the management team, who were able to benefit from a lucid insight into the vision and expectations of the young people, who expressed themselves frankly, as shown in this video.



If you want to meet the Young Farmers group, start here!



Everyone to the farm!

The Agriculteurs de Bretagne association welcomed the local community to the ninth "Everyone to the farm" day. At the end of June, 19 farms opened their doors to the general public. Eureden was closely involved in the event, which was a great success attended by 14,000 people.

"Everyone to the Farm!" is an unmissable event that allows the general public to learn more about farmers' practices and the constraints they face. It is a fantastic opportunity for communication and socialising between farmers and consumers, allowing everyone to better understand each other's expectations.



14,000 VISITORS

© Agriculteurs de Bretagne



GARDENING WEEK *for Schools*

Every year, during Gardening Week for Schools, professionals from garden centres and nurserymen offer gardening activities to nursery and elementary classes in their stores and give teachers valuable advice on how to carry out a gardening project in their schools. In 2022, 17 Magasin Vert and Point Vert stores hosted nursery and primary school pupils for practical and educational workshops.

This 23rd edition of Gardening Week for Schools was given the theme of environmental protection, to explain to children why and how to respect the natural balance. Because "Nature is our business", Gardening Week is a natural part of our **Magasin Vert and Point Vert brands' desire to pass on our knowledge of nature and plants to the new generation.**

For many years, stores have been involved in the educational sphere to raise awareness among children aged four to 10 of the need to respect nature by discovering plant diversity and environmentally-friendly gardening practices.



PAYSAN BRETON ATTENDS THE *Produit en Bretagne* WEEK



In 2022, as part of the "Breton week in contract catering" organised by **Produit en Bretagne**, Paysan Breton Les Surgelés was invited each day to a partner contract catering site, including the Thales and Ifremer company restaurants in Brest, the Notre Dame secondary school in Guingamp and the Centre Hospitalier Bretagne Atlantique in Vannes. The menu featured a number of delicious offerings, including Organic Julienne and shrimp verrine, Provençal Brunoise with diced salmon and grapefruit, Cauliflower risotto, etc. Very popular with young and old alike, our good Breton vegetables delighted more than 2,800 people!

A Family Day TO DISCOVER A DAY IN THE LIFE OF PARENTS

To mark International Parents' Day, which took place on 1 June 2022, Eureden Distribution Verte organised a Family Day at the Landerneau site. The principle of this "Family Day" was to introduce the children of the division's employees (from three to 10 years old) to their parents' jobs and daily lives over the course of a sociable morning!

Twenty-two children were welcomed at the beginning of the morning and took part in various workshops, including role-playing at the parents' workstation, discovery of distribution jobs and creative activities. The smiles on the children's faces suggest that this half-day of discovery was a success.



22 CHILDREN WELCOMED TO LANDERNEAU AS PART OF THE EUREDEN FAMILY DAY



Diversified, sustainable agriculture CULTIVATION & BREEDING



As a key player in French agriculture, Eureden has embarked on a real transformation aimed at reducing its environmental footprint while maintaining the objective of food security, which means both the physical availability of food and its accessibility in terms of price.



AGRONOMY AND TECHNOLOGY AT THE HEART OF THE TRANSITION

AGROECOLOGY, A progressive approach for everyone

To meet the challenge of the agricultural and food transition, Eureden supports all producers in implementing agro-ecological practices. Taking into account the level of commitment at the outset and the constraints specific to each individual.

In the co-operative's heartlands of Brittany, as well as in the Centre region, in south-west France and in Spain, where the Mediterranean vegetables are produced, **all the farmers who deliver their vegetables to Eureden have taken steps on their farms to limit or even eliminate the use of synthetic plant protection products**, thereby helping to preserve the soil and restore biodiversity.

The management of water resources and waste is also the subject of progress initiatives. All of this is reflected in recognised certifications, including, in France, the environmental certification of farms (level 2, such as Agri Confiance and the d'aucy charter), and HVE (high environmental value) certification.



50 VEGETABLE PRODUCERS WITH HVE CERTIFICATION



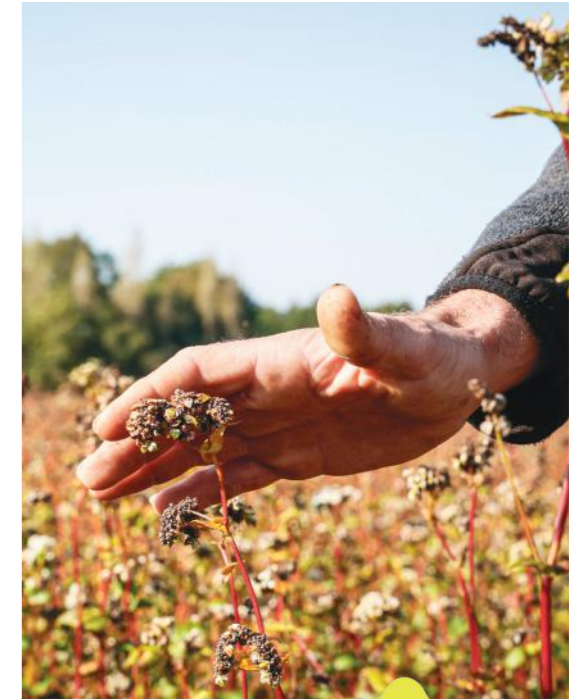
8.3% OF LAND CULTIVATED WITH ALTERNATIVE SOLUTIONS TO PLANT PROTECTION PRODUCTS IN FRANCE

Preserving resources AND BIODIVERSITY!

In order to preserve resources and biodiversity, we have initiated working groups within Eureden made up of farmers from the co-operative. **Together they are thinking about the development and implementation of low environmental impact farming methods** for a sustainable approach to agriculture. This includes studying the life of the soil and testing alternative solutions to plant protection products. Rotation is an essential tool, for example. The extension of rotations according to an economic and agronomic approach has also been the subject of meetings between the Eureden crop progress groups, called Fermes 30,000.

Various actions have been adopted to achieve progress in this area. In partnership with ADA Bretagne, 15 connected beehives have been installed on co-operative members' premises, enabling them to monitor the life of the hive as closely as possible. Wild honey-bee meadows have been established on vegetable growers' land. Finally, training is essential. Some 20 members were able to attend one of the three Ecophyto-labelled training sessions and a total of 220 crop technicians were also trained in alternatives to plant protection products.

In the context of the reform of the CAP in 2023, this work takes on its full meaning through the new, more demanding crop diversification criteria and their impact on crop rotation.



THE TFI – A RISING INDICATOR

The treatment frequency index (TFI) is an indicator monitored for each crop year. It allows measurement of the progress made in optimising use of plant protection products. Management of weeds, and in particular resistant ryegrass in some areas, is the main obstacle encountered by groups' farmers in reducing their TFI for wheat. However, initial results for changes in the TFI are encouraging, with **an average decrease of 8% in the TFI recorded for 2022**.

CULTIVATE DIFFERENTLY

THREE DAYS

dedicated to crop protection



At the end of June 2022, as part of "The Land Unites Us" campaign, the Eureden co-operative organised three days dedicated to field crops. These days, held around a very beautiful test platform in Trebrivan, in the Côtes-d'Armor area, brought together Eureden's technical teams and the members of the Fermes 30,000 groups. Around 450 members took part in these discussions, in order to further develop their agroecological practices, based in particular on observations following the trials carried out since 2016 within the 30,000 Fermes group. Workshops were offered by Eureden's agronomic experts. Various topics were addressed, including good practices at sowing time, mechanical weeding, varietal choice, cases of herbicide resistance, nitrogen fertilisation in wheat, decision support tools for the use of fungicides and biocontrol products. Each theme was illustrated by a tour of the crops in question, with discussions on the trials carried out.

During "The Land United Us" campaign, the milk division also organised a "Milk Meetings" day attended by almost 150 dairy farmers. The aim is to gain a better understanding of the world around them and to look ahead together to the future of dairy production thanks to feedback and insights from market specialists.



SUPPORTING EVERYONE IN THE TRANSITION

Training in line WITH SOCIETAL EXPECTATIONS

Continuous training is essential to meet the challenge of the agricultural transition and to respond to societal expectations. For the 2021-2022 financial year, the Prestae Conseil teams organised around 10 training sessions for technicians, in conjunction with the agronomy department. In addition, more than 70 days of training have been carried out for members on subjects such as the use of plant protection products and animal welfare, with the aim of defining a coordinator on each farm. The trainees praised our trainers, giving them an average satisfaction score of 8.73/10.



Training in the fundamentals of organic agriculture was also provided to conventional technicians in animal and plant production. The technicians are often the co-operative's first contact with young farmers attracted by this model, for conventional farmers who wondering about this production method and for new converts. They are the gateway to the organic team. Eureden is therefore positioned as a key partner for these producers.



from the University of Almeria FOR THE PROJECT BY JAVIER CABELLO URQUÍA

In 2022, at the initiative and under the guidance of the agronomy department of Gelagri Ibérica (Milagro), Javier Cabello Urquía, an agronomist specialising in agro-ecological production, received second prize from the University of Almería (Spain) for his study project in the field of sustainable agriculture.

This award recognises and rewards the excellence and innovation of young graduates in the field of sustainable agriculture and food. Gelagri Ibérica maintains a strong commitment to sustainability, corporate social responsibility and continuous improvement, both for direct and indirect staff working in the sector. Javier Cabello's work is distinguished by the development of a set of social, environmental and economic indicators to assess and monitor the sustainability of broccoli cultivation in the Ebro Valley. These indicators can be used as a basis for other Gelagri crops.

TOWARDS NATURAL *crop* PROTECTION



Hortalis, a Eureden group retailer, is the first Breton supplier of market gardeners, horticulturists, nurserymen, communities and green spaces. One of its missions is to provide the resources and tools to turn to alternative production methods. To this end, Hortalis is strongly involved in Biological Integrated Protection (BIP).



BIP involves the use of auxiliary agents such as the macrolophus, a small insect, to control pests. A natural way to protect crops. Some of the co-operative's producers have chosen to lay grass in their greenhouses, in addition to the BIP. This method facilitates the installation and longevity of auxiliary insects, but also allows the creation of an ecosystem: the grass regulates the temperature under the greenhouse and contributes to the successful development of crops and different varieties. BIP requires continuous monitoring and research. That is why the Hortalis teams exchange information with producers on a daily basis in order to find effective and sustainable means of protection.



Wild honey-bee meadows, certification audits, soil analyses, irrigation studies, bio-control solutions and decision-support tools – the co-operative provides practical support to producers who are committed to the agro-ecological transition.



50 FARMS WITH HVE (HIGH ENVIRONMENTAL VALUE) CERTIFICATION IN BRITTANY/PAYS DE LOIRE BY 30/06/2022
€141,000 REDISTRIBUTED THANKS TO DONATIONS RAISED FROM THE "BIEN CULTIVÉS" ("GOOD FARMING") AND "BIO ENGAGÉ" ("COMMITTED ORGANIC") LABELS.

d'aucy supports producers WITH ORGANIC AND HVE LABELS



In 2019, d'aucy launched two committed ranges: Bio Engagé, for organic production, and Bien Cultivés, for production with HVE certification. To support farmers in their development towards a virtuous agriculture, d'aucy has devised a donation approach.



The principle is that for each jar sold in the Bio Engagé and Bien Cultivés ranges, the brand has undertaken to pay an additional 5 cents to farmers. In the 2021-2022 financial year, d'aucy paid out €241,000 to its producers!

MAKE AN ORGANIC GESTURE with Paysan Breton



In 2021, the "Make an organic gesture!" campaign invited consumers who purchased Paysan Breton organic frozen products to contribute to the sustainability and development of organic agriculture in France. The principle was that for every two organic products purchased = 1 sq. m would be converted to organic

2 KM OF SEEDS FOR FLOWER STRIPS
30 BUG HOTELS INSTALLED

Consumers were therefore able to make a practical contribution to the development of organic farming, while the preservation of biodiversity was another a major objective of this campaign, through concrete actions. With 300,000 bags purchased, Paysan Breton was able to finance the equivalent of 2 km of strips of grass and flowers and 30 bug hotels on its producers' land.



FEDERATING AND SUPPORTING ORGANIC PROJECTS



Launch evening of the brand "cap'AB - le sens de la bio" on 24 March 2022

GOING *organic!*



Organic farming is a real focus for growth and development for Eureden, which aims to take its place on this market and to provide long-term support to its members and customers who have chosen organic farming.

In March 2022, the Eureden co-operative and the company Agro Bio Pinault launched the new brand "cap'AB - le sens de la bio" created by and for organic farmers. Its objective is to represent, federate and support organic producers, value chains and projects in the region.

Through its logo, cap'AB asserts the three values of its brand territory:

- Organic farming as a **source of inspiration** (the way forward).
- Organic agriculture as a **transformative element in our society** (the AB lettering represents a butterfly, a symbol of change, evolution, etc.).
- Organic farming as a way **to change things**.



The baseline "le sens de la bio" ("the meaning of organic") echoes the term "course" and reinforces everyone's ambition to move in the right direction in a sustainable way!

Today, cap'AB has nearly 2,000 organic farmers and 30 dedicated employees, including eight organic sales technicians, to provide support in the field.

Organic selection OF SEEDS

cap'AB is involved in research into organically bred seeds. The organic team is assisted by Benedikt Haug, a researcher at the Centre for Crop Systems Analysis at Wageningen University in the Netherlands.

Most of the research programmes are focused on "conventional" breeding. For organic breeding, the resulting varieties are well adapted to organic farming thanks to a specific architecture to increase their resilience (tolerant to disease, nitrogen stress, good soil cover, more aerated architecture). cap'AB now has five varieties that are 100% AB bred: Grannosos, Graziaro, Poetry, Tengri and Wiwa.



Field trip to review the selection of organic wheat varieties in South Finistère

5 100% ORGANICALLY-BRED WHEAT VARIETIES HELD BY CAP'AB



8.4% ORGANIC MEMBERS



Interview with BRUNO D'HAUTEFEUILLE

FARMER AND CHAIRMAN OF THE SUSTAINABLE AGRICULTURE COMMISSION



SUSTAINABLE AGRICULTURE – A GUARANTEE OF FOOD SOVEREIGNTY

What is the role of the Sustainable Agriculture Commission?

The commission's role is to provide guidance and motivation to encourage the co-operative's farmers to commit to sustainable performance, from a social, environmental as well as economic perspective. While each of the business lines, in both livestock and crop production, is responsible for strategic decisions within its scope, the Sustainable Agriculture Commission ensures overall consistency by adopting a cross-functional position. For example, if a group of producers decides to favour a carbon approach, we will ensure that other groups remain consistent with that approach.

What are the drivers of sustainable agriculture?

We work on the three pillars of sustainable development: economic, environmental and social. Initiatives we have carried out include establishing the HVE (high environmental value) certification for vegetables and adopting covered areas in turkey farming, as part of our commitments to animal well-being. The issue of water is also a central concern for us. We particularly work with catchment areas and with chambers of agriculture in order to adapt plots to cope with droughts and flooding, for example. Along with the UOPLI (Union of Organisations of Vegetable Producers for Industry), we have set up a GIEE (Group of Economic and Environmental Interest) for water-efficient farms. The installation of Sentek probes to optimise the water use in vegetable crops is a concrete illustration of this approach.

Sustainable agriculture goes hand in hand with generational renewal...

Yes, it is true that more than 50% of farmers will retire by 2030. And agriculture will only be sustainable if we allow young people to become established and then flourish in their role as farmers. Faced with the imperative need to produce quality food in sufficient quantity, we need men and women to grow vegetables or raise livestock. The key challenge is therefore to make our model attractive, both in terms of farmers' remuneration and their job satisfaction. And I am convinced that implementing environmental and social initiatives today will ensure the long-term economic performance of farms – as well as helping to strengthen our food sovereignty!

RAISED WITH PASSION

ANIMAL WELFARE *progress*



Across all animal production, farmers have committed themselves, within the framework of the “Élevés avec passion” (“Raised with passion”) initiative, to **improve the conditions in which the animals are reared, while ensuring their working conditions and the economic performance of the farm.**

The number of organic, free-range and winter garden layers is growing steadily, in line with the Cocotine charter. In turkey farming, after a pilot project developed with the help of the NGO Welfarm, and following the agreement signed with Plukon, some 30 sites will install covered areas allowing the turkeys to benefit from natural light. The same progress was made in duck farming, with 30% of production benefiting from an outdoor run.

For pigs, in addition to the progressive development of free-range maternity units and buildings with natural light, 16% of pigs are now raised under Label Rouge specifications, providing them with more space. Finally, for dairy cows, training was provided in ethology and de-budding and animal welfare audits launched at the end of 2022, which will continue until 2025 in order to visit 100% of farms.

RAISED WITH PASSION

Solidarity TO SUPPORT

OUR PRODUCERS *range*



At the beginning of 2022, Auchan presented a new private label offer called “Solidarity to support our producers”. This approach aims to support pig farmers through **four commitments**:

- a fairer remuneration,
- a partnership guaranteed for three years,
- an animal welfare improvement initiative,
- respect for the environment.

Aubret is one of Auchan’s partners in the supply of lardons and matchstick lardons and works to promote good eating, with a shared ambition: to respond to fundamental trends such as pleasure, transparency, respect for animals and the environment.

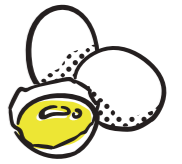


EGGS CONTINUE THEIR TRANSITION

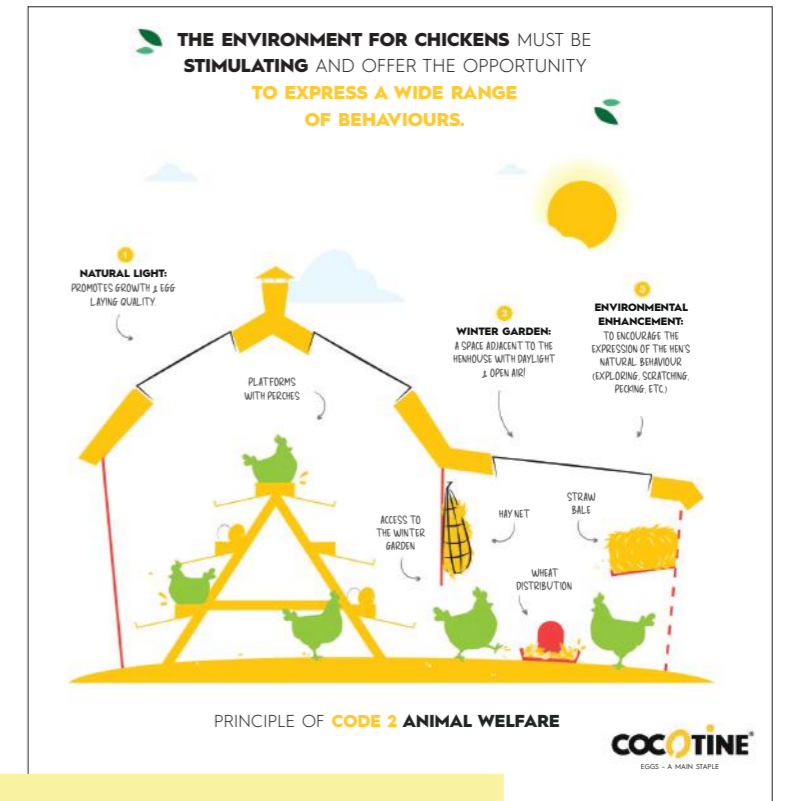
towards alternative farming

Feeding people well means rearing our animals well.

This is why we aim to obtain labels that guarantee quality, follow strict specifications based on demanding criteria and conduct various audits to encourage best practices within the value chains.



Cocotine has made a commitment to discontinue raising hens in cages by 2025. “Animal welfare cage-free hen” rearing marks a stage in this transition and demonstrates the brand’s commitment to greater respect for animal welfare by meeting the expectations of diners in the restaurant industry.



56% OF HENS IN ALTERNATIVE REARING - TARGET 100%

Cocotine goes further by proposing a complete “Egalim Eligible” range, with eggs from free-range farms to meet the expectations of the contract catering industry. More than 70 farmers have been certified thanks to the environmental measures taken on their farms. In 2022, the Cocotine range will continue to expand, with around 15 recipes based on eggs from alternative farms: Organic and free-range “Animal Welfare” hen.





Affordable, high-quality food FEEDING



Partnerships and labels guaranteeing quality, vegetable ranges rich in proteins, vegetables with high environmental value, local value chains and short supply chains – we are continuing our efforts to improve quality, authenticity and food transparency.



CULTURE AND QUALITY VALUE CHAINS

BE EUREDEN QUALITY, everyone proactively involved in quality

Launched in 2021, Be Eureden Quality continues to be rolled out across the group. **Aiming at deploying a quality culture within Eureden**, thanks to everyone's awareness of the quality of products and services, this initiative, led by the Quality and Environment Department, is divided into several stages: inventory, data analysis and implementation of actions to promote the quality culture.

Everyone has a role to play, whatever their position or hierarchical level. Roll-out is therefore organised around three key moments that gradually involve all the teams:

- **Quality Day:** a day of reflection at management level.
- **Quality Lead:** a training course for managers.
- **Quality Time:** training for employees.

These three training modules focus on changing everyone's behaviour with regard to Quality on a daily basis by discussing Quality values, dangers, contradictions and critical errors in each profession. A fourth training module, the Quality Application, is available for anyone wishing to acquire technical knowledge on Quality issues (HACCP, traceability, BPH, etc.).



43 PARTICIPANTS
AT QUALITY DAY

320 PEOPLE EXPECTED FOR
QUALITY LEAD TRAINING
2,300 PEOPLE EXPECTED FOR
QUALITY TIME TRAINING



MORE THAN **450 DAYS** OF QUALITY
AUDITS CARRIED OUT IN 2021-2022



VEGETABLES, nothing but vegetables

On the German and Austrian markets, d'aucy has launched a complete range of **additive-free vegetables**, i.e. without added sugar, salt, flavouring or colouring. This range includes several families of vegetables:

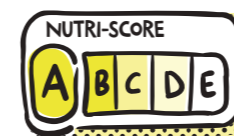
- **Traditional varieties:** sweetcorn, three mixtures of sweetcorn, peas, peas and carrots, green beans.
- **Pulses:** kidney beans, giant white beans, chickpeas, lentils.
- **Trendy varieties:** quinoa duo, spelt, soybeans.

This approach to simplifying recipes by reducing the number of ingredients is in line with the brand's desire for authenticity and transparency.

The same approach was taken in Hungary with the salt- and sugar-free Vital range, launched in Tesco stores under the Globus brand.



0
ADDITIVES



MORE THAN **97%** OF EUREDEN OWN-BRAND
PRODUCTS WITH NUTRI-SCORE A OR B

KNOCKWURST WITH NITRITE-FREE CONSERVATION

on the menu
at Carrefour



After several months of R&D, Aubret began marketing the nitrite-free preserved pork knockwurst in the summer of 2021. In fact, the nitrite-free preservation claim in the self-service charcuterie section generated the highest increase in volumes in 2020 and 2021. This led to it being taken up by our retail customer Carrefour.

A guarantee of transparency that meets the expectations of French consumers concerned about their food and the ingredients used in the products they consume.

Cauliflower risotto POPULAR WITH CONSUMERS

Paysan Breton's innovative cauliflower risotto won the Grand Prix Cuisine Actuelle 2022 in the "quick to prepare" frozen food category. The competition, organised by the magazine Cuisine Actuelle, invited 1,000 readers to taste and evaluate a basket containing 12 products (from different families: sweet, savoury, frozen, fresh, etc.). Cuisine Actuelle readers and website visitors were able to taste our Cauliflower Risotto and gave it a very good average score of 4.4/5! The score included five criteria: originality, texture/consistency, flavour, presentation and practicality/ease of use. The creamy texture and taste of our (rice-free!) risotto were praised by the testers, as well as the originality of the concept.

4.4/5 – THE AVERAGE SCORE GIVEN
TO OUR RICE-FREE RISOTTO BY TESTERS



A PERFECT EGG for your taste buds and your health!



Launched in January 2022 to catering professionals, the Cocotine “perfect free-range egg” was awarded third prize in the Restau’co innovation awards in the food products category. This was a great opportunity to highlight Cocotine’s expertise and raise the profile of this product.

But what exactly is a perfect egg? A perfect egg is one that is just cooked through after 45 minutes, using a below-boiling technique. The end result is an egg that, when broken, has a perfectly set white (also called albumen) and a very runny yolk. A beautiful balance between the egg white and the yolk, which cook as close as possible to their coagulation temperature for a unique melt-in-the-mouth texture.

The perfect egg has many benefits! In addition to being rich in protein and vitamin B, this shell egg is pasteurised and can therefore be safely used in cooking. Suitable for all types of restaurants and recipes (both as a main course and as a starter), the perfect egg is becoming increasingly popular in the contract catering industry. The arrival of young chefs and more efficient equipment is increasing the popularity of this low-temperature cooking.



Interview with YVES-MARIE BEAUDET

BREEDER OF LAYING POULTRY AND CHAIRMAN OF THE ANIMAL NUTRITION COMMISSION

WHAT IS THE ROLE OF AGRICULTURE IN THE CURRENT CLIMATIC AND GEOPOLITICAL CONTEXT?

What is the role of agriculture in the current climatic and geopolitical context?

I think that the climate is the key central issue for the development of agriculture in the coming years! As farmers, we all suffered last year from the effects of heat and drought on our production. Water, essential both for livestock and for crops, has been severely lacking, which has had a major impact on yields. Today, in addition to water storage solutions, for example, we have a major role to play in mitigating the impact of agricultural activities on the climate. To precisely identify this impact and what action should be taken, the co-operative now offers us a self-assessment tool to prepare a simplified carbon audit of our business.



What are these actions?

The planting of hedges and the development of permanent meadows to store carbon, the use of organic amendments from our regional livestock farmers and even low-carbon animal feed are all practical solutions that we have already begun to implement. With the development of the oilseed and protein crop value chains in Brittany, we are focusing on local sourcing of protein and energy supplies. This particularly enables us to reduce our dependence on Brazilian soybeans, for which we have also signed a Zero Deforestation manifesto, and to reduce the carbon footprint of food. Herds are also decreasing, reducing the associated greenhouse gas emissions.

Following the example of Breton agriculture, nearly 50% of the co-operative’s farmers will have retired by 2030 and we note, among their replacements, a preference for crop production over livestock. Changes in food trends and the market partly explain this choice, although it is mainly dictated by young farmers’ desire for work that is better valued and which offers a better quality of life.

Many farmers are turning to energy production. Is this the role of agriculture?

On-farm energy production is certainly growing. Farmers must absolutely take an interest in their farm’s energy resilience. Whether through the installation of photovoltaic panels, methanisation units or the production of wood chips to supply biomass boilers, we have the ability to produce energy. And that is a good thing in the current context! It also helps to strengthen the energy resilience of the region and of France more generally. However, we need to take care not to deviate from our primary role, which is to produce food. In the case of anaerobic digestion, for example, it is not a question of changing the use of agricultural land, but of incorporating energy crops into the rotation, between two other crops. We are farmers first and foremost and we must exploit all the region’s agricultural potential in order to produce high-quality food for everyone.

Diversification of targets

FOR D’AUCY FOODSERVICE



Nearly 80 d’aucy vegetables products certified for the food service industry!

In order to support chefs in the contract catering sector with the implementation of Egalim, d’aucy foodservice is developing its certified ranges of canned and frozen vegetables: HVE (high environmental value), CEE level 2 or organic. With nearly 45 certified product references and 30 organic product references, chefs have a wide choice and can meet the expectations of their guests by supporting the co-operative’s farmers and guaranteeing French origin.



At the same time, the fast-food industry is not left out, with the launch of new vegetable fillings for poké bowls, a way of diversifying protein intake. Two recipes using legumes and cereals in trays suitable for small establishments. In terms of frozen products, a new culinary aid has joined the range in the form of broccoli powder, a fantastic ally in the preparation of creative recipes thanks to its careful and regular cutting.



bulgur, black rice, spelt



white beans, lentils, spelt



100% OF VEGETABLE FARMS HAVE LEVEL 2 OR 3 ENVIRONMENTAL CERTIFICATION

NEW OUTLETS, SHORT CIRCUITS AND PARTNERSHIPS

Tripartite contract

BETWEEN LABEL ROUGE PIG FARMERS AND LIDL

The tripartite agreement signed in June 2021 between the breeders of the Porcs Eureden group, Aubret and the Lidl chain has been renewed for one year within the framework of our Label Rouge OPALE value chain. This reaffirms Lidl's desire to support the breeders in our Label Rouge OPALE pork value chain for many years to come. We are therefore going to continue the production and marketing of Label Rouge smoked matchstick lardons for Lidl, which is good news for the upstream and downstream sectors. Another interesting development for the Opale breeders is the partnership with Guyader for the production of a ham with herbs product sold in Lidl. An interesting outlet for the Label Rouge carcass balance... and a great success in the current very difficult context.



New! BRANDED EGGS



4 EGG PRODUCT REFERENCES UNDER THE PAYSAN BRETON BRAND

At the beginning of 2022, Paysan Breton eggs arrived on the shelves of Système U stores in the west of France and Carrefour stores in Brittany and the Pays de la Loire. The range is composed of four egg product references, i.e. organic (in boxes of six and 12) and free-range (in boxes of six and 10). Produced by our Breton member-farmers, the eggs are packaged by La Ferme de Kervenac'h, based in Tréglamou (Côtes-d'Armor). This range of eggs aims to highlight the work and production of the farmers who are members of our co-operative. With over 1.5 million eggs purchased by consumers, the results are already promising!

Short and local supply chains,

LE RÉCOLTEUR CONFIRMS ITS PROGRESS



Set up in 2020, Le Récolteur continues to expand by marketing fresh and seasonal products, i.e. more than 2,100 product references from 148 Eureden member farms located as close as possible to stores.

Le Récolteur currently has five outlets in Magasin Vert and Point Vert stores, seven kiosks and two vending machines in Concarneau, and another installed in Brest Saint-Pierre in April 2022. And in October 2022, the brand opened a new 100% Le Récolteur local store in Ploemeur (Morbihan). With a cumulative turnover that increased by 38% in the 2021-22 financial year. Next on the agenda is the opening of three Le Récolteur convenience stores, by June 2024, in the town centres of Vannes, Auray and Quimper.



7 KIOSKS
5 OUTLETS

3 VENDING MACHINES WITH AN 80-ITEM CAPACITY
1 DEDICATED STORE

QUALITY, FOOD SOVEREIGNTY AND NEW WAYS OF ADDING VALUE

TOWARDS local and sustainable PROTEIN SOURCING



In France, more than 40% of protein-rich materials (more than 15% of total nitrogenous matter) intended for animal consumption are imported. In 2020, in order to reduce this dependence, by producing proteins locally and in an environmentally-friendly manner, we developed the Prod'ICI approach, which aims to build competitive value chains, develop more sustainable protein sourcing with high added value, and promote Breton plant proteins.



Prod'ICI is based on three focuses: reducing soy bean imports, meeting consumer expectations through quality value chains and helping the members to become more independent.

For the 2021-2022 financial year, we have continued our efforts to increase the protein autonomy of Breton farms. This is particularly the case through collaborative innovation partnerships (Legalim, W-Solent, GIE SVP, LEGGO).

In terms of vegetables, seven crops (and 38 varieties) were tested (spring peas, spring beans, lentils, soybeans, chickpeas, camelina, edamame, chia) and seven Breton soil and climate contexts were explored. Although there are disparities between varieties, this has led to an increase of more than 22% in the overall collection of oilseeds.

In animal nutrition, 2,281 tonnes of beans were consumed thanks to the innovative extrusion process. We have committed €173,000 to analysis and control of the protein content of raw materials used in animal nutrition. We also continue to import certified soybeans from non-deforested areas (see article on p. 63). Finally, the "Corrector Protein Exchange" contracts, as well as our communications on the use of broad beans in the manufacture of farm feed, are all tools aimed at encouraging the production and consumption of locally produced protein crops and therefore making progress in reducing our dependence.

+22% OVERALL COLLECTION OF OILSEEDS (BY VOLUME)

Buckwheat, A TRADITIONAL BRETON CROP THAT PROMOTES BIODIVERSITY

The Eureden co-operative collects and stores PGI buckwheat intended for the "Traditional Breton buckwheat flour" value chain. Thanks to this PGI, consumers who buy this flour have the guarantee that it comes from Brittany, and is made from buckwheat grown, harvested and stored in Brittany.

Growing buckwheat promotes biodiversity: no treatment is necessary, it requires little nitrogen and is often associated with a few beehives (to improve pollination). Buckwheat also provides producers with a crop rotation.



TRANSPARENCY



© Fireflies

A SELECTION FROM ELSEWHERE that lives up to its name

Always striving for transparency, d'aucy now offers a new range called "Sélection d'ailleurs" ("Selection from Elsewhere").

This range is made from green beans grown and stored by hand in Madagascar and palm hearts grown in Ecuador, with respect for the environment and carefully selected for their quality. The products in the "Sélection d'ailleurs" range are therefore neither grown nor jarred in France.

For d'aucy, it is important to be perfectly transparent about the origin of its products, hence the choice of the name "Sélection d'ailleurs" for this range. Aside from their origin, which is explained by climate or expertise, these vegetable ranges are the result of long-standing partnerships with local partners.

Partnerships that aim both to support producers in their development and to support sustainable agriculture.



D'AUCY JOINS THE "Succeeding with responsible marketing" COLLECTIVE



In the autumn of 2022, d'aucy was selected to join the Réussir avec un Marketing Responsable (Success with Responsible Marketing) collective for its support in structuring sustainable and plural agricultures. Out of the 21 applications submitted to the selection committee, seven good practices were included in this year's award.

ENVIRONMENTAL BENEFIT

- 2 organic and HVE RANGES
- 100% of vegetable producers with environmental certification in 2023
- preserving the earth and natural resources

VALUE CREATION

- 5 cents donated for each product sold
- €568,000* paid to farmers in transition in 3 years
- €1 m over 5 years to perpetuate or develop more virtuous cultural practices

* Since launch. Estimate based on forecast sales

SUCCESS FACTORS

- Sincerity of commitment
- Involvement of all actors in the value chain

The role of this collective is to promote a different form of marketing, by sharing the experience of brands that, each in their own way, are making their offering more responsible and that have succeeded in gaining the support of consumers and creating value through these approaches.

What is d'aucy's approach? Since 2019, the brand with the crown has been committed to accompanying the co-operative's farmers towards more sustainable and organic farming, thereby making the commitment that by 2023, 100% of vegetable farmers will be certified (HVE, BIO, etc.). To achieve this objective, d'aucy has launched two ranges: a "Bio Engagé" ("committed organic") range of organic vegetables and a "Bien Cultivés" ("good farming") range of vegetables from farms with HVE (high environmental value) certification. And to further its support for the agricultural transition, the brand has committed to paying farmers an additional 5 euro cents per jar sold. That adds up to almost €568,000 since the ranges were launched at the end of 2019.

€568,000 PAID TO ORGANIC AND HVE FARMERS SINCE 2019

The first collective of food brands for transparency

en VÉRITÉ

APRIL 2022 En VÉRité already has 48 brands, listed here: www.en-verite.fr

1. WHY HAVE GREATER TRANSPARENCY?

- Because there is an EMERGENCY and nobody understands anything any more!
- To make an INFORMED DECISION and understand the impact of our food on:

 - Our health
 - Our environment
 - Employment in our companies
 - Employment on our farms

CLIMATE and HEALTH challenges require us to ACCELERATE THE FOOD TRANSITION. Between the increasing number of labels, misleading information and hidden truths:

- THE FRENCH are unable to know what they are eating
- BRANDS are no longer able to publicize their relations

Because our commitments deserve to be UNDERSTOOD and ENCOURAGED: So that FINALLY our initiatives are RECOGNISED FOR THEIR TRUE VALUE by consumers.

2. HOW CAN WE INCREASE TRANSPARENCY?

We are asking the regulator to impose the same transparency FOR EVERYONE!

We bring together all many brands on a common TARGET OF 100% BY 2023

HOW?

- Through a MANDATORY AND HARMONIZED approach to:

 - ORIGIN
 - ADDITIVES
 - NUTRITIONAL VALUE
 - TYPE OF FARMING

By communicating TOGETHER.

- WE CALL ON media, brands and consumers
- WE MOBILISE OUR SUPPORTERS: distributors, nutritionists, chefs, etc.

Since knowledge is a right! So that all French consumers REALLY know what they are eating

www.en-verite.fr | Collectif-En-Vérité | @asso_enverite | #enverite

d'aucy joins THE EN VÉRITÉ COLLECTIVE!



At the end of 2021, d'aucy joined the En VÉRité collective, based on its conviction in terms of food transparency, particularly with regard to the origin of products.

When it joined, there were eight brands in the collective. A few months on and the En VÉRité collective has 60 brands! Small start-up brands, big brands, organic brands, plant-based brands, general consumer brands, niche brands – wide diversity and a single vision: FOOD TRANSPARENCY FOR ALL is the strength of the collective!

For the d'aucy brand, the most important aspect of transparency concerns the origin of the products and it seems obvious that brands must provide clear information on products' origin. This is the first question consumers ask.

TYPE OF FARMING

ORIGIN

ADDITIVES

NUTRITIONAL VALUE



FARMING WELL... and showing it

As a farmers' brand, d'aucy has a strong social responsibility by offering its products to consumers every day. The responsibility to support farmers in the evolution of their model. Because eating well starts with farming well... Responsibility for enhancing the value of farmers' production so that they can make a better living from their work, and responsibility for supporting consumers in their daily desire to eat better.

Launched in 2021, the "Bien Cultivé" range is a good illustration of this desire for transparency. Jarred vegetables grown in open fields on farms with HVE (high environmental value) certification. To accompany the launch of this range, the TV advertisement highlighted this transparency by showcasing the jar.



Respect for the planet

PRESERVATION



The future of our activity depends on the fate of the planet, ecosystems and biodiversity. Using renewable energy, reducing our carbon footprint and conserving resources such as water and soil are all ways in which we are making a positive impact.



TOWARDS THE ENERGY TRANSITION

DEVELOPING *renewable energy*

Energy is a major concern for all of our industrial activities, whether in terms of the freezing of vegetables, their canning or the production of processed eggs or lardons. The operation of our industrial tools requires significant consumption of gas and electricity. Every two years, an energy audit is carried out to identify key areas where we can reduce our consumption.

But this is not enough. To go further, we therefore choose to consume better through the development of renewable energies. **We have made a commitment, particularly in respect of our financial partners, to gradually increasing the proportion of renewable energies in the energy mix.**

This involves signing contracts for the supply of gas or electricity from methanisation, photovoltaics and hydroelectric dams.



8.54% OF RENEWABLE ENERGY IN OUR ENERGY MIX, WITH A TARGET OF 13% BY 2025

Green electricity **CONTRACTS**



Trébas dam in the Tarn

At our French and Spanish sites, as of 2021 and with the expiry of certain energy supply contracts, we are gradually phasing out the purchase of guarantees of origin in favour of Power Purchase Agreements (PPAs).

In France, for example, we signed a PPA contract with the supplier Primeo Energie in 2021, committing to supply us with the electricity production of two hydroelectric dams for the period from 2023 to 2025. Specifically, this means that 25 GWh, or around 10% of our annual electricity consumption in France, is supplied by hydraulic power plants, namely in L'Oche (Hautes-Alpes) and Trébas (Tarn).

With this in mind, in 2020 we signed a contract for the supply of green energy to our d'aucy canning factory in Fauët. The electricity, which is certified as 100% from a renewable source, comes from 43 biomass plants, mainly utilising methanisation, all located in Brittany and some even on our members' premises!

The same approach was taken in Spain, where 100% of the electricity consumed at our three sites comes from renewable sources.

Energy supply at a stable price over time and a powerful lever in the transition to a low-carbon economy!



ON-FARM ENERGY PRODUCTION and *photovoltaic solutions*

Methanisation, photovoltaics – there are many energy production solutions on farms. The Eureden experts within the Prestae structure therefore support the co-operative's farmers with their projects. Indeed, these technical choices are decisive (installation on the buildings or use of ground-based solutions), as well as taking into account the operational data (electricity consumption contract, profile and volume).



Recovering heat **FROM PROCESSES**

The sterilisation process for our canned vegetables generates a lot of heat. We are gradually modernising our plant equipment in this respect. At the d'aucy site in Le Fauët (Morbihan), we have invested in 2022 in a new jar sterilisation line with optimised heat recovery to produce hot water at 55 °C.

REDUCING OUR CARBON FOOTPRINT



BRETON LEGUMES *on the plate*

Chickpeas, lentils, beans, broad beans, etc. – 70% of protein crops consumed in France come from imports. **In order to offer a local alternative, in 2020 we initiated the Prodicti approach aimed at relocating the cultivation of proteins for animal and human consumption.**

In addition to reducing our dependence on imports and developing new value chains in the region, this approach has advantages for the planet, helping to reduce greenhouse gas emissions. Despite their susceptibility to disease and insects, the economic and environmental benefits of legumes in the rotation must be considered. These crops do not need to be fertilised with nitrogen and they return significant quantities of it to the soil, benefiting the following crop. Up to 100 kg of ammonium nitrate can be saved! In addition, the broad bean's taproot leaves behind an aerated soil, improving its structure. Less nitrogen to be applied the following year and better yields are a double benefit for the farm.

As a source of environmentally-friendly and nutritionally rich plant protein, legumes therefore play an important role on our plates! **To support this approach, in 2021 we joined the Légumineuses à Graines du Grand Ouest (LEGGO) association, which aims to develop organic and conventional legume areas for the human food market.** Together, through a collective of some 50 companies, we are working to promote the production of legumes in western France, with farmers, processors, distributors as well as food service professionals! As a concrete example, at the end of 2022, we collaborated with Ansamble, a contract catering company and member of the association, to offer a menu based on local legumes. Diners at the inter-administrative restaurant Le Beauregard in Rennes had the privilege of talking to LEGGO and tasting chickpea hummus, cooked lentils and chickpea and almond fondant – a positive approach in every respect that brings producers and consumers closer together!



Local proteins **FOR ANIMAL NUTRITION**

On the specific subject of animal feed, we are also developing local proteins. We have tested, in a layer poultry farm, the use of a broad bean/wheat core in order to favour local proteins. The performance is good. In order to reduce our dependence on imported proteins, we are conducting a trial with a company specialising in insect-based raw materials. The nutritional validation has been established. We will now set up a field trial to validate the technical performance.

All these tests, as well as analysis of changes to the consumption index, have been validated through the use of software which provides **instantaneous feedback on technical performances!**



Feed that reduces **CARBON IMPACT IN LIVESTOCK FARMING**

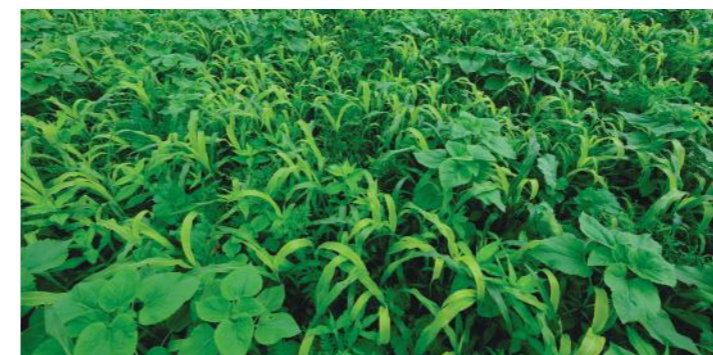


Cattle farming must overcome three challenges to move towards carbon neutrality: act at all levels of the value chain, absorb additional costs through better technical and economic performance; and convince consumers to pay for products with a better environmental profile.

Cédric Faure, from CCPA, and Damien Craheix, from Eureden, on the set of Space TV, shared some ideas on how to achieve this. "On our scale, that of animal nutrition, we have changed our supply practices," says Damien Craheix. "For example, for oilcake, we use certified soybeans from non-deforested areas." The VIVACTIV® range, presented by Cédric Faure, is also interesting in this respect. It is a complete range based on natural and traceable phyto-genic products that improves digestive efficiency, thanks to a dual action in the rumen and the intestine, and allows a 26% reduction in the emissions of a nitrogen corrector while limiting its cost.

Eureden also relies on local sourcing of raw materials that are sources of protein and energy (rapeseed, broad beans, wheat). This requires investment in storage and in formulation work to optimise the combination of raw materials. Partnerships have been established to process these raw materials, adding value to them efficiently and thereby reducing the carbon footprint of feed. Our challenge is to support farmers in the productivity of their livestock and the control of nitrogen fertilisation, which represents a high proportion of greenhouse gas emissions. Following the first carbon assessments, it is clear that "reconciling environmental and economic performance is possible".

TOWARDS *low-carbon practices on the farm*



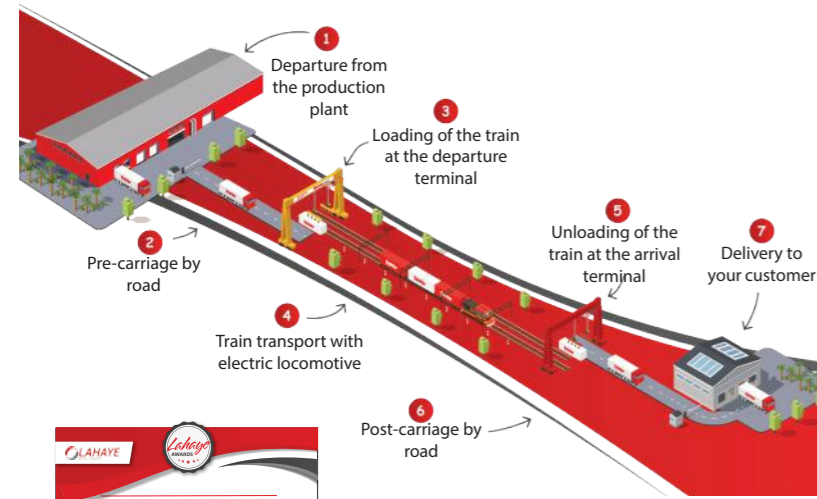
The objectives set by the Paris agreements to limit global warming, translated into France's National Low Carbon Strategy, set targets for the agricultural sector in terms of limiting GHG emissions, as well as in terms of storage. Prestaé, Eureden's in-house agricultural consultancy and service provider, has studied this topic. After identifying the solutions and service providers involved in creating value around this complex subject, we will therefore be able to offer the co-operative's members access to an online tool from 2023 that will allow them to quickly get an idea of the potential for GHG emissions savings and possible carbon storage on each farm. This initial assessment should then make it possible to launch an action plan for moving towards low-carbon practices, which can be promoted under certain conditions through the generation of carbon credits and/or through sectoral premiums.

Towards zero- *deforestation* **SOYBEANS**

In March 2022, Eureden signed the "zero imported deforestation" manifesto supported by the SNIA, La Coopération Agricole Nutrition Animale and the Duralim platform. The SNIA and La Coopération Agricole Nutrition Animale are two professional organisations representing livestock feed manufacturers. They represent animal nutrition within the agricultural inter-branch organisations of the plant and animal value chains and participate in the work of Duralim, the first French collaborative platform for sustainable livestock feed. Eureden has chosen to sign a manifesto supported by the entire value chain, focusing, within the Duralim platform, on a **100% sustainable commitment with a target of zero-deforestation by 2025.** The sector aims to meet 75% of the needs of the French livestock value chains by the end of 2023 (compared with 38% in 2020 according to the findings of the Duralim Observatory) and to reach 100% by 1 January 2025.



Combined road-rail - A CLEAR WIN!



Convinced of the need to adopt sustainable transport, Gelagri, a company in the Eureden Frozen Food division based in Loudéac (Côtes-d'Armor), has been favouring combined rail-road multimodal transport for several years. "Today," explains Olivia Fave, flow and external logistics manager at Gelagri, "we can adopt multimodal transport for products destined for the Lyon region and the south-east, as our partner Trans-Fer has two logistics terminals in Rennes and Lyon. A second line to the north is scheduled to open in March 2023. In practical terms, we load the lorries in Loudéac, they take the box to the terminal in Rennes, which is then transported by train to Lyon."

With 100 tonnes of CO₂ avoided since 2021, road-rail allows Gelagri to reduce its carbon footprint. In addition to these environmental aspects, it also offers a response to the difficulties in recruiting drivers currently encountered by transporters. A 100% winning combination!

100 TONNES OF CO₂ AVOIDED
(EN 2022)

KIVAHOO: A CARPOOLING SERVICE

for Eureden business trips



In order to work at all levels to reduce our environmental footprint, we have set up a carpooling platform for business trips within Eureden. Called Kivahoo, the tool aims to encourage and facilitate carpooling among employees when travelling between the group's main sites. Accessible online, you simply need to enter your journey as a driver and it will be visible after 15 minutes. Another initiative is Aubret's participation in the carpooling scheme for companies in the Vallons de l'Erdre, via Blablacar Daily and the

Aléop public transport network. The Pays de la Loire Region contributes directly to drivers' remuneration, in order to reduce the costs to passengers.

Good for prevention, cohesion and the environment, carpooling helps to reduce the environmental impact of car use, as well as enabling you to meet other people and travel in a sociable atmosphere.



Interview with GUILLAUME GASC HEAD OF INNOVATION

INNOVATIVE BUSINESS ACCELERATORS

What does innovation mean in Eureden?

When we talk about innovation, we often think of new technologies or inventions developed in public or private research laboratories. Corporate innovation goes well beyond this concept. At Eureden, innovation mainly concerns research and development work at business line level (new recipes, optimisation of industrial processes), experimentation for downstream divisions (development of agronomic and breeding practices) new distribution methods for the upstream divisions, and customer relations for green distribution. We are therefore incorporating the development of new activities into the innovation scope, in collaboration with those involved in our value chain in order to create new economic models that will be based on user needs (since users are at the centre of the value proposition). Innovation is also a state of mind, a desire to contribute to the Group's transformation and to work collaboratively. Whether it is a matter of standing out in its market, improving production or reducing costs, the development of these new business models has a single goal: to provide added value to Eureden.



How would you define the role of innovation at Eureden?

I would say that we are project accelerators. To innovate, it is not enough to be creative and have new ideas. Above all, it is necessary to know about the needs of the target market, the competition present, the reliability of potential partners, and the profitability of the solution to be developed. Within the innovation team, we are constantly monitoring market expectations. It is then a question of getting the business lines on board by providing concrete economic elements and potential solutions to be developed. Finally, you have to dare to take the plunge and know how to question yourself, and even sometimes adjust the economic model during development. By initiating or co-managing these projects with business experts, we provide a global and cross-functional overview across the divisions. When we move forward with the construction of a climate strategy for the Group, we therefore ensure that the greenhouse gases emissions reduction plan does not undermine other approaches, such as the development of livestock farming or agro-ecological practices, or the operational performance of industrial sites. It must also be consistent with the Group's development and its ambitions.

To kick-start innovative topics and support divisions and farmers who often have to invest to develop a new model or a new process, the search for funding is also important. This may be public funding, in the context of calls for projects, or exclusive partnerships with customers who want to make a commitment as part of their CSR approach, or even joint-funding agreed with other players.

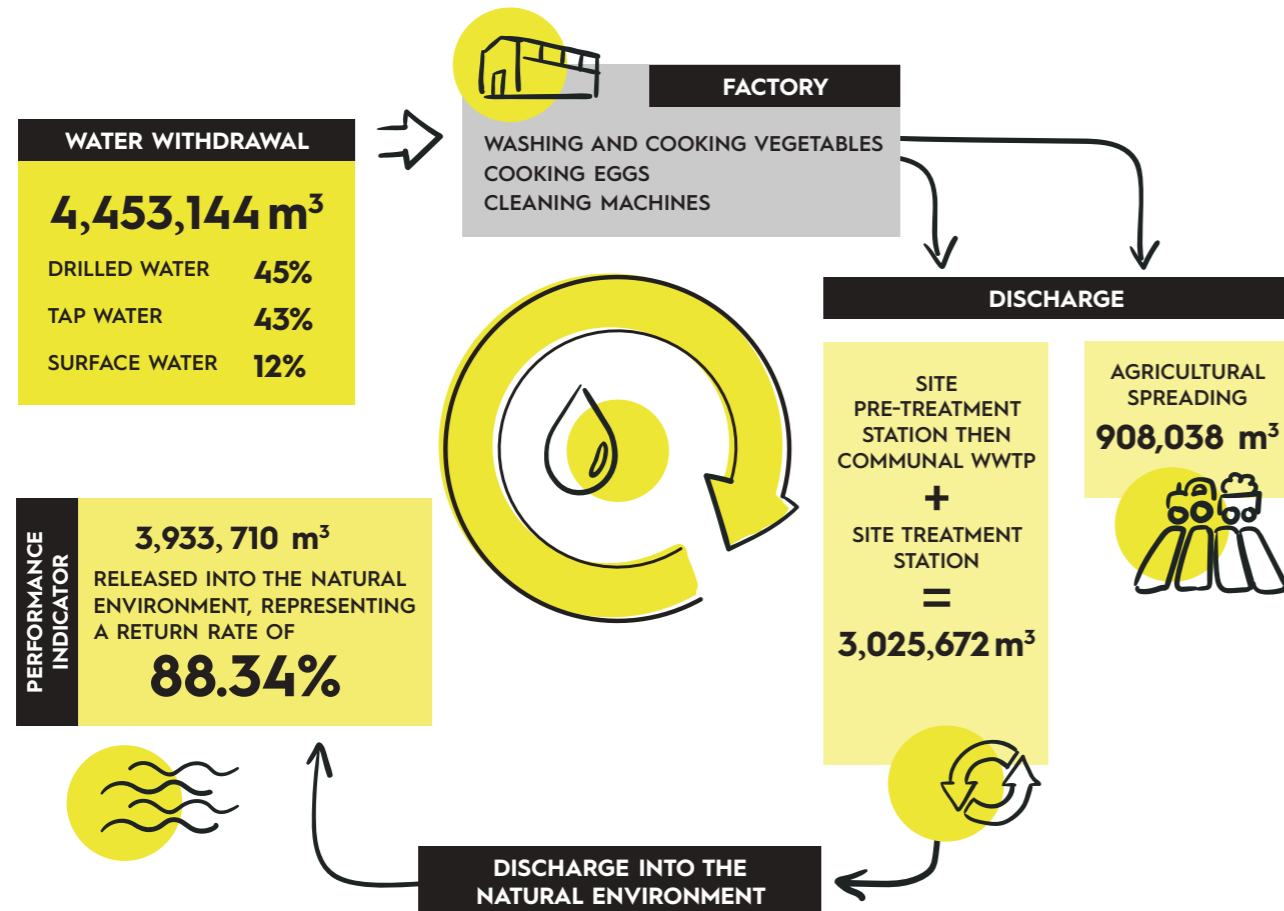
Quel est le lien entre la RSE et l'innovation ?

There are very strong links between CSR and innovation. Our innovation projects currently incorporate the environmental dimension, which is a major trend in the agri-food sectors, but also a transition in progress. We could mention the development of low-carbon agricultural products, the production of energy on farms, or more generally all the projects carried out for and with the co-operative's farmers in relation to preservation of resources. The environmental field in the broad sense (renewable energies, decarbonisation, biodiversity) could potentially generate new revenue for our members. Nevertheless, every aspect of CSR is a driver of innovation. Making social issues, society and the environment a central focus can completely revolutionise both our work processes and the working environment of employees and farmers.

PRESERVATION OF RESOURCES AND ECOSYSTEMS

THE *water* CYCLE

Our activities consume water, particularly for washing and cooking vegetables. However, we take action at all levels to limit our impact on this essential resource.



Vegetable growers paid **TO PROTECT SOIL AND WATER**

Water is also a major resource in our agricultural activities. Within the framework of catchment area contracts, we have therefore teamed up with Morlaix Communauté, which offers vegetable farmers in certain areas of its region the opportunity to receive "payments for environmental services" under certain conditions. As a service to Morlaix Communauté, our Prestaé team carried out an initial assessment on the risks of leaks on 557 ha of utilisable agricultural areas using the Protect'Eau tool. For instance, the installation of protection solutions (embankments, grass strips, etc.) in areas at high risk of pesticide transfer (via the regional DPR2 method), zero-herbicide on vegetables and the use of wheel-track eradicators are eligible for remuneration. Similarly, we continue to work with catchment areas (e.g. green algae bays, Blavet and Oust basins), with the support of the water agency on subjects such as cover crops behind a vegetable crop. Four collective support systems were set up between September 2021 and February 2022, involving approximately 180 farmers.



Agroforestry, **FOR THE ENVIRONMENT AND ANIMAL WELFARE**

Agroforestry covers all agricultural practices which, on the same plot of land, combine trees with an agricultural crop and/or livestock. This is more environmentally-friendly, contributes to animal welfare and meets consumer expectations. At the end of 2021, as part of the Cocotine Charter and development of runs, the Ponte Eureden group provided free-range layer breeders with a total of almost 2,000 trees of different species. This process continued at the end of 2022.



THANK YOU FOR YOUR INVOLVEMENT!

STAY CONNECTED
EUREDEN Responsible

LESS DATA

for more forests

Help to regenerate the Monts d'Arrée forests, destroyed during the summer fires, by cleaning up your mailbox and your drive. This is the collective challenge that Eureden proposed to its employees during the Sustainable Development weeks.

The idea was that the more employees reduced the size of their Google account (mail, drive, photos, etc.), the higher Eureden would donate to the regeneration of forests destroyed during the summer fires. As a result of this action, Eureden financed, via Ecotree, the planting of 1 hectare of forest in the Monts d'Arrée.

1,000 TREES *to preserve New Caledonia's ecosystem*

For the first year, in the spring of 2022, d'aucy took part in a charity initiative in partnership with New Caledonia's Caledoclean association, which protects and campaigns for the protection of the local natural heritage. The mechanism is simple, for each d'aucy product bought in store between 21 March and 22 May 2022, 20 Pacific francs (i.e. 0.17 cents) were donated to the association for the Caledoclean operation. The aim of this operation was to: **participate in the planting of 1,000 trees** to preserve the New Caledonian ecosystem which has been under threat for several years. This operation was strongly supported in stores and on social media!



TARGET: 1,000 TREES PLANTED WITH D'AUCY IN NEW CALEDONIA

WASTE RECYCLING

TERREMO'LOGIC AWARDED for its eggshell-based soil improver



After receiving the Co-operative Solutions prize in the Circular Economy category in March at the International Agricultural Show, in autumn 2022 Terremo'logic was awarded the 2020-2021 Bioeconomy Trophy by Guillaume Quenet, Secretary General of the Morbihan Prefecture, in the presence of Serge Le Bartz, Chairman of the Eureden Group and Paul Molac, MP. This is a well-deserved recognition for this project, led by Paul-Gilles and Florence Chedaleux, a farming couple who are members of the Eureden co-operative based in Lizio (Morbihan), and for the PEP team, particularly Fanny Lesage, Head of Environment, who has supported them since the start of this project.



Created in 2018, the concept of Terremo'logic is to recover eggshells that were previously sent to a landfill. Two lorries a day transport the eggshells from the Ploërmel cracking plant to the processing site on the farm in Lizio (Morbihan). Following heat treatment guaranteeing the absence of health risks, the shells are transformed into granules rich in limestone, which are very suitable for agricultural spreading. The pH of the shells can be used to correct the acidity of the soil, replacing lime, production of which has a significant environmental impact. Also available as decorative mulch for flower beds, crushed shells are available in 15 kg bags in Magasin Vert and Point Vert stores.

Waste separation IN THE BREAK ROOM AND SMOKING AREA

In order to further improve waste sorting, in May 2022 PEP Ploërmel (Morbihan) introduced the sorting of cans, bottles, cups and cardboard in the break room as well as the sorting of cigarette butts. To this end, labelled containers have been placed in the break room and a specific cigarette butt collector has been installed in the smoking area. As with the Peny (a company in the Eureden Long Life division), the collected butts are recycled into street furniture by MéGO!, a company based near Brest (Finistère). Other waste is transformed into fleece jumpers or scooters (for bottles and cans), into energy (for cups), while cardboard is simply recycled. This recovery is carried out by Recygo, a French company.



COLLECTION OF agricultural packaging and plastic films

For more than 20 years, we have been working with ADIVALOR to manage and recover our agricultural waste and give it a second life. Each year, Eureden organises several agricultural waste collections with optimal regional coverage.

Communication actions are deployed to inform members about the new campaign, including posters, dates, collection sites and points, and sorting and delivery instructions. During the 2021-2022 campaign, over 3,200 tonnes of agricultural waste was collected. Empty packaging for plant protection products, empty packaging for hygiene products (including hygiene for dairy, pig and poultry farming), as well as FAUe (used agricultural films for livestock farming: silage sheeting, wrapping films), FIFU (twine, netting), FAUm (agricultural film for market gardening), EVSP (empty packaging and paper bags from seeds and plants), EVPF (empty packaging from fertiliser products) are also collected. At the end of 2023, big bags and paper food bags will be collected and, once collected, this waste will be recycled into tubes, sleeves, crates, plastic bags, twine, irrigation fittings, street furniture, etc.

With 100 kg of plastic sheeting, 650 100-litre bin liners can be produced.

73% OF AGRICULTURAL PLASTIC PACKAGING AND FILM MARKETED ARE COLLECTED

3,258 TONNES OF AGRICULTURAL PACKAGING COLLECTED OVER THE 2021-2022 CAMPAIGN



A second life FOR OUR COMPUTERS

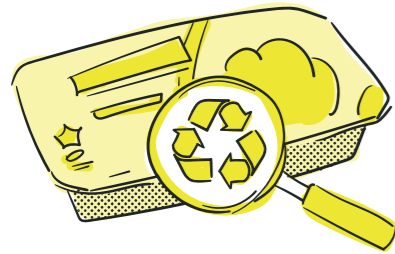
What happens to computers that have become obsolete for professional use? Eureden has signed a partnership with a Lyon-based company that buys back computers at very low prices, from €10 to €50. The computers are packaged in pallets of 100 or 200 units before being shipped to our partner, who upgrades those that are still working or recovers parts from computers that no longer work to create new ones.

The computers are then given to associations combating the digital divide by offering them to people who cannot afford to buy one.

In order to preserve data confidentiality, Eureden has also signed a Blanco certificate certifying that all data on the computers is deleted before further use.



LESS PLASTIC



The R&D teams in the Frozen Foods, Meat and Egg Divisions are currently testing several scenarios to reduce our plastic footprint and meet both environmental challenges and regulatory changes, particularly under the Egalim law, by reducing the thickness of films, reducing the weight of packaging, introducing recycled materials and using alternatives to plastic.



Recycled and recyclable PACKAGING

Since September 2021, the Paysan Breton Les Surgelés brand has changed the composition of the packaging for its entire range of consumer frozen foods to achieve more environmentally-friendly bags, with the aim of a 56% reduction in the use of virgin plastic from fossil fuels.

This reduction is the result of three changes to the bag: the elimination of the current non-recyclable dual-material packaging, the reduction of the film thickness and the incorporation of a high proportion of recycled plastic. Our bags are now made from material that is **100% recyclable** using appropriate recycling value chains. This is a strong commitment by the brand to preserve nature while maintaining an attractive appearance (shiny packaging), adequate protection of the frozen products and ease of transport and storage.

56% LESS VIRGIN PLASTIC IN PAYSAN BRETON LES SURGELÉS BAGS

GIFT CARDS PUT OUT *to grass*

Since May 2021, all our Magasin Vert and Point Vert stores have abandoned plastic gift cards and switched to a GRASS card!

This grass comes from offset areas that are used sustainably and not for agriculture. It is then formed into an environmentally-friendly and CO₂-neutral material using approximately 50% recycled cellulose. This approach is a continuation of the work by our brands to meet the high expectations of our store customers on the subject of the environment: no chemicals are used in its design, so it is **100% recyclable and compostable**, as well as being ecological.



RESPONSIBLE COMMUNICATION



Eco-friendly FOOD BAGS

During 2022, Eureden launched a new brand universe for cattle nutrition. Cattle-feed bags have undergone a complete facelift in terms of both materials and marking. We have chosen to use bags without plastic sleeves wherever possible, to ensure that the food is well preserved and that the bags are eco-responsible. We have selected suppliers who use products from PEFC-certified forests and we have also chosen to limit our ink consumption with plain images and few colour blocks.



AWARENESS-RAISING WORKSHOPS on responsible communication

StudiOH! is Eureden's in-house graphics agency and organises bi-annual events called the **Eco-StudiOH: An omni-channel approach and an opportunity to talk ethics!**

In order to limit the carbon impact of our emailing campaigns and make our print steps eco-responsible, StudiOH decided to share its thoughts with the marketing and communications managers of the business lines as well as the cross-functional marketing and communications teams, during the second Eco-StudiOH workshop!



The first task was to take stock of current StudiOH! practices and to highlight some indicators. Similarly, a study is being carried out on print campaigns and, in order to promote some good practices, there is already an **"eco-responsible range" paper colour chart**. This is a selection of certified or recycled papers, as well as alternative media to make our desires come alive while being eco-responsible.

Print BETTER



60% FEWER PRINTERS

The "Print Better" project continues to be deployed to optimise the Group's printing. This project will **reduce the number of printers by 60%**, while meeting new user needs (scanning, confidentiality, printing options, etc.).

Following the audit phase of the 21 sites, one third of them have already introduced the new multifunctional devices, which are higher quality, more economical and more ecological. By the end of 2023, all sites will be equipped with them. Ultimately, this will avoid the **use of over 300 printers**.



Regional development DEVELOP



Well established locally and internationally, and proud of our Breton roots, we are committed to supporting and contributing to the socio-economic development of the regions in which we operate.
We act at several levels to support, assist and involve players in the region.



PROMOTING AGRICULTURAL JOBS



In May 2022, Gelagri in Loudéac (Côtes-d'Armor) welcomed 25 students studying for the BTS Agronomy-Plant Production at the Ecole Supérieure des Agricultures (ESA) in Angers.

RESILIENT AGRICULTURE *and sustainable value chains*

Stimulate young people's interest in the agricultural sector and support the transfer and development of farms towards sustainable value chains – two major challenges for agriculture in Brittany that Eureden intends to take up with the creation of a Farming Strategy Centre.

Production of a "Champs d'Action" video challenge for agricultural schools on the farming profession, participation in regional business set-up events, awareness-raising about the farming profession at forums and trade fairs, presentations in secondary schools, etc. We work with young people throughout the year. And for established farmers or those with plans to set up a business, we support them with their projects as early as possible.

From business transfers and new set-ups, to business diversification and introductions to sellers, we provide support in the technical and economic aspects of the project – support tailored to the expectations and needs of each young farmer.



POSITIVE COMMUNICATION *about my job as a cattle farmer*

Within the framework of the *Élevés avec Passion* initiative, Eureden has undertaken to **support breeders in their communication with the general public**. In this context, we organised the first training course on "**Positive communication about my job as a cattle farmer**" in March 2022.

The training was led by Hervé Le Prince, an expert in strategic communication, who had the farmers work on the content and form of the speech to be given. The aim of the day was to give farmers the tools to communicate confidently about their profession in a positive way, despite the complicated context surrounding animal production. The farmers left with a document containing key data on the dairy and beef value chains to help them communicate positively about their profession.

Art IS IN THE FIELDS!

In 2022, Eureden renewed its support for the cultural project by the Agriculture baccalaureate students at La Touche high school, by financing the printing of large format photos and exhibiting the panels on the Eureden administrative sites in Theix (Morbihan), Quimperlé (Finistère) and Landerneau (Finistère).

Called "*L'Art est dans le Pré*" ("*Art is in the Fields*"), this cultural project reinterprets classic paintings using the gestures of the work in an agricultural context, with an interplay of light and shadow.

The aim is to celebrate rural life, agriculture and the beauty of farming!



SUPPORTING REGIONAL EMPLOYMENT

Training courses adapted TO CHANGES IN THE FARMING PROFESSION

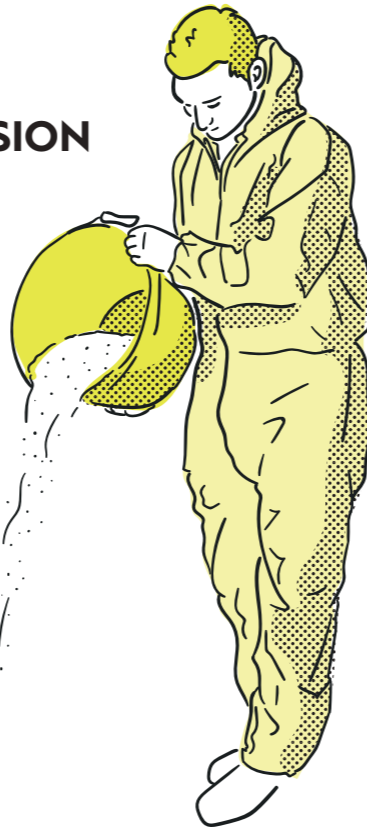


As the farming profession evolves, Eureden is developing its training offer through the newly created Eureden Co-operative training organisation, replacing the Capinov training organisation. Since its creation, the Eureden Co-operative training organisation has obtained the Qualiopi quality certification attesting to the quality of the training process following a certification audit carried out in early November 2021. Qualiopi certification is

based on compliance with seven essential criteria guaranteeing the quality of training services. These criteria include identification of the educational objectives of the training, the adequacy of the teaching resources, the qualification and development of the trainers' skills, the taking into account of the trainees' expectations and assessments, etc.

We offer a variety of services to farmers to meet different skill development needs. For example, we have recently created two new training courses for young farmers: "Farm Managers" and "Farm Human Resources".

For the co-operative, it is a question of offering members a complete and high-quality training programme that can be financed and that responds to changes in the profession.



TRAINING for people having difficulty finding employment



Recruiting and retaining employees in shortage occupations and putting people who are not in the labour market back into work. To meet these challenges – one facing Eureden, the other facing the MSA – the two entities came together to consider the establishment of a partnership at the end of 2021.

As an extension of its public service mission, the MSA has developed a range of human resources services for companies and individuals. To move closer to its agricultural roots, MSA Services wanted to collaborate with a player in the food industry. Eureden, and in particular the d'aucy canning factory in Le Fauouët (Morbihan), was facing a shortage of forklift drivers. A partnership was therefore concluded to this effect. From spring 2022, four people were trained as forklift drivers at the d'aucy site in Le Fauouët, and then hired for the season. Two employees are still working, while the other two chose not to stay after the vegetable campaign, having found jobs with another company.

The project was a complete success and both partners have decided to continue it. For 2023, eight places are open. After a 70-hour training course, they will be offered a seasonal contract at the d'aucy site in Le Fauouët. This enables people having difficulty finding employment to successfully reintegrate into society by developing the technical and behavioural skills required in the agri-food sector.

70 HOURS OF TRAINING
8 PEOPLE IDENTIFIED FOR 2023



Interview with MARGAUX MAUGUEN HEAD OF HR, D'AUCY LE FAOUËT (MORBIHAN)

REGIONAL PARTNERSHIPS TO PROMOTE EMPLOYMENT

What is the role of an HR manager on a production site?

The Human Resources manager manages the employee's entire career within the company, from their recruitment, during their professional career (training, mobility, etc.) to the end of their contract. On the d'aucy Le Fauouët site, which specialises in canned vegetables, this represents 230 permanent employees and more than 80 full-time equivalent (FTE) seasonal and temporary workers.

What recruitment difficulties are you experiencing at your site?

All business lines are currently experiencing shortages in terms of recruitment, although the greatest difficulties are in the recruitment of maintenance technicians and forklift drivers. There are several reasons for this. Mobility issues, firstly, as our site is located in a rural area, 30 minutes from Lorient. The rise in fuel prices, and inflation generally, has exacerbated this phenomenon. There is also strong competition in the region, with several companies looking for the same candidate profiles. In relation to seasonal workers, although we have a good image and a good retention rate overall, with 66% of these workers returning from one year to the next, there is still a shortage.

What actions are implemented to meet recruitment challenges?

Forums, posters in shops, radio ads, etc. We use all communication channels but always in an ultra-localised way since we mainly recruit from the communities of nearby municipalities, particularly the community of Roi Morvan. We are also in close contact with the town halls and I myself am a member of the HR network set up within this Community of Municipalities. Last November, with five other companies in the region, we took part in Industry Week and organised a pop-up journey to learn about industrial professions at the community centre in Le Fauouët. We invited whole classes of schoolchildren to the site to introduce them to our business lines and perhaps attract future seasonal workers.



We also launched a home-work mobility audit in order to identify carpooling possibilities for future recruitments.

In another initiative, at the start of 2022, we established a partnership with MSA Services (see article opposite) with a dual objective: to train people having difficulty finding employment and then to recruit them into business lines where there are shortages. We opted for forklift-operator training, for which there is a significant need during the vegetable campaign. The training, including CACES qualifications and modules on food hygiene, movement and posture, first aid, corporate skills and digital awareness, was organised by MSA Services, via its training organisation Atout Formation. Meanwhile, we offered the four trainees a CIPI (interim professional integration contract), followed by a seasonal contract for the duration of the campaign. This is a win-win partnership, because even if we do not have needs throughout the year, this training allows them to find another job at the end of the season – and to return to us in subsequent seasons if they choose.

And this has helped to strengthen our relations with employment partners, such as the Pôle Emploi, local organisations, integration projects and even the departmental authorities, who have been won over by the system. We were able to call on them for the search for candidates for season two, which begins with eight openings in the spring of 2023, and more widely for other needs.

Temporary employment agencies ON VARIOUS EUREDEN SITES

To reinforce close relations with our temporary staff and support them, while simplifying the associated administrative management – these are the objectives of the temporary staffing solutions hosted on several Eureden industrial sites since 2021. What is a hosted solution? It involves one or more representatives of the temporary employment agency working full-time for the client company and physically present on its premises.



For example, in past campaigns, Samsic Indoors moved into the premises of PEP, on the Eggs division site in Ploërmel (Morbihan), as part of a hosted solution, while Gelagri, a frozen vegetable site in Loudéac (Morbihan), chose to use Randstad Inhouse to help manage its temporary employees.

“By using a hosted solution, we capitalise on the duration and reliability of recruitment for our mainly seasonal activities,” explains Pierre-Etienne Chauvel, HR Manager for the Loudéac and Saint-Caradec sites. Thanks to this proximity, Randstad Inhouse is able to offer the company the most suitable temporary workers, because of its better knowledge of the workplaces. The fact that we carry out pre-induction at our site is also an important success factor for both the temporary worker’s integration and the company.



On-site recruitment sessions are organised every week and the agencies offer individualised support based on weekly monitoring of assignments, assessments and training (particularly CACES permits for forklift operators) for greater versatility and therefore more working time on the sites.



JOB DATING

Recruiting 60 people on permanent contracts – that was the objective of Aubret, a specialist in charcuterie and curing based in Vallons-de-l’Erdre (Loire-Atlantique), with several job dating campaigns in May, July and September.

Potential future employees were able to visit the various production units for a detailed presentation of the variety of positions available.

This was a good way of showcasing the charcuterie profession and its opportunities, even if Aubret was unfortunately unable to recruit as many employees as it had hoped.



SUPPORTING ECONOMIC DEVELOPMENT

SPORTS PARTNERSHIPS *rooted in the region*



Eureden is committed to its regions through high level sport. Sport is a great way of bringing people together, surpassing yourself and building cohesion. This is reflected in practice by two Breton clubs: the RC Vannes professional team and the RC Vannes youth training centre, via the d’aucy brand; and the Landerneau Bretagne Basket women’s team, via the Paysan Breton Les Surgelés brand.



This year our commitment has been reinforced with the d’aucy park, the brand new performance centre of the RC Vannes club. This centre, inaugurated in December, is the pride of members and employees. Its high profile and the club’s reputation further anchor the Eureden Group in its historical region of Brittany, via its d’aucy brand. This partnership is based on four strong pillars:

- o **Regional roots**, Brittany
- o **The collective and co-operative spirit**, strong values proudly supported by the RCV and d’aucy
- o **Performance**, through generous and exacting support for players’ progress and development of the skills of the men and women who make up Eureden
- o **Eating well for everyone**, to raise awareness of the importance of a balanced diet, especially including vegetables.



A sporting AND SOLIDARITY CHALLENGE

At the end of 2021, Globus, a company in the Eureden Long Life division in Hungary, entered its Globus Vital team (created in 2019) into the Ultrabalaton, Hungary’s most popular sporting event. The race around Lake Balaton is also the longest race in Central Europe. The team, made up of men and women, young and old, and even two children, ran the 216 km relay (in 23 hours) through stunning scenery. At the end of the race, the individual performances were tallied up and the team left the finish line proud of the experience.

As well as the sporting challenge, the Globus Vital team wanted to join the charitable sports community of the Camps des Braves Foundation. **The team started the race in support of seriously ill children, known as the Little Braves. Every kilometre of the race was sponsored to support the children’s treatment and healthy eating programme.**

The Globus Vital team raised 685,150 Forint (€1,670).



€1,670 RAISED FOR SICK CHILDREN



SUPPORTING SOCIAL AND SOLIDARITY PROJECTS

Our farmers

HAVE HEART!

30,000 TINS DONATED EACH YEAR

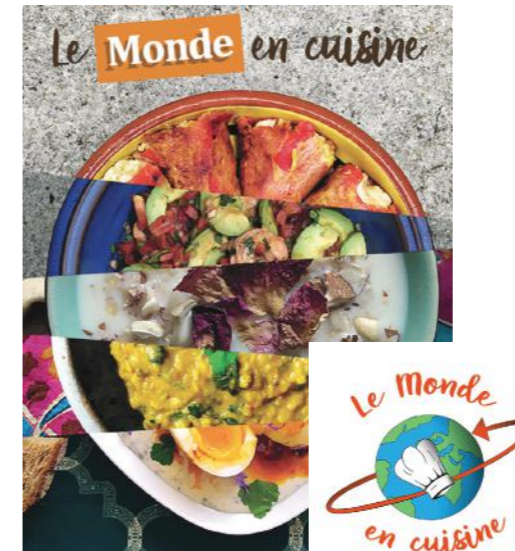


"Our farmers have heart" is also the name of the solidarity initiative led by our d'aucy brand for 14 years in support of Les Restos du Cœur in Morbihan.

Traditionally, this partnership has taken the form of a sale of fresh green beans on markets around Morbihan, although since the health crisis the initiative – involving volunteers, vegetable producers and Group employees – has not been able to take place. Nevertheless, the brand presented the association with a **cheque for €15,000 and 30,000 tins** of food again this year.

A strong alliance making it possible to serve up to 1.2 million meals!

€15,000 DONATED



LE MONDE EN CUISINE – a socially-responsible recipe book

In 2021, Eureden decided to support the Le Monde en Cuisine ("World in Cooking") initiative to help children in Vietnam.

Le Monde en Cuisine is a book of recipes from around the world, as well as a non-profit project with a humanitarian aim led by three students from the UBO in Brest. The aim of the initiative is to help children in Vietnam to go to school and receive healthcare. The project was carried out entirely by Aziliz, Hélène and Laura (writing, design, editing and sales). Their ambition, with a print run of 1,500 copies, was also a real gamble.



€13,000 DONATED TO THE ASSOCIATION AIDE AU VIETNAM ET À L'ENFANCE

Eureden supported this initiative financially and by selling the world cookbooks via the Magasin Vert network.

All profits were donated to the Aide au Vietnam et à l'Enfance (AVE) association, which provides assistance to Vietnamese children, particularly to help them receive a good education and medical care. The sale of the books raised a total of €13,000 for the association, providing sponsorship for 72 children in the 2022-2023 school year.

In Tahiti, an organic vegetable garden for DOWN SYNDROME CHILDREN



For the sixth consecutive year, d'aucy has renewed the "Fa'a'apu du cœur" charity operation in Tahiti!

The principle: for each box of d'aucy canned vegetables sold, 20 Pacific Francs are donated to the Fare Heimanava association for the development of its organic vegetable garden. This vegetable garden enables children and teenagers aged six to 20 with Down syndrome to carry out gardening activities.



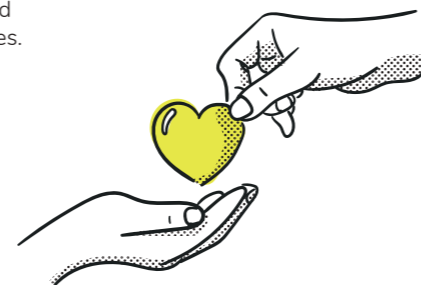
The sum collected, **281,380 Pacific francs (€2,347)**, will help the centre's children to invest in new equipment for the development of their organic vegetable garden.



281,380 PACIFIC FRANCS COLLECTED FOR THE SIXTH EDITION (€2,347)

This amount increases every year thanks to better visibility of the various communication channels: radio ads, press, communication on the association's Facebook page, Google Ads campaign and POS displays in stores.

Several brands also supported the operation: U supermarkets, the Hyper U in Pirae, LS Proxi, Intermarché stores, petrol stations and convenience stores.



All together AGAINST BREAST CANCER!



To mark Pink October, Eureden has joined the fight against breast cancer in various ways.

A bra collection was organised at the Landerneau site (Finistère). A total of 127 bras were collected and given to the Rose Espoir association, which redistributed them to the Restos du Cœur and Secours Populaire for women in economic difficulty. It was also an opportunity to remind people of the issue of screening, which may sometimes seem secondary.

Pots of honey harvested at the Eureden site in Theix (Morbihan) were also offered for sale to employees at the Landerneau (Finistère), Quimperlé (Finistère) and Theix (Morbihan) sites. €1,146 was raised for the Solution Riposte Bretagne association, which helps people with breast cancer in their rehabilitation by offering fencing sessions. The donations collected are used to pay the teacher for the sessions. As part of this patient inclusion approach, participants are also offered the first year of membership and all the specific equipment required to practice fencing (sabre, jacket, mask, breastplate and glove).

Finally, we wanted to involve our customers in the process. Our Point Vert and Magasin Vert stores are committed to research and to improving the care of people with cancer. For each checkout, our stores donated €0.10 to the Halte au Cancer association, representing a total of €17,684, which will help improve the daily lives of cancer patients and their families.

€1,146 TO PROMOTE SPORT AFTER BREAST CANCER
€17,684 TO IMPROVE THE DAILY LIVES OF PATIENTS AND THEIR FAMILIES

SOLIDARITY WITH UKRAINE

Food aid FOR REFUGEES

In March 2022, shortly after the start of the Russian offensive in Ukraine, the association **Produit en Bretagne** launched an appeal to its members to send food to Ukrainian refugees in Poland.

We responded to the call, as we wanted to contribute actively and quickly to the initiative and because our products are particularly suitable for transport. Three pallets of canned food and vegetables were loaded alongside the other food products from the Breton network.



SOLIDARITY WITH UKRAINE

3 PALLETS OF CANNED VEGETABLES AND READY MEALS FOR UKRAINE

POTATOES to maintain food security



24 TONNES OF EUREDEN SEED POTATOES FOR UKRAINIAN GROWERS

In order to support the food security of the Ukrainian population, France launched a campaign of solidarity with Ukrainian farmers in the spring of 2022.

Coordinated by the French Ministry of Europe and Foreign Affairs, in conjunction with the Ministry of Agriculture and Food Sovereignty and the Ukrainian Ministry of Agriculture, this operation enabled 573.5 tonnes of seed potatoes to be delivered to Ukrainian producers in a single month.

In partnership with the crisis unit of the French Ministry of Foreign Affairs and the FN3PT (French federation of seed potato producers), Eureden donated 24 tonnes of seed potatoes to growers in Ukraine. The seeds were distributed in northern Ukraine via the local potato growers' association.

Sale of corn FOR THE RED CROSS IN UKRAINE

Faced with the crisis that hit Ukraine in February 2022, the Community of Communes of the Landivisiau region (Finistère) wanted to support Ukraine through a partnership initiative with the agricultural world.

As the owner of a 10-hectare land reserve, it took the initiative of planting corn on this land. Alongside many players in the agricultural sector, **Eureden participated in this operation by supplying the maize seeds for four of the 10 hectares**, via the Eureden store in Landivisiau. Profits from the sale of the corn were donated in full to the Red Cross Ukraine Appeal, which provides aid to the Ukrainian people.



4 HA OF CORN SEED TO UKRAINE



SUMMARY and performance since 2020



CO-OPERATIVE and human values

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA	
		2020/2021	2021/2022
Total physical workforce	Temporary contracts, permanent contracts, apprentices and work-study contracts at Eureden in France and abroad	8,422	8,028
Apprenticeship and work-study contracts in the total physical workforce	Eureden in France and abroad	181	209
Turnover rate	Permanent contracts at Eureden in France and abroad	10.39%	13.19%
Employee satisfaction rate	Eureden in France and abroad	73.80%	69.20
Rate of absenteeism on health grounds	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	5.61%	6.02%
Frequency of workplace accidents with lost time	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	21.93	25.56
Work accident severity rate	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	1.35	1.14
Proportion of women among top executives = Number of women in level 1 to 3 positions of responsibility	Permanent contracts at Eureden in France and abroad	14.29%	15.66%
Proportion of women on the Board of Directors	Eureden Co-operative	6.67%	10.00%
Rate of employment of people with disabilities	Fixed-term contract, permanent contract at Eureden Group France	-	5.29 %
Proportion of payroll dedicated to training	Eureden in France and abroad	-	1.59%
Proportion of employees who received a training session	Eureden in France and abroad	-	49.07%

Regional DEVELOPMENT

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA	
		2020/2021	2021/2022
Proportion of employees working in municipalities <10,000 inhabitants	Eureden in France and abroad	81.00%	73.00%
Amount of food donations (finished edible products) at industrial cost price	Eureden in France and abroad	€222,719.52	€291,225.00

AFFORDABLE, HIGH-QUALITY food

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA	
		2020/2021	2021/2022
Share of certified industrial sites (IFS/BRC/FSSC22000/ISO9001/SMETA/RCNA/STNO/STNE/GMP+/FCA/BIO)	Eureden in France and abroad	97.00%	97.50%
Number of certificates for the agricultural activity (CSA-GTP/BIO/AGRICONFIANCE/ISO9001/ISO22000)	Eureden in France and abroad	19	15
Number of days of quality audits carried out (internal/external)	Eureden in France and abroad	464.25	452.75
Proportion of vegetables sold under own brand with a Nutri-Score of A or B (hyper/supermarkets and food service)	Eureden Long Life	100.00%	99.70%
Proportion of vegetables sold under own brand with a Nutri-Score of A or B (hyper/supermarkets and food service)	Eureden Frozen Food	97.00%	94.87%
Proportion of pigs by volume intended for human consumption under a quality label (Label Rouge, Bleu-blanc-cœur)	Eureden Co-operative	25.23%	26.40%
Proportion of grains by volume intended for human consumption under a quality label (Agri-ethical milling wheat, PGI black wheat, organic)	Eureden Co-operative	24.10%	13.10%

Diversified, sustainable AGRICULTURE

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA	
		2020/2021	2021/2022
Proportion of vegetable farms with environmental certification (CEN2 or 3)	Eureden Co-operative	100.00%	100.00%
- proportion of level 2 farms	Eureden Co-operative	97.95%	95.91%
- proportion of level 3 farms = high environmental value	Eureden Co-operative	2.05%	24.09%
Proportion of organic members	Eureden Co-operative	7.64%	8.37%
Proportion of surface areas cultivated using alternative solutions on the basis of the surface areas invoiced to members	Eureden Co-operative	6.92%	8.30%
Proportion of hens raised with alternative livestock methods	Eureden Co-operative	52.00%	56.10%
Volume of oilseed crops aimed at protein autonomy for animal nutrition	Eureden Co-operative	70,920 t	94,345 t
Amount of direct and indirect aid (crops, livestock, etc.) to members committed to an environmental transition process	Eureden Co-operative	-	€989,494.50

RESPECT for the planet

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA	
		2020/2021	2021/2022
Scope 1-2-3 carbon footprint (2019)	Eureden in France and abroad	3,099,939 tCO ₂ eq. (Carbon footprint 2019)	
Carbon intensity per tonne of finished product (carbon footprint basis for 2019)	Eureden in France and abroad	3.84 t CO ₂ eq./tonne produced	3.91 t CO ₂ eq./tonne produced
Energy intensity per tonne of finished product	Eureden in France and abroad	929.82 kWh	966.99 kWh
Total energy consumption (electricity, gas, fuels)	Eureden in France and abroad	750,929,212.98 kWh	766,755,949.49 kWh
Proportion of renewable energies in the energy mix	Eureden in France and abroad	7.39%	8.54%
Water withdrawal	Eureden in France and abroad, four downstream divisions	4,331,967 m ³	4,453,144 m ³
Water discharge into the natural environment (spreading, WWTP, rivers)	Eureden in France and abroad, four downstream divisions	3,840,602 m ³	3,933,710 m ³
Water return rate (discharge/withdrawal)	Eureden in France and abroad, four downstream divisions	88.66%	88.34%
Water consumption/tonne of finished product	Eureden in France and abroad, four downstream divisions	5.36 m ³ /tonne produced	5.62 m ³ /tonne produced
% of co-products and organic or plant waste recovered	Eureden in France and abroad, four downstream divisions	99.92%	99.98%
Proportion of primary food packaging recycled	Products intended for French supermarkets Citeo data*	83.84%	91.84%
Recycling rate for agricultural plastic packaging and films (Adivalor)	Eureden Co-operative	68.92%	73.04%



Report of the independent third-party body, on the consolidated extra-financial performance statement appearing in the management report

EUREDEN CO-OPERATIVE
Year ending 30 June 2022

To the Members,

In our capacity as an independent third-party body of CO-OPERATIVE EUREDEN, accredited by COFRAC (Cofrac Inspection accreditation no. 3-1080, scope available on www.cofrac.fr), we have carried out work aimed at formulating a reasoned opinion expressing a conclusion of moderate assurance on the historical information (recorded or extrapolated) on the extra-financial performance statement, prepared in accordance with the entity's procedures (hereinafter the "Guidelines"), for the financial year ended 30 June 2022 (hereinafter the "Information" and the "Statement" respectively), presented in the management report pursuant to the provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

Conclusion

On the basis of the procedures that we have implemented, as described in the "Nature and extent of the work" section, and the elements that we have collected, we have not detected any significant anomalies which might call into question the fact that the extra-financial performance statement complies with the applicable regulatory provisions or that, on the whole, the Information is presented truthfully and in accordance with the Guidelines.

Preparation of the non-financial performance statement

The lack of a generally accepted and commonly used framework or established practice on which to base the assessment and measurement of information allows for the use of different, but acceptable, measurement techniques that may affect comparability between entities and over time.

Therefore, the information should be read and understood with reference to the Reporting Criteria, the material elements of which are presented in the Statement (or available on the website or on request from the entity).

Limitations inherent in the preparation of information

As stated in the Statement, the Information may be subject to uncertainty inherent in the state of scientific or economic knowledge and the quality of external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates made in preparing it and presented in the Statement.

Responsibilities of the company

It is the responsibility of the Management Board:

- to select or establish appropriate criteria for the preparation of information;
- to produce a Statement which complies with the legal and regulatory provisions, including a presentation of the business model, a description of the main extra-financial risks, and a presentation of the policies applied in view of those risks along with the results of those policies, including key performance indicators and also the information provided for in Article 8 of Regulation (EU) 2020/852 (green taxonomy);
- to prepare the Statement by applying the entity's Guidelines as mentioned above;
- to implement such internal control as it determines is necessary to enable it to produce information that is free from material misstatement, whether due to fraud or error.

The Statement was established in accordance with the company's procedures (hereinafter the "Guidelines"), the main aspects of which are outlined in the Statement.

Responsibilities of the independent third party

It is our responsibility to formulate a substantiated opinion, on the basis of our work, expressing a moderate level of assurance as to:

- the Statement's compliance with the provisions set forth in Article R. 225-105 of the French Commercial Code;
- the truthfulness of the information provided pursuant to Article R. 225-105(3)(I) and (II) of the French Commercial Code, i.e. the results of the policies, including key performance indicators and the actions taken in relation to the primary risks.

As it is our responsibility to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as that could compromise our independence.

It is not our responsibility to draw any conclusions as to:

- the entity's compliance with other applicable legal and regulatory provisions (in particular with regard to the information provided for in Article 8 of Regulation (EU) 2020/852 (green taxonomy), the due diligence plan and the fight against corruption and tax evasion);
- the truthfulness of the information provided for in Article 8 of Regulation (EU) 2020/852 (green taxonomy);
- the compliance of the company's products and services with the applicable regulations.

Regulatory provisions and applicable professional doctrine

Our work described below was performed in accordance with the provisions of Articles A. 225-1 *et seq.* of the French Commercial Code, and with the professional doctrine of the Compagnie Nationale des Commissaires aux Comptes (CNCC) relating to this assignment, in particular the technical opinion of the CNCC, *Intervention du Commissaire aux Comptes - Intervention de l'OTT - Déclaration de performance extra-financière*, serving as a verification programme and international standard ISAE 3000 (as amended).

Independence and quality control

Our independence is defined by the provisions set forth in Article L. 822-11 of the French Commercial Code and the code of ethics for the profession of statutory auditor. Further, we have established a quality control system that includes documented policies and procedures designed to ensure compliance with applicable legal and regulatory texts, ethical rules and the professional standards of the Compagnie Nationale des Commissaires aux Comptes (CNCC) relating to this assignment.

Means and resources

Our work utilised the skills of four individuals and took place between November 2022 and March 2023, for a total duration of approximately eight weeks.

To assist us in the performance of our work, we called on our specialists in sustainable development and social responsibility. We conducted about 10 interviews with the people responsible for preparing the Statement, representing in particular the CSR, compliance, human resources, health and safety, environment and purchasing departments.

Nature and scope of the work

We planned and performed our work taking into account the risks of material misstatement of the Information.

In our opinion, the procedures we have carried out in the exercise of our professional judgement allow us to provide a moderate level of assurance. In this context. To that end:

- we reviewed the business lines of all the companies included in the consolidated scope, as well as the presentation of the main social and environmental risks associated with those businesses;
- we assessed the appropriateness of the Guidelines in respect of their relevance, exhaustiveness, reliability, neutrality and intelligibility, take the best practices in the sector into account as applicable;
- we verified that the Statement presents the information required by Article R. 225-105(II), where relevant in view of the primary risks, and if applicable, includes explanations of any justifiable reasons for the absence of any the information required by the second paragraph of Article L. 225-102-1(III);
- we verified that the Statement presents the business model and the main risks associated with the business lines of all the entities covered by the consolidated scope, including, where relevant and

proportional, the risks engendered by their business relationships, their products and their services, as well as the associated policies, actions and results, including key performance indicators;

- we consulted the source documentation and conducted interviews in order to:
 - assess the process used to select and confirm the main risks and the coherence of the results, including the chosen key performance indicators, in view of the main risks and policies presented, and
 - corroborate the qualitative information (actions and results) that we considered to be the most important¹;
- we verified that the Statement covers the consolidated scope, i.e. all the entities included in the scope of consolidation as defined by Article L. 233-16;
- we reviewed the internal control and risk management procedures put in place by the entity and assessed the data collection process for its ability to produce exhaustive, truthful Information;
- for the key performance indicators and other quantitative results which we considered to be the most important², we implemented:
 - analytical procedures to verify the correct consolidation of the collected data and the coherence of their trends,
 - tests of details based on surveys to verify the correct application of the definitions and procedures and to compare the data with the supporting documentation. This work was performed on a selection of contributing entities³ and covered 18% to 100% of the consolidated data from the key performance indicators selected for these tests;

¹ **This was the qualitative information** relating to the following sections: "Prevention, health and quality of life and working conditions"; "Culture and quality value chain"; "Developing renewable energies"; "Responsibility, diversity, equality"

² **Quantitative social information:** total actual workforce and distribution; proportion of women among the co-operative's elected representatives; proportion of women in top management; turnover rate; rate of absenteeism for health reasons; accident frequency rate with time off; accident severity rate; proportion of trained employees.

Quantitative environmental information: percentage of vegetable farms with environmental certification (CEN2 or 3); share of areas cultivated with alternative solutions (in relation to contracted areas); share of organic members; carbon footprint; total energy consumption; share of renewable energy in the energy mix; total volume of water withdrawn and discharged; share of recyclable food packaging; recycling rate of agricultural packaging and plastic films.

Quantitative societal information: volume of food donations; amount of direct or indirect aid to vegetable producers committed to an agro-ecological approach; share of products for human consumption under a quality label.

³ Landerneau site (Eureden Agriculture), Peny St Thurien site (Eureden Long Life), Gelagri Milagro site (Eureden Frozen Food), Rostrenen site (Eureden Distribution Verte).

- we assessed the coherence of the entire Statement in relation to our knowledge of all the entities included in the consolidated scope.

In our opinion, the procedures we have carried out in the exercise of our professional judgement allow us to provide a conclusion with reasonable assurance regarding the following indicators:

- quantitative social information: frequency rate of accidents with lost time and accident severity rate.

- Quantitative environmental information: proportion of land cultivated using alternative solutions (compared to contractual surface areas) and share of renewable energy in the energy mix.

For the other key performance indicators and quantitative results reviewed⁴ we provide a conclusion with moderate assurance. A higher level of assurance would have required more extensive audit work.

Neuilly-sur-Seine, 28 March 2023

The Independent Third Party
Grant Thornton
The French member of Grant Thornton International

Arnaud Dekeister
Partner

Bertille Crichton
Partner

⁴ **Quantitative social information:** total actual workforce and distribution; proportion of women among the co-operative's elected representatives; proportion of women in top management; turnover rate; rate of absenteeism for health reasons; proportion of employees trained.

Quantitative environmental information: percentage of vegetable farms with environmental certification (CEN2 or 3); share of organic members; carbon footprint; total energy consumption; total volume of water withdrawn and discharged; share of recyclable food packaging; recycling rate of agricultural packaging and plastic films.

Quantitative societal information: volume of food donations; amount of direct or indirect aid to vegetable producers committed to an agro-ecological approach; share of products for human consumption under a quality label.

The figures published in the preceding pages have been collected and consolidated in a post-cyber-attack context, which has had a major impact on information systems and made the collection of extra-financial data more complex.

Therefore, we would like to say

Thank you

to the more than 80 people who contributed to collection of the quantitative and qualitative data that you will find in this report.

Thanks also to everyone – employees, members and partners – who are committed on a daily basis to the development of sustainable activities and models that create value for all stakeholders.



Eureden – Sustainable Development Report – 2021-2022 financial year **The land unites us**
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