

EFFICIENT & SUSTAINABLE



NON-FINANCIAL
PERFORMANCE
STATEMENT
2023



This document provides information concerning Avril's extra-financial performance, in response to regulations: decree no. 2017-1265 of 9 August 2017 issued for the application of order no. 2017-1180 of 19 July 2017 on the publication of non-financial information by certain large companies and certain groups of companies.

This report is the official publication of the Group's achievements and performance in terms of sustainable development for the year 2023. It covers all the activities and subsidiaries included in the reporting scope for the period from 1 January to 31 December 2023, corresponding to the company's financial year. Given the date of publication of the document, information covering the beginning of 2024 is also included where available.

This Extra-Financial Performance Declaration (DPEF) is Avril's compulsory annual CSR report. For all 13 CSR themes presented here, an update has been provided on the Group's actions to date.

In addition to this DPEF, interested readers can also refer to the Avril Integrated Annual Report available on the website.

<https://presse.avril.com/en/publications/?lang=en>

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Avril: purpose and activities



Serving the Earth: the manifesto

“At Avril, we are here for others. For men and women.

For our sectors. For our regions. And for the Earth.

We are the furrow, the common ground.

From our roots to every point of the compass, our work is all for them.

We work for people, feeding them with the best

nature has to offer, providing greener energy and the benefits of plant-based science.

We work for those who cultivate, transform or reinvent the soil.

For our sectors, which we make stronger today

to be even bolder tomorrow.

We work for our planet, to protect its resources

and all living systems.

Nurturing Humanity and Nature.

Nurturing businesses and ideas.

Avril exists to grow.

To enhance. To strengthen. To set in motion.

To enable everyone to thrive.

We exist to **Serve the Earth.**”

The expression of Avril's purpose is the fruit of three years of iterative and collaborative work which, in 2021, was the origin of a simple phrase: **“Serving the Earth”**. This purpose is rooted in the four dimensions that define the uniqueness of Avril's model.

CONNECT WITH CONFIDENCE

Avril is a collective effort, a thread that links upstream to downstream, from farm to fork, bringing together all the players in the sector through the actions of our employees, to help them grow, improve performance and efficiency and meet the expectations of our customers and consumers. At Avril trust is at the heart of our interactions.

TREASURE LIFE

Avril is at the heart of the agricultural, food and environmental transitions. We are developing remuneration models to encourage sustainable farming practices, developing local supply chains in the areas where we operate, and standing by our farming partners in their concern for animal welfare. At Avril, we place the safety of our women and men as our number 1 priority, and consider that their development and employability is as important a responsibility as that of paying them fairly and equitably.

SHARING THE VALUE

As its founders intended, Avril reinvests its profits for the benefit of the industry, enabling it to grow stronger year after year and to fuel its organic and external growth. Internally, the Group is keen to enable the transfer of skills and the sharing of best practices in the field; each manager is given very concrete objectives for the development of his or her employees.

INVENTING TOMORROW

Preparing for the future, inventing solutions for sustainable growth that respect the living world and enable us to meet the planet's major challenges. That's our DNA, and we were pioneers in biodiesel, today major players in oleochemicals and tomorrow in plant proteins. Audacity is one of our three values and every Avril employee is encouraged to be enterprising on a daily basis.

ACTION PRIORITIES WE'RE COMMITTED TO THAT DEFINE OUR DAILY ACTIVITIES

Serving the Earth means...

...TAKING ACTION FOR AGRICULTURE THAT RESPECTS THE PLANET

Because we believe in agriculture that feeds people and respects the planet, we are committed to being the link with producers, enabling dialogue and building solutions for healthy food and fair pay for farmers' work.

...TAKING ACTION TO PROTECT NATURAL RESOURCES AND BIODIVERSITY

Because we will continue to import agricultural raw materials that cannot be produced locally and that come from countries at risk of deforestation or conversion of threatened ecosystems, we are committed to ensuring that, by 2030, 100% of our palm and soya supplies come from sustainable crops.

...WORKING TO DEVELOP LOCAL SECTORS

Because we are committed to a dynamic local economy, we are committed to accelerating the development of local supply chains in all our areas of activity, and from 2025 for 100% of our edible oils when the raw materials are available locally.

...TAKING ACTION FOR OUR INVESTMENTS' IMPACT

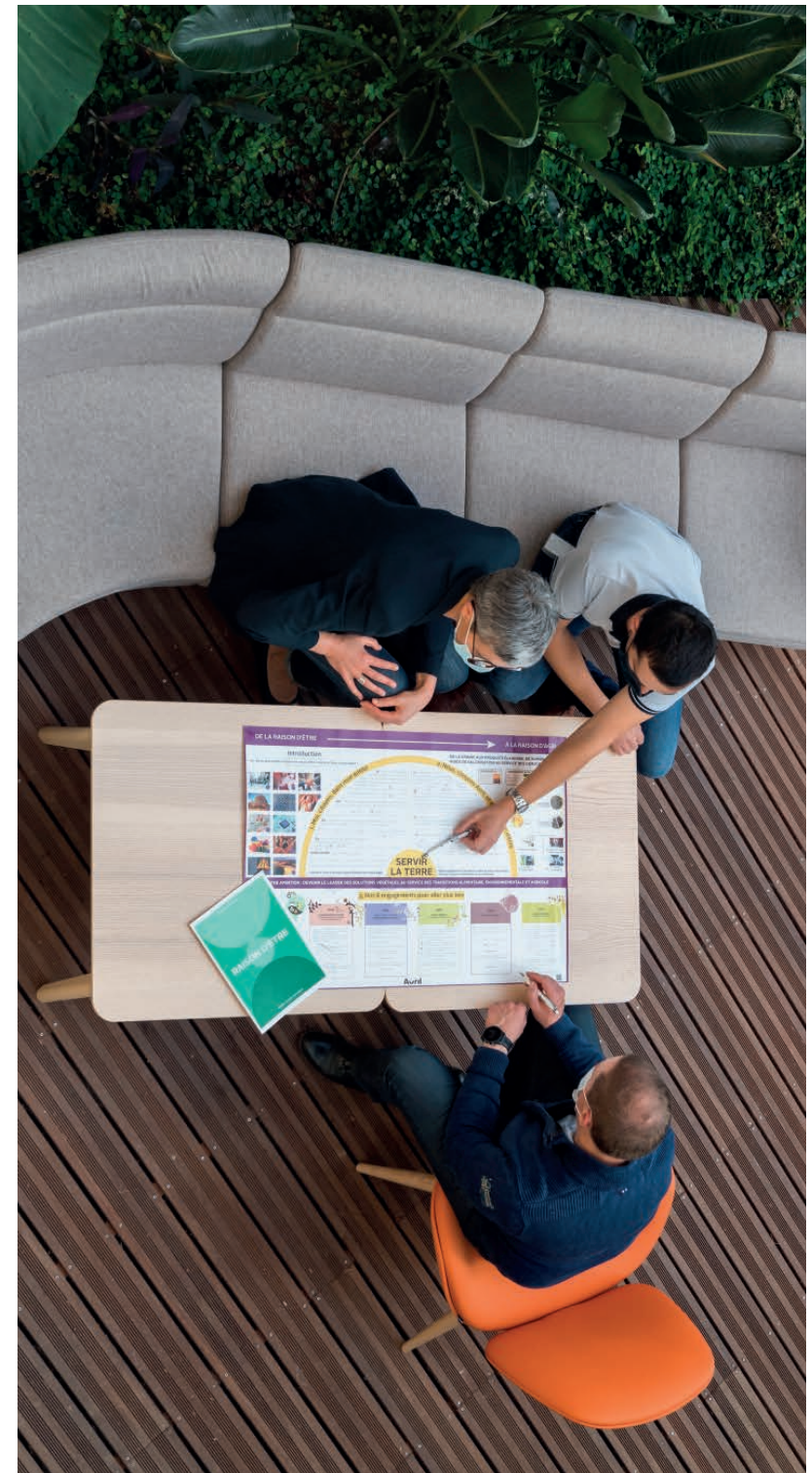
Because we want to have a positive impact on the regions and the environment, we are committed to ensuring that, by 2030, 100% of our investments, whether industrial or financial, are based on economic, environmental and social criteria.

...TAKING ACTION FOR THE CLIMATE

Because we support the United Nations' objective of limiting global warming to 2 degrees, as set out in the Paris Agreement, we are committed to reducing all our direct and indirect greenhouse gas emissions by 30% by 2030 (vs. base year 2019).

...TAKING ACTION FOR A COLLECTIVE AND INCLUSIVE PROJECT

Because we believe in the strength of the collective, which is at the origin of our business model and our governance, we are committed to nurturing an ongoing and demanding dialogue with all our stakeholders.





Collegial governance, with strong agricultural roots

Since 2015, Avril has been a “Société en Commandite par Actions” (SCA). This type of company separates the power of the shareholders (the limited partners, which include the FOP¹, the Fondation Avril², the FIDOP³) from that of the manager (Avril Gestion, the general partner). This form of governance was designed to perpetuate the central role of the Group’s founding shareholders - the farmers in the sector - at the heart of its growth strategy.

The limited partners exercise their role through a Supervisory Board made up of eight members, including two representatives of Avril employees elected by their peers. The Supervisory Board meets at least once a year.

The Board of Directors of Avril Gestion appoints the manager of the SCA and decides on the major strategic and financial orientations of Avril. It ensures that management is carried out in a responsible and ethical manner. It has nine members: four farmers representing the FOP, three prominent figures from the business world and two former Group executives. In February 2017, the directors of Avril Gestion elected Arnaud Rousseau as Chairman of the Board.

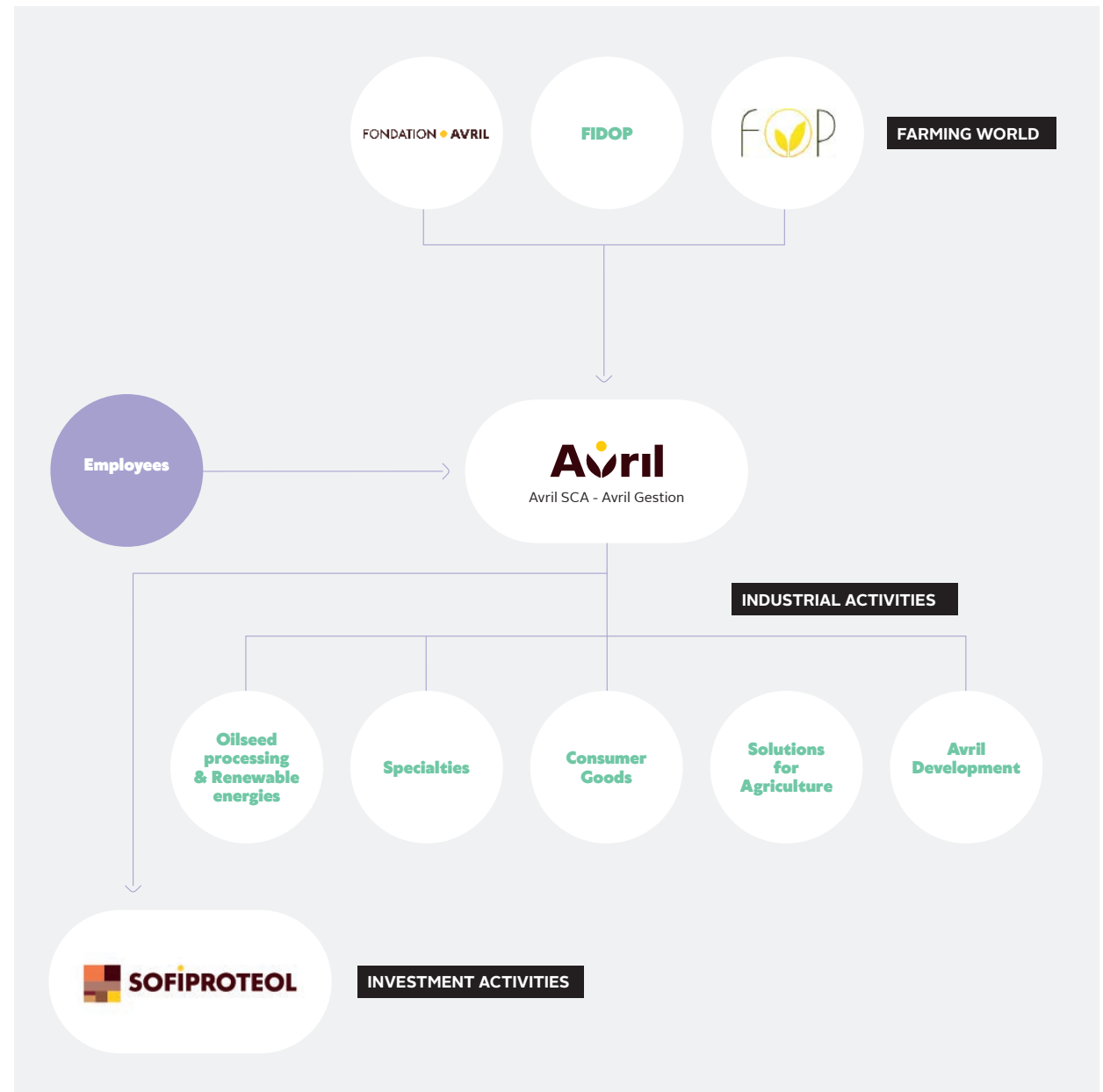
Further information on Avril’s corporate governance can be found in the integrated annual report.

¹Fédération Française des Producteurs d’Oléagineux et de Protéagineux (French Federation of Oilseed and Protein Plant Producers)

²Public interest foundation

³Fonds de développement interprofessionnel de la filière des oléagineux et des protéagineux (interprofessional development fund for the oilseed and protein crop sector)

AVRIL’S GOUVERNANCE



THE AVRIL EXECUTIVE COMMITTEE

Avril's executive and operational management is carried out by **Jean-Philippe Puig**, Managing Director of Avril SCA, appointed by the Board of Directors of Avril Gestion.

He is supported by a ten-member Executive Committee, which implements the strategic plan and assists the Group's entities in structuring their contribution to the Group's purpose. It also prepares the Group's future in terms of innovation, to accelerate the agricultural, food and the environmental transitions.



Jean-Philippe Puig

CEO of Avril SCA

From left to right & top to bottom:

Moussa Naciri, Head of Avril Specialties ■ **Christophe Le Bars**, Head of Avril Solutions for Agriculture ■ **Marie de la Roche Kerandraon**, Chief Human Resources and Engagement Officer ■ **Aymeric Mongeaud**, Chief Financial and Administrative Officer ■ **Xavier Dorchies**, Chief Operating Officer of Sofiprotéol, and the Group's Chief Strategy & Development Officer ■ **Paul-Joël Derian**, Chief Sustainable Development and Innovation Officer, Head of the Avril Development Incubator ■ **Antoine Prevost**, Chief Operating Officer ■ **Jean-Philippe Puig**, CEO of Avril SCA ■ **Stéphane Yrlès**, General Secretary ■ **Emmanuel Manichon**, General Director of Avril Consumer Goods and Avril Oilseed Processing & Renewable Energies.

THE BOARD OF DIRECTORS OF AVRIL GESTION

Avril is a limited partnership with share capital (“Société en Commandite par Actions”) (SCA). It brings together limited partners and a general partner.

The limited partners are the shareholders, all from the agricultural world: the Fédération française des producteurs d'oléagineux et de protéagineux (the FOP, a specialised association of the FNSEA), the FIDOP (Fonds de développement interprofessionnel de la filière des oléagineux et des protéagineux) and, since 2014, the Fondation Avril, which is recognised as being in the public interest.

The general partner, Avril Gestion, has a nine-member Board of Directors, including four farmers from the FOP. Since 2017, Arnaud Rousseau, a farmer in Seine-et-Marne and member of the FOP, has chaired the Board of Directors. In this capacity, he is the primary guarantor of long-term strategic orientations and the preservation of agricultural interests.



Arnaud Rousseau

Farmer,
Vice-Chairman of the FOP,
Chairman of the Avril Gestion,
Chairman of the FNSEA



Benjamin Lammert

Farmer,
Chairman of Terres Univia,
Chairman of the FOP



Antoine Henrion

Farmer,
Vice-Chairman of the FOP



Sébastien Windsor

Farmer,
Vice-Chairman of the FOP,
Chairman of the APCA*



Jean-Pierre Denis

Vice-chairman
of the Paprec Group



Anne Lauvergeon

CEO of ALP services
and Chair of Sigfox



Sylvie Rucar

Chairman of SRCFA



Michel Boucly

Former Director



Ayla Ziz

SVP Sales, Danone

COMMITTEES OF THE BOARD OF DIRECTORS OF AVRIL GESTION

Avril Gestion has three statutory committees.

Nominations Committee

The Nominations Committee comprises the following three members:

- The Chairman of the Company,
- A member of the board of former Agri-Agro Executives appointed by the members of this board,
- A member of the board of Qualified Personalities appointed by the members of this board.

The Nominations Committee is chaired by the Chairman of the Company and can only validly deliberate if all three members are present.

The Nominations Committee proposes to the Board of Directors the appointment of members of the board of Former Agri-Agro Executives and of members of the board of Experts. The Nominations Committee makes its decisions by a majority of the members present.

Remuneration Committee

The Remuneration Committee, which is made up of Company directors and external experts, makes proposals and recommendations on the remuneration of the directors of Avril Gestion and Avril SCA. Its internal regulations, approved by the Board of Directors, specify its composition, powers and operating procedures.

Audit and Risk Committee

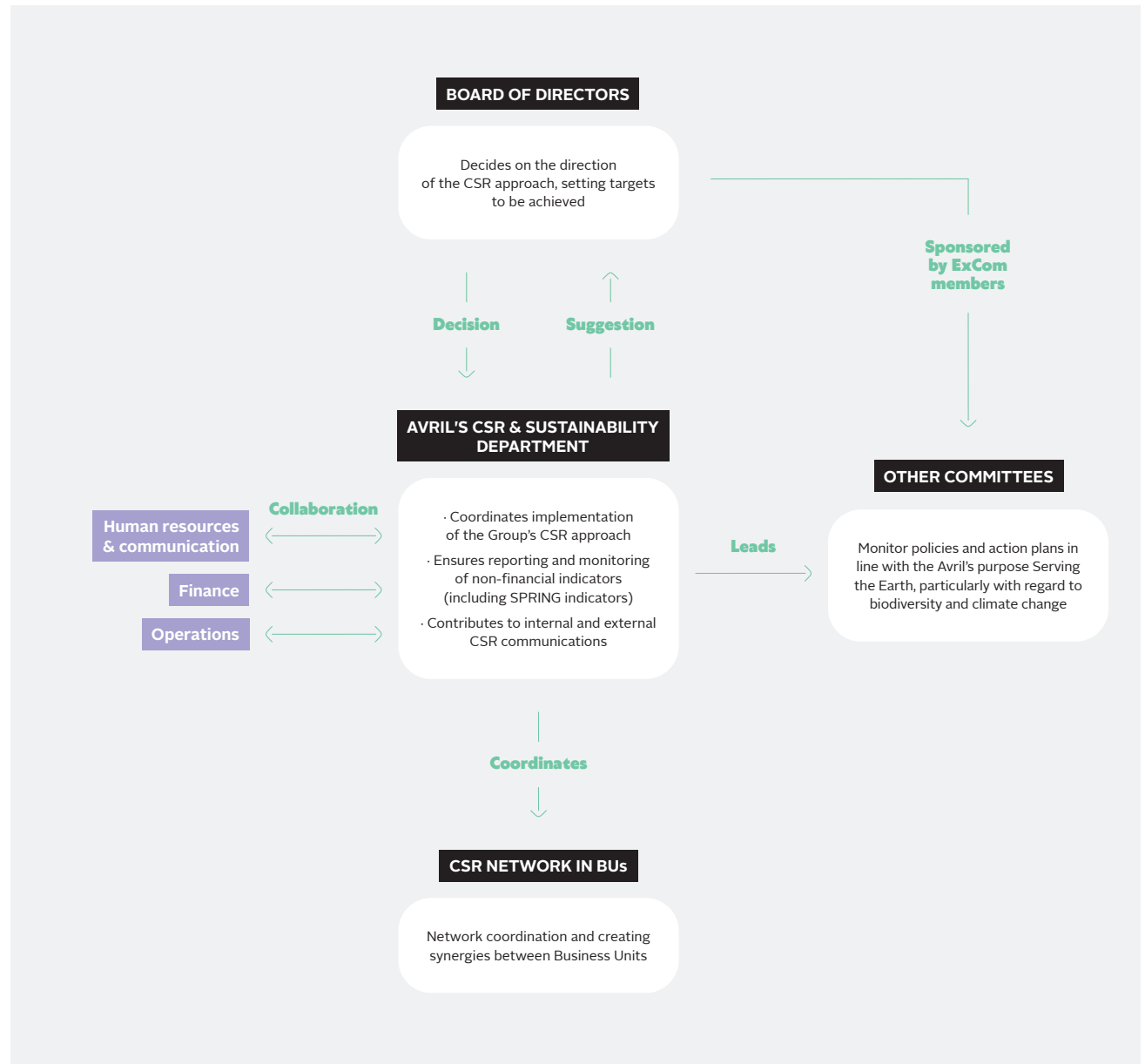
The Audit and Risks Committee, made up of directors of the Company and representatives of the management of the Avril, issues opinions and recommendations in the areas within its remit and on subjects proposed by the management of Avril and/or the Board of Directors of the Company. Its composition, tasks and operation are approved by the Board of Directors.

*Permanent Assembly of Chambers of Agriculture.

Sustainable development governance

Avril promotes a company culture focused on a more responsible future. The Group has set up a sustainable development governance system involving all its stakeholders, enabling it to integrate its CSR approach at all levels.

Established in line with the commitments associated with Avril's purpose, the SPRING approach is broken down into action plans at the level of the Group's main subsidiaries. CSR objectives are integrated into the operational objectives of each entity, and performance is measured and assessed regularly according to 25 established indicators.



Business model: a sectoral organisation

Avril is an industrial and financial group that integrates the entire value chain of the vegetable oil and plant protein industry, from upstream to downstream. Its business model is at the interface between farmers, customers and consumers.

€8 Bn
in revenue

69
Industrial sites

4.4%
disabled employees
(by 2022)

€346M
invested by 2023

7,245
employees
(including 4,033
in France¹)

11.5%
of french interns
and apprentices

19
countries

30.9%
women in the
workforce

Avril operates according to an original model: a supply chain organisation, from seed to processed products, in which each business creates value for all the links in the chain. With all its partners - agricultural producers, breeders, researchers, investors - and true to this model, Avril strives to build sectors of excellence to serve French farms.

To bring its business model to life, the Group relies on the complementary nature of its two core roles: a manufacturing role, organised around four main areas; and an investment role, carried out by Sofiprotéol, a financing and development company.

¹Registered workforce (number of employment contracts) at 31/12/2023. It should be noted that the HR indicators presented in the section on commitment 6 are based on the workforce belonging to a Group company that has completed a full year, i.e. 6,828 employees.



INDUSTRIAL ACTIVITIES

■ Avril Primary transformation and Renewable energies

This division brings together the Group's historical oilseed crushing activities (subsidiaries Saipol and Expur). These seeds are crushed and pressed to extract oil, which is used for human consumption or as biofuel.

■ Avril Specialities

This area covers activities dedicated to the production of speciality ingredients for European and global industry. This includes the oleochemicals (renewable chemicals derived from plants) and speciality oils businesses.

■ Avril Consumer Goods

The Avril Consumer Goods division brings together the activities dedicated to consumer products (table oils, condiments, vegetable meals, margarine, dried vegetables, soaps and other hygiene products) of our subsidiaries and brands in France (Lesieur and Puget, Vivien Paille, Italians Do It Better, HARi&CO, Compagnie des Saveurs) and its international entities (Costa d'Oro in Italy, Expur in Romania, GECO Algérie in Algeria, Lesieur Cristal in Morocco and its subsidiaries in Tunisia and Senegal, as well as Vegini in Austria).

■ Avril Solutions for Agriculture

This division brings together activities dedicated to the world of agriculture, in particular livestock farmers, including the subsidiaries Sanders (animal nutrition), MiXscience (animal specialities), Terrial (organic fertilisation) and Feed Alliance (raw materials purchasing).

■ Avril Development

The Avril Development incubator brings together the Group's high-potential emerging activities: Olatein for the extraction of rapeseed protein isolate in partnership with DSM-Firmenich, Sunbloom Proteins for the production and marketing of sunflower protein-based ingredients, Evertree for low-carbon, bio-based adhesive solutions used in wood panels.

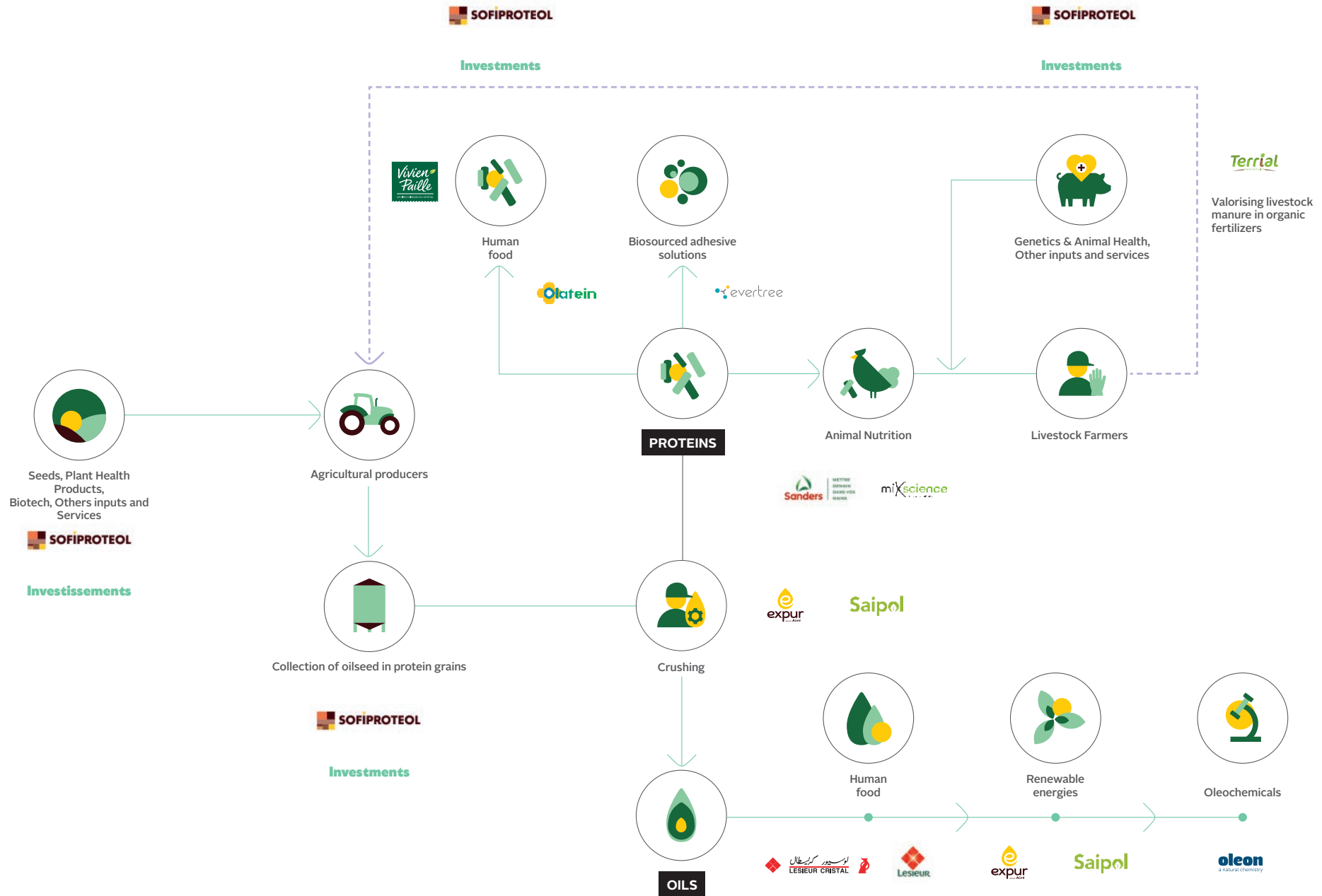
INVESTMENT ACTIVITIES: SOFIPROTÉOL

Sofiprotéol, an investment and development company, is Avril's financial branch. By acquiring minority stakes, it supports the growth of players in the agricultural and food sectors, both plant and animal, from upstream to downstream.



Simplified value chain of the group's activities

Provided for information only, this non-exhaustive diagram shows the Group's main companies by positioning them in a theoretical value chain.



KEY INFORMATION ON THE MAIN INDUSTRIAL ACTIVITIES

DOMAIN	AVRIL PRIMARY PROCESSING AND RENEWABLE ENERGIES	AVRIL CONSUMER GOODS	AVRIL SPECIALITIES	AVRIL SOLUTIONS FOR AGRICULTURE	AVRIL DEVELOPMENT
MAIN COMPANIES	Saipol, Expur	Lesieur, Lesieur Cristal, Costa d'Oro, Vivien Paille, Eccellenza Italiana, Vegini	Oleon, Lecico	Sanders, Feed Alliance, MiXscience, Terrial	Evertree, Prolein, Olatein, Sunbloom
EMPLOYEES ¹ 2023	1,146	2,504	1,252	1,729	92
PRODUCTION SITES	France, Romania	France, Morocco, Algeria, Tunisia, Senegal, Italy, Austria	Belgium, Germany, France, Malaysia, United Kingdom	France	France, Hungary
TURNOVER ² 2023	€3,724 M	€1,732 M	€965 M	€2,028 M	€13 M
MAIN INDUSTRIAL PRODUCTION 2023	<ul style="list-style-type: none"> Vegetable oils (crude and refined), protein-rich oilcakes, biodiesel, vegetable glycerine 1.7 Mt of oilcake 1.2 Mt of biodiesel 	<ul style="list-style-type: none"> 415 kt of packaged seed oils 47 kt of packaged olive oils 43 kt of condiment sauces 25 kt of soaps 	<ul style="list-style-type: none"> 398 kt of oleochemicals (fatty acids, esters, fatty alcohols, glycerine and other specialties) 	<ul style="list-style-type: none"> 2.5 Mt of cattle feed 54 kt of premix and basemix 405 kt of fertilisers 	NC
CUSTOMERS	<ul style="list-style-type: none"> Oil companies Livestock feed manufacturers Food industry 	<ul style="list-style-type: none"> Supermarket chains Contract catering Food industry 	<ul style="list-style-type: none"> B to B customers in various sectors: cosmetics, chemicals (lubricants, paint, cleaning products, etc.), food processing, oil production, etc. 	<ul style="list-style-type: none"> 26,000 livestock farmers using Sanders feed Terrial: distribution networks for organic fertilisers or direct sales to farmers 	NC

¹Workforce registered in industrial sectors (number of employment contracts) at 31/12/23, excluding corporate officers, temporary staff and trainees. Excluding holding company and Sofiprotéol employees.

²2023 Group consolidated sales: €7,888M = Sum of sales by industrial sector + "other" sales €236M - €810M for eliminations

Strategy and CSR: an integrated vision

SPRING, our CSR approach

SPRING is an integral part of Avril's strategic plan and lies at the heart of our corporate social responsibility approach. By defining a structured framework for action at Group level, monitored by a set of indicators, this tool makes it possible to calculate a composite progress indicator each year - the SPRING index (for Sustainability Progress Index).

Initially defined for a five-year period, the SPRING Index has been used to monitor and evaluate the Group's CSR progress between 2019 and 2023.

SPRING was an essential tool for this first cycle, making it easier to explain and share the road-map, mobilise teams around a common framework, and give greater external visibility to the initiatives taken and the progress made.



SPRING: A FRAMEWORK FOR ACTION BASED ON 14 THEMES THAT FIT IN WITH THE 6 "SERVING THE EARTH" COMMITMENTS

The 'Serving the Earth' purpose is embodied in six commitments, which are reasons for action for the Group and for each employee. Fourteen themes were identified when SPRING was drawn up, and they form part of the 'Serving the Earth' commitments.

The Executive Committee supports the approach: each of its members is a sponsor of one or more commitments linked to the purpose and oversees their implementation. In addition, the SPRING INDEX is taken into account in the medium-term variable remuneration of Executive Committee members.

Working for agriculture that respects the planet

- Contributing to agricultural transition
- Meeting new consumer expectations (organic products)
- Taking action for animal welfare

Promoting the development of local supply chains

- Processing domestic raw materials

Climate Action

- Reducing the environmental footprint of our industrial activities
- Meeting new consumer expectations (low-GHG products)

Protecting natural resources and biodiversity

- Implementing responsible sourcing
- Developing the circular economy

Acting for the impact of our investments

- Sustainable investment in sectors

Acting for a collective and inclusive project

- Offering safe, quality products
- Sharing a common Group culture and values
- Developing all talents
- Paying attention to employees
- Working with our external stakeholders

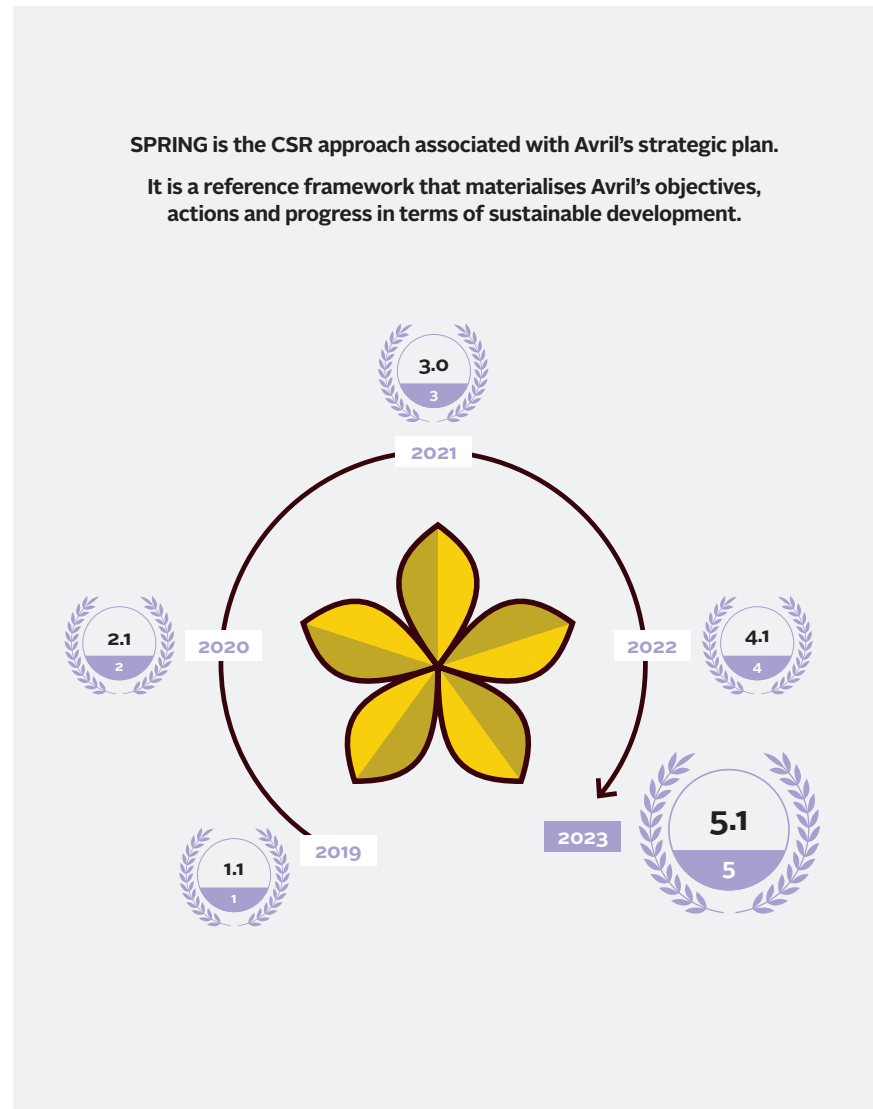
SPRING: AN INDICATOR OF PROGRESS

The SPRING index has measured the progress of the Group's CSR approach since 2019.

Each year, an overall score out of five is calculated by taking the average of the scores obtained for the 25 key indicators. This score reflects the level of progress on internal objectives set by the Group, with the aim of gaining one point each year.

By the end of 2021, the SPRING Index score had reached its target of 3.0, representing 60% progress. In 2022, for the fourth consecutive year, we reached our target, with a SPRING score of 4.1. Finally, in 2023, the Group achieved a score of 5.1, successfully concluding this first five-year cycle.

The SPRING approach has proven its relevance as a CSR management tool. Over an initial multi-year cycle, Avril has been able to monitor its progress and set increasingly ambitious targets. As part of its continuous improvement approach, the Group will continue this initiative by launching a new cycle in 2024. This second version of SPRING will include a smaller set of indicators (25 to 14 KPIs), revised to better meet the 6 commitments of the Purpose. Defined over a longer timescale, it will enable Avril to continue its progress in terms of sustainable development until the year 2030.



The united nations sustainable development goals

Seventeen Sustainable Development Goals (SDGs) were defined by the United Nations in 2015 as part of the 2030 Agenda, an ambitious global program for progress. Given the nature of our business, and in particular the food we produce, the energy efficiency of our sites and the innovative solutions we offer to replace fossil fuels, we can contribute to achieving the eleven SDGs identified when SPRING was drawn up.



SDG 2: Eradicate hunger, ensure food security, improve nutrition and promote sustainable agriculture.

Contributing to a better diet for mankind is part of Avril's missions. The growing demand for proteins is a major global challenge if we are to meet the food needs of more than 8.5 billion human beings by 2030. This is why Avril and its industry are working to develop alternatives to animal proteins for human consumption and to produce high-yield plant proteins for animal nutrition.

As part of its commitment to developing agriculture that respects the planet, Avril has taken action and invested in projects aimed at optimising the use of inputs, developing new sectors, guaranteeing animal welfare and reducing the carbon footprint of livestock farms.



SDG 10: Reduce inequalities between and within countries.

Avril aims to increase the proportion of women in top management, to encourage students to take up internships and has set up a disability programme to promote the integration of all the Group's employees, regardless of age, gender or disability.



SDG 4: Ensure equitable access to quality education for all and promote opportunities for lifelong learning.

Avril is keen to promote opportunities for lifelong learning and talent development. Every year, the Group welcomes many young people under the age of 25, interns and apprentices, and with the aim of supporting continuous learning, the Group helps its employees to develop their skills throughout their careers. This is achieved in particular through the Avril Academy initiative, which provides access to management-leadership training as well as more targeted training in business expertise. Avril is committed to maintaining the employability of its employees and the inclusion of people with disabilities.



SDG 12: Establish sustainable consumption and production patterns.

Avril is committed to developing sustainable products and processes: plant-based fuels, bio-based chemicals, products with an improved environmental balance and the development of new, more responsible supply chains. Each site has a policy of improving its environmental performance, supported by international standards (such as ISO14001) or internal environmental management programs. Avril also applies a circular economy approach to several of its activities.



SDG 5: Achieve gender equality and empower all women and girls.

Avril is committed to increasing the proportion of women in the Group, particularly in senior management positions.



SDG 13: Take urgent action to combat climate change and its impacts

Avril takes into account the fact that the global food system accounts for a quarter of greenhouse gas emissions on a planetary scale. The Group supports the United Nations' objective, included in the Paris Agreements, of limiting global warming to 2 degrees. At Avril, we are committed to doing our utmost to reduce all our direct and indirect greenhouse gas emissions by 30% by 2030 (base year 2019). The Group also invests in seed companies working on varieties adapted to climate change.



SDG 7: Ensure access for all to reliable, sustainable and modern energy services at affordable cost.

In terms of new energies, Avril is breaking new ground with Oleo100, the first 100% plant-based, renewable and traceable energy from French agriculture for transport companies. At the same time, through its new company BioTJet, the Group is helping to make it possible to produce sustainable aeronautical fuels, in particular from agricultural and forestry residues.



SDG 15: Preserve and restore terrestrial ecosystems.

Avril is committed to combating deforestation, in particular through its palm and soya policy, i.e. by seeking to source only palm oil and soya whose cultivation has been proven not to contribute to the destruction of forests and peat bogs, and which respects the rights of workers and local communities. By 2030, 100% of our palm and soya supplies will come from crops that do not contribute to deforestation and/or the destruction of ecosystems. Through its OleoZE initiative, the Group is also promoting regenerative farming practices in France.



SDG 8: Promote sustained, shared and sustainable economic growth, full and productive employment and decent work for all.

For all its employees, Avril supports inclusive, shared and sustainable growth in a safe working environment. This takes the form of reinvesting profits, following an innovative CSR approach (SPRING) and setting up the Group's own health and safety program (We Care) in 2019.



SDG 17: Partnerships to achieve the goals.

Avril understands that contributing to sustainable development objectives requires close collaboration between different sectors. Partnerships, such as the one with the Earthworm Foundation for the palm sector, help the Group to achieve its objectives.



SDG 9: Develop a resilient infrastructure, promote sustainable industrialisation that benefits all and encourage innovation.

Avril participates as an industrial and financial partner in collaborative programs, bringing together players from public and private research and industry.

Avril encourages innovation, for example through its annual "Nourrir la vie" challenge and its Darwin intrapreneurship program, which showcase the innovative projects of its employees. At the same time, Sofiprotéol invests in a number of innovation areas linked to sustainable development.

By 2030, 100% of Avril's investments, whether industrial or financial, will be based on economic, environmental and social criteria.



Réseau France

WE SUPPORT UN GLOBAL COMPACT



Avril is a signatory of the United Nations Global Compact, affirming its commitment to helping achieve the UN's Sustainable Development Goals. Avril is at the Advanced level, the highest level of reporting.



Identification of extra-financial risks

Methodology

In order to determine the risks (or opportunities) to be included in its extra-financial performance declaration, Avril has followed the procedure set out below. Each year, the list of risks identified as significant is reassessed in the light of changes in the Group's environment and its activities. This year there have been no reformulations.

1

REVIEW OF POTENTIAL NON-FINANCIAL RISKS

Study of CSR reporting frameworks in order to draw up an exhaustive list of direct or indirect risks related to Avril's business and the interests of its stakeholders (universe of potential risks).

2

ASSESSING THE SIGNIFICANCE OF RISKS IN RELATION TO THE COMPANY'S ACTIVITIES

This assessment is based on the mapping of the Group's financial risks, which is regularly reviewed by a dedicated body: the Risk Committee (members of the Executive Committee, the Legal Department and the Internal Control Department), which meets at least once a quarter.

In addition, the 'purpose' roadmaps drawn up by the Group's main subsidiaries and the lessons learned from the materiality analyses already carried out in recent years by five Group subsidiaries (Oleon, Saipol, Animal nutrition activities, Lesieur Cristal, Costa d'Oro) are used to supplement this assessment.

3

SELECTION AND CONSOLIDATION OF THE 13 MAIN NON-FINANCIAL RISKS

The list of Avril's main non-financial risks is defined in consultation with the internal stakeholders concerned, in particular the members of the Executive Committee. For each risk, a member of the Executive Committee has been identified as being responsible for risk management (risk owner role).

4

VALIDATION OF THE FINAL LIST OF RISKS BY THE RISK COMMITTEE

The final list of non-financial risks has been matched to the Group's pre-existing mapping of financial risks. As a result, 11 of the 13 non-financial risks can be directly linked to previously identified operational or strategic financial risks, and two so-called 'CSR' risks have been highlighted.

- Operational risks: risk overview over two to three years, risks monitored on a recurring basis by the Risk Committee

- Strategic risks: long-term view (five to ten years) of risks and/or opportunities not seized.

Main extra-financial risks faced by Avril































RISK THEME	TYPE OF RISK	DESCRIPTION	ASSOCIATED OPPORTUNITIES
SUSTAINABLE AGRICULTURE	Strategic	<p>Encouraging change towards sustainable farming practices</p> <p>Helping to reduce the environmental impact of agricultural upstream is a key factor in Avril's long-term future. In particular, the agricultural production phase accounts for the majority of greenhouse gas emissions¹ (vs. other stages in the life cycle) for the Group's products (food, feed or biofuel). Avril wishes to promote innovative practices and contribute to the transition of agricultural models while encouraging a better sharing of the value resulting from these new models.</p>	<p>Strengthening the link between consumers and upstream businesses</p> <p>Creating value in the value chain, particularly for farmers</p>
RESPONSIBLE PURCHASING	Strategic	<p>Managing the environmental and social risks associated with our purchases</p> <p>A company's social and environmental responsibilities do not stop at the perimeter of its direct activity, but extend across its entire value chain. Risk prevention involves formalising what we expect from suppliers in terms of compliance with regulations and international standards in a code of conduct.</p>	<p>Increased knowledge of suppliers, a source of innovation and economic performance</p>
ADAPTING TO CLIMATE CHANGE	Strategic	<p>Ensuring the long-term future of our industries</p> <p>Climate change is affecting the yields and availability of agricultural crops, particularly oil and protein crops, which form the basis of the Group's activities. Research into new seed varieties and innovative solutions can provide relevant answers, provided that the work is sufficiently ahead of schedule to meet the needs of the industry.</p>	<p>Development of new sectors</p>
PRODUCT QUALITY AND SAFETY	Operational	<p>Guaranteeing the safety and quality of food and products (human food and animal feed)</p> <p>All companies must ensure the health and safety of people who consume or use the goods they put on the market and comply with regulations. On the food market, consumers are becoming increasingly aware of the content and quality of products consumed directly or indirectly via animal nutrition. While quality and safety are an absolute priority, the Group wishes to go further in its efforts to be transparent and vigilant in the development of its products to meet this need.</p>	<p>Enhancing and developing integrated and/or traced supply chains</p>
SUSTAINABILITY OF PRODUCTS	Operational	<p>Ensuring the long-term future of the biodiesel market</p> <p>At a time when the sustainability of first-generation biofuels is sometimes called into question, the sustainability of the biodiesel market is an issue that could have an impact on Avril's development. In addition to its own activities, the Group is committed to reducing the carbon footprint of the entire biodiesel production chain. This means working with our partners, especially farmers, to make the most of farming practices that emit less carbon. The GHG balance of biodiesel, from the field to the pump, is a doubly strategic issue: compliance with EU regulations (emission threshold vs. petroleum diesel) and business opportunities (better use of low GHG biodiesel).</p>	<p>Positive communication on the low-carbon impact of our products</p> <p>Development of new energies</p>
FOOD TRANSITION	Strategic	<p>Meeting the growing demand for plant proteins</p> <p>Global population growth and the growing demand for animal products will make it more difficult to meet plant protein requirements. One of Avril's major challenges is to meet this challenge. For the Group, this means working on adding value to proteins derived from oilseeds.</p>	<p>Developing products from plant proteins</p>




















¹Colomb, Vincent (2015). *Life Cycle Analyses in agriculture: lessons from the AGRIBALYSE® programme. Agronomy environment and society*. 5. 117-131.

RISK THEME	TYPE OF RISK	DESCRIPTION	ASSOCIATED OPPORTUNITIES
ANIMAL WELFARE	Operational	<p>Taking action for animal welfare</p> <p>Care towards animals and ensuring their satisfactory living conditions, transportation and slaughter are major demands from society. Continuing improvements in practices that favor animal welfare are an ethical requirement and an essential condition for the quality of products sold by Avril.</p>	Increasing the quality and value of products
POLLUTION PREVENTION	Operational	<p>Prevent pollution and manage significant environmental incidents</p> <p>Avril's industrial sites may be exposed to risks of fire, explosion or accidental emissions into the environment. The Health, Safety and Environment policy is designed to control these risks at all levels and on all Group sites.</p>	Attractiveness of the company to stakeholders
SUSTAINABLE USE OF RESOURCES	CSR	<p>Making Avril part of a circular economy</p> <p>Thanks to the complementarity of its activities, Avril stands as a key player in the circular (bio)economy. The maximal valorization of all material flows is central to the Group's activities. Avril seeks to optimize value creation at each stage in the production process. Using rapeseed and sunflower grain, crushing operations produce vegetable oils (used for human foods, biofuels and chemistry) and oilseed meals (used for animal feeds) as well as organic residues (sunflower and olive husks, etc.) that fuel the Group's biomass boilers. In order to ensure its growth, Avril is investigating the valorization of other byproducts with high added value, as well as sources of growth in new markets (cosmetics, pharmaceuticals, etc.). Finally, one of the Avril subsidiaries, Terrial, is already completing the cycle by valorizing organic residues and waste, from both the Group and other companies, to make organic fertilizers.</p>	Differentiation, innovation and performance throughout the product life cycle
SAFETY AT WORK	Operational	<p>Ensuring the safety of employees and subcontractors</p> <p>The employees of Avril, and in particular the employees of the industrial sites, may be exposed to risks of accidents at work or occupational illnesses, in particular due to manual handling, falls, collapsing and falling objects, etc. For Avril, safety is an absolute priority, based on the conviction that all accidents can be avoided.</p>	Employee performance and well-being
SKILLS MANAGEMENT	Operational	<p>Attracting and supporting our talents in their careers</p> <p>What sets a company apart from others is the talent of the men and women who make it up. In a changing world marked by the digital transition and the advent of new growth models, the Group is implementing, through its Talent Management approach, the means to attract, develop and hire talent. Avril is also committed to capitalising on the industrial know-how of certain key employees in its plants.</p>	Employee commitment
SOCIAL CLIMATE	Operational	<p>Remain attentive to employees, giving purpose to engage their commitment</p> <p>The quality of the social climate is a determining factor in the quality of life at work and the productivity of the company. Over and above strict compliance with regulations, the challenge of social dialogue is to create the right conditions for a genuine exchange between management and employees, with a common goal of added value, quality of life at work and performance.</p>	Employee commitment
STAKEHOLDERS	CSR	<p>Being transparent and engaging with our stakeholders</p> <p>Dialogue with stakeholders has become central to CSR initiatives, and indeed to the governance of organisations more generally, insofar as it enables us to take greater account of interactions with the ecosystem in our strategic orientations. Companies need to operate and think about their development in terms of their stakeholders (internal/external, contractual and non-contractual).</p>	Stakeholder engagement

Correlation table: Commitments - SPRING - SDGs - Extra-financial risks

As shown in the table below, the SPRING themes cover all of Avril's non-financial risks.

COMMITMENT	SPRING THEME	INDICATOR	N°	SDG	RISK THEME	SPONSOR SPRING	
Taking action for agriculture that respects the planet	Contributing to the agricultural transition	Number of new projects over €100K supported by Avril contributing to the agricultural transition	 3		Sustainable agriculture	P-J. Derian Director of RID and SD	
	Meeting new consumer demands (organic products)	Share of turnover of products certified as organic (BIO) or usable for organic purposes (UAB)	 7		Responsible purchasing	X. Dorchies Director of Strategy and Development	
	Taking action for animal welfare	Percentage of eggs from alternative systems produced by farms under contract or integrated with the Group		 9		Animal welfare	C. Le Bars Director of Avril Solutions for Agriculture
Share of livestock units audited according to internal livestock management standards			 10				
Taking action to protect natural resources and biodiversity	Implementing responsible sourcing	Share of Group palm oil supplies covered by sustainability schemes	 4		Responsible purchasing	M. Naciri Managing Director, Avril Specialties	
		Share of soybean used for animal feed coming from non-GMO supplychains or covered by RTRS credits	 5			C. Le Bars Director of Avril Solutions for Agriculture	
	Developing the circular economy	Recovery rate of industrial waste		 14		Sustainable use of resources	A. Prevost Director of Industrial Operations
		Total tonnage of products sold from the circular economy		 15			
		Share of recyclable packaging in total packaging		 16			
		Share of recycled raw material in Lesieur PET packaging		 17			
Quantity of food donated				Not SPRING			
Taking action to develop local sectors	Processing domestic raw materials	Share of domestic (or European for Oleon) raw material processed or purchased by the Group	 1		Responsible purchasing	X. Dorchies Director of Strategy and Development	
Taking action for our investments' impact	Sustainable investment in our sectors	Investments (Sofiprotéol commitments) in seed companies working on varieties adapted to climate change			Adapting to climate change	Not SPRING	
		Investments (Sofiprotéol commitments) related to the development of plant proteins			Dietary transition	Not SPRING	
		Investments (Sofiprotéol commitments) in developing the circular economy			Sustainable use of resources	Not SPRING	
		Cumulative annual amounts invested in our sectors since 2019		 2		A. Mongeaud Group Chief Financial Officer	

COMMITMENT	SPRING THEME	INDICATOR	N°	SDG	RISK THEME	SPONSOR SPRING	
Taking action for the climate	Reducing the environmental footprint of our industrial activities	Frequency of industrial incidents		9	Pollution prevention	A. Prevost Director of Industrial Operations	
		Energy consumption per ton produced		11	7	Sustainable use of resources	A. Prevost Director of Industrial Operations
		Ratio between the consumption of energy from renewable sources and total energy consumption		12	7		
		Water consumption per ton produced		13	12		
		Greenhouse gas (GHG) emissions associated with Avril's activities (Scopes 1 and 2)			13	Not SPRING	
	Meeting new consumer demands (low-GHG products)	Percentage of GHG reduction achieved by using Saipol biodiesel (vs reference fossil diesel)		8	13	Product sustainability	E. Manichon Senior Vice President, Primary Transformation & Renewable Energies and Consumer Products
Taking action for a collective and inclusive project	Sharing a common Group culture and values	Frequency rate of accidents with and without time off work (FR2)		19	8	Safety at work	A. Prevost Director of Industrial Operations
		Percentage of women in the Group workforce		18	5	Managing key skills	M. de la Roche Kerandraon HR Director
	Young people aged 25 and under			4			
	Resignation rate			8	Not SPRING		
	Developing all talents	Percentage of women among the Group's top managers		20	5	M. de la Roche Kerandraon HR Director	
		Percentage of disabled workers employed by the Group in France		21	10		
		Percentage of trainees and work-study students in the workforce in France		22	4		
	Care for our employees	Absenteeism rate			8	Social climate	Not SPRING
		Strike rate			8		
	Acting with our external stakeholders	Number of Stakeholder Committee meetings during the year		23	17	Stakeholders	P.-J. Derian Director of RID and SD
		Number of Avril Communities visits during the year		24	17		S. Yrlès General secretary
		Progress of the annual action plan to improve the relationship between Avril employees and upstream agriculture		25	17		M. de la Roche Kerandraon HR Director
Offering safe and high quality products	Number of product safety-related withdrawals and recalls		6	12	Product quality and safety	A. Prevost Director of Industrial Operations	



COMMITMENT 1

Agriculture that respects the planet

When Avril revealed its purpose, it reaffirmed its desire to act in favour of agriculture that respects the planet. The Group is committed to being the link with producers, enabling dialogue and building solutions for healthy food and fair remuneration for farmers' work.

This commitment covers four priority areas of work (two for crops and two for livestock):

- optimising the use of inputs (fertilisers and plant protection products) on existing crops (particularly oilseed rape);
- the development of new low-input sectors (typically in the case of intercropping);
- animal welfare ;
- low-carbon livestock farming.

These four areas encompass initiatives of different kinds and at different levels of maturity (existing or future innovation projects, recently launched or older commercial offers, etc.). A dedicated innovation organisation has been set up (see below).



Contributing to the agricultural transition

Situation update

INNOVATING FOR MORE SUSTAINABLE AGRICULTURE

A strategic study on innovation led to the launch in 2022 of seven innovation platforms, three of which (see below) are dedicated to the transition to more sustainable agriculture.

The role of these platforms is to encourage the emergence and management of the Group's growth-generating innovation projects, from the idea phase through to large-scale commercial deployment. The aim is to find new, innovative and profitable sources of growth for the Group through the cross-functional strategic areas represented by the platforms, while meeting the commitment made as part of our purpose.

“Solutions for more environmentally friendly agriculture” platform (Greener Agriculture)

Over the past two years, the “Greener Agriculture” platform has explored the theme of regenerative agriculture.

In 2023, the platform hosted projects on three main topics:

- **Soil quality** and, more specifically, soil carbon storage (in particular through projects involving biochars and soil carbon measurement)
- **Sustainable fertilisation** (work on limiting emissions and improving the assimilation of nutrients by plants)
- **Bio-solutions** and in particular bio-stimulants (work on alternatives to plant protection products)

In this context, several projects led by Avril and its subsidiaries Terrial and Saipol are being studied, with the aim of advancing knowledge and agricultural practices in line with sustainable agriculture.

The “solutions for sustainable livestock farming” platform

Since its creation, the “solutions for sustainable livestock farming” platform has helped to identify and advance projects in five priority areas;

- **Animal welfare**, in particular through the development of additives that limit the use of antibiotics
- **Optimising the assimilation** of nutrients in livestock feed
- **The development of more sustainable proteins**, particularly for aquaculture
- **Reducing greenhouse gas emissions**, particularly methane
- **Improving the technical and economic performance of livestock farming** by exploiting the data produced on farms

Plant proteins for feed have a dual objective: to improve the quality and protein concentration of rapeseed, sunflower and faba bean meal, and to reduce the environmental impact of livestock farming by limiting the use of imported soya meal. Three major projects are being studied in 2023 as part of the development of feed intended primarily for aquaculture.

In 2023, MiXscience conducted research into the development of additives to reduce methane emissions from cattle, the main contributor to the environmental impact of livestock farming, while improving production performance (milk, meat, etc.).

The “adapting to climate change” platform

In 2023, the «adapting to climate change» platform initiated an in-depth study in conjunction with Avril's CSR team and with the support of Axa Climate to understand the potential impact of climate change on the yields of five crops (rapeseed, sunflower, soya, winter peas, spring peas) by 2030 and 2050.

The platform is also working to develop solutions to support the transition of the plant industry in response to evolutions linked to climate change: water stress, periods of high heat and severe weather events (new varieties, new production methods, insurance solutions, etc.).



Sofiprotéol shares

Since its creation, Sofiprotéol has been investing in responsible industries, serving local communities and listening to consumers. Sofiprotéol supports the transition to more sustainable agriculture through its activities as an investor and manager of the FASO interprofessional fund (Fonds d'action stratégique des oléagineux et protéagineux), which provides financial support for innovation projects.

In 2023, Sofiprotéol continued its efforts to improve oilseed varieties by supporting new research programs through the FASO fund.

Assolia, a Toulouse-based agricultural start-up founded in 2020, has developed the first multi-annual crop rotation simulator based on rotation optimisation. After two years of technical development, the tool was initially deployed within the Arterris cooperative group, a major agricultural economic player in Occitanie and the PACA regions of France. In a context of reduced inputs, shortages of raw materials, soaring nitrogen prices and unfavourable climatic and environmental conditions, agronomy and particularly crop rotation will be part of the answer. The aim of this project is to offer a tool capable of extending rotations and thus integrating new crops (both conventional and organic). This tool will be of particular interest in the development of organic crops, where good management of rotations is essential. Eventually, the tool will be available for use throughout France.

Finally, through its subscription to the Capagro fund, an innovation capital fund dedicated to agro-industrial sectors, Sofiprotéol has contributed to the financing of Agriodor, a French company founded in 2019 that has developed a biocontrol platform based on an innovative approach to modulating insect behaviour through odours.



INDICATOR

KPI SPRING N°3	2021 Value	2022 Value	2023 Value	2023 Target
Number of new projects over €100k supported by Avril contributing to agricultural transition	5	5	3	At least 1 new project
SPRING 2023 target achieved			✔	
Comment: Launch in 2023 of 3 new projects worth over €100k to promote sustainable agriculture, financed by Sofiprotéol: Assolia, Agriodor, and investment in Biobest (biocontrol solutions)				
Formula: Number of new projects contributing to the agricultural transition supported by Avril or its subsidiaries (evolution towards more sustainable practices)				
Details: The total value of the project must exceed €100k				
Perimeter: Group				

Meeting consumers' new expectations in terms of CSR

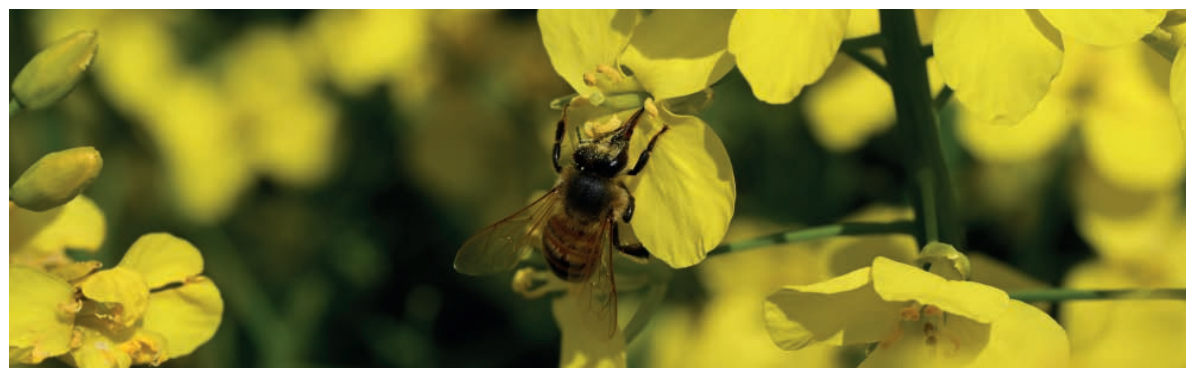
Policy and action plan

The dynamic around the agricultural, food and environmental transitions is reflected in consumers' desire to consume or use products that meet certain specifications, more sustainable farming practices, environmental criteria or proximity. A major illustration of this societal desire is the growth in the consumption of organically-farmed products, for which the market doubled between 2015 and 2020, although this growth has slowed down for the first time from 2021 onwards.

Avril's ambition is to be the leading provider of solutions derived from plant processing to support the agricultural, food and the environmental transitions. With a vision that complements the various methods of agricultural production, we aim to contribute to the development of resilient supply chains, providing consumers with products that meet their expectations, while offering producers who wish to make these production choices access to high value, sustainable outlets.

The example of the development of the organic sector within Avril is a concrete expression of this ambition. The aim is to offer our customers an organic or UAB (Utilisable en Agriculture Biologique) alternative to our main products. For example, when it comes to plant proteins, for which there is a growing demand for organic products for animal nutrition, we are helping to structure the sector through dedicated tools that will enable us to meet these new market expectations, such as our investments in crushing sites for processing organic oilseeds, like Sojalim or Oleosyn Bio (the largest 100% organic crushing site in France, launched in 2022 and with an extension planned for 2024).

While measuring the development of organic products was the first stage in setting up this "Meeting new consumer expectations" indicator, identifying other products that meet these expectations and then monitoring their development with objectives similar to those of organic products are the next stages in the progress of this indicator.



INDICATOR

KPI SPRING n°7	2021 Value	2022 Value	2023 Value	2023 Target
Share of turnover of products certified as organic (BIO) or usable for organic purposes (UAB)	2.32% €159 M	1.27% €114 M	1.78% €141 M	CA > 2022

SPRING 2023 target achieved



Formula: Percentage of turnover of certified organic products or products suitable for use in organic farming (UAB) in group sales

Perimeter: Group

Coverage rate: Main companies: Lesieur, Geco, SPHB, Vivien Paille, Compagnie des Saveurs, Costa d'Oro, Kerfoot, Lecico, Sanders, MiXscience, Terial, Feed Alliance

Taking action for animal welfare

Policy

ANIMAL WELFARE POLICY

Aware of society's expectations on the subject of animal welfare, Avril has had a dedicated policy since 2017, covering the following species and sectors in France: pork, laying hens, broiler poultry, rabbit and ruminant. This policy is based on two main areas:

■ **Priority 1:** Identify and eliminate unacceptable situations on farms with which the Group has a contractual relationship. "Unacceptable" means a proven failure to comply with the regulatory framework and the fundamentals of animal husbandry: sufficient access to water and feed, absence of suffering animals, good management practices for animals that die on the farm.

■ **Priority 2:** Advance practices through continuous improvement initiatives focusing on animal protection and welfare, in conjunction with the various players in the industry.

It should be noted that Avril's animal welfare policy will be reviewed in 2024 to take regulatory changes into account, progress made on initiatives already underway and changes to the Group's scope of consolidation as a result of divestments and acquisitions.

LAUNCH OF SANDERS' CSR AMBITION, WITH A PILLAR FOCUSED ON ANIMAL WELFARE

Sanders, a subsidiary of Avril and a national leader in animal nutrition, adopted its own CSR policy in 2023, focusing on three areas: decarbonisation of livestock farming, animal and breeder welfare and value creation.

The 2nd pillar of Sanders' CSR Ambition¹ is "Combining the well-being of animals and farmers". This pillar breaks down into three objectives:

■ **2.1** – From 2024 onwards, qualify our partner farms according to a welfare performance scale that takes into account the complexity of the issues facing farms and then commit to an improvement plan with each farmer.

■ **2.2** – Promote the physical and moral well-being of livestock farmers using solutions tailored to the livestock farming sector (digital tools, technical expertise, dossier preparation, crisis management, listening, etc.).

■ **2.3** – Include virtuous breeding practices as a component of farmers' remuneration.

In 2023, Sanders defined its CSR ambitions, which are now fully integrated into its strategy and reflect the message of its new slogan: Putting tomorrow in your hands.

Tackling the challenge of decarbonizing livestock farming

- **Reducing our GHG emissions by 30% by 2030**
- **Reducing GHG emissions** in livestock farming
- **Accelerating** the decarbonization of the protein sector
- **Innovating** for eco-friendly animal nutrition

Fostering both animal and farmer welfare

- **Certifying** our partner livestock farms
- **Promoting** physical and mental wellness for livestock farmers
- **Integrating** virtuous livestock farming practices as a component of livestock farmer compensation

Creating value for women, men and regions

- **Representing**, defending and promoting livestock farmers
- **Creating and sharing** value throughout the regions
- **Strengthening** dedicated dialogue and closer links with livestock farmer clients
- **Banking on the value of inclusion**

The concrete actions linked to these objectives will be deployed from 2024 onwards.



SANDERS AID PLAN

One year after the launch of the first aid plan for livestock farmers, which helped 173 farmers set up in business and financed 655 projects to modernise and decarbonise livestock farms, Sanders announced in June 2023 the launch of its "Aid plan for tomorrow's livestock farming". With a budget of 6 million euros and three components, this plan is designed to encourage the installation of French livestock farmers, accelerate the decarbonisation of livestock farms and contribute to the well-being of animals and livestock farmers².

■ This last point in the plan echoes Sanders' CSR Ambition: the quality of working life for farmers contributes to the well-being of their animals. To this end, Sanders is helping to finance solutions aimed at simplifying the work and, of course, the health and safety of farmers: aid for mechanised and/or robotised milking and feeding equipment: robots, automatic concentrate dispensers, repousse-ration, automatic milk dispensers for calves, tree runs for laying hens, etc.

¹Sanders CSR Ambition available at this link: <https://demail.sanders.fr/ambition-rse/>

²Press release on the aid plan for tomorrow's livestock farming available at this link: [cp_plan_daides_pour_lelevage_dedemail_def_1.pdf](https://demail.sanders.fr/daides_pour_lelevage_dedemail_def_1.pdf) (sanders.fr)

Action plan

In line with our twofold ambition at Avril - to eliminate unacceptable situations and improve practices - we have concentrated our efforts on two priorities: monitoring the farms within our area of responsibility and the transition to 'alternative' eggs.

MONITORING AND AUDITING FARMS

In order to promote good working conditions for farmers and provide optimal living conditions for animals, we have drawn up an internal reference system covering various requirements relating to animal welfare, biosecurity and animal husbandry. Our aim is to roll out these standards to all the farms within our scope of responsibility, covering the pork, laying hen, broiler poultry and rabbit sectors. The standard comprises 25 control points grouped into themes covering exterior maintenance, maintenance of the interior of buildings, living conditions for animals, management of sick animals, management of inputs, management of carcasses and pest management.

It should be noted that in 2023, the audits of the laying hen sector were carried out by an independent body.

DEVELOPMENT OF ALTERNATIVE HOUSING FOR RABBIT FARMS

New societal expectations and forthcoming European legislation are moving towards a ban on cages for rearing growing rabbits. Against this backdrop, Avril has taken part in a multi-stakeholder, multi-skilled working group: the Lap'Avenir 2 program, bringing together Sanders, MiXscience, breeders and groups as well as the downstream industry. This project has led to the development of a new rearing method, Cuniloft®, which aims to reconcile the well-being of the breeder with that of the animal. The aim of this breeding method is to

encourage the expression of the rabbits' natural behaviour, with the presence of burrows, raised mezzanines and natural light. It also aims to restore pride in the farming profession and encourages new generations of farmers.

The project was a laureate in FranceAgriMer's call for projects for structuring the sector. It has also been acclaimed by the welfarist association CIWF for improving animal welfare, having been awarded the Trophée Lapin d'or in 2021, a recognition awarded to companies that apply breeding methods that are more attentive to the welfare of breeding rabbits and doe, or that commit to adopting such practices within five years.

At the start of 2024, three Cuniloft® farms were operational, including two installations by young farmers. Three buildings or halls (poultry and ruminants) had been converted to Cuniloft®, and around fifteen projects were being created or considered. Lastly, three livestock halls have been equipped with other types of alternative housing to cages (feedlots).

DEVELOPMENT AND CONVERSION OF LAYER HEN FARMS

As early as 2018, Avril committed to a plan to adapt its egg supply chain in order to meet consumer expectations and guarantee farmers a sustainable business. A commitment was made: to achieve 100% of the eggs sold or used by Avril coming from alternative farms (hens reared on the ground, in the open air, organically, Label Rouge) by 2025.

At the same time, we have committed to planting trees and shrubs on the pastures of Label Rouge, Plein Air and Organic breeders. We have developed an internal classification of types of pasture according to the density of trees and shrubs present, with targets to be reached by 2025 and 2030. Sanders is helping to finance the planting of trees and shrubs in its aid plan for the livestock of tomorrow.



INDICATORS

KPI SPRING n°9	2021 Value	2022 Value	2023 Value	2023 Target
Percentage of eggs from alternative systems produced by farms under contract or integrated with the Group	53.22%	66.55%	65.18%	≥ 70%
SPRING 2023 target achieved			✘	
Formula: Number of “alternative” eggs (Codes 0,1,2) / Number of eggs (all codes combined)				
Scope: Eggs produced by farms under contract or integrated with the Group				

KPI SPRING n°10	2021 Value	2022 Value	2023 Value	2023 Target
Share of livestock units audited according to internal livestock management standards	76.84%	75.79%	84.13%	100% of farms audited and awarded an A or B grade
SPRING 2023 target achieved			✘	
Comment: Sanders' current business tools are not suitable for verifying the audit perimeter. They are in the process of being overhauled over the period 2022-2025 to improve monitoring of the breeding perimeter				
Scope: 1,040 farms with a business relationship with the Group that goes beyond the client-supplier relationship. This includes farms under contract or involved in a supply chain with Avril, as well as farms in which the Group holds a share of the capital				





COMMITMENT 2

Natural resources and biodiversity

Because we will continue to import agricultural raw materials that cannot be produced locally and that come from countries at risk of deforestation or conversion of threatened ecosystems, we are committed to ensuring that by 2030, 100% of our palm and soya supplies come from sustainable crops.

This commitment is broken down into two operational objectives:

- Medium-term objective by 2025: 100% of our palm and soya supplies are traced, and 100% of those at risk of deforestation are covered by sustainability mechanisms, including certification;
- Long-term objective by 2030: 100% of our physical palm and soya supplies are free from deforestation and/or destruction of ecosystems.

Subsidiaries using palm and soya are expected to implement action plans to achieve the 2025 and 2030 targets.



Implementing responsible sourcing

To implement responsible sourcing, the Group Purchasing Department has defined a roadmap based on 8 themes:

- **Supplier risk assessment and mitigation**
- **CSR criteria in supplier relations**
- Ecodesign of goods and services
- Internal and circular re-use
- Reduction of Scope 3 greenhouse gas emissions
- Support for local sourcing in line with CSR criteria
- **Avril's leadership and exemplary approach to all stakeholders**
- Integration of disabled workers in our organisation and at our suppliers' sites

Among these themes, items 1, 2 and 7 (in bold above) have been included in Group Purchasing policies and action plans. For the other items, action plans are currently being drawn up.



Policy

SUPPLIER RISK ASSESSMENT AND MITIGATION

In 2023, as part of the activation of the Group's purpose within the Purchasing function, Avril continued a campaign (launched in 2021) to collect CSR commitments from its main suppliers.

In addition, in 2023 Oleon continued its pilot supplier evaluation process (see paragraph on the action plan). From 2024, this approach will be extended more widely to all the Group's activities.

Avril also includes a CSR clause in all its purchasing contracts.

CSR CRITERIA IN SUPPLIER RELATIONS

In order to select its partners and manage supplier relations, the Purchasing Department is constantly working on integrating CSR criteria into its processes, particularly in the area of purchasing "excluding raw materials".

The methodology used to manage invitations to tender means

that environmental and social criteria can be integrated into the selection and contracting phases with suppliers.

Avril is working to improve the safety of its suppliers by involving them in the organisation of an annual safety day.

AVRIL'S LEADERSHIP AND EXEMPLARY APPROACH TO ALL STAKEHOLDERS

The Supplier Code of Conduct¹ formalises the Group's desire to work exclusively with suppliers who comply with the international or national regulations covering their activities, starting with strict compliance with the regulations in force in the 19 countries where Avril is present.

Avril also expects its suppliers to comply with the principles of international standards such as:

- The Universal Declaration of Human Rights ;
- Conventions of the International Labour Organisation (ILO);
- The guidelines of the Organisation for Economic Co-operation and Development (OECD) and

■ The principles of the United Nations Global Compact, of which Avril is a signatory.

This Code forms an integral part of the compulsory documentation issued by the Avril Purchasing Department as part of its consultations with suppliers. The Supplier Code of Conduct sets out the Group's requirements in terms of:

- Respect of human rights ;
- Ethics ;
- Environmental protection ;
- Respect for social practices and working conditions;
- Health and safety.

These rules are now integrated into all the Group's purchasing procedures (excluding raw materials). In the event of non-compliance with the Code and in the absence of appropriate corrective action by the supplier, Avril may terminate any agreement entered into with the supplier.

In 2024, a new version of the Supplier Code of Conduct will be published, to reflect the Group's purpose and keep pace with changes in regulations and purchasing practices.

¹ Available here: presse.groupeavril.com/wp-content/uploads/2021/11/code-conduite-suppliers.pdf

RAW MATERIALS SUPPLY

A steering committee dedicated to sustainable procurement

Avril's purpose is to protect natural resources and biodiversity. The aim is to ensure that 100% of palm and soya supplies come from sustainable crops by 2030 (with the priority issue of sustainability being the absence of deforestation or conversion of ecosystems, and in a second phase work to ensure consistency with commitment #1, in particular optimising the use of inputs). With this in mind, an intermediate milestone has been set for 2025: "100% of palm and soya supplies are traced, and 100% of those at risk of deforestation are covered by sustainability mechanisms", such as certification, for example.

To ensure the success of this commitment, a dedicated steering committee was set up in 2022. Chaired by a member of the Executive Committee, it meets quarterly with representatives from each subsidiary that uses palm or soya. This committee enables subsidiaries to share their practices and monitor their action plans to ensure that the 2025 and 2030 zero deforestation-conversion targets are met. The year 2023 was also marked by preparations for EU Regulation 2023/1115 on combating deforestation, which will come into force on 30 December 2024 (EUDR regulation¹).

A responsible palm and soya sourcing policy

Avril uses palm oil and soya for some of its industrial activities. To this end, the Group has adopted a specific policy², through which it aims to source only zero deforestation-conversion palm oil and soya. To deploy the associated actions with its suppliers (traceability, alignment between the Avril policy and supplier approaches, grievance management mechanism), Avril has been supported by the NGO Earthworm Foundation since 2016.



¹EU Deforestation Regulation

²Available here: <https://presse.avril.com/politique-d-provisionnement-responsable-en-palme-et-soja/>



Action plan

SUPPLIER RISK ASSESSMENT AND MITIGATION

In 2023, Oleon continued its CSR supplier evaluation program (via EcoVadis). Carried out in collaboration by the Purchasing, Trading and CSR teams, this programme targets two main types of suppliers: "raw materials" and "non-raw materials" suppliers. All suppliers of raw materials have been included in the assessment program. For 'non-raw material' suppliers, Oleon targets companies with which an average annual expenditure of at least €50k has been incurred over the previous three years. These companies account for 80% of Oleon's purchases of non-raw materials.

With the EcoVadis program, Oleon's objectives are for 80% of selected suppliers to be assessed and for 75% of these assessed suppliers to achieve a minimum score of 65/100 by 2026. No specific target has been set for 2023, as Oleon is focusing on achieving the 2026 target. The operational results at the end of 2023 were as follows:

- 479 suppliers (77% of all suppliers concerned) have accepted the Supplier Code of Conduct;
- 314 suppliers (82% of suppliers selected on the basis of expenditure) were assessed by EcoVadis;
- 202 suppliers (73% of suppliers based on expenditure) received a silver award from EcoVadis.

In 2024, the third indicator will be adapted in line with the new rules for awarding medals by EcoVadis. Oleon will track the number of suppliers who have achieved a minimum score of 61/100. This threshold will be gradually increased each year until it reaches 65/100 in 2026 (the last year of monitoring for this indicator). Building on this initial experience, all the Group's subsidiaries have embarked on a supplier evaluation program. The Group's target for 2024 is to have 50% of suppliers, excluding raw materials, assessed on the basis of expenditure.

At the end of 2023, the evaluation campaign for all entities was prepared with EcoVadis for launch at the beginning of 2024 among the Group's buyers.

AVRIL'S LEADERSHIP AND EXEMPLARY APPROACH TO ALL STAKEHOLDERS

The aim is for Group companies to continue rolling out the Supplier Code of Conduct, drawing on the experience of Oleon, the pilot subsidiary in this area. All Oleon suppliers, regardless of their expenditure, must sign the Supplier Code of Conduct in order to be able to work with Oleon. In addition, the Supplier Code of Conduct is appended to all contracts signed by all Avril entities.

PALM OIL

Traceability: collection of information from suppliers every six months, enabling the supply chain to be traced back to the mills¹, in order to maintain ≥90% traceability of volumes purchased;

Coverage of supplies by sustainability mechanisms: 100% of annual palm oil supplies are covered by:

- Either RSPO² Mass Balance (MB) or RSPO Segregated (SG) certification in response to customer demand;
- Or ISCC-EU certification under European biofuel regulations;
- Or field projects in collaboration with suppliers or plantation operators, using Avril's own calculation mechanism: €1 spent on financing a project = 1 ton of palm oil covered³;
- In addition, RSPO credits can be purchased (via the PalmTrace platform's Book & Claim system) to cover all supplies.
- Continuation of the VTTV⁴ approach advocated by Earthworm Foundation, through financial support of two projects to transform the palm oil industry on the ground. The first is in Indonesia, in Aceh Tamiang. The second is the Southern Central Forest Spine in Malaysia, supported by Oleon and close to its Port Klang factory. These projects aim to assist local governments with land use issues, help train smallholders in the "zero deforestation, zero peatland destruction and zero labour exploitation" commitment, and support local communities in developing sustainable livelihoods.

Finally, since 2023, Oleon has been using a satellite tracking tool in palm oil production areas, called Satelligence⁵. Satelligence's Verified Deforestation Free module combines satellite deforestation data with data from Avril's supply chain to analyse the proportion that complies with Avril's zero deforestation-conversion commitments. The tool is based on the FAO's definition of forest⁶ and the EUDR's target date of 31/12/2020, although users can choose earlier target dates.

¹Mills are the first processing units and are a good indicator of where production takes place (plantations).

²Roundtable on Sustainable Palm Oil

³Calculation method based on the price of RSPO credits

⁴Presentation of the VTTV approach: <https://www.earthworm.org/fr/news-stories/what-is-vt-tv>

⁵More details on Satelligence: <https://www.earthworm.org/pages/zero-deforestation-conversion-methodology>

⁶FAO definition of forest: Article 2 (4) p.15 of Regulation (EU) No 2023/1115 on deforestation.

⁷Terres Univia, Key figures 2022 - Oilseeds and protein-rich plants - 2023 Edition

⁸For example, in 2014, Feed Alliance (an Avril subsidiary) became the first French animal nutrition company to join the Round Table on Responsible Soy (RTRS).

⁹Via Feed Alliance, Avril's exclusive buyer of soya for animal feed.

¹⁰Via Sanders, leader in animal nutrition in France

¹¹European federation of compound feed manufacturers, founded by the five main feed manufacturers in Europe (France, Belgium, Germany, Italy, Netherlands).

¹²It represents 28 national federations in the 27 EU Member States. FEFAC has published guidelines on responsible soy sourcing.

¹³https://sm.sustainable-trade.org/wp-content/uploads/2021/04/Update-10-February-2021_Resp-Soy-Declaration-signatories.pdf

¹⁴Avril and its subsidiaries Sanders, MiXscience and Dielna. www.duralim.org

¹⁵ra.duralim.org/2022-committed-actors/

¹⁶<https://fefac.eu/wp-content/uploads/2021/02/FEFAC-Soy-Sourcing-Guidelines-2021-1.pdf>

¹⁷For more details on the ZDC methodology: www.earthworm.org/pages/zero-deforestation-conversion-methodology

SOYA

The origins of Avril lie in the desire of French farmers to reduce their dependency on imported soya. Since the Group was founded, the construction and consolidation of a sustainable, high-performance oilseed industry in France has made it possible to increase the production of oilcake (in particular rapeseed) for animal feed, thereby limiting soya imports. According to Terres Inovia, France's dependency on imports of protein-rich matter (>15%) has fallen from 71% in 1980/81 to 45% in 2021/22⁷.

Given its characteristics, however, soya remains an essential raw material. Avril is convinced that, as the French leader in animal nutrition through the Sanders brand, the Group must act to ensure the sustainability of this crop. Accordingly, Avril and its subsidiaries have for many years been⁸ committed to more sustainable soya farming. Actions in this area are structured around two main areas: imported soya and French soya.

Imported soya: Avril helps to develop more sustainable supply chains

Participation in multi-stakeholder initiatives

- **RTRS:** In 2014, Avril⁹ was the first French animal nutrition player to join the RTRS. Avril¹⁰ makes a voluntary commitment to purchase RTRS credits each year to support the fight against soya-related deforestation. In 2023, more than 14,000 credits were purchased;
- **FEFAC:** Participation in the FEFAC Sustainability Committee¹¹; In addition, Sanders is a signatory to the "Responsible Sourcing Declaration", which brings together several FEFAC member companies and aims to source 100% deforestation-free soya by 2025. The signatories are 12 major EU animal feed manufacturers¹².

■ **Duralim:** since 2016 Avril¹³ has also been involved in Duralim, a collective initiative to improve the sustainability of animal feed, which in 2018 made a public commitment to "zero deforestation"¹⁴. In 2022, this commitment was formalised in the Feed Manufacturers' Manifesto (see next paragraph).

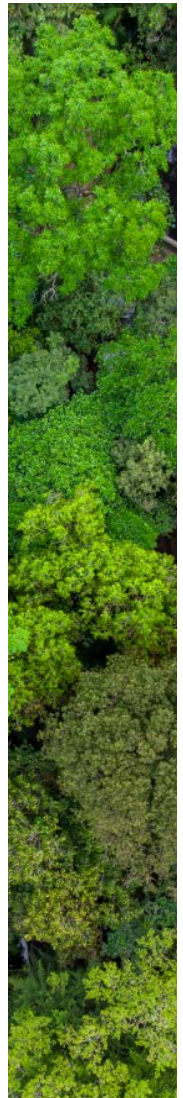
■ **Manifesto of animal feed manufacturers "for the mobilisation of French players against imported deforestation linked to soya":** by signing this manifesto in February 2022, Sanders, along with the other signatories, committed to sourcing soya with guarantees of non-deforestation / non-conversion in accordance with FEFAC guidelines¹⁵. The aim is to achieve 50% of soya for animal feed with non-deforestation/non-conversion guarantees (in accordance with FEFAC guidelines) by 2023, 75% by 2024 and 100% by 2025. This commitment is monitored by Duralim's observatory of the risk of imported deforestation. The results were achieved in 2023 with a 52% supply of sustainable soya (according to FEFAC guidelines).

Use of "guaranteed non-Amazonian" soya for certain sectors

■ Every year, around 44,000 tons of non-GMO soya traced "outside the Amazon biome" are used by Sanders, in particular in a specific broiler poultry chain supplying McDonald's restaurants.

Partnership with the Earthworm Foundation to set up a ZDC (Zero Deforestation and Conversion) chain

- The ZDC methodology¹⁶ is a protocol for assessing the risks of deforestation and conversion applied to the soya supply chain;
- In 2021, a full traceability check was carried out on a first cargo of 50,000 tons, and in 2022 on a second. In 2023, four cargoes were analysed, for a total of 210 kt of soya cake. Thanks to satellite tracking and information systems, these imported soya cakes have been classified as 'ZDC'.



French soya: Avril supports the relaunch of a national, non-GMO soya industry

Avril is committed to structuring the soya sector in France.

■ Sofiprotéol¹ federates and co-ordinates the various players involved in a national plan to develop soya acreage and put in place a coherent industrial plan, ranging from making the most of existing production basins to contracting with downstream industrial partners.

■ This approach supports local production (182,000 ha cultivated by 2022), reducing the negative impact on biodiversity and the climate: less pressure on ecosystems in South America, diversification of crop rotation in France, introduction of a crop with environmental benefits (improved soil structure, savings on inputs) compared with conventional crops, reduction in greenhouse gas emissions linked to transport.

■ Through Sanders and Sofiprotéol, Avril is a shareholder in Extrusel, based in Chalon-sur-Saône (71). Another soybean crushing plant (Sojalim) has been operating since 2017 in Vic-en-Bigorre (65), with capacity set to double in early 2023. 50,000 tons of soya are crushed there every year, including 15,000 tons of organic origin. The aim is to make sustainable use of non-GMO soya beans produced locally in the South-West of France (Occitanie, Nouvelle-Aquitaine) to feed animals reared on quality farms.

■ A capacity increase is also planned for Oleosyn Bio, another crushing plant dedicated to the production of organic oilcake, which has been based in Thouars in the Deux-Sèvres department since 2020.

■ As well as supplying oilcake from France, these investments create value directly in the region, with priority given to local sourcing and the creation of jobs at production sites. For example, Sojalim's new crushing line has created five new jobs at the production site in Vic-en-Bigorre in the Hautes Pyrénées, and 750 producers based in Occitanie and Nouvelle Aquitaine supply the plant with soya.

SUPPORTING AGRO-ECOLOGY AND PRESERVING BIODIVERSITY

As well as looking at the standalone issue of deforestation, Avril is working more broadly to preserve biodiversity, by developing specific specifications to reward farmers committed to more responsible practices.

This is the case with the "Committed Oils" initiative launched by Lesieur and involving all the players in the French rapeseed and sunflower industry: farmers, storage organisations, crushers (Saipol), field experts (Terres Inovia) and an independent verification body (DNV). The aim is to develop rapeseed and sunflower crops that are more robust, consume fewer resources and are more respectful of biodiversity and the environment, by introducing specifications based on around fifteen criteria (input management, crop association, flower strips, etc.). By 2023, over 42,000 tons of seed had been produced under these specifications by more than 500 partner farmers.



¹Société de financement et de développement, a subsidiary of Avril

INDICATORS

KPI SPRING n°4	2021 Value	2022 Value	2023 Value	2023 Target
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Share of Group palm oil supplies covered by sustainability schemes **100%** **100%** **100%** **≥ 90%**

SPRING 2023 target achieved ✔

Note: Sum of all “covered” volumes (see details below) (tons) / Total volume (tons) of palm oil purchased and delivered during the reporting year

Details: Palm oil includes all volumes of palm or palm kernel oil, their fractions (including olein and stearin) and their derivatives (alcohols, fatty acids, glycerine, esters (PME), etc.)

“Supplies covered by sustainability schemes”: in relation to the total quantity of palm oil purchased, these are the volumes:

- with RSPO Mass Balance (MB) or RSPO Segregated (DG) or BIO (Organic) certification;
- with sustainability certifications as defined by European biofuel regulations (ISCC or zBSVs type sustainability schemes);
- covered by sustainability initiatives, in particular field projects with local suppliers or plantation operators* ;
- covered by RSPO credits (in addition to the other actions above).

* According to Avril's own calculation mechanism: 1 euro financed in a project = 1 ton of palm oil covered

Scope: 100% of Group supplies (Saipol, Expur, Kerfoot, Oleon, Lesieur Cristal, Indusalim, Sanders, MiXscience)

KPI SPRING n°5	2021 Value	2022 Value	2023 Value	2023 Target
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Share of soybean used for animal feed coming from non-GMO supply chains or covered by RTRS credits **36.1%** **39.3%** **50.60%**

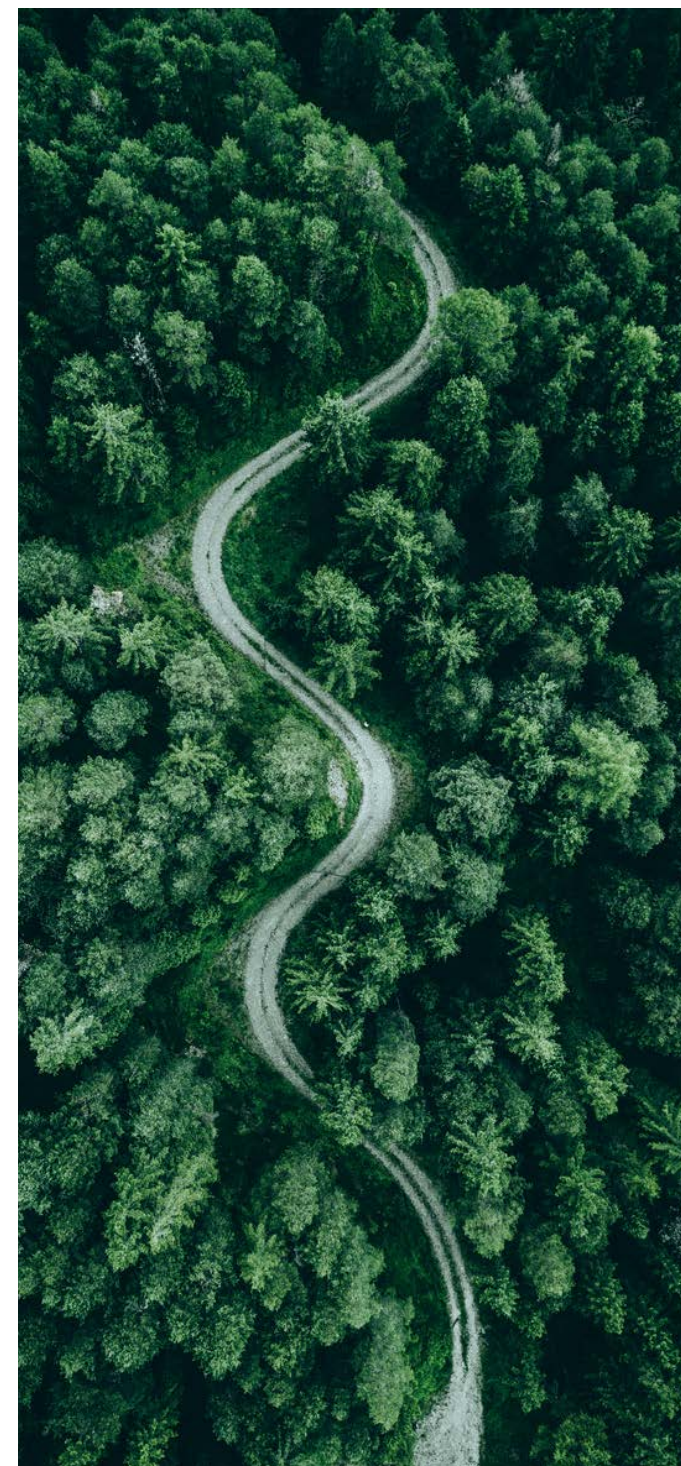
Indicator with "double count" bonus for French soya **42.02%** **45.03%** **56.96%** **≥ 50%**

SPRING 2023 target achieved ✔

Formula: Soya (in the form of meal/seed/oil) consumed by animal nutrition tools in France and meeting one of the following criteria: soya of French origin, non-GMO soya, non-GMO soya traced “outside the Amazon biome”, mass-balance soya compatible with FEAC guidelines²⁵, RTRS credits. The number of RTRS credits is divided by 0.8 to account for the tons of grain equivalent covered by credits

Please note: For the calculation, the quantities of soya in its various forms are expressed in seed equivalent. For the Spring calculation, French soya volumes are double counted in the numerator and denominator. The volume used by animal nutrition plants in France corresponds to their annual consumption

Scope: 100% of animal nutrition supplies in France (Sanders, MiXscience)



Developing circular economy

Action plan

CIRCULAR BIOECONOMY

Through its activities, Avril is developing a range of products and services designed to make better use of agricultural and agri-food waste as a resource.

In this area, the Group relies on a specialist subsidiary, Terrial. Terrial recovers livestock waste and organic residues from the Group's industrial activities (and from outside the Group) and converts them into fertiliser and biogas. This virtuous circle means that a proportion of chemical fertilisers can be replaced by organic fertilisers. By providing access to high-quality organic fertilisers, most of which can be used in organic farming, Terrial is providing essential technical solutions for the development of this type of farming.

The biomass boilers at our industrial sites also make use of material flows generated on site, such as sunflower husks and olive pomace. Some of the ash produced is also recycled by Terrial as fertiliser.

In 2023, a poultry droppings processing line was installed at the Terrial site in Beaupréau (49) to ensure that the products

are properly hygienised (70°C, 1 hour) before being used for mixing and granulation.

The Saipol and Lesieur sites are committed to recovering as much of their industrial waste as possible, so that it can be converted into energy, used in agriculture or recycled to make a material, a product or any other substance. For example, in 2022, the Bassens site used more than 1,000 tons of oily waste and flotation grease in a biomethanisation process, representing 10% of its waste.

PACKAGING MANAGEMENT

The initiative on the use of recycled packaging was launched in 2020 with Lesieur, the most advanced entity in the Group in this area.

In 2022, the Group introduced its “recyclability” and “integration of recycled material” indicators for its other companies in the FMCG sector, namely Lesieur Cristal, Expur, Costa d’Oro, La Compagnie des Saveurs and Générale Condimentaire Algérie. Efforts continued in 2023 by extending the scope of action to Vivien Paille and Italians Do It Better.



Focus on Lesieur shares:

Since 2022, all Lesieur-branded bottles with a volume of less than 3 litres have been made from 100% recycled PET (rPET) and 100% of bottles contain at least 30% rPET. The integration of 30% rPET for private labels has been implemented since 2022. In addition, initiatives have been taken on other packaging, in particular the switch to a 100% recyclable tube of Lesieur mayonnaise finalised in 2023, making it possible to achieve a rate of almost 100% of fully recyclable primary packaging. Finally, in line with its strategy to reduce the impact of its packaging, Lesieur is taking part in experiments to develop the re-use of packaging in its category by testing bulk, deposit and refill systems in stores in 2024.

REDUCING FOOD WASTE

Lesieurs' actions

Through Lesieur, Avril is committed to supporting national food donation associations such as the Banque Alimentaire, ANDES and the Restaurants du Cœur. Donations are also made to more local associations in which employees may be personally involved. The products donated include products that are perfectly fit for consumption but are not accepted by supermarkets for various reasons (use-by date too short, label not properly stuck on, slightly damaged packaging, etc.).

For the second year running, Lesieur has also rallied to the cause of Ukraine, with a donation worth €21k via the Hauts de France Chamber of Commerce and Industry.

In addition, as part of Lesieur's "Citizen Commitment" project, on national Food Bank collection day, employees can collect food donations in the shops during their working hours. This year, 600 kg of products were collected during the operation, i.e. 46 boxes over three days. It was a success, given the sharp rise in prices.

Finally, Lesieur has had a partnership with Too Good To Go since 2020, which has resulted in an insert raising awareness of food waste on their oil labels. In 2023, the company took part in the first "anti-waste parcel" operation launched by Too Good To Go and Pour Nourrir Demain, supplying Lesieur products in solidarity baskets sold at low prices.

Avril membership of the SOLAAL association

SOLAAL is an association recognised as being in the public interest, which facilitates links between donors in the agricultural and food sectors and food aid associations. Avril is a founding member of this association¹.

¹<https://www.solaal.org/decouvrez-lassociation/nos-membres/>

INDICATORS

KPI SPRING n°14	2021 Value	2022 Value	2023 Value	2023 Target
Recovery rate of industrial waste	95.50%	94.34%	97.42%	≥ 2022

SPRING 2023 target achieved



Comment: The sites are pursuing their waste recovery initiatives, looking for the best local solutions.

Formula: For each site, % waste recovered = Tonnage of waste recovered / Total tonnage of waste

Scope: Saipol / Lesieur / Oleon sites (excluding Port Klang)

KPI SPRING n°15	2021 Value	2022 Value	2023 Value	2023 Target
Total tonnage of products sold from the circular economy	674.68 kT	690.74 kT	662.45 kT	> 2022

SPRING 2023 target achieved



Formula: Tonnes of Terrial products (tonnages marketed and "delivered" to farmers)

Perimeter: Terrial

KPI SPRING n°16	2021 Value	2022 Value	2023 Value	2023 Target
Share of recyclable packaging in total packaging (% by mass)	Lesieur 99.20%	Lesieur 99.19% Avril 99.55%	Lesieur 99.49% Avril 98.16%	For Lesieur > 2022

SPRING 2023 target achieved



Comment: The new calculation methodology introduced and deployed in 2021 by Lesieur has been extended to five other entities in 2022 and then to 8 in 2023 (see "Scope"), whereas only three were initially planned for 2022, namely Lesieur Cristal, Compagnie des Saveurs and Expur

Formula: (Sum for each item code with recyclable packaging of: mass of recyclable packaging X number of packages consumed for this item code) / (Sum for each item code of all types of packaging of: mass of packaging X number of packages consumed for this item code)

Perimeter: Primary packaging for eight entities in the Consumer Products Sector: Lesieur, Lesieur Cristal, Expur, Costa d'Oro, Compagnie Des Saveurs, Générale Condimentaire Algérie, Vivien Paille, Italians Do It Better

Coverage rate: 100% of primary packaging for eight Consumer Products Sector entities



KPI SPRING n°17	2021 Value	2022 Value	2023 Value	2023 Target
Percentage of recycled raw material in PET packaging (% by mass)	Lesieur 37.09% ¹	Lesieur 45.60% Avril 28.93%	Lesieur 50.57% Avril 26.16%	For Lesieur > 2022

SPRING 2023 target achieved

Target achieved for 2023 for Lesieur, but not at the perimeter retained for the year. On a like-for-like basis (6 entities in 2022), the value would be 26.16%, i.e. -2.77% between 2022 and 2023

Comment: The new calculation methodology introduced and deployed in 2021 at Lesieur has been extended to five other entities in 2022 and then to 8 in 2023 (see "Scope"), whereas only three were initially planned for 2022, namely Lesieur Cristal, Compagnie des Saveurs and Expur

Formula: Sum for each item code reference with PET packaging of : (% rPET incorporated in the packaging X mass of the packaging X number of packages consumed for this item code) / (mass of the packaging X number of packages consumed for this item code)

Perimeter: Primary packaging for eight entities in the Consumer Products Sector: Lesieur, Lesieur Cristal, Expur, Costa d'Oro, Compagnie Des Saveurs, Générale Condimentaire Algérie, Vivien Paille, Italians Do It Better

Coverage rate: 100% of rPET primary packaging used by eight Consumer Products Sector entities

	2021 Value	2022 Value	2023 Value
Quantity of food donated	151 tons	117 tons	67 tons

Comment: In 2023, 46% of our donations went to Restos du Cœur and 12% to Ukraine

Formula: Total tonnage of food donations

Perimeter: Lesieur

¹The 2021 value for KPI Spring no. 17 has been recalculated following the identification of an error.



COMMITMENT 3

Local sectors

Because we are committed to a dynamic local economy, we are committed to accelerating the development of local supply chains in all our areas of activity, this from the year 2025 for 100% of our food oils when the raw materials are available locally.



Processing domestic raw materials

Policy and action plan


Avril was born out of a desire to develop industrial facilities for the sustainable processing of domestic raw materials, including oilseed crushing facilities capable of transforming rapeseed and sunflower into oils and proteins, and animal nutrition facilities capable of transforming cereals, oilseeds and other raw materials into feed for French livestock.

It is part of Avril's vocation to transform these national materials in order to guarantee an outlet for producers as well as local supplies for users of these materials. This mission informs Avril's strategic choices in France and abroad, where

the presence of group subsidiaries is accompanied by actions to structure agricultural supply chains.

In the context of a global market, it is sometimes necessary to resort to imports for reasons of availability, raw material specifications or hedging against climatic hazards. By adopting an indicator to monitor the proportion of domestic raw materials processed in its production facilities, Avril is reaffirming its ambitions to serve food sovereignty of the countries in which it operates.

INDICATOR

KPI SPRING n°1	2021 Value	2022 Value	2023 Value	2023 Target
Share of domestic raw materials processed or purchased by Avril	68.88%	73.46%	70.14%	≥ 2019 (reference year)
Of which :				
Saipol (France)	56.9%	67.7%	63.7%	
Expur (Romania)	87.7%	83.9%	67.7%	
Costa d'Oro (Italy)	10%	15.4%	10.8%	
Animal nutrition (France)	79.8%	79.6%	79.3%	
SPRING 2023 target achieved				

Formula: Sum of national tonnages / Sum of total tonnages

Details:

- % of seeds from France crushed in Saipol's production facilities
- % of seeds of Romanian origin crushed in Expur's industrial facilities
- % of olive oil from Italy purchased by the Costa d'Oro factory
- % of raw materials from France processed in animal nutrition plants

Perimeter: Saipol (France), Expur (Romania), Animal Nutrition (France), Costa d'Oro (Italy)





COMMITMENT 4

Investments

Because we want to have a positive impact on local communities and the environment, we are committed to ensuring that by 2030, 100% of our investments, whether industrial or financial, will be based on economic, environmental and social criteria.



Sustainable investment in our supply chains

Situation update

CLIMATE CHANGE

Avril needs to prepare for the consequences of climate change. The creation of an innovation platform on adaptation to climate change has enabled us to structure our approach.

Avril is investing in innovative projects that will help the sector to adapt rapidly to the consequences of climate change. A four-pronged roadmap has been defined:

- Selecting adapted plants and varieties: Through the commitments of its subsidiary Sofiprotéol, Avril invests in seed companies that select varieties adapted to these new constraints.
- New crops, with a focus on the opportunities created by climate change for the potential development of crops in locations that were previously unable to grow them, such as sorghum in France.
- New farming practices in terms of their potential to store carbon, protect biodiversity and reduce greenhouse gases.
- And risk management for farmers, who are subject to climatic hazards that can threaten their farms, particularly recurrent droughts.

CIRCULAR ECONOMY

Sofiprotéol has continued to invest in the Agri Impact fund launched by the Avril Foundation and dedicated to short circuits and renewable energies on farms. The fund supports initiatives to develop methanisation, which is both a source of additional income for farmers and an innovative approach to resource management at farm level. The installation of methanisation units in local areas helps to improve the environmental balance of production by converting agri-food or agricultural waste into green energy and fertiliser. In 2023, Sofiprotéol reinvested €230k in this fund to help finance several methanisation projects run by farmers or groups of farmers.

FOOD TRANSITION

Driven by population growth, global demand for proteins (plant and animal) is set to increase by 40% by 2030. This is the result of a twofold food transition: a craze in developed countries for plant proteins as alternatives to meat, and a sharp increase in meat consumption in emerging economies.

To meet these two challenges, Avril's policy is to diversify the outlets for oilcake by developing the production of protein-

rich oilcake for animal feed, and to develop new processes and ingredients rich in plant proteins for human consumption.

Since 2014, Avril has been conducting major research in parallel to meet the two major challenges of adding value to plant proteins: developing alternatives to animal proteins for human food and producing more sophisticated, high-yield proteins for animal nutrition.



Offering a range of plant proteins

Situation update

In addition to Sofiprotéol's investments in companies whose activities are wholly or partly related to the development of plant protein-based products, Avril is involved in R&D work to develop new plant protein products for animal and human consumption.

PLANT PROTEINS FOR ANIMALS

- Study on the nutritional characteristics of oilseed cakes and understanding the expectations of the various animal feed markets.
- Research and development in the field of varietal selection of rapeseed to guarantee protein concentrations.
- Development of processes for crushing oilseeds (rapeseed and sunflower) and concentrating proteins to produce ingredients for animal feed.
- Projects supported by the "Solutions for sustainable livestock farming" innovation platform

PLANT PROTEINS FOR HUMANS

- Development of plant protein-based ingredients for human consumption
 - Development of novel seed pre-treatment and crushing processes to ensure the preservation of protein quality and its use in various food markets.
 - Development of processes for concentrating and adding value to proteins and ingredients rich in plant proteins from oilseeds and protein crops for use in food formulas.
 - Continued deployment of the strategic partnership between Avril and DSM, accelerating the production and marketing of a non-GMO rapeseed isolate that offers excellent functional properties, high nutritional value and a balanced taste profile.
 - Acceleration of technical and business developments at Vivien Paille Ingrédients in the field of legume protein ingredients
 - Acquisition of Sunbloom Proteins, a young German company specialised in the production and marketing of sunflower protein-rich ingredients for human consumption.
- Support for the development of Vegini, an Austrian company which develops, produces and markets a range of meat substitutes based on pea proteins.
- In June 2023, Lesieur, France's leading edible oil manufacturer, will launch a range of hearty meals based on cooked pulses. Accessible and easy to prepare, the aim is to democratise access to vegetables for the French.
- In 2023, Sofiprotéol acquired a significant stake in COSUCRA, a major European player in the processing of peas and chicory. By processing these two raw materials, Cosucra has always been committed to improving consumer health by offering food ingredients that are low in sugar and fat but rich in protein and fibre.

INDICATORS

KPI SPRING n°2	2021 Value	2022 Value	2023 Value	2023 Target
Annual amounts invested in the sectors (cumulative, since 2019)	€684.9 M	€989.0 M	€1334.5 M	Invest €1,035M over the period 2019-2023 (cumulative)
SPRING 2023 target achieved			✓	

Formula: Sum of : Group Capex + Sofiprotéol Investments, year-to-date from 2019

Perimeter: Group

	2021 Value	2022 Value	2023 Value
Investments (Sofiprotéol commitments) in seed companies working on varieties adapted to climate change	€26.50 M	€50.10 M	€50.10 M

Formula: Amounts committed (at 31/12 of the reporting year) by Sofiprotéol to financing seed companies

Details: This represents 9.4% of Sofiprotéol's total commitments

Perimeter: Sofiprotéol

	2021 Value	2022 Value	2023 Value
Investments (commitments by Sofiprotéol) in companies involved in the development of plant proteins	€182.00 M	€183.00 M	€216.58 M

Formula: Amounts committed (at 31/12 of the reporting year) by Sofiprotéol to financing companies whose activities are wholly or partly related to plant proteins

Details: This represents 40% of Sofiprotéol's total commitments. It should be emphasised here that not all the investments recorded here are directly earmarked for the development of plant proteins, but do benefit companies with at least part of their business activity in this sector

Perimeter: Sofiprotéol

	2021 Value	2022 Value	2023 Value
Investments (Sofiprotéol commitments) to develop the circular economy	€1.1 M	€1.4 M	€1.6 M

Formula: Amounts committed (at 31/12 of the reporting year) by Sofiprotéol to financing companies in the circular economy (renewable chemistry, methanisation)

Details: This represents 0.30% of Sofiprotéol's total commitments

Perimeter: Sofiprotéol



COMMITMENT 5

Climate

Because we support the United Nations' objective of limiting global warming to 2°C, as set out in the Paris Agreements, we are committed to reducing all our direct and indirect greenhouse gas emissions by 30% by 2030 (vs. base year 2019).



Reducing the footprint of our industrial activities

Policy

HEALTH, SAFETY, ENVIRONMENT AND ENERGY

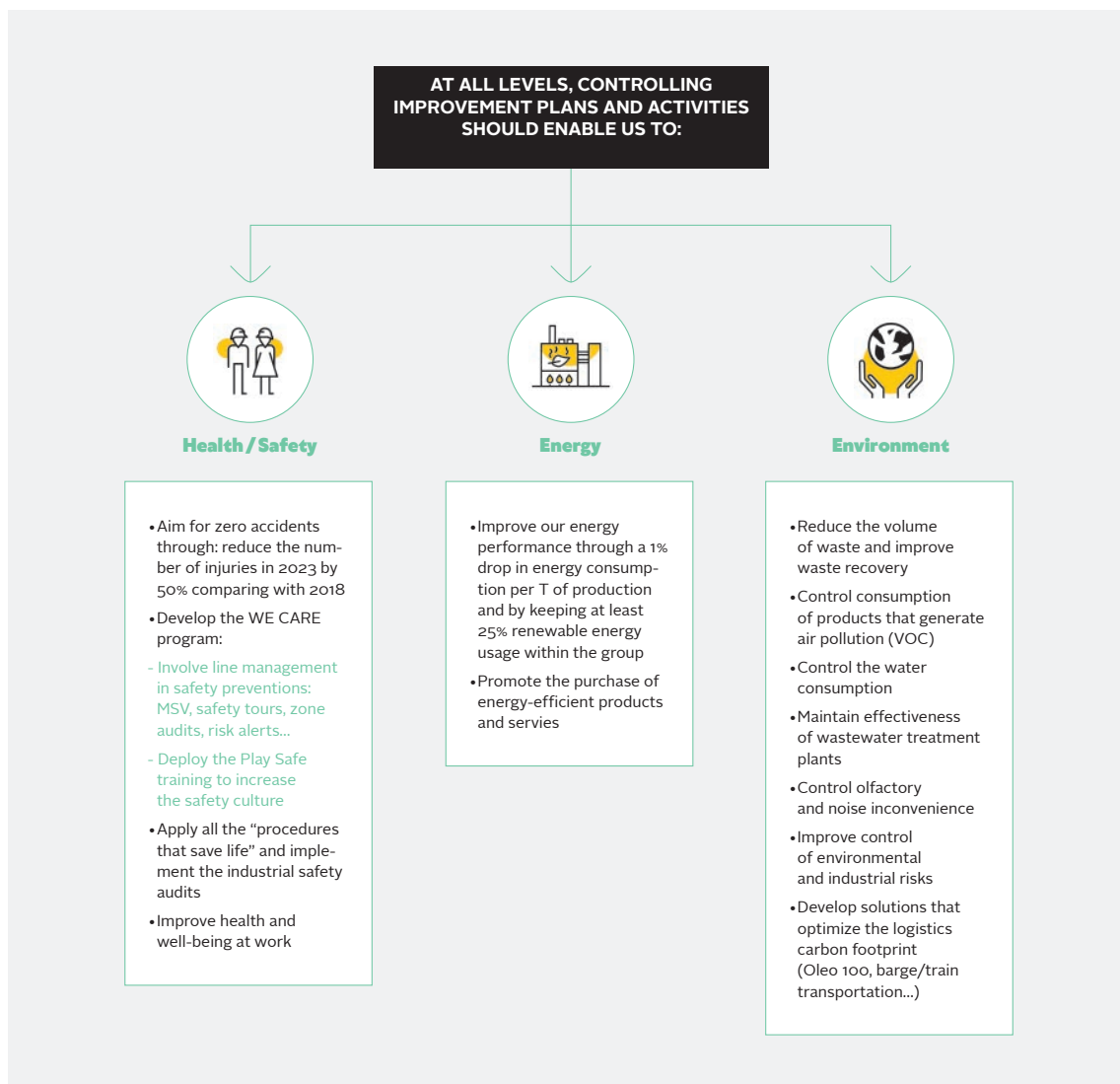
Avril's Health, Safety, Environment and Energy (HSEé) policy aims to meet the following priorities:

- Guarantee the health and safety of all Avril employees, temporary workers and subcontractors;
- Operate its industrial facilities efficiently and reinforce operational excellence;
- Responding to requests from our customers and other relevant stakeholders;

In terms of the environment and energy, in addition to complying with regulatory requirements, each entity is committed to preventing operational risks and continuously improving performance: reduction of energy consumption and use of renewable energies, reduction and recovery of waste volumes, control of consumption of polluting products, control of water consumption and efficiency of wastewater treatment plants, control of odour and noise pollution, reinforcement of control of environmental emergencies, development of solutions to optimise the carbon footprint of transport (Oleo100, river transport, etc.). Management reviews at all levels (Group, subsidiaries, sites) ensure this continuous improvement.

Each industrial site pursues a policy of improving its environmental performance, supported by international standards (such as ISO14001 or 50001) or internal environmental management programs. Within this framework, the sites also test environmental emergency situations in order to prepare for and control possible incidents.

Industrial incidents are reported to the Group Operations Department, are analysed and feedback is provided. A major transformation program to improve process safety management (We Care Assets) was launched in early 2021, with a dedicated team over three years. It aims to make Avril a benchmark in this area, and to bring the associated KPI 'number of industrial incidents' down to zero.





ENERGY EFFICIENCY AND TRANSITION

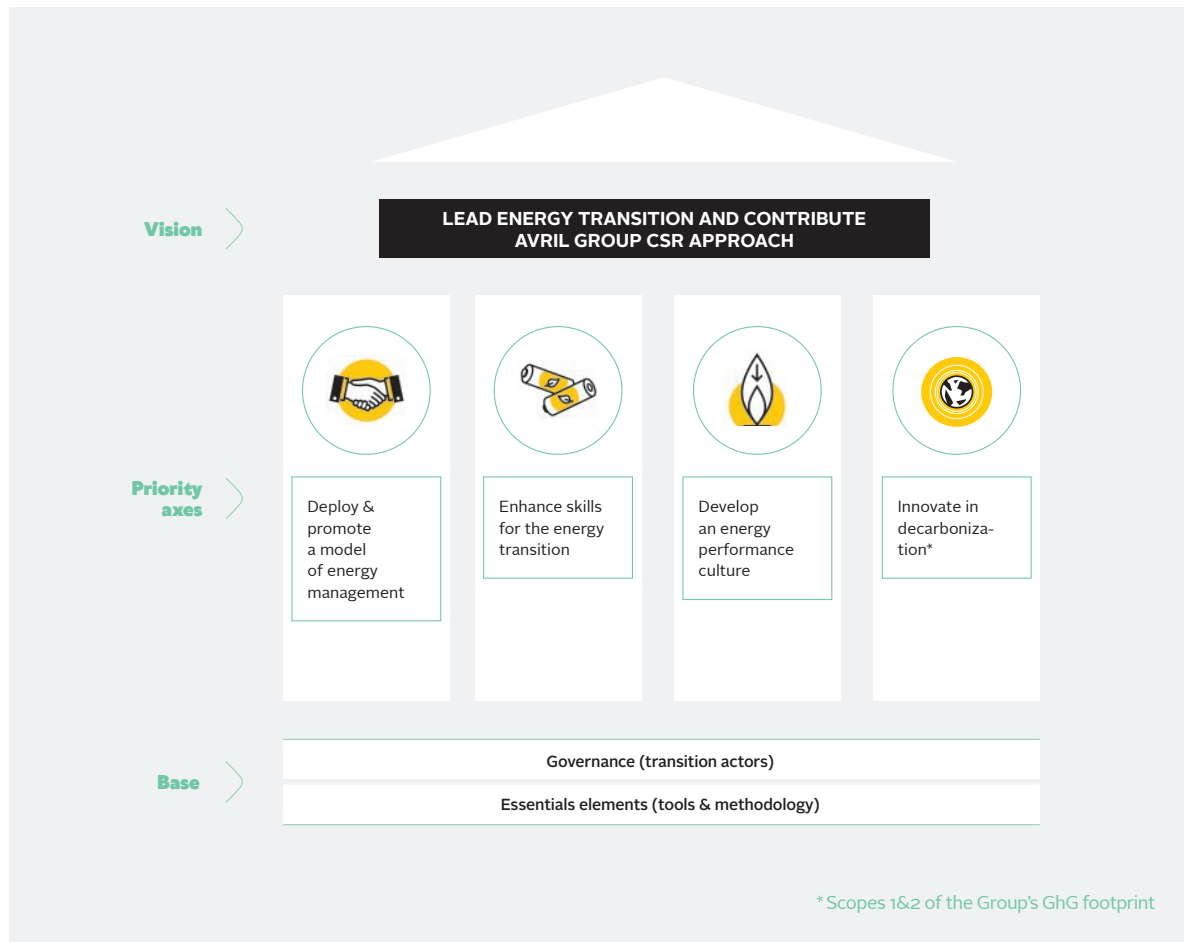
Avril has strengthened its strategy of diversification and energy sobriety, to improve its operational efficiency and reduce its carbon footprint.

The Group's energy diversification aims to drastically reduce the use of fossil fuels, thanks to the implementation of new biomass boiler projects. By 2023, 29% of Avril's energy will come from renewable sources, with 6 biomass boilers, two steam turbines and several solar installations in operation.

The Group's energy sobriety is reflected in the implementation of transition solutions to reduce gas and electricity consumption.

Faced with the energy crisis in the winter of 2022/2023, Avril set itself a target of reducing consumption by 10% by the end of March 2023. To achieve this, in the summer of 2022 we set up a steering committee bringing together the directors of the subsidiaries and sites that consume the most energy, as around twenty sites, represent around 80% of the Group's consumption. Under the impetus of the Energy Department, this method bore its fruit in 2023, with an improvement in energy efficiency of more than 2% compared with 2022.

In a context of pressure regarding energy resources, this collective effort to anticipate and manage on a day-to-day basis is making the Group more resilient.



Avril is building a decarbonisation roadmap for each of its entities based on two levers to meet its commitments.

■ Energy efficiency

Avril has continued to develop projects to improve the performance of its industrial processes and optimise energy use, by better managing its consumption and introducing new, more energy-efficient processes (limiting waste and recovery systems).

■ Development of low-carbon projects

With four biomass boilers in operation, Saipol has avoided the emission of ~ 140 kt of CO₂e per year since 2013, compared with the gas-fired boilers they replace.

In 2022, the Expur site in Romania saw the construction of a new biomass boiler. In 2023, the installation of four new biomass boilers began.

The two performance indicators for this theme are energy consumption per ton produced per production unit and the ratio of energy consumption from renewable sources to total energy consumption.

INDICATORS


	2021 Value	2022 Value	2023 Value
Number of industrial incidents (base of 100 for 2020)	50	102.2	42

Comments: The key performance indicator on the frequency of industrial incidents was introduced in 2021 for the first time. It has also been calculated on the basis of 2020, which is used as a base of 100. Its purpose is to track changes in the frequency of industrial incidents

Formula: Frequency rate monitored on a baseline of 100 (2020 value): number of industrial incidents per million hours worked at 31/12/2023

Precision: Definition of a serious and potentially serious industrial incident: An undesired event at an industrial facility (processes, utilities, storage and laboratories) defined as: loss of product containment, fire, explosion, self-heating, activation or malfunction of a barrier, etc. whose actual severity is greater than or equal to 4 in the Avril acceptability matrix (serious industrial incident) or whose severity could, in other circumstances, have resulted in a severity greater than or equal to 4 (potentially serious industrial incident)


Perimeter: 14 main industrial sites - Sites covered by the We Care Assets programme

KPI SPRING n°11	2021 Value	2022 Value	2023 Value	Target 2023
Energy consumption per ton produced	284.6 kWh/tonne	271.1 kWh/tonne	258.06 kWh/tonne	-1% vs 2022
SPRING 2023 target achieved				

Formula: Sum of the quantities of electricity, natural gas, liquefied petroleum gas (LPG), domestic fuel oil, heat (steam, hot water) and any other energy used by the sites / Sum of Avril's main production including the various stages of processing, including volumes from neutralisation plants

Perimeter: France + International, the 71 industrial sites that have completed a full year of activity within the Group


Coverage rate: 99% of the Group's consumption

KPI SPRING n°12	2021 Value	2022 Value	2023 Value	Target 2023
Ratio of energy consumption from renewable sources over total energy consumption	28.44%	26.70%	29.04%	Maintain a level \geq 25% each year
SPRING 2023 target achieved				

Formula: Biomass energy + Electricity from renewable sources (excluding the share of renewable energy in grid electricity) / Total final energy consumption

Perimeter: France + International, the 71 industrial sites that have completed a full year of activity within the Group.

Coverage rate: 99% of the Group's consumption

KPI SPRING n°13	2021 Value	2022 Value	2023 Value	Target 2023
Water consumption per ton produced	1.33 m ³ /tonne	1.25 m ³ /tonne	1.00m ³ /tonne	Measure 2023 + maintenance \leq 2019
SPRING 2023 target achieved				

Formula: Water withdrawn + gross flow of water used / Sum of Avril's main production, including the various stages of processing, including volumes from neutralisation plants

Perimeter: France + International, the 71 industrial sites that have completed a full year of activity within the Group

Coverage rate: 99% of the Group's consumption.

Focus GHG assessment: measuring and reducing our emissions

Policy

Since 2022, Avril has had a new body, a Climate Steering Committee, to ensure that the objectives defined in the Group's climate strategy are met. Its missions are to:

- Consolidate Group data, in particular via the GHG Scopes 1, 2 and 3 assessments;
- Monitor the Group's carbon reduction targets
- Ensure the uniformity of the methodologies applied and provide strategic guidelines;
- Disseminate best practice and provide support to subsidiaries;
- Define key messages, communicate and raise awareness.

The Climate Steering Committee is made up of 8 permanent members, including 3 members of the comex (the Innovation and SD, Industrial and Financial Directors), and can call on other key players to help implement the climate strategy.

Avril's climate strategy has two components: mitigation and adaptation.

With regards to mitigation and as part of its commitment to the Climate, Avril has set itself the target of reducing its GHG emissions by 30% by 2030 compared with 2019, in absolute terms for its Scopes 1&2, and by 30% in terms of intensity (per ton of product).

2023 was an important year for our strategy, with the validation of our reduction targets by the Science-Based Targets initiative (SBTi). We also carried out a complete update of our Scopes 1, 2 and 3 carbon footprint using the GHG Protocol methodology. Our footprint now stands at 8 million tons of CO_{2e} across all scopes, including 7 million tons from our Scope 3 under a reduction commitment validated by SBTi.

In 2023, we launched two studies to analyse our vulnerabilities to climate change in 2030 and 2050, laying the foundations for a future adaptation plan. The first study looked at our industrial sites to assess their exposure to climate risks. Areas of particular concern were identified at our sites in North Africa, the United States and Malaysia, where climate risks (particularly heat waves) are set to increase significantly over the next few

¹Avril raises €1.18 billion indexed to ESG* criteria to accelerate its development - Press - Avril (groupeavril.com)

years. The second study focused on upstream agriculture and the physical risks facing our oilseed crops in France.

These studies will enable us to take better account of these risks in our future acquisitions and procurement decisions.

Action plan

GREENHOUSE GAS EMISSIONS SCOPES 1 & 2

Since 2022, Avril has set up a Sustainability Linked Loan (SLL), indexing this financing to the achievement of extra-financial objectives with the integration of three ESG criteria (Environmental, Social, Governance) including the reduction of GHG emissions Scopes 1&2, on a constant perimeter aligned with our SBTi commitment. Within this framework, we are seeing a reduction in our Scope 1&2 emissions in line with our reduction trajectory.

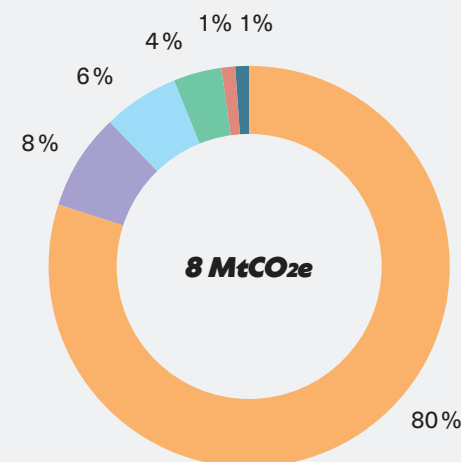
SCOPE 3 GREENHOUSE GAS EMISSIONS

Avril's main Scope 3 emissions, as defined in the GHG Protocol, are: purchases of raw materials and services, investments, upstream transport and downstream transport. Our SBTi commitment scope does not take into account certain GHG Protocol emission categories, in particular our investments (equity investments by our subsidiary Sofiprotéol). This scope amounts to 7.2 million tons of CO₂ equivalent.

In 2022, Avril worked on the reduction of its scope 3 by estimating the extent of the impacts the various reduction levers identified for four of its main subsidiaries (Saipol, Oleon, Sanders and Lesieur). The most important reduction levers relate to the sourcing of low-carbon seeds and oils, the sourcing of our tallow and the decarbonisation of our transport.

Since 2021, we have gradually introduced an internal carbon pricing tool (shadow price) for all investment projects over 3 million euros. In 2023, we decided to double this price from €50 to €100 per equivalent ton of CO₂. 62% of the budget for projects submitted to the Investment Committee have been subject to a carbon assessment and a carbon price.

BREAKDOWN OF THE GROUPS' GREENHOUSE GAS EMISSIONS (% OF TOTAL EMISSIONS)



Our SBTi reduction commitment focuses on all of Scopes 1 & 2 and on the most important categories of Scope 3, i.e. around 7.2 MtCO_{2e}

- Procurement of raw materials, services and others
- Investments (Sofiprotéol)*
- Freight
- Energy**
- Capital goods (CapEx)
- Other emissions (product end-of-life, employee mobility, waste, etc.)

* Sofiprotéol investments correspond to a theoretical pro rata of the emissions of businesses where we have acquired a stake. These emissions are not taken into account in our SBTi reduction targets.

**Of which 268 ktCO_{2e} for the Scope 1 & 2 part.

INDICATOR

GHG EMISSIONS "AVRIL SCOPE"	2021 Value	2022 Value	2023 Value
Greenhouse gas emissions associated with Avril's activities (Scopes 1 and 2) Location-Based Method	274 ktCO ₂ e	268 ktCO ₂ e	251 ktCO ₂ e

Perimeter: 71 Group industrial sites

Coverage rate: 99% of Group emissions



Helping to reduce our customers' GHG emissions (meeting the new customer and consumers demands with low GHG products)

Biofuels policy

Avril is one of Europe's leading producers of biodiesel, a renewable energy, and thus contributes to reducing greenhouse gas emissions from fuels placed on the market.

The consolidated Fuel Quality Directive (FQD) 2009/30/EC defines the target for reducing greenhouse gases emitted during the production and use of fuels released for consumption in the European Union, i.e. a 6% reduction in greenhouse gases by 2020 compared with 2010¹. The same directive also defines how this target is to be achieved, with the incorporation of sustainable biofuels as the main lever. The European Commission recently stated that the consolidated Directive 2009/30/EC still applies after 2020, and that fuel consumers must continue their decarbonisation efforts and continue to purchase biofuels with a high greenhouse gas reduction rate.

Regarding the sustainability criteria for biofuels, Directive 2018/2001/EC, known as «RED2» for the period 2021-2030, defines the traceability procedures and requirements for qualifying a biofuel as «sustainable». In particular, the European Commission is mandating voluntary schemes to define precisely the best practices of economic players, in close collaboration with audit bodies. Saipol, a subsidiary and major player in the production of biofuels in Europe, is certified under the 2BSvs and ISCC-EU voluntary schemes by Bureau Veritas.

Mainly derived from rapeseed, Avril's biodiesel has the particularity of providing a co-product, the oil cake (56% of the weight of the seed), which is a source of vegetable protein for livestock. Oilcake plays a central role in livestock feed. However, as the European Union does not produce enough plant proteins, it is necessary to import them, particularly in the form of soya. The development of rapeseed since the 90s has therefore made it possible to make up part of France's shortfall in plant proteins. Boosted by its use as a biofuel, in conjunction with its use in animal nutrition, rapeseed cultivation has partly replaced imports of soya, the growing cultivation of which is associated with a risk of deforestation on the South American continent.



OLEO100

In 2018, Avril launched Oleo100, the first 100% plant-based, renewable and traced energy from French agriculture. Initially aimed at transport professionals (captive fleets of companies and local authorities), it can fully substitute diesel. In 2022, 117,000 m³ of Oleo100 were consumed, reducing greenhouse gas emissions by around 220,000 tons of CO₂ equivalent compared with fossil diesel. And the 1,000^{ème} customer mark was reached at the start of 2023.

OLEOZE

At the end of 2019, Avril also launched OleoZE, a digital solution that enables storage companies and farmers to market more sustainable seed batches directly to Saipol and make the most of their various properties, with the aim of producing "Net Zero Emission" rapeseed and sunflower. The main aim of OleoZE is to source Made in France oilseeds eligible for a GHG bonus, produced using farming practices with a high reduction

in greenhouse gases (GHG), in particular through increased carbon storage in the soil. In 2023, around 135,000 tons of seeds were purchased, with an average bonus of €29/tonne.

This innovation answers several challenges:

- Producing more "speciality" biodiesels with high GHG reduction rates
- Ensuring the long-term future of oilseed crops in France
- Promoting and developing agricultural practices that reduce emissions and store carbon in the soil

Supplementing the Feedmarket offer already in service since January 2018, which enables breeders, traders and feed manufacturers to purchase protein-rich oilseed meals, OleoZE forms part of Saipol's transformation strategy designed to integrate its activities from upstream to downstream and thus better serve its customers. These two offers are now combined on Oleomarket, Saipol's unique digital market place for oilseeds for the agricultural sector, which can be accessed at www.oleomarket.fr.

¹Refers to greenhouse gas emissions over the entire life cycle, i.e. all the emissions that can be attributed to the fuel (including the components that are mixed with it). This concept covers all the relevant stages, from extraction or cultivation, transport and distribution, processing, through to combustion.

Biofuels action plan

BIODIESEL

The action plan to reduce GHG emissions from biofuels marketed by the Group is based on 5 points:

- Identification of cultivation practices to produce biofuels with very low greenhouse gas emissions via the OleoZE sourcing platform,
- Improving GHG emissions linked to the industrial process for producing biofuels through site decarbonisation targets (biomass boilers, for example),
- Certification from the field to the production plant of these virtuous agricultural practices under voluntary European schemes (ISCC-EU, 2BSvs),
- Support/advice from Saipol to farmers and storage companies,
- Obligation of results: compensation offered as a function of the GHG reductions achieved.

A NEW ENERGY, OLEO100

Diversifying the Group's energy offer by offering transport operators, local authorities and businesses a 100% Made in France rapeseed fuel that reduces greenhouse gas emissions by at least 60% compared with fossil fuels.

BIOTJET

Avril is a shareholder on the management committee of BioTjet, a key company in the construction of a French industry producing sustainable aviation fuels. Led by Elyse Energy, and supported by the French government and Ademe, BioTjet aims to build and operate France's largest industrial unit for the production of advanced biokerosene from sustainable biomass to help decarbonise air transport. BioTjet is based on the BioTfuelL® technology developed by Avril and its partners over more than ten years. It will enable a broad spectrum of lignocellulosic biomass to be used, consisting mainly of residues from local forestry and end-of-life wood waste.

2023 saw the official announcement of the construction of a BioTjet plant in the le bassin de Lacq (64). Scheduled to open in 2028, with construction scheduled to start in 2025, the facility is expected to supply 75,000 tons of sustainable aviation fuels. BioTjet will thus contribute to achieving the national 2030 targets for the use of 20% e-bio-kerosene in the aviation sector. The site will also create at least 800 direct and indirect jobs and represent a major investment in the region.



INDICATOR

KPI SPRING N°8	2021 Value	2022 Value	2023 Value	2023* Target
Percentage of GHG reduction achieved by using Saipol biodiesel (vs reference fossil diesel)	67.76%	67.33%	65.90%	
Including: Saipol	67.67%	67.33%	66.08%	≥ 65%
Expur	68.70%	67.31%	64.51%	
SPRING 2023* target achieved			✓	

Comment: *Target defined for Saipol only

Formula: Average GHG emissions of fatty acid methyl esters (FAME) marketed by Saipol and comparison of their reduction versus the reference fossil diesel according to the most recent version of the European Directive 2009/28/CE (consolidated)

Perimeter: Saipol (including Oleon Biodiesel), Expur

Coverage rate: 100% of Avril volumes



COMMITMENT 6

Collective and inclusive project

Because we believe in the strength of the collective, which is at the root of our business model and our governance, we are committed to nurturing an ongoing and demanding dialogue with all our stakeholders.



Sharing a common Group culture and values

Policy

SECURITY

In terms of Avril's health and safety policy, 2023 was a year of transition, marking the end of the We Care program launched in 2019. This program, which aimed to achieve zero injuries, was built on three pillars:

- Develop a safety culture (knowing how to see, knowing how to say, knowing how to act) with a training plan to support all the Group's managers;
- Applying operational discipline, i.e. rigorously enforcing safety rules;
- Strengthening integration.

Over the last few months, consultations and discussions have been taking place regarding the next program, which will run from 2024 to 2027.

At the same time, we are continuing to apply the tools developed since 2013, and are reinforcing them with, for example, the development of "Life Saving Rules" (PQSLV), the setting up of Operational Safety Committees (COS) at all our sites, and the dissemination of best practices so that they can spread throughout the Group.

Action plan

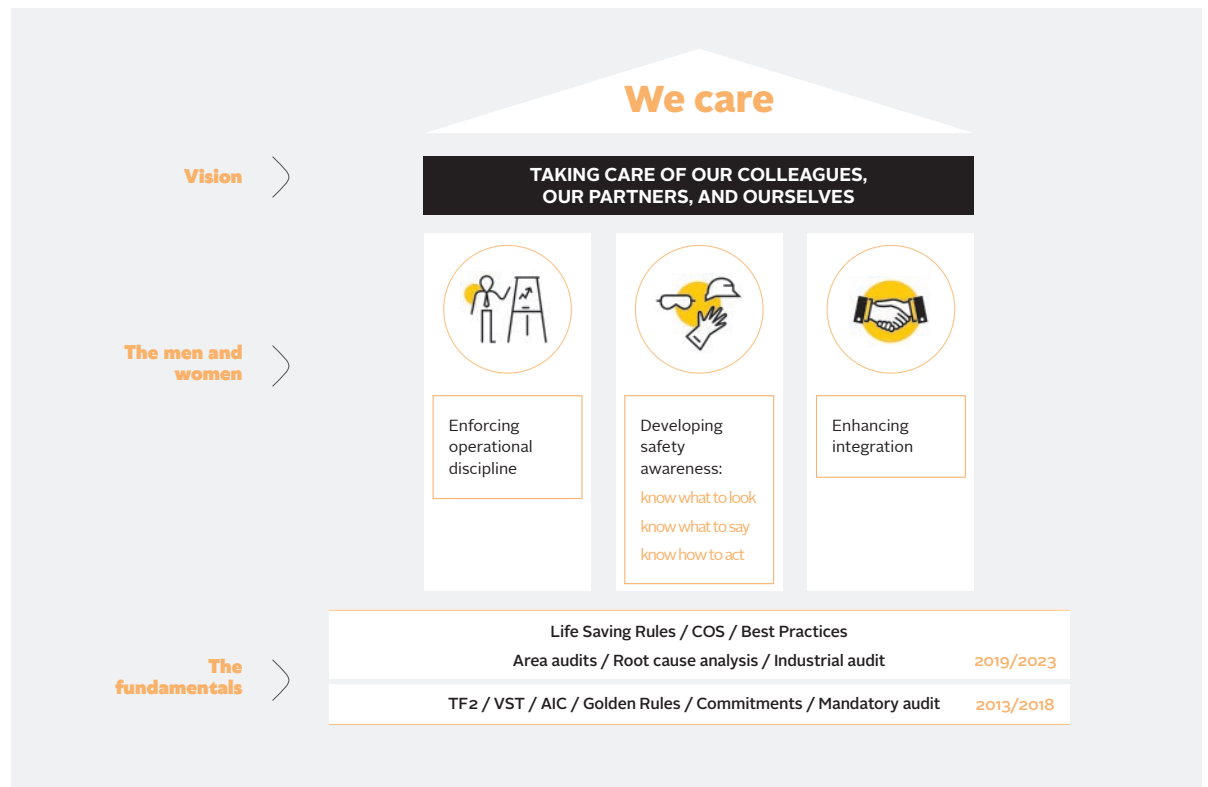
SAFETY

By the end of 2023, all the "Procedures that save lives" will have been deployed on the sites: Fire permit, Lockout, Shunts, Confined spaces, Working at height, Internal traffic.

Nearly 1,700 managers have been trained in safety culture through the Playsafe program, which has been rolled out across the Group since 2020. Training will continue in 2024 for new managers joining the Group, as well as for non-managers.

The "Avril Safety Break" events are aimed at all the Group's employees: every two months, managers talk about their best practices, which inspire their colleagues. Webinars on the six "Procedures that Save Lives" have been set up to develop the knowledge of managers and technicians. And as it does every year, Safety Day was held in June: a whole day devoted to safety at all the Group's sites.

Since 2022, Avril has carried out a bank refinancing operation indexed to three extra-financial criteria (Sustainability-Linked Loan), including a reduction in the frequency rate of accidents with and without lost time.



INDICATOR

KPI SPRING n°19	2022 Value	2023 Value	2023 Target
Frequency rate of accidents with and without time off work (TF2)	6.23	7.00	≤ 5.4
SPRING 2023 target achieved	✘		

Comment: There were no fatal accidents among Group employees in 2023. The value of TF2 2023 is up on 2022, corresponding to 106 people injured between the beginning of January and the end of December

Details: Number of accidents with and without time off work per million hours worked at 31/12/2023

Précisions : An accident at work is an accident to an employee or temporary worker for which treatment is provided outside the company and which has been officially declared.

Perimeter: Group with new entities acquired in 2022 and 2023



Situation update

GENDER EQUALITY

For several years now, Avril has been taking a proactive approach to achieving gender equality in the workplace.

As part of its SPRING corporate social responsibility policy, implemented in 2019, Avril set itself the ambitious target of increasing the proportion of women in its global workforce to 33.3% by 2023.

On 31st December 2023, women represented 30.9% of all employees worldwide, a slight increase compared to 2022. In addition, the percentage of women in the most senior positions in Avril's organisation increased to reach to 31.36% on 31 December 2023. This increase compared with the figure of 26.85% on the 31st December 2022 is an illustration of the efforts and constant commitment of all Avril players to act for a collective and inclusive project.

INDICATOR

KPI SPRING n°18	2021 Value	2022 Value	2023 Value	2023 Target
Percentage of women in Group workforce on 31/12/23	30.01%	30.55%	30.90%	≥ 33.33%
SPRING 2023 target achieved	✘			

Formula: Number of women in Group workforce on the 31st December x 100/ Group workforce on 31st December

Details: "Registered headcount": headcount on the last day of December (permanent, fixed-term, alternating work-study and professional training contracts). This includes part-time employees, employees on suspended contracts (sickness, parental leave, holiday, etc.) and excludes company officers, temporary staff and trainees

Perimeter: Group (out of the 7,145 employees of companies that spent a full year with the Group)



Developing all talents

Policy - career development

DEVELOPMENT AND CAREER CONVERSATION

Our ambition is to develop and support each of our employees' career. To achieve this, since 2018 the Group has introduced a Career and Development Conversation (CDC) enabling each employee to have a dedicated discussion with their manager. This is an exchange that:

- enables employees to take charge of their own career and development. They are at the heart of the interview and lead the discussion,
- aims to awaken the desire to develop and project oneself within the organisation,
- enables the manager to give feedback on the career plan and put it into perspective with the needs of the company and Avril,
- ends with the co-construction of a concrete development plan,
- is the start of an ongoing dialogue with the monitoring of development actions.

Our ambition is to help our employees grow within the Group. To achieve this, the Human Resources teams work with managers to identify and develop the potential of their staff, retain talented individuals and prepare for the future.

Thanks to the Career and Development Conversation between the employee and his or her manager, HR is able to identify the individual aspirations of employees and anticipate their mobility and development needs. The Career and Development Conversation forms part of the annual Talent Management calendar and is a key input into the development of training plans and the preparation of Talent Reviews. Its deployment is overseen by the Talent Management team, which relies on the HR network in each subsidiary to ensure that the defined process is followed, and that information is fed back. A consolidated report on the conversations is presented annually to the Talent Committee to draw lessons from the campaign and anticipate future steps.



AVRIL ACADEMY - CULTIVATING TALENT!

As a corporate university dedicated to developing the talents of today and tomorrow, and to fostering a shared and common culture, the Academy supports the implementation of Avril's strategy and responds to the challenges of the business.

Its tasks:

- Supporting the deployment of the Group's strategy and its transformation,
- Supporting employees in their development,
- Analysing and anticipating employee and business training needs,
- Designing, adapting and deploying training programs for the Group,
- Advising and supporting our internal customers

The Academy offers an efficient vector for the dissemination of culture and knowledge. Our training opportunities are built around managerial development and acquiring new skills:

- The Wedo training cycle, aimed at local managers, was launched in 2016 and more than 500 managers have already been trained. In 2023, we launched a new version of the course, as well as "Wedo2", to continue training managers who have taken part in this course in previous years.
- To further support the development of our managers, new programs dedicated to managers and top managers, Wemanage and Welead, have been launched. In 2022, we focused mainly on Welead, with all our top management trained. In

2023, we focused on Wemanage to train the majority of our middle management.

- In 2018, we started the Wesupply training course, which is aimed at employees in the Supply Chain business. The aim of this course is to build a shared identity and a common language in order to facilitate synergies within the Group. We have also worked with the Finance Department to develop Wefi, a finance course for non-financial staff. Another example is Welean, which brings together all the training courses on operational excellence and lean management.

- The Westart pathway, also launched in 2018, is a 100% digital induction pathway enabling all new employees to discover Avril, its values, history, strategy and activities and thus promote a shared Group culture. Since 2020, this program has been complemented by a Group induction kit for new recruits.

In 2021, the acceleration of the digitisation of our offering has made it possible to give access to training to as many people as possible via our LMS platform - My Career Learning.

In 2022, we enhanced our business offering with Weproject (the fundamentals of project management), Wefi for financiers, Wepurchase (a training programme for buyers) and Wetrain (training for our in-house trainers).

In 2024, two new programs directly linked to our purpose will be added to our Avril Academy offering: Wesustain, which raises employee awareness of climate, energy and sustainable development issues, and Weinclude, which helps teams to better understand inclusion and diversity so that they can embody it on a daily basis.

INTERNAL MOBILITY

Avril encourages the internal mobility of its employees, both geographically and across professions. All the Group's job vacancies are posted online on a dedicated "Avril Careers" site, enabling employees to take charge of their own mobility and seize career development opportunities that meet the Group's needs. Please note that all job offers are published internally at least one week before being published externally.

To encourage internal mobility, we have set up several types of careers committee: with Comex, with HR managers and with members of the talent committee. We are currently working on a communication campaign on this subject. Thanks to these efforts, the number of internal transfers has risen from 140 in 2021 to 179 in 2022 and 296 in 2023.

WOMEN'S ACCESS TO POSITIONS OF RESPONSIBILITY

Succession plans for critical positions systematically ask the question "Which woman or women in the organisation could succeed to this position?" Similarly, the parity rate is also monitored during the People Reviews carried out by the Management Committees. This year we have added a Talent Review dedicated to women to our Talent Review cycle, with the aim of focusing our attention on the development and evolution of our female potential.

Since 2022, Avril has carried out a bank refinancing operation indexed to three extra-financial criteria (Sustainability-Linked Loan), including the proportion of women in the Group's top managers.



INDICATORS

KPI SPRING n°20	2021 Value	2022 Value	2023 Value	2023 Target
Percentage of women among the Group's top managers	27.78%	26.85%	31.36%	≥ 24%
SPRING 2023 target achieved			✓	

Formula: Number of women in top management / Total number of top managers on 31/12 x 100 as defined below

Details: "top managers": employees who hold or have held in the previous 4 years*, CEO positions, members of the CODIRs of operating subsidiaries and Corporate positions of grade 20 or above (Korn Ferry Hay method) assessed at 31 December of each year.
*Example for calculating the indicator at 31/12 of year N: A person who has held a grade 20 or higher position between 01/01 of year N-4 and 31/12 of year N will be taken into account in the calculation. If this definition had been applied at 31.12.2022, the ratio would have been 26.6%

Perimeter: Group

Coverage rate: The top managers concerned represent 118 employees (including 37 women)

	2021 Value	2022 Value	2023 Value
Staff Turnover	3.2% (France)	4.3% (France)	3.9% (France)
	5.6% (international)	4.9% (international)	4.7% (international)
	4.2% (France + international)	4.5% (France + international)	4.3% (France + international)

Comment: The staff turnover rate in France has fallen compared with 2022. Avril's objective is to reduce this rate to below 3%. Since 2021, Avril has included international companies in the calculation of the staff turnover rate. Some international companies have a higher turnover rate than the French average. This can be explained by the dynamic employment market in certain countries

Formula: Number of resignations in year N / Average workforce in year N

Details: This indicator only counts resignations for employees on permanent contracts. "Average headcount for year N": average of registered headcount (permanent, fixed-term, alternating work-study and professional training contracts). Excludes corporate officers, temporary staff and trainees

Perimeter: French and international companies

Coverage rate: 100% of Group employees

Employment policy for people with disabilities and young people

Avril is determined to pursue a policy of responsible and inclusive employment for all categories of people, respecting the individuality of each person as part of a committed, high-performance team.

DISABILITY

Avril has been committed to addressing the issue of disability since 2014. In 2021, the company accelerated its action in favor of a collective and inclusive project, by including its policy in favor of people with disabilities in a group agreement associated with an Agefiph agreement (French association for the management of funds for the integration of people with disabilities).

Signed by Avril for its French entities with the representative trade unions, the Group's agreement establishes the framework and structure of a common approach, effective for a period of three years starting January 1, 2022, for all companies included within Avril's consolidation scope in France.

It demonstrates Avril's determination to draw on the strength of the collective to translate its commitments into action:

- Providing the best possible daily support to the employees concerned;
- Improving the Group's public visibility among the target audience;
- Developing a genuine shared culture of inclusion.

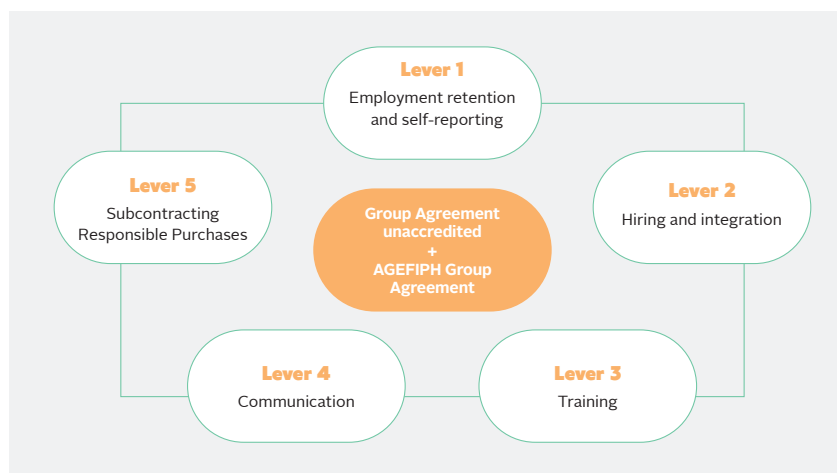
It harmonises practices around a common ground and brings a new dynamic to existing initiatives.

At the same time as the Group agreement is being rolled out, a review is underway to extend this approach to disability at work internationally, with programs that meet Avril's corporate social responsibility commitments and are adapted to local contexts. In this context, in 2023, Avril rolled out its international disability charter to all areas of activity to guide all the Group's players on this subject and participate in cultural changes.

This agreement is supplemented by a partnership agreement with Agefiph, which provides financial support, guidance and expertise.

To get employees on board, Avril has signed a partnership with a disabled athlete to accompany him to the 2024 Paralympic Games. This link will make it possible to reach out to employees who are less affected by disability issues through the unifying virtues of sport.

Concrete recruitment initiatives are deployed through job-dating to encourage meetings and interviews without CVs.








Applied throughout France

A common framework steered by Mission Handicap

Local initiatives implemented by the various sites, adapted to the problems in the fields and assisted by Mission Handicap

With an international dimension to be expanded: representatives, international committee, exchange on best practices, and so on

YOUNG PEOPLE AND EQUAL OPPORTUNITIES

Avril implements an active policy aimed at facilitating integration through work and favouring local employment. This policy is reflected in the following actions:

- The Group's involvement in the "Nos Quartiers ont des Talents" operation, which aims to promote the professional integration of young graduates from priority neighbourhoods or disadvantaged social backgrounds; its participation in the Alliance for Youth scheme and its partnerships with various associations: Sport dans la Ville/Job dans la Ville, Réseau Entreprendre 93.

- Avril is a partner of GAN (Global Apprenticeship Network), a worldwide apprenticeship network which aims to encourage business initiatives, act on the obstacles to the development of work-linked training and offer young people real career opportunities.

- We have set up a Group-wide induction program to help young people integrate.

- An ambassador program was launched in 2021 to ensure that our employees represent Avril in our schools.


- Targets: The Group also took part in a number of in person and virtual job-dating events aimed at apprentices, interns and recent graduates.

- Every year, we also organise a student day to introduce new interns and apprentices to the company, as well as a student job-dating day to offer our graduate vacancies to our interns and apprentices, and to prepare them for the rest of their careers outside Avril with CV and job interview workshops.

- Specific initiatives aimed at young people from rural areas, based on the model of the Sanders Sales School - the first school-company partnership launched in 2010, which gives young people access to training in livestock consultancy.

- Actions to help build a bridge between the worlds of education and industry through a partnership with the CGénial association: site visits are organised with teachers, who will be able to provide better support to secondary school students thanks to a better understanding of scientific and technical professions.


INDICATORS

KPI SPRING n°21	2021 Value	2022 Value	2023 Value	2023 Target
Percentage of disabled workers employed by the Group in France	4.3%	4.4%	4.4%	Annual action plan completed
SPRING 2023 target achieved				

Comment: Given the late availability of the data provided by URSSAF for this indicator, the values presented for a given year correspond to the number of the previous year

Perimeter: French companies

Coverage rate: 56% of the Group workforce (3,984 employees in France out of a total of 7,145)

KPI SPRING n°22	2021 Value	2022 Value	2023 Value	2023 Target
Percentage of trainees and work-study students in the workforce in France	8.66%	9.34%	11.5%	Reach ≥ 8.0%
SPRING 2023 target achieved				

Formula: Total number of trainees and work-study students received over the year / Average registered headcount x 100

Details: This indicator takes into account paid trainees and work-study students (on apprenticeship or professionalisation contracts) The headcount used in the denominator does not include trainees and work-study students

Perimeter: French companies

Coverage rate: 56% of the Group workforce (3,984 employees in France out of a total of 7,145)

	2021 Value	2022 Value	2023 Value
Percentage of young people aged 25 and under	6.2%	7.1%	7.1%

Comments: Indicator published for the first time in 2022

Formula: Number of young people aged 25 and under registered at 31/12/23

Perimeter: French and international companies (excluding Germany and Algeria)

Coverage rate: 96.4% of Group employees (6,828 out of a total of 7,145)

Paying attention to employees

Policy

The Group is committed to establishing a constructive relationship with all social partners and employees. During 2023, annual monitoring committees were held with the signatories of agreements on working from home, disability and an amendment to the Employment and Career Management agreement.

SOCIAL DIALOGUE AND LABOUR LAW

Avril ensures compliance with employment legislation and facilitates social dialogue in all Group companies. To this end, within the Labour Relations Department, a legal department dedicated to social issues supports operational HR teams and managers. This department is particularly involved in strategic projects such as mergers, acquisitions or sales, and advises Group companies on social dialogue and compliance with employment law. It also provides technical support during negotiations with elected representatives and trade unions.

EUROPEAN WORKS COUNCIL

Since 2016, the European Works Council (EWC) has been developing European social dialogue between senior management and employee representatives. It is informed or consulted on issues of a transnational nature, i.e. those that concern the entire Group or establishments present in at least two countries.

The EWC has 20 members (full members and alternates) representing each country (Germany, Belgium, Italy, Romania, the United Kingdom and France). The number of members per country reflects the weight of the workforce present in each country. Avril wished to go beyond its legal obligations: two staff representatives from its Moroccan sites sit alongside their European counterparts.

In 2023, the EWC, through its volunteer members, was involved in drawing up the international charter on disability.

AVRIL GROUP COMMITTEE (FRANCE)

The Group Committee strengthens the link between Avril and its subsidiaries based in France. It provides information on the Group's strategy, thus helping the members of the different work councils or CSE to better exercise their consultative functions and promote a sense of belonging among employees by sharing honest information. It receives information on the Group's business, financial situation, employment forecasts and planned preventive actions.

The new term of office for the members of the Group Committee began at the end of November 2020 and will run for four years. The secretary and deputy secretary were reappointed. The Group Committee was involved in the Group's approach to disability issues: five volunteer members took part in the working groups that served as a basis for negotiating a Group agreement on the subject and signing an agreement with Agefiph.

SOCIAL PROTECTION OBSERVATORY

Since 1 January 2018, Avril has had a collective Health Expenses scheme to which the majority of the Group's companies belong. The construction of this scheme is the result of various consultations between the social partners and Avril's Management, through the Avril Social Protection Observatory, which is the Group's joint body dedicated to subjects related to the social protection of employees.

In 2019, the observatory's consultation meetings led to the adoption of decisions applicable from 2020, to turn the scheme around. The scheme is still in deficit and needs to be adjusted. In 2020, the observatory worked on possible improvements, leading to an adjustment of the scheme in 2021 and a change in the broker as of 1er January 2022.



INDICATORS

	2021 Value	2022 Value	2023 Value
Absenteeism rate	2.7%	2.4%	2.3%

Formula: Number of hours absent / Theoretical number of hours worked

Perimeter: French companies and Expur, Oleon, Lesieur Cristal, Lecico

Coverage rate: 90% of Group employees

	2021 Value	2022 Value	2023 Value
Strike rate	< 0.01% (France + international)	< 0.01% (France + international)	0.03% (France + international)

Formula: Number of hours absent due to strike action / Theoretical number of hours worked

Perimeter: French and international companies

Coverage rate: 100% of Group employees

Working with our external stakeholders

Situation update

Avril is developing various forms of dialogue with its stakeholders at both local (industrial sites) and institutional (subsidiaries and the Group) levels.

AVRIL STAKEHOLDER COMMITTEE

In a world that is moving faster and faster, with far-reaching and sometimes brutal changes, the Group wanted to strengthen its openness to Civil Society and, in 2019, set up a Stakeholder Committee to structure its dialogue with them.

Made up of leading figures from the worlds of research, NGOs, industry and finance, it enables Avril's decision-makers to anticipate new societal expectations, challenges the actions undertaken and provides an external, expert and complementary viewpoint. It also helped define the Group's Purpose commitments and monitors their implementation.

The Avril Stakeholder Committee met three times in 2023 (February, May and October) to discuss responsible investment, water issues, the Spring 2 initiative and the external assessments by EcoVadis and CDP.

This year, the Committee's meetings were enlivened by a new sequence, in the form of a point of view given by one of the Committee's members on subjects within the scope of his or her expertise. Yuna Chiffolleau, from INRAE, shared the progress made on the reterritorialisation of food and short distribution channels, and Céline Imart, a farmer, discussed water and irrigation issues. Finally, Jacques Kheliff, who chaired the committee for three years, looked back over the progress made since its creation.

Laila Mamou is the new Chair of the Stakeholder Committee. She is inaugurating a new cycle of dialogue which, in addition to monitoring the Group's commitments, will focus on new agricultural models. The aim is to develop Avril's role as a driving force on issues such as adapting to climate change and decarbonising agricultural production. The Committee will also be a source of proposals for dealing with other issues with Avril's teams.

SCIENTIFIC COMMITTEE

Avril has also set up a Scientific and Technical Committee (CST), to prepare for the future thanks to the views of the experts on the agricultural, food and environmental transitions.

Two or three times a year, it brings together around ten key players from the world of research and industry. It's a forum for interdisciplinary exchange, helping the Group understand emerging issues, shedding light on the choices it makes and challenging its innovation approach.

In 2023, the CST focused in particular on the capacity of artificial intelligence (AI) to control electricity and gas consumption in order to reduce the carbon impact of operations, as well as to optimise the nutritional content of products and improve plant production monitoring.

AVRIL COMMUNITIES

Launched in 2019 by the General Secretariat, Avril Communities brings together various industrial directors with a view to discussing the maintenance of links with stakeholders in their territory. Established in line with the diversity of Avril's activities, this approach is gradually being extended to the entire scope of the Group, as shown by the inclusion in the network of representatives from SPHB and Général Conditionnaire in 2023.

Numerous actions were carried out in 2023 to promote Avril's territorial network, which contributes to its uniqueness. The celebration of the Group's 40th anniversary was one of the high points, when were put fourth the good practices now established in this area: in addition to the measures designed for employees, most of the industrial sites also used the occasion to invite their local ecosystem (public authorities, farming communities, the world of education, employees' families, etc.). In addition to this flagship event, 2023 also saw the widespread introduction of the 'open factories' program, a transparency initiative which seeks to make our industrial facilities accessible to local residents on a fixed, recurring date. Already in place at Oleon, Lesieur, Saipol and Compagnie des Saveurs, it will also be rolled out in 2024 at Sanders and other Group subsidiaries. These visits are particularly appreciated by those to whom they are addressed, and also

reinforce the pride of the employees involved. Once again, Avril Communities is a living illustration of Avril's purpose, Serving the Earth, and in particular of its commitment no. 6 "Acting for a collective and inclusive project". By forging transversal links between subsidiaries, with the industry and with society, Avril is organising itself to bring together its workforce and make it inclusive.

AVRIL EMPLOYEES AND UPSTREAM AGRICULTURE

Avril's founding shareholders come from the world of agriculture. Given this historical link and the effectiveness of the group's agricultural governance, farmers are key stakeholders for Avril. The Group has therefore chosen to prioritise strengthening the links between its employees and the farming community in its action plans, in line with its desire for greater openness to the outside world.

We are continuing to develop content on agricultural issues in our communications media. For example, highlighting farmers in Avril's in-house magazine, sharing industry news on the Group intranet, which also regularly echoes the educational work carried out by Terres OléoPro, the collective communication structure for actors in the vegetable oil and protein industry. In 2023, the strategy of strengthening links with upstream agriculture was structured around the "Vis ma terre" program. This enables Avril employees to visit the farms of Fop directors, in order to familiarise themselves with farming and its challenges. It also aims to highlight the role of upstream agriculture in Avril's governance and value chain.

In 2022, the first objective was to involve Avril's top management. In 2023, the "Vis ma terre" program was extended to more employees, and education was stepped up, in particular thanks to Avril's 40th anniversary event.

In 2023, 22 visits were organised, with 99 employees visiting the farms of 13 farmers who are members of the FOP.

The ambition for 2024 is to repeat the experience of farm visits, but also to roll out new initiatives as part of the Vis-MaTerre program and thus reach out to more of the Group's employees.

INDICATORS

KPI SPRING n°23	2021 Value	2022 Value	2023 Value	2023 Target
Number of Stakeholder Committee meetings during the year	1 meeting	3 meetings	3 meetings	Minimum 2 meetings
SPRING 2023 target achieved			✓	+ 1 summary note

Details: Number of meetings per year

Perimeter: Group

KPI SPRING n°24	2021 Value	2022 Value	2023 Value	2023 Target
Number of Avril Communities visits during the year	12 meetings	42 meetings	164 meetings	Minimum 4 meetings
SPRING 2023 target achieved			✓	

Comment: Examples of visits made: Le Mériot (Saipol site), Venette (Oleon site), Salernes (Compagnie des Saveurs site), Grand-Couronne (Saipol site), Beaupréau (Terrial site), St Thégonnec (Sanders Bretagne site)

Details: Organisation of local visits and meetings with local elected representatives and farmers at Group plants. Visits carried out as part of the Avril Communities initiative supported by the General Secretariat

Perimeter: Group

KPI SPRING n°25	2021 Value	2022 Value	2023 Value	2023 Target
Progress of the annual action plan to improve the relationship between Avril employees and upstream agriculture	Annual action plan completed	Annual action plan completed	Annual action plan completed	Annual action plan completed
SPRING 2023 target achieved			✓	

Comment: Criteria for objectively measuring progress in the action plan: Number of contents related to the world of agriculture (distributed in the form of articles on the Group's intranet, in the in-house magazine, in the form of publications on the proprietary social networks of the Group and its subsidiaries, etc.). Number of visits to farms as part of the "Vis ma terre" program for Avril employees

Details: Raising employees' awareness of the challenges facing the farming community: initiatives to strengthen contacts between Group employees and the farming community

Perimeter: Group

Offering safe, quality products

Policy and action plan

Avril's priorities in terms of quality are in line with its strategic plan, which highlights Quality as a "contributing to the results and image of Avril".

The pillars of the quality approach are as follows:

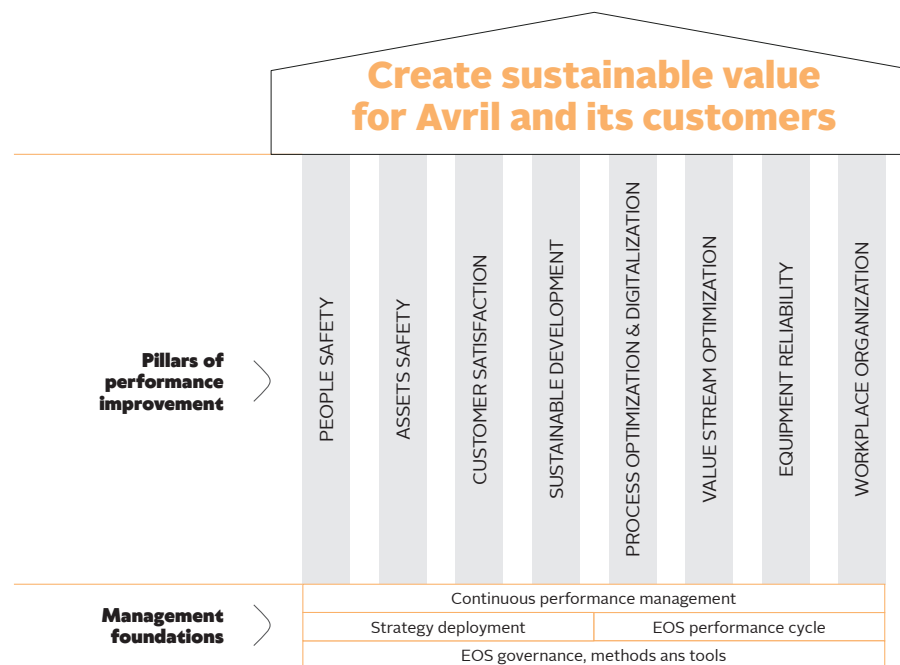
- To satisfy our customers and build their loyalty by marketing safe, healthy products that meet their expectations and are delivered with impeccable service quality,
- Develop sustainable competitiveness and create added value for our customers,
- Aim for operational excellence and drive growth through the quality of our products and services,
- To guarantee the right to operate and the compliance of our products and practices with current standards and regulations, and to meet market demands in terms of the necessary certifications and health approvals.

Since 2022, the quality approach, which has been applied across the board in all sectors, has been based on an operational excellence program designed by Avril and called "EOS 2.0". This program is in line with the Group's values (respect, boldness, performance) and is based on four managerial foundations and performance pillars, including customer satisfaction and "right first time".

This system enables us to define priority actions to improve customer satisfaction.

The action plans needed to achieve the quality objectives of each subsidiary are deployed locally through the management systems specific to each entity, with coordination and support from the Group.

In particular, subsidiaries and sites are responsible for maintaining the health certifications and approvals required to guarantee their access to the market (ISO 9001, ISO 22 000, HACCP, IFS, BRC, RCNA, GMP certifications, as required). These certifications are described in the "External assessments" section at the end of this report.



INDICATEUR

KPI SPRING n°6	2021 Value	2022 Value	2023 Value	2023 Target
Number of product safety-related withdrawals and recalls	4	5	10	≤ 10
SPRING 2023 target achieved			✔	

Comment: Ten withdrawals/recalls: Lesieur 3, Saipol 1, Vicien Paille 4, MiXscience 2

Formula: All actions leading to the withdrawal of a potentially dangerous product from the market are recorded during the reporting year. All withdrawals and recalls are recorded, regardless of the origin of the failure (supplier, service provider or internal)

Details: This includes all withdrawals and recalls relating to food safety (human food and animal feed), regardless of the origin of the fault (supplier, service provider or in-house). In other words, under European regulations, those requiring a declaration to the authorities

Perimeter: Group companies producing for the food and feed industries

External recognitions

Avril has posted results reflecting its capacity to manage extra-financial risks, and to be transparent about its performances and impacts in terms of sustainable development.

Impact assessment

CDP EVALUATION

The CDP (known as the Carbon Disclosure Project until the end of 2012) is a global nonprofit organisation that manages a reference system for environmental reporting. Its aim is to enable investors, companies and governments to assess their impacts and take action to build a truly sustainable economy.

Each year, the CPD conducts a campaign to gather information from various organisations (companies, towns, public authorities, etc.). The process is based on the analysis of data collected in the form of questionnaires enabling the environmental performance of respondents to be assessed. The three CDP questionnaires are as follows:

- CDP Climate questionnaire: concerns the carbon footprints of respondents, as well as their strategy to reduce emissions.

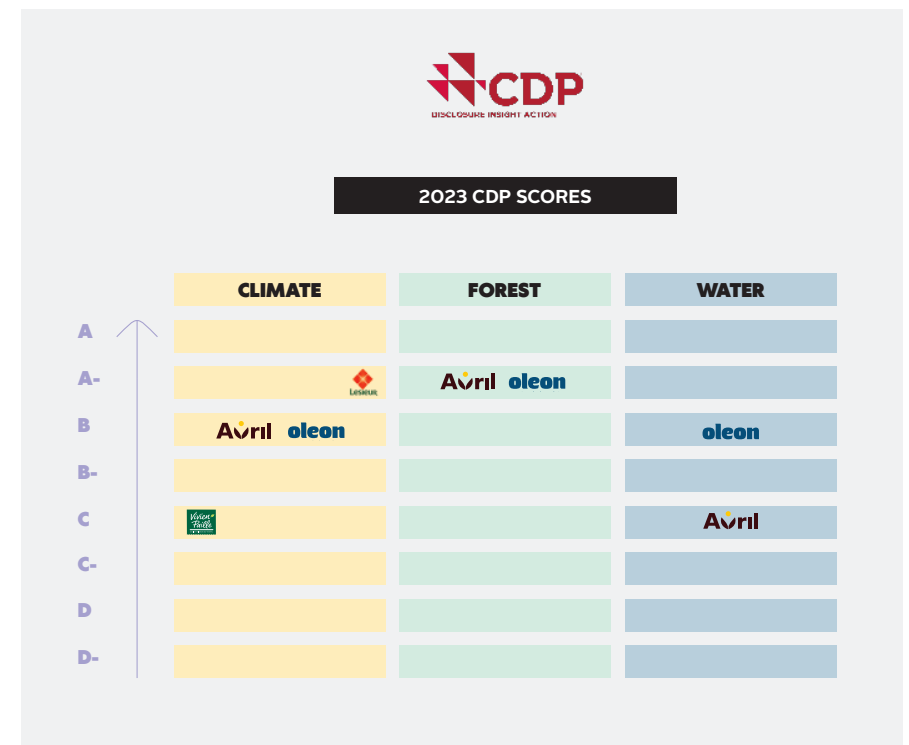
- CDP Forest questionnaire: focuses on the impact of companies' activities on forests and on the issue of imported deforestation.

- CDP Water questionnaire: covers the impact of companies' activities on water resources, their water management strategy and their responsibility with regard to plastic pollution.

In 2023, the Group progressed on the Forest topic to achieve a grade of A-, maintained its score of B on Climate, and responded on Water for the first time, achieving a grade of C.

Oleon also responded to the three questionnaires, also progressing to A- level on the Forest topic, and again achieving a B grade for the Climate and Water topics.




Finally, Lesieur has improved its score from B to A- for its answers to the Climate questionnaire.



ECOVADIS

EcoVadis is a platform for evaluating Corporate Social Responsibility (CSR). Four themes are covered: the environment, labour and human rights, business ethics and responsible purchasing.

After companies submit their questionnaires, EcoVadis analysts examine the answers and supporting documents provided. For its first assessment at Group level at the end of 2021, Avril was awarded a bronze medal. In 2023, the Group was awarded a silver medal, as were Expur and Mixscience, newly assessed on the platform. Other subsidiaries such as Saipol, Vivien Paille and Oleon were awarded gold medals, while Lesieur was awarded platinum.

	Group	Saipol	Expur	Lesieur	Vivien Paille	Oleon	MiXscience
Score 2023 - 2024							
Previous score			N/A				N/A

More and more Group entities have been assessed and are continuing their efforts to make further progress. The last entities not to have been assessed will enter this process in 2024.

COMMITTED TO OUR EMPLOYEES



HAPPY TRAINEE LABEL

In 2023, Avril was awarded the “Happy Trainees” and “Happy Trainees Alternance” labels by ChooseMyCompany, a platform allowing employees and trainees to assess their company. This recognition is testament to Avril's ongoing commitment to creating a supportive working environment for student learning, and reflects the positive experience interns and work-study students have had during their time at Avril.



GREAT PLACE TO WORK CERTIFICATION

In 2023 Avril was awarded the Great Place to Work certification, testifying its commitment to the well-being of its employees and the pride felt by its staff. This accreditation is a benchmark for assessing quality of life at work, based on the experience of millions of employees.



Site quality certificates

Avril has several quality certifications that attest to its commitment to customer satisfaction and the quality of its products and services.

	Certificates obtained	BU (number of sites)
ISO 9001	Quality management system	SAIPOL (6), Expur (2), LESIEUR CRISTAL (2), OLEON (6)
ISO 45 001 / OHSAS 18001	Occupational health and safety management	OLEON (1), COSTA D'ORO(1)
ISO 14 001	Environmental management system	SAIPOL (6), EXPUR (2), OLEON (6), LESIEUR CRISTAL (1)
ISO 50 001	Energy management	OLEON (5) , SAIPOL (6) , VIVIEN PAILLE (1)
ISO 22 000	Food safety management	EXPUR (2), COSTA D'ORO (1), LESIEUR CRISTAL (3), OLEON (5)
FSSC 22 000	Food Safety System Certification	SAIPOL (4), OLEON (5), LESIEUR CRISTAL (1), PROLEIN (1)
ISO 22 005	Food chain traceability	COSTA D'ORO (1)
IFS	International Food Standard - process/product quality and safety in the food industry	LESIEUR (8), LESIEUR CRISTAL (1), EXPUR (1), COSTA D'ORO (1), VIVIEN PAILLE (2), VEGINI (1)
BRC	British Retail Consortium - food safety requirements for manufacturers of private label products on the UK market	OLEON (1), LESIEUR (3), LESIEUR CRISTAL (1), COSTA D'ORO (1), KER-FOOT (3), VIVIEN PAILLE (1), VEGINI (1)
RCNA / FCA (Ovocom)	Animal Nutrition Certification Standards	OLEON (1), MIXSCIENCE (5), ALIANE (7), SANDERS
GMP+	Feed safety at all stages of the production chain	OLEON (3), SAIPOL (1), PROXIEL (1), VIVIEN PAILLE (2), PROLEIN (1)
EFISC/GTP	European Feed and Food Ingredient Safety Certification	LESIEUR (1), SAIPOL (6), LESIEUR CRISTAL (1), Expur (2),
GMP Pharma	Good Manufacturing Practices for the pharmaceutical industry	OLEON (1)
Smeta 4-pillar	Ethical trading audit of Sedex members	OLEON (2), LESIEUR (1), SAIPOL (1), KERFOOT (3), VIVIEN PAILLE (1)
STNO/STNE	Complementary to OQUALIM RCNA certification	SANDERS, ALIANE (5), MIXSCIENCE (1), DIELNA

Summary table of indicators

COMMITMENT	THEME	INDICATOR	TARGET 2023	RESULT 2023
Taking action for agriculture that respects the planet	Contributing to agricultural transition	Number of new projects supported by Avril contributing to the agricultural transition	≥ 1	3
	Meeting new consumer demands (organic products)	Share of turnover of products certified as organic (BIO) or usable for organic purposes (UAB)	CA ≥ 2022 (€114 M)	1.78% €141 M
	Taking action for animal welfare	Percentage of eggs from alternative systems produced by farms under contract or integrated with the Group	≥ 70.00%	65.18%
Share of livestock units audited according to internal livestock management standards		100.00%	84.13%	
Taking action to protect natural resources and biodiversity	Implementing responsible sourcing	Share of Group palm oil supplies covered by sustainability schemes	≥ 90.00%	100.00%
		Share of soybean used for animal feed coming from non-GMO supply chains or covered by RTRS credits	50.00%	56.96%
	Developing the circular economy	Recovery rate of industrial waste	≥ 94.34% (2022 value)	97.42%
		Total tonnage of products sold from the circular economy	> 691 ktonnes (2022 value)	662 ktonnes
		Share of recyclable packaging in total packaging	> 99.19% (2022 value)	99.49%
		Share of recycled raw material in Lesieur PET packaging	> 45.60% (2022 value)	50.57%
Quantity of food donated	N/A	67.00 tons		
Taking action to develop local sectors	Processing domestic raw materials	Share of domestic (or European for Oleon) raw material processed by the Group	≥ 68.3% (reference)	70.14%
Taking action for our investments impact	Sustainable investment in our sectors	Investments (Sofiprotéol commitments) in seed companies working on varieties adapted to climate change	N/A	€50.10M
		Investments (Sofiprotéol commitments) related to the development of plant proteins	N/A	€216M

COMMITMENT	THEME	INDICATOR	TARGET 2023	RESULT 2023
Taking action for our investments impact	Sustainable investment in our sectors	Investments (Sofiprotéol commitments) in developing the circular economy	N/A	€1.60 M
		Cumulative annual amounts invested in our sectors since 2019	€1035 M	€1334.5 M
Taking action for the climate	Reducing the environmental footprint of our industrial activities	Frequency of industrial incidents	N/A	42
		Energy consumption per ton produced	-1% VS 2022	258.06 kWh / tonne
		Ratio between the consumption of energy from renewable sources and total energy consumption	≥ 25%	29.04%
		Water consumption per ton produced	≤ 0.92 m ³ / tonne (reference)	1.00 m ³ / tonne
		Greenhouse gas (GHG) emissions associated with Avril's activities (Scopes 1 and 2)	N/A	251 ktCO _{2e}
Meeting new consumer demands (low-GHG products)	Percentage of GHG reduction achieved by using Saipol biodiesel (vs reference fossil diesel)	65.00 %	66.08 %	
Taking action for a collective and inclusive project	Sharing a common Group culture and values	Frequency rate of accidents with and without time off work (FR2)	5.40	7.00
		Percentage of women in the Group workforce	≥ 33.33%	30.90%
	Developing all talents	Resignation rate	N/A	4.30%
		Percentage of women among the Group's top managers	≥ 24%	31.36%
		Percentage of disabled workers employed by the Group in France (previous year*)	4.4%	4.4%
		Percentage of young people aged 25 and under	N/A	7.1%
		Percentage of trainees and work-study students in the workforce in France	≥ 8%	11.48%
	Care for our employees	Absenteeism rate	N/A	2.3%
		Strike rate	N/A	0.03%
	Working with our external stakeholders	Number of Stakeholder Committee meetings during the year	2 meetings	3 meetings
		Number of Avril Communities visits during the year	≥ 4 visits	164 visits
		Progress of the annual action plan to improve the relationship between Avril employees and upstream agriculture	Annual action plan completed	Annual action plan completed
Offering safe, quality products	Number of product safety-related withdrawals and recalls	≤ 10	10	

*Given the delay in availability of data provided by URSSAF for this indicator, the values presented for a given year correspond to the workforce for year N-1.

Table of correspondence with GRI standards

Declaration of use: Avril has communicated, for the year 2023, the information cited in this index relating to the content of the GRI standard corresponding to the information listed in the Universal Standards 2021.

GRI STANDARD	INFORMATION ELEMENT	PARAGRAPH
GRI 2: General information 2021	2.1 Organisation details	Collegial governance, with strong agricultural roots
	2.2 Entities included in the organisation's sustainability report	Sustainable development governance
	2.3 Reporting period, frequency and contact point	Page 2
	2.4 Reformulating information	Methodology for identifying extra-financial risks
	2.5 External insurance	Independent third party report
	2.6 Activities, value chain and other business relationships	Avril's business value chain
	2.7 Employees	Partially published: Business model: a sectoral organisation
	2.8 Workers who are not employees	Partially published: Business model: a sectoral organisation
	2.9 Governance structure and composition	Collegial governance, with strong agricultural roots sustainable development governance
	2.10 Nomination and selection of the highest governance body	Partially published: Collegial governance, with strong agricultural roots sustainable development governance
	2.11 Chair of the highest governance body	Collegial governance, with strong agricultural roots
	2.12 Role of the highest governance body in overseeing the management of impacts	Sustainable development governance
	2.13 Delegation of responsibility for impact management	Not published
	2.14 Role of the highest governance body in sustainability reporting	Sustainable development governance
	2.15 Conflicts of interest	Not published
	2.16 Communication of critical concerns	Not published
	2.17 Collective knowledge of the highest governance body	Not published
	2.18 Evaluation of the performance of the highest governance body	Not published
	2.19 Remuneration policies	Not published
	2.20 Process for determining remuneration	Not published
	2.21 Annual total compensation ratio	Not published

GRI STANDARD	INFORMATION ELEMENT	PARAGRAPH
GRI 2: General information 2021	2.22 Sustainable development strategy statement	Avril: purpose and activities
	2.23 Political commitments	Avril: purpose and activities
	2.24 Integration of political commitments	Not published
	2.25 Process for remedying negative impacts	Not published
	2.26 Mechanisms for seeking advice and raising concerns	Not published
	2.27 Compliance with laws and regulations	Not published
	2.28 Memberships in associations	Not published
	2.29 Approach to stakeholder engagement	Working with our external stakeholders
	2.30 Collective bargaining agreements	Not published

GRI STANDARD	INFORMATION ELEMENT	PARAGRAPH
GRI 3: Relevant themes 2001	Process for identifying relevant themes	Methodology for identifying extra-financial risks
	List of material topics	Main extra-financial risks in Avril





GRI STANDARD	INFORMATION	SPRING INDICATOR/RELEVANT PARAGRAPH
Economic performance		
GRI 3: Material Topics 2021		Description of the policies and action plan to manage this theme
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Investments (Sofiprotéol commitments) to develop the circular economy
Materials		
GRI 3: Material Topics 2021		Description of policies and action plan to manage this theme
GRI 301: Materials 2016	301-3: Reclaimed products and their packaging materials	Share of recyclable packaging in total packaging
Energy		
GRI 3: Material Topics 2021		Description of the policies and action plan to manage this theme
GRI 302: Energy 2016	302-1: Energy consumption within the organisation	Ratio between the consumption of energy from renewable sources and total energy consumption
GRI 302: Energy 2016	302-3 Energy intensity	Energy consumption per ton produced
GRI 302: Energy 2016	302-4 Reducing energy consumption	Energy efficiency and transition
Water		
GRI 3: Material Topics 2021		Description of the policies and action plan to manage this theme
GRI 303: Water and Wastewater 2016	303-3 Water withdrawal	Water consumption per ton produced
Biodiversity		
GRI 3: Material Topics 2021		Description of policies and action plan to manage this theme
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Share of Group supplies covered by sustainability schemes



GRI STANDARD	INFORMATION	SPRING INDICATOR/RELEVANT PARAGRAPH
Emissions		
GRI 3: Material Topics 2021		Description of the policies and action plan to manage this theme
GRI 305: Emissions 2016	305-1 Direct GHG emissions	Calculation of greenhouse gas emissions (Scopes 1 & 2)
	305-2 Indirect GHG emissions (Scope 2)	Calculation of greenhouse gas emissions (Scopes 1 & 2)
	305-3 Other indirect GHG emissions (scope3)	Descriptions of the main Scope 3 emissions items
	305-5 Reducing GHG emissions	Percentage of GHG reduction achieved by using Saipol biodiesel (vs reference fossil diesel)
Waste		
GRI 3: Material Topics 2021		Description of the policies and action plan to manage this theme
GRI 306: Waste	306-2 Management of significant waste-related impacts	Total tonnage of products sold from the circular economy
	306-4 Waste diverted from disposal	Recovery rate of industrial waste
How to buy		
GRI 3: Material Topics 2021		Description of policies and action plan to manage this theme
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers screened using environmental criteria	Supplier code of conduct and CSR supplier assessments
	308-2 Negative environmental impacts on the supply chain and actions taken	Share of the Group's palm oil supplies covered by sustainability schemes
Jobs		
GRI 3: Material Topics 2021		Description of policies and action plan to manage this theme
GRI 401 Employment 2016	GRI 401-1 Recruitment of new employees and staff turnover	Resignation rate
		Percentage of women in the Group workforce

GRI STANDARD	INFORMATION	SPRING INDICATOR/RELEVANT PARAGRAPH
Health and safety at work		
GRI 3: Material Topics 2021		Description of the policies and action plan to manage this theme
GRI 403 Occupational health and safety 2018	403-1 Occupational health and safety management system	Sharing a common group culture and values
	403-4 Worker participation and consultation and communication relating to health and safety at work	Sharing a common group culture and values
	403-5 Occupational health and safety training for workers	Sharing a common group culture and values
	403-7 Prevention and reduction of occupational health and safety impacts directly related to business relationships	Sharing a common group culture and values
	403-9 Work-related injuries	Frequency rate of accidents with and without time off work (TF2) Frequency of industrial incidents
Training and Education		
GRI 3: Material Topics 2021		Description of policies and action plan to manage this theme
GRI 404: Training and education 2016	404-2 Employee skills upgrading and transition assistance programs	Avril academy
Diversity and equal opportunities		
GRI 3: Material Topics 2021		Description of policies and action plan to manage this theme
GRI 404: Training and education 2016	404-2 Employee skills upgrading and transition assistance programs	Percentage of women among the Group's top managers Percentage of disabled people employed by the Group in France
Local communities		
GRI 3: Material Topics 2021		Description of policies and action plan to manage this theme
GRI 413 Local communities 2016	GRI 413-1 Activities involving the local community, impact assessment and development programs	Progress of the annual action plan to improve the relationship between Avril employees and upstream agriculture

Independent third party report

Independent third party's report on consolidated non-financial statement presented in the management report

Year ended the 31 December, 2023

At the General Meeting,

In our capacity as an independent third-party organisation ("Third Party"), accredited by COFRAC (Accréditation COFRAC Validation/Vérification, n° 3 1891, scope available on www.cofrac.fr) and a member of the network of one of your company's statutory auditors (hereinafter the "Entity"), we have carried out work designed to provide a reasoned opinion expressing a moderate level of assurance on the compliance of the consolidated non-financial performance statement for the year ended 31 December 2023 (hereinafter the "Statement") with the provisions of article R. 225 105 of the French Commercial Code and on the fairness of the historical information (observed or extrapolated) provided pursuant to 3° of I and II of Article R. 225105 of the French Commercial Code (hereinafter the "Information") prepared in accordance with the Entity's procedures (hereinafter the "Reporting Criteria"), presented in the management report pursuant to the provisions of Articles L. 2251021, R. 225105 and R. 2251051 of the French Commercial Code.

CONCLUSION

Based on the procedures we performed, as described in the "Nature and scope of our work" section, and on the information we have obtained, nothing has come to our attention that causes us to believe that the consolidated nonfinancial performance statement is not prepared, in all material respects, in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is presented fairly in accordance with the Reporting Criteria.

COMMENT

Without qualifying the conclusion expressed above, and in accordance with the provisions of Article A. 2253 of the French Commercial Code, we make the following comments:

- with regard to the "percentage of farms audited in accordance with internal standards for farm management", internal controls could be strengthened given the complexity of monitoring the reporting scope.

PREPARATION OF THE NON-FINANCIAL PERFORMANCE DECLARATION

The absence of a generally accepted and commonly used reference framework or established practices on which to base the assessment and measurement of Information means that different, but acceptable, measurement techniques may be used, which may affect comparability between entities and over time.

Consequently, the Information must be read and understood with reference to the Reference Frameworks, the significant elements of which are presented in the Declaration or available on the website.

LIMITATIONS INHERENT IN THE PREPARATION OF INFORMATION

As indicated in the Declaration, the Information may be subject to uncertainty inherent in the state of scientific or economic knowledge and in the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates used in its preparation and presented in the Declaration.

RESPONSIBILITY OF THE ENTITY

Management is responsible for :

- select or establish appropriate criteria for the preparation of Information ;
- prepare a Declaration in accordance with the legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied with regard to these risks as well as the results of these policies, including key performance indicators;
- prepare the Declaration by applying the Entity's Repository as mentioned above;
- and to implement such internal control procedures as it determines are necessary to enable it to produce reliable financial information that is free from material misstatement, whether due to fraud or error.

The Declaration was drawn up by the CSR Department.

RESPONSIBILITY OF THE INDEPENDENT THIRD-PARTY BODY

It is our responsibility, on the basis of our work, to formulate a reasoned opinion expressing a conclusion of moderate assurance on:

- the compliance of the Declaration with the provisions of Article R. 225 105 of the French Commercial Code;
- the sincerity of the historical information (recorded or extrapolated) provided pursuant to 3° of I and II of article R. 225 105 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 authorised to be involved in the preparation of this Information, as this could compromise our independence.

It is not our role to comment on:

- compliance by the Entity with other applicable legal and regulatory provisions (in particular with regard to the due diligence plan and the fight against corruption and tax evasion);
- compliance of products and services with applicable regulations.

APPLICABLE REGULATORY PROVISIONS AND PROFESSIONAL GUIDANCE

The work described below was carried out in accordance with the provisions of Articles A. 225 1 et seq. of the French Commercial Code (Code de commerce), in accordance with our own audit programme (Programme de vérification de la déclaration de performance extra financière, dated 7 July 2023) and with professional guidance issued by the French Institute of Statutory Auditors (Compagnie nationale des commissaires aux comptes) relating to this type of engagement, in particular the technical notice issued by the Compagnie nationale des commissaires aux comptes, Intervention du commissaire aux comptes Intervention de l'OTI Déclaration de performance extra financière, and with the international standard ISAE 3000 (revised)¹.

INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by the provisions of Article L. 82128 of the French Commercial Code and the profession's Code of Ethics. In addition, we have implemented a quality control system that includes documented policies and procedures designed to ensure compliance with the applicable legal and regulatory texts, ethical rules and professional doctrine.

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

MEANS AND RESOURCES

Our work involved the skills of seven people and took place between October 2023 and April 2024 over a total period of twenty-seven weeks.

To assist us in our work, we called on our specialists in sustainable development and corporate social responsibility. We conducted around ten interviews with the people responsible for preparing the Declaration, representing in particular human resources, health and safety and the environment.

NATURE AND SCOPE OF THE WORK

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

We believe that the procedures we have performed in the exercise of our professional judgment enable us to provide a moderate level of assurance:

- we have examined the entity's business activities and the description of the main risks;
- we have assessed the appropriateness of the Standards in terms of their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, good industry practice;
- we have verified that the Declaration covers each category of information required under III of Article L. 225 102 1 of the French Commercial Code relating to social and environmental matters and includes, where applicable, an explanation of the reasons for the absence of the information required under paragraph 2e of III of Article L. 225 102 1 of the French Commercial Code;
- we have verified that the Declaration presents the information required under II of Article R. 225 105 of the French Commercial Code, where such information is relevant to the principal risks;

- we have verified that the Statement presents the business model and a description of the principal risks of the Entity's business, including, where relevant and proportionate, the risks created by its business relationships, products or services, and the policies, actions and results, including key performance indicators relating to the principal risks;

- we consulted documentary sources and conducted interviews to:

- assess the process used to select and validate the main risks and the consistency of the results, including the key performance indicators selected, in relation to the main risks and policies presented;

- corroborate the qualitative information (actions and results) that we considered to be the most important, presented in Appendix 1. For certain risks, 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 entities listed below: Saipol Le Mériot, Lesieur Coudekerque, Oleon Port Klang, Sanders Centre Auvergne, Vivent Paille;

- 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 the most important, presented in Appendix 1, we have implemented :

- analytical procedures to check that the data collected has been properly consolidated and that trends are consistent;

- tests of detail, based on sampling or other means of selection, consisting of verifying the correct application of definitions and procedures and reconciling data with supporting documents. These tests were carried out on a selection of the contributing entities listed above and cover between 22% and 28% of the consolidated data selected for

these tests (28% of employees, 22% of energy);

- we assessed the overall consistency of the Declaration in relation to our knowledge of the Entity.

- Procedures performed as part of a moderate assurance engagement are less extensive than those required for a reasonable assurance engagement performed in accordance with professional doctrine; a higher level of assurance would have required more extensive audit work.

Paris - La Défense, 18 April 2024

Independent third-party EY & Associés



Xavier Guillas

Partner, Sustainable Development

ANNEXE 1**Information considered
to be the most important**

INFORMATION CONSIDERED TO BE THE MOST IMPORTANT

SOCIAL INFORMATION	
QUANTITATIVE INFORMATION (INCLUDING KEY PERFORMANCE INDICATORS)	QUALITATIVE INFORMATION (ACTIONS OR RESULTS)
Frequency rate with and without lost time (TF2) SPRING scope and SLL scope.	Sharing a common group culture and values.
Percentage of women in the Avril Group workforce.	Developing all talents.
Turnover undergone.	Paying attention to employees.
Percentage of women in top management positions in the Avril Group - SPRING and SLL perimeters.	
Trainees and work-study students as a percentage of the workforce in France.	
Absenteeism rate.	
Strike rates.	
Young people aged 25 and under.	

ENVIRONMENTAL INFORMATION

QUANTITATIVE INFORMATION (INCLUDING KEY PERFORMANCE INDICATORS)	QUALITATIVE INFORMATION (ACTIONS OR RESULTS)
Number of qualified projects supported by the Avril Group contributing to the agricultural transition.	Contributing to agricultural transition.
Investments (commitments by Sofiprotéol) in seed companies working on varieties adapted to climate change.	Responding to new consumer expectations in terms of CSR.
Percentage reduction in GHG emissions from biodiesel marketed by Saipol.	Developing the circular economy.
Share of sales generated by organic or UAB-certified products.	Sustainable investment in the industry.
Energy consumption per tonne produced.	Reducing the footprint of our industrial activities.
Ratio of energy consumption from renewable sources to total energy consumption.	Focus on GHG assessment: Measuring and reducing our emissions.
Water consumption per tonne produced.	Helping to reduce our customers' GHG emissions (meeting the new expectations of customers and consumers with low-GHG products).
Industrial waste recovery rate.	
Frequency of industrial incidents.	
Total marketed tonnage of products from the circular economy.	
Recyclable packaging as a percentage of group packaging.	
Percentage of group packaging recycled.	
Investments (commitments by Sofiprotéol) to develop the circular economy.	
Quantity of food donated.	
Greenhouse gas emissions scopes 1, 2 and 3 - SPRING scope and SLL scope.	

CORPORATE INFORMATION

QUANTITATIVE INFORMATION (INCLUDING KEY PERFORMANCE INDICATORS)	QUALITATIVE INFORMATION (ACTIONS OR RESULTS)
Proportion of domestic raw materials (or European raw materials for Oléon) processed by the Avril Group.	Processing domestic raw materials.
Percentage of the Avril Group's palm oil supplies covered by sustainability schemes.	Taking action for animal welfare.
Percentage of soya from non-GMO sources or covered by RTRS credits used in animal feed.	Implement responsible sourcing.
Number of product withdrawals and recalls.	Offer a range of plant proteins.
Investments (commitments by Sofiprotéol) linked to the development of plant proteins.	Working with our external stakeholders.
Proportion of eggs from alternative farms purchased by the Avril Group.	Offering safe, quality products.
Percentage of farms audited according to the internal standard for animal husbandry.	
Setting up a stakeholder committee.	
Avril Communities visits.	
Strengthening the link between the employees of the Avril Group and the upstream agricultural sector.	

Avril



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