



**EUREDEN**  
THE LAND UNITES US



*Integrated*

# REPORT

2024-2025

ALL DEDICATED  
TO *Quality Food*



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*The land unites us*

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# CROSS

## interviews

As a co-operative agri-food group, serving farmers, local regions, and Quality Food, what are Eureden's current challenges?



**DANY ROCHEFORT**  
CHAIRMAN OF EUREDEN

*We are at a pivotal moment in the history of Breton agriculture, with a significant generational renewal.*

## STAY THE COURSE

**Dany Rochefort, after one year as chairman of Eureden, what is your view on the past year and on the co-operative's major challenges?**

As soon as I was elected in December 2024, I stated that I intended to continue the work previously undertaken with the board of directors, but always with great ambition. This year, uncertainties linked to the current geopolitical and economic context led to caution in our markets. In the canned vegetable sector, we can even speak of a decline in consumption. More than ever, we must therefore be very attentive to changes in consumer demand and demonstrate great proactivity.

In this uncertain context, which is subject to very rapid changes, we have a **dual challenge to meet: the challenge of economic performance and the challenge of transitions.** And the two are closely linked.

**Can you specify what this dual challenge, combining economic performance and transitions, consists of?**

**Economic performance** requires a close understanding of consumer expectations, and this is essential to guide the cooperative's members toward profitable and sustainable production. In this regard, our egg and egg products business is a prime example of successful value creation through meeting customer expectations in terms of innovation and animal welfare, as well as through external growth and international development.

In parallel, and this is part of a longer-term approach, we are making progress on transitions, whether environmental, social, or societal, because they are virtuous and are expected by our members, our employees, and society at large. They also condition our economic performance tomorrow.

Regarding **environmental transitions**, the challenges are numerous: resource preservation, biodiversity, climate... We are currently accelerating our efforts on the subject of climate. Furthermore, we reassessed the Group's carbon footprint this year. As an agricultural cooperative, we support the farmers who are the first to be impacted by climate change.

Regarding **societal transitions**, we are at a pivotal moment in the history of Breton agriculture, with a significant renewal of farmer generations, since half of the farms will change hands in ten years. This is a strategic issue for Eureden, which has a dedicated team for the personalised support of future new farmers and those handing over their businesses in each production sector. As such, every year, our co-operative partners in the establishment of nearly 250 Breton farmers, representing one in every three new entrants.

**What are Eureden's strengths for meeting the challenges and staying the course you have set?**

I believe that beyond our ability to respond with agility to customer expectations, we possess valuable strengths:

- **The collective spirit**, which is in the DNA of our co-operative.
- **Our tailored support** for mixed crop-livestock farms.
- **A network of strategic partnerships** in our agricultural and agri-food activities.
- **Processing tools and brands** targeting markets in which we are leaders.

We are continuing our transformation to always provide a first-rate response to our customers and to be the reference co-operative for farmers, ensuring the renewal of generations.

I have complete confidence in the Board of Directors and the new management team to meet the challenges of competitiveness and sustainability.

**By reconciling economic, social, and environmental performance, we will proudly uphold our ambition in service of farmers, local regions, and quality food for everyone."**

**In this context, are you staying the course in service of "Quality Food" ?**

*"Feeding people well is the most essential job in the world. It is our mission, and we are proud of it." Our purpose remains more relevant than ever, at a time when food sovereignty is sometimes threatened.*

We reaffirm our ambition in service of Quality Food for everyone. That is our compass. **Working towards Quality Food means growing, rearing and processing well, to live well and feed people well.**

*We reaffirm our ambition in service of Quality Food for everyone. That is our compass.*





**MARIE-GABRIELLE DANIEL**  
CHIEF EXECUTIVE OFFICER  
OF EUREDEN

**ALAIN PERRIN**  
CHIEF CREATIVE OFFICER  
OF EUREDEN UNTIL 2025



## A COLLECTIVE performance challenge

Interview with Marie-Gabrielle Daniel, Chief Executive Officer of Eureden, and Alain Perrin, Chief Creative Officer of Eureden until 2025.

### What is your assessment of the past year?

#### ALAIN PERRIN

**We experienced a year full of contrasts. Upstream activities performed better than budget. Distribution held up very well in a contracting market context.**

The egg products business confirmed its leadership with a historic level of performance. It is accelerating its international development thanks to the partnership forged in spring 2025 with Griffiths in the United Kingdom. Synergies with the German subsidiary, Ovofit, are operational, and the business is fully benefiting from the interactions between the teams. The transition toward alternative eggs has resumed at a sustained pace.

Conversely, the vegetable and meat processing businesses suffered from a strained market, which was particularly noticeable in canned vegetables, affecting both volume and price.

In this demanding context, strategic and operational decisions had to be made; Marie-Gabrielle will elaborate on the former.

We have implemented an adjustment plan for the canned vegetables division in order to improve performance by optimising production and packaging sites. This is a market we believe in strategic for us.

Within the meat division, we have also implemented a performance plan at Aubret, which is facing a stagnation in the cured meat market and industrial performance difficulties.

#### MARIE-GABRIELLE DANIEL

**The diversity of our activities allows us to absorb the difficulties in the canned vegetables and meat branches, but our priority remains restoring sustainable profitability across all our businesses.**

Strategically, the past year was marked by the announcement of two structuring partnership projects: one between Gelagri Bretagne and Greenyard Frozen France, in the frozen vegetables sector, and the other between the company André Bazin and Arcado, in the cured meat business. In both cases, these are projects for which we chose to partner with a market specialist, in order to sustain our activities and permanently strengthen the link with the upstream sector.

We are convinced that there are different paths to achieve our strategic ambition of creating value for the benefit of farmers, employees, consumers, and territories. For our other activities, and always with this same objective in mind, we aim to be a major player in market consolidation.

*We continue to make progress on all transition topics, whether it concerns digital transition or ecological transition.*

*Our strategic ambition is to create value for the benefit of farmers, employees, consumers, and territories..*

### Alain Perrin, what is your perspective on the six years that have passed since Eureden was created?

#### ALAIN PERRIN

Those years went by very quickly, and at the same time, I realise how far we've come!

The merger of the two co-operative groups required the establishment of strong and stable governance and numerous reorganisations. All of this took place in a context that did not spare us, beginning with the Covid crisis, followed by the war in Ukraine, the inflationary environment, and even a cyberattack. During these years, we have maintained the trust of our members, customers, employees, as well as our partners, starting with the banks. This is undoubtedly because we have tirelessly explained our project and have not deviated from our trajectory.

During these six years, the Eureden Group was built up, solidified, and enriched by external growth, including internationally with Ovofit, but it never lost sight of its core purpose in favor of Quality Food nor its co-operative roots dedicated to serving farmers.

*We are convinced that there are different paths to achieve our strategic ambition of creating value.*

### What are your current topics and priorities?

#### MARIE-GABRIELLE DANIEL

Our short-term priority is to improve our operational profitability and to pursue the transformation plans initiated in the most fragile business divisions. We also want to continue rolling out our strategic ambitions, notably by bringing to set up the Gelagri Bretagne and Bazin partnership projects launched in 2025.

In parallel, we continue to make progress on all transition topics, whether it concerns, for example, the digital transition with the use of data or artificial intelligence or the ecological transition, with decarbonisation, water management, the reduction in the use of plant protection products, or animal welfare.

#### ALAIN PERRIN

**Environmental transitions are often accelerated thanks to digital transitions.** Precision agriculture, for example, relies on data analysis or artificial intelligence. For the past two years, we have been deploying on a large scale an ultra-localised weed control service for vegetables using Ecorobotix's Ara spraybar system, which enables us to reduce the use of plant protection products by nearly 85%. And since this autumn, we have been extending this tool to grasslands. The images are analysed by AI-based algorithms that can distinguish weeds from cultivated plants with great precision.

Generally speaking, the new decision-making tools for managing fertilisation or monitoring crops combine agronomic expertise and new technologies.

The new generation of farmers coming into the profession has clearly understood the full potential of these new tools for improving farm profitability while preserving the environment.

### What are Eureden's perspectives and directions for 2026?

#### MARIE-GABRIELLE DANIEL

Beyond the current priorities mentioned above, we will structure our roadmap, taking into account the new paradigms influencing our activities.

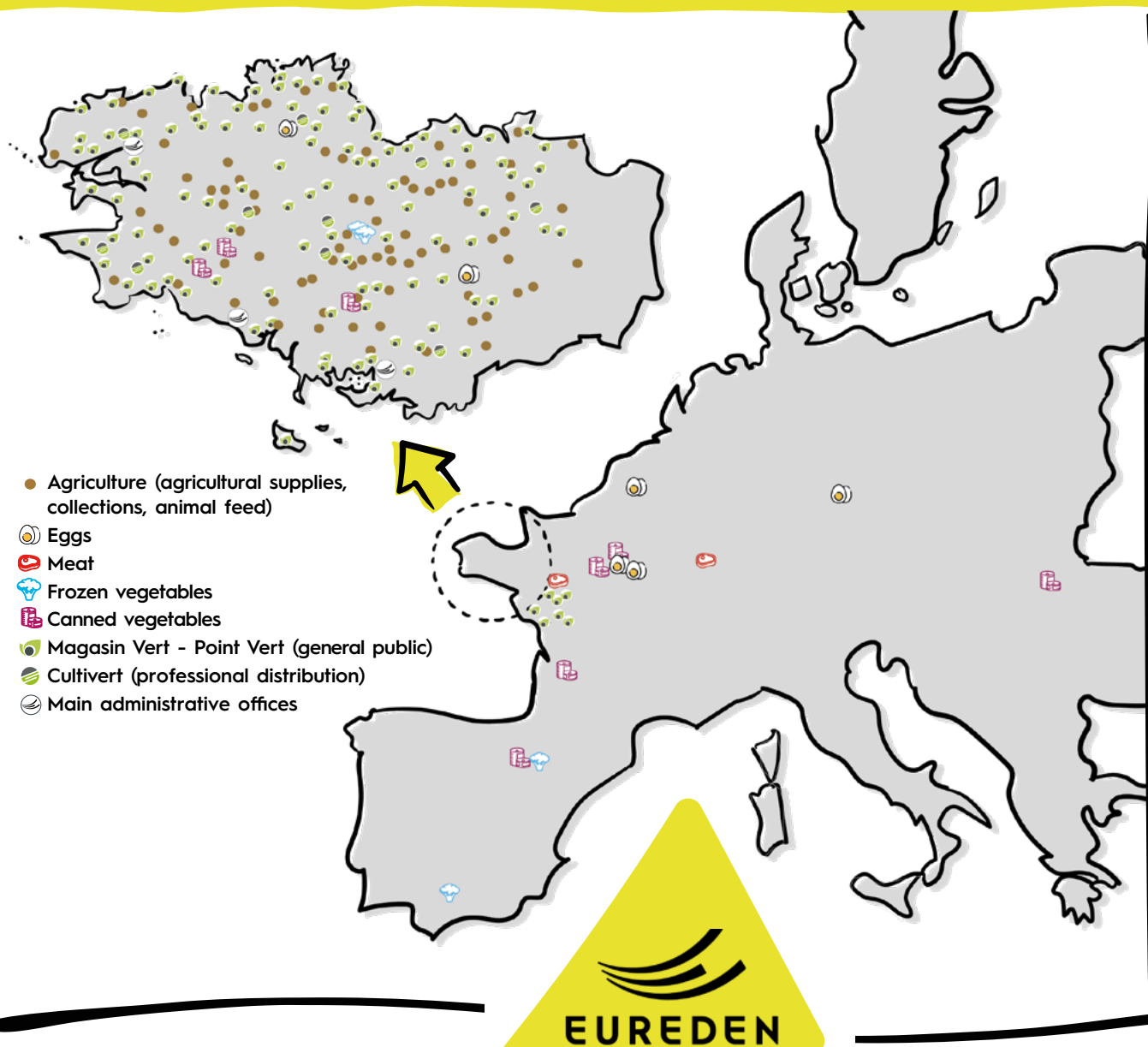
Thus, the Board of Directors, driven by its Executive Committee, has launched a process to revise its strategic plan. This in-depth collaborative effort will mobilise every board member in the coming months. **This is a great illustration of the strength of the collective and of our co-operative model!**



# Locations and PERFORMANCE 2024-2025

Eureden is an agricultural and agri-food co-operative firmly rooted in its historical region, with our decision-making centre in Brittany, close to its member-farmers. As a co-operative, Eureden cannot be sold or relocated. A guarantee of independence and longevity in the service of the regions.

This structural stability does not preclude a development dynamic in France and internationally, as demonstrated by the creation of E&G Sales Company, in partnership with Griffiths Family Food Ltd, the UK's leading egg producer. Located in the main production areas of France, Germany, Spain, and Hungary, our industrial sites process agricultural products based on responsible supply chains and long-term partnerships. This close relationship between farmers and processing facilities promotes traceability, product quality, and a reduced environmental footprint, while meeting societal expectations as well as the needs of customers and markets.



**EUREDEN**  
THE LAND UNITES US



## OUR FINANCIAL RESULTS

€3.7bn  
TURNOVER

€103.7m  
EBITDA

## OUR BRANDS



## OUR NON-FINANCIAL RESULTS

Figures from the Eureden 2024-2025 Non-financial Performance Statement.



€3M

OF THE CO-OPERATIVE'S PROFITS REDISTRIBUTED TO MEMBERS

30

BOARD MEMBERS

16,000

ACTIVE MEMBER FARMERS



6%

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

350

FARMERS ELECTED AS REPRESENTATIVES TO HELP GOVERN OUR CO-OPERATIVE

8,000

EMPLOYEES INCLUDING MORE THAN 250 ON APPRENTICESHIP AND WORK-STUDY CONTRACTS

72.6%

EMPLOYEE SATISFACTION RATE AT EUREDEN



€700,000  
IN FOOD DONATIONS

€766,600

DONATED TO EUREDEN MEMBERS COMMITTED TO AN ENVIRONMENTAL TRANSITION PROCESS

100%

OF VEGETABLE FARMS WITH LEVEL 2 OR 3 ENVIRONMENTAL CERTIFICATION

86.8%

OF THE WATER ABSTRACTED, I.E. 4.5 MILLION M<sup>3</sup>, IS RETURNED TO THE NATURAL ENVIRONMENT



96.9%

OF INDUSTRIAL WASTE RECYCLED

11.1%

OF THE ENERGY MIX FROM RENEWABLE ENERGIES

99.3%

OF THE 117,000 TONNES OF CO-PRODUCTS AND FOOD WASTE RECOVERED

14.2%

OF AGRICULTURAL PACKAGING AND PLASTIC FILMS RECYCLED



# NEWS OF BRAND EUREDEN in 2024-2025

2 NEW VISUAL IDENTITIES FOR :



AUBRET IN THE  
FRENCH WEST INDIES

THE PERMANENT  
RANGE



THE CHRISTMAS  
RANGE



2 NEW  
PRODUCTS



HYPERMARKETS  
AND  
SUPERMARKETS

OUR BRANDS

NEW  
REFERENCES



MORTEAU SAUSAGE  
PGI



OUR REGIONAL  
KNACK SAUSAGE

paysan  
BRETON

NOUVEAU !

2  
NEW  
VEGETABLE  
STIR-FRIES

100% DIGITAL CAMPAIGN  
PROMOTING "QUALITY FOOD"



Pour votre santé, mangez au moins cinq fruits et légumes par jour. [www.mangerbouger.fr](http://www.mangerbouger.fr)

PAYSAN BRETON  
IS EXPANDING INTO  
CHARCUTERIE

ÇA  
VIENT  
DE CHEZ  
NOUS !

d'aucy



THE RANGE OF JARRED  
COOKED VEGETABLES  
IS EXPANDING



LAUNCH OF THE  
BIEN INSPIRÉS RANGE



2 NEW FAMILY-SIZE  
FORMATS JOIN THE  
BIEN CULTIVÉS RANGE

EUREDEN  
THE LAND UNITES US

OUT-OF-HOME  
CATERING

OUR BRANDS



POICAMOLE  
IN THE  
TARTINES  
& CO  
RANGE



LAUNCH OF  
SWEET POTATOES  
IN 2.5 KG  
AND JERUSALEM  
ARTICHOKE  
MIREPOIX



LAUNCH OF THE  
MARINATED  
COOKED  
MEAT RANGE



NEW  
MERGUEZ  
IN  
FOODSERVICE



NEW  
BACON AS AN  
IAP\*



IAP : Intermediate  
Agri-food Product

d'aucy

COCOTINE

MANY HEALTHY FAST-FOOD  
AND SIT-DOWN RESTAURANTS  
HAVE TRUSTED US THIS YEAR

d'aucy

COCOTINE

paysan  
BRETON

EXK

cojean

ange

La Croissanterie

class'croute

O TACOS

BUFFALO GRILL

EXPANDING OUR  
PRESENCE IN HEALTHCARE  
WITH THE UniHA tender

UniHA



# OUR ORGANISATION

*promoting Quality Food*



MOVING  
IN THE SAME  
DIRECTION







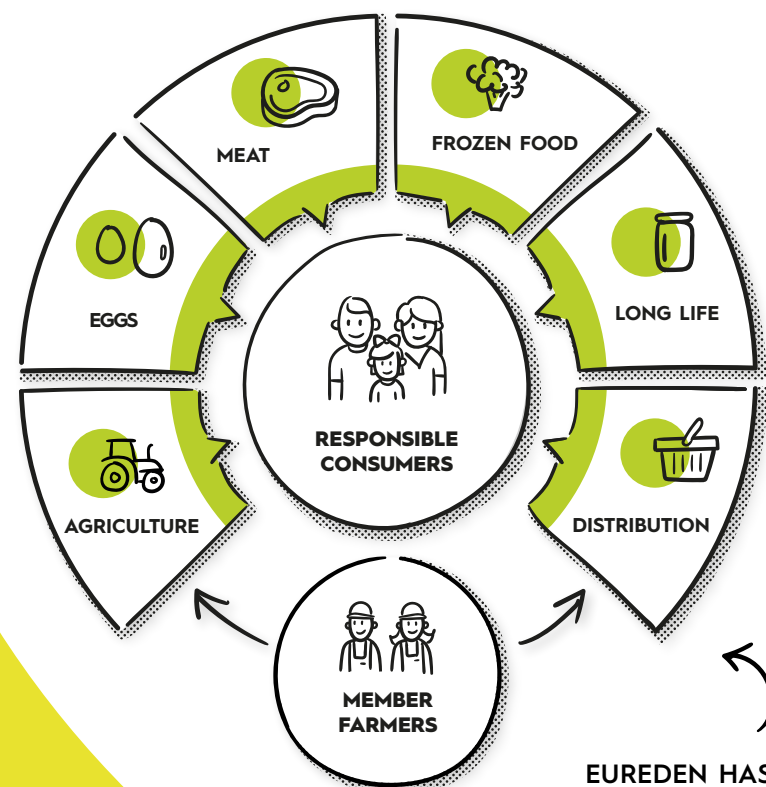
# ACTING TOGETHER to Quality Food

As Brittany's leading co-operative agri-food group,

we bear a strong responsibility: that of continually raising the level of quality of the products offered to consumers, while guaranteeing farmers fair and sustainable income. Around this common ambition, co-op members, employees, and partners form a cohesive agri-food chain, where everyone plays a key role. Together, we act daily to promote a **same objective** :

*Quality Food.*

## THE MANAGEMENT COMMITTEE IS THE GUARANTOR OF COLLECTIVE PERFORMANCE



EUREDEN HAS SIX DIVISIONS AROUND THE *co-operative*



In charge of implementing the strategic directions defined by the Board of Directors, the Managing Director, ensures the safety of employees, compliance with quality and food safety standards, as well as the overall performance of the co-operative. They rely on the Management Committee, which is responsible for steering the operational management of the six divisions and support functions, with a focus on sustainable performance and collective efficiency."



The Board of Directors, led by Chairman Dany ROCHEFORT, General Manager Marie-Gabrielle DANIEL (absent: Denis LE MOINE)

## THE BOARD OF DIRECTORS, PILOT OF STRATEGIC DIRECTIONS

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

Composed of 30 elected members (28 farmers and two partner employees), the Board of Directors defines the major strategic directions for the co-operative and the Group.

It debates and approves the budget, the investment plan and the financial plan, decides on the launch of structuring projects, and checks their implementation. It also approves the proposals of the Branches and Specialised Committees. Finally, it ensures regular monitoring of the co-operative's management, approves the financial statements, reviews the results, and determines how they are to be distributed.

## THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS



◦ Dany ROCHEFORT: Chairman of Eureden  
◦ Frédéric CONQ: Vice-Chairman of Eureden  
◦ Michel BLOCH: Secretary  
◦ Denis LE MOINE: Treasurer  
◦ Anne LE TEXIER, Éric HUMPHRY, Philippe COUËLLAN, Gurvan CEDELLE (members).

## MEMBERS OF THE BOARD OF DIRECTORS

- ACQUITTER Dominique
- BLOC'H Michel
- CEDELLE Gurvan
- CONQ Frédéric
- CORDROCH Jacques
- COUELLAN Philippe
- COZIEN Marc
- DAVY Jean-Luc
- DE LA MORINIÈRE Bernard
- DONVAL Fabienne
- D'HAUTEFEUILLE Bruno
- ERNOTTE Denis (partner employee)
- GUEGAN Mikael
- HEUZE Angélique
- HUMPHRY Eric
- JAGLIN David
- JOUBIER David
- LE COZ Laurent
- LE LIBOUX Christian
- LE MOINE Denis
- LE SCIELLOUR Yves
- LE TEXIER Anne
- MORO Nelly
- PENFORNIS Patrick
- ROCHEFORT Dany
- THOMAS Olivier (partner employee)
- THOMAZO Kévin
- TRANCHEVENT Sylvie
- YON-BERTHELOT Adeline



OUR

# STRATEGY

*for sustainable development*

ENCOURAGE  
THE MOVEMENT





## OUR BUSINESS MODEL

*Creating and sharing value collectively*



# A LINEAR AND CIRCULAR MODEL

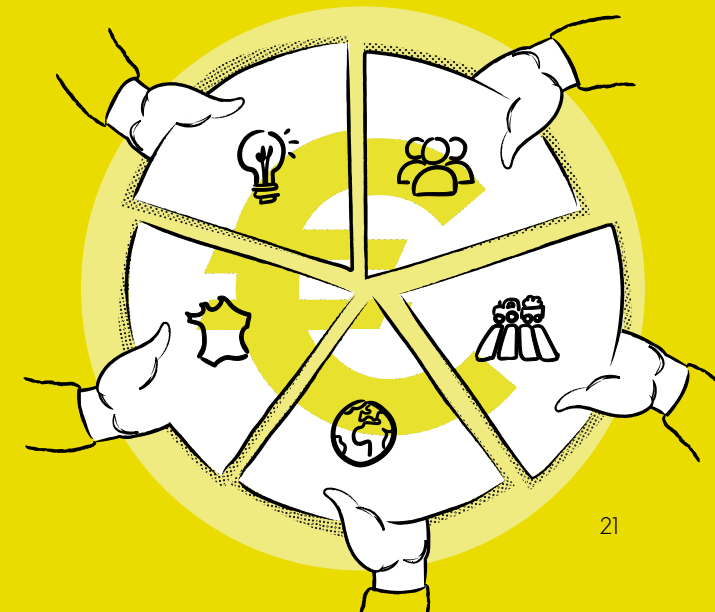
Eureden is **women and men working together to promote Quality Food.**

Because we believe we have a collective responsibility, and that our response to social, economic and environmental challenges must be built together because Eureden represents 16,000 member-farmers, who hold 100% of the co-operative's share capital, 8,000 employees and investments in various regions of France and Europe, we are involving all our stakeholders in our CSR approach, first and foremost the members and employees of Eureden, as well as customers, consumers, regional players, not forgetting the planet, which is a fully-fledged stakeholder at the root of our agricultural and agri-food activities.

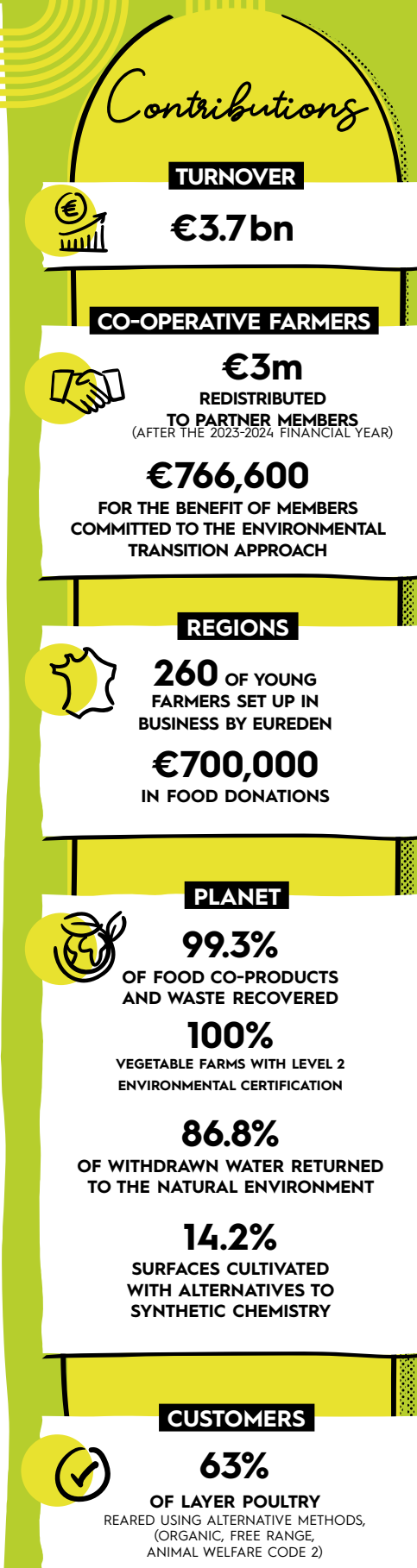
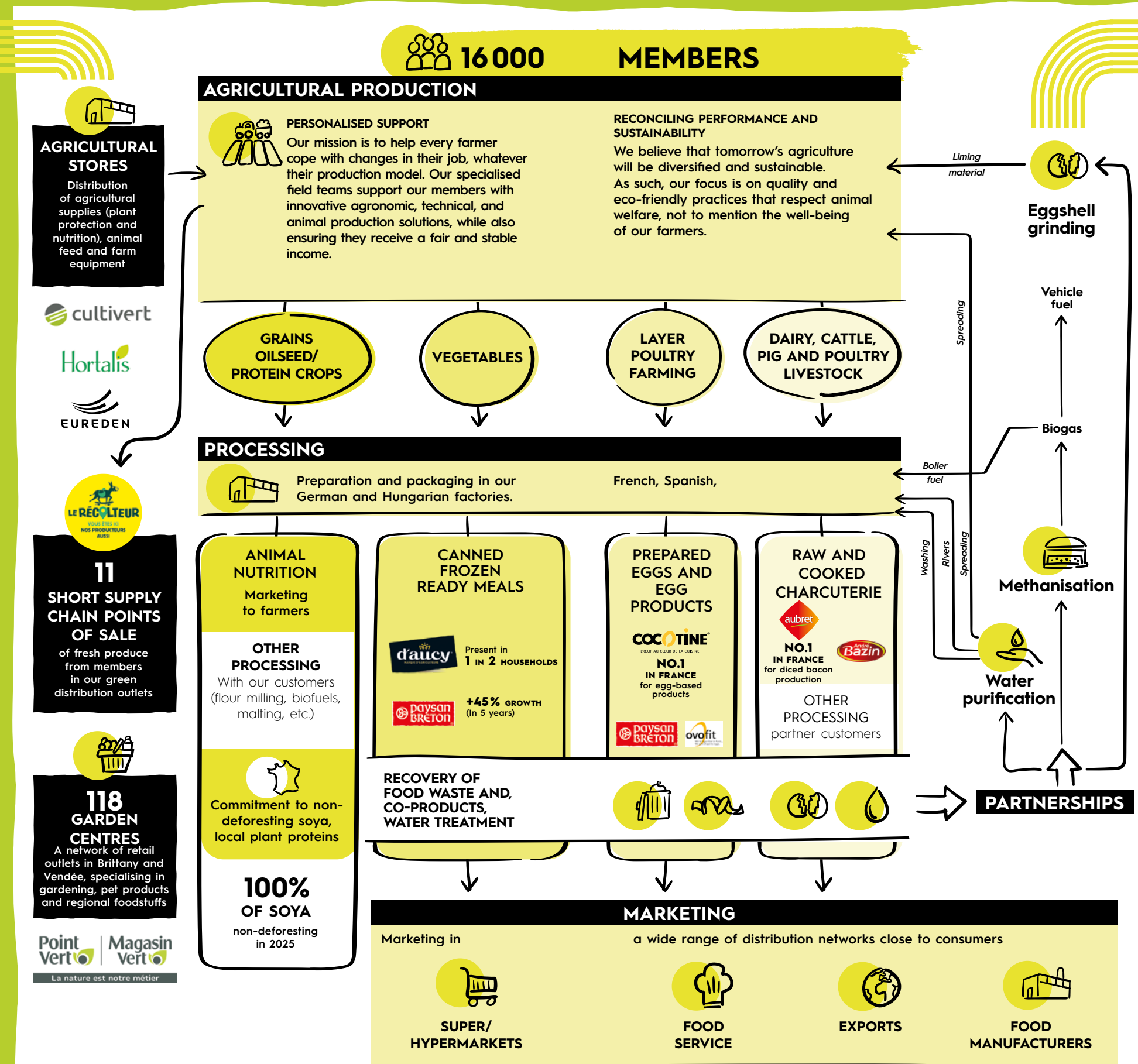
**The business model on the following pages describes the open dialogue between Eureden's various stakeholders, who all contribute proactively to value creation.**

THAT IS  
THE MEANING  
OF OUR SIGNATURE

*The Land unites us.*











# OUR CSR POLICY

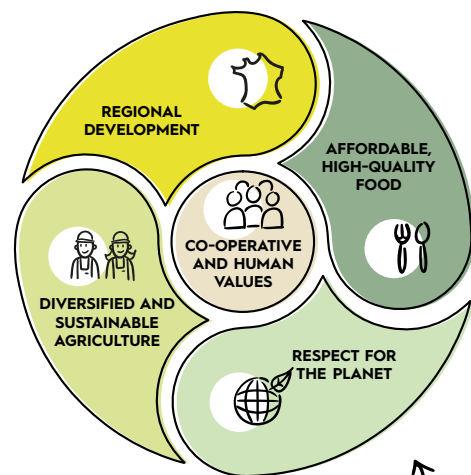
*A positive impact for people  
regions and the planet*



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

**Objective: to help create a positive impact  
for people and the communities  
in which we operate by encouraging sobriety**

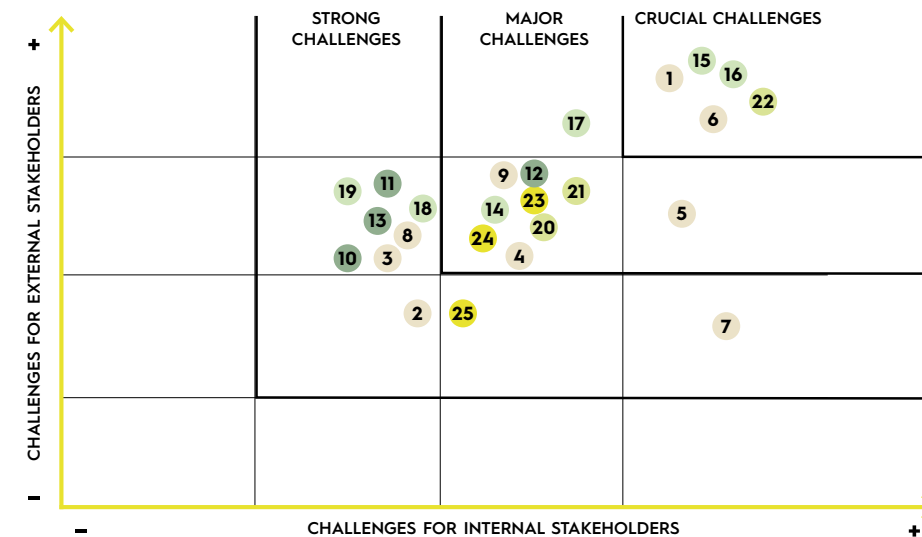
## FIVE PILLARS AND 25 AREAS OF ACTION, THE FOUNDATION OF OUR CSR APPROACH



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

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

## FROM AREAS OF ACTION TO THE ESRS



### Materiality matrix

As Eureden is not yet subject to the CSRD, and the Double Materiality Assessment (DMA) is currently underway, we present here the single materiality assessment. This is the identification and prioritisation of issues that may have a significant impact on Eureden, on our activities, or on our ability to create financial value for ourselves or our stakeholders.

We updated this matrix in early 2023 (the first one had been formalised in 2020), in a geopolitical, social, and climatic context that pushed us to reinforce food sovereignty while accelerating ecological transitions. To do this, we re-consulted our Board of Directors, the Group's employees, as well as a selection of Eureden's customers, suppliers, and partners. We thus reviewed our roadmap and repositioned the priority issues for Eureden and its stakeholders; our materiality matrix therefore evolved, as did the commitments and action plans in each of our activities.

We have identified **5 crucial issues and 10 major issues** that we must address prioritarily and collectively. It is possible that not all issues related to double materiality have been integrated yet.

### A double reading through risks and impacts

What are the risks that may affect our financial profitability and our ability to create value for member farmers? What are the impacts resulting from Eureden's activities? The double materiality analysis work, conducted in early 2024 on issues organised under the ESRS (European Sustainability Reporting Standards) and based on a twofold analysis, has confirmed this prioritisation. The ESRS, which serve as the European sustainability reporting standards under the CSRD, support companies in structuring the disclosure of their sustainability information.

"Given the nature of our agricultural and industrial activities, the Environmental ESRS (including climate change, water, biodiversity, pollution, and circular economy) are highlighted as priority issues. Within our own workforce, health and safety also appears as a major issue, as well as skills development and diversity, equity, and inclusion. Finally, supplier relations and compliance on ethical subjects appear to be essential.

Although not yet formalised as a matrix at this stage, this analysis is pushing us to establish policies, action plans, indicators, and objectives aligned with Eureden's issues.





## AN ORGANIZATION TO LEAD THE TRANSITIONS

### Strategic Direction for Sustainability

The year 2024 saw the creation of the Strategic Direction for Sustainability. **The clearly stated objective is: to integrate sustainability objectives into the company's overall strategy.** Within this direction, the Sustainable Development & Environment department, led by Karen Goulard and now incorporating the environment team, intends to steer transition projects through the analysis of impacts and of risks and opportunities for Eureden's various stakeholders, the formalisation of sustainability policies, and the implementation of concrete action plans with quantified ambitions.

Although postponed following the Omnibus Law, **the CSRD (Corporate Sustainability Reporting Directive) provides the framework.** The major issues identified during the double materiality analysis work are being addressed by working groups to enable Eureden to manage the associated risks or impacts and to seize the opportunities. This is truly about creating value for the company, its employees, its members (farmers), and all its stakeholders.

### Agricultural Transitions & Sustainability Commission

At the same time, an Agricultural Transitions & Sustainability commission was established in order to connect the realities of the agricultural sector with the needs and objectives of the agri-food industry. The commission, made up of board members and chaired by Dany Rochefort, president of the cooperative, meets at least three times a year to ensure that the transitions are economically viable, or even create value, for both the operators and the Group and its stakeholders.

The members of the commission have identified **combatting climate change (ESRS E1) as a major challenge** for the Group.

The president therefore proposed a training session for all of the cooperative's elected board members, namely 28 farmers and 2 partner employees.

This one-day training, preceded by e-learning modules and delivered by La Coopération Agricole (LCA), aimed to improve understanding of climate change, the carbon cycle, and its measurement, as well as to raise awareness of the agri-food sector's impact through the carbon assessment.

The commission will be involved in all work carried out for the Group's decarbonisation trajectory, as well as on the other identified issues, such as water management, biodiversity, and the circular economy.

### Business experts to deploy the CSR roadmap

The Sustainable Development & Environment Department is a team of 5 people who drive and coordinate the transition projects. Choosing a small central team illustrates our desire to make CSR a major strategic element that is driven by all, managers and, more broadly, by employees.

To get all the business lines on board and share the CSR culture, we set up **a CSR committee in 2020, made up of one contact person per division and corporate department, d'une personne référente par branche et direction corporate, that is more than 20 employees who are experts in subjects that represent major challenges for Eureden.**

The CSR Committee works on the overall policy and the readjustment of stakes/issues, in light of societal developments, for example. As CSR ambassadors within their roles/departments, the representatives are responsible for ensuring the implementation of the CSR policy within their scope and the deployment of the roadmap to operational teams.

More and more, and particularly following the double materiality analysis conducted in 2024, the Sustainable Development & Environment Department is led to work with business experts in the field to draft policies, initiate action plans aimed at controlling the identified impacts and risks, and measure the performance of actions using quantifiable indicators.

Beyond the publication of consolidated indicators (see p84-85 of this report), the increasingly precise management of data allows us to progress in our ESG (Environmental, Social, Governance) initiatives; initiatives that contribute to the Group's economic performance.

In this report, you will find some illustrations of these actions and the associated indicators.



### FINANCING INDEXED ON SOCIAL AND ENVIRONMENTAL CRITERIA

In early 2025, we contracted a new syndicated loan incorporating environmental and social impact criteria (Sustainability-Linked Loan). Following on from the previous loan, this financing is indexed to CSR criteria, with clear objectives: **reducing greenhouse gas emissions, developing alternatives to phytosanitary products, and supporting the establishment of new farmers.**

In parallel, we are continuing the commitments made in 2022 as part of the merger with the company André Bazin, focusing on three CSR criteria: energy, employee health and prevention, and animal welfare.

These strong commitments are audited annually by an independent body, with trajectories set over 5 years, positioning us within a genuine progress approach.

**This operation clearly illustrates our commitment to placing Corporate Social Responsibility (CSR) at the heart of Eureden's strategy.**



### Contribution to the UN Sustainable Development Goals

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

**17 Sustainable Development Goals (SDGs)** (SDGs) adopted by all member states for 2030, in order to meet the major global challenges.



17 SUSTAINABLE DEVELOPMENT GOALS (SDGs)



# POLICY ON SUSTAINABILITY

*issues*

FULFILLING  
OUR  
COMMITMENTS





# GOVERNANCE

## and Environmental Strategy



The evolution of the Environment division within the Quality-Safety-Environment Department into the Strategic Sustainability Department anchors a new ambition for the Eureden Group: **to move from regulatory compliance to an environmental performance strategy.**



Karen GOULARD  
Sustainability & Environment  
Manager

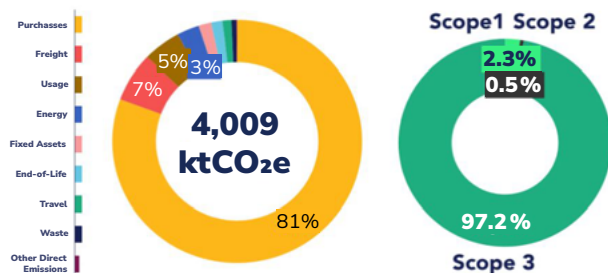
- This transition is structured around **three major pillars**:
- Anticipate challenges and transform regulatory constraints into opportunities for continuous improvement.
  - Formalise policies around major environmental issues, and drive concrete and measurable actions.
  - Integrate environmental issues upstream of projects, across all of the Group's activities.

To offer tailored solutions to business challenges and stay close to on-the-ground realities, the Sustainable Development & Environment team works with environment representatives from all of the Group's branches and sites.

The objective, through this environment community, is to jointly deploy a structured approach to environmental preservation and restoration.

## ENERGY AND DECARBONISATION: A STRUCTURAL CHALLENGE FOR EUREDEN

The decarbonisation of Eureden's activities and its entire value chain is a strategic and major challenge. To address this ambition, the first step was to carry out a comprehensive carbon footprint assessment.



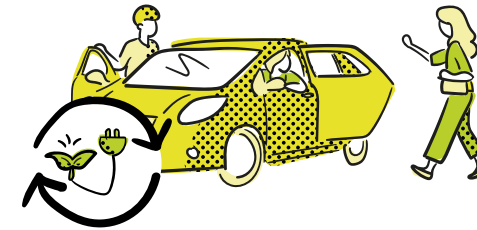
### Carbon Footprint Report 2023-2024

Conducted across all three scopes and covering all of the Group's activities, the carbon footprint for the 2023-2024 fiscal year amounts to over 4 million tonnes of CO<sub>2</sub> equivalent.

**Over 97% of these emissions fall under Scope 3, this clearly indicates that Eureden must actively engage its entire value chain to reduce its carbon footprint.**

The purchase of agricultural raw materials constitutes the largest emission category. Within this category, animal production has a significant impact due to high volumes and elevated emission factors. The manufacturing of animal feed, which is directly linked to animal production, contributes heavily to the Group's emissions, particularly through the use of carbon-intensive inputs in cereal production. The second largest category, upstream and downstream transportation, accounts for 7% of the Group's emissions. Reduction efforts are ongoing within the Eureden Frozen Food (see p56) and Eureden Long Life branches, notably through Fret 21.

## Towards 100% electric for company vehicles



Since 2024, 100% electric vehicles have been introduced into the Eureden Fleet catalog. Since this testing phase was conclusive, they are now predominantly offered to employees when renewing their company vehicles. Concurrently, charging stations have been installed at 4 initial Eureden sites: Theix, Landerneau, Rostrenen, and Quimperlé. The various Group Branches are currently establishing an equipment plan, aimed at covering the entire Breton territory, with more than 80 charging stations spread across around twenty sites by 2028."

## Supporting the Value Chain and Agricultural Transitions

Beyond the Responsible Procurement initiative launched by the Group's Strategic Purchasing Department (see p37), Eureden is actively engaging with farmer-members of the cooperative. The objective is to support them in adopting agricultural practices that not only reduce emissions but also enable carbon sequestration. Concrete solutions exist for both livestock farming and crop production. However, their implementation involves a profound change in the agricultural model, which must be technically and economically supported. Through an action plan currently being developed, which will support the Scope 3 decarbonisation trajectory (planned for 2026), the challenge is to maintain and strengthen the overall performance of the farms.

## Action Plan and Industrial Process Optimisation

Although representing only a very small share of the Group's total emissions, an in-depth analysis conducted following the carbon footprint assessment has identified levers to reduce emissions specific to internal activities (Scopes 1 and 2). An action plan is currently being implemented, with a particular focus on energy. Several key measures will be rolled out:

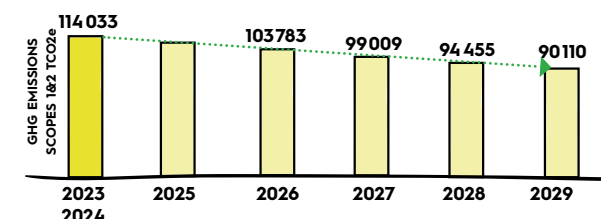
- **Gradually guide industrial sites towards ISO 50001 certification**
  - **Replace gas boilers** with biomass-based solutions
  - **Recover waste heat** from industrial processes
  - **Increase the share of renewable energy** in the energy mix
- Although these initiatives require considerable investment, they deliver significant cost savings while **aligning environmental and financial performance.**



## Solutions to decarbonise animal feed

**Testimonial from Damien Craheix, Head of Transformation & Innovation, Animal Production, Nutrition, and Health Division**

In 2025, Eureden achieved its announced target of **100% certified soy sourcing from non-deforested areas**. At the same time, the cooperative implemented a policy to relocate protein-rich crops used in animal feed (wheat, peas, fava beans, rapeseed) to Brittany. On the industrial side, and with the support of France Agrimer, nearly €1.5 million was invested in 2024 to optimise the storage and use of these local raw materials in our factories. Eureden has also engaged in several collaborative R&D projects aimed at developing low-carbon feed ranges. These solutions help reduce feed conversion ratios in livestock and lower enteric methane emissions.



The reduction trajectory for Scopes 1 and 2 targets a 4.2% annual decrease in emissions.





## WATER, A RESOURCE TO PRESERVE

« **The preservation of water resources is a major challenge for both Eureden's agricultural and industrial activities.** The increasing frequency of droughts and floods disrupts the water cycle and access to this resource in our regions. Water stress is particularly high in Brittany, where tourism, agriculture, and the agri-food industry compete for water use during the summer months."

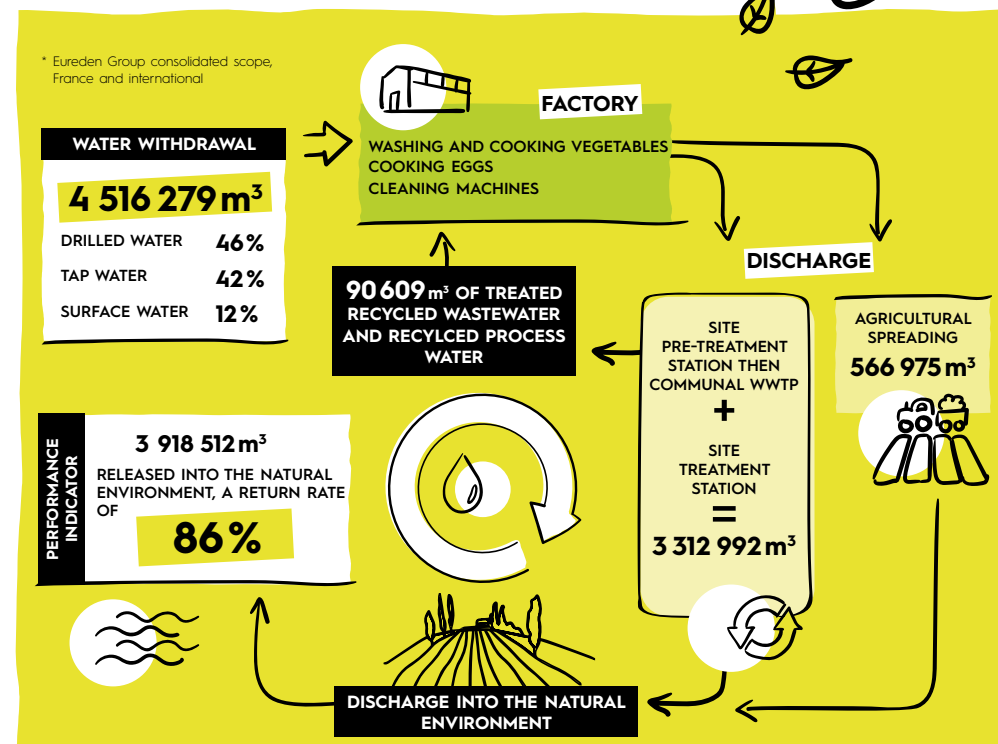
### Reduce water abstraction

It is impossible to grow vegetables, wash them, blanch them, or sterilise preserves without water. However, measures can be taken to reduce abstraction. These include, for example, reusing process water for washing vegetables, implementing closed-loop systems, installing water-efficient equipment, optimising flow rates, installing meters, or even actively looking for leaks and raising awareness about best practices. All these actions can be found in the Ecod'O program, a regional initiative that several of the Group's industrial sites have joined in order to reduce their water consumption.

Another concrete illustration of Eureden's commitment to water preservation is the d'aucy France site in Le Faouët (Morbihan), which reinforced its wastewater treatment system (WWTP) by investing in a new Best Water Technology (BWT) reverse osmosis unit in 2023. This equipment filters the water from the treatment plant to produce reusable water without residual chlorides. The physicochemical quality of this treated water exceeds the criteria for water intended for human consumption. Coupled with the wastewater treatment plant, the reverse osmosis unit has already made it possible to reduce the site's abstraction by a quarter.



### Combining agronomy and technology



**On the field side,** we are working on implementing agricultural practices that allow water to be retained in the soil: **such as the use of plant cover, no-till techniques, hoeing, hedging and adjustment of crop cycles.** Research into varieties that are more resistant to water stress and the use of capacitive probes are also helping

**OPTIMISE**  
water  
consumption

## BIODIVERSITY, ESSENTIAL CAPITAL FOR OUR FARMS

« As part of the "Cultivons Autrement" (Cultivate Differently) approach, **Eureden is committed to significantly reducing the use and impact of pesticides on crops while maintaining farmers' performance levels.** A ambitious action plan has been rolled out since 2020, focusing on the selection of more resistant varieties that eliminate at least one treatment, the development of biocontrol solutions, and mechanical weeding services. The objective is clear: it is about developing and encouraging alternatives to synthetic chemistry.

### Farmers volunteering to experiment with alternatives

Illustrating this commitment, since 2020, as part of the national Ecophyto initiative, 12 "Fermes 30 000" progress groups, bringing together more than 200 voluntary farmers, have been working on reducing the use of plant protection products. The results are encouraging, notably with an 11% drop in the TFI (Treatment Frequency Index), which means fewer full-dose applications of plant protection products per unit area.



### Support for regenerative agriculture

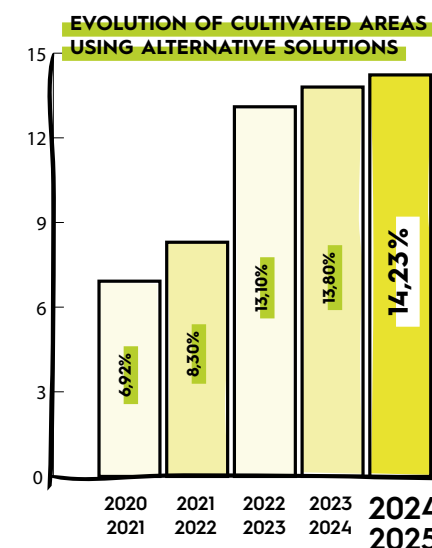
**Testimonial from Valentin Battais, Cereals and Trading Activity Quality Manager**

*For the past 5 years, even as regulations have tightened and many actors have preferred to stop this activity, we have continued to develop the "sustainable rapeseed" approach for biofuel, by reinforcing our quality requirements. Beyond the positive impact on greenhouse gas emissions, this approach, managed through the analysis of extensive data, promotes simplified farming techniques.. Similarly, we are committed to Nestlé's "sustainable wheat" initiative, which aims for 100% of its raw materials destined for pet food (dog and puppy food) to be cultivated using regenerative agriculture. We support and assist farmers in deploying techniques that allow for soil regeneration.*

*The initiative is audited by Sols vivants, which performs analyses to verify the soil's composition. The approach currently involves about a hundred members of the cooperative, located near the Purina Nestlé site in Quimperlé. We intend to develop these "sustainable" volumes of wheat, as well as maize, to offer the best returns to farmers.*

### Technology to preserve soil biodiversity

Among the solutions deployed is the collaboration with the start-up Ecorobotix, initiated in 2022 to test a smart weeding solution, the ARA boom, which uses digital imaging. Since the experiments showed an average reduction in treatments of 85%, while maintaining quality and yield levels, the cooperative invested in 3 ARA booms in 2024 and now offers this weeding service for bean, flageolet bean, spinach, and carrot crops (see article p45).



**100%**  
VEGETABLE FARMS BELONGING TO THE EUREDEN CO-OPERATIVE HAVE LEVEL 2 ENVIRONMENTAL CERTIFICATION

**61**  
FARMS WITH LEVEL 3 ENVIRONMENTAL CERTIFICATION



## SOCIAL POLICIES

### Diversity, Equity, Inclusion

Aware that human capital is its greatest asset, Eureden is implementing a series of concrete initiatives to build a fair, respectful, and stimulating work environment. The Group affirms its role as a responsible employer, attentive to every stage of its teams' professional lives.

#### Recruit effectively and fairly

Convinced that recruiting can be both a lever for social transformation and a driver of performance for the company, we established a partnership with L'école du recrutement (The Recruitment School) at the beginning of 2025. Beyond engaging all of the Group's recruiters in acquiring the methods and tools to attract the most relevant profiles and hire effectively, **the training emphasises fair recruitment based on equal opportunity, non-discrimination, objectivity, and transparency. This provides an opportunity for the trainees to challenge their practices, and sometimes to break free from certain deep-rooted habits.**

#### Laying the foundations for a respectful, human-centered, and high-performing company culture.

Because living well together is a shared responsibility that contributes to well-being, collective performance, and team cohesion, the egg division drafted a charter of benevolence in 2025. Presented across all sites and addressed to all employees, regardless of their status, role, or seniority, the charter aims to promote a **harmonious, respectful, and inclusive working environment** by combating all forms of discrimination, harassment, and exclusion, and by fostering the inclusion of new arrivals and individuals in vulnerable situations.

#### Promoting the inclusion of people with disabilities

Supporting the employment of people with disabilities is an important focus for the Group. A concrete example: in 2024, several Eureden companies participated in the 'Duoday,' a national initiative promoting the inclusion of people with disabilities in the professional environment (see p67). Another illustration of the desire to **strengthen commitment to the inclusion of people with disabilities**, Eureden Distribution carried out an assessment of initiatives supporting people with disabilities in order to establish an action plan (see p.73).

#### Supporting seniors



Administrative procedures related to retirement can be complex. Eureden therefore supports its senior employees through informational meetings, held via videoconference, in partnership with the social protection group Agrica. Some of the Group's companies have also decided to go further in providing support. For example, Eureden Group, which brings together the holding company's functions, has launched a partnership with Les Talents d'Alphonse, a platform dedicated to retirement preparation starting at age 50.

**Beyond understanding one's rights, the platform helps determine the best strategy; it encourages everyone to review their career record and identify and correct potential errors to ensure all eligible quarters are accounted for; finally, it promotes reflection on post-retirement activities to support a successful transition.**

A personalised support pathway is offered to employees over 55, complemented by a scheme for employees over 58 led by the Eureden HR department. This includes individual interviews **aimed at reviewing their career path, acquired skills, development needs, and end-of-career perspectives.**

### Skills development

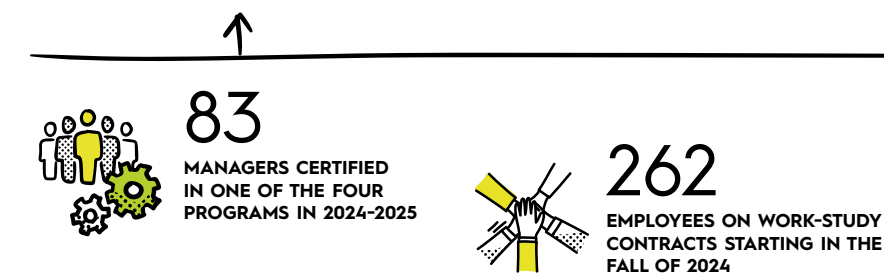
**Certification or diploma-based training programs, discovery workshops, awareness sessions, coaching, mentoring...** There are numerous opportunities for Eureden employees to grow in their roles.

#### Customised training programs

In a context of transformation, Eureden is investing in employee skills development by offering four tailored training programs for each level of responsibility, developed in partnership with Rennes School of Business.

- Mandatory for all managers, **the 'New Managers' program** aims to acquire the fundamentals of management and to disseminate Eureden's management 'standards.'
- Upon the manager's proposal or at the employee's request, **the 'Manager' program** provides keys to managing according to one's personality, managing for the sake of individual and collective performance, and mobilising one's leadership in all circumstances.
- **The 'Eureden Leader' program** is aimed at executives with high levels of responsibility or those being supported through a career progression. Organised around five modules, its objective is to support the Group's strategic vision and provide a common understanding.
- **The 'Eureden Executive' program** is designed for senior executives and aims to support the Group's transformation by drawing inspiration from management's best practices.

**All these programs are subject to certification involving individual or collective presentations before a jury comprising a mix of Eureden managers and trainers from the Rennes School of Business.**



#### A tailor-made program for work-study students

Since 2022, Eureden has been deploying a very strong policy regarding work-study programs and the transmission of expertise. The roadmap is structured around several highlights, the first of which begins even before the employee joins the company. Thus, in partnership with the Rennes School of Business, Eureden organises a 7-hour **training session** to enable tutors to perfect their managerial approach in line with Eureden's standards. Upon arriving at Eureden, each apprentice receives a **welcome box** that notably includes an apprentice guide to help them start their assignments in the company with peace of mind. A few months later, the apprentice integration day, dubbed the **'welcome day'** and held at the Stade de La Rabine in Vannes, allows them, in a fun way, to discover Eureden and its various business divisions, but also to build connections among the apprentices. Eureden organises the 'Alternance Week.' This year, 121 apprentices participated to discover the Group's job roles as well as the employment offers.

Individual and collective meetings are organised with recruiters so that the apprentices can discuss the different careers, receive personalised advice on their CVs, and prepare for job interviews.

### Professional Coaching: a resource to (re) discover

In an environment where expectations of managers are evolving – adaptability, leadership, and the ability to get teams on board – professional coaching is growing within Eureden. It helps to clarify one's objectives, mobilise one's resources, and find one's own solutions. It can be useful when taking on a new role involving a change in approach, during relational or managerial difficulties, or whenever it involves strengthening team dynamics and cooperation. Coaching can be conducted either by one of the four certified internal coaches or by an external coach. Coaching complements the training programs and does not replace the resources dedicated to situations of distress or mobility assessments managed by the HR function.





## PREVENTION, HEALTH, SAFETY, QUALITY OF LIFE, AND WORKING CONDITIONS



**Rachel DANT**  
Manager, Health, Safety, Quality  
& Prevention Coordination

« We are convinced that discussing workplace health and safety in a positive manner helps to get teams on board with these topics and strengthen the health and safety culture. That's why we renewed our annual challenge for the 5th consecutive year, allowing us to highlight and reward contributors of good practices. Many actions implemented on site were shared by those who initiated them. This year, the internal training module DéclicS was rewarded by our General Management during a seminar bringing together approximately 200 employees. Over a half-day, this module (see box) aims to **raise awareness that everyone can and must improve health and safety daily, regardless of their job position or seniority.** »

### DéclicS, 90% satisfaction rate

**DéclicS, is a highly participatory training program that breaks the mold.**

Concretely, this project was entirely conceived and then designed internally in a collaborative manner, involving representatives from each business line. A single core module was created for the entire Group, with an alignment on clear and shared pedagogical objectives aimed at developing a common culture toward 0 accidents. It includes a quiz on occupational health and safety, a 'typical day' workshop featuring examples of events that have occurred within the Group, and a case analysis related to responsibilities. This common framework allows for adaptation to the specific activities and risks of the different perimeters. The training sessions are all led by internal referents, who are important relays for the development of our health and safety culture. More than 90% of participants are satisfied or very satisfied with this training. All recognise being impacted by the approach, generating a genuine safety 'déclic' and appreciate the proximity and open dialogue among colleagues and with managers. This training is a reminder that the mobilisation of everyone is essential in order to **improve the level of health and safety on our sites day after day.**

### Roadmaps adapted to each scope

Activities, awareness campaigns, training, site modifications/upgrades, equipment—we are continuing the deployment of the roadmaps defined for each perimeter, with the necessary adjustments.

**New this year: internal audits.** These cross-audits are based on the established framework, which covers the common foundation defined over the past few years, since the creation of Eureden. Each internal auditor received training before carrying out self-diagnostics and/or audits. These audits are particularly appreciated by the auditors, as well as by the auditees, who recognise the **benefits of a fresh perspective on their practices and value the numerous exchanges.**



Supported by the General Management and the CODIRs, the prevention culture development plan is implemented by the Quality-Safety Prevention Coordination unit, the branch prevention referents, employee representatives, our managers, and all personnel. We are convinced that our employees are our most valuable asset and that our actions have a positive impact on their protection and their professional development. **That is why we are continuing our continuous improvement approach in Prevention and Quality of Working Life and Working Conditions for the years to come, in order to contribute to the Group's overall performance.**

### Health through sport

Official sponsor of several professional sports clubs (Rugby Club Vannes (Morbihan), Landerneau Bretagne Basket (Finistère), Brest Bretagne Handball (Finistère), Wagner cycling team (Haute-Saône)), Eureden also supports amateur sports clubs or events. Furthermore, to encourage its employees to engage in sports, the Group offers 'sports vouchers' contributing to the financing of sports club registrations; it also covers the registration fees for a few local sporting events, such as the Vannes Marathon, the Brocéliande Legends Trail, and the Chambord Castle (Loir-et-Cher) inter-company challenge.

## RESPONSIBLE PROCUREMENT : BUILDING SUSTAINABLE PARTNERSHIPS



**Françoise GUILLAUME**  
Indirect Procurement Manager, in charge  
of the Responsible Procurement approach.

« We are convinced that our responsibility extends beyond our own activities. Our suppliers are essential partners in our value chain and key players in our mission for "Quality Food". To launch our approach on a solid foundation, we carried out a **comprehensive diagnosis of our purchasing practices in 2024, with the support of a specialised firm, against the RFAR (Responsible Supplier Relations & Purchasing) benchmark.** This assessment allowed us to build a pragmatic roadmap, prioritising the actions that are both the most impactful and the most structuring for the Group's strategic procurement department »



### Our ambition: -30% CO<sub>2</sub> on our procurement\*

Among Eureden's challenges is the fight against climate change. As shown by the breakdown of the Eureden Group's carbon emissions, detailed on page 30, procurement accounts for 81% of the impacts. These include agricultural raw material purchases, packaging purchases, vehicle purchases, transport services, and services purchases.

Within the Group's strategic procurement department, we have set an objective:

**-30% CO<sub>2</sub>e by 2030. To achieve this goal, we must bring our suppliers on board with the initiative, as well as all our buyers.** We have established an action plan to this end (see box) and launched the first actions in 2025, namely the training of buyers and the supplier diagnosis.

\*by 2030, for purchases managed by the DASG

### KEY ACTIONS TO ACHIEVE OUR OBJECTIVE

- ⇒ **Training of buyers on decarbonisation**
- ⇒ **Diagnosis and Commitment of Our Suppliers: a questionnaire campaign** is currently underway with our suppliers to assess their carbon maturity.
- ⇒ **Identification of CO<sub>2</sub> reductions** committed by the most mature suppliers, to integrate them into our own climate trajectory.
- ⇒ **Co-construction of progress plans** with suppliers less familiar with the subject.

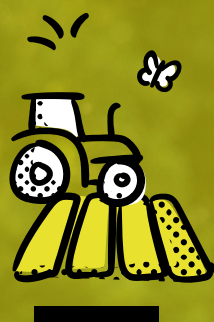


# IMPLEMENTATION OF THE STRATEGY



TO HIGHLIGHT  
OUR  
EXPERTISE





# AGRICULTURE

## SUPPORTING DIVERSE AGRICULTURE

The land, the farmer's primary tool, is also the promise of a sustainable future. It is thanks to their commitment and expertise that food sovereignty and the quality food are born. Supporting these passionate women and men means jointly building supply chains that are meaningful, balanced, and innovative.

Eureden works toward a diverse, competitive, and connected agriculture that respects our mother Earth.

This agriculture will be the foundation for the development of agri-food supply chains that create shared value between the cooperative, its members, and consumers.

The renewal of generations is a crucial challenge. With energy and confidence, Eureden is committed to building a responsible agriculture that serves accessible and high-quality food for everyone, for today and tomorrow.





# Eureden AGRICULTURE

Eureden Agriculture guarantees the cross-functionality between all the division's upstream activities. Rooted in the Breton territory, the division aims to be a multi-specialist and an expert in vegetable production, grain trades, animal nutrition, and in pork, dairy, beef, and poultry production—both in conventional and organic supply chains. Technical-economic and environmental support, as well as assistance with members' development projects through a global farm approach, are at the heart of its activity.

**Eureden Agriculture's ambition is to maintain a good balance between livestock farming and crops, which are the pillars of Breton farmers' competitiveness, while simultaneously addressing societal, environmental, and economic challenges.**

## 2024/2025 in brief

**The 2024/2025 year was marked by a cereal and vegetable harvest disrupted by a rainy summer, which impacted yields.** The very wet weather lasted until the corn harvest. Following significant delays in sowing, the rainy conditions led to the corn harvest being extended until January. This is unprecedented, in the memory of Breton farmers! This makes the cooperative's work and requirements regarding the quality, drying, and storage of cereals even more crucial... with the aim of guaranteeing livestock feed that meets the performance needs of breeders.

Among the year's major events, we note the election of a new Chairman (Dany Rochefort) and a new Vice-Chairman (Frédéric Cong) to the cooperative. They have continued the strategic orientations already initiated and have notably accelerated the strategy for developing on-farm energy offerings (energy wood, methanisation, agri-voltaics), and the digitalisation of member relations (new version of its extranet and an e-commerce site).

**The settlement of new farmers is one of the agriculture division's priorities.**

With one in two farmers retiring by 2030, our challenge is to establish young farmers with viable, long-term projects. As a result, the division created Repriz Agri, a real estate agency that provides even more professional support for the transfer and takeover of farms. The cooperative thus aims to support 250 to 300 young people every year in their establishment projects.



## VALUE creation

**With 1,880 employees and 16,000 members, our cooperative offers local solutions for all types of farming (conventional, organic, certified labels, etc.), and drives a dynamic of progress to improve farmers' income while producing essential, quality ingredients for everyone.** It acts

daily to foster a diversified, responsible, and forward-looking agriculture, thereby developing high value-added sectors, combining economic competitiveness, respect for natural resources, and local roots. Economic performance must go hand-in-hand with environmental performance. Preserving the soil, water, air, and biodiversity ensures the sustainability of farms and meets societal expectations. To support young farmers, we have implemented the JA Passport, a comprehensive program dedicated to the success of their establishment. Regarding digital transformation, we are investing in innovative tools: an intuitive new version of our extranet, personalised digital services (such as Decision Support Tools, plot traceability, etc.), and an e-commerce platform that facilitates sourcing/supply and the valorisation of their productions. These tools enable our members to increase their productivity.

These tools enable our members to increase their productivity. Our cooperative, due to its size, benefits from multi-expertise and adopts a global and cross-functional approach to farming, integrating technical, economic, and environmental levers. Our "du champ au tank" (field-to-tank) approach supports dairy producers at every stage of their activity, combining fodder crops, quality, and dairy performance.

**Finally, our relationship with members is based on tailor-made support, adapted to the specific needs of farmers, the type of production, and the territories.**

## CREATING VALUE, ALSO MEANS DEVELOPING THE WOMEN AND MEN

who drive agriculture forward.

## AMBITIONS and outlook

**Our co-operative, Eureden (and its agriculture division), is a pillar of the success and sustainability of Breton farms.**

At every key stage of the farm's life and for all types of production, the co-operative supports its farmers in the pursuit of competitiveness to make Breton farms more robust, innovative, and high-performing. This translates into committed, high-performing, and supportive farmers, expert and engaged teams, competitive livestock farming across all animal productions, open-field vegetable cultivation through dedicated supply chains, cereal and oilseed/protein crop cultivation with increased performance, a high level of integration within our co-operative tools (from collection to downstream valorisation) and in connection with the Breton economic fabric, allowing for the enhancement of quality supply chains, and finally, a proximity that is a key factor in 8 out of 10 Breton farmers joining Eureden.

Ultimately, our ambition is to ensure value creation and guarantee the long-term viability of farms by making them more robust, innovative, and attractive.

**Our strategic pillars have the following key words: development, collective performance, crop-livestock synergy, operational excellence, profitability, and pioneering and high-performing farmers.**



## ENERGY

Optimising the use of mineral fertilisers is a lever for energy savings.

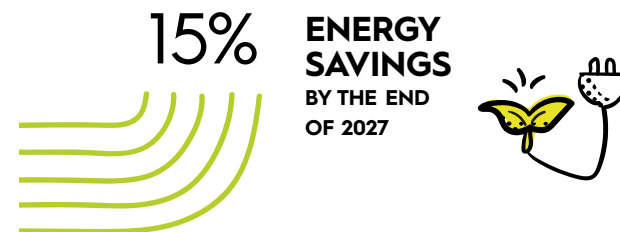


### Reducing consumption on farms

In 2025, Eureden was a winner of the "Fabacée" call for projects, a national scheme aimed at financing and supporting the needs of farmers to create energy savings. Part of the Energy Savings Certificate (CEE in France) framework, supported by the Ministry of Ecological Transition, it aims to support the transition of agricultural practices through energy optimisation.

Within this framework, Eureden deployed the "Économie d'énergie" (Energy Savings) project and committed to a 3-year support program for 70 farmers, organised into five progress groups, focused on reducing energy consumption (inputs, buildings, fuel, etc.) at the farm level.

**Objective: to achieve an average of 15% energy savings in participating farms by the end of 2027.**



### Sustainable management of hedgerow landscapes

Long considered only as a landscape or ecological element, the hedgerow is now becoming an economic asset within agricultural farms. In addition to its numerous agro-ecological benefits (wind protection, water regulation, soil preservation, etc.), **a well-managed hedgerow can provide significant complementary income, ranging from €850 to €950 annually per kilometer of hedge.**

Thus, and notably in order to supply the future biomass boiler at the Peny site in Saint-Thurien (Finistère), Eureden has developed a value chain for the valorisation of bocage hedgerows, offering farmers a new source of income. Eureden and its partners (LG Concept and the Hunters' Federation of Côtes d'Armor) are supported by ADEME (the French Agency for Ecological Transition) for their involvement in structuring a sustainable value chain for the valorisation of bocage across Brittany.

## NEW TECHNOLOGIES and digital

### A tool combining drone and artificial intelligence to facilitate manual purification

In Brittany, certain weeds, such as datura, are progressing strongly. Nightshade also remains a recurrent problem, especially in organic farming. To help detect them, the cooperative Eureden used Telespazio technology in 2024, combining a drone and artificial intelligence, to survey and analyse 37 hectares. This method makes it possible to precisely map the areas to be treated and facilitates manual purification.

In 2025, the service will continue on organic bean and flageolet crops, with manual purification. The Telespazio tool ensures the control of this weeding and can guide a second pass if necessary. In conventional farming, this solution is also recommended before harvest on high-risk plots

**This innovative approach helps farmers control these weeds, protect the quality of their production, and reduce the risk of rejection at the factory.**



### Development of the ARA spraybar

The Eureden co-operative, in partnership with Ecorobotix successfully launched a weeding operation in 2024 for bean and flageolet crops. Nearly 450 hectares were treated using twospraybar, **allowing for an average treatment reduction of 85%.**

ARA is an ultra-localised spraybar that allows for targeted and very precise weeding of weeds, resulting in a significantly reduced treated area while still controlling the weed cover. The tool, which is 6 meters wide, can scan the soil surface while only treating the necessary areas thanks to nozzles that open individually. It is equipped with covers that have an integrated light, an internal lighting system that allows it to operate day and night while preventing product loss. Its output is 3 hectares per hour. During the first half of 2025, a third machine started operating, as well as a operation for spinach and carrot crops

**The objective for the 2026-2027 campaign is to reach 1,500 hectares of vegetables benefiting from this technique.**



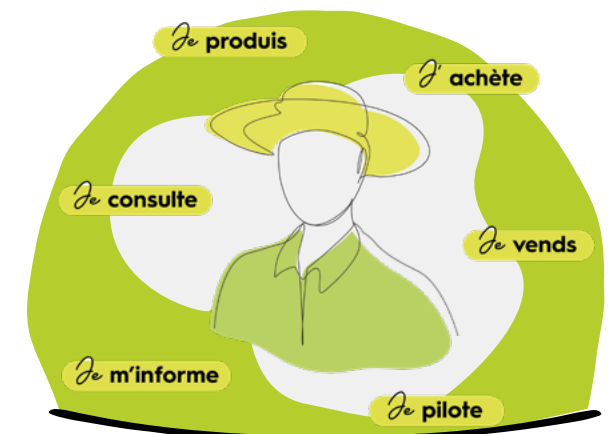
### Partnership for the development of biogas production in Brittany

The association of Breton methanising farmers (AAMB) and Eureden signed a partnership agreement on Thursday, September 19, 2024. This partnership aims to optimise **the valorisation of co-products** from Eureden sites toward the **agricultural biogas plants that are members** of both structures. It will contribute to better pooling of skills and knowledge, supporting the development of the biogas sector in the Brittany region..



### My Eureden : Digital transformation seving the members

With this new digital portal, the co-operative is taking a new step in its digital transformation. **Mon Eureden (My Eureden)** allows members to manage their farm completely autonomously, thanks to a single, simple, secure, and high-performing platform.



My Eureden offers members a 360° view of their farm management



## RESILIENCE AND TRANSVERSALITY

*serving the performance of agricultural farms*

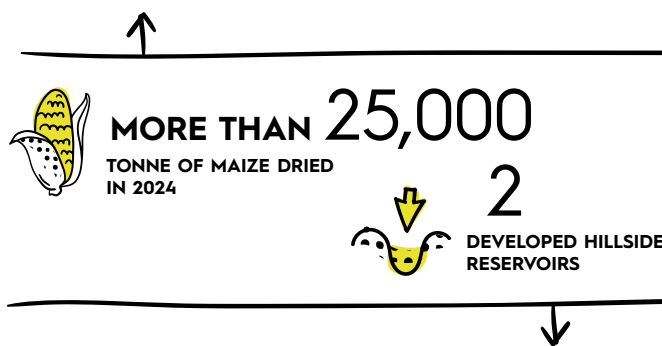
### Drying of maize and quality of animal feed

To guarantee a consistent quality of animal feed, and despite the variability of raw materials, the Eureden cooperative worked on the drying of collected maize in 2024, with two objectives:

- **Precisely qualify the stocks** by carrying out representative sampling. More than 2,000 analyses were conducted, thus making it possible to evaluate the starch quality of each silo.
- **Achieve the best nutritional quality** of the collected maize by adjusting drying practices, particularly regarding temperatures. More than 25,000 tons of maize were thus able to be dried with a starch quality superior to that of the corn usually collected in Brittany, before being utilised in the feed intended for Eureden's members' and clients' animals. The commitment of the teams, from collection to animal nutrition, made it possible to achieve the objectives. The best practices tested in 2024 will be integrated into the drying and production standards.



Pontivy Collection Site (Morbihan)



### Strengthening irrigation capacity



The Vegetable Producers' Organisation supports its producers in their water reservoir creation projects through technical assistance and financial support for study costs and the purchase of reel irrigators. **This scheme promotes a sustainable and efficient management of irrigation, which is essential to agricultural performance.**

In 2024, two hillside reservoirs were developed for member vegetable producers, in Morbihan and in Côtes-d'Armor, after several years of studies. They offer a storage capacity of 38,000 m³ and allow for the irrigation of 100 hectares of crops.

### Creation of Repriz Agri

To face the challenge of **generational renewal**, the co-operative has equipped itself with a new service for supporting agricultural transmissions. The transfer of a farm is an operation that is both complex and of high stakes for both the sellers and the buyers. With this new service, the co-operative provides farmers **with an expert and personalised approach**, making it possible to more calmly ensure this pivotal step in the life of a farm. **The support covers the estimation of the farm value, the communication of the assets to be transferred, the connection with buyers up to the legal and administrative procedures related to the transfer of ownership.**



### Innovation and autonomy at the heart of livestock farming

The pig farming group continues its support towards more autonomous and more resilient farms.

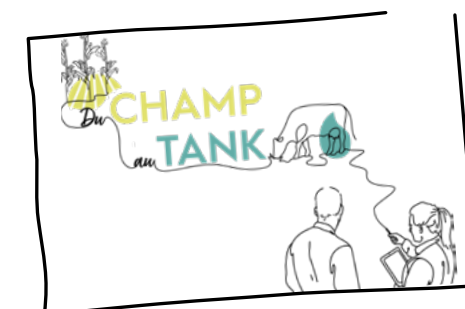
Support this year is exemplified by the launch of a new on-farm feed mill at GAEC Ferme de Keraziou (Côtes-d'Armor). The new mill will produce **6,100 tonnes of feed per year**, notably using cereals produced on the farm or nearby. This infrastructure will make it possible to feed the 650 sows in the operation and their offspring. In addition to the mill, the farmers chose to equip themselves with 1,000 m² of solar panels, **allowing them to cover 30% of the farm's electricity needs.**



### From Field to Tank Days

In May 2025, the Eureden cooperative organised the technical days "Du Champ au Tank : spécial fourragères" (From Field to Tank: special forage crops), aimed at farmers and employees. Through workshops and plot visits, the event highlighted forage species adapted to Brittany. Beyond the choice of varieties, the workshops also focused on fertilisation practices, methods for harvesting and conserving forage, as well as the ideal supplementation.

**Objective:** To support members in choosing high-performing solutions regarding feed autonomy, yield, and quality, in order to optimise cattle nutrition.



## STRENGTHEN the sectors

### A strengthened partnership for the vegetable sector

Eureden is continuing its partnership for the next 5 years with the Coopérative U, concerning canned vegetables. This partnership contributes significantly to sustaining the French vegetable sector and supports agro-ecological practices (aid for the purchase of plant cover seeds and for Ecorobotix localised weeding services).



### Partnership signed with Coopérative U for the pig sector

As part of their commitment to responsible farming and the promotion of high-quality products, Eureden's pig producers, together with two other co-operatives and Co-operative U, have developed the 'U Confluence Pork Sector' to supply U-brand products in the Self-Service Charcuterie section. This approach aims to **guarantee pork production that is respectful of the environment and animal welfare, and that improves the income of the farmers.** The parties have committed to the Porc U Confluence Sector for a period of 5 years. They meet regularly to monitor progress and implement the necessary actions to achieve the fixed objectives.







# VEGETABLES & READY-MADE MEALS

## FEEDING WELL EVERY DAY,

As vegetable producers and processors for nearly 60 years, we are evolving our model in the face of the agricultural and food challenges of our time. Because eating well necessarily starts with cultivating well and then offering the best every day.

Our responsibility is two-fold : to promote the expertise of our producers and to offer, thanks to our processing and preservation capabilities, quality vegetables and prepared meals, accessible to everyone, whether they are canned, frozen, or ready to eat.

We are convinced that the future of food relies on diversified and responsible agricultural sectors. That is why we support the 1,500 vegetable producers in our co-operative and innovate to offer everyone high-quality, healthy, sustainable, and inspiring food every day.



# Eureden LONG LIFE

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

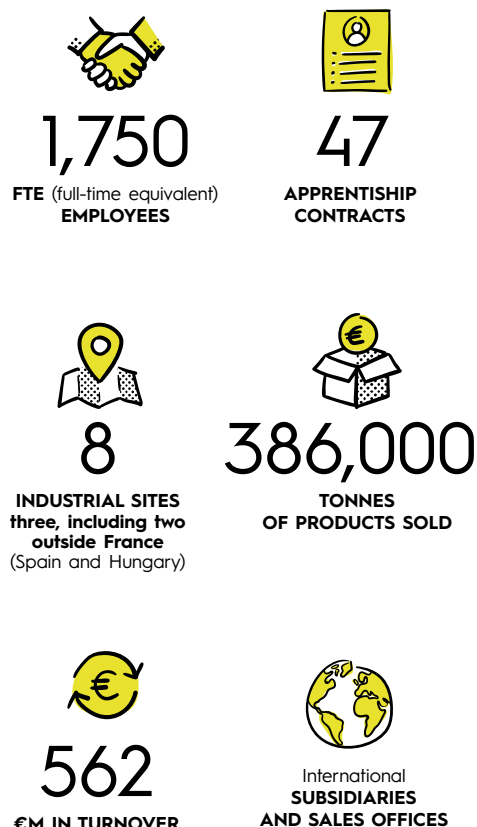
## 2024/2025 in brief

In a context marked by persistent tensions on consumption, the 2024/2025 is characterised by the continuation of a declining market.

The drop in volumes results from a combination of structural factors—notably the decrease in canned goods consumption in France—and cyclical factors, such as increased competition from imported sources, particularly Chinese maize.

Faced with these developments, Eureden Long Life is continuing its transformation to strengthen its performance, placing quality and safety at the heart of a model undergoing redefinition. Despite this demanding context, the year was marked by notable achievements

- Major contribution to the creation of **d'Origin'Info**, a key tool for defending the French market and informing consumers;
- Launch of the **Bien Inspirés** range, designed to make consuming pulses easier, and the **Bien Cultivés** canned range, highlighting the agricultural transition of our co-operative members.
- In catering, the extension of **the spreadables range** has diversified the uses of vegetables.
- In consolidated the link with professionals out again on television with **"Vos envies changent, d'aucy aussi"**, strengthening its appeal. On the Foodservice side, the **podcast Entrée, Plat ! Dessert** consolidated the link with professionals.
- Finally, the prepared meals activity continued to grow, becoming a benchmark in subcontracting for the industry.
- In parallel, the company has advanced toward a climate trajectory aligned with the Paris Agreements, notably by deploying energy audits for ISO 50001 certification.
- In safety, the **"Towards 0 Accidents"** a roadmap helped strengthen the fundamentals and improve results.



## VALUE

### creation

Eureden Long Life: a CSR roadmap to create value.

True to its commitments and the priorities set by the Group, Eureden Long Life continued the structured deployment of its CSR roadmap in 2024. Without disruption, the year was marked by concrete actions in service of a resilient and sustainable food system.

Our teams strengthened information regarding the origin of products by actively participating in the definition and by adopting Origin'Info from its launch. They supported our agricultural sectors and anchored CSR in our commercial relationships, by collaborating closely with distributors and wholesalers on decarbonisation and support for the sectors.

This approach is structured around **three major pillars**:

#### • Improving our environmental footprint

We are continuing the definition of our carbon trajectory and the reduction of our greenhouse gas emissions. The preservation of biodiversity, ecosystems, and the sustainable management of water guide our environmental policy.

#### • Acting for a plural and sustainable agriculture

We support agricultural transitions by promoting responsible practices and by identifying financing and value-enhancement levers through our offering.

#### • Developing the impact potential of our teams

Our employees are at the heart of the transformation. Equity, diversity, inclusion, and responsible innovation remain our priorities.

## AMBITIONS

### and outlook

In a still uncertain context, Eureden Long Life is continuing its transformation with clarity and constancy.

**Responding to the challenges of tomorrow implies more than a transformation: it requires a complete overhaul of our value creation model.**

We are choosing a future founded on a **sustainable, competitive, and agile economic model**, capable of supporting the food transition and responding to societal expectations. In 2024, this ambition was realised through investments in low-carbon energy solutions—such as the Saint-Thurien (Finistère) biomass plant (scheduled to start operating in 2027)—and through the upskilling of teams via the generalisation of ISO 50001, the foundation of our decarbonisation strategy.

Our tripartite collaboration model with clients and farmers remains a strategic lever, making it possible to convey a responsible vision of food, integrate sustainability into our commercial relationships, and prepare an offering aligned with the eater of tomorrow: healthier, local, and resource-efficient.

Convinced that our future competitiveness rests on our ability to combine economic performance and positive impact, we will continue an ambitious transformation in 2025, based on cooperation and useful innovation.

In 2025/2026, we will cross a new threshold:

- Strengthen **safety**, with an expanded deployment of audits, objectives shared by everyone, and in-depth training;
- Intensify our actions on **energy management**, with heat recovery and photovoltaic projects;
- And continue the **support for agricultural transitions**.







## TO COMMIT

### Globus wins the Business Ethics Award



In 2024, Globus received the Business Ethics Award in the "Multinational Company" category.

This award, created in 2000, is one of the most prestigious distinctions in Hungary in the field of social responsibility. It recognises companies that demonstrate a constant ethical commitment, integrating social responsibility, sustainable development, and responsible governance at the heart of their economic model. This distinction testifies to Globus's strong commitment to its employees, its partners, society, and the environment.

### Energy Transition: concrete actions

The year 2024 marked the launch of a structuring initiative (or approach) to sustainably optimise energy consumption, aiming for ISO 50001 certification on three Breton sites: d'aucy Locminé (Morbihan), d'aucy Le Faouët (Morbihan), and Peny in Saint-Thurien (Finistère). Furthermore, the Orléans site crossed a key milestone (or step) in its energy transition with the commissioning, in August 2024, of a waste heat recovery system.

**This initiative consists of utilising the thermal energy released by the aero-cooling towers and air compressors to preheat the water for their processes.**

This project, coupled with a new high-performance boiler and an energy monitoring system that ensures continuous performance tracking, has already achieved, during the 2024-2025 fiscal year, a decrease in gas consumption of 2.4 GWh, representing nearly 500 t<sub>eq</sub>CO<sub>2</sub> avoided and a decrease of €200,000 on the energy bill ! Over a full year at maximum production capacity, the theoretical projection estimates a reduction in natural gas consumption of up to 6.5 GWh LHV (Lower Heating Value) per year and a decrease in CO<sub>2</sub> emissions of 1,345 tonnes per year.

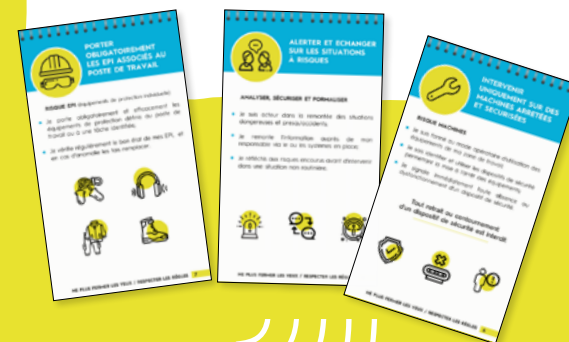


### The "Must-Follow Rules" for increased safety

As part of its commitment to the safety of its teams, the Eureden Long Life division distributed booklets entitled "Must-Follow Rules" to nearly 2,300 employees, including seasonal and temporary workers.

The result of a collaborative effort, these booklets aim to facilitate the understanding and appropriation of safety rules. A major asset of this initiative is the integration of a link to a video that serves as training and support for the onboarding of our new employees, thus making learning more interactive and accessible.

This approach underscores Eureden Long Life's commitment to reach all of its employees, thus ensuring a reinforced safety culture at all levels of the organisation.



2,300  
BOOKLETS DISTRIBUTED

## CLIMATE

### Training to take action

Following the Climate Fresk, the sales representatives, category managers, and marketing teams of the division were trained to integrate carbon issues into their jobs and develop a more sustainable offering.

**Résultat:** More responsible exchanges with their clients, reinforced collective awareness, and other teams already undergoing training.



MORE THAN  
35

EMPLOYEES TRAINED IN  
CARBON ISSUES

### Adapting to sustain the sectors

With Vegépolys, Eureden Long Life is participating in ADEME's ADAPT'AGRO program, an internal effort supported by consulting firms. This mechanism provides a clear vision of the branch's exposure to climate change and its adaptation challenges, thanks to a robust and evaluated diagnosis. Still ongoing, it will lead to a structuring action plan for the sectors at the end of 2025.

## TO SUPPORT

### d'aucy displays the Origin'Info



Since December 2024, d'aucy has been displaying Origin'Info on all product sheets on its website, with progressive integration on its packaging.

**This concrete approach illustrates the brand's commitment to transparency.**

Last March, d'aucy began affixing the Origin'Info to the packaging of its new Bien Cultivés canned range, with the objective of deploying this display across all of its products by the end of 2025. This initiative responds to the growing expectations of French consumers, who want to know more about the origin of the products they consume. d'aucy has chosen one of the most comprehensive versions of Origin'Info, indicating not only the origin of the vegetables but also their place of packaging.

By committing to this scheme from its beginning, d'aucy affirms its desire to strengthen trust with its consumers, while promoting the work of its cooperative farmers.

### Supporting the shift towards plant-based meals



Pulses, essential to the shift toward plant-based diets, are still consumed too little in France, falling far short of the recommendations of the PNNS (French National Nutrition and Health Program), which is 10 kg/year per person. True to its mission, d'aucy is innovating with its **Bien Inspirés**, range in supermarkets and hypermarkets, composed of 4 tasty and healthy recipes (Nutri-Score A), rich in plant-based proteins. These convenient products include recipe ideas on the packs and a QR code offering supplementary inspiration. In out-of-home catering, the launch of organic white beans in a 5/1 can facilitates the creation of balanced vegetarian menus, supporting more responsible and accessible food for everyone.





# FROZEN FOOD

## Eureden Frozen Food operates in the frozen food market.

Through our brands – Paysan Breton, d'aucy, as well as Maestro di Verdura for the South European markets – we provide a high-quality, differentiating and enhanced offer in both organic and conventional products, in addition to our portfolio of customised private label products and co-packing brands. The division is committed to a strong positioning on agro-ecology, quality and innovation, with production in France and Spain; a presence in hypermarkets and supermarkets, specialised channels, catering, industry, co-packing and markets in France, Spain, Europe, North America, North Africa and Asia.

## VALUE creation

**Gelagri maintains its focus on innovation:** In addition to a relocation program for packaging over 100 product references to the Loudéac factory (Côtes d'Armor), 30 new products were developed during the financial year to support customers, capture trends, and meet the expectations of consumers and catering users.

A special mention goes to the launches carried out in the United States from Spain: Costco – Grilled Vegetable Skillet, BJ's – Mediterranean Grilled Vegetables, not to mention a new client Sobeys (the 2nd largest supermarket chain in Canada). For our d'aucy and Paysan Breton brands, 5 new references have been added to complete our existing ranges.

From an environmental perspective, the investments put in place will contribute to improving our energy performance and reducing our water consumption. As you will discover, our efforts are bearing fruit, and we are exceeding our ambitions concerning freight, a major area to work on as part of our carbon footprint. Finally, value creation also involves well-being at work (to be discovered on the following double-page spread).



  
**1,260**  
FTE (full-time equivalent)  
EMPLOYEES

  
**14**  
APPRENTICESHIP  
CONTRACTS

  
**1,750**  
PRODUCERS  
(1,300 IN FRANCE,  
450 IN SPAIN)

  
**4**  
INDUSTRIAL SITES  
(2 in France 2 in Spain)

  
**€218m**  
IN TURNOVER

  
**131,000**  
TONNES  
OF PRODUCTS

## AMBITIONS and outlook

The **agricultural climate challenge** remains the key issue for 25-26. Our **carbon footprint** has been finalised, with Scopes 1 & 2 representing 4% of the total, notably thanks to largely decarbonised electrical energy. The trajectory remains to be written. **Field vegetables, packaging, and freight** are identified as major challenges. Given these themes, a **multi-faceted collaboration** integrating customers and suppliers will be indispensable. Financing will need to be secured. We continue our reflection on securing supplies.

In line with our 24/25 strategy, we will cover **100% of the needs of our brands** and will prioritise retailers with whom we establish multi-year commitments to secure our farmers. **Maintaining prices** is a major challenge to rebuild a level of profitability compatible with current and future stakes. The Loudéac factory (Côtes d'Armor) will benefit from the last tranche of the 2024 investment program (adaptability and optimisation). The focus will be on efficiency, service rate, and providing solutions for packaging sizes greater than 2.5 kg (catering & industry). On the Spanish side, following the storage investments, we are continuing our investments in the **core process**: a freezing tunnel, spiral freezer, and machine room will be on the 25/26 agenda, with a focus on energy efficiency and installation safety.

*A year full of prospects!*

## 2024/2025 in brief

The financial year was marked by the proposed merger between Gelagri Bretagne and the Greenyard Group, announced on March 27, 2025. In the European frozen vegetable market, this project aims to offer genuine opportunities for the consolidation and development of our vegetable business and reasserts the strategic importance of vegetable production in the Brittany region. This merger should enable us to be more robust in a context where financial costs are weighing on our operations, where some raw materials remain difficult to source, and where energy prices remain at very high levels.

**On the vegetable side,** and as has been the case for the last two years, the main European zones are experiencing significant climatic hazards, leading to production complexities and trade-offs. While the 2024 bean season was good and stocks were high with a negative impact on prices, all organic vegetables are out of stock except for carrots. There is a scissor effect on the market, with supply decreasing (due to farmers switching away from organic production) and demand starting to increase again. The same effect is occurring with spinach, where we are unable to meet growing demand. The pea season is very early, and repeated heatwaves suggest poor results are to be expected. We are doing everything possible to limit the deficits for organic broccoli and courgettes (with support from Spain). **The adaptability of the sector** is increasingly necessary: climatic hazards, reduction of plant protection solutions, and irrigation constraints require us to provide even stronger support to farmers.

**On the industrial side,** we **rationalised the production** of cruciferous vegetables in Brittany (Loudéac in Côtes d'Armor). We reviewed our packaging lines to gain efficiency and strengthen protection in case of heat. Our logistics plan (revised 23/24) allowed for **flow optimisation**, with an environmental impact exceeding our goals.

**On the commercial side,** demand in France and Spain remains strong and is part of a positive momentum in export markets. Frozen vegetables **remain accessible, quality products available all year round, and respond to the trend of increasing plant-based foods in our diet.**







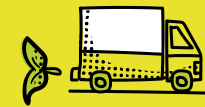
## Resource optimisation and energy transition



In line with the prospects announced for the 2023/2024 financial year, **investments** were committed to new-generation optical sorters at the Gelagri site in Loudéac (Côtes d'Armor). These pieces of equipment no longer require a cooling system and should lead to water savings.

The production line at the Saint-Caradec (Côtes d'Armor) factory was shut down, retaining only on-site storage, which allowed for the **decommissioning of the fuel oil boiler** and an annual saving of more than 600 tonnes of CO<sub>2</sub>.

Regarding Gelagri Ibérica, at both of our Spanish factories, **100%** of the energy consumed comes from **renewable sources** (wind and photovoltaic). In this same momentum, a **project to install photovoltaic panels** is being considered near the Spanish factory in Milagro, in order to cover the site's self-consumption needs with renewable electricity at a cost lower than the market price.



On the transport side, having been committed to the FRET21 scheme for two years, Gelagri Bretagne is reaching a new milestone: while the initial objective aimed for a 12% reduction in CO<sub>2</sub> emissions over three years, **a 16% decrease has already been achieved.**

### IN TOTAL, SINCE 2021 GELAGRI BRETAGNE HAS:

SHIPPED **874** REFRIGERATED CONTAINERS BY TRAIN  
 AVOIDED **563,316** KILOMETERS BY ROAD!



WHICH REPRESENTS THE EQUIVALENT OF 937 ROUND TRIPS BETWEEN PARIS → BREST

### GELAGRI IBÉRICA



**1** ELECTRIC SHUTTLE: 125 ROUND TRIPS PER MONTH (BETWEEN WAREHOUSES LOCATED 20 MINUTES AWAY), 2ND SHUTTLE IS UNDER CONSIDERATION.

Regarding Gelagri Ibérica, since November 2024, a first electric truck has been in operation, completing 1,500 round trips per year between warehouses, resulting in an estimated annual saving of **nearly 32 tonnes of CO<sub>2</sub>**. A second electric truck is currently under consideration for 2026.

In addition, the vehicle fleet is now 100% electric, while the entire branch has reduced emissions related to business travel from **254 to 65 tonnes de CO<sub>2</sub>** (a **65% reduction**).

## Strengthening solidarity



In May 2025, as part of its social responsibility approach, Gelagri Ibérica signed an agreement with the Food Bank Foundation of Navarre in Spain to achieve the Zero Food Waste objectives. Located 60 km from the factory, the Food Bank collects foodstuffs directly from the factories every week.

In France, similar actions are deployed, notably with Les Restos du Cœur and the Food Bank. This year, **Gelagri Bretagne donated more than 87 tonnes of frozen products, representing 580,000 servings of vegetables.**

**580,000**  
 SERVINGS OF VEGETABLES DONATED BY GELAGRI BRETAGNE

## Life in the fields live

Paysan Breton strengthens the **connection with its consumers** by focusing on **transparency**. With this in mind, the brand launched a series of 6 videos this year called **"En direct des champs"** (Live from the fields) broadcast on Instagram. This series illustrates the **daily life of farmer co-operators** throughout the growing season: seeding, cultivation, harvesting... but also the actions carried out in favor of biodiversity.



This initiative aims to explain **the reality of agricultural work**, promote the **expertise of farmer-co-operators** and also, **demystify certain preconceived notions** about farming. By sharing these realities, Paysan Breton contributes to building a lasting relationship of trust with its consumers.



Three female operators trained in the mentoring project

## Skills transfer, equality, and pay equity at the heart of priorities

The Gelagri Bretagne HR department has implemented several initiatives:

**Mentoring Project:** A bonus of €40 is paid to the mentor for each person trained, thus valuing the commitment of employees in integrating new arrivals.

**Professional Equality:** A collective agreement was signed in September 2023, with an annual budget of €15,000 intended to **reduce pay gaps** between women and men. Over **50 employees** benefited from this during the 2024-2025 financial year.

**Job Classification:** Collaborative work was carried out, and a new framework has been in place since April 2025, taking into account the **specifics of the professions** in a **consistent and objective manner** (responsibilities, technical skill, autonomy...). In total, **5 sectors, 18 professions, and 135 jobs** have been identified.

**12**  
**MENTORS**  
**TRAINED**

## Acting for everyone's safety

Various initiatives have been put in place at the Gelagri site in Loudéac (Côtes d'Armor) to strengthen employee safety.

During the internal event named Festi'Day, combining **team cohesion** and **safety awareness**, nearly 200 employees (permanent, fixed-term, seasonal, temporary workers) participated in five fun activities and a unifying continuous game. They were able to **relearn safe practices** thanks to a car accident simulator, a safety quiz, a "blurred vision" workshop, an "appropriate attire" stand dedicated to personal protective equipment (PPE), a risk hunt to sharpen their eye for potential dangers at the workstation, as well as a continuous game on load carrying to prevent musculoskeletal disorders. **It was a moment that was both educational and unifying.**

Furthermore, digital fact sheets have been implemented to **optimise emergency interventions** in case of an incident. Accessible immediately upon the phone call and on a tablet in the field, they **facilitate a quick and adapted response** based on the identified risks.

**These initiatives aim to enhance the safety of people and assets, secure interventions, and support internal teams, through an approach combining prevention, technology, and reactivity.**

**Festi'DAY**





# EGG

## REVEALING THE BEST OF THE EGG

*within a sustainable sector*

In a context of high tension in the egg market, Eureden demonstrates responsiveness and boldness to transform challenges into opportunities. Faced with record consumption driven by French confidence, the egg division asserts its leading position across the entire supply chain, from the hen house to the plate, both in France and internationally

The 2024-2025 year confirms this dynamic: volume growth, development of exports and Out-of-Home Catering, launch of sustainable innovations...

Every lever is activated in service of a clear ambition: to make the egg a food of the future, tasty, responsible, and accessible.

In this ambition, the alliance between the expertise of our teams and the commitment of our farmer co-operators is essential. More than just a sector, the egg division is a living ecosystem, constantly evolving.

A space for dialogue and co-construction, where producers, employees, partners, and customers act together to build the food of tomorrow.



# Eureden EGG DIVISION

The egg division relies on an integrated organisation covering the entire value chain, from farming to marketing, structured around three business units (BUs): **Laying, Calibrated and Processed.**

Upstream, the farmers produce eggs according to different methods (free-range, organic, Label Rouge, etc.), guaranteeing quality and traceability from the source. These eggs follow two complementary paths: shell eggs, packaged at the Ferme de Kervenac'h (Tréglamus), are sold in supermarkets under private labels or Paysan Breton; the others are processed into egg products in our sites in France (Ploërmel, Carvin, Lamotte Beuvron, Pierrefitte) and Germany (Ovofit in Bavaria), to meet the needs of out-of-home catering and international agri-food manufacturers.

This integrated model secures market outlets, meets the diverse expectations of clients, and creates value at every stage, while affirming Eureden's territorial roots and commitment to quality food for everyone.

## 2024/2025

### in brief



The year 2024-2025 was marked by unprecedented tension in the egg market, stimulated by record consumption: 230 eggs per French person, compared to 224 the previous year. In mass distribution (supermarkets), growth exceeds 6%, confirming the role of the egg as an "anti-crisis" product.

In this context, the Ferme de Kervenac'h (Côtes d'Armor) increased its production by 8%, with more than 350 million eggs packaged.

The momentum also continues for processed products in Out-of-Home Catering. The Processed Products BU maintains sales growth in France and is accelerating internationally with the conquest of new clients, notably driven by the successful integration of Ovofit. International business now represents 30% of its turnover and 70% of its growth.

Furthermore, our European ambition is taking shape with the creation of E&G Sales Company, in partnership with Griffiths Family Food Ltd, the British egg market leader. This joint venture strengthens our presence in the United Kingdom and our position as a future European leader in processed egg products.

Eureden Oeuf remains resolutely committed to the transition towards alternative farming methods, with constant vigilance regarding the balance between supply and demand.

**The challenge: to support the farmers' transition while guaranteeing volumes, the economic viability of farms, and accessibility for consumers.**

Finally, in a logic of openness and co-construction, we have launched a cycle of "upstream-downstream" meetings: three sessions have already allowed us to bring together farmers, industrial teams, and commercial teams around our expertise, our products, and our common challenges.



**600**  
FTE (full-time equivalent)  
EMPLOYEES

**17**  
APPRENTICESHIP  
CONTRACTS

**6**  
INDUSTRIAL  
SITES

**€268m**  
IN TURNOVER

**193**  
BREEDERS  
(Eureden + Nutréa /  
laying hens and pullets)

**4.7**  
MILLION  
HENS

**1.3**  
BILLION  
EGGS

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

## VALUE creation

### Short supply chains, a reduced footprint

As part of a responsible approach, the Ferme de Kervenac'h favors short supply chains to limit its carbon impact. This choice is accompanied by the development of a regional offering, promoted by the Paysan Breton brand, guaranteeing proximity and transparency.

### Economic control and industrial ambition

The implementation of weekly profitability steering meetings in the Processed Products BU demonstrates our commitment to combining industrial ambition with economic rigor. At the divisional level, the establishment of specific bodies allows for fine-tuned and concerted management of the raw material balance among the Laying, Calibrated and Processed BUs. This organisation fully supports our ambition to become the European leader in processed egg products.

### Intensifying our trajectory towards alternatives

We have accelerated our transition towards alternative eggs by financially supporting our farmers for the transformation of their farms and the establishment of new floor or free-range farms. We have also made the decision to no longer offer new long-term contracts for cage farming. Since January 1, 2025, Eureden, with its Cocotine brand, has crossed a milestone in this transition by marketing 100% of its fresh omelet range using alternative eggs.

## AMBITIONS and outlook

**Our ambition is clear: to combine the expertise of our teams and co-operation with our members to satisfy our clients and reveal the best of the egg within a sustainable sector.**

To achieve this, we are targeting European leadership in the processed egg products markets, placing innovation and "Quality Food" at the heart of our strategy, both in France and internationally. Aware of societal and environmental challenges, we are working on reducing our greenhouse gas emissions and are committed to accelerating the end of cage hen egg production, in partnership with our co-operative farmers. To support the farms and enhance the value of production, we are developing the capacity of our downstream tools. We are also placing the safety of our employees and our production tools first.

Finally, in line with our ambition to provide innovative and value-creating solutions for our clients, we are strengthening the product development hub by mobilising the R&D, marketing, sales, and continuous improvement teams.





## Aging well within the company: a collective and responsible commitment

In June 2025, the company PEP concluded a senior agreement co-constructed with employee representatives, aimed at supporting employees aged 57 and over at the end of their professional career.

**The objective of this agreement: to preserve health, maintain motivation, and value the experience of employees.** Employees can, upon request, benefit from an adjustment to their working hours and/or contribute to a time savings account to anticipate their departure. Individual interviews starting at age 60, retirement information meetings, and prevention actions, notably to limit the carrying of heavy loads, complete this system. Skills transfer is also at the heart of the agreement: mentoring for new hires or work-study students, sponsorship during integration, these are all ways to give meaning to the final years of activity and foster intergenerational cohesion. This agreement fully embodies our commitment to "supporting women and men" by sustaining active, peaceful aging that respects the skills and aspirations of everyone.

## Taking action for inclusion: a virtuous partnership with the ESAT



Since 2017, we have been partners with the ESAT (French Support and Work Assistance Establishment) Les Hardys Béhélec in Saint-Marcel (Morbihan) which supplies us with free-range eggs produced on 2 farms managed

by seven people with disabilities.

**This initiative illustrates our commitment to combining agricultural transition, social inclusion, and dedication to a more sustainable food model.**

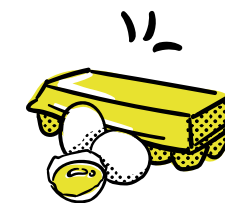
## Eating well, producing well: working for animal welfare

Convinced that food quality also involves respect for living beings, we have initiated a sustainable transition of our sectors towards more responsible production methods: free-range laying hen farming, floor-rearing with enhanced **Mieux-être animal (animal welfare)**. This evolution is notably reflected in the transformation of "cage" farms into "floor-rearing with enhanced animal welfare". Since January 1, 2025, we have thus offered a range of fresh omelets made exclusively from eggs sourced from alternative farming methods. This strong choice is part of a dynamic of progress across our entire sector.



## Employee well-being and safety: redesigned storage

As part of our **"Zéro accident"** safety commitment, the storage of eggs intended for the Peeled Hard-Boiled Egg line has been completely redesigned. Until now, 750-kg pallets were stored in accumulation racks on plastic or cardboard trays, which involved identified risks: fragile supports, sagging under humidity, pallet falls, and a workstation that was physically and mentally difficult to sustain. To make the activity safer, flat storage has been implemented, inspired by the raw products workshop. This solution, combined with external storage to regulate volumes, eliminates the risk of falling pallets and improves working conditions. User feedback has been positive: less stress, less fatigue, easier date-based sorting of eggs, and floor markings that simplify management. This change reflects our commitment to combining performance, safety, and well-being at work, even when investments are required.



## Well-designed, better recycled: our wooden pallets find a second life



**2023 : 23 TRIPS BY WOOD SKIPS**

**2024 : 13 TRIPS BY WOOD SKIPS**

**2025 : 7 TRIPS BY WOOD SKIPS**

**IN 2 YEARS, THE NUMBER OF TRIPS HAS BEEN DIVIDED BY 3!**

**64.84% REDUCTION IN WOOD WASTE 24-25 VS 23-24**

**940 PALETS REPAIRED SINCE THE START OF THE PROJECT**



Fin 2024, a maintenance technician at the PEP Carvin (Pas-de-Calais) site noticed that a large number of pallets, slightly damaged during palletising or logistics operations, were being discarded. He then proposed a simple and ingenious initiative: **to recover the broken pallets and reusable components, to repair them and put them back into circulation.** This project perfectly illustrates our CSR commitment. It contributes to the preservation of natural resources by reducing the purchase of new pallets and thus the consumption of wood. It also helps **limit waste and emissions related to transport (disposal and sourcing).** Beyond the environmental impact, this action values ideas from the field and illustrates our commitment to recognising and encouraging the concrete initiatives of our teams.

**An approach that is simultaneously ecological, economic, pragmatic, and meaningful.**



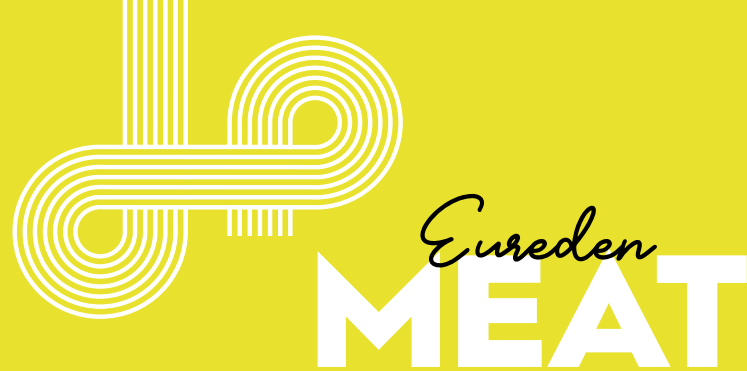


# COMBINE EXPERTISE AND PERFORMANCE

*Meat & Delicatessen*

Guided by the excellence of its expertise and the ambition to sustainably promote the charcuterie and cured meat trades, Eureden's meat division combines tradition, innovation, and economic performance. Continuously evolving, it adapts its industry to anticipate market demands, enhance competitiveness, and create value in its local regions. The commitment to people is reflected in the upskilling of teams, the continuous improvement of working conditions, and the prevention of risks within its industrial sites. At the same time, it optimises the use of resources and minimises the impact of its activities, while placing quality and innovation at the heart of its approach. His ambition: to promote the excellence of French charcuterie know-how and build a high-performing, modern, and responsible industry.





Eureden Viande is structured around two complementary Business Units (BU), each an expert in its respective markets. **Aubret**, based in Loire-Atlantique, is the French leader in diced bacon.

Specialising in multi-species delicatessen culinary aids that are primarily pork-based, the company is a key partner of large retailers and manufacturers. Its products are sold under private labels (PL) or

under the Aubret brand, notably targeting the Caribbean. Aubret also has export activity (Portugal, Africa, UK...).

**André Bazin**, located in Haute-Saône, is renowned for its expertise in salted meats, processed meat, sausages, and cooked meats. The company supplies over 500 clients across industrial markets, the out-of-home catering sector and mass retail, both in France and internationally. True to its roots in Franche-Comté, Bazin specialises in products with PGI (Protected Geographical Indication) status, such as the famous Morteau and Montbéliard sausages.

**Together, Aubret and André Bazin embody the excellence of Eureden's meat division, by combining strong local roots, recognised quality, and responsiveness to client expectations.**

## 2024/2025 in brief

The trend of herd erosion in France, observed for several years, is continuing. However, the price of pork remained relatively stable throughout the financial year, compared to previous years, although it remains at high levels.

The first half of the 2024/2025 financial year was marked by a combination of operational and commercial difficulties across both Business Units. These difficulties led to the implementation of performance improvement plans. The latter produced results as early as the second half for Bazin, with a return to nominal performance. Regarding Aubret, the economic indicators saw a positive upturn during the last quarter of the financial year.

Its performance improvement plan will continue into the next financial year. 2025 also marks the commissioning of Aubret's new information system.



960

FTE (full-time equivalent)  
EMPLOYEES



2

PRODUCTION SITES  
IN FRANCE  
(with one cutting plant, five  
cured meat plants and two  
logistics platforms)



35

APPRENTICESHIP  
CONTRACTS



€272m

IN TURNOVER



51,600

TONNES OF PRODUCTS SOLD



## VALUE creation

The performance improvement objective of Eureden Viande relies heavily on safety and human development. **At Bazin**, the six workshop managers followed a training course dedicated to safety. **At Aubret**, the "Déclic" program continues, aiming to develop managerial skills and bring employees on board with the company's performance plan.

**On the environmental front, Aubret is leading several structuring projects:**

- The replacement of the crate and tank washing machines aims for a 30% reduction in hot and cold water consumption, whilst ensuring optimal washing quality.
- Changing the refrigerant fluid in the No. 17 cold storage plant in Salting 1 will allow for a reduction in greenhouse gas emissions.

Value creation also depends on innovation. Thus, in January 2025, Bazin diversified its offering with the launch of a range of sliced white hams under the Paysan Breton brand, available in supermarkets and hypermarkets and out-of-home catering. The pork, which is 100% Breton in origin, helps to develop employment and economic activity in Brittany, whilst also promoting the work and expertise of the Eureden co-operative farmers, contributing to the sustainability of pig farming.

## AMBITIONS and outlook

In a reconfiguring market, characterised by a growing preference for economy products, the meat division is accelerating the transformation of its activities. André Bazin is strengthening its position in its key markets, PAI (ingredients for prepared food manufacturers) and out-of-home catering, while maintaining adjusted development in supermarkets and hypermarkets. Supermarkets and Hypermarkets

This transformation is based on developing skills, strengthening the safety culture, and engaging employees in the company project.

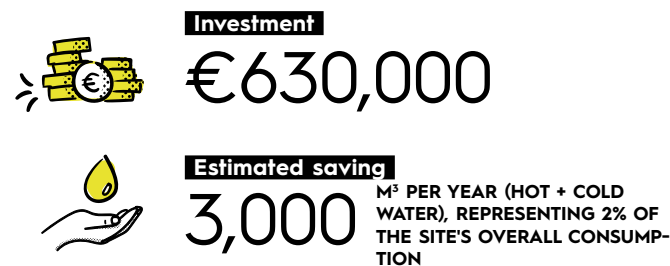
Among the actions undertaken are: the 'zero accident' approach and the psychosocial risk (PSR) prevention scheme at Aubret, and an active policy promoting professional equality (with an index score of 94 at Aubret and 89 at Bazin).

On the environmental front, Aubret is working to improve the quality of its effluent by strengthening its pre-treatment process, in connection with the Pays d'Ancenis intercommunal authority. The economic outlook is encouraging, with renewed commercial momentum, improved productivity, and the optimisation of the company's processes.





## Aubret: Water savings thanks to new washing machines



As part of its sobriety and continuous improvement approach, Aubret successfully completed **the replacement of the crate, tank, and plastic pallet washing machines** in Salting 1 in 2025. This project aimed to **reduce hot and cold water consumption by 30%** while **ensuring washing compliance**, with improved control over monitoring parameters (pH, foam, etc.).

The new equipment is now in service and is expected to deliver a significant environmental gain: **3,000 m<sup>3</sup> of water saved per year**, representing 2% of the site's total consumption. The €630,000 investment was supported by a multidisciplinary working group involving entrepreneurs, production, maintenance, safety teams, and the CSE.

The operations, carried out from April to July 2025, included the dismantling of the old washing machines, the complete reorganisation of the room (drainage networks, wastewater pipes, air extraction, sandwich panels), the installation of the new machines, and the training of operators.

The commissioning marks a collective success and illustrates Aubret's commitment to combining industrial performance, quality, and the reduction of its environmental footprint.

## Paysan Breton is expanding into Delicatessen!

In January 2025, Paysan Breton diversified its offering with a new range of sliced white hams, available in supermarkets and hypermarkets and Out-of-Home Catering :

- The ham cooked in a cloth in broth: traditional cooking for a delicate flavour.
- The Superior ham with rind: rich in flavour, tender (or moist), and authentic.

This launch is based on a consumer study and product tests positioning the brand at the level of the market's leading benchmarks.

Already marketed at Leclerc (in the "sliced counter" section) and Promocash, these products received a very positive reception at the Salon de l'Agriculture and SIRHA trade shows.. **The pork, which is 100% Breton in origin**, helps to **develop employment and economic activity in Brittany**, whilst also **promoting the work and expertise of the Eureden cooperative farmers**, thereby contributing to the sustainability of pig farming.



The first farmer to join the Paysan Breton pig farming sector

## DuoDay at André Bazin: a day of inclusion and sharing



On 21 November 2024, **André Bazin** participated in DuoDay, a national initiative promoting the inclusion of people with disabilities in the professional environment. On this occasion, three candidates were welcomed for a day rich in exchanges and discoveries.

Thanks to the involvement of the employees, the participants were able to immerse themselves in different professions and discover the company's values.

The day began with a focus on safety and environmental awareness, followed by a site visit to better understand André Bazin's activities. A friendly meal was then shared, featuring pizzas from Bazin Restauration. The day continued with immersion sessions in several departments: Human Resources, Sales/Sales Administration, Maintenance, Safety, and Environment.

This key moment served to **highlight the openness, diversity, and social commitment** within the company. A great illustration of André Bazin's desire to build an inclusive working environment where every talent has its place.

## Psychosocial Risk Prevention Approach at Aubret

In a context where Quality of Life and Working Conditions (QLWC) is becoming a driver of sustainable performance, Aubret is initiating a structured approach to prevent psychosocial risks.

**The objective: to establish a healthy and collaborative working environment, by placing people at the heart of the action.**

Supported by a method recognised by CARSAT (French Retirement and Occupational Health Insurance Fund) (on-site diagnosis, co-constructed action plans, DUERP (Occupational Risk Assessment Document) updates, etc.), the initiative is based on solid foundations: formal commitment from management and the CSSCT (Health, Safety, and Working Conditions Committee, manager awareness training, and voluntary and anonymised employee participation.

By placing psychological health at the core of its QLWC strategy, Aubret affirms its determination to go beyond prevention. The aim is to build a culture based on kindness, dialogue, and shared responsibility.

## Promoting the discovery of professions and encouraging vocations: A strong commitment from André Bazin

As part of its commitment to passing on expertise and rooting itself in the local area, Bazin welcomed 19 apprentice butchers-caterers (Vocational Certificate in Butchery and Catering) from the CFA Hilaire de Chardonnet for an immersion day at its production site.

**The objective: to introduce the profession of butcher-caterer (or charcutier), promote manual trades, and attract future candidates.**

The young people visited the workshops, where artisanal tradition and industrial innovation are combined, and spoke with the workshop managers and the Production Manager. The latter passionately stated that "being a butcher-caterer means starting with a blank slate and transforming your expertise into unique creations."

The visit concluded with a tasting of Philippe Wagner and André Bazin products, led by the R&D Manager, who

shared their vision on the creation and evolution of the ranges. This was a moment rich in exchanges, reflecting our desire to contribute to local development, the professional inclusion of young people, and the promotion of food trades.







# DISTRIBUTION

## BETWEEN US, WE'RE REALLY INTO NATURE

Sometimes a place of relaxation or sharing, sometimes a work of art, a playful space, a nurturing space, or one filled with wonder, the garden is above all a living space where everyone draws their inspiration and finds their own way to recharge.

Magasin Vert, a network of garden centres located in urban areas, is dedicated to supporting everyone in their project: finding inspiration, imagining, designing, succeeding, and bringing their garden to life, whatever their ambition.

For its part, Point Vert, a local brand with multiple areas of expertise located in rural and peri-urban territories, responds to the growing desire for a return to rural life. Drawing strength from its agricultural roots and co-operative values, it promotes the sharing of expertise and local embeddedness.

In addition to its consumer distribution network, Eureden also puts its expertise at the service of agricultural professionals, through dedicated sites and services designed to support them. Respect for life, authentic relationships, and the availability of our in-store teams are our strengths and give full meaning to our signature:

*"Between us, we're really into nature".*





# Eureden DISTRIBUTION

Born nearly 50 years ago with the opening of our first stores, our green distribution business has gradually developed around consumer distribution and professional distribution: covering the garden, pets, the home, and local produce, as well as agricultural equipment. Today, with 650,000 loyal customers and a network of 141 stores, we are leaders in Brittany and the Vendée region. This success is based on a strong territorial network and brands that meet specific and complementary needs: Magasin Vert, Point Vert, Cultivert, Le Récolteur, and Eureden.

**Under our new signature, "Entre nous, on est très nature" (Between us, we're really into nature), we reaffirm our commitment to nature, people, and proximity, values that form the basis of the trusting relationship with our customers.**



## 2024/2025 in brief

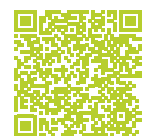
### Market Review and the Distribution Division's Performance

The market is contracting by 3 to 6% depending on the product families, impacted by changing consumer habits, post-inflation, and the development of low-cost options. In this context, the stability of the Distribution division represents a strong performance.

### Development and Integration

In order to better meet the expectations of its members and conquer a new target audience, professional clients (artisans, landscapers, local authorities, etc.), the Distribution division welcomed 64 professionally-oriented stores on July 1, 2024. The product ranges have been revamped and professionalised, a specific benefits program was launched during Space 2025, and new steering indicators are now in use. A new Point Vert / Cultivert store also opened in Malansac (56).

### Optimisation of the Offering and Customer Experience



The offering has been reviewed to better meet our customers' expectations while optimising the stock holding rate and inventory management. A communication charter focused on physical and relational proximity has been rolled out, featuring a new signature,

**"Entre nous, on est très nature" (Between us, we're really into nature).** The launch of a new e-commerce site in March 2025 marks our shift towards an omnichannel strategy, with the objective of ensuring a smooth customer journey and increased store traffic. Weekly monitoring and adjustment, if necessary, of prices guarantee our attractiveness.

### Diversification and Extension

To limit seasonality, new markets are being developed: "Le Récolteur" kiosks within our stores and a partnership with Ecomiam for frozen foods.

### Recognised Quality of Service



Our stores achieved a satisfaction rating of 9.2/10\* according to the WIZVILLE study conducted since September 2024, demonstrating the commitment of the teams. Magasin Vert is also the leading garden centre brand for quality of service

in 2025, according to Capital magazine.

\* WIZVILLE study of over 50,000 customers since September 2024

Finally, the 2024/2025 year is marked by the reorganisation of Apex and the affiliation of Terrena Pro via the Rostrenen (Côtes-d'Armor) logistics platform, which is recognised for its operational excellence and its exemplary safety approach.



## VALUE creation

Our CSR approach aims to reconcile economic performance, environmental responsibility, and positive social impact.

On the environmental front, several concrete actions have been implemented this year:

- **Sustainable Mobility:** Installation of six 22 kW electric charging points in Rostrenen (Côtes d'Armor); a seventh is planned for Pont-l'Abbé (Finistère).
- **Energy Transition:** Continuation of the partnership with See You Sun for the installation of photovoltaic panels in our stores in Lannion (Côtes-d'Armor), Pont-l'Abbé, and Betton (Ile-et-Vilaine).
- **Reducing Our Footprint:** The digitalisation of our loyalty program and the reduction in the distribution of flyers have significantly lowered our paper consumption.
- **Responsible Products:** Development of an expanded range of organic fertilisers and products.
- **Biodiversity Awareness: The campaign** "Le Jardin dans les écoles" (The Garden in Schools) contributes to the education of the youngest generation in sustainable development.

We are also continuing **our fight against waste.** Thanks to our partnership with Too Good To Go, more than 23,000 plant and food baskets (and soon pet food baskets) have been saved across 27 stores, benefiting nearly 10,000 customers.

On the social front, **we are strengthening our connection with stakeholders:**

- Every month, four advisors share their expertise on social media, asserting our role as a committed local player.
- Our initiatives with schools promote education in sustainable development.



## AMBITIONS and outlook

**OUR AMBITION REMAINS UNCHANGED: TO AIM FOR OPERATIONAL EXCELLENCE,** at all **levels** of our business.

This requirement translates into several strategic projects for the coming months. We are pursuing our objective of regaining professional members, by reinforcing the relevance of our offering to their specific needs and by developing dedicated services, particularly through a loyalty program adapted to this audience.

**The rationalisation and modernisation of our store network** is continuing, with several renovation projects underway or upcoming:

- Renovation of the Concarneau and Combours sales outlets; Project in Loudéac and Quimper
- Launch of Phase 2 in Malansac, focused on the development of the flower market ;
- Renovation underway at Grand-Champ.

We will also be **intensifying our digital strategy** with the launch of the Wallet, our 100% paperless loyalty card, complementing the digitalisation already underway. This system aims to strengthen the customer relationship, while continuing our efforts to reduce the environmental footprint linked to paper materials.

Finally, our **pet supplies and local produce offerings**, which are strongly rooted in local networks and consumer expectations, **will continue to be major development areas**, situated at the intersection of our economic, environmental, and territorial commitments



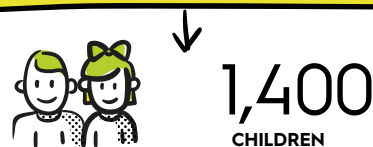


## Gardening Week for schools

From March 17 to 22, 2025, the 26th edition of Gardening Week for Schools brought together approximately 70 kindergarten and primary school classes, representing 1,400 children, in 45 stores across the network.

Offering a sensory experience centered around the theme: "Awakening the 5 Senses," the operation allowed the children to discover the garden by touching, smelling, observing, tasting, and listening, **in order to better understand the richness of living things**. Eight workshops were offered, combining practical actions and environmental awareness-raising: plant potting, sowing, watering, composting, plant needs, soil biodiversity, and the benefits of gardening.

Thanks to the commitment and passion of the in-store teams, this week was a major highlight for learning and sharing. A great success in awakening their curiosity and encouraging them to respect nature from the youngest age.



## More sustainable stores

On March 4, 2025, **the Magasin Vert in Pont-l'Abbé** reopened its doors after several months of work, revealing a modernised space that has been enlarged by 2,000 m². This transformation aims to offer a smoother customer experience, with an expanded offering: plants, gardening, home décor, garden machinery, pet supplies, clothing, and local produce. Inspired by the stores in Brest and Betton, the customer journey has been redesigned around thematic universes.

This project is part of an eco-responsible approach: installation of permeable paving, green spaces, a biotope, rainwater harvesting, and electric charging points and photovoltaic panels to come. The car park has also been redesigned, featuring a sun shade for cars and a dedicated area for bicycles.

The 27 employees also benefit from better working conditions: an enlarged stock room, ergonomic tills, and new staff facilities.

Carried out with local businesses, this project illustrates the brand's commitment to the **"Entre nous, on est très nature"** (Between us, we're really into nature), dynamic, combining modernity, proximity, and respect for the environment.



## 100% Local Origin Guaranteed Quality

From May 28 to June 15, 2025, Point Vert and Magasin Vert stores rallied around the campaign **"100% Origine Locale - Qualité Garantie !" (100% Local Origin - Quality Guaranteed!)**, a powerful initiative to promote local produce and encourage responsible consumption.

Through this campaign, the brands highlight products that are grown, raised, or manufactured closest to their stores, in direct partnership with the producers from their territories.

**The objective is clear: to support the local economy, promote short supply chains, and reduce the carbon footprint linked to transportation, while guaranteeing the freshness and quality of the products offered.**

In stores, a selection of local products is identified thanks to a dedicated communication system and widely shared across their various channels: email marketing, SMS, social media, digital advertising, and the e-commerce site.

This campaign is part of a long-term commitment. As an example, all Christmas trees sold in their stores are cultivated exclusively in Brittany, illustrating our desire to support local supply chains, including during key commercial periods.

**Because consuming locally means consuming wisely, the in-store teams are fully mobilised to bring this commitment to life every day.**



## Solidarity with Pink October

As part of the Pink October campaign, **the Magasin Vert and Point Vert brands collected €9,057** thanks to the generosity of their customers. This amount was presented to Marcel Guardos, president of the **Halte au Cancer**, association, during a ceremony in Landerneau.

Partners of the association for over 10 years, Magasin Vert and Point Vert are thus renewing their commitment to the fight against cancer. The funds raised will be used to finance concrete actions serving patients and their families.

Among the supported initiatives are: the renovation of convivial spaces at the Pasteur clinic, the organisation of boat trips for children, and the funding of socio-aesthetic care to improve patient well-being.

This solidarity effort illustrates the brands' continued involvement in local and human causes, and their desire to provide concrete support to those who need it. Thanks to this campaign, the fight against cancer benefits not only from financial support but also from a true surge of solidarity.



## A disability audit to move to action

From October 1, 2024, to April 11, 2025, Distrivert conducted a **Diagnostic Action Handicap (Disability Action Audit)** in partnership with Agefiph (the French organisation that supports the employment of people with disabilities), in order to reinforce its commitment to the inclusion of people with disabilities.

This work made it possible to draw up a comprehensive overview of the actions already implemented within the company, while identifying concrete areas for improvement. Following this approach, a structured action plan was defined around several key themes:

- Organisation and Governance,
- Inclusive Recruitment
- Retention in Employment
- Awareness and Communication,
- Team Training,
- Integration of disability into Purchasing Policies.

Following up on this audit, Distrivert also initiated a process of identifying BOETH (Beneficiaries of the Obligation to Employ Disabled Workers) within the company, as well as conducting an inventory of partnerships with ESAT (Establishments or Services for Assistance through Work) with which Distrivert collaborates.

**This approach marks a structuring step in our disability policy, with the clear intention of building a more inclusive, committed, and sustainable company.**

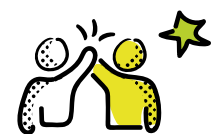


**Safety,**  
a priority at the  
heart of our  
corporate culture

**822 DAYS  
WITHOUT A  
WORKPLACE ACCIDENT**

**AS OF THE END OF MAY 2025  
AT THE ROSTRENEN**

*logistics platform*







# CAPINOV

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

## OUR

# 2024-2025 RESULTS

## 2024/2025 in brief

Over the past year, turnover increased slightly, with approximately 105,000 samples analysed. The total number of samples is down compared to the 2023/2024 financial year, particularly in Agronomy and Nutrition. Conversely, the momentum around food safety persists, thanks to the growth in mycotoxin analyses. **UBetter pricing of analyses allowed for the increase in turnover.**

## VALUE of creation

- Capinov's growth during the 2024/2025 financial year was driven by:
- The proximity and availability of our experts, ensuring personalised support for our clients,
  - An innovative offering that is constantly renewed and improved by an analytical development department,
  - Rigorous mastery of the quality of our services, validated by regular inter-laboratory trials conducted by Bipea
  - A continuous improvement of working conditions and quality of life at work (ergonomics, adaptation of workstations),
  - An evolution in the organisation of laboratory production allowing for the optimisation of workflows.

## AMBITIONS and outlook

- The consolidation of our revenue and performance in 2024/2025 allows us to look ahead to 2025/2026 with strong ambitions
- An increase in our activity thanks to the development of new targeted and innovative analyses, allowing us to meet the expectations of growing sectors of activity.
  - Adapted investments to support growth (mycotoxin preparation laboratory).
  - In human resources, the development of skills through training, internal mobility, and the development of cross-functional collaboration.



95

FTE  
(full-time equivalent)  
**EMPLOYEES INCLUDING  
75 PERMANENT CONTRACTS**



€8.9m

IN TURNOVER



105,000

SAMPLES ANALYSED  
EACH YEAR



CONCRETISING  
OUR  
PERFORMANCE





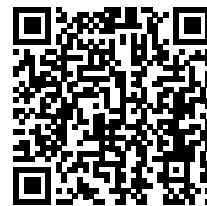
## CONTEXT

### CSRD

2025 was marked by the Omnibus law establishing a two-year postponement of the entry into force of the CSRD (Corporate Sustainability Reporting Directive) and the simplification of reporting. Concerned by the publication of a sustainability report at the end of 2028 (covering the 2027-2028 financial year), we are not yet publishing our double materiality analysis. However, we have capitalised on the work carried out at the beginning of 2024, and the identified issues regarding impacts and risks are at the heart of our strategy and decision-making processes. It is with this objective in mind that **the Strategic Directorate for Sustainability and the Agricultural Transitions and Sustainability commission were created.**

### Professional equality index

Each year, the Eureden Group calculates the professional equality index for all its entities with more than 50 employees, in accordance with the rules of France's "Avenir Professionnel" (Professional Future) law. With a score out of 100 points, based on five criteria, it is a practical tool for advancing equality between women and men within companies. This index cannot be consolidated at Eureden Group level. You can also find all the notes of the Group's companies on the eureden.com website, in the News section.



### Link between the Nation and the Armed Forces

Eureden does not conduct specific actions to promote the link between the Nation and the Armed Forces. However, the Group responds selectively to individual requests that are submitted, particularly from potential reservists.

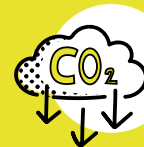


### SCOPE

The scope of consolidated ESG reporting corresponds to all companies in which Eureden is the majority shareholder. For each indicator, the scope retained is indicated in the summary table on pages 82-83.

In order to be representative of all of the Group's activities, most of the indicators evaluated are based on the Group's French and International (Spain-Hungary-Germany). It should be noted, however, that commercial entities outside France (CGC Romania (7 employees), CGC Italy (7 employees), and CGC Germany (7 employees)) are not included in the reporting scope, representing 0.27% of the total workforce. For the following indicators, we have used the French scope, excluding our three Spanish sites, our German site and our Hungarian site:

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



### CARBON FOOTPRINT

**Eureden's carbon footprint for the 2023/2024 financial year (from 01/07/2023 to 30/06/2024) was carried out by the firm GreenFlex according to the methodologies of ADEME (Bilan Carbone) and the GHG Protocol.**

#### Scope and Coverage

**Organisational Scope:** All activities related to the six divisions of the Eureden Group (Agriculture, Egg, Meat, Frozen Food, Long Life, and Distribution).

**Scopes Covered:** The carbon footprint is consolidated for Scopes 1, 2, and 3. Scope 3 is categorised as "operational" and "trading." Trading refers to the activity of buying/reselling goods without transformation by Eureden.

**Methodological Evolution:** Two new GHG emission items have been integrated compared to the 2019 assessment: Use and End-of-Life of sold products (with the exception of the Distribution division due to the diversity of trading products sold).

#### Sources of Emission Factors and Calculation

GHG emissions are calculated by the formula:

$GHG\ Emission = Activity\ Data \times Emission\ Factor$

The emission factors originate from the ADEME Base Empreinte® de l'ADEME, database, the Agribalyse® V3.2 database (for the environmental impact of food) and other specific databases (Inies, Gest'im, bibliographic sources, theses). Specific emission factors were used to account for agroecological practices within the vegetable sectors (a study carried out by Carbone 4).

Other sources of emission factors were used: Ecoalim V9, Ecoinvent, and an internal source (a study conducted on certain POs (Producer Organisations)). Regarding LPG, the conversion factors mainly come from Antargaz and Primagaz.

#### Activity Data

The data originates from Eureden's information systems or from divisional records (e.g., energy consumption, waste quantities). Certain data was estimated, such as the average home-to-work distance for employees per division and for customers (Distribution), or unoperated freight distances (using Google Maps). For animal production, feed consumption was estimated based on the average consumption, per type of animal, via a consumption index. Certain data originates from external sources (for example: the weight of animals recovered by slaughterhouses, obtained by the Purchasing department).

## METHODOLOGY STATEMENT



### PERIOD

The period chosen for the collection, analysis and consolidation of non-financial data is the period corresponding to the financial year **from 01/07/2024 to 30/06/2025.**



### EXTERNAL INSPECTIONS

Over the period from July 2024-June 2025, the reporting procedures for non-financial indicators were subject to an external audit by Forvis Mazars. At the same time, site audits based on a selection of social, environmental and societal indicators were carried out on four sites within our divisions representative of the Group's activities, in order to validate the overall accuracy and compliance of the reporting system: Landerneau (Eureden Agriculture), Rostrenen (Eureden Distribution), d'Aucy France establishment Locminé (Eureden Long Life) Aubret, (Eureden Meat). This independent third-party's assessment report can be found in the following section.



## DETAILS CONCERNING CERTAIN INDICATORS

#### Total physical workforce (Temporary contracts, permanent contracts, apprentices, work-study contracts)

Correction applied to the N-1 23/24 data regarding the Gelagri Iberica scope

#### Proportion of women among top executives

The calculation methodology has not yet been deployed for Ovofit. Therefore, this entity is not covered.

#### Employee turnover

For the first year, and in order to truly reflect the entries and exits within the Eureden Group, we have isolated internal movements in the calculation of turnover. Consequently, these data are not comparable with those of previous financial years.

#### Employee Satisfaction Rate

This refers to the satisfaction rate of employees who responded to the survey, representing 32% of the total workforce.

#### Hours worked

Two methods for calculating hours worked were applied:

- 1/ Use of clock-in system hours for non-managers and an average number of hours per month assigned to managers: 44% of the data
- 2/ Use of an average number of hours per month for all employees of the given entity: 56% of the data

#### Proportion of hens raised with alternative livestock methods

This refers to chickens raised in organic, free-range, Label Rouge, and barn systems.

#### renewable energies

"Renewable energy" refers to the following sources:

- Renewable electricity with guarantee of origin certificate
- Gas from the methaniser and from the heat network
- Electricity, hydrogen, and biodiesel consumed by vehicles

#### B7 and B100 Fuel

The conversion factors used are as follows:

- For B7, we consider a LHV of 10.58 kWh / litre
- For B100, we consider a LHV of 10.28 kWh / litre.

#### Light Vehicle Fuels

Of the total fuel consumption, 16.8% of light vehicle consumption is estimated. This estimate is based on the following data:

B7 diesel : 20,000 km/year and 5.5L/100 km/ electric: 3,000 kWh/year / Non-rechargeable hybrids: 1,100L/year et 9.63 kWh/L / Rechargeable hybrids : 1,100L/year et 9.63 kWh/L

#### Heavy goods vehicle fuels and production tools

In the absence of data, 16% of the fuel consumption for Heavy Goods Vehicles and production tools was estimated.

#### Share of Primary Food Packaging Recycled

The recycling rate used for the calculation is directly provided by CITEO, with a breakdown by material: Steel 86% / Aluminium 37% / Wood 0% (absence of a recycling channel) / Glass 86% / Paper cardboard 69% / Plastics: 27% / Others: 0%

**Source:** <https://www.citeo.com/le-mag/les-chiffres-du-recyclage-en-france>

#### Waste

The indicators related to waste do not include sludge resulting from our industrial processes.

#### Share of cereals under quality labels

The 2024-2025 campaign, having been heavily impacted by rain, resulted in very few volumes reaching a sufficient protein content for use in human consumption. The volumes harvested under quality labels decreased to a lesser extent, leading to a larger share.

#### Production volume under quality labels

In the absence of production data for Aubret and Bazin, sales data was used for the Eureden Meat division.

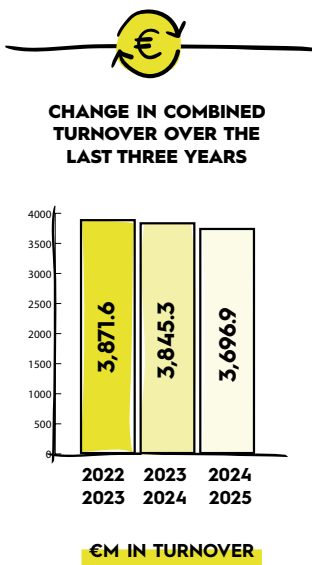
#### Number of audit days

The scope was completed with the integration of the Distribution division's stores, which was not the case in N-1 (a difference of 80 days).

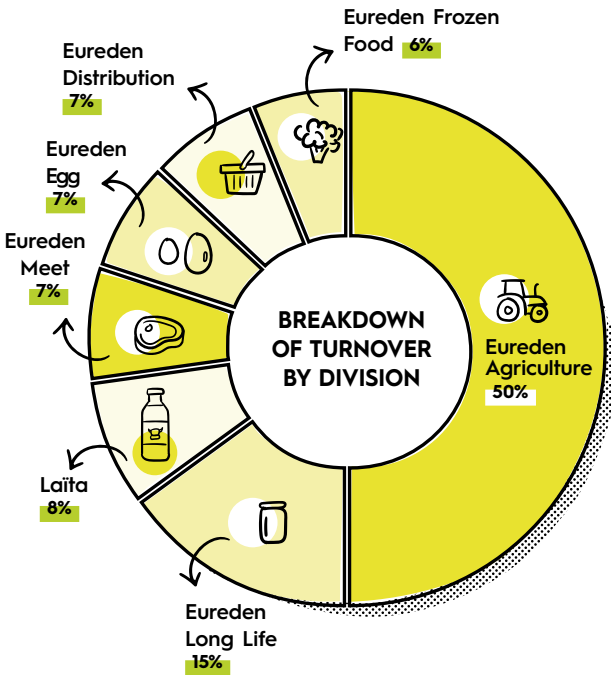


OUR FINANCIAL DATA

Combined turnover at 30/06/2025



Combined annual turnover amounted to €3,697m, showing a slight decrease (-4%) compared to the financial year ended June 30, 2024 and once again demonstrates the balance between our upstream agricultural activities and our downstream processing activities in a challenging global economic context for our businesses.



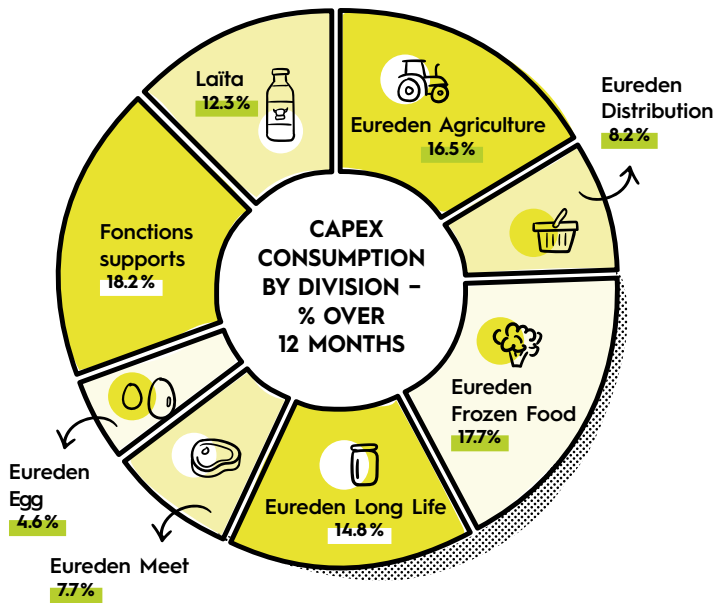
Combined net profit at 30/06/2025

Combined net profit/loss (Group share) presents a loss of €47.1m, reflecting, in particular, exceptional impacts related to our ongoing turnaround plans.

Evolution of combined net debt and combined equity as of 30/06/25

The combined balance sheet net financial debt amounts to 463 million euros, showing an improvement compared to the previous financial year. Our expanded equity amounts to €481 million. The Group thus confirms its financial solidity following its refinancing carried out at the end of 2024.

Capital expenditure



Combined EBITDA at 30/06/2025

The Group generated a combined EBITDA of €103.7m, compared to €119.8m as of June 30, 2024, with contrasting performance across the business divisions.

In the **Agriculture division**, animal production showed solid performance driven by a dynamic market, particularly for meat poultry and milk. Animal nutrition faced strong competitive pressure on volumes, which was offset by the initial effects of the performance plan linked to the industrial reorganisation of nutrition plants and the momentum of Jeunes Agriculteurs installations. Activities related to plant production (cereals, vegetables, agricultural supplies) reached a satisfactory level of performance despite complex climatic conditions (low summer collection and unprecedented humidity during the corn campaign), demonstrating the solidity of our operational model. To adapt to an increasingly uncertain economic context, savings were also achieved in the division's overhead costs.

The results of the **Distribution division** showed strong growth compared to the previous financial year thanks to improved margins accompanied by an optimisation of overhead costs. This significant development, occurring in a context of declining consumption, also results from the continuation of operational excellence efforts: better management of assortments, stocks, pricing, and the ramping up of the consumer e-commerce site.

The **Long Life division** suffered from the accelerated decline of the French canned vegetable market, particularly in Private Label, its main outlet, as well as competition from Chinese imports. The significant recovery measures quickly taken starting in the autumn of 2024, to adapt the division's business model and organisation to this new economic reality, are being deployed and are beginning

to bear fruit, particularly regarding stock levelset.

In the **Frozen Food division**, activity in France maintained a satisfactory level of performance despite lower volumes and prices. For its part, Spain maintained a high level of activity and continued its policy of price increases.

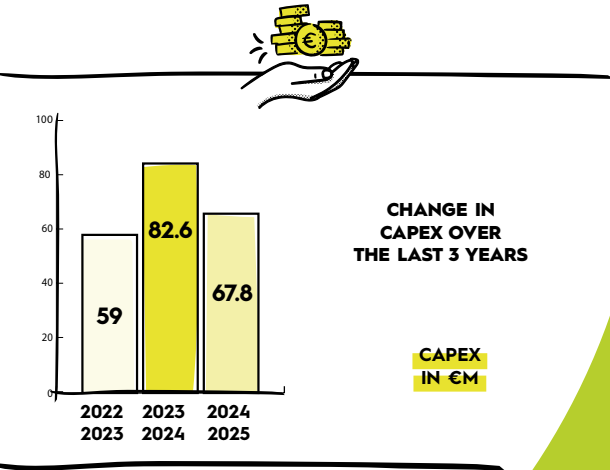
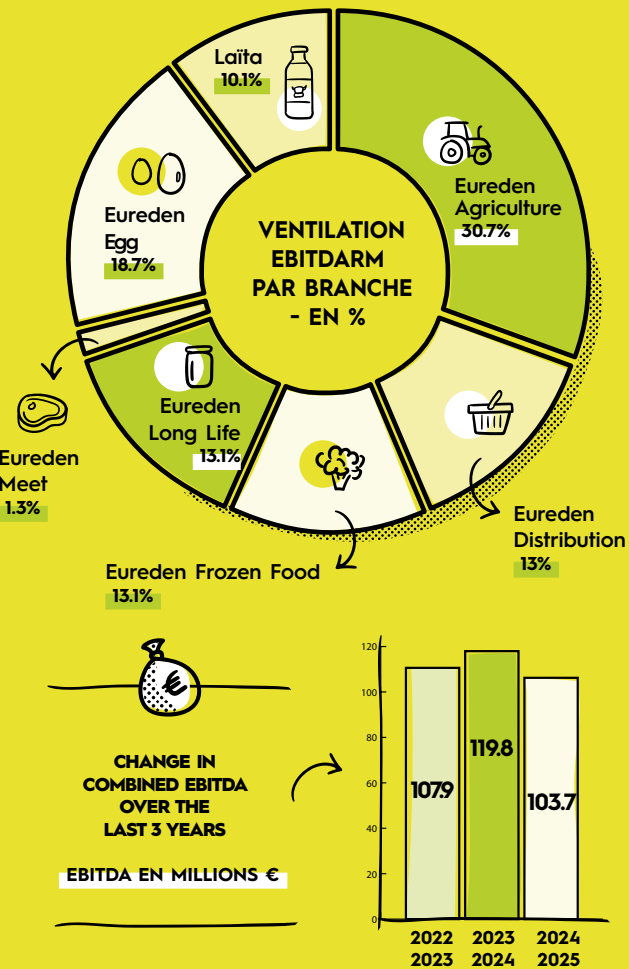
The **Meat division** was particularly affected by the results of Aubret, a company highly exposed to supermarkets and hypermarkets and not spared from the decline in margins, both in volume and value, observed among most players in the cured meats/charcuterie market.

A turnaround plan is currently being implemented, and its positive effects are expected to materialise in the next fiscal year.

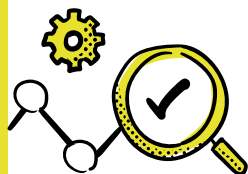
In parallel, the balanced diversification of the Group's activity portfolio and its leadership position in certain segments allowed it to capture value in dynamic markets:

the **Egg division**, across each of its businesses, notably showed a historic performance, rewarding the efforts deployed and the strategy of diversification and value in France and Europe. **Laita**, a subsidiary jointly controlled with the Terrena and Even cooperatives, achieved a solid performance, particularly driven by the growth in sales of its high value-added private-label products.

Over the past year, the Eureden Group invested nearly €68m. Growth, productivity, and innovation CAPEX represented approximately €20m. The improvement of people and asset safety is a priority and accounted for nearly €4m in investment. Finally, the transformation of our IT systems represented €11m.












## OUR NON-FINANCIAL PERFORMANCE INDICATORS





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

PILLAR	RISKS	LEVEL OF RISKS	POLICIES	INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
						2022 / 2023	2023 / 2024	2024 / 2025
 Co-operative and human values	Risk of minimising social and environmental challenges in decisions, of having solely a short-term financial vision and not having a longer-term overall strategic vision.	Crucial issue	Integrating environmental and social challenges into business plans and identifying concrete initiatives in the transformation programme	Number of contributors to the DPEF	Eureden in France and abroad	99	105	138
	Risk of failure in co-operative governance	Significant issue	Rolling out co-operative governance as close as possible to the regions and members Training elected representatives, governance charter	Number of elected members within the co-operative	Eureden co-operative	30	30	30
				Number of elected farmers who participate in the governance	Eureden co-operative	unaudited	unaudited	333
				Proportion of women on the Board of Directors	Eureden co-operative	10%	10%	16.67%
	Risk of tension in the preservation of human capital Human rights risk	Major issue	Diversity and combating discrimination	Proportion of women among top executives = Number of women in level 1 to 3 positions of responsibility	Permanent contracts at Eureden in France and abroad	18.60%	22.22%	27.06%
				Employee satisfaction rate	Eureden in France and abroad	67.80%	73.80%	72.60%
				Rate of employment of people with disabilities	Fixed-term contract, permanent contract at Eureden Group France	5.40%	5.57%	5%
				Apprenticeship and work-study contracts in the total physical workforce	Eureden in France and abroad	243	276	262
	Risk of skills mismatch relative to market needs and developments	Major issue	Strategic workforce planning Training plans and skills development	Proportion of payroll dedicated to training	Eureden in France and abroad from 01/01 to 31/12	1.81%	2.01%	2.03%
				Proportion of employees who received training	Eureden in France and abroad from 01/01 to 31/12	42.74%	56.85%	64.09%
 Geopolitics				Employee turnover rate	Permanent contracts at Eureden in France and abroad	13.69%	14.81%	13.02%
				Rate of absenteeism on health grounds	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	5.67%	5.30%	5.37%
				Workplace accident frequency rate	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	26.96	24.62	25.25%
	Risk of harm to the safety and health of people Psychosocial risks	Crucial issue	Preventive healthcare policy and quality of working life	Workplace accident severity rate	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	1.12	1.20	1.42%
				Number of fatal accidents	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	1	Zero	Zero
PILLAR	RISKS	LEVEL OF RISKS	POLICIES	INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
						2022 / 2023	2023 / 2024	2024 / 2025
 Geopolitics	Risk of inflation or shortages of raw materials (packaging, agricultural inputs, energy, etc.) due to conflicts (e.g. war in Ukraine) or geopolitical tensions.	Crucial issue	Reinforcement of the protein relocation plan, development of renewable energy	Volume of oilseed crops aimed at protein autonomy for animal nutrition	Eureden Co-operative	95,434 T	89,290 T	79,511 T
				Proportion of renewable energies in the energy mix	Eureden in France and abroad	11.80%	11.73%	11.06%
PILLAR	RISKS	LEVEL OF RISKS	POLICIES	INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
						2022 / 2023	2023 / 2024	2024 / 2025
 Regional development	Risk of not being involved in the dynamics of the local landscape	Major issue	Human Resources policy / Recrutement	Total physical workforce	Temporary contracts, permanent contracts, apprentices, work-study contracts at Eureden in France and abroad	8,307	7,952	8,006
			Policy of support and assistance for socioeconomic development	Amount of food donations (finished edible products) at industrial cost price	Eureden in France and abroad	€815,859.00	€764,637.84	€700,444.09



PILLAR	RISKS	LEVEL OF RISKS	POLICIES	INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
						2022 / 2023	2023 / 2024	2024/2025
 Diversified and sustainable agriculture	Risk of mismatch between societal demands and agricultural production methods	Major issue	The "Cultivate Differently" initiative, aimed at developing alternative solutions to plant-protection products	Proportion of vegetable farms with environmental certification (CEN2)	Eureden Co-operative	100.00%	100.00%	100.00%
				Proportion of Level 2 farms also certified Level 3	Eureden Co-operative	3.86%	4.30%	5.36%
				Proportion of organic members	Eureden Co-operative	13.10%	13.80%	14.23%
			Support for organic conversion and the environmental transition	Amount of aid to members committed to an environmental transition process	Eureden in France and abroad from 01/01 to 31/12	€953,043.57	€963,877.00	€766,600.00
			"Élevé avec passion" ("Raised with passion") initiative	Proportion of hens raised with alternative livestock methods	Eureden Co-operative	55.22%	60.12%	63.02%
				Percentage of cured meat product volumes sold under a quality label equal to or higher than the Le Porc Français LFP standard in terms of animal welfare.	Eureden Meet	50.20%	45.29%	47.65%
	Risk in terms of food security due to lack of attractiveness of the farming profession	Crucial issue	Projeco initiative, help for young farmers starting up and transferring/developing farms	Nombre de jeunes agriculteurs nouvellement installés ayant adhéré au programme Passeport Jeune Agriculteur	Eureden Co-operative	184	240	260

PILLAR	RISKS	LEVEL OF RISKS	POLICIES	INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
						2022 / 2023	2023 / 2024	2024/2025
 Affordable, high-quality food	Public health risk	Major issue	Policy of quality control at each stage of the production and processing chain for marketed food products.	Number of days of quality audits carried out (internal/external)	Eureden in France and abroad	616.25	516.50	604.25
				Proportion of certified industrial sites (IFS/BRC/FSSC22000/ISO9001/SMETA/RCNA/STNO/STNE/GMP+/FCA/ORGANIC)	Eureden in France and abroad	92.50%	97.37%	100.00%
				Number of certificates for the Agricultural activity (CSA-GTP/ORGANIC/AGRICONFIANCE/ISO9001/ISO22000)	Eureden in France and abroad	15	14	12
				Proportion of vegetables sold under own brand with a Nutri-Score of A or B (hyper/supermarkets and food service)	Eureden Long Life	99.20%	98.90%	97.20%
				Proportion of vegetables sold under own brand with a Nutri-Score of A or B (hyper/supermarkets and food service)	Eureden Frozen Food	94%	90%	92%
				Proportion of pigs by volume intended for human consumption under a quality label (Label Rouge, Bleu-blanc-coeur)	Eureden Co-operative	26.40%	21.50%	22.76%
				Proportion of grains by volume intended for human consumption under a quality label (Agri-ethical milling wheat, PGI black wheat, organic)	Eureden Co-operative	7%	6.50%	30.50%
				Proportion of pigs intended for human consumption under a quality label	Eureden in France and abroad four downstream divisions	12.73%	9.23%	10.74%

PILLAR	RISKS	LEVEL OF RISKS	POLICIES	INDICATORS	SCOPE OF CONSOLIDATION	CONSOLIDATED DATA		
						2022 / 2023	2023 / 2024	2024/2025
 Respect for the planet	Climate impact of our activities	Crucial issue	Climate policy	Scope 1-2-3 carbon footprint (2023/2024 financial year)	Eureden in France and abroad	-	4,008,786 T eq CO2	-
				Proportion of primary food packaging recycled	Products intended for French supermarkets Citeo data**	91.27%	81.09%	81.52%
				Total energy consumption (electricity, gas, fuels)	Eureden in France and abroad	678,392,609.39 kWh	711,762,682.82 kWh	729,327,525.72 kWh
				Proportion of renewable energies in the energy mix	Eureden in France and abroad	11.80%	11.73%	11.06%
				Volume of oilseed crops aimed at protein autonomy for animal nutrition	Eureden Co-operative	95,434 T	89,290 T	79,511 T
	Risk to agricultural production and processing linked to climate change	Crucial issue	Prod'ici initiative, aimed at relocating vegetable protein cultivation	Water withdrawal	Eureden in France and abroad	4,098,462m³*	4,578,946m³*	4,516,279m³
				Water discharge into the natural environment (spreading, WWTP, rivers)	Eureden in France and abroad	3,596,978m³*	4,017,900m³*	3,918,513m³
				Water return rate (discharge/withdrawal)	Eureden in France and abroad	87.71%*	87.75%	86.76%
	Risk to agricultural production and processing linked to water resource tensions	Crucial issue	Resource conservation policy	Proportion of surface areas cultivated using alternative solutions	Eureden Co-operative	13.10%	13.80%	14.23%
				% of co-products and organic or plant waste recovered	Eureden in France and abroad	99.62%**	99.34%	99.28%
	Impact of agricultural production on biodiversity	Crucial issue	Resource conservation policy	Percentage of industrial waste recycled or recovered	Eureden in France and abroad	98.29%***	97.25%	96.86%
				Percentage of hazardous waste	Eureden in France and abroad	0.11%***	0.18%	0.17%
	Risk to agricultural production and processing linked to water resource tensions	Crucial issue	Resource conservation policy					
	Impact on environmental pollution	Significant issue	Waste management policy					
	Risk of raw material availability							

\* Data not available on the group's consolidated scope/perimeter. Integration of the agriculture and distribution activities in the 2023-2024 financial year.  
\*\* Eureden in France and abroad, only four downstream divisions.  
\*\*\* Data not available for Group consolidated scope. Integration of the agriculture business in the 2023-2024 financial year.





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## Eureden co-operative

### Independent Third-Party Verification Report on the Consolidated Non-Financial Performance Statement included in the Management Report.

Fiscal year ended June 30, 2025

**Coopérative Eureden**  
Société coopérative agricole  
ZAC de Kervidanou 3  
34 rue Ferdinand Buisson  
29300 MELLAC

### The independent third-party body's report on the verification of the consolidated non-financial performance statement included in the management report.

Financial year ended 30 June 2025.

To the members,

In our capacity as an independent third-party body of Coopérative Eureden (hereinafter the "Company" or the "Entity"), a member of the Forvis Mazars network, statutory auditor of Coopérative Eureden, accredited by COFRAC Validation/Verification under number 3-1895 (the list of sites and scope of accreditation are available at [www.cofrac.fr](http://www.cofrac.fr)), we have carried out work aimed at issuing a reasoned opinion expressing a limited assurance conclusion on the historical information (observed or extrapolated) in the consolidated non-financial performance statement (hereinafter the "Information" and the "Statement" respectively), prepared according to the Company's procedures (hereinafter the "Framework"), for the financial year ended 30 June 2025, presented in the Company's management report, in application of the provisions of Article L. 524-2-1, paragraph 1, of the French Rural and Maritime Fishing Code.

### Conclusion

Based on the procedures we have carried out, as described in the section 'Nature and scope of work', and the evidence we have gathered, we have not identified any significant anomalies likely to call into question the fact that the non-financial performance statement complies with the applicable regulatory provisions and that the Information, taken as a whole, is presented fairly, in accordance with the Framework.

### Preparation of the non-financial performance statement

The absence of a generally accepted and commonly used reporting framework or established practices on which to rely for evaluating and measuring the Information allows for the use of different, but acceptable, measurement techniques, which may affect comparability between entities and over time.

Consequently, the Information must be read and understood with reference to the Framework, the significant elements of which are presented in the Statement.

*Eureden co-operative*  
*Financial year ended June 30, 2025*  
RSE\_SQ\_MOD\_CNCC\_Rapport OTI\_DPEF\_Version 1.11

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Inherent Limitations in the Preparation of the Information

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

Responsibility of the Company

It is the Management's responsibility to:

- to select or establish appropriate criteria for the preparation of the Information;
- to prepare a Statement compliant 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 in respect of these risks, as well as the results of these policies, including key performance indicators;
- as well as to establish the internal control it deems necessary for the preparation of Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared by applying the Entity's Framework, as mentioned above.

Responsibility of the Independent Third-Party Body

It is our responsibility, based on our work, to issue a reasoned opinion expressing a limited assurance conclusion on:

- the compliance of the Statement with the provisions set out in Article R. 225-105 of the French Commercial Code (in their versions prior to 1 January 2025);
- the fair presentation of the historical information (observed or extrapolated) provided pursuant to Article R. 225-105 (I, 3° and II) of the French Commercial Code (in their versions prior to 1 January 2025), namely the results of the policies, including key performance indicators, and the actions, relating to the main risks.

We carried out work aimed at formulating a reasoned opinion expressing a conclusion of limited assurance on the historical, observed, or extrapolated information.

As it is our responsibility to formulate an independent conclusion on the Information as prepared by the Management, we are not authorised to be involved in the preparation of the said Information, as this could compromise our independence.

It is not our responsibility to express an opinion on:

- the Entity's compliance with other applicable legal and regulatory provisions (particularly concerning the fight against corruption and tax evasion);

- the conformity of products and services with applicable regulations.

Applicable regulatory provisions and professional guidance

The work we carried out, as described below, was performed in accordance with the provisions of Articles A. 225-1 et seq. of the French Commercial Code (Code de commerce), the professional guidance of the French National Body of Statutory Auditors (Compagnie nationale des commissaires aux comptes) relating to this engagement, which serves as a verification programme, and International Standard on Assurance Engagements (ISAE) 3000 (Revised).

This report is prepared in accordance with the CSR verification programme RSE\_SQ\_Programme de vérification\_DPEF.

Independence and quality control

Our independence is defined by the provisions set out in Article L. 821-28 of the French Commercial Code (Code de commerce) and the code of ethics for the statutory auditor profession. Furthermore, we have implemented a quality control system which includes documented policies and procedures aimed at ensuring compliance with the applicable legal and regulatory texts, ethical rules, and the professional guidance of the French National Body of Statutory Auditors (Compagnie nationale des commissaires aux comptes) relating to this engagement.

Resources and Means

Our work involved the skills of 5 people and took place between June and October 2025, over a total engagement duration of 10 weeks.

We conducted around ten interviews with the persons responsible for preparing the Statement, notably representing the CSR, Risk Management, Human Resources, Health and Safety, Environment, and Procurement departments.

Nature and Scope of the Works

We planned and performed our work taking into account the risk of material misstatements in the Information.

We believe that the procedures we have performed, exercising our professional judgment, allow us to form a limited assurance conclusion:

- we have obtained an understanding of the business activities of all entities included within the scope of consolidation and the statement of the principal risks;
- we have assessed the appropriateness of the Framework with regard to its relevance, completeness, reliability, neutrality, and clarity, taking into consideration, where applicable, sector best practices;



- we have verified that the Statement covers each category of information provided for in section III of Article L. 225-102-1 (in their versions prior to 1st January 2025) concerning social and environmental matters;

we have verified that the Statement presents the information provided for in section II of Article R. 225-105 (in their versions prior to 1st January 2025) when they are relevant with regard to the principal risks, and includes, where applicable, an explanation of the reasons justifying the absence of the information required by the 2nd paragraph of section III of Article L. 225-102-1 (in their versions prior to 1st January 2025);

- we have verified that the Statement presents the business model and a description of the principal risks related to the activities of the entities included within the scope of consolidation, including, where relevant and proportionate, the risks created by its business relationships, its products or its services, as well as the policies, actions, and results, including key performance indicators relating to the principal risks;

- we have reviewed the documentary sources and conducted interviews in order to:
  - o assess the process for selecting and validating the principal risks and the coherence of the results, including the key performance indicators selected, with regard to the principal risks and policies presented, and
  - o corroborate the qualitative information that we considered most important;

- we have verified that the Statement covers the consolidated scope, namely all entities included in the scope of consolidation in accordance with Article L. 233-16 with the limitations specified in the Statement;

- we have taken note of the internal control and risk management procedures implemented by the Entity and assessed the collection process aimed at ensuring the completeness and fairness of the Information;

for the key performance indicators and other quantitative results that we considered most important and which are presented in Appendix 1, we have implemented the following:

- o analytical procedures consisting of verifying the correct consolidation of the data collected and the consistency of their changes;
- o detailed tests on a sampling basis or through other selection methods, consisting of verifying the correct application of definitions and procedures and reconciling the data with supporting documentation. This work was carried out at a selection of contributing entities.
- we have assessed the overall consistency of the Statement with our understanding of all entities included within the scope of consolidation.

<sup>1</sup>Landerneau (Agriculture branch), Rostrenen (Distribution branch), Locminé, Aubret

The procedures implemented within the framework of a limited assurance engagement are less extensive than those required for a reasonable assurance engagement performed according to the professional standards of the Compagnie nationale des commissaires aux comptes; a higher level of assurance would have required more extensive verification work.

The Independent Third Party Organisation,  
Forvis Mazars SAS

Vannes, 27 October 2025

DocuSigned by:  
*Julien Maulavé*  
25FD1444096F4E5...

Julien Maulavé  
Partner

DocuSigned by:  
*Tristan Mourre*  
695610AC54894D5...

Tristan Mourre  
CSR & Sustainable Development  
Partner



Appendix 1: Important Information

RISKS	KEY INDICATORS
Risk of tension in the preservation of human capital Psychosocial Risks Risk related to Human Rights	- Proportion of women in the group's top management
Risk of skills mismatch with market needs and developments	- Proportion of payroll dedicated to training - Proportion of employees trained
Risk of harm to the safety and health of individuals	- Turnover rate (for permanent contracts) - Rate of absenteeism on health grounds - Lost-time workplace accident frequency rate - Workplace accident severity rate
Risk of inflation or shortage of raw materials (packaging, agricultural inputs, energy, etc.) linked to conflicts (e.g. war in Ukraine) or geopolitical tensions	- Proportion of renewable energies in the energy mix - Energy consumption (electricity, gas, fuels, and any other energy as appropriate)
Public health risk	- Proportion of production volume intended for human consumption "under a quality label" - Proportion of volumes sold under a quality label equal to or exceeding the <i>Le Porc Français LPF</i> label in terms of animal welfare
Risk of impact of our activities on the climate  Risk of impact of climate change and resource scarcity on our agricultural and processing production (soil, water, air, etc.)	- Carbon Footprint Scope 1 / 2 and Scope 3 - Proportion of primary food packaging recycled - Water return rate (discharge/withdrawal) - Percentage of food co-products and food or plant waste recovered - Percentage of industrial waste recycled or recovered
Risk of mismatch between societal demands and agricultural production methods	- Proportion of cultivated areas with alternative solutions to plant-protection products from synthetic chemistry Number of newly established farmers who have joined the "Passeport Jeune Agriculteur" ("Young Farmers Passport")

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