



Integrated
REPORT

2023-2024



EUREDEN
THE LAND UNITES US

ALL DEDICATED TO QUALITY FOOD



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JANUARY 2020

BIRTH OF EUREDEN

FROM THE UNION OF THE D'AUCY AND TRISKALIA GROUPS.

CSR STRATEGY

BASED ON FIVE PILLARS AND 25 KEY ACTION AREAS.



MARCH-DECEMBER 2020

MOBILISED AGAINST COVID-19

FACED WITH COVID-19, EUREDEN MOBILISES TO ENSURE PRODUCTION AND MAINTAIN LINKS WITH ITS MEMBERS.



2022



JANUARY 2021

MEMBERS NOW HAVE THEIR OWN "MY EUREDEN" EXTRANET

THIS TOOL CENTRALISES THE INFORMATION AND SERVICES USED ON A DAILY BASIS BY MEMBERS, ACCORDING TO THEIR INTERESTS AND THE PROFILE OF THEIR FARM.

MARCH 2021

D'AUCY LAUNCHES THE "BIENS CULTIVÉS" ("GROWN PROPERLY") RANGE

D'AUCY BECOMES THE FIRST BRAND TO OFFER A RANGE OF VEGETABLES IN JARS FROM FARMS WITH HVE (HIGH ENVIRONMENTAL VALUE) CERTIFICATION.

SEPTEMBER 2021

PAYSAN BRETON INNOVATES WITH CAULIFLOWER RISOTTO

RISOTTO WITHOUT RICE? IT'S POSSIBLE! THE PAYSAN BRETON LES SURGELÉS BRAND LAUNCHES A 100% GOURMET INNOVATION IN THE FROZEN FOOD SECTION: A CREAMY MUSHROOM CAULIFLOWER RISOTTO.

DECEMBER 2021

THE CHARCUTERIE COMPANY BAZIN JOINS THE EUREDEN GROUP

THE FRANCHE-COMTÉ COMPANY, KNOWN FOR ITS ANDRÉ BAZIN AND PHILIPPE WAGNER BRANDS, JOINS THE EUREDEN GROUP'S MEAT DIVISION.



JANUARY 2022

PAYSAN BRETON EGGS ARRIVE ON SUPERMARKET SHELVES

IN SUPERMARKETS WITH FOUR PRODUCT REFERENCES OF ORGANIC AND FREE-RANGE EGGS, PRODUCED BY OUR BRETON MEMBER FARMERS.

MARCH 2022

LAUNCH OF CAP'AB, EUREDEN'S BRAND FOR THE ORGANIC VALUE CHAINS

CAP'AB AIMS TO REPRESENT, FEDERATE AND SUPPORT ORGANIC PRODUCERS, VALUE CHAINS AND PROJECTS IN THE REGION.



JUNE 2022

A NEW GENERATION MAGASIN VERT IN BREST

IN BREST, MAGASIN VERT IS UNVEILING ITS BRAND NEW STORE CONCEPT, BASED ON A COMPLETELY REVAMPED CUSTOMER JOURNEY, INVITING CUSTOMERS TO "RECONNECT WITH THE GOOD THINGS OF THE EARTH".



SEPTEMBER 2022

PENY TAKES UP THE BABY FOOD CHALLENGE

SPECIALISING IN READY MEALS AND CANNED VEGETABLES, THE PENY SAINT-THURIEN (FINISTÈRE) SITE IS CONTINUING TO CONQUER NEW MARKETS WITH THE LAUNCH OF A RANGE OF INFANT NUTRITION PRODUCTS.



DECEMBER 2022

THE VANNES RUGBY CLUB PERFORMANCE CENTRE NAMED D'AUCY PARK

AS AN EXTENSION OF OUR LONG-STANDING PARTNERSHIP WITH THE RUGBY CLUB DE VANNES (RCV), VIA OUR D'AUCY BRAND, THE CLUB'S BRAND-NEW PERFORMANCE CENTRE HAS BEEN NAMED "D'AUCY PARK".





HIGHLIGHTS 2020-2024 EUREDEN

Five years already...

2023



JULY 2023

LE RÉCOLTEUR OPENS A SECOND STORE IN AURAY

LE RÉCOLTEUR MARKETS THE LOCAL PRODUCE OF THE CO-OPERATIVE'S MEMBERS IN A SHORT SUPPLY CHAIN. AFTER DEVELOPING ITS AREAS IN "MAGASIN VERT" AND "POINT VERT" OUTLETS, THE BRAND OPENS A SECOND 100% FOOD STORE IN THE CENTRE OF AURAY (MORBIHAN).

SEPTEMBER 2023

EUREDEN EXPANDS WITH THE ACQUISITION OF OVOFIT!

EUREDEN PURSUES ITS EXTERNAL GROWTH STRATEGY TO DEVELOP ITS INTERNATIONAL ACTIVITIES THROUGH THE ACQUISITION OF THE GERMAN FAMILY COMPANY OVOFIT, SPECIALISING IN EGG PRODUCTS.



2024

FEBRUARY 2024

"JA PASSPORT": THE CO-OPERATIVE'S SUPPORT GETS A MAKEOVER!

TO MAKE ITSELF MORE ATTRACTIVE TO YOUNG FARMERS, EUREDEN IS LAUNCHING THE "JA PASSPORTS" SCHEME, DESIGNED TO SUPPORT YOUNG PEOPLE IN THE HUMAN, TECHNICAL, ECONOMIC AND REGULATORY ASPECTS OF ALL TYPES OF PRODUCTION.



Serge LE BARTZ

Chairman of Eureden from 2020 to 2024



I have worked alongside the Board of Directors and Management with great determination and enthusiasm to support Eureden's development, in order to serve its members and promote Eating Well. I think we can all be proud of how far we've come in just five years.

A new page in the history of our co-operative group is about to be written.

I have every confidence in the new Chairman, Dany Rochefort and Alain Perrin, Managing Director, to work together with all our elected representatives and employees to continue the transformations needed to meet the challenges of value creation and transition.

Serge Le Bartz



DANY ROCHEFORT, CHAIRMAN OF EUREDEN



Dany ROCHEFORT
Président d'Eureden

On 13 December 2024, at the close of the Annual General Meeting held in Lorient, the Eureden Board of Directors elected Dany Rochefort as Chairman of the cooperative. He takes over from Serge Le Bartz, Chairman of Eureden since its creation in 2020.

Dany Rochefort, 55, is a pig farmer and cereal producer in the commune of Jugon-les-lacs in the Côtes-d'Armor region. He is married with two children. He has a BTS vocational training certificate in animal production, a DUT technology degree in business management and is a graduate of Ihdrea, an agriculture and agricultural management school, which trains managers and executives in the agricultural and agri-food sectors. Dany Rochefort took over the family business in 1996 and now, along with his wife, runs a farrow-to-finish pig unit while also growing crops (grain maize and wheat used on the farm, as well as oilseed and protein crops).

He has been deeply involved in cooperative governance for over 20 years. He was chairman of the Broons cooperative and played an active role in the construction of Eureden. He has been a member of the Board of Directors and Treasurer of the cooperative since its creation in 2020.

Dany Rochefort has in-depth knowledge not only of the cooperative sector, but also of the downstream business lines (canned vegetables, frozen vegetables, eggs, meat and distribution).

For me, the chairmanship of Eureden is the culmination of a commitment to serving member farmers. In line with the work done by outgoing Chairman Serge Le Bartz, I want to ensure the continuity of strong, confident and stable governance.



Dany ROCHEFORT, CHAIRMAN OF EUREDEN



ALAIN PERRIN

CHIEF EXECUTIVE OFFICER

DANY ROCHEFORT

CHAIRMAN



#QUALITYFOOD #QUALITYFARMING #QUALITYPROCESSING #QUALITYLIFE

A FOCUS ON PERFORMANCE

Interview

WITH DANY ROCHEFORT, CHAIRMAN OF EUREDEN
AND ALAIN PERRIN, CHIEF EXECUTIVE OFFICER

Dany Rochefort, you were elected Chairman of Eureden on 13 December 2024. How are you approaching this new chapter for Eureden ?

DANY ROCHEFORT

I want to build on the work begun by Serge Le Bartz, who established Eureden as a key player in the Breton landscape. So it is a smooth transition, but one with a great deal of ambition.

Having been involved in cooperative governance for over 20 years, I was involved in the creation of Eureden and know the cooperative and its downstream business lines well.

I also know that I can count on strong, confident and stable governance, with a Vice-Chairman, Frédéric Cong, a 30-member Board of Directors and an 8-member Executive Committee.

Cooperation is above all a collective adventure. So I approach this new chapter with confidence and determination, and a keen awareness of the challenges that lie ahead, whether that means adapting our products to customer expectations, setting up young farmers in business or tackling the climate challenge.

*A smooth transition, but still
with plenty of ambition.*



Alain Perrin, how would you sum up the past year for Eureden?

ALAIN PERRIN

The 2023-2024 financial year was satisfactory overall, but there were contrasts between business lines.

Some businesses, such as Eggs and Distribution, have performed well, while others (Frozen Foods and Agriculture) have begun their transformation with encouraging results. The Meat and especially the Long Life (canned) sectors are suffering, however.

Savings measures have been put in place to partially absorb the structural and cyclical effects.

Overall, our results were heavily penalised by the rise in interest rates and by competition from Chinese sweetcorn which was imported into Eastern Europe at below-market prices.

The diversity of our businesses enables us to be resilient, but we need to strengthen our overall performance.

The diversity of our businesses allows us to be resilient, but we need to strengthen our overall performance.



After five years in business, are you still heading in the same direction for Eureden?

DANY ROCHEFORT

Yes, our focus is unchanged. We have to keep in mind the reasons why we built Eureden five years ago. We Breton farmers wanted to take our future into our own hands. We overcame the divisions between the two historic cooperative groups to unite our forces around a new cooperative, created by and for the members around a common project.

Our ambition remains two-fold : firstly, to produce the quality food products expected by the markets and, secondly, to be the benchmark cooperative for Breton farmers.

But although our focus remains unchanged, we are aware that we are going to have to adapt even more quickly than in the past.

ALAIN PERRIN

With the creation of Eureden five years ago, we achieved something quite extraordinary. As Dany said, bringing together two competing entities in a complex environment and managing to harness the best of each was quite a challenge! And today, we're where we thought we'd be, despite numerous headwinds (Covid, cyber attacks, inflation, etc.). I think we can be proud of how far we've come in just five years, with a Group that has transformed itself and welcomed new entities such as Bazin and OvoFit.

Our ambition to promote healthy eating for all remains unchanged. **For us, working towards Eating Well means doing things "right" at every level : growing, rearing and processing well, to live well and feed people well.**

To achieve this, we need to listen to consumers and keep abreast of market trends. And, of course, to meet society's expectations, on climate issues for example, an area in which we are expected to deliver. All of this is designed to meet our objective of guaranteeing the future of our members and the cooperative.

Our ambition to promote healthy eating for all remains unchanged.





What are your current concerns and priorities for 2025 ?

DANY ROCHEFORT

We are currently facing a major challenge in terms of generational renewal.

This is an issue that goes well beyond the scope of Eureden. Of course, it's crucial for supplying our industrial facilities, but beyond that, it is essential to help young farmers set up in business in order to ensure the vitality of our rural areas and our food sovereignty. That's why we have launched the "JA Passports" aid scheme, and our Board of Directors has voted a budget of €20m in aid over five years, including €10m in direct financial support. The arrival of these new generations of farmers, with their new expectations, is prompting us to speed up the digital transition, using data and artificial intelligence to improve performance at both cooperative and farm level. It is also an opportunity to accelerate the ecological transition, particularly in terms of decarbonisation, the reduction of plant protection products and animal welfare. Our current concern is also market developments and new customer expectations, which are changing very rapidly in an uncertain economic and geopolitical environment. We have seen this in practice recently in the organic market, which has fallen back sharply after a period of strong growth.

ALAIN PERRIN

In the current climate, we have to adapt to high interest rates. We also need to adapt to changes in consumer habits, which are showing an overall downward trend and a move downmarket, which is having a particularly significant impact on the canned food market. To tackle this, we need to pull out all the stops and strengthen the link between upstream and downstream.

Eureden has the resources to meet the challenges of competitiveness and sustainability in a changing environment.



In the medium term, what are the challenges facing Eureden and how are you addressing them ?

DANY ROCHEFORT

The next 5 to 10 years will require us to adapt even more quickly than in the past. Our main challenges are as follows :

- **Adapting products** to meet consumer trends and the demands of society, to ensure the future of our farms and contribute to France's food sovereignty.
- **The competitiveness of farms and cooperatives :** the technical and economic approach, the modernisation of production tools, robotisation and the use of data or AI can all contribute to this.
- **Adaptation to climate change and decarbonisation :** in Brittany, the complementarity of mixed farming and livestock is an asset and a key factor for resilience. We have carried out comprehensive carbon assessments on several dozen pilot farms with varied profiles to identify the most effective strategies and scale them up more widely.

As a cooperative, we are the link between farmers and customers. Downstream, we are in touch with the market and listen to the public. Upstream, we cultivate agility and proximity to our members. I am convinced that the cooperative model is a model for the future and that Eureden has the resources to meet the challenges of competitiveness and sustainability in a changing environment.

ALAIN PERRIN

Our main challenge in both the short and medium term is performance.

By performance, I mean economic performance, which is an essential prerequisite, but also social and environmental performance, because everything is linked.

To achieve this, we will be continuing to modernise our industrial facilities and to digitise and optimise our processes.

We are also going to continue our efforts on product innovation and differentiation, as we did in 2024 with the launch of Paysan Breton d'aucy frozen individual portions, meeting the expectations of consumers looking for practicality, pleasure and nutritional quality.

Our absolute priority is always health and safety at work, both within the Group and on our members' farms.

This means strengthening our overall performance at every level, combining profitability and sustainability.



Locations and PERFORMANCE

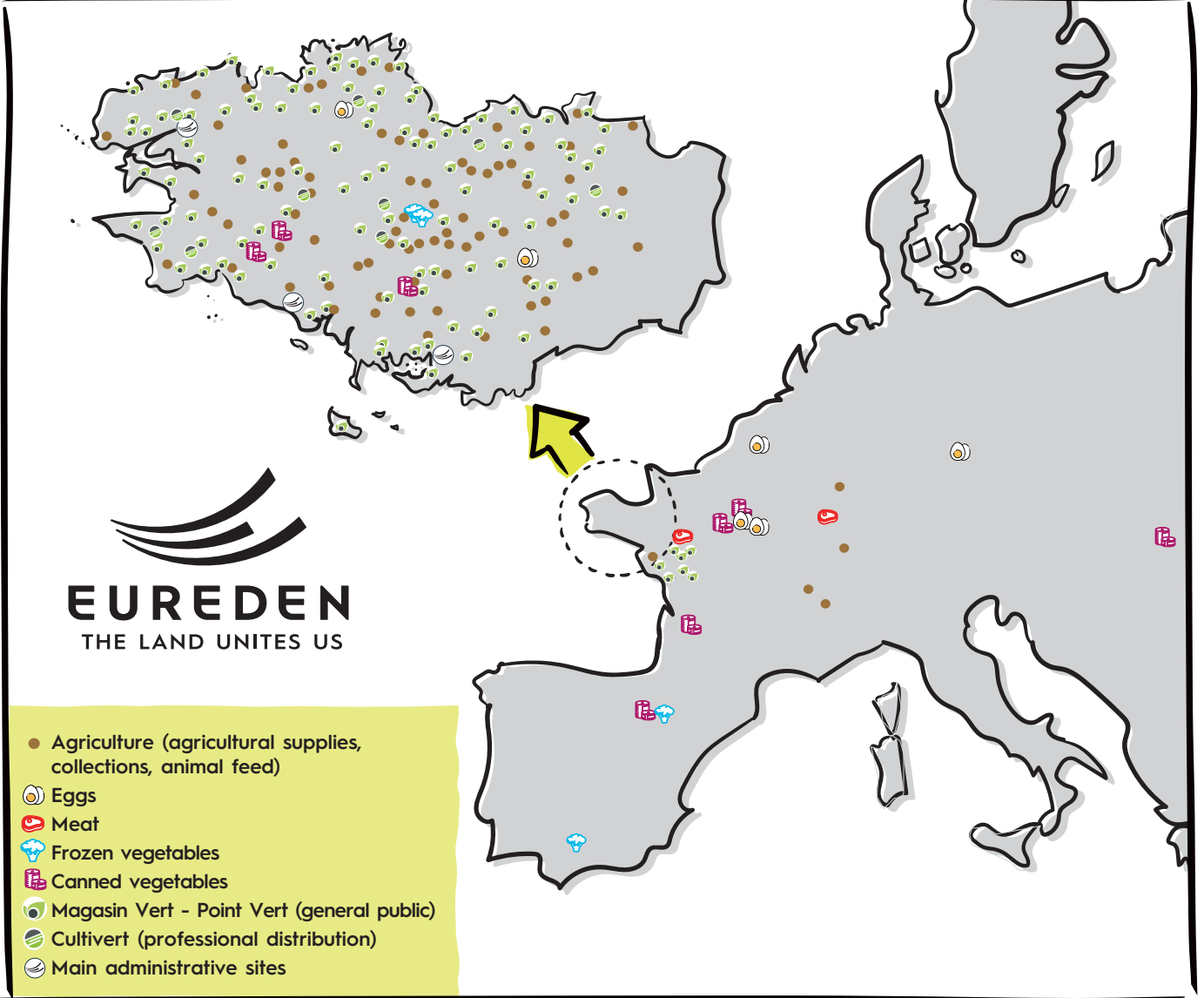
2023-2024

Eureden is a leading player that has firm roots in its historical region, with our decision-making centre in Brittany, close to its member-farmers.

As a co-operative, Eureden cannot be sold or relocated. This is a guarantee for all local stakeholders, but it will not prevent Eureden from pursuing its development in France and abroad. The acquisition of Ovoft in Germany in autumn 2023 is a case in point.

Our industrial sites, which are located at the heart of production areas, in France, Spain or Hungary, are organised by value chains or grouped with strategic partners to process our farmers' output into high-quality food products.

We are close to our customers upstream and downstream to ensure the quality of their food products, while our local organisation enables us to respond as effectively as possible to the needs of our customers in France and abroad.




EUREDEN
THE LAND UNITES US

- Agriculture (agricultural supplies, collections, animal feed)
- 🥚 Eggs
- 🍖 Meat
- 🥬 Frozen vegetables
- 📦 Canned vegetables
- 🟢 Magasin Vert - Point Vert (general public)
- 🟦 Cultivert (professional distribution)
- 🏢 Main administrative sites



OUR FINANCIAL RESULTS

 **€3.8bn**
TURNOVER

€119.8m
EBITDA

OUR NON-FINANCIAL RESULTS

Figures from the Eureden 2023-2024 Non-Financial Performance Statement.

 **€8M**
OF THE CO-OPERATIVE'S PROFITS REDISTRIBUTED TO MEMBERS

30
BOARD MEMBERS

17,000
ACTIVE MEMBER FARMERS



€5.8M
DEDICATED TO TRAINING,
I.E. 2% OF THE
TOTAL PAYROLL

350
FARMERS ELECTED
AS REPRESENTATIVES
TO HELP GOVERN
OUR CO-OPERATIVE

8,000
EMPLOYEES INCLUDING
MORE THAN 275 ON
APPRENTICESHIP AND
WORK-STUDY CONTRACTS

73.8%
EMPLOYEE
SATISFACTION RATE
AT EUREDEN

OUR BRANDS



€765,000
IN FOOD DONATIONS

€964,000
DONATED TO
MEMBERS COMMITTED
TO AN ENVIRONMENTAL
TRANSITION PROCESS

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

87.7%
OF THE WATER ABSTRACTED,
I.E. 4 MILLION M³,
IS RETURNED TO THE
NATURAL ENVIRONMENT



97.2%
OF INDUSTRIAL
WASTE RECYCLED

11.7%
OF THE ENERGY MIX
FROM RENEWABLE ENERGIES

99.3%
OF THE 129,000 TONNES
OF CO-PRODUCTS AND
FOOD WASTE RECOVERED

100%
OF AGRICULTURAL
PACKAGING AND
PLASTIC FILMS RECYCLED

BRAND NEWS

EUREDEN

in 2023-2024

AUBRET CELEBRATES 40 YEARS!



NEW WEBSITE FOR AUBRET



MORE THAN €1M DONATED TO FARMERS THANKS TO D'AUCY'S RESPONSIBLE RANGES!



COMPACT PULSES AT D'AUCY!



TWO NEW PRODUCTS JOIN THE D'AUCY BIO ENGAGÉ RANGE



SOMETHING NEW IN THE FROZEN FOOD SECTION AT D'AUCY!



NEW VISUAL IDENTITY FOR GLOBUS

THE 100th ANNIVERSARY OF GLOBUS!



PAYSAN BRETON ENTERS THE READY MEALS MARKET



Paysan Breton 10th IN THE LIST OF BRANDS IN THE FROZEN FOOD SECTION





EUREDEN
THE LAND UNITES US

**HYPERMARKETS
AND
SUPERMARKETS**
OUR BRANDS

**OUT-OF-HOME
CATERING**
OUR BRANDS



PHILIPPE WAGNER
PRODUCTS:
FLAVOUR OF
THE YEAR 2025

**CONTRACT CATERING –
THE BRANDS' COMMITMENT CONTINUES**



**ZERO
ADDITIVES**

**MAINGOURD
CELEBRATES
100 YEARS!**



**35
NEW PRODUCT
REFERENCES AT
COCOTINE®**
L'ŒUF AU CŒUR DE LA CUISINE
IN ITS TRANSITION
TO ANIMAL WELFARE



OUR
ORGANISATION
promoting Quality Food





ALL
LINED UP TO
MOVE
FORWARD

THE CO-OPERATIVE, A MODEL *for the future*

Our governance, as an agricultural co-operative, is based on the principle of "one person, one vote", which guarantees equality between all members.

Regardless of the size of their business, each member has one vote at the General Meeting. The 17,000 farmers who are members of the Eureden co-operative elect their representatives, of whom there are 350 in total. The delegates, appointed by the regional and specialised assemblies, elect the members of the Board of Directors, which is made up of farmers from the four departments of Brittany, representing all types of agricultural production. To bring upstream and downstream activities closer together, and to ensure that farmers are represented in all the Group's decision-making bodies, we have decided to set up administrative committees in all our divisions. Finally, the co-operative has developed a non-member partners section, which enables employees to share in the co-operative's capital and strengthen their commitment alongside the co-operative members.

Farmers who are partners, suppliers and customers

Eureden's member-farmers have a triple role 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. They pool their agricultural production within this collective and invest together in innovative services and processing tools in order to improve their farms' economic and environmental performance. And, in line with the principle of economic solidarity, for certain crops farmers are protected by a co-operative solidarity fund in the event of health problems or crop failure. In the same spirit, each year some of the profits generated are redistributed to members in the form of rebates and interest on shares. For the 2022-2023 financial year, this represented €8m. The remainder was placed in reserve to finance the co-operative's projects.

The co-operative – a resilient model

Our model has shown its resilience during the crises we have experienced. We have overcome them thanks to our collective strength, the complementary nature of our activities and our organisation by upstream/downstream value chains, with our ability to innovate in order to capture value.

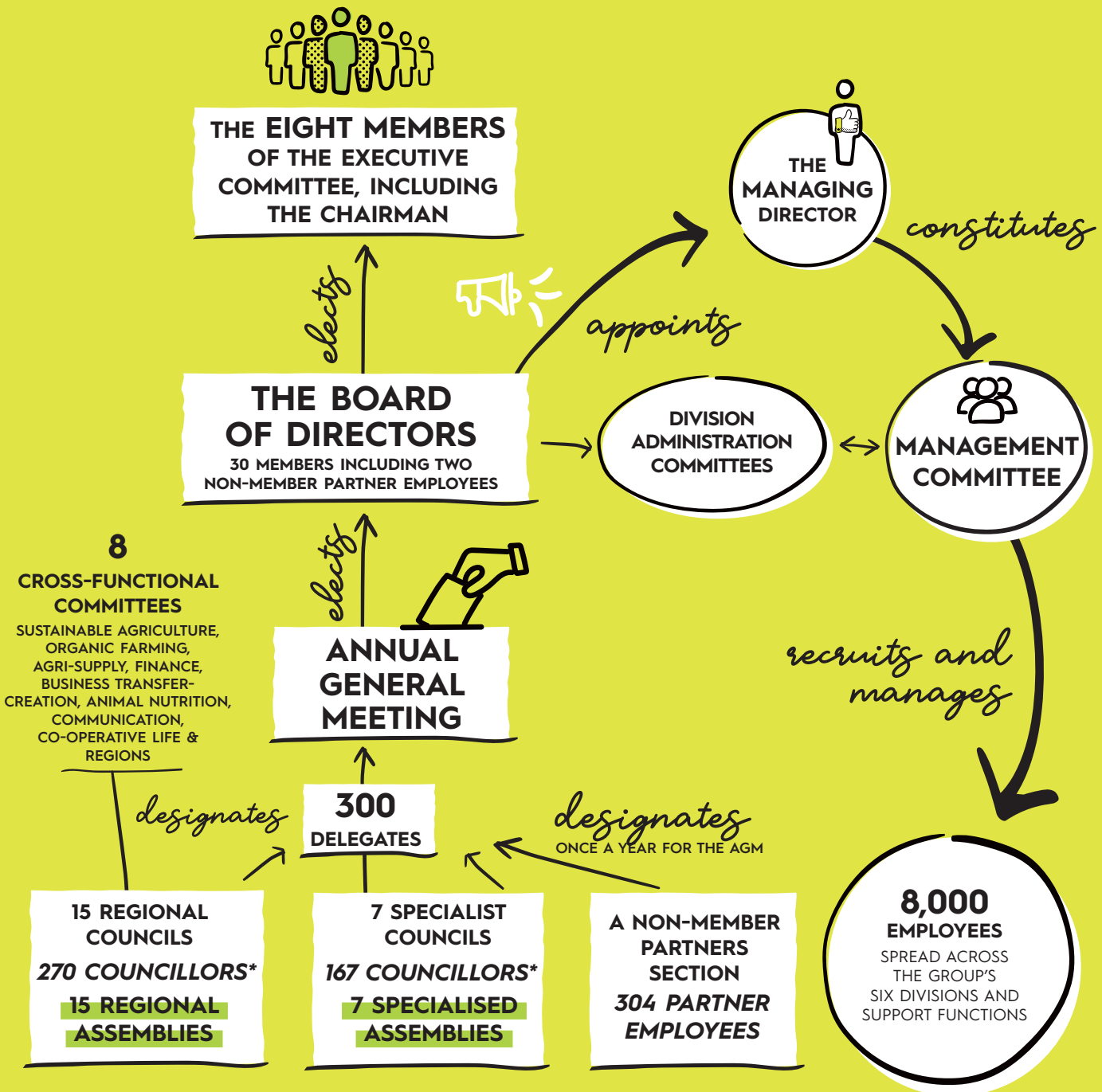
Every day, Eureden continues to innovate in order to transform agriculture and offer a more efficient and effective model. Every day, Eureden constantly reinvents models to promote food sovereignty and regional sovereignty.



€8M
REDISTRIBUTED TO
member-farmers
(financial year 2022-2023)



DEMOCRACY AND PROXIMITY AT THE HEART OF THE CO-OPERATIVE MODEL



* Councillors are elected for a renewable four-year term. They can be elected for the region and/or business lines.

GOVERNANCE DEDICATED to Quality Food

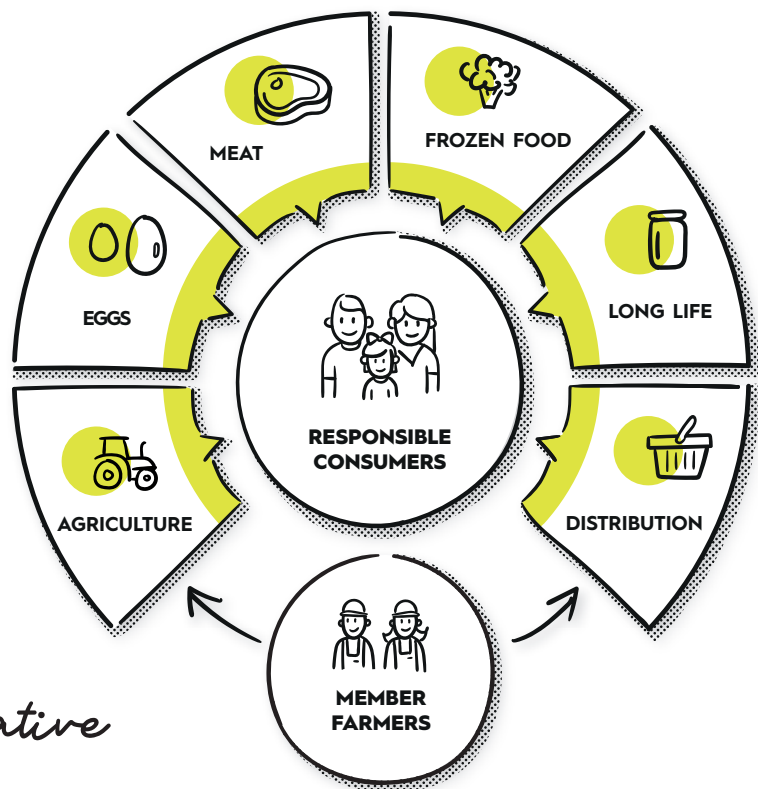
As Brittany's leading co-operative agri-food group, our responsibility is to improve the quality of consumer offerings, while ensuring that farmers receive a fair and stable income. Co-op members, employees, partners - each in their own way is an essential link in the agri-food chain, working toward the **same objective:**

Quality Food.



THE MANAGEMENT COMMITTEE IS THE GUARANTOR OF PERFORMANCE

Operational implementation of the Board of Directors' strategic decisions is entrusted to Alain Perrin, Managing Director, who ensures staff safety and the application of food quality and safety rules, as well as the co-operative's overall performance and proper organisation. To do this, and develop Eureden's performance, he is supported by the Management Committee, which is responsible for the development and operational management of the Group's six divisions.



EUREDEN HAS SIX DIVISIONS AROUND THE *co-operative*



The Board of Directors, led by Chairman Dany Rochefort, General Manager Alain Perrin and Eureden Agriculture Director Michel Funschilling (absent: Bruno D'Hautefeuille and Daniel Joannic).

THE BOARD OF DIRECTORS DEFINES STRATEGY

A guarantee of traceability, proximity and solidarity, our co-operative organisation is an essential asset in carrying out our mission to promote Quality Food.

With 30 elected members, 28 farmers and two partner employees, the Board of Directors is responsible for defining the strategy of the co-operative and the Group. It discusses and approves the budget, the investment plan and the financial plan. It decides on the implementation of strategic projects and checks that they are carried out. It approves the proposals of the Branches/Specialised Committees. Finally, it monitors the day-to-day running of the co-operative, approves the financial statements, checks profit/loss and proposes how it should be distributed.

THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS



- **DANY ROCHEFORT**, Chairman of Eureden
- **FRÉDÉRIC CONQ**, Vice-Chairman of Eureden
- **DENIS LE MOINE**, Treasurer
- **MICHEL BLOCH**, Secretary
- **GURVAN CEDELLE, PHILIPPE COUËLLAN, ERIC HUMPHRY, JEAN-CLAUDE ORHAN** (members)

MEMBERS OF THE BOARD OF DIRECTORS

- Jean-François APPRIOU,
- Michel BLOC'H,
- Gurvan CEDELLE,
- Frédéric CONQ,
- Jacques CORDROCH,
- Philippe COUELLAN,
- Marc COZIEN,
- Jean-Luc DAVY,
- Bernard DE LA MORINIERE,
- Bruno D'HAUTEFEUILLE,
- Denis ERNOTTE, (partner employee)
- Mikael GUEGAN,
- Angélique HEUZE,
- Eric HUMPHRY,
- Daniel JOANNIC,
- David JOUBIER,
- Laurent LE COZ,
- Christian LE LIBOUX,
- Denis LE MOINE,
- Yves LE SCIELLOUR,
- Anne LE TEXIER,
- Nelly MORO,
- Jean-Claude ORHAN,
- Patrick PENFORNIS,
- Olivier THOMAS, (partner employee)
- Kevin THOMAZO,
- Dany ROCHEFORT
- Sylvie TRANCHEVENT,
- Christian VALLEE,
- Adeline YON-BERTHELOT





OUR

STRATEGY

for sustainable development





STAYING
TRUE TO
ITS ROOTS



OUR BUSINESS

MODEL

Creating and sharing value collectively





A LINEAR AND CIRCULAR MODEL

Eureden is **men and women working together to promote Quality Food.**

Because we believe we have a collective responsibility, and that our response to social, economic and environmental challenges must be built together because Eureden represents 17,000 member-farmers, who hold 100% of the co-operative's share capital, 8,000 employees and investments in various regions of France and Europe, we are involving all our stakeholders in our CSR approach, first and foremost the members and employees of Eureden, as well as customers, consumers, regional players, not forgetting the planet, which is a fully-fledged stakeholder at the root of our agricultural and agri-food activities.

And every year, we share the value we create collectively with all our stakeholders.

The business model on the following pages describes the open dialogue between Eureden's various stakeholders, who all contribute proactively to value creation.

*That is the meaning of our signature:
The land unites us.*



A MODEL SUPPORTING OUR MISSION:

Resources

FINANCIAL



100%

OF THE SHARE CAPITAL IS OWNED BY MEMBER-FARMERS AND PARTNER EMPLOYEES, I.E. €47M

HUMAN AND CO-OPERATIVE



ALMOST **8,000** EMPLOYEES | **17,000** MEMBERS

NATURAL AND AGRICULTURAL



396300

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

INDUSTRIAL, INTELLECTUAL AND COMMERCIAL



40

PRODUCTION SITES



More than **200** STORES | **20** BRANDS

CAPINOY, AN ANALYSIS AND CONSULTING LABORATORY FOR AGRI-FOOD PLAYERS

EUREDEN
THE LAND UNITES US

AGRICULTURAL STORES

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



14

SHORT SUPPLY CHAIN POINTS OF SALE

of fresh produce from members in our green distribution outlets



125 GARDEN CENTRES

A network of retail outlets in Brittany and Vendée, specialising in gardening, pet products and regional foodstuffs



La nature est notre métier



17,000

AGRICULTURAL PRODUCTION



PERSONALISED SUPPORT

Our mission is to help every farmer cope with changes in their job, whatever their production model. Our specialised field teams support our members with innovative agronomic, technical, and animal production solutions, while also ensuring they receive a fair and stable income.

GRAINS
OILSEED/
PROTEIN CROPS

VEGETABLES

PROCESSING



Preparation and packaging in our German and Hungarian factories.

ANIMAL NUTRITION

Marketing to farmers

OTHER PROCESSING

With our customers (flour milling, biofuels, malting, etc.)



Commitment to non-deforesting soya, local plant proteins

100%

OF SOYA non-deforesting in 2025

CANNED FROZEN READY MEALS



Present in **1 IN 2** HOUSEHOLDS



+45% GROWTH (in 5 years)

RECOVERY OF FOOD WASTE AND CO-PRODUCTS, WATER TREATMENT

Marketing in



SUPER/HYPERMARKETS

FEEDING PEOPLE WELL

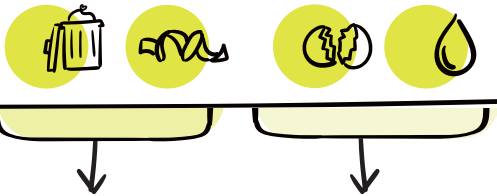
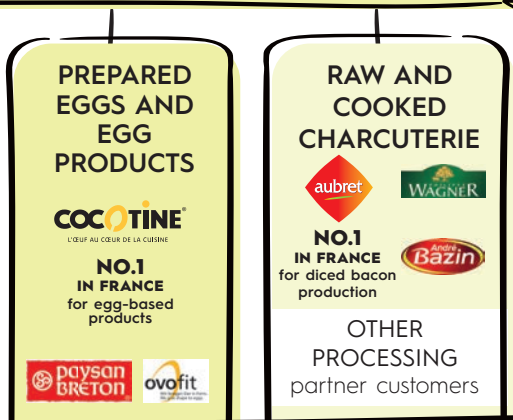
MEMBERS

RECONCILING PERFORMANCE AND SUSTAINABILITY

We believe that tomorrow's agriculture will be diversified and sustainable. As such, our focus is on quality and eco-friendly practices that respect animal welfare, not to mention the well-being of our farmers.



French, Spanish,



MARKETING

a wide range of distribution networks close to consumers



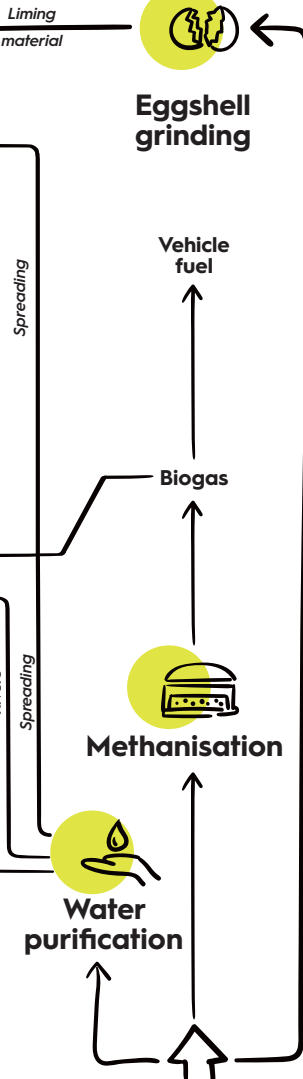
FOOD SERVICE



EXPORTS



FOOD MANUFACTURERS



Contributions

TURNOVER

€3.8bn

CO-OPERATIVE FARMERS

€8m

REDISTRIBUTED TO PARTNER MEMBERS (AFTER THE 2022-2023 FINANCIAL YEAR)

€964,000

FOR THE BENEFIT OF MEMBERS COMMITTED TO THE ENVIRONMENTAL TRANSITION

REGIONS

240 OF YOUNG FARMERS SET UP IN BUSINESS BY EUREDEN

€765,000

IN FOOD DONATIONS

PLANET

99.3% OF FOOD CO-PRODUCTS AND WASTE RECOVERED

100%

OF AGRICULTURAL PACKAGING AND PLASTIC FILMS RECYCLED

100%

VEGETABLE FARMS WITH LEVEL 2 OR 3 ENVIRONMENTAL CERTIFICATION

87.7%

OF WITHDRAWN WATER RETURNED TO THE NATURAL ENVIRONMENT

CUSTOMERS

60%

OF LAYER POULTRY REARED USING ALTERNATIVE METHODS (ORGANIC, FREE RANGE, ANIMAL WELFARE CODE 2)

6.8%

OF EUREDEN FARMERS ARE ORGANIC

*Data for the 2023-2024 financial year

OUR

CSR POLICY

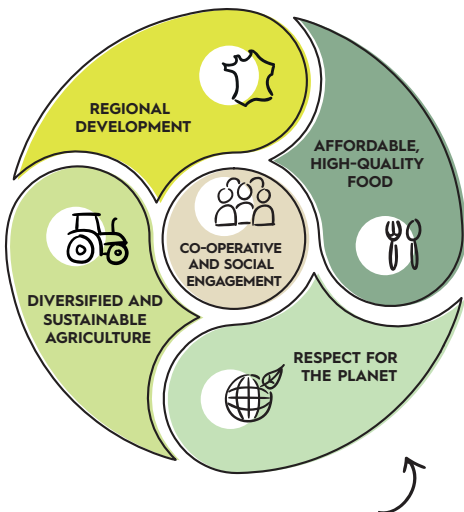
A positive impact for people, regions and the planet



The climate emergency, social justice and the agricultural challenges required to maintain food sovereignty are all driving us to step up our efforts to bring about social and environmental change. On the basis of the CSR roadmap, drawn up in 2020, and supported by the CSRD (Corporate Sustainability Reporting Directive), we are gradually positioning CSR at the heart of the Group's strategy.

Objective: to help create a positive impact for people and the communities in which we operate.

FIVE PILLARS AND 25 AREAS OF ACTION, THE FOUNDATION OF OUR CSR APPROACH



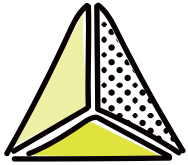
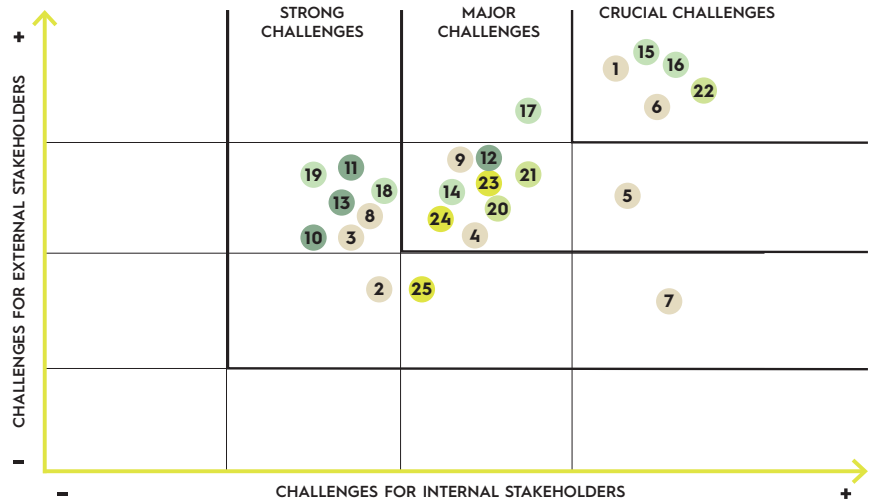
Based on our mission for Quality Food and our business model aimed at creating and sharing value, we have formalised a CSR strategy for Eureden based on five binding and fundamental pillars broken down into 25 action areas.

PILLARS	ACTION AREAS
<p>Co-operative and human values</p>	DA1 Incorporating the CSR approach into the global strategy and encouraging responsible governance
	DA2 Supporting and reinforcing co-operative values in the fair handling of member relations
	DA3 Developing a dialogue with internal and external stakeholders
	DA4 Respecting individuals and their fundamental rights and promoting diversity
	DA5 Developing the skill sets of all employees, helping them grow and contributing to their sense of fulfilment
	DA6 Ensuring the health and safety of employees and members, and fostering quality of working life
	DA7 Providing a fair, transparent employee remuneration system
	DA8 Preventing any acts of active or passive corruption
	DA9 Taking action in favour of social responsibility among suppliers and establishing fair, lasting relationships with them.
<p>Affordable, quality food</p>	DA10 Engaging in responsible marketing (when sharing information and signing contracts)
	DA11 Guaranteeing nutritional and sensory product quality
	DA12 Guaranteeing product safety and contributing to consumer health
	DA13 Working towards widespread product accessibility.
	DA14 Rolling out a structured approach to environmental conservation and restoration
<p>Respect for the planet</p>	DA15 Reducing greenhouse gas emissions in an effort to fight climate change
	DA16 Effectively conserving and managing resources
	DA17 Preserving ecosystems and biodiversity
	DA18 Reducing and recovering waste
	DA19 Acting to prevent wasted food.
<p>Diversified, sustainable agriculture</p>	DA20 Supporting the diversity of agricultural models and committing to environmentally-friendly, high-yield agriculture
	DA21 Guaranteeing the conditions of animal welfare
	DA22 Supporting generational renewal and the development of farms
<p>Regional development</p>	DA23 Prioritising regional purchasing
	DA24 Contributing to regional socio-economic development through jobs, support and partnerships
	DA25 Participating in public-interest initiatives (solidarity, health, etc.)



MATERIALITY MATRIX

As Eureden is not yet subject to the CRSD, here we present our simple materiality analysis, i.e. the identification and prioritisation of issues that may have a material impact on Eureden, our business or our ability to create financial value for ourselves or our stakeholders. We have identified **five crucial challenges** to collectively address as a priority.



3 KEY FOCUSES

However, as many other issues have been identified as major or strong, we are continuing to roll out our roadmap in three focus areas:

- Supporting people;
- Developing the regions;
- Encouraging resource preservation.

Objectives: to ensure the long-term future of agriculture and agri-food activities in Brittany, to guarantee food sovereignty in France and to help protect the planet.



A CSR ORGANISATION ON THE MOVE



All our business lines are committed to sustainable performance.

The four-strong Eureden CSR team reports to the Strategic Sustainability Department 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, by employees.

To get all the business lines on board and share the CSR culture, we set up a CSR committee in 2020, made up of one contact person per division and corporate department, i.e. 21 employees who are experts in subjects that represent major challenges for Eureden.

The CSR Committee meets regularly for co-construction workshops to advance the approach, information-sharing sessions to ensure that CSR is a cross-functional issue within the Group and to draw inspiration from each other's best practices, and visits to farms, the Group's industrial sites and partners to see how CSR policies are applied in practice.

CSR communities have been set up within the divisions and corporate departments to involve the teams, who then implement and assess actions. In this report, you will find some illustrations of these actions and the associated indicators.

The CSRD – motivating and giving meaning

With the entry into force of the CSRD (Corporate Sustainability Reporting Directive) on 1 January 2024, the role of the CSR officers has been strengthened and new employees have been recruited to contribute their expertise.

The CSRD, a new European directive (no. 2022/2464) on sustainability reporting for companies, sets new standards and obligations for non-financial reporting. Although it is not yet required to publish a sustainability report (the first will be published at the end of 2026 for the 2025-2026 financial year), Eureden has started to roll out the CSRD from 2024 and to carry out a dual materiality analysis, in order to position sustainability at the heart of its strategy and decision-making processes.

The dual materiality approach will ensure that our policies, action plans, indicators and targets are aligned with the issues facing Eureden.

- o **Environmental and social materiality** identifies the impacts, both positive and negative, resulting from the company's activities, including those affecting human rights.
- o **Financial materiality** identifies the social, environmental and governance aspects that affect our financial profitability and our ability to create value for the co-operative's members from the point of view of risks and opportunities.

The CSRD is a powerful lever for mobilising teams around the issues at stake and a real springboard for implementing transitions. The initial work on the dual materiality of CSRD led us to mobilise a large number of people within the Eureden teams.

All the members of the CSR Committee, who are responsible for the company's most relevant cross-functional business lines or for CSR in one of the six business divisions, have been made aware of CSRD and the challenges of sustainability reporting for Eureden.

In total, members of the CSR Committee or expert contributors called upon in each working group – nearly **50 people, employees or members – contributed to this exercise.** They worked on the identification of impacts, risks and opportunities (IROs), their evaluation according to rating criteria defined with the Risk Management teams, and the proposal of materiality thresholds submitted to the Management Committee. The Management Committee, like the Board of Directors, has been made aware of the challenges of CSRD and has been involved throughout the dual materiality analysis process.

ACTING AS AMBASSADORS FOR CSR

IN THEIR BUSINESS LINE,

the CSR Officers are responsible for implementing the CSR policy within their area and rolling out the roadmap to the operational teams.



Contribution to the UN Sustainable Development Goals

Based on ISO 26 000, Eureden's CSR roadmap provides concrete responses to the social and environmental challenges identified in our analysis of risks and opportunities (page 30-31). In line with Eureden's missions and ambitions, specific to our co-operative agri-food group, this roadmap sets the course to follow for all the divisions, which are now implementing it in their activities via commitments and concrete actions. In addition to the challenges for the men and women of Eureden, for the regions in which we operate and for the preservation of resources, our approach contributes to the United Nations Global Compact, which has established 17 Sustainable Development Goals (SDGs) adopted by all member states for 2030, in order to meet the major global challenges.

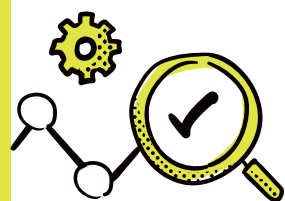


17 SUSTAINABLE DEVELOPMENT GOALS (SDGS)



FINANCING INDEXED ON SOCIAL AND ENVIRONMENTAL CRITERIA



From 2020, we chose to include environmental and social impact criteria in our first syndicated loan (Sustainability-Linked Loan), with three objectives relating to the health and safety of employees, the development of alternative solutions to plant protection products and 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. In January 2022, as part of the merger with André Bazin, we pursued this sustainable financing approach by choosing to index three CSR criteria around energy, employee health and safety and animal welfare. **A strong illustration of our desire to put Corporate Social Responsibility (CSR) at the heart of Eureden's strategy!**



CHALLENGES, RISKS AND 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	
 <p>Co-operative and human values</p>	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 non-financial performance. Many other indicators are being implemented (CSR measures in Management Committee, Executive Committee, Board of Directors, etc.)	
	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	
	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	
	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	
	Risk of harm to the safety and health of people	Preventive healthcare policy and quality of working life	Turnover rate (for permanent contracts) Absenteeism rate for health reasons Workplace accident frequency rate Workplace accident severity rate	
	 <p>Geopolitics</p>	Risk of inflation or shortages of raw materials (packaging, agricultural inputs, energy, etc.) due to conflicts (e.g. war in Ukraine) or geopolitical tensions.	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



OUR SUSTAINABLE DEVELOPMENT STRATEGY

PILLAR	RISKS	POLICIES	INDICATORS
 <p>Affordable, high-quality food</p>	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) Proportion of certified industrial sites (IFS/BRC/FSSC22000/ISO9001/SMETA/RCNA/STNO/STNE/GMP+/FCA/ORGANIC) Proportion of vegetables sold under own brand with Nutri-Score A or B (hyper/supermarkets) Proportion of pigs intended for human consumption under a quality label Proportion of grain intended for human consumption under a quality label Percentage of (processed) food products for human consumption with a quality label
 <p>Respect for the planet</p>	Risk of climate impact of our activities Risk of impact of climate change and scarcity of resources (soil, water, air, etc.) on our agricultural and processing production	Climate policy	Carbon footprint Volume of CO ₂ eq. per tonne of finished product
		Resource conservation policy	Water return rate (discharge/withdrawal) Proportion of cultivated areas with alternative solutions to plant-protection products from synthetic chemistry
		Waste management policy	Volume of oilseed crops aimed at protein autonomy for animal feed
			Proportion of primary food packaging recycled Percentage of food co-products and food or plant waste recovered Recycling rate for agricultural plastic packaging and films (Adivalor) Percentage of industrial waste recycled or recovered
 <p>Diversified and sustainable agriculture</p>	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 Proportion of cultivated areas with alternative solutions to plant-protection products from synthetic chemistry
		Support for organic conversion and the environmental transition	Amount of direct and indirect aid to members committed to an environmental transition process Proportion of organic members
		"Raised with passion" initiative (training, audits, etc.)	Proportion of hens raised with alternative livestock methods
		Projeco initiative, help for young farmers starting up and transferring/developing farms	Proportion of young farmers set up in business by the co-operative
 <p>Regional development</p>	Risk of not being involved in the dynamics of the local landscape	Human Resources policy	Total physical workforce Number of apprenticeship or work-study contracts
		Policy of support and assistance for socio-economic development	Amount of food donations



POLICY ON SUSTAINABILITY

issues





MAKING^{''}
COLLECTIVE
PROGRESS

PREVENTION, HEALTH... ONE OBJECTIVE: ZERO ACCIDENTS!

Personal health and safety remains a fundamental cornerstone within Eureden at all times.

During 2023/2024, we continued to strengthen our Prevention-QLWC (Quality of Life and Working Conditions) programme within the Group, by taking a closer look at certain subjects and challenging them.

In order to achieve the zero-accident objective, each scope has defined **a roadmap adapted to its environment, risks, challenges, etc.**, as part of a multidisciplinary team involving employee representatives.

These roadmaps are frequently shared, particularly during site visits by the Group Management Committee or the Division Management Committees.

Everyone's commitment remains essential if we are to improve health and safety levels at our sites on a daily basis.

That is why we have worked together to develop a novel and collaborative training programme.



OUR COMMON GOAL



ACHIEVING ZERO ACCIDENTS,

has been clearly **defined and disseminated**, cascading down from our General Management to all the Group's teams.

It includes an occupational health and safety quiz, a "typical DAY" workshop with examples of events that have occurred within the Group, and a case study analysis linked to responsibilities.

Each module, which can be adapted to the scope of the project, provides a reminder of the fundamentals and raises individual awareness that everyone can and must contribute to health and safety, for themselves and for others.

This training is deployed throughout the Group by ambassadors in each division.

We also renewed our annual challenge to highlight and reward those contributing to good practice.

Lastly, we have stepped up our health and safety communications, with a poster and video campaign highlighting the impact of working life on personal life.

These are just a few illustrations of our plan to support the growth of the prevention culture, which is continuing thanks to the support of our General Management and CODIRs, our QSE prevention coordination unit, all the prevention officers in the divisions, as well as staff representatives and managers. We will be pursuing our continuous improvement programme, particularly in the area of Prevention-QLWC over the coming years, convinced of the impact of our actions on the protection and professional fulfilment of our staff and the contribution these issues make to the Group's overall performance. The men and women who work for our company are our most precious asset.



ALL GUARDIANS OF COMPLIANCE

In accordance with its values of ethics and integrity, and in line with its Corporate Social Responsibility (CSR) approach, **Eureden ensures that all its employees comply with the applicable laws and regulations.**



Eureden runs **“Anti-Corruption”** training courses for its employees, in particular to promote awareness of the Group's commitments in this area. In particular, the aim of these courses is to enable learners to improve their understanding and knowledge of the applicable legal obligations, the behaviour to adopt when faced with a risky situation and the measures and procedures to apply in order to act in accordance with the law in the performance of their duties. At the end of these courses, learners are invited to complete and validate a knowledge test, including role-playing exercises.

We have also devised an **GDPR Game to raise our employees' awareness of the GDPR (General Data Protection Regulation).**

The aim is to ensure that everyone understands and remembers the key messages of the GDPR to ensure an effective impact. To achieve this, we offer an original participative training format in which employees are invited to take part in their own training. Lasting three hours, including one hour of theory and two hours of group workshops, each training session is open to teams and departments handling personal data in the Eureden Group.

THIS ORIGINAL AND INNOVATIVE TRAINING COURSE

WAS A SUCCESS, RECEIVING the most likes

on the Group's intranet at the beginning of 2024.

Be EUREDEN Compliance
All guardians of Compliance

Eureden has set up the **“Be Eureden Compliance Anticorruption”** and **“Born To Be GDPR”** communities on its intranet to encourage our employees to continually improve their knowledge. These lively platforms regularly publish a wide range of content, including factsheets, newsletters, updates, tools and procedures.



SUSTAINABLY PRESERVING RESOURCES

Eureden is aware of environmental issues and adopts sustainable practices throughout its value chain. We are committed to continually improving our methods to conserve natural resources and reduce our emissions and waste, while protecting biodiversity. Eureden aims to be a positive player in its sector.

Reducing the use of plant-protection products



As part of the “Cultivons Differently” initiative, Eureden is committed **to significantly reducing the use and impact of pesticides on crops while maintaining a level of profitability for farmers.** An ambitious action plan has been rolled out since 2020. Eureden provides ongoing support to farmers in their efforts to make progress, particularly through the expertise of its technicians and engineers. The agronomy unit is made up of experts in the fields of plant health, genetics, plant nutrition and digital agriculture. They have an experimental station certified for “Good Experimentation Practice” to test new varieties and technical innovations.

13.80% OF CULTIVATED LAND WITH ALTERNATIVE SOLUTIONS

A recent collaboration with start-up Ecorobotix has enabled us to test an intelligent weed control solution using digital imaging. **This robot reduced treatments by an average of 85%**, with satisfactory results in terms of quality and yield.

Since 2020, 12 “Fermes 30,000” progress groups have **brought together more than 200 volunteer farmers** who have committed to working on reducing the use of plant-protection products as part of the national Ecophyto initiative. The results are encouraging, with an **11% drop in the IFT** (Indice de Fréquence de Traitement - Treatment Frequency Index), which means fewer applications of plant-protection products at full dose per unit area.

Developing renewable energy

In 2020, when Eureden was founded, we made a commitment, particularly to our financial partners, to gradually increase the proportion of renewable energies in the energy mix. We are delivering on this commitment, with renewable energy now accounting for 11.73% of total energy consumption, compared with just over 3% in 2020.

Although some of our sites produce energy through methanisation or the recovery of waste heat from sterilisers, **our commitment is mainly reflected in the signing of contracts for the supply of gas and electricity from methanisation, photovoltaics or hydroelectric dams.**

The forthcoming installation of a biomass boiler at the d’aucy France site in Saint-Thurien illustrates the Group’s commitment to increasing the proportion of renewable energy in its energy mix.



11.73% OF RENEWABLE ENERGIES IN OUR ENERGY MIX. TARGET OF 13% BY 2025



Preserving water

* Eureden Group consolidated scope, France and international

WATER WITHDRAWAL

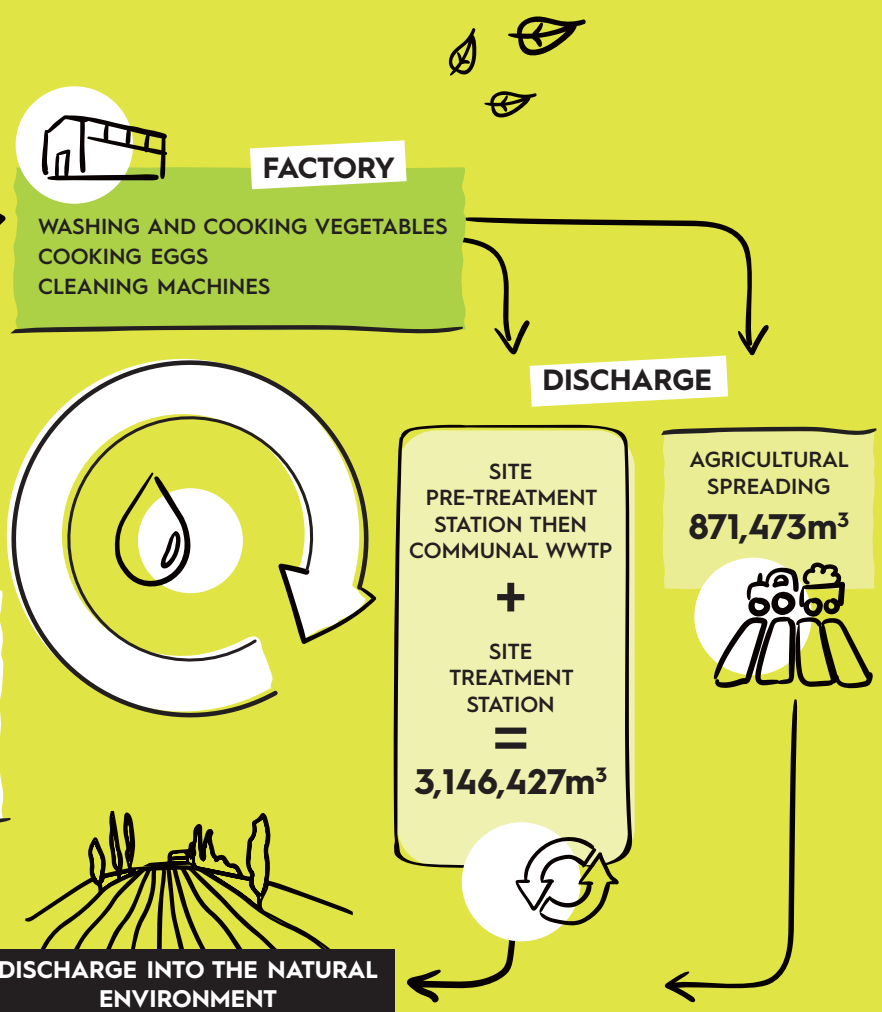
4,578,772m³

DRILLED WATER	50%
TAP WATER	42%
SURFACE WATER	8%

PERFORMANCE INDICATOR

4,017,772m³
RELEASED INTO THE NATURAL ENVIRONMENT, A RETURN RATE OF

87.75%




More frequent droughts and floods are disrupting water resources in our regions. In response to these challenges, in addition to strengthening water restriction decrees,

EUREDEN IS ACTIVELY COMMITTED TO PRESERVING
this essential resource.

Numerous initiatives to reduce water consumption and raise awareness have been implemented at our industrial sites, including **leak detection, information about best practices, installation of water meters, water-saving equipment, flow optimisation, and water recycling and reuse.** Several industrial sites are involved in the **Ecod'O initiative**, which aims to support a group of companies in their efforts to save water. The d'aucy France site in Le Faouët (Morbihan) enhanced its waste water treatment plant (WWTP) by investing in a **new Best Water Technology (BWT) osmosis unit** in 2023. **This unit filters water from the WWTP to produce re-use water free from residual chlorides.** The water treated in this way is very clean, its physico-chemical quality exceeding the criteria for water intended for human consumption. At present, however, it is considered to be potabilised rather than potable, as it is not produced by a natural process. The osmosis water is therefore fed via an isolated circuit to the primary vegetable washing stations in the cold zone. Coupled with the wastewater treatment plant, the osmosis unit has already reduced the site's water abstraction by a quarter.

Essential for harvesting, water is also optimised in agricultural production. **New agronomic practices are being implemented to retain water in the soil**, such as the use of plant cover, no-till techniques, hoeing, hedging and adjustment of crop cycles. **Research into varieties that are more resistant to water stress** and the use of **capacitive probes** are also helping to optimise our water consumption.



IMPLEMENTATION OF THE **STRATEGY**





MOVING
IN THE SAME
DIRECTION

Eureden AGRICULTURE

Eureden Agriculture includes all the agricultural activities of the Eureden co-operative, with the exception of layer poultry farming, which is part of the Egg division. Based in Brittany, the division is a multi-specialist, with expertise in vegetable production, the grain business line, animal feed, pork, dairy, beef and poultry production, through both conventional and organic farming. Technical and economic support and the distribution of agricultural supplies are at the heart of its business. The co-operative also has a digital offering for members, as demonstrated by the new cereal contracting application.



€1.9bn
IN TURNOVER

1,900
EMPLOYEES

360
MILLION LITRES
OF MILK COLLECTED

1.3
MILLION
PIGS

160,000
TONNES OF POULTRY
(chicken, turkey, duck)

1.3
MT OF CEREALS
AND OILSEED/PROTEIN
CROPS COLLECTED

210,000
TONNES OF VEGETABLES
HARVESTED

1.6
MT OF ANIMAL
FEED SOLD

160
SITES

2023/2024

in brief

After a year of high inflation in raw materials (cereals, fertilisers and energy) in 2022/2023, prices will fall in 2023/2024, but remain high.

The economic situation of our livestock farms remains favourable, particularly for pork, eggs and poultry, against a backdrop of rebalancing between the upstream and downstream sectors. Livestock prices held up well in 2023/2024, particularly for pork (with prices stabilising at over €2/kg), beef and eggs. The avian influenza epidemic has been fairly contained in Brittany, with biosecurity measures and the vaccination of ducks preventing the disease from developing further. Only a few Eureden farms were affected and a comprehensive support plan was put in place for them. In animal nutrition, the downward trend in production has forced the division to announce the shutdown of the two Languidic animal feed production sites, scheduled for the next financial year.

Crop production was severely impacted by a climate marked by very frequent rainy spells. Cereal sowing was severely disrupted. The winter vegetable harvest was particularly difficult. This situation also had a major impact on vegetable sowings. The co-operative has never started sowing peas so late and the planting programme has had to be scaled back.



VALUE creation

With 1,900 employees and 17,000 member-farmers within the co-operative, **we work each day to build a diversified, sustainable and attractive agriculture.**

This means developing value-added supply chains. This development of environmental value cannot take place without the development of economic value, with the preservation and even restoration of the soil, water, air and all the natural ecosystems which are farmers' primary working tools. Through the *Cultivons Autrement* initiative, we support farmers in developing alternative solutions to plant-protection products, in order to preserve biodiversity and reduce carbon emissions from farms. By increasing local cultivation of the proteins needed for animal nutrition, the Prodicti initiative is also helping to meet this challenge.

Despite the loss of momentum in the organic market, our Cap'AB organic brand remains an important part of our value creation and proposition to our members. In the livestock sector, the *Élevés avec Passion* (Raised with Passion) initiative has strengthened our commitment to animal welfare, in response to society's ever-increasing expectations, against a backdrop of falling purchasing power. This also involves skills development and workplace well-being and health, which are essential for both employees and farmers, as well as support for new farmers setting up in business (roll-out of the *JA Passport*).

Our relationship with farmers is currently individually "tailored", so that we can be closer to them and offer each farmer development projects that are relevant and adapted to their needs and the type of farm they run.

AMBITIONS and outlook

Eureden **aims to remain the benchmark co-operative for farmers in Brittany.** This involves a number of levers and adapting our organisation to respond to changes in our environment.

A number of initiatives have been put in place:

- **A plan to transform the division's organisation**, with the creation of the Agricultural and Digital Transition and Trade and Development departments,
- **downscaling of the industrial animal nutrition activity**, reflecting the overall decline in animal production in Brittany,
- **A new organisation on the ground** focused on a global, cross-functional approach to farms, including a scheme to support the transfer of farms and help young farmers set up with Eureden.
- **Continuation of the agro-ecological transition of agriculture**, in line with market expectations and climate change.
- **Securing production**, particularly through water management for vegetable crops.

Through an approach focused on listening to our members' needs and offering tailored, personalised solutions, **our aim is to boost the overall technical, economic, social and environmental performance of farms.**



UP CLOSE members

Four days of #LaTerreNousRéunit for a global approach to farming

In June 2024, the Eureden co-operative organised four social days in the heart of the regions for its members. These were organised in the four departments of Brittany (Montauban-de-Bretagne, Questembert, Elliant and Tréglamus).

The aim was to present concrete, innovative and sustainable solutions to improve farm performance, in line with the progress initiatives put in place by the co-operative: **Cultivons Autrement (Cultivate Differently)**, **Élevés avec Passion (Raised with Passion)** and **#BienNourrir (Providing Good Food)**.

The programme includes cross-disciplinary discussions and demonstration workshops to promote a comprehensive approach to farming.

“JA Passport”: the co-operative’s support gets a makeover!

To make it more attractive to young farmers, the co-operative’s support for young farmers is changing. Accessible since 1 January 2024, this new support offer to help young farmers set up in business with the co-operative covers all of Eureden’s products.

An offer broken down into four parts: **PASS [Finance]**, **PASS [Competence]**, **PASS [Performance]** and **PASS [Environment]**.



Mon contact EUREDEN

Launch of the Mon contact Eureden hotline

600
REQUESTS
PER MONTH,
80% IMMEDIATE
RESOLUTION

Launched in October 2023, this hotline, now called **Mon Contact Eureden (My Eureden Contact)**, is designed to be closer to members by responding to their administrative queries (questions about account statements, requests for invoices, duplicates, questions about membership shares, etc.) and requests for information (need for an expert, information about an offer or a product, etc.). A guarantee of increased proximity, Mon Contact Eureden handles an average of 600 requests per month, divided between incoming calls, outgoing calls and emails. 80% of these requests receive an immediate response, helping to boost member satisfaction levels.



SECURING SECTORS and value chains



Buckwheat, vegetables... improved traceability thanks to drones

In a context of changes to flora as a result of global warming, **the co-operative is innovating by using drone overflights of plots to detect and geolocate harmful weeds** (datura, nicandra, nightshade, etc.), **which are then manually removed.**

For the moment, this tool is being used on two types of crop: **buckwheat and vegetables.**

Eureden buckwheat is produced under the "Tradition Bretagne" PGI certification scheme, which prohibits any chemical intervention. For the 2024 campaign, all of the co-operative's buckwheat acreage, i.e. over 4,000 hectares planted by 400 members, benefited from this cutting-edge technique, which makes it easier to spot and control the proliferation of noxious weeds. This tool is also used in vegetable plots. Since this year, it has been used systematically in organic flageolet beans, encouraged in organic beans, and offered on conventional crops as an aid to manual purification.

This complements the solutions deployed to offer consumers healthy products.

Ultra-local weed control with the Ara spraybar

Ara from Ecorobotix is an ultra-localised spraybar with recognition cameras enabling selective treatment of weeds.

This is an excellent initiative that meets social expectations (health and safety of applicators, etc.), environmental expectations (water and air quality, etc.), economic expectations (of operators, the industry, etc.) and societal expectations (consumers, citizens, the State, etc.).

In the 2023 bean campaign, more than 100 hectares were weeded using this tool at Eureden. **The average reduction in treatments was 85%** with satisfactory results in terms of quality and yields.

In 2024, a large-scale roll-out took place with a service offered for bean and flageolet crops to a large number of members of the producer organisation. At the same time, trials are being carried out on carrot and spinach crops.



Development of pens for meat poultry

The Meat Poultry group **has embarked on a plan to develop 60 pens** over the next two years. **The aim is to improve rearing conditions by increasing exposure to natural light, reducing the density of animals present and increasing their interaction with the natural environment.**

This new rearing model offers a number of advantages, not only in terms of comfort for farmers and their animals, but also in terms of economic profitability.



CLIMATE CHANGE: *limiting our impact*

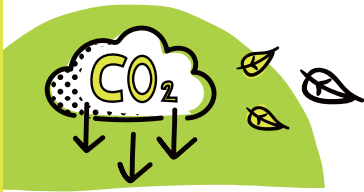
On course for sustainable energy production on the farm

Agrivoltaics, wood energy, photovoltaics, methanisation, etc. – the Eureden co-operative helps farmers with various energy-related projects.

For greater resistance to climate change, or to improve animal welfare outdoors by providing shade, agrivoltaics is one of the solutions being studied by farmers, particularly poultry farmers but also dairy and beef cattle producers.



Photovoltaic training for livestock farmers in Pontivy in March 2024.



Reducing the carbon footprint of animal nutrition

To reduce the carbon footprint of animal nutrition, the co-operative has assessed the carbon footprint of its various feed ranges in order to structure an improvement plan from field to plate.



The animal nutrition plant at Saint-Allovestre (Morbihan).

Eureden is continuing its action on raw material sourcing in order to achieve the target, by 1 January, of 100% sourcing of certified soya from non-deforested areas. In addition, the co-operative has introduced a contractual policy to encourage its members to relocate protein-rich crops used in animal nutrition (wheat, peas, faba beans and rapeseed) to Brittany. On the industrial front, and thanks to the support of FranceAgrimer, nearly €1.5m has been invested this year to enable these local raw materials to be stored and optimised in factories.

At the same time, Eureden is involved in a number of collaborative R&D projects with technical institutes and our partners in the industry (feed manufacturers and service companies). The aim is to develop carbon-free food ranges harnessing local raw materials, innovative industrial processes such as extrusion and the use of natural additives. **These solutions help to improve livestock feed efficiency and reduce enteric methane emissions.** These developments in nutrition extend upstream, with carbon audits conducted on farms to identify the best technical solutions, and downstream to improve the economic yield from quality value chains.



SUPPORTING FARMERS

on a daily basis

Launch of the "Côté Marché" app

Côté Marché is a digital platform available to members of the Eureden co-operative. This app makes it easier and more fluid to **sell members' crop production, from delivery to marketing.**

Secure, intuitive and available 24/7 on smartphones, tablets and PCs, it gives users a clearer overview of all their crop production (tonnage, quality and contracts). Côté Marché also provides an overview of the market throughout the campaign, so the best business opportunities can be seized.



A tool for plot traceability

Farmers who opt in, as well as all the co-operative's technicians, will be equipped with the Geofolia app, **to improve complementarity and facilitate the sharing of crop production data throughout the campaign.** This tool offers a number of advantages. The app is easy to use and works from the plots. In particular, it provides regulatory certainty and enhances the value of data for production chains.



4,000 MEMBERS HAVE A MY EUREDEN ACCOUNT



Mon
EUREDEN

Mon Eureden – a space especially for Eureden members

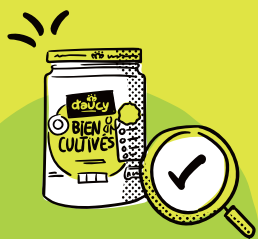
Mon Eureden brings together all the documents, applications, balances, news and contacts useful to farmers. **Nearly 4,000 accounts have now been opened.** A new version of this extranet will be launched in autumn 2024 to offer a complete digital pathway for the co-operative's members.





Eureden 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 to the out-of-home catering sector, in France and abroad, under our own brands (over seven brands including d'aucy, Globus and Jean Nicolas), as well as under a private label.



2023/2024

in brief

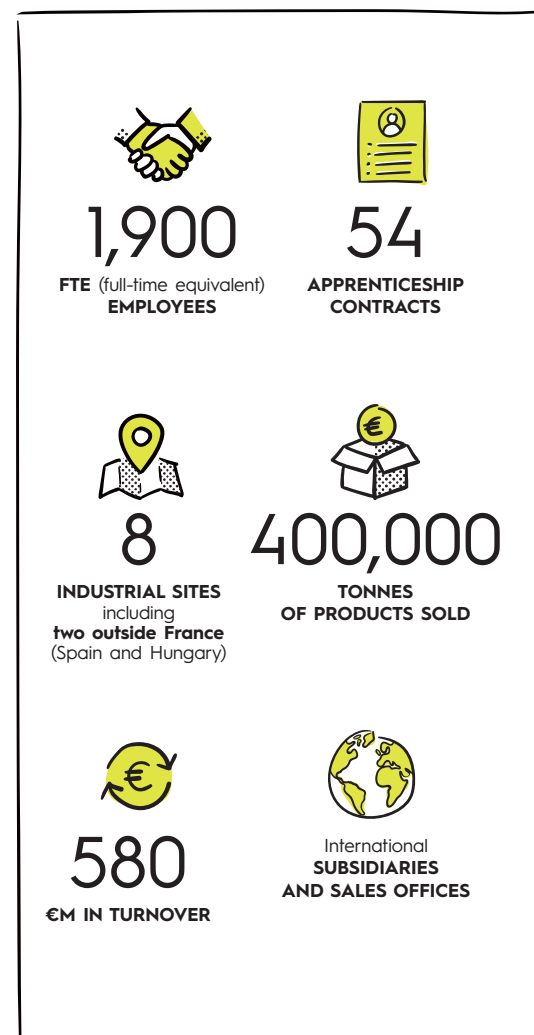
After a year marked by a complicated campaign and high inflation in 22/23, 23/24 saw a readjustment in consumption in a post-Covid context, with inflation still very much in evidence (particularly on raw materials, energy and labour).

Sales in France, which account for almost 80% of volumes, were down 9% on the previous year. The concentration of players in the French retail sector and sluggish consumption weighed on sales momentum in the Vegetables business in France. The strong momentum of the Ready Meals business enabled it to consolidate its market position however.

In Europe, the consequences of drought-related shortages of raw materials in 2022 encouraged imports of canned products from outside the European Union, weighing directly on international sales. To mark its 100th anniversary, the Globus brand, which is marketed in Eastern Europe, underwent a modernisation of its range that was a great success with consumers.

2023/24 was an opportunity for the Long Life division to continue its transformation and its commitment to society and the environment.

This resulted in the signing of a contract to install a biomass boiler at the d'aucy France site in Saint-Thurien, the continuation of its energy-efficient investment campaign and, from an organisational perspective, the regrouping of its industrial, commercial and support activities within a single legal entity in France.





VALUE creation

Eureden Long Life: a CSR roadmap to create value.

With the support of everyone involved, the Eureden Long Life division is actively pursuing the deployment of its CSR roadmap, in perfect harmony with the Group's priorities. This approach is based on **three key focuses:**

◦ Improving our environmental footprint

We are continuing to define our carbon trajectory and are committed to reducing our greenhouse gas emissions. The preservation of biodiversity and ecosystems and the deployment of a reinforced sustainable water management policy are also at the heart of our new environmental policy.

◦ Working for diversified and sustainable agriculture

Our aim is to support and promote agriculture that respects the environment and farmers. We are actively contributing to the success of these transitions by identifying the funding and supply-side development levers needed to support them.

◦ Developing the impact of our teams

We believe that the success of our transformation depends on our employees being fulfilled. This means promoting equity, diversity and inclusion, while ensuring responsible innovation.

Supported by the Management Committee, this CSR roadmap aims to create sustainable economic, social and environmental value.

AMBITIONS and outlook

Against a backdrop of readjusted consumer spending, the Long Life division **is stepping up its transformation plan to boost competitiveness and agility.**

This evolution will result in the adoption of a new business model capable of meeting today's challenges, fully integrating sustainability issues. In particular, we are investing in green solutions, such as biomass (at the d'aucy France site in Saint-Thurien), as well as in training and the roll-out of ISO 50001 standards, thereby promoting the decarbonisation of our activities.

In addition, our strategy of three-way, multi-year commercial collaboration has proved its effectiveness in ensuring the long-term future of our activities in the French and European markets. This model will continue to be a key lever for adapting to market changes and meeting the expectations of consumers and our stakeholders.



Energy commitment, transformation sites

By 2026, the Eureden Long Life division is moving towards implementation of the **ISO 50001 standard on energy management**.

This standard has three objectives:

- **Improve energy performance** by reducing energy consumption (gas, electricity, etc.)
- **Raise collective awareness** by involving all employees
- **Take a proactive approach**, based on anticipation and continuous improvement

Plant managers have already been trained in this new standard. The Long Life division’s site environment and maintenance managers also received training at the end of June.

Beyond the normative framework, the division is planning to install a **biomass boiler at the d’aucy France site in Saint-Thurien**. The d’aucy France site in Locminé has also installed **a set of new sterilisers** with modern automated and robotised solutions. Our teams’ involvement was essential to the success of this project. This installation incorporates an energy recovery system to optimise consumption. Its flexibility means that it can also be used for future packaging.

d’aucy rewarded for its commitment to transport



Last June, **d’aucy France was the 2024 winner of the CSR awards at the TOP LOGISTICS EUROPE trade fair**.

This award recognises the division’s commitment to the transport sector. It represents 740,000 tonnes transported each year for the division, or more than 30,000 full lorries. As a reminder, in December 2023, d’aucy committed to the voluntary FRET 21 initiative, aimed at reducing its GHG emissions by 10% over three years. This represents a saving of 860 tonnes of greenhouse gases, or 4,127 return journeys between Locminé and Paris!

Various levers are involved in achieving this **decarbonisation target**, such as:

- Optimising the filling of lorries (involving contributions from our customers, whom we are asking to change their flows);
- The use of combined rail/road transport,
- responsible purchasing from ECO CO₂ or Ecovadis certified carriers,
- The use of biofuels such as XTL and B100.



Climate Fresk – all committed



200

EMPLOYEES TRAINED IN THE CLIMATE FRESK



17

FRESKERS TRAINED IN-HOUSE



Target:
10%

REDUCTION IN GREENHOUSE GAS EMISSIONS WITHIN 3 YEARS



STRENGTHENING SOLIDARITY

and Quality Food



"Fa'apu du Cœur" in Tahiti

For the eighth consecutive year, d'aucy has renewed the **"Fa'a'apu du Cœur"** charity operation in Tahiti! The principle is that, for every tin of d'aucy food purchased, 20 CFP francs is donated to the Fare Heimanava association and the Papa Nui educational centre for young people with Down's Syndrome. Around 27,000 d'aucy cans were sold as a result of this campaign, raising 538,500 CFP francs (€4,500). The money will be donated to the Papa Nui centre to help develop an organic vegetable garden for the centre's young people.



"Eat better, move more" in Gabon

The Maingourd brand has run an **awareness-raising campaign in Gabon** on the importance of a balanced diet and regular physical activity: **"Eat better, move more"**. In May, an initial session with a professional sports coach was organised in Libreville. Chefs will also be working in school canteens to reinforce this initiative.



Commitment with Restos du Cœur

In response to the emergency appeal launched this year by the Restos du Cœur, d'aucy France has donated 80,000 tins. This gesture is in addition to the long-standing partnership between d'aucy and Restos du Cœur in Morbihan. For the 16th consecutive year, a donation of €15,000 was made to the association, along with an additional 30,000 tins of food, enabling **120,000 meals to be distributed**.



A better understanding of CSR with the d'aucy school

In October 2018, the d'aucy school was created as part of the "Production MANAGERS" incubator, in order to train young engineers and internal employees in all of our business lines. The training offered by the d'aucy school has been expanded and now includes **37 modules accessible to all employees in the division**, whether they are new recruits or have been in post for several years. In 2023, more than 350 employees benefited from training via the d'aucy school.

This in-house school has a number of aims:

- To give meaning and commitment to our teams
- To develop everyone's skills to add value
- To secure our key skills and business expertise
- To develop our employer brand, attract and retain employees
- To reduce training costs
- To boost our performance

As of this year and among the 37 modules on offer, the d'aucy school includes a **module devoted to CSR**. The aim of this new module is to provide a better understanding of the Group's and the division's CSR strategy by giving concrete examples of what is being put in place and showing how these issues can be integrated into everyone's day-to-day professional life. Additional training dedicated to CSR has been introduced for certain functions, in particular for our sales staff, to ensure that they are fully involved in this transition.

More than 350 EMPLOYEES

HAVE BENEFITED FROM TRAINING FROM THE D'AUICY SCHOOL

Eureden FROZEN FOOD

Eureden Frozen Food operates in the frozen food market.

Through our brands - Paysan Breton, d'aucy, as well as Maestro di Verdura for the South European markets - we provide a high-quality, differentiating and enhanced offer in both organic and conventional products, in addition to our portfolio of customised private label products and co-packing brands.

The division is committed to a strong positioning on agro-ecology, quality and innovation, with production in France and Spain; a presence in hypermarkets and supermarkets, specialised channels, catering, industry, co-packing and markets in France, Spain, Europe, North America, North Africa and Asia.



2023/2024

in brief



Energy, materials and financial costs remain under heavy pressure. Inflation is still very much in evidence. These phenomena have an impact on the division's operations.

As far as agriculture and industry are concerned, Europe's main production zones are experiencing very strong and long-lasting climatic hazards, which are creating production complexities and trade-offs. Winter weather conditions (lots of water) and a cool spring had an impact on spinach volumes. The pea harvest was delayed, eventually reduced to just a few days, and overlapped with the bean harvest, which was also very late. The entire sector has had to adapt. Our resources are still insufficient, however, and trade-offs are needed. The risks associated with climatic hazards, the reduction in plant-protection solutions and irrigation constraints mean that farmers need ever greater support.

From an industrial perspective, we have begun to rationalise our production in Brittany by stopping broccoli production at one site and relocating it to Loudéac. We have reviewed our logistics plans to optimise flows, with a consequent positive effect on our environmental impact.

From a commercial perspective, despite inflation, demand in France and Spain remains solid, with good momentum on export markets. Frozen vegetables remain an affordable, high-quality product, available all year round and in line with the trend towards a more vegetarian diet. In France, on an organisational level, we are simplifying our structure by bringing together the three entities Gelagri Bretagne, Gelagri SAS and EFA under Gelagri Bretagne, as of 1 July 2024.



VALUE

creation

Gelagri is maintaining its innovation focus, with 37 new products developed over the year in order to support customers, capture trends and meet the expectations of consumers and users in the catering sector.

In all our brand innovations, the emphasis is on social and environmental issues.

On the catering side, in collaboration with Eureden Food Service, 12 new products have been added to our existing ranges under the d'aucy and Paysan Breton brands.

From an environmental perspective, two particularly noteworthy initiatives are being adopted to reduce our carbon footprint. In Spain, 100% of the energy consumed now comes entirely from renewable sources (particularly wind and photovoltaic).

The second initiative focuses on our logistics flows between France and Spain, between our sites and those of some of our customers, to reduce the flow of lorries. This will enable us to reduce the number of kilometres travelled by more than 10% for the same volume.

Finally, creating value also involves well-being in the workplace. One example is the staff training and monitoring programme run by Gelagri Ibérica to better prepare everyone for stressful situations at work and better manage psycho-social risks.

AMBITIONS

and outlook

Climate change and agriculture remain the key issues for 2024-2025. We are continuing to work to put in place solutions to secure supplies, including by expanding our production areas. We will cover 100% of the needs of our brands and, subject to availability, we will give priority to retail chains with which we have made multi-year commitments to secure our factories and our farmers. We will continue to see high prices and pressure on certain materials. Our level of profitability will require all these costs to be fully integrated into our prices. We will continue our policy of diversifying sourcing for blends and processed products, with adjustments to certain origins and specification requirements. We are continuing to adapt and optimise our production facilities, with substantial investment in Loudéac, particularly in the packaging workshop. On the Spanish side, after changing the blancher used to prepare green vegetables, we will be continuing our economic and environmental investments with new, more efficient compressors, deployment of an electric truck for short journeys and the installation of solar panels.

Gelagri plots its route to optimised and responsible logistics



2 NEW ACTIONS

Spain:

a fully electric semi-trailer

France :

two semi-trailers running on **Oleo 100**, a rapeseed-based fuel.



12%

Target:

REDUCTION IN CO₂ EMISSIONS FROM TRANSPORT IN THREE YEARS, THE EQUIVALENT OF 2,215 BREST-PARIS ROUND TRIPS BY CAR

As part of the Fret 21 initiative, Gelagri has set itself a target of reducing its overall transport footprint in France (CO₂ emissions from transport) by 12% over a three-year period.

In practical terms, a number of action levers have been identified to achieve this target:

- Improving the fill rate of our lorries,
- Reducing unnecessary kilometres by repositioning our external storage warehouses and optimising flows from our Spanish factory,
- Developing combined rail/road transport for all full truckload deliveries in the Lyon and Lille regions,
- Encouraging our main hauliers to sign up to the "Objectif CO₂" or "Lean & Green" initiatives, and to take this criterion into account in our future calls for tenders.

The first effects of these actions are already being felt, giving us confidence that we are on course.

To take things further, two new actions are being tested:

- The introduction of a fully electric semi-trailer truck for short journeys in Spain.
- The deployment of two semi-trailers for shuttle services in the Brittany region, using Oleo100, a rapeseed-based fuel.

Improving the environmental impact of packaging

Over the period 2023/2024, we have carried out a complete overhaul of the frozen food offering for the d'aucy and Paysan Breton brands aimed at the catering markets. This was also an opportunity to rethink packaging with a view to reducing it at source.

The result?

- Rationalisation of bags,
- The exclusive use of 100% recyclable PE (polyethylene) mono-material films,
- Reduction in thickness on some product references,
- Reduction in the number of colours used in printing,
- A transparent window instead of a full printing with a photo of the product,
- Grouping of certain product references (up to six or eight) in shared packaging to avoid destroying stocks at the end of a product reference's life or when information changes...

All these actions share a single aim:

to facilitate recycling and reduce waste, while retaining the essential protective, transport and information functions of packaging.

In total, more than 11.5 million bags are affected by this approach every year!



Extra-fine green beans

Vegetable stir-fry



Sustainable pallets at Gelagri Ibérica!

Gelagri Ibérica has obtained a sustainability certificate for its use of **100% certified wooden pallets**, as part of a circular process.



The wooden pallets used are leased. Once the goods have been dispatched, a partner company takes care of returning the pallets to its centre, where they are inspected and repaired if necessary. **This circular process extends the life of pallets and has a positive environmental impact.** This reduces the consumption of natural resources, greenhouse gas emissions and waste production in the supply chain.

In concrete terms, over one year, the reuse of pallets at Gelagri Iberica represents:

- **Savings of 61,819dm³ of wood**, or around 60 trees
- **A reduction in GHG emissions of 83,611kg**, or 450 round trips between Loudéac and Milagro
- **A reduction in waste of 5,872kg**, equivalent to the daily waste of 4,512 people



The teams with the highest scores in the fun activities during the Quality Time training course.

“Quality Time” training courses to reinforce the quality culture

Between April 2023 and May 2024, 53 “QUALITY Time” training sessions took place at Gelagri Loudéac, enabling more than 430 employees to be trained.

These courses, which are part of the group’s “BE Eureden Quality” initiative, are given by two site ambassadors. *“We have to be uncompromising when it comes to food safety: never forget that all the products manufactured on the site end up on a consumer’s plate.”*

These training sessions, rich in exchanges, enabled us to identify commitments and concrete actions aimed at reinforcing quality on a daily basis: compliance with good hygiene practices, cleaning and disinfection, daring to **SPEAK OUT**, improving communication, providing better support and training for new arrivals, etc.

The results of this first wave of training courses were presented in May 2024 to around 50 employees (managers, department heads and the winners of the challenge). Roll-out of the proposed corrective actions will be overseen by the managers of the relevant departments, in order to drive forward Quality on a daily basis. **Quality, like safety, is everyone’s business!**



430 EMPLOYEES TRAINED

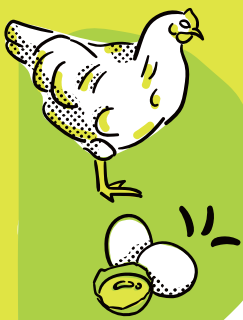
Eureden EGG DIVISION

The Egg division is organised into three Business Units (BUs).

The Upstream BU groups together the rearing of pullets and laying hens and the production of conventional, barn, free-range, organic and “Label Rouge” eggs. 50% of production is sold externally, with the remainder sold internally.

The Calibrated BU is the primary outlet for this value chain. 338 million eggs are packed at Ferme de Kervenac’h (in Tréglamus), mainly for supermarkets in France, and marketed under private label or the Paysan Breton brand.

The Processed BU is the secondary outlet. The French sites at Ploërmel, Carvin, Lamotte Beuvron and Pierrefitte and the German Ovofit site at Neumarkt-Sankt Veit (Bavaria) produce egg products mainly for the catering industry and for food manufacturers in France, Germany and abroad.



468

FTE (full-time equivalent)
EMPLOYEES



19

APPRENTICESHIP
CONTRACTS



6

INDUSTRIAL
SITES



€248m

IN TURNOVER

2023/2024

in brief

Acquisition of Ovofit in Germany

In 2023, Eureden Oeuf expanded internationally with the acquisition of Ovofit. This will strengthen our presence in the European market. Ovofit, renowned for the quality of its products and its expertise, fits with our vision and values. We are now better positioned to meet the growing needs of European consumers and to promote sustainable, environmentally-friendly production practices.

Egg market – tight supply and high prices

The year 2023-2024 was marked by tension on the egg market. Limited supply has led to a stabilisation of prices at high levels, while maintaining sustained demand. This situation reflects today’s challenges: striking a balance between sufficient remuneration for producers and meeting consumers’ societal expectations in terms of animal welfare, quality and sustainability.

Commitment to animal welfare and the transition to alternatives

True to its commitment to animal welfare, Eureden Oeuf is stepping up its efforts to encourage the transition to alternative production methods. In January 2024, we launched an ambitious financial support plan to help the breeders in our group transform their farms. The plan includes financial aid and technical training to enable farmers to switch to more animal-friendly production methods, such as rearing hens in “BETTER animal WELFARE” barns and free range.






197*
BREEDERS



5.1*
MILLION
HENS



1.3
BILLION
EGGS



No. 1
IN THE FRENCH
OUT-OF-HOME
CATERING MARKET

VALUE

creation

Convinced of the social and environmental challenges facing the Egg division, Rodolphe Millet, Eureden Oeuf's Managing Director, has set up a new CSR governance structure. **The aim** is to create a structured framework for strategically integrating CSR issues, while meeting its stakeholders' expectations. In 2024, a governance structure was put in place with the appointment of a CSR coordinator, Cécilia Le Bourligu, responsible for coordinating and steering CSR initiatives within the division. She also chairs the CSR Steering Committee, which is made up of a multi-disciplinary team. The first CSR seminar was organised in April 2024 to get the teams involved and on board. Bringing together the Eureden Oeufmanagement committee, the management committees of the Upstream, Calibrated and processed BUs, and the steering committee, this dedicated CSR day highlighted the crucial importance of social and environmental issues and invited participants to draw up a roadmap.

Another strategic project, as mentioned above, is **the acquisition of Ovofit in Germany**, enabling Eureden Oeuf to strengthen its presence in the European market and position itself as a global player. Ovofit brings a diversified range of products that complements our existing offering, making us more competitive and attractive in a variety of markets. This synergy between our two companies encourages the sharing of knowledge and expertise, stimulating innovation and the continuous improvement of our processes.

AMBITIONS

and outlook

We encourage the transition to production methods that are more respectful of the environment and animal welfare. Our Calibrated and Processed BUs are at the heart of this transformation, with eggs from alternative sources such as hens reared in "better animal welfare" barns, free range and organically. We support our farmers in this transition by providing them with technical advice, training, financial support and better outlets for their products to help them modernise and develop their farms. International expansion is a priority for Eureden Oeuf. We want to enter new markets and strengthen our presence in many countries. Our aim is to become a global player recognised for the quality and innovation of our products. Innovation is at the heart of our strategy. By using quality ingredients and highlighting the expertise of our producers, we aim to promote "Quality Food" and contribute to a healthy, balanced diet for all. To meet the growing demand for our products and support our growth, we are expanding our network of layer hen breeders. This approach strengthens our ability to offer quality products while supporting the local economy and creating jobs.



Transition to alternative methods

The Calibrated and Processed BUs are developing their alternative ranges. Over the 2023-2024 financial year, sales of shell eggs packaged by Ferme de Kervenac'h and mainly intended for supermarkets rose sharply: **+48% for eggs from barn hens and +19% for eggs from free-range hens (vs 2022-2023).**

Sales volumes of Cocotine egg products for out-of-home catering are grew over the same period: +18.5% for eggs from barn hens (vs 2022-2023).

The challenge for the upstream sector is to adapt production facilities to changes in demand and **to convert 1.9 million hens currently kept in cages to alternative egg production within five years.** It is crucial that we support our farmers in this transition and add value to their production. **Financial aid of around €3.5m will be allocated** to facilitate the investments needed to convert existing buildings (cages) into free-range or barn hen farms, and to encourage the establishment of new breeders.

Eureden Oeuf must continue to keep pace with market developments and meet society's expectations, which are moving towards 100% alternative production.



516
MWh REDUCTION
IN ELECTRICITY
BETWEEN
2023 AND 2024



6%
REDUCTION IN WATER
CONSUMPTION
BETWEEN
2023 AND 2023



1.9
MILLION MORE
ALTERNATIVELY
FARMED HENS
WITHIN 5 YEARS



Preserving resources

The Egg division is pursuing its action plan to reduce water and energy consumption.

By the end of 2023 – thanks to the shutdown of two mechanical refrigeration spiral freezers, replaced by liquid nitrogen cooling solutions – electricity savings of around 516 MWh were achieved, representing around **4% of the consumption of the PEP Ploërmel site**, and resulting in a reduction of 30 tonnes of CO₂ emissions.

Ferme de Kervenac'h, meanwhile has installed a **micro-station, guaranteeing autonomous management and treatment of its wastewater.** The carbon footprint has been significantly reduced by stopping daily pumping of water to treatment plants by external service providers.

Thanks to the implementation and monitoring of water consumption action plans, **8,000m³ of water have been saved by the division, representing a 6% reduction compared with 2022-2023.**



Optimising processes and reducing packaging

A series of actions have been put in place to **limit our carbon footprint and improve working conditions for operators.**

Reducing the thickness of plastic film and the weight of buckets and lids means we can reduce our consumption of materials, thereby helping to reduce our carbon footprint. At the same time, this optimisation of packaging facilitates the work of operators, making handling lighter and less arduous.

Harmonising product references for shelled hard-boiled eggs limits the number of series changes, thereby reducing the number of product references to be managed and improving the efficiency of our processes.

The switch to a flat handle for small buckets of shelled hard-boiled eggs has enabled automatic palletising to be introduced, reducing manual handling. This action has improved ergonomics for our operators and is helping to reduce the risks associated with repetitive handling.



Ensuring safety and well-being

Various measures have been taken within the division to **guarantee employees' safety and well-being.**

At the Sologne sites, the daily participative events carried out for the last four years have revealed the need for **warm-up sessions before starting work.** In response to this demand, **muscle stimulation training** has been offered at these sites. In collaboration with the MSA nurse, training funded by the MSA was offered to all line operators on site. Once trained, these operators shared their knowledge with their colleagues, making the initiative more effective and easier to follow up.

At Ferme de Kervenac'h, **the installation of a new packaging robot has replaced a manual task that was particularly arduous for employees.** By taking over certain tasks, this robot – dedicated to packing egg trays in half-pallets – covers more than 20% of production volumes, enabling employees to concentrate on more interesting tasks and become more versatile.

The safety policy implemented by the division has borne fruit at the PEP Lamotte site, where no accidents have been reported since the McDonald's line went into operation on 19 February 2019, meaning that by the end of the financial year, there **had been more than 1,961 accident-free days!**



Warm-up sessions at the start of the shift.



Eureden MEAT

Eureden Viande is made up of two entities:

Aubret offers multi-species delicatessen culinary aids that are primarily pork-based. Established in the Loire-Atlantique department, Aubret is the leading French manufacturer of diced bacon and a key partner for supermarkets, with products distributed mainly under private label or under the Aubret brand for the Caribbean market.

André Bazin, which specialises in cured meats, charcuterie, sausages and cooked meats for manufacturers, wholesalers and retailers. The company supplies over 500 customers in the food sector, ranging from multinationals to local SMEs. Firmly rooted in the Haute-Saône department, Bazin specialises in traditional Franche-Comté pork products, including Morteau and Montbéliard PGI sausages.



2023/2024

in brief

For Bazin, pork prices remain particularly high, with an average of €1.98/kg for the 23/24 period. On the other hand, we are seeing a slight easing in prices for other inputs such as beef, poultry, packaging, spices, energy and casings. Meanwhile the consumption of meat products is falling, while various corporate takeovers mean that our customers are continuing to become more concentrated.

For Aubret, the year was divided into two distinct phases. The first half saw a significant improvement in results, thanks to the combined effect of price increases applied to all customers and lower meat purchase prices. The Pic Nic campaign in the French West Indies was also particularly well received. In the second half of the year, however, the trend reversed from December. The difficult launch of the new VIF ERP system, which affects sales management, order preparation and logistics, had a major impact on business. The loss of volumes and the rise in meat purchase prices also worsened the situation. Two major tenders were won at the end of the financial year however – one for lardons and the other for knack – with volumes increasing from September 2024. Our recruitment efforts in the Ancenis region are beginning to bear fruit, despite labour shortages there, with the arrival of new employees on permanent contracts from Morocco and Reunion Island. Finally, as well as replacing the ERP system, other major projects have been launched to strengthen the continuous improvement approach and formalise workstation standards within the industrial scope.



910

FTE (full-time equivalent)
EMPLOYEES



2

PRODUCTION SITES
IN FRANCE

(with one cutting plant, five
cured meat plants and two
logistics platforms)



31

APPRENTICESHIP
CONTRACTS



€287m

IN TURNOVER



54,370

TONNES OF PRODUCTS
SOLD



VALUE

creation

At Bazin, innovation is at the heart of the business, with 124 new products launched. Committed to quality, Bazin is the only company to offer 100% natural, nitrite-free products, in compliance with the PGI guidelines. Through its Philippe Wagner range, Bazin is taking various steps to reduce its waste, including using recyclable film, sorting trays with transparent film, and reducing the size of trays, which has led to a 12% reduction in plastics this year. For workers, the renovation of a logistics platform, the automation of packaging lines and the acquisition of a new thermoforming machine have improved working conditions, reduced the arduousness of certain jobs and generated economic benefits.

At Aubret, our commitment to CSR is being stepped up with the introduction of training courses, induction programmes for temporary staff and support for employees after long periods of absence. A weekly working group has also been set up with the CSSCT (Health, Safety and Working Conditions Committee). On the environmental front, Aubret has set up an energy steering committee, with the aim of reducing energy consumption by 3% a year. These efforts have enabled us to reduce water consumption by 4%, gas consumption by 2% and electricity consumption by 3% over 2023-2024 compared with the previous financial year. Aubret has also implemented an odour management plan for wastewater treatment, which is appreciated by neighbouring stakeholders. Thanks to its commitment, Aubret was awarded the "Entreprise Engagée" ("Committed Company") badge in May 2024, following a CSR assessment by EcoVadis.



AMBITIONS

and outlook

With a view to differentiation, **Bazin** aims to continue improving the quality of its products, strengthening its cross-functional approach and acquiring complementary expertise to meet all its customers' needs. The company is also committed to expanding its points of distinction, notably through several investments in plant equipment, in order to gain market share, reduce competitive risk and maintain profitability. On the environmental front, Bazin is pursuing its initiatives, optimising the use of recyclable materials for various ranges, and shortly rolling out a new packaging machine that will reduce packaging consumption for Morteau sausages by 25%. Workforce engagement remains at the heart of our strategy, with the constant aim of improvement and employee retention.

For Aubret, differentiation efforts are focused on adopting a sustainable development approach to its activities. **The aim is to finalise implementation of the environmental management system while developing and piloting an energy management system.** Aubret also aims to reduce its non-recycled non-hazardous industrial waste by 50%, which represents a reduction of 360 tonnes and a saving of €80,400 in management costs. From an economic perspective, one of Aubret's challenges is to focus its efforts on developing the skills and business knowledge of new and existing employees in order to strengthen the knowledge base, a key factor in the continuous improvement of performance and quality.



Tailor-made training to develop skills



+49

PROFESSIONALISATION
CONTRACTS SIGNED
SINCE 2023



220

PEOPLE TRAINED
IN DIVERSITY AND
HARASSMENT ISSUES

As part of our commitment to training and skills development, a number of initiatives have been put in place this year.

Bazin. In response to the shortage of people trained in certain specific professions, the HR teams have devised a tailor-made training programme delivered on the job by employees who have already mastered those skills. Since 2023, an AFEST (Action de Formation En Situation de Travail) scheme has been in place, with the training of **22 tutors, most of whom have been in post for many years, and the recruitment of 49 employees on professionalisation contracts.**

Over a period of six to seven months, and with an average of 230 hours of training, the tutors support new arrivals to **enable them to acquire new skills and become operational.** Three assessments are organised during the course of the training, with a bonus system for both the tutor and the learner if the objectives are achieved. At the end of the first courses, **24 people were offered permanent contracts**, while eight are still on AFEST training.

As well as developing our employees' skills and loyalty, this programme has also helped **to improve knowledge of internal processes and to recognise in-house expertise.**

Aubret. As part of its Job and Career Management programme, Aubret has undertaken to redefine all its job descriptions. The aim is to use them during annual interviews to ensure **more precise management of careers and skills within the company.**

In addition, as part of its ongoing training programme, Aubret has introduced a two-hour course designed to **raise awareness of diversity and harassment issues among all employees and temporary workers.** The aim is to ensure that 100% of employees, including temporary staff, are made aware of these issues in order to promote better integration and greater acceptance of diversity (disability, social and/or cultural background) within the company. The training module, developed in-house by the HR team, has already been taken by 220 people.



Safety challenged

As part of the Group's **"zero accident"** policy, **Bazin has set up safety challenges**, offering rewards for each safety objective achieved. Last May, Aubret proudly celebrated a year without any accidents among its maintenance, preparation/dispatch and logistics teams. To thank them, each employee involved was given a sleeveless down jacket, proudly bearing on the back the inscription: **"Zero accidents, everyone involved".**

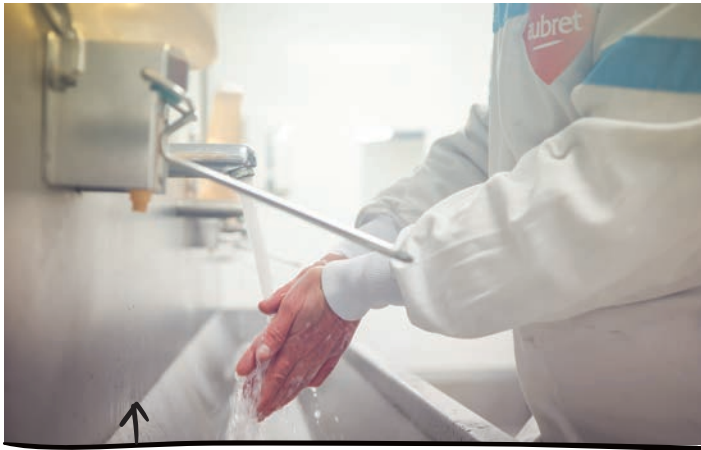


REDUCING USE

of resources

Aubret has introduced a number of initiatives to reduce its water and energy consumption (electricity, gas, etc.) by 10% over five years.

A **water diagnostic** was carried out to update the breakdown of uses by building and by activity, in order to **monitor, reduce and optimise water extraction and consumption**. A number of initiatives have been adopted, including raising awareness of good practices, locating leaks, installing water-saving equipment on the site's taps (hand-washing facilities in workshops, changing rooms and toilets, etc.), optimisation of flow rates, and reuse of 25% of pre-treated wastewater to formulate solutions for the chemical treatment of aqueous waste. **3.7% of drinking water abstractions have been avoided** between 2023/2024 and 2022/2023, i.e. 6,269m³, the equivalent of 2.5 Olympic swimming pools.



3.7%

REDUCTION IN DRINKING WATER CONSUMPTION, I.E. 2.5 OLYMPIC-SIZE SWIMMING POOLS

2.6%

REDUCTION IN ENERGY CONSUMPTION



In addition, the creation of a dedicated committee and the introduction of precise, automated monitoring have enabled us to reduce the consumption of primary resources (water, electricity and gas), while maintaining a mode of operation virtually identical to the previous year.

Aubret has recorded **a 2.6% reduction in its electricity consumption** in 2023/2024 compared with 2022/2023, i.e. 670 MWh, as well as a 2% reduction in its natural gas consumption over the same period.

Bazin, meanwhile, is pursuing its action plan to reduce its water consumption through various initiatives:

- Setting up of a system to **monitor water consumption** on a daily basis
- **The sanitation team has now been set water consumption targets**, with precise objectives for optimising and reducing daily water consumption (85m³/day).



Economic and ecological target for waste

To create an efficient and sustainable waste management system, Aubret is working on a number of different levers:

- Diversifying waste flows by, for example by integrating a more virtuous process for recycling big bags.
- Reducing the quantity of non-recycled non-hazardous industrial waste by 30%.
- Putting waste at the heart of the circular economy and encouraging practices such as waste prevention, reuse and recycling, as well as the use of ecological processes such as methanisation and agricultural spreading. A total of €14,900 was saved thanks to methanisation, and 1.1 tonnes of greenhouse gases avoided.
- Reducing the environmental impact of primary packaging by designing rigid and flexible mono-material trays that are more suitable for recycling, as well as by **increasing the proportion of recycled material (between 30% and 50%)** in the supply of plastic film for trays.

Triple objective: to reduce the amount of waste, improve the environmental impact of primary packaging and achieve economic benefits.

Target:

30% to 50%

INCREASE IN RECYCLED MATERIALS



Eureden

DISTRIBUTION



The green distribution business was set up almost 50 years ago, with the opening of our stores to non-member customers. It has gradually expanded to include garden, pet and home products and local produce. With 650,000 loyal customers and 148 in-house stores, plus 17 franchises, under the Magasin Vert, Point Vert, Terranimo, Cultivert, Le Récolteur and Eureden retail brands, we are the market leader in Brittany and the Vendée. Today, as in the past, **our ambition is to bring our customers the very best of nature.**



2023/2024

in brief

After two exceptional years, during which the French refocused on their homes, 2022 marked the end of this dynamic.

The garden market shrunk by 3.4% in 2023 (following an initial decline of 6.4% in 2022). Inflation, the property crisis and a wet spring also had an impact on our business in certain categories, such as outdoor. By contrast, the motorised machinery category benefited from the weather/storms effect (+13%). Our core business, gardening and pet supplies, is outperforming the market.

Against this complicated backdrop, the year was focused on management, with a repositioning of prices to win market share and work on the range to clarify the offer.

In order to continue to develop the business and find new growth drivers, a number of strategic projects have been implemented, such as the acquisition of a stake in AquaNiort, owner of 10 Terranimo stores, to develop our market share in the pet supplies sector. Food, a new strategic market, is also doing well, with the opening of Le Récolteur corners in our garden centres and pet shops, as well as a second Le Récolteur store in Auray. A third outlet is scheduled to open in Vannes by the end of 2024.

In addition, we are continuing to digitalise our customer relations, with 75,000 new customers joining our loyalty programme and the prioritisation of loyalty vouchers and SMS and email communications.



Digitalisation is a response to a threefold challenge: reducing paper consumption, responding to current customer habits and improving agility.



1,100

FTE EMPLOYEES
(permanent and fixed-term contracts)



75

APPRENTICESHIP
CONTRACTS



148

STORES



2/3

OF HOUSEHOLDS
HAVE A LOYALTY CARD



€276m

IN TURNOVER



5

OWN BRANDS
FORTEC, PROGREEN,
YOCK, TERRAGILE
AND FARMER'S



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

Magasin Vert Point Vert

terrano



cultivert

Hortalis



VALUE creation

Human values are at the heart of our approach. Working comfort, safety and skills development are all part of our focus.

The Flor'all training programme has enabled nine employees to be trained in plant-related professions. A specialised pet-shop course, Anim'all, will also be launched in 2025. To help achieve a positive impact on the planet, we have also begun to roll out the concept of the autonomous store. As a result, the Distribution division has embarked on an ambitious drive to reduce energy consumption in its store network. The Point Vert in Lannion is the pilot for this project. In addition, in order to improve the customer experience and working conditions for our employees, we are continuing to renovate our stores, notably in Landivisiau, Quintin and Baud. With our 148 stores, we have a nationwide network that enables us to be as close as possible to local residents and to position ourselves as a major economic and social player.

Did you know? We have a store within 20 minutes of every customer.

AMBITIONS and outlook

Continuing the work begun over the last three years, new projects are set to be unveiled:

- To better meet the expectations of our members and professional customers (tradespeople, landscapers, local authorities, etc.), the Distribution division moved into 64 trade outlets (Eureden, Point Vert, Cultivert, etc.) on 1 July 2024. This new organisation will enable new synergies to be put in place (offers, marketing, networks, etc.) to enhance the performance of the professional distribution network.
- We are also continuing to expand our digital presence with the launch of a new e-commerce site that will give customers the option of having their products delivered direct to their home or in-store via Click & Collect. The website showcasing the stores will develop the online offering and ultimately enable additional sales of products in-store.
- Apex is also undertaking a major transformation by splitting into two separate entities. On the one hand, Adoxa, a central purchasing group, whose aim is to buy at a better price by consolidating purchases, in order to become more competitive. Secondly, Apex Franchise, a franchise services company, which will be responsible for developing new franchise stores while offering a range of services to franchisees (communication, support on the ground, etc.).



NEW CONCEPTS *of stores*



A pioneer in the development of new store concepts, **the Point Vert store in Lannion** is now equipped with LED lighting to optimise energy consumption and a rainwater collection system to ensure it is self-sufficient for watering plants. Sustainable furniture has also been chosen, along with a reversible heat pump heating system. The store is also planning to install

photovoltaic panels on the a rooftop to generate its own electricity, as well as shade structures in the car park that will also generate solar energy.

The Magasin Vert in Landivisiau has also benefited from a number of improvements: renovation of the store area, refurbishment of the flower market and nursery, deconstruction and reconstruction of the canopy.

The same is true of **the Point Vert store in Quintin**, where the sales area has been extended. However, the existing building has been preserved by creating new insulation. The spaces have been modified, with a separate entrance for members.

The new concept will be rolled out across the store network as renovation projects are carried out.



Le Récolteur continues its growth



In line with the commercial distribution strategy and its desire to make food a new priority market, Le Récolteur has opened its second outlet in Auray (Morbihan).

Managed by a team of three full-time staff, this 200m² outlet offers **over 1,000 products, mainly from co-operative members** (fruit and vegetables, meat, eggs, dairy products, etc.). The range is rounded out by French producers of products such as wine and fruit grown in the French overseas departments and territories. This new store concept seems to have found its audience as, just one year after the opening of the first store in Ploemeur (Morbihan), **the Le Récolteur network's sales have doubled.**

Le Récolteur's ambitions do not end there, with plans to open **a new store in Vannes (Morbihan) by the end of 2024.** It has also joined the Magasin Vert and Point Vert loyalty programme, with the same points system.



5

COLLECTION POINTS



2

DIRECTLY-OPERATED STORES



7

KIOSKS IN MAGASIN VERT AND POINT VERT STORES

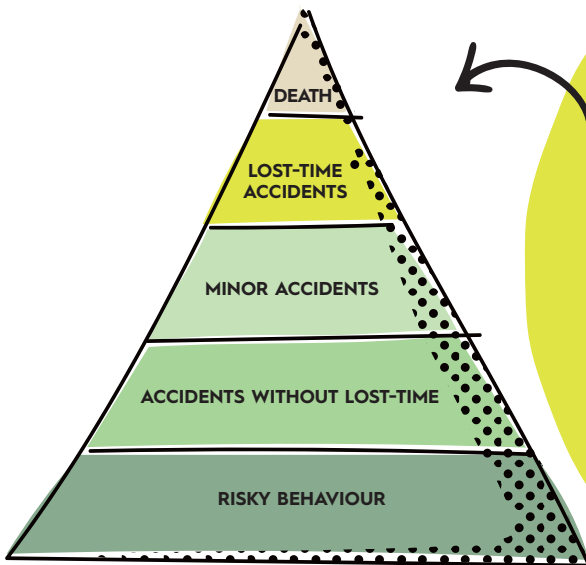


Presentation of the Prevention & QWLC Challenge trophy



As part of the Eureden Group's zero accident policy, the Management Committee awarded the Prevention and QWLC Challenge trophy to the Point Vert team in Quintin for their "Risk Pyramid" initiative.

For the third year running, members of the Management Committee are highlighting our teams' good health and safety practices.



The risk pyramid is a symbolic representation of the distribution of risk situations and accidents.

By working on the base of the pyramid (reporting risk situations), we can reduce the number of accidents! After taking part in a safety training course explaining the principle of the pyramid, Hervé Messager, manager of the Point Vert in Quintin, then shared the information with his team and used his hands to form a pyramid to alert his staff when they were putting themselves in danger.



In-store job dating

On Saturday 27 January 2024, the Human Resources department organised Job Dating sessions in four of the network's stores.

The idea is simple: applicants turn up with their CV and meet the Human Resources department and managers directly. This format of short interviews gives the company the opportunity to meet future employees in the same day and to diversify its recruitment methods.

Between 25 and 50 candidates attended, depending on the site. The initiative was a great success, with the Fouesnant store recruiting two people on fixed-term contracts thanks to job dating!



4

JOB DATING SESSIONS IN-STORE

THE RISK PYRAMID WHAT IS IT?

It represents the probability of an accident occurring. The higher the level of incidents or near misses, the higher the risk or probability of a serious accident.

The zero-accident policy is a key issue for the Distribution division, as it is for the Group as a whole, and the involvement of each and every one of us on a daily basis will enable us to achieve this objective!

CAPINOV

Capinov, a subsidiary of the Eureden Group, carries out physical and chemical analyses and sensory assessments for a mainly BtoB agricultural and agri-food customer base. This includes nutritional labelling, chemical composition, mycotoxins, pesticide residues, organic contaminants, heavy metals, PAHs (polycyclic aromatic hydrocarbons), PFASs (per- and polyfluoroalkylates), soil analysis, nutrient solutions, water and effluents, sensory assessment, etc.

95

EMPLOYEES,
INCLUDING 75 ON
PERMANENT
CONTRACTS



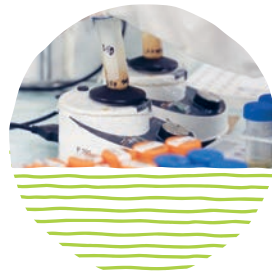
€8.5m

IN TURNOVER



115,000

SAMPLES ANALYSED
EACH YEAR



2023/2024 in brief

Sales rose by 15% over the year, with around 115,000 samples analysed. The volume of samples analysed is equivalent to that for the 2022-2023 financial year, but weather conditions have altered the breakdown between our activities, as soil sampling activities were complicated or even impossible in Brittany and France. The impact of general inflation continued to impact the first part of the financial year from July to December 2023, although our commercial redeployment enabled us to strengthen our customer portfolio and resume a satisfactory level of activity for contaminant and pesticide residue analyses.

VALUE of creation

In 2023-24, we have prioritised initiatives to boost the Capinov collective:

- organising a family day for 200 family members to find out about their father's, mother's, brother's or sister's job...
- mobilising teams around the company's development and progress plan and a new way of managing its objectives
- overhaul of job classifications
- drafting and monitoring of a safety and prevention charter
- formalisation of nine value chains for processing our analysis waste

These actions complement the ongoing R&D effort on analysis methods: by winning the French Total Diet Study (EAT - Etude de l'Alimentation Totale), conducted by ANSES, on its pesticide residue component, **Capinov demonstrated its scientific expertise and had its know-how recognised.**

AMBITIONS and outlook

The return to sales growth in 2023-24 will enable us to resume the consolidation of our strengths in the food safety market: the robustness of our results is regularly recognised in inter-laboratory tests conducted by BIPEA*. In 2024-2025, we will seek to increase our presence with our customers and win new market share, while continuing our work to create efficiency at every stage of our work. We will also be launching our new soil analysis bulletin, which will feature a component for measuring biological life in the soil.

*BIPEA ensures the level of expertise of 2,600 laboratories worldwide by organising interlaboratory tests that measure laboratories' analytical performance.



2023-2024

RESULTS



PASSING^{''}
ON A PASSION
FOR THE
EARTH



CONTEXT OF THE FINANCIAL YEAR

Resource preservation

Against a backdrop of global warming, preserving water, restoring biodiversity and reducing carbon emissions remain major challenges for maintaining agriculture, food and, more generally, a sustainable planet. This financial year, Eureden has stepped up the number of initiatives in this area, both at its administrative, commercial and industrial sites and among the co-operative's farmers, who we support in their efforts. Water, in particular, is at the heart of our mission to promote Quality Food. In all our activities, in the fields, factories and stores, we have implemented plans to reduce consumption or reuse water, with an environmental and economic impact in the short and medium term.

People

Employees are at the heart of Eureden's concerns, particularly in terms of health and safety, which remains a constant preoccupation and requires everyone's commitment. The co-operative's farmers also have their own special place, and we are constantly working on solutions to ensure that the next generation of farmers is replaced and that every farmer can earn a fair wage. The social context, with purchasing power still very low, has also led us to pay particular attention to access to food for all. We are therefore continuing to develop protein-rich products at affordable prices, particularly based on eggs and protein crops.

Regions

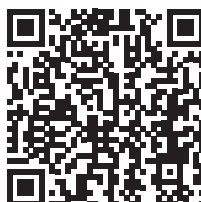
For Eureden, the issue of resources and climate is closely linked to the issue of regional development. The development or relocation of new plant-based sectors for animal nutrition or human food is a good illustration of this commitment. Similarly, priority is given to local purchases, whether of raw materials produced by suppliers or other purchases for which origin is an essential criterion.

CSRD

A highlight of 2024 was the entry into force (on 1 January) of European Union Directive 2022/2464 of 14 December 2022 on Corporate Sustainability Reporting Directive (CSRD). This European directive sets new standards and obligations for non-financial reporting. Although it is not required to publish a sustainability report until the end of 2026 (for the 2025-2026 financial year), **Eureden began rolling out the CSRD in 2024, in particular by working on its dual materiality analysis, in order to position sustainability at the heart of its strategy and decision-making processes.** However, as work on dual materiality is still in progress at the time of publication of this report, we present a single materiality on page 27.

Gender equality index

Each year, the Eureden Group calculates the professional equality index for all its entities with more than 50 employees, in accordance with the rules of France's "Avenir Professionnel" (Professional Future) law. It is a practical tool for advancing gender equality within companies. 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, number of employees who receive a raise after maternity leave, parity among the 10 highest-paid employees. **This index cannot be consolidated at Eureden Group level. You can also find all the notes of the Group's companies on the eureden.com website, in the News section.**



NON-FINANCIAL REPORTING METHODOLOGY



PERIOD

The period chosen for the collection, analysis and consolidation of non-financial data is the period corresponding to the financial year **from 01/07/2023 to 30/06/2024.**



SCOPE

For each indicator, the scope is indicated in the summary table on pages 72-73.

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 Ovofit (Germany), which was merged with Eureden on 4 August 2023, i.e. during the financial year. Every year, we make progress in our CSR approach, and we try to consolidate performance indicators across the entire Group wherever relevant. We have therefore been able, for the first time, to provide reliable data on waste and its recovery for the entire Group. The same applies to water consumption, which now includes data from the agriculture and distribution divisions. As a result, this data is not comparable with those from previous years.

For the following indicators, we have used the French scope, excluding our three Spanish sites, our German site and our Hungarian site:

- **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.



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 divisions and corporate departments. We drew on these officers and the business line teams to jointly define measurable and reliable indicators corresponding to the policies in place and which are used 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. **A total of 105 contributors therefore took part in the campaign to collect the non-financial data presented in this report.** For the third 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 INSPECTIONS

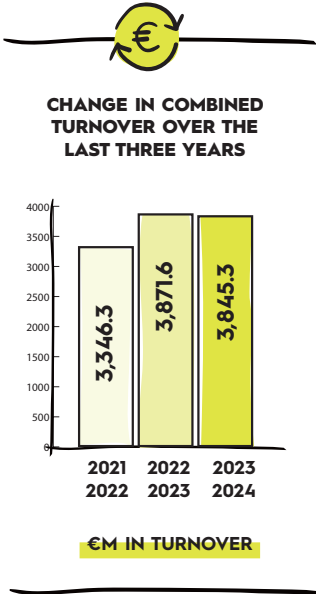
Over the period from July 2023-June 2024, the reporting procedures for non-financial indicators were subject to an external audit by Grant Thornton. At the same time, site audits based on a selection of social, environmental and societal indicators were carried out on five sites within our divisions representative of the Group's activities, in order to validate the overall accuracy and compliance of the reporting system:

- **Landerneau**, Agriculture division
- **Gelagri Iberica (Spain)**, Frozen Food division
- **d'aucy France establishment Le Faouët**, Long Life division
- **PEP Ploërmel**, Egg division
- **Bazin**, Meat division

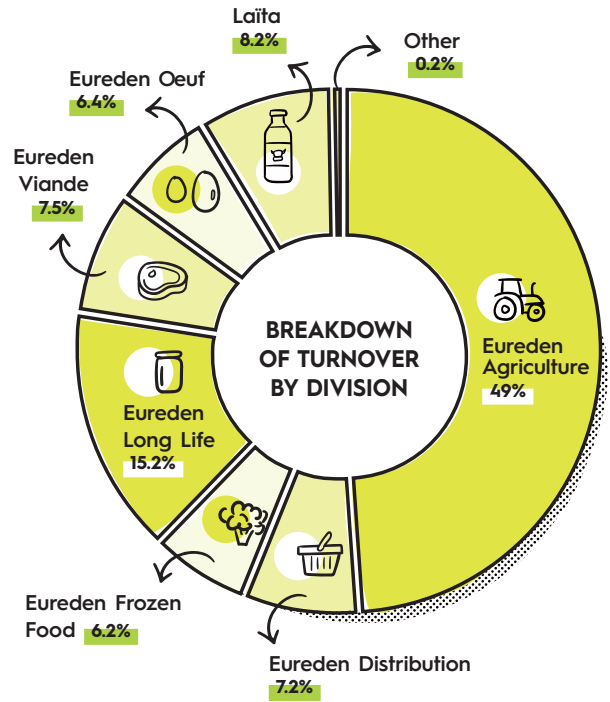
This independent third-party's assessment report can be found in the following section.

OUR FINANCIAL DATA

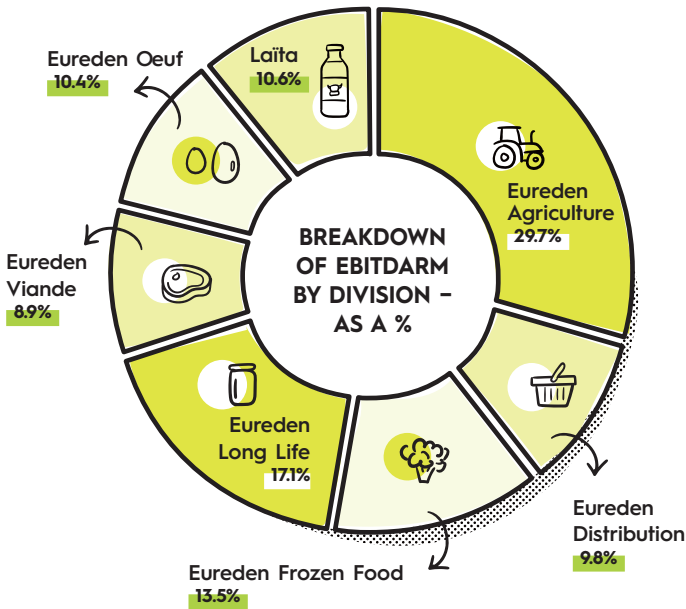
Combined turnover at 30/06/2024



Combined annual turnover amounted to €3,845m, a stable compared with the figure for the year ended 30 June 2023. This stability can be broken down between a fall in sales in our upstream activities and a favourable scope effect linked to the proportional consolidation of Laïta. Our upstream activities account for almost 49% of Group turnover. In our downstream activities, the Long Life division is the biggest contributor, accounting for over 15% of Group turnover, while the other divisions account for around 6-7%.



Combined EBITDA at 30/06/2024

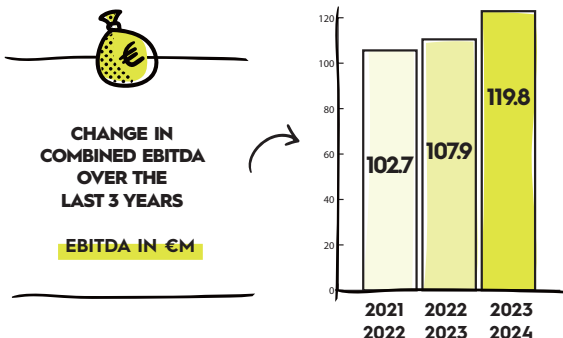


The Group generated combined EBITDA of €119.8m, compared with €107.9m at 30 June 2023. Results varied between divisions. The Agriculture division turned in a very good performance in the animal value chain (production, nutrition, health), reaping the rewards of its industrial and logistics reorganisation plan despite a structurally depressed market. In arable crops (agri-supplies/grain business lines), there has been a return to more conventional results, following an exceptional year in 2022/23 due to favourable markets for fertilisers and cereals.

The Long Life division's performance has been adversely affected by competition from Chinese sweetcorn, imported at below-market prices, in Eastern Europe. Savings measures have been put in place to partially absorb this cyclical effect.

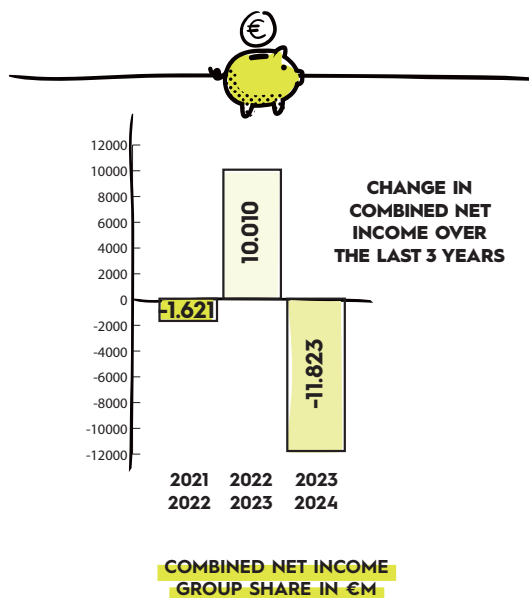
Buoyed by a dynamic sales policy and tight cost control, the Eureden Frozen Food division significantly improved its results in France and managed to maintain its growth rate in Spain.

After a 2022/23 financial year marked by severe inflation, the Meat division has returned to a better level of performance. Eureden Oeuf succeeded in maintaining its first-rate results in line with those of the previous financial year, thanks in particular to the excellent performance of the graded products business (Ferme de Kervenach) and the growing strength of its German egg products subsidiary (Ovofit). Lastly, our Distribution division outperformed the market, despite the continuing inflationary environment and the generally poor weather during the high season (April-May-June).



Combined net profit at 30/06/2024

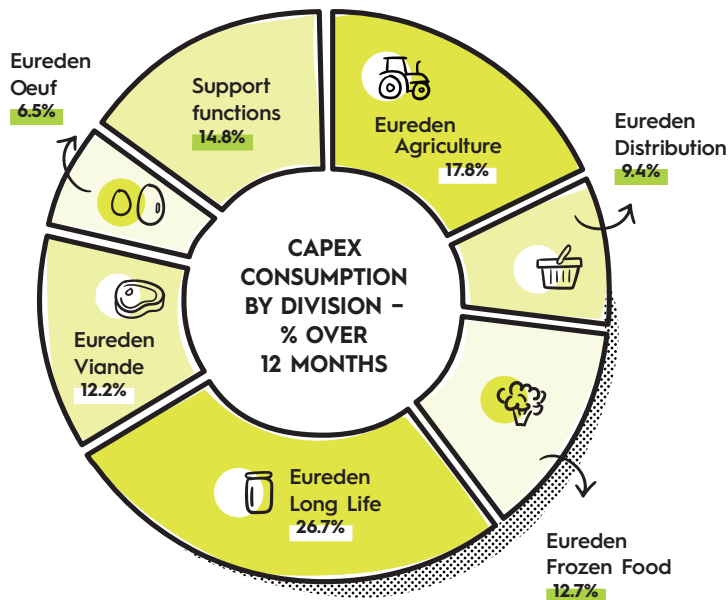
Combined net profit/loss (Group share) presents a loss of €11.8m, after a negative exceptional result of €8.1m. This amount includes €2.9m in compensation paid by our Hungarian subsidiary Globus to its maize growers following massive imports of maize from China, which led to crops being abandoned; and €2.4m provisioned as part of the restructuring plan for our animal nutrition facilities. There was also a sharp increase in financial expenses following the continued rise in interest rates during the year.



Combined equity and combined net debt at 30/06/24

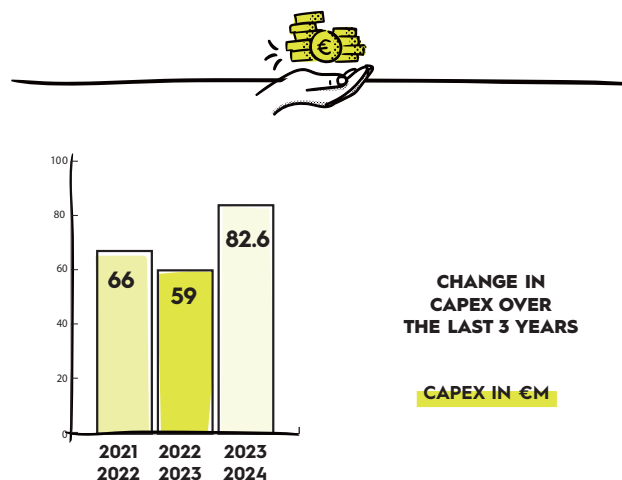
Our enlarged shareholders' equity amounts to €542m, or around a third of our balance sheet total. It largely covers our combined balance sheet net financial debt, which totals €476.5m.

Capital expenditure



Over the past year, the Eureden Group invested nearly €83m, including €8m directly linked to the proportional integration of Laita. While the majority of this capex concerns replacement investments (53%), we invested nearly €4m in capacity extensions, €6m in productivity improvements, and more than €7m in innovation, development, quality and the environment. 10% of our investments during the year were in safety-related projects.

Finally, the transformation of our IT systems also accounted for 10% of our investments.



OUR NON-FINANCIAL DATA



CO-OPERATIVE VALUES *and Human*

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
		2021/2022	2022/2023	2023/2024
Total physical workforce	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	8,028	8,307	7739
Apprenticeship and work-study contracts in the total physical workforce	Eureden in France and abroad	209	243	€276m
Employee turnover rate	Permanent contracts at Eureden in France and abroad	13.19%	13.69%	14.81%
Rate of absenteeism on health grounds	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	6.02%	5.67%	5.30%
Workplace accident frequency rate	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	25.56	26.96	24.62
Workplace accident severity rate	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	1.14	1.12	1.20
Number of fatal accidents	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	Zero	1	Zero
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	15.66%	18.60%	22.22%
Proportion of women on the Board of Directors	Eureden co-operative	10.00%	10.00%	10.00%
Rate of employment of people with disabilities	Fixed-term contract, permanent contract at Eureden Group France	5.29%	5.40%	5.57%
Proportion of payroll dedicated to training	Eureden in France and abroad from 01/01 to 31/12	1.59%	1.81%	2.01%
Proportion of employees who received training	Eureden in France and abroad from 01/01 to 31/12	49.07%	42.74%	56.85%



DIVERSIFIED AND *sustainable agriculture*

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
		2021/2022	2022/2023	2023/2024
Proportion of vegetable farms with environmental certification (CEN2 or 3)	Eureden co-operative	100.00%	100.00%	100.00%
- proportion of level 2 farms	Eureden co-operative	95.91%	96.14%	95.70%
- proportion of level 3 farms = HVE certification	Eureden Co-operative	4.09%	3.86%	4.30%
Proportion of organic members	Eureden Co-operative	7.67%	7.70%	6.84%
Proportion of surface areas cultivated using alternative solutions	Eureden Co-operative	8.30%	13.10%	13.80%
Proportion of hens raised with alternative livestock methods	Eureden Co-operative	56.10%	55.22%	60.12%
Amount of direct and indirect aid (crops, livestock, etc.) to members committed to an environmental transition process	Eureden in France and abroad	€936,345.39	€953,043.57	€963,877.00



REGIONAL *development*

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
		2021/2022	2022/2023	2023/2024
Proportion of Young Farmers set up in business by the co-operative*	Eureden Co-operative	-	32.18%	24.00%
Volume of oilseed crops aimed at protein autonomy for animal nutrition	Eureden Co-operative	73,928 T	95,434 T	89,290 T
Proportion of French plant proteins for animal feed	Eureden Co-operative	-	42.11%	38.10%
Amount of food donations (finished edible products) at industrial cost price	Eureden in France and abroad	€291,225.00	€815,859.00	€764,637.84

*The calculation method has changed, as the term JA is no longer correlated to the age of the farmer but to the date of establishment.



RESPECT of the Planet

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
		2021/2022	2022/2023	2023/2024
Scope 1-2-3 carbon footprint (2019)	Eureden in France and abroad	3,099,939 tCO ₂ eq. (carbon footprint based on 2019 data)		
Total energy consumption (electricity, gas, fuels)	Eureden in France and abroad	766 755 949.49 kWh	678 392 609.39 kWh	711 762 682.82 kWh
Proportion of renewable energies in the energy mix	Eureden in France and abroad	8.54%	11.80%	11.73%
Water withdrawal	Eureden in France and abroad	4,453,144m ³ *	4,098,462m ³ *	4,578,946m³
Water discharge into the natural environment (spreading, WWTP, rivers)	Eureden in France and abroad	3,933,710m ³ *	3,596,978m ³ *	4,017,900m³
Water return rate (discharge/withdrawal)	Eureden in France and abroad	88.34%*	87.71%*	87.75%
Water consumption/tonne of finished product	Eureden in France and abroad	5.62m ³ /tonne of product	5.25m ³ /tonne of product	6.48m³/tonne of product
% of co-products and organic or plant waste recovered	Eureden in France and abroad	99.98%**	99.62%**	99.34%**
Proportion of primary food packaging recycled	Products intended for French supermarkets Citeo data*	91.44%	91.27%	81.09%
Recycling rate for agricultural plastic packaging and films (Adivalor)	Eureden co-operative	73.04%	80.91%	102.20%
Percentage of industrial waste recycled or recovered	Eureden in France and abroad	-	98.29%***	97.25%
Percentage of hazardous waste	Eureden in France and abroad	-	0.11%***	0.18%

* Data not available for the Group consolidated scope. Integration of agriculture and distribution activities in the 2023-2024 financial year.

** Eureden in France and abroad, only four downstream divisions.

*** Data not available for Group consolidated scope. Integration of the agriculture business in the 2023-2024 financial year.



HIGH-QUALITY FOOD Affordable

INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
		2021/2022	2022/2023	2023/2024
Proportion of certified industrial sites (IFS/BRC/FSSC22000/ISO9001/SMETA/RCNA/STNO/STNE/GMP+/FCA/ORGANIC)	Eureden in France and abroad	97.50%	92.50%	97.37%
Number of certificates for the Agricultural activity (CSA-GTP/ORGANIC/AGRICONFIANCE/ISO9001/ISO22000)	Eureden in France and abroad	15	15	14
Number of days of quality audits carried out (internal/external)	Eureden in France and abroad	452.75	616.25	516.50
Proportion of vegetables sold under own brand with a Nutri-Score of A or B (hyper/supermarkets and food service)	Eureden Long Life	99.70%	99.20%	98.90%
Proportion of vegetables sold under own brand with a Nutri-Score of A or B (hyper/supermarkets and food service)	Eureden Frozen Food	94.87%	94.00%	90.00%
Proportion of pigs by volume intended for human consumption under a quality label (Label Rouge, Bleu-blanc-cœur)	Eureden Co-operative	26.40%	26.40%	21.50%
Proportion of grains by volume intended for human consumption under a quality label (Agri-ethical milling wheat, PGI black wheat, organic)	Eureden Co-operative	13.10%	7.00%	6.50%
Proportion of pigs intended for human consumption under a quality label	Eureden in France and abroad, four downstream divisions	12.35%	12.73%	9.23%
Percentage of volumes sold under a quality label higher than or equal to the Le Porc Français LPF label in terms of animal welfare	Eureden Viande	53.66%	50.20%	45.29%



Report of the independent third-party organisation on verification of the consolidated declaration of non-financial performance

Eureden co-operative

Financial year ending 30 June 2024

To members,

In our capacity as auditor registered on the list provided for by Article L.822-1 of the French Commercial Code, designated independent third party – ITP (“third party”) of your co-operative (hereinafter “entity”), accredited by COFRAC (Cofrac Verification/Validation accreditation no. 3_2122, 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) in the consolidated statement on non-financial performance, prepared in accordance with the entity’s procedures (hereinafter the “Guidelines”), for the financial year ended 30 June 2024 (hereinafter the “Information” and the “Statement” respectively), presented in the group’s 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 non-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 Guidelines, the material elements of which are presented in the Statement.

Limits inherent in preparation of the Information

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.

Responsibility of the entity

Management is responsible for:

- Selecting or establishing appropriate criteria for the preparation of information;
- Preparing a Statement which complies with the legal and regulatory provisions, including a presentation of the business model, a description of the main non-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);
- Preparing the Statement by applying the entity's Guidelines as mentioned above; as well as
- Implementing 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 drawn up by General Management.

Liability 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 fairness of the historical information (recorded or extrapolated) provided in application of Article R. 225-105 I(3) and II of the French Commercial Code, namely the results of policies, including key performance indicators, and actions relating to the main 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:

- Compliance by the entity 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 accuracy of the information provided for in Article 8 of Regulation (EU) 2020/852 (green taxonomy);
- The compliance of products and services with applicable regulations.

Regulatory provisions and applicable professional doctrine

Our work described below was carried out 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, Work of the Statutory Auditor – Work of the ITP – Non-financial Performance Statement, our verification programme communicated at the start of the assignment and international standard ISAE 3000 (as amended) ¹.

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 Statutory Auditors. 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 people and took place between August and October 2024 over a total period of 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 15 interviews with the people responsible for preparing the Statement, representing in particular the general management, administration and finance, quality, 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:

- We have reviewed the activities of all the entities included in the scope of consolidation and the description of the principal risks;
- We have 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 have verified that the Statement covers each category of information provided for in Article L. 225-102-1 III of the French Commercial Code on social and environmental matters and includes, where appropriate, an explanation of the reasons for the absence of the information required by Article L. 225-102-1 III(2) of the French Commercial Code;

¹ ISAE 3000 (revised) – *Assurance engagements other than audits or reviews of historical financial information*

- We have verified that the Statement presents the information required by Article R. 225-105 II of the French Commercial Code where it is relevant to the main risks;
- We have verified that the Statement presents the business model and a description of 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 relating to the main risks;
- We have verified that the Statement includes a clear and reasoned explanation of the reasons for the absence of a policy concerning one or more of these risks in accordance with Article R. 225-105 of the French Commercial Code ;
- We have consulted documentary sources and conducted interviews 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 important, presented in Appendix 1. For certain risks (risk of dysfunction in co-operative governance; risk of tension in the preservation of human capital; risk of mismatch between societal demands and agricultural production methods) our work was carried out at the level of the consolidating entity. For other risks, work was carried out at the level of the consolidating entity and in a selection of entities²;
- we have verified that the Statement covers the consolidated scope, i.e. all the entities included in the scope of consolidation in accordance with Article L. 233-16 of the French Commercial Code within the limits specified in the Statement;

We have familiarised ourselves with the internal control and risk management procedures put in place by the entity and have assessed the data collection process aimed at ensuring the completeness and fairness of the Information;

- For the key performance indicators and other quantitative results that we considered to be the most important presented in Appendix 1, we implemented :
 - Analytical procedures to check that the data collected has been properly consolidated and that trends are consistent;
 - Detailed tests based on sampling or other means of selection, consisting of verifying the correct application of definitions and procedures and reconciling data with supporting documents. This work was carried out on a selection of contributing entities and covered between 31% and 100% of the consolidated data selected for these tests;
 - We have assessed the overall consistency of the Statement in relation to our knowledge of all the entities included in the consolidation scope.

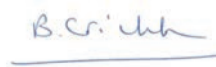
²Landerneau (Eureden Agriculture), Ploërmel (Eureden Œuf), Bazin (Eureden Viande), Le Faouët (Long Life), Gelagri Ibérica S.L. (Eureden Frozen Food).

The procedures performed as part of a moderate assurance engagement are less extensive than those required for a reasonable assurance engagement performed in accordance with the professional doctrine of the Compagnie Nationale des Commissaires aux Comptes; a higher level of assurance would have required more extensive verification work.

Neuilly-sur-Seine, 25 October 2024

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


 Arnaud Dekeister
 Partner


 Bertille Crichton
 Partner

Appendix 1: Information considered to be the most important

Social information	
Quantitative information (including key performance indicators)	Qualitative information (including actions or results)
<ul style="list-style-type: none"> - Total physical workforce and breakdown - Percentage of women on the Board of Directors - Percentage of women in top management - Rate of turnover of permanent staff - Rate of absenteeism on health grounds - Frequency rate of workplace accidents with lost time - Workplace accident severity rate - Percentage of employees trained - Rate of employment of people with disabilities 	<ul style="list-style-type: none"> - Diversity and combating discrimination - Training and skills development plan - Preventive healthcare policy and quality of working life
Environmental information	
Quantitative information (including performance indicators)	Qualitative information (including actions or results)
<ul style="list-style-type: none"> - Percentage of vegetable farms with environmental certification (CEN2 or 3) - Percentage of area cultivated using alternative solutions - Percentage of organic members - Total energy consumption, including percentage renewable energy - Carbon footprint - Total volume of water withdrawn and discharged - Percentage of food packaging that can be recycled - Recycling rate for agricultural plastic packaging and film (Adivalor) - Percentage of organic produce in turnover - Percentage of French plant protein for animal feed - Total volume of waste and breakdown (hazardous/non-hazardous by type of treatment) - Percentage of waste recycled 	<ul style="list-style-type: none"> - Climate policy - Prod'ici initiative, aimed at strengthening our protein independence for animal feed - Support for organic conversion and environmental certification
Social information	
Quantitative information (including key performance indicators)	Qualitative information (including actions or results)
<ul style="list-style-type: none"> - Amount of food donations - Amount of direct and indirect aid (crops, livestock, etc.) to members committed to an ecological transition process - Volume of production for human consumption under a quality label - Percentage of products for human consumption under a quality label - Number of days of quality audits carried out - Percentage of hens on alternative farms - Proportion of cured meat products under a quality label greater than or equal to the Le Porc Français label in terms of animal welfare 	<ul style="list-style-type: none"> - Dialogue with external stakeholders - "Raised with passion" initiative - Quality control policy



Thank you

to the more than 100 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.



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36 Rue Ferdinand Buisson
Zone d'activité de Kervidanou 3 - 29300 MELLAC
eureden.com

