



**THERE IS
ANOTHER WAY.**

Press kit
Avril employer branding





**Employer branding,
a first for Avril!**



Jean-Philippe Puig
Avril CEO



Avril: There is another way.

Today, I'm proud to present the Group's employer brand: "Avril, there is another way".

We've devised this project with the candidates who would like to join us and the talent we want to attract in mind. It expresses our beliefs, our values and what sets us apart, namely a company like no other, deeply rooted in the agricultural world, capitalizing on its unique model and pioneering spirit.

Performance and value sharing, boldness and humility, the collective and the individual members. By bringing together seemingly conflicting priorities harmoniously, we are proving that there is another way.

**We have been committed to this for over 40 years,
Serving the Earth.**



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Manifesto



Nowadays, how many people still think that economic performance is the only way to become a leader?

For 40 years, Avril has proven that there's another way. Yes, here at Avril, we know we can aim to become the leader in plant processing by 2030, and still respect our deep and solid roots in the agricultural world.

Here at Avril, we innovate with audacity and move forward with humility. And there's nothing foolish about that. We learn, we innovate, we start over when necessary. And we grow together.

Here at Avril, we work for virtuous and sustainable sectors and we defend the economic performance

of our ecosystem. There's nothing contradictory about that. Because, here at Avril, all of our profits are reinvested.

Yes, we believe that the success of a group depends on the efforts of its individual members. There's nothing illogical about that. Here at Avril, our employees, producers and partners connect with the confidence that each person is made richer by the others' talents and energy.

Here at Avril, we are proud to be the link between humankind, the food business and the Earth. There are already more than 8,000 of us worldwide. We're here to serve others.

We're here to Serve the Earth.



AVRIL, THERE IS ANOTHER WAY.





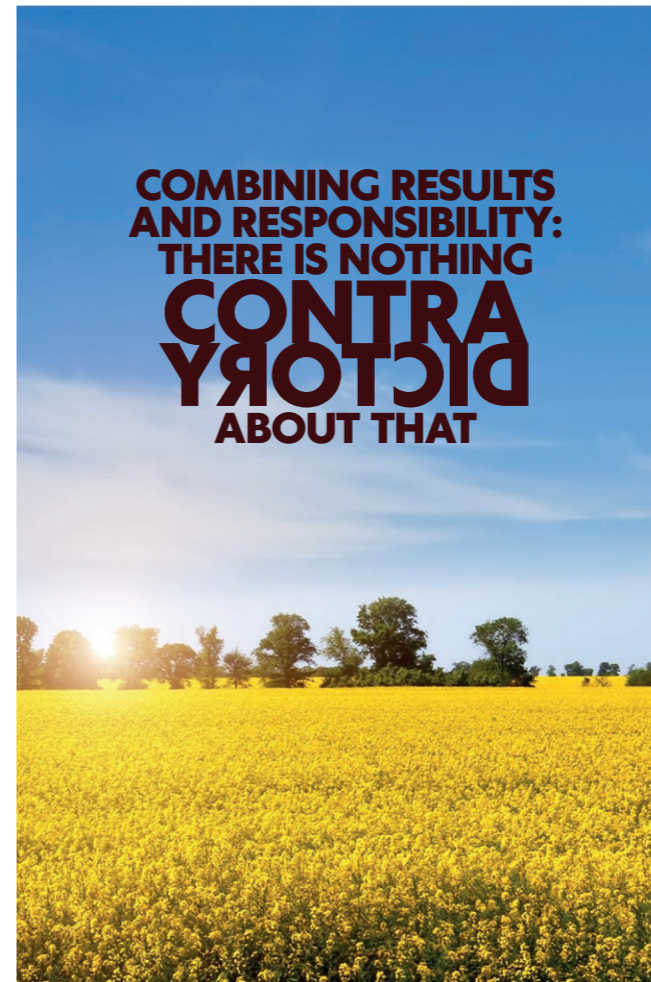
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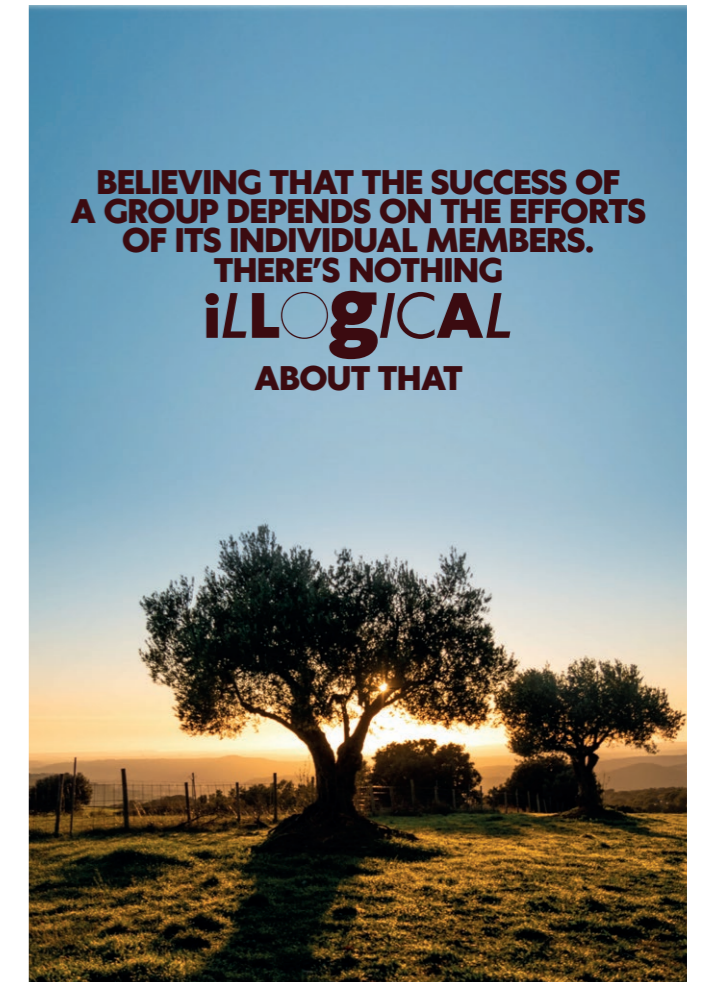
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Avril
SERVING THE EARTH



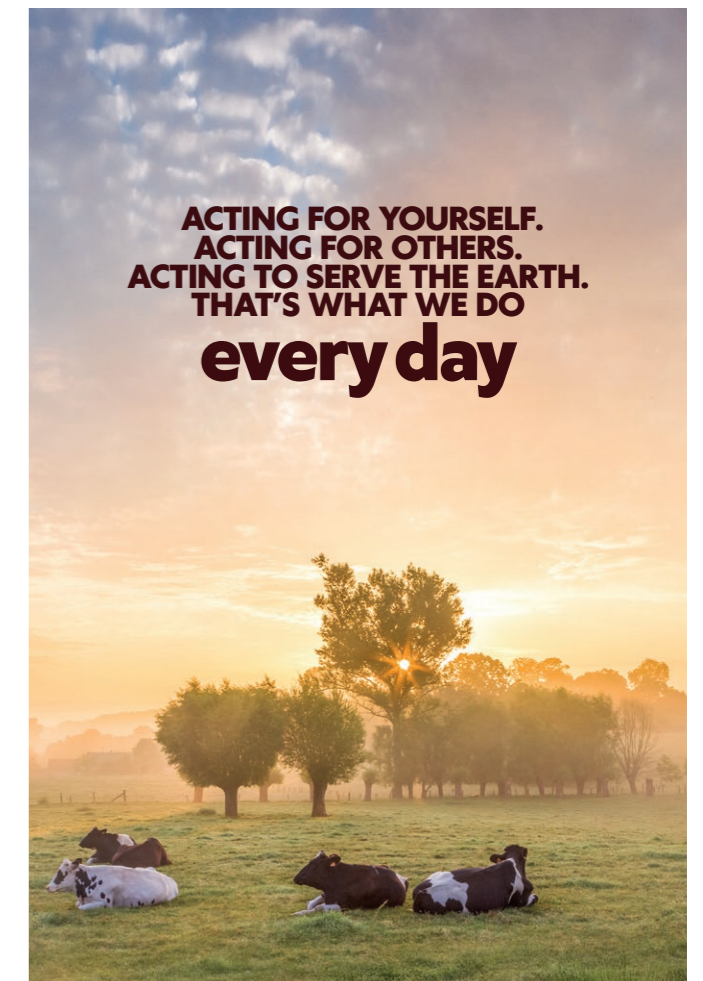
COMBINING RESULTS
AND RESPONSIBILITY:
THERE IS NOTHING
CONTRADICTORY
ABOUT THAT



BELIEVING THAT THE SUCCESS OF
A GROUP DEPENDS ON THE EFFORTS
OF ITS INDIVIDUAL MEMBERS.
THERE'S NOTHING
iLLOGICAL
ABOUT THAT



INNOVATING WITH BOLDNESS,
MOVING FORWARD WITH HUMILITY.
THERE'S NOTHING
FOOLISH
ABOUT THAT



ACTING FOR YOURSELF.
ACTING FOR OTHERS.
ACTING TO SERVE THE EARTH.
THAT'S WHAT WE DO
every day

The Avril employer brand is made up of several elements:

1 promise to explain the reasons for joining Avril.

Working at Avril means choosing a company that combines performance and responsibility, collective and individual, innovation and humility. With a mission shared by our 8,000 employees: Serving the Earth.

4 pillars to demonstrate the beliefs of a company which asserts to be unique in terms of its business model and its commitments to serving the Earth.

- **Pillar #1**
Combining results and value sharing. **There's nothing contradictory about that.**
- **Pillar #2**
Believing that the success of a group depends on the efforts of its individual members. **There's nothing illogical about that.**
- **Pillar #3**
Innovating with boldness, moving forward with humility. **There's nothing foolish about that.**
- **Pillar #4**
Acting for ourselves. Acting for others. Acting to Serve the Earth. **That's what we do every day.**

1 manifesto to express our vision as an employer.

(see Page 4)

1 value proposition to bring together and convey the Group's conviction and values in one short, simple phrase.

Feedback from the field

The new employer brand is embodied by employees who have already decided to join Avril. Their words are aimed at candidates who are thinking of joining Avril and the talent the Group is hoping to attract. They show, through the wide range of their careers and their daily lives, how they contribute to the growth of a company which is meaningful to them.

3 reasons to join us

1. Commit to **SERVING THE EARTH** with us!

Take action for a more sustainable future, by helping to change our eating habits, our agricultural practices and our energy choices.

2. Be yourself and unleash your potential!

Choose an environment where you can thrive, in several business sectors, with in-house programs and initiatives that bring people together to promote inclusion and diversity. And develop your skills through the training provided by Avril Academy to unfold your talents!

3. Innovate to reinvent tomorrow!

Bring your ideas to life within an organization designed to foster innovation: get involved in pioneering projects, and benefit from an entrepreneurial dynamic and academic and scientific partnerships. Twenty Group entities have "Great Place To Work" certification, the global benchmark in terms of employee experience and working environment! 76% of our employees think that Avril is a great place to work.

Key figures

82%
Employee
commitment rate

76%*
Consider Avril
to be a GPTW

Over 200
Interns and
apprenticeship
students every year

89.2%**
Intern and
apprenticeship
students
recommendation rate

*2024 'Great Place To Work' survey (Avril and 20 of its business units)

**2024 'Happy Trainees' Label (interns and work-study students)

**COMBINING RESULTS
AND RESPONSIBILITY:
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Image: iStock

**Avril does not pay dividends to its shareholders
and invests the value created within the sector.**

- **A unique model**

Avril stands out through its unique, committed economic model: the Group reinvests half of the value it creates back into the development of the agricultural and food processing sectors. In this model, each business line generates value for all links in the chain and for their players, everywhere Avril is established.

- **A shareholding program
to celebrate collective successes**

Wherever legally possible, employees are invited to become shareholders in Avril via the Seed employee shareholder plan, so they can benefit from the results of their collective achievements.



Feedback from the field

"Since I started my apprenticeship program with the Group, what has made me proud is being an ambassador of iconic brands that appeal to everyone.

Avril has great confidence in us and gives us the keys to develop and defend its values and brands.

That's why I'm here, and that's why I'm staying."

Ilias Fakir
Paris-Nord Area Manager
Lesieur



Our business units in action

Over 500
partner farmers
in France

Over 17,000
acres of sunflower and
rapeseed crops grown
under the initiative

700,000
metric tons of
sustainable seed sold

42,000
metric tons of
"committed" sunflower
seeds and rapeseed
harvested in 2023



Ongoing support for livestock farmers

After two consecutive €6 million aid packages, Sanders, driving the renewal of generations of livestock farmers, is investing €4 million in a third aid plan to step up its **support for the installation of all types of breeders and decarbonize livestock farming.**

1,474
modernization and
decarbonization
projects supported

334
farm setup
projects supported

€16 million



Good agricultural practice rewarded

Saipol, a leader in oilseed processing, rewards the GHG savings resulting from virtuous farming practices with its Oleoze tool, with an average bonus of around €29 per metric ton of seeds purchased, supporting the sector upstream and downstream towards decarbonization.

5 years
of rewards

€29/t
average GHG
bonus payout



'Committed' oils

More than 500 farmers are taking part in the "Lesieur, les huiles engagées" initiative and are implementing all or part of a charter of good agricultural practices, to grow French sunflowers and rapeseed **aimed at being even more sustainable and environmentally-friendly.**

**BELIEVING THAT THE SUCCESS OF
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Image: Adobe Stock

Once a year, Avril celebrates the best practice implemented in its business units with all its employees. It's a moment of shared pride and an incredible source of inspiration for everyone.

Feedback from the field

"It's up to us to dig deep to find solutions to a specific problem in order to future-proof livestock farming: we make life easier for both animals and livestock farmers."

There is a real spirit of collaboration, and a company that puts its trust in young people drives you on to do better."

Ellouan Rousselin
Animal Nutrition Sales Technician
Sanders



"We're an international team with different cultures, backgrounds and languages, but we all work towards a common goal. Everyone can find their part to play and, in the end, we're able to deliver the product to the customers."

What I like is that we can combine all kinds of different personalities and get the best out of each other."

Daniela Cominone
Business Supply Chain Process Analyst
Oleon

Developing everyone's potential and taking the path to fulfillment.

There are many in-house mobility opportunities at Avril to build a rich and varied career. The diversity of activities and locations within the Group means that new experiences are possible, whether it's moving into a new business, joining a new entity, or even changing region or country.



Feedback from the field

"After 10 years working in operations at a Saipol site, then as a director at a Lesieur site, the Group offered me the chance of a great new adventure abroad at Costa d'Oro, in Italy, as Chief Operating Officer. International mobility is both a professional and personal challenge. It's also a wonderful cultural opening and the opportunity to discover new working methods and processes that help develop one's ability to listen, reformulate and summarize, as well as one's ability to step outside the box. To sum up, it's a brilliant experience and an important step in my career!"

Thomas Kermorgant
Operations Project Manager, Avril
Solutions for Agriculture



At Avril, every employee has talent!

The professional training and skills development of Avril's employees is a key driver for anticipating and supporting changes in the Group's activities.

The Group's in-house university, Avril Academy, supports the implementation of the company's strategy and addresses business challenges through a wide range of training opportunities. It helps accelerate a shared and common culture, and supports skills development in many careers.



Taking things further for people with disabilities

In agreement with labor organizations, in 2023 Avril signed the International Charter on Inclusion of Persons with Disabilities.

The Charter provides a shared foundation to help standardize practices across the Group's various business units, in France and internationally. It brings new momentum to the initiatives already in place.



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MOVING FORWARD WITH HUMILITY.
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Image: iStock

The values of respect, boldness and performance drive our pioneering spirit, whether it's the development of sustainable fuels, the decarbonization of our breeding farms or the many opportunities offered by plant protein.

Innovating for the agricultural, food and environmental transitions

Innovation has been in Avril's genes since the company's creation, whether in terms of strategic orientations, investments, or the development of new solutions to meet the challenges of transitions. Today, it is at the heart of our development. Anticipating major trends and converting them into dedicated programs means the Group can generate new growth opportunities.

Feedback from the field

"You have this freedom to suggest projects that push the boundaries.

We need to be able to innovate in order to address tomorrow's challenges, get some perspective, deal with the reality and try to provide a bold response. And do so with humility."

Romain Pesquet
*Performance and Energy Engineer
Saipol*



Avril's commitment, with pioneering and innovative projects

Revolutionizing the world of adhesives using plants to improve the air we breathe

Evertree, a young start-up and subsidiaries of Avril, develops, produces, and markets high-performance adhesive solutions derived from rapeseed and sunflower.

Using these resins made from renewable and local resources, Evertree is able to offer a natural alternative to products derived from the petrochemical industry.



Optimizing the earth's resources for top quality, locally-sourced crops

As the leader in organic fertilisers and soil conditioners in France, Terrial markets and valorizes industrial and urban organic by-products for renewable energies and fertilisation.



Actively contributing to transport decarbonization

Already a pioneer in terrestrial biofuels, Avril and its business unit Saipol are also contributing to solutions that will help decarbonize the aviation industry, notably through establishing supply channels for intermediate crops (such as camelina) to be used for aviation fuels (SAF).



Internal events that bring us closer together



Launched in 2019, Avril's intrapreneurship program, "Darwin", fosters the entrepreneurial spirit and the most disruptive ideas of the Group's employees.

This participative innovation program focuses on identifying, selecting, and accelerating the most promising projects through a 6-month "start-up" process.



Every year, the "Nourrir la Vie" program invites all Avril employees to address four strategic challenges by proposing projects and initiatives implemented by their teams:

- operational efficiency
- Avril's men and women
- solutions for the planet
- customer focus.



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Image: iStock

From the seed to the plate - or the finished product - Avril acts in the service of a mission that has remained unchanged since its creation over 40 years ago: to Feed People, Feed Animals and Preserve the Planet.

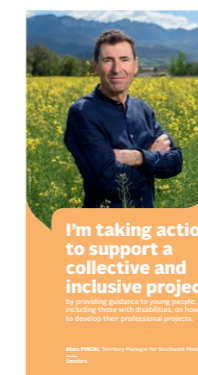
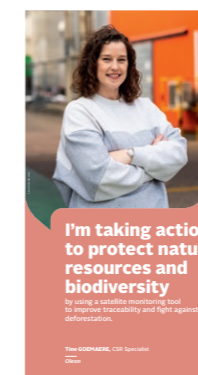
Serving the Earth: our purpose

For Avril, "Serving the Earth" means helping to meet two major challenges: the climate emergency and population growth, which is putting more pressure than ever on our Planet's resources. Taking on these challenges means we have to change our eating habits, our farming practices and our energy choices. Avril is extending its historic mission with a purpose that reaffirms its power to act.

With its unique model and the nature of its activities, the Group is a committed actor, serving the transitions. Avril intends to pursue its development in a sustainable manner, creating value for the sector and enhancing its contribution to society through our commitments.

Our six commitments:

- **Taking action for agriculture that respects the planet**
- **Taking action to protect natural resources and biodiversity**
- **Taking action to develop local sectors**
- **Taking action for our investments' impact**
- **Taking action for the climate**
- **Taking action for a collective and inclusive project**



"Equilibre": new flexibility measures

The "Equilibre" program is fully in line with Avril's purpose, in particular to nurture the commitment "Taking action for a collective and inclusive project".

These measures expressed a strong conviction: our collective success depends on the balance between our employees' personal and professional fulfillment, while ensuring that activities within the Group and its business units are efficient and sustainable.



Sabbatical leave:

A fixed three-month break from work for a personal project of choice.



Commitment leave:

An additional leave of absence for up to five days a year to carry out voluntary work directly related to our purpose.



"Flex'aidant":

8 extra days of leave and access to a hot-line for employees who are caregivers.



Work From Home+:

2 full weeks of remote working every year, from Monday to Friday.

Avril's commitment to the talents of tomorrow

The Group has implemented practical new initiatives to foster the development of young talents:

- Establishing student communities
- Holding an in-person Student Day, bringing together students from various business units based in France
- Creating an International Challenge entitled "Your Future as CEO."
- The Graduates Program for young talents
- International opportunities through VIE recruitment

89.2%
2024 Happy Trainees Label recommendation rate

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Feedback from the field

"Here, there's room for singularity, for being able to suggest, initiate and accomplish wonderful things. It's up to each and every one of us to demonstrate our uniqueness."

We work to Serve the Earth, which makes what we do on a daily basis really meaningful."

Pénélope Tavard
Group Training Manager
Avril Academy - Talent and Learning Avril



Avril at a glance

Avril is an industrial and financial leader in the French vegetable oil and protein sector.

Created more than 40 years ago by the agricultural world for the agricultural world, Avril develops innovative, healthy and sustainable solutions to feed people and animals, and accelerate the decarbonization of the planet.

The Group was built and operates on an original model: a sector-based organization, from seeds to finished products, in which each activity creates value for all links in the chain, in France and abroad.

Its purpose, Serving the Earth, guides its actions, in line with its ambition to become the leader in plant transformation by 2030, serving the agricultural, food and environmental transitions.

In addition to its historic role as an investor, the Group has become a manufacturer firmly rooted in plant processing, from seed to processed product.

Active in human food, animal nutrition and expertise, renewable energies and green chemistry, it deploys a portfolio of activities that are all leaders in their markets.

Strengthened by this link with French farming, Avril has based its growth over the past 40 years on a unique value-creation model: it reinvests all its profits in the dynamics of the sector and its development in France and abroad.

Avril in figures

8,000
Employees
around the world

5,000
Employees in France

5th
Largest french
agri-food group

€8 billion
Revenues in 2023,
of which 42% abroad

19
Countries of operation

70
Industrial sites
including 52 in France



Avril
SERVING THE EARTH

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