

CSR Report 2021

EXTRA-FINANCIAL
PERFORMANCE DECLARATION



UNIGRAINS
SHARING VALUES SHARING VISION



DISCLAIMER:

This document provides information on the extra-financial performance of Unigrains Group, in compliance with regulations: decree no. 2017-1265 of 9 August 2017, implementing order no. 20171180 of 19 July 2017 on the publication of extra-financial information by certain large companies and certain groups of companies.

The information is for the year 2021. Given the date of publication of the document, information for the beginning of 2022 is also included where available.

This Extra-Financial Performance Declaration constitutes the mandatory annual CSR reporting of Unigrains group. For all five of the non-financial issues “carrying risks and opportunities” presented here, a status report on the Group’s actions to date has been prepared. The action plans and associated indicators presented are for the year 2021.

EDITORIAL TEAM:

Publishing Director

- Anne Perrot, Head of CSR

Members of the CSR Working Group:

- Florence Alin, Investment Director
- Anne Couderc, Senior Economic Research Officer
- Agnès Heroult Poncelet, General Services
- Etienne Jobard, Economic Research Officer
- Ari Levine, Communications Director
- Romain Pinpernet, Investment Manager

Unigrains, 23 avenue de Neuilly 75116 Paris - France

Tel : +33 (0)1 44 31 10 00 - [@UnigrainsGroup](#)



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PRESENTATION OF UNIGRAINS & BUSINESS MODEL



PRESENTATION OF UNIGRAINS

The French grain producers, founders of Unigrains, decided to invest in the agri-food industry in order to secure and enhance the value of agricultural productions as early as 1963. Unigrains has been developing continuously ever since, in France and abroad.

Our vision

Sustainable agriculture and responsible companies committed to well-being

Our values

Passion
Trust
Ambition

Our missions

Invest
as a long-term strategic partner to entrepreneurs in agri-food and the bioeconomy

Develop
knowledge and understanding of the key issues of tomorrow's agriculture and agri-food industry

Participate
in the international reach of the know-how of French farmers and partner companies

Contribute
to the emergence of new solutions for agriculture and the development of its production

Key dates

1963

Unigrains complements COFACE's action to finance grain exports

1991

Extension of activities to all agri-food industries

2004

Creation of Cerea Partners and launch of a third-party management activity (sold in 2019 to its management team)

2011

International opening: participation in investment funds focused on the agri-food industry

2018

Launch of a fund dedicated to Italian SMEs by Unigrains Développement; Acquisition of Mecatherm a leader in equipment for the industrial pastry and bakery sector

2021

Creation of AuxinéA: a consulting company dedicated to agricultural cooperatives and agri-food companies

1963

1971

1971

Creation of Fonds de Solidarité des Céréaliculteurs et des Eleveurs, managed by Unigrains; Development of equity financing

1991

2003

2003

Unigrains incorporates part of the managed funds in its assets (Loi des Finances 2003)

2004

2007

2007

Creation of Messis Finance: M&A advisory, disposals, fund-raising

2011

2015

2015

Launch of a co-investment activity with Unigrains on large-scale transactions by Unigrains Développement

2018

2020

2020

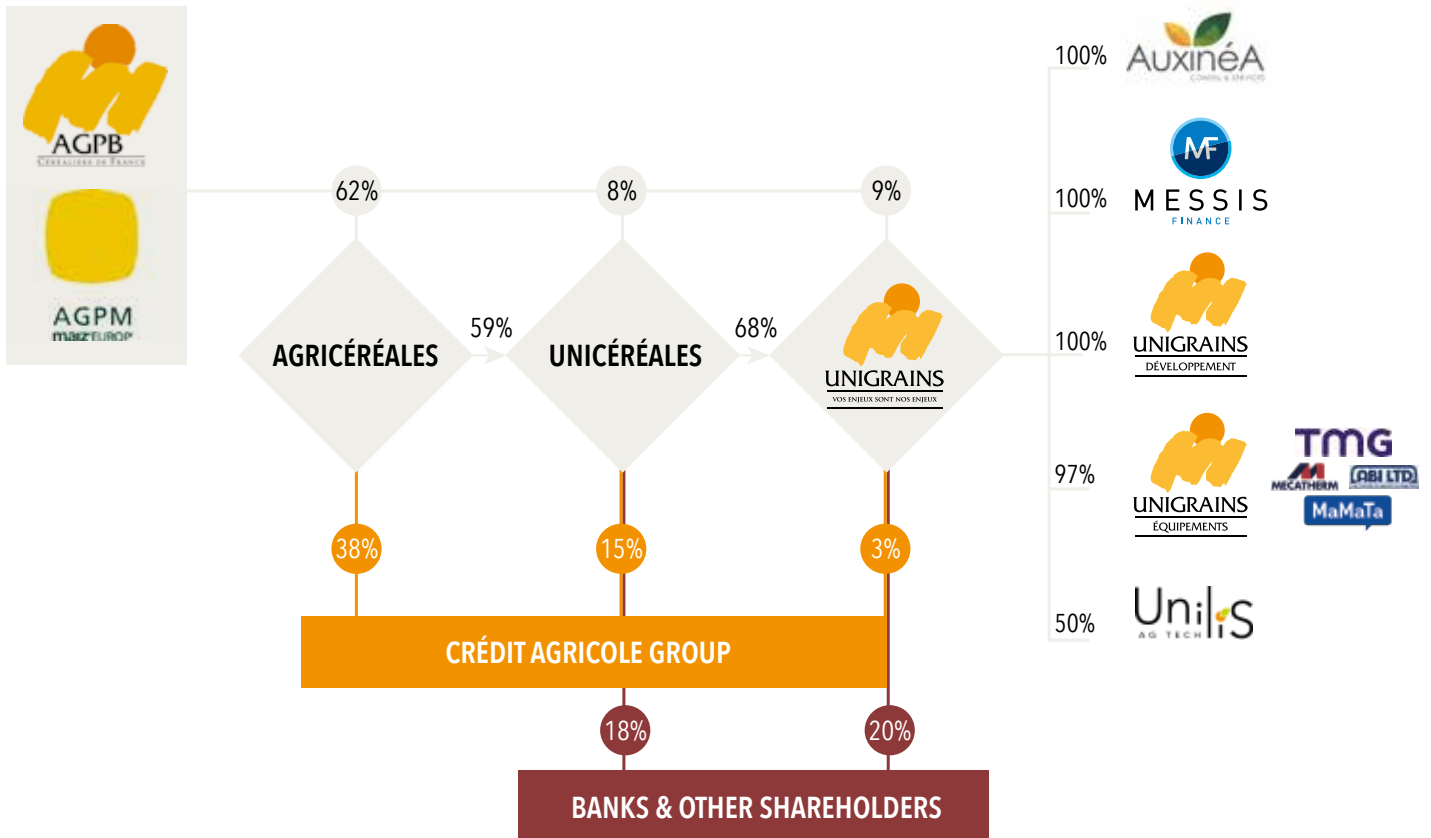
Creation of Unilis Agtech: joint venture with Arvalis to support young innovative agri-technology companies

2021

Specificities



Organigramme



Business model

29 million hectares

of Useful Agricultural Area in France in 2020

1963
creation of Unigrains

59 years ago by the French grain growers

AGRICULTURAL PRODUCTIONS

COMPANIES OF THE AGRI-FOOD VALUE CHAIN



DEVELOPMENT PROJECTS

- Organic growth
- External growth
- International development
- Shareholder reorganization

TECHNICAL & FINANCIAL SUPPORT

- | | |
|--------------------|-----------------------|
| Equity investments | Project financing |
| Adapted modalities | Long-term horizon |
| Sector expertise | Financial engineering |

Networks



BUSINESSES

- | | | | | |
|------------|-----|-----------|------------|-----------------------|
| Investment | M&A | Equipment | Innovation | Consulting & Services |
|------------|-----|-----------|------------|-----------------------|

1 000 companies supported by the Group since its creation

~80 current portfolio companies

10 to 20 deals carried out and 100m to 150m invested per year

25 countries where the Group is present through its direct and indirect investments

61 studies published in 2021 to decode industry trends

€930m in equity capital at 31/12/2021

€1,2 bn in assets under management at 31/12/2021

21 investment professionals

8 researchers and documentalists dedicated to agri-agro

CONSUMERS

Constant action to strengthen the links between agriculture and agri-food

DETAILED PRESENTATION

of the Group's main entities



UNIGRAINS



€930 million in equity capital at 31/12/2021
60 employees (including 14 investment professionals)
Growth capital and specialized funds

Investment company created in **1963**

DIRECT INVESTMENTS

- **Equity investments & financing:** in the context of strengthening equity capital (organic and/or external growth transactions) and of reorganizing the shareholder structure (purchase of minority shareholders, asset optimization)
- **Investment tickets ranging between €1m and €100m:** investments in equity and quasi-equity; possibility of co-investment with other partners
- **Adapted modalities:** support for companies of all sizes, in line with the projects' schedule and constraints; modalities adapted to the company's needs (shares, convertible bonds, bonds with share subscription warrants, etc.)
- **5-8 year horizon:** long-term approach; strong partnership based on trust and sharing

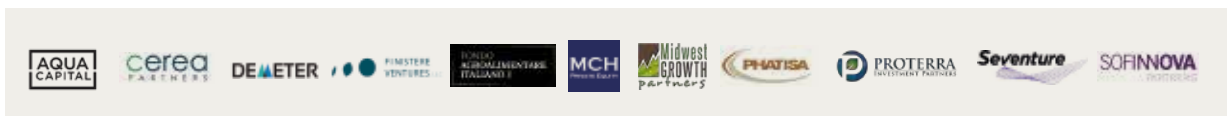
INDIRECT INVESTMENTS

- **Specialized funds:** investments in private equity funds focused on the agri-food and agroindustry sectors; founder of the Cerea Partners funds in France and sponsor of Fondo Agroalimentare Italiano in Italy
- **International contacts:** visibility on market trends in complementary and high-potential geographical areas; partnership approach and rigorous selection of trusted teams
- **Networks & Opportunities:** support for international development projects of partner companies; contacts and collaborations on cross border topics
- **Innovation funds:** investments in sector specific and innovation-focused venture funds; anticipating and understanding the trends that will drive the sector tomorrow

— SELECTION OF PARTNER COMPANIES —



— SELECTION OF PARTNER FUNDS —



— REVIEW OF 2021 DEALS —

Over **300** opportunities studied

€**130m** invested

€**200m** of exits enabling partner companies to initiate new development projects

UNIGRAINS Développement



€254.9m raised since inception
Co-investment and third asset management



Unigrains Développement is an asset management company specialized in private equity, approved by the AMF under number GP-1600003, since 3 February 2016. A wholly owned subsidiary of Unigrains, it manages French and European funds dedicated to agri-food companies. The company established a branch under Italian law in July 2017 in Milan.

— FUNDS MANAGED —

At 31 December 2021, Unigrains Développement had raised **€254,9m** for its two Funds.

IAA CROISSANCE INTERNATIONALE (€200M)	FONDO AGROALIMENTARE ITALIANO (€54,9M)
<p>Established in April 2016 and dedicated to institutional investors, the Fund invests in equity or quasi-equity in French and European non-listed mid-caps in the agri-food industry in co-investment with Unigrains.</p> <p>At 31/12/2021, the Fund had completed 6 principal investments and 1 disposal.</p>	<p>Incorporated in June 2018, sponsored by Unigrains and open to European investors, the Fund invests in the capital of Italian agri-food companies.</p> <p>At 31/12/2021, the Fund had completed 8 principal investments and 1 disposal.</p>

*company sold in 2021

**company sold in 2020

— MANAGEMENT TEAM —

- VINCENT DESTIEU** — Chief Executive Officer
- FRANÇOIS-XAVIER MASSON** — Financial Manager of IAA Croissance Internationale
- FRANCESCO ORAZI** — Financial Manager of Fondo Agroalimentare Italiano
- ALFREDO CICOGNANI** — Investment Manager
- STEFANO MASINI** — Investment Manager

— CSR-ESG APPROACH AND ACTIONS —

In addition to the regulatory requirements to which it is subject as an AMF-approved Management Company, Unigrains Développement is committed to environmental, societal and governance dimensions in its business activities and its investments.

The Unigrains CSR-ESG policies detailed in this report, as well as the Group's commitments, labels and initiatives, apply fully to Unigrains Développement.

MESSIS Finance



Over 60 mandates completed since creation
5 professionals
Advisory in Mergers & Acquisitions and Financial Engineering

M&A
advisory firm
created in
2007

Founded by Unigrains in 2007, Messis Finance is an M&A advisory firm specialized in the agri-food and agro-industry sectors. Messis Finance offers comprehensive support for all equity transactions. As part of Unigrains group, Messis Finance has privileged access to agri-business decision-makers and a strong presence in the local economic fabric.

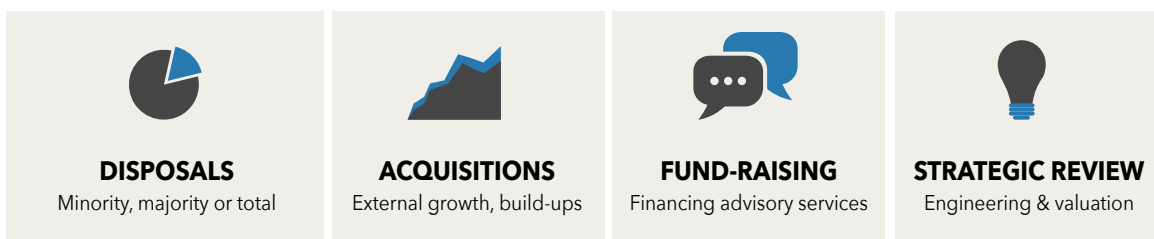


"Agricultural cooperative players as well as SMEs active in the agri-food and agro-industrial sectors are facing profound changes that have direct consequences on their strategy. Messis Finance's role is to support these shareholders and managers in their strategic decisions."

Elie Auriac, Messis Finance

— MESSIS FINANCE'S ACTIVITIES —

Messis Finance advises all professionals in the agri-food and agroindustry sectors, whether they are SMEs, industrial groups, cooperatives, family-owned companies or investment funds active in the sector. Messis Finance assists shareholders and management teams in all their M&A transactions, from project development to completion.



— KEY FIGURES —

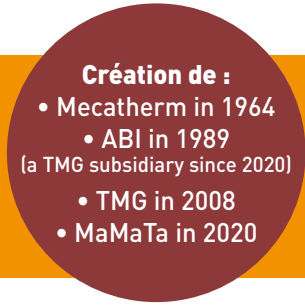


UNIGRAINS Equipements



TMG – Mecatherm – ABI – MaMaTa
Equipment manufacturers and service providers
dedicated to industrial bakery

~500 employees and €115m* of consolidated revenues in 2021,
3 plants (2 in France, 1 in Canada), 1 subsidiary (United States),
1 head office (France)

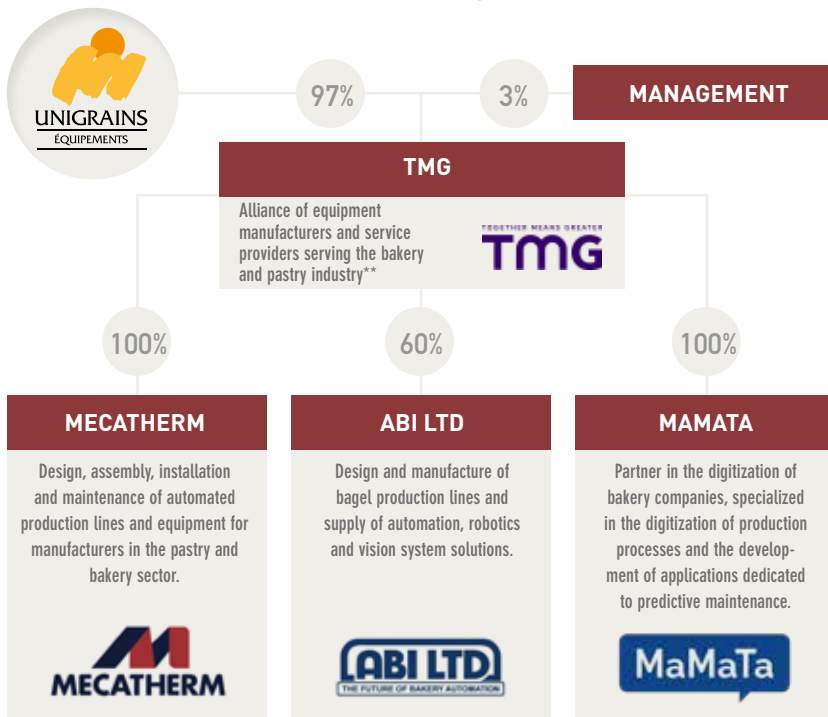


Majority owned by Unigrains since 2018, TMG (Together Means Greater) is an alliance of equipment manufacturers and service providers for industrial pastry and bakery under a privileged partnership approach. TMG supports the development of each of its brands by encouraging the pooling of expertise, processes and experience around a foundation of shared values including know-how, respect for commitments and team spirit.



“ In a virtuous process of cross fertilization and sharing common values, each subsidiary brings its own specific expertise to meet the challenges of the industrial pastry and bakery sector: product quality, industrial performance and sustainable development. Belonging to the Unigrains group allows us to make exceptional skills available to our customers, who are constantly looking for innovative solutions. Collaboration with the entire ecosystem is a strong added value in the growth momentum of each of TMG’s subsidiaries and that of our customers. ”

Olivier Sergent, Chairman of TMG



TMG’s customers range from large international key accounts located in several countries to small family-owned businesses in the process of transforming and equipping themselves with fully automated lines or equipment to support their development.

TMG’s subsidiaries are positioned among the leaders in the markets in which they operate, and support manufacturers around the world in their challenges of product quality, cost optimization, efficiency gains, digital transformation and sustainable development.

Through their comprehensive and complementary offering and innovative services, TMG Group’s subsidiaries support their customers’ development. The supplier-customer relationship is a key element of success in this sector.

TMG’s subsidiaries are involved in the design, manufacture and installation of furnaces, machines and automated lines, automation, robotics and vision solutions, as well as in the provision of services such as after-sales and digital services.

— KEY FIGURES 2021 —



*2021 forecast consolidated revenue - **Pastry and bakery

UNILIS Agtech



Unilis
AG TECH

Financial and technical partner for AgTech entrepreneurs.
Innovation

Joint venture
between
Unigrains and
Arvalis



“ Unilis Agtech aims to accelerate technological innovation for a value-creating and resilient agriculture. Its ambition is to support a dozen start-ups as a preferred financial and technical partner for AgTech entrepreneurs.”

Alexandre Biau, Unilis Agtech CEO

THE FRENCH GRAIN INDUSTRY WORKING FOR INNOVATION

- **Unilis Agtech** supports young innovative agrotechnology companies to accelerate the optimization and adoption of their solutions for the production of arable crops and fodder crops.
- **The companies targeted by Unilis Agtech**, whether they are based in France or abroad, develop solutions applicable to French agricultural systems and have a proof of concept. They have already put together a team to advance their ambitions in areas of innovation such as digital agriculture, agricultural equipment, nutrition and plant protection, or any other relevant solution for the sustainable improvement of systems at the plot, farm or territorial level.

PERSONALISED SUPPORT

The entrepreneurs, selected by a jury, agree with Unilis Agtech on the specific terms of their support, with three indissociable components:

- **Technical support from Arvalis** and the network offered by its 27 national establishments
- **Appropriate financial support** in the form of equity or quasi-equity
- **Access to a broad network** of committed mentors and experts

— 3 START-UPS SUPPORTED —



inarix

Inarix uses computer vision technologies to qualify crops anywhere, any time.



Javelot is the digital expert in agricultural raw material storage.



BIOINTRANT

BioIntrant identifies and produces phyto beneficial bacteria for plant protection and growth.

— Interested companies can apply at www.unilis.fr —

AUXINÉA



7 missions undertaken since launch in 2021

Consulting & services company created in 2021

A consulting & services company created at the initiative of Unigrains in 2021, Auxinéa's mission is to support agricultural cooperative groups and agri-food companies providing pragmatic and appropriate solutions to the financial and organizational challenges they face.



"Auxinéa's activity is fully in line with Unigrains' strategic orientation by making it possible to offer more added value to companies in the agricultural and agri-food sectors."

Catherine Requier, Auxinéa CEO

— AREAS — OF INTERVENTION

**FINANCIAL
STRUCTURING,
FINANCING AND CASH
MANAGEMENT**

**FINANCIAL PLANNING,
MANAGEMENT
CONTROL
AND PROCESS
OPTIMISATION**

**FINANCIAL
RISK
MANAGEMENT**

— SPECIFIC — FEATURES OF A UNIQUE AND DIFFERENTIATING APPROACH

SECTOR EXPERTISE

A specialist in the agri-food sector with knowledge of the specificities and constraints faced by agri-food and agricultural groups

OPERATIONAL EXPERIENCE AND KNOW-HOW

Services provided by people who have held operational positions in agricultural and agri-food cooperative groups

PRAGMATIC AND TAILOR-MADE APPROACH

Reliable and high-quality service, tailored to the customer's profile and requirements, with the ability to act «on behalf of» if desired

OPERATING MODE ADAPTED TO THE MISSIONS

Project delegation, situation management, transfer of know-how to the customer's team, etc., in a general philosophy of transmission

WIDE RANGE OF AREAS OF INTERVENTION

Allowing a cross-cutting approach of the subjects and a more complete coverage of the issues

Challenges & Outlook

— GOVERNANCE CHANGES AT UNIGRAINS —

• On 14 September 2021, Unigrains announced the appointment of Eric Thirouin as President and Maxime Vandoni as CEO.

• Eric Thirouin has been President of AGPB (General Association of Wheat Producers) since 2019 and Unigrains' Board Member since 2018.

• Maxime Vandoni is an experienced manager with a strong background in consumer products, at the helm of agri-food companies and cooperative groups, as well as in the renewable energy sector.

• They succeed Philippe Pinta and Jean-François Laurain, both of whom were warmly thanked by the Board of Directors for their decisive actions and their involvement in the company's success.

• These appointments are the culmination of a governance renewal process in line with the values upheld by the company and its grain producer shareholders.

• Eric Thirouin and Maxime Vandoni want to strengthen Unigrains' position as a benchmark partner for agri-food companies, while ensuring that the essential link between agriculture and agri-food is strengthened.

• In order to provide the best possible support to Unigrains' partner companies in their projects, they intend to pay particular attention to international development as well as to the deployment of the CSR-ESG policy recently formalized around «sustainable agriculture and responsible companies committed to the well-being of all.



“ Presiding over Unigrains in accordance with the values that have driven it since it was founded almost 60 years ago by French grain producers is an important responsibility. Supported by the teams' recognized expertise and know-how, we will work to continue and expand Unigrains' action, in France and internationally, to serve the sustainable development of our sectors.”

Eric Thirouin, President, Unigrains



“ I'm excited and proud to contribute my experience to the teams of Unigrains, a strategic investor in the agri-food sector, and fully aware of the importance of the development projects that we will support over the long term in an environment marked by major social, environmental and economic changes.”

Maxime Vandoni, CEO, Unigrains

— CSR AT THE HEART OF STRATEGIC REFLECTION —

At the beginning of 2022, Eric Thirouin and Maxime Vandoni will undertake a strategic reflection to allow Unigrains to play a stronger role with its partner companies and for the transition of the agri-agro world by bringing the company closer to its agricultural origins.

The notions of Performance, Responsibility and Influence will be given special attention in order to strengthen the Unigrains model today and build the pillars of its vision for tomorrow.

REFLECTION PROJECTS

Performance

- Investment strategy
- International
- Support for partner-companies
- Governance
- Management

Responsibility

- CSR-ESG policy
- “Meaning and sense”

Influence

- Unigrains brand
- Communication



2/

CSR GOVERNANCE & RESPONSIBLE INVESTMENT POLICY AT UNIGRAINS



CSR governance at Unigrains

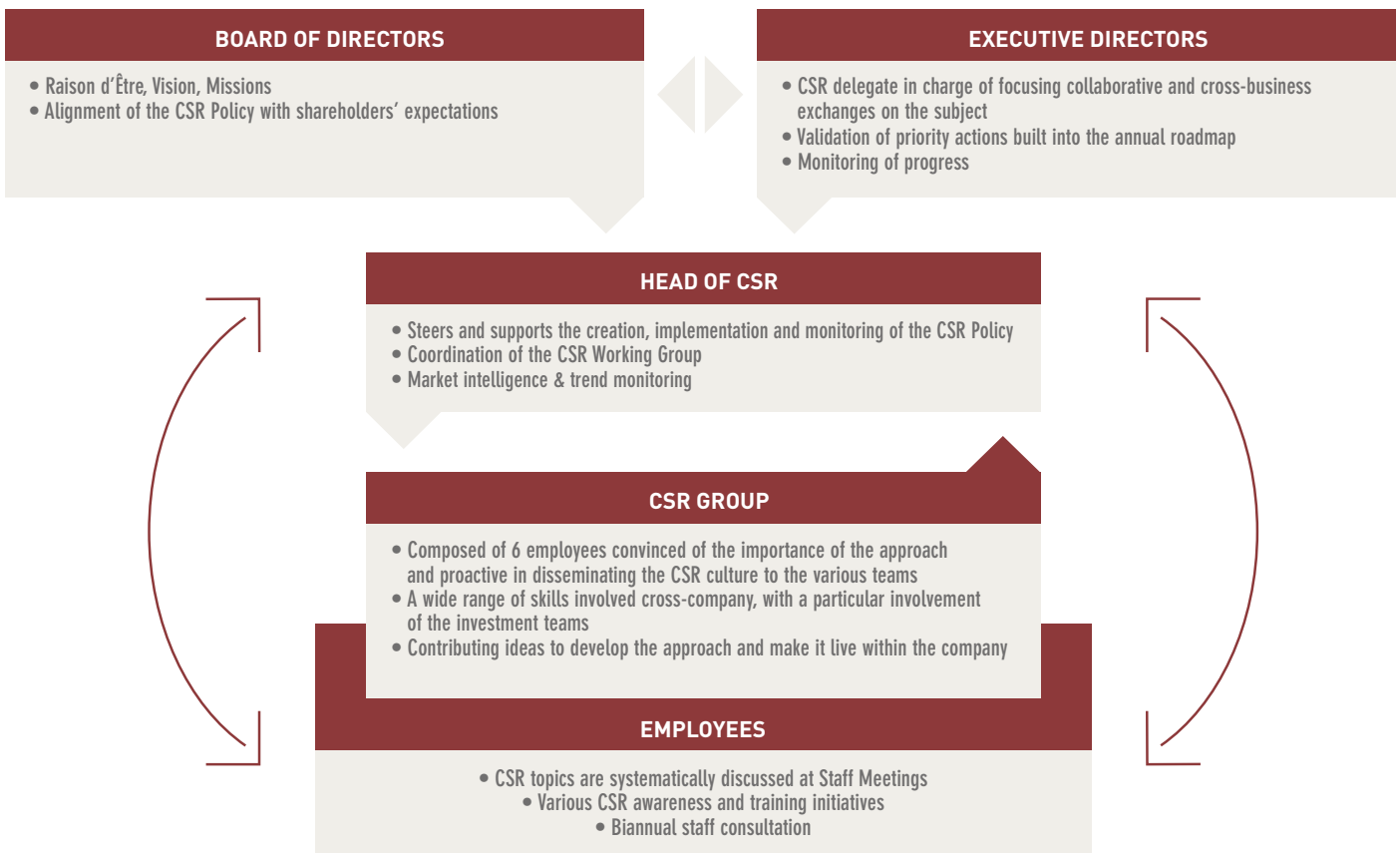
« AT UNIGRAINS, CSR IS EVERYONE'S BUSINESS. »



" As Unigrains seeks to accelerate the implementation of its ambitious CSR approach in line with its history, identity and vision for the future, it is essential to ensure the involvement and support of employees at all levels of the organization. While the impetus given by the Management Committee, the CSR Group and myself is decisive, it is the daily efforts of each of us that are truly transforming our company in a responsible manner: in the support provided to our partner companies by the investment and added value teams, in the monitoring of compliance and control performed by the Finance and Legal teams, in our social practices with Human Resources as well as in the management of our head office, our travel and our consumables.

This is why our CSR governance, detailed below, is firmly based on co-construction, exchange and cross-business expertise. Since this approach cannot be compartmentalized and only makes sense if it is fully integrated into the company's activity, at Unigrains, we consider that CSR is everyone's business."

Anne Perrot, Head of CSR, Unigrains



— Sustainable agriculture and responsible companies committed to well-being —

FOR THE WELL-BEING OF ALL

Involvement within the industry

- A stakeholder in the responsible approach built into the plans to transform the agri-agro sectors

Responsible Investment

- CSR-ESG analysis of investments
- Ethics and Responsibility Charter
- Investor education

Best Practice exchange platform

- Mapping and sharing of best practices
- Continuous support for companies in their reflection process

Network of CSR Experts

- Identification and referencing of CSR experts
- Contacts and collaboration with partner companies

Support for Fert

- Support for the actions of the Fert agri-agency since its creation more than 40 years ago, working closely with farmers in developing countries

Unigrains in-house

- Internal best practices
- Reducing our environmental impact
- Signatory to the France Invest Gender Equality Charter and Gender Equality Plan
- Unigrains Solidaire Initiative

Unigrains' commitments

ETHICS AND RESPONSIBILITY CHARTER

Foreword

- Founded in 1963 by the French grain producers, Unigrains supports businesses of all sizes in the agri-food and agro-industry sectors as an investor and responsible partner. As such, this Charter intends to set out the principles that guide Unigrains' activity. We put them into practice every day in our action alongside our partner companies, right from the early stages of opportunity analysis and investment decisions.
- Our approach seeks to drive an ambition of constant improvement so as to go ever further in compliance with our principles, at the service of sustainable value creation.
- With its unique industry expertise and overall understanding of all the issues, Unigrains is fully aware of its role and contribution to the responsible development of its partner companies and of the agri-food and agro-industry sectors, both in France and internationally.
- Unigrains wants to be a partner for its affiliates, building trustful relationships, sharing risk and creating value. For its partner companies, this Charter must therefore also serve as a guideline for a shared ethical approach in the conduct of business.

Provisions

• Because we contribute to the development of the agri-food and agroindustry sectors...

- We support the vitality of the regions by encouraging, wherever possible, the preservation of a strong industrial fabric, creating growth and employment.
- We promote the international development of French companies and favor decision-making centers being kept in France wherever possible.
- We encourage innovation in the agri-food and agroindustry sectors.

• Because we are committed to food security, alongside our partner companies...

- We require that they give their best effort to provide products and services that conform to the laws and regulations in force and corresponding to the level of quality expected by customers and consumers.
- We recommend that they control the origin and traceability of their products.
- We ask them to implement all necessary industrial, certification and control means to ensure product reliability, quality and traceability and to provide fair information for customers and consumers.
- We encourage efforts aimed at constantly improving the level of quality, safety and performance to satisfy clients and consumers.

• Because we promote the responsible management of human capital and social and societal issues at our partner companies...

- We require that they ensure respect for the individual and the strict application of labor laws, conventions and codes.
- We ask them to seek to ensure a healthy, safe and secure working environment for their employees.
- We ask them to develop their employees' training and professional skills.

• Because we encourage our affiliates to implement all reasonably possible steps to preserve the quality and quantity of natural resources...

- We require strict compliance with applicable environmental laws, regulations and standards.
- We promote energy-efficient projects or using renewable energy whenever relevant and possible.
- We support sustainable water management.
- We encourage waste reduction and recovery.
- We expect living species to be treated with a view to the final quality of production.

• We support our partner companies in using fair and law-abiding business practices.

- We seek to build trusting relationships with our partner companies, in compliance with our values, and we ask them to provide us with fair and sincere information in this respect.

PRI signatory



Unigrains is a signatory to the Principles for Responsible Investment (PRI), launched by the United Nations in 2006.

This is a voluntary commitment, developed for the financial sector, which encourages investors to integrate ESG issues into the management of their portfolios and in a broader sense. The PRI are the most widely-followed voluntary CSR initiative in the world, with over 7,000 signatories in 135 countries. *For more information: www.unipri.org*

France Invest Responsible Investment Charter

The private equity companies which are members of France Invest - including Unigrains - are well aware of their impact and have formalized their responsibility in a Charter that defines 16 commitments. These respond to economic, social, human, environmental and good governance issues.

For more information: www.frANCEINVEST.EU



CSR at every step of the investment process

Training and awareness-raising for the investment teams

Investment teams are extremely receptive to training in non-financial analysis, in keeping with Unigrains' strong tradition as a long-term investor. In addition to training on the regulatory framework for non-financial reporting, the analysis of the portfolio's CSR maturity contributes to raising investor awareness. This approach involves conducting CSR interviews with the portfolio companies, systematically held with the investor in charge of the relationship. As well as providing a complementary perspective on the company, these interviews help to assimilate CSR fields and issues.

Business Committee

All investment opportunities are submitted to this committee, meetings of which are held on a weekly basis. It brings together management, investors and representatives of the support functions involved in the investment process. The objective is to confirm whether or not the investment team continues to examine a case in accordance with Unigrains' investment strategy. The Head of CSR attends this committee and is responsible for raising any CSR issues that may require attention. These observations help Unigrains guide its subsequent analysis, but they may also contribute to a decision to stop examining the dossier.

Investment Committee

In the final phase of examining a potential investment, this committee aims to establish a consensus within the investment team and with the Director of Strategy on cases ready to be submitted to the Commitments Committee. An analysis of the target's CSR maturity, carried out when reviewing the investment opportunity, is shared at this time. This may consist of due diligence or an analysis of documents provided by the company, supplemented by the organization of a CSR interview.

Commitments Committee

At this decision-making committee, members receive a presentation note which systematically includes information on the company's CSR situation.

Continuous monitoring

The legal documents governing investment refer to Unigrains' commitments, notably the Principles for Responsible Investment, the France Invest Engagement Charter and the Ethics and Responsibility Charter. They explain how the portfolio company is monitored in terms of CSR. The basic principle is to review CSR on an annual basis, in various forms: interview, response to a questionnaire, inclusion on the agenda of a governance body. The objective is to monitor the company's approach, the implementation of action plans and their achievement.

Analysis and non-financial monitoring grid for partner companies

A non-financial analysis and monitoring grid for partner companies has been developed within Unigrains in order to provide a tangible operational framework to analyze the various areas of partner companies' CSR commitment from the onset and assess their maturity. This grid was developed from the ISO 26030, a sector-specific version of the ISO 26000 proposed to players of the food chain. It is used to identify areas in which the company can improve its performance, which will be monitored closely.

6 focuses

29 non-financial
challenges

80 questions

Quantitative
scoring
system

GOVERNANCE

Shareholder and operational governance

- Are there independent directors? What is the field of expertise of independent director(s)?
- What is the level of gender equality (% of women) within the governance bodies (Board of Directors/Supervisory Board, Management Committee/Executive Committee, etc.)?
- Is the Copé Zimmerman law respected (40% of women on the Boards)? (company revenue > €50m and > 250 employees)
- Are there any ambitions expressed and actions implemented to improve the place of women in decision-making bodies?

CSR governance

- Is the responsibility for CSR identified internally (Head of CSR, CSR Delegate, existence of a CSR Committee, etc.)?
- Is a person responsible for CSR identified within the Management Committee/Executive Committee?
- Is the subject of CSR discussed at least once a year at meetings of the Board of Directors/Supervisory Board?
- Has an awareness-raising action on CSR been organized for directors (information/training)?

CSR maturity

- Does the company publish a Statement on Non-Financial Performance (SNFP) (regulatory obligation) or a CSR report?
- Has the CSR approach been formalized? What stage has the company reached in the formalization of its CSR strategy? analysis and identification of issues, existence of an action plan, definition of objectives (quantitative/qualitative) and related indicators?
- Has the company chosen to make a public commitment to CSR: Label PME+ (FEEF), Label Engagé RSE (AFNOR), Label Lucie, Global Compact, BCorp, Société à Mission?
- Is the company involved in CSR working groups (sectoral, regional, etc.)?

Business ethics

- Is there a code of ethics or a code of business conduct? Is it known to employees?
- Is there a formalized ethics alert system: internal or outsourced? Is it known to employees?
- If the company operates in countries at risk of corruption: has an active anti-corruption policy been developed (code, employee training)?

Crisis management

- Does the company have a formal crisis management procedure: crisis unit, business continuity plan?
- Is the company exposed to any particular media risks?
- If so, is there an organization in place for speaking in the media?

ENVIRONMENT

Environmental disputes

- Is the company involved in production or does it use environmentally controversial inputs (water, energy, biodiversity, soil pollution, etc.)? How does it manage this risk and within what time frame?
- Has the company experienced any environmental litigation in the last 3 years?
- If so, is it subject to compliance requests?
- Does the company have a certification (ISO 14001) or a commitment (EMAS) concerning environmental management?

Exposure of the business to climate change risks

- Is the company exposed directly (geographical locations) or indirectly (sourcing) to the effects of climate change?
- Is this risk managed?

GHG emissions

- Has the company recently completed a carbon footprint (less than 2 years)? On which scope (1, 2, 3)?
- Is the company involved in a carbon offsetting project (Low Carbon label, other)?
- Is a reduction plan or a decarbonization trajectory (SBTi, ACT Pas à Pas, etc.) in place or under development?
- Has the company made any public commitments on the climate issue (SBTi, CDP, etc.)?
- Do the industrial sites have ISO 50001 certification?
- Is there a monitoring of consumption (electricity, gas, etc.)? Are reduction targets posted (level and time frame)?
- Is there a monitoring of refrigerant leaks? Does the company use fluids subject to a ban (2025 or 2030)?

Water - consumption and discharge

- Is there a monitoring of water consumption? Are reduction targets posted (level and time frame)?
- Is wastewater treatment managed? Has it given rise to any disputes or requests for compliance?

Waste

- Does the company have a sorting and recycling policy? Is 100% of recyclable waste sorted and recycled?

CUSTOMERS

Quality and health security

- Is there a Quality Manager within the company?
- Does the company have food quality and safety certifications (IFS Food, BRC, ISO 9001, ISO 2200, etc.)?
- Is upstream/downstream traceability complete and ensured by a robust system?
- Is there an organization to deal with a health crisis? Who makes up the crisis unit?

Sustainability, environmental impact of products

- Are eco-design approaches being developed, especially for packaging?
- Does the company perform Life Cycle Assessments for its products?

Nutrition, health, well-being

- Are there any products with controversial nutritional profiles?
- Are clean label and supply adaptation processes (organic, certified) underway?
What are the objectives (removal of certain inputs or additives, minimum Nutriscore...)?

Customer satisfaction

- Does the company monitor customer satisfaction?

SUPPLIERS

Purchasing policy

- Has the company defined a Responsible Purchasing policy or charter?
- Are CSR criteria integrated when choosing suppliers? Are they translated into contractual clauses or commitments?
- Are CSR criteria included in the quality questionnaires/controls/audits carried out on suppliers?
Does the company use CSR rating platforms (ECOVADIS, SEDEX, VALORIZE)?

Risk areas

- Are any of the company's suppliers located in risky areas in terms of business practices, labor rights, respect for human rights, use of controversial inputs?
- If so, has the company put in place a particular vigilance (use of certifications such as Fairtrade, Global G.A.P., etc.) ?

Agricultural raw material supply

- Does the company have any requirements in terms of specifications or certification? Which ones?
- Does the company take into account the issues of agricultural transition and the impacts of production methods (biodiversity, soil, GHG emissions, chemical pollution, etc.)?
- Does the company engage in supply chain approaches with suppliers of agricultural raw materials?
- Does the company consider value sharing in certain supply chains?

Animal welfare

- Is the company concerned directly (presence of live animals) or indirectly (suppliers) by the animal welfare issue?
- If the company is concerned by the issue of animal welfare, is it committed to the subject and in what form (review of practices, charter, training of operators, requirements with regard to suppliers, etc.)?

COMMUNITIES

Local economic development

- Is the company involved in local economic development (regional or national business associations, participation in local economic events, etc.)?

Relations with schools

- Does the company build partnerships with training organizations (schools, universities, vocational training centers)?
- Does the company regularly take on interns and apprentices?

Corporate philanthropy

- Is the company involved (financially, employee involvement, etc.) in sponsorship and patronage actions?



SOCIAL

Human rights

- Does the company face human rights issues (countries at risk) directly or indirectly (geographic location, subcontracting, upstream value chain, etc.)?

Health and safety

- Are work-related accident rates (frequency and severity) regularly monitored? Is a reduction target posted?
- Is a prevention policy in place (internal or external training, management involvement, etc.)?

Precariousness

- Is there a significant share of precarious jobs?
- If so, is there an expressed ambition and actions implemented to reduce precarious employment (fixed-term contracts, temporary workers, seasonal workers)?

Gender equality, diversity, inclusion

- Is the professional equality index lower than 75? What are the focuses of the action plan? (Pénicaud Law: > 50 employees)
- Is the proportion of women consistent in the different categories Employees/Managers/Executives?
- Is there an expressed ambition and actions put in place to improve equity, diversity, and inclusion of disabled people?

Quality of life at work

- Is absenteeism monitored?
- Are there any QWL agreements? (remote working, right to disconnect, parenting support, etc.)
- Does the company conduct employee opinion surveys?
- Does it have a communication channel with employees (feedback)?

Training, forward-looking management of jobs and skills (GPEC)

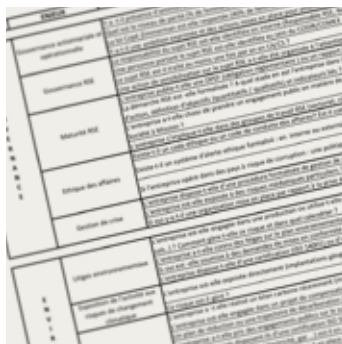
- Are professional interviews (every 2 years) conducted?
- Is there a proactive organization of internal mobility (communication, training, etc.)?
- What is the average % of employees trained each year? Are all categories equally concerned?

Social dialogue

- Is the social dialogue with the staff representative bodies of good quality?
- Has the company experienced any major social disputes in the last 3 years (strikes, harassment complaints, labor disputes)?

Value sharing

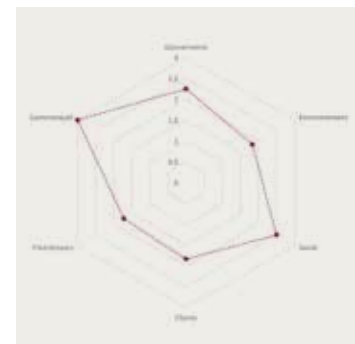
- Is there an incentive or profit-sharing agreement (beyond the legal obligation)?
- Is there an employee share ownership system? Does it concern all employees?
- Is there an employee savings plan (PEE, PERCOL)?



Analysis grid



CSR analysis of partner companies



Quantitative rating

— ARFITEC'S STORY —

— UNIGRAINS SUPPORTS THE DEVELOPMENT OF THE ARFITEC GROUP — A PLAYER COMMITTED TO THE FIGHT AGAINST FOOD WASTE

ARFITEC, a group specializing in liquid diffusion technologies (nebulization and misting) for food distribution and industry, completed a convertible bond issue in December 2021, subscribed by Unigrains.

- **Founded in 1999 in Grasse** and managed by Michel Gschwind, Chairman, and Benoît Rey, Chief Executive Officer, the ARFITEC Group designs, produces, markets and maintains nebulization and misting equipment, used mainly in the fresh produce departments of super- and hypermarkets and by agrifood manufacturers. **Its innovative solutions increase the shelf life and freshness of fruit and vegetables, fish, meat and cheese, thus reducing food waste without the need for packaging.**

The Group relies on the technical know-how of its teams, which is recognized worldwide and maintained by significant R&D investments and partnerships with the academic world.

- **The ARFITEC Group has developed strongly since its creation** through organic growth by supporting its customers in food distribution and industry, but also through acquisitions with the takeover of B.R.O. in 2017. Arfitec employs nearly 150 people and generates revenue of around €17 million.

- **In the Food Retail market,** the Group is focusing its development on high value-added service offerings, geared towards the consumer and meeting high expectations in terms of health, good food and quality. It is also resolutely international: after successful business developments in Australia and the United States and the creation of a subsidiary in Germany in 2021, many projects are being studied in Europe and the United States. More than 25% of revenue is currently generated outside France. Another growth area is the deployment of the offer for industrial purposes (hygrometry management in cheese and wine cellars, dust abatement, biodecontamination, for example).

- **In a market context favorable to the consumption of unpackaged fresh products,** Unigrains will be able to contribute to Arfitec's development in France and internationally, as well as to the deployment of its solutions to new segments of the agri-food value chain.



“ Beyond financial resources, Unigrains’ sector expertise and its networks in France and abroad will be an asset for our growth projects. We are pleased to begin this collaboration as Arfitec prepares to take a new step in its development.”

Michel Gschwind, President, Arfitec



“ We are impressed by the progress made by Michel Gschwind, Benoît Rey and the Arfitec teams over the last 20 years: starting from a technological know-how, this family-owned group has become a high value-added partner of food retail brands and agri-food manufacturers. We are also very sensitive to the positive, concrete and scientifically proven impact of its solutions in the fight against food waste.”

Julien Becquet, Unigrains



— Eureden's story —

— UNIGRAINS INDEXES ITS FINANCING — OF THE BRETON COOPERATIVE GROUP, EUREDEN, TO CSR CRITERIA

Unigrains, a long-standing financial partner of Eureden, subscribed to a bond issue indexed to CSR criteria in December 2021, in order to support the Breton cooperative group in its acquisition of André Bazin.

• **Unigrains, a long-standing financial partner of Eureden, subscribed to a bond issue indexed in order to support the Breton cooperative group in its acquisition of the company André Bazin.** In the continuity of the bank loans taken out by Eureden since its creation, and in line with its social responsibility policy, this financing will be indexed to non-financial indicators (safety at work, renewable energies, animal welfare).

• **The strong complementarity between Aubret, a long-time subsidiary of Eureden specializing in lardons, ham and sausages for the retail sector, and André Bazin, recognized for its expertise in the processing of these products for the agri-food industry, will enable the emergence of a leader in cured meats in France by relying on industry-wide approaches, the development of regional specialties and brands, product and service innovation, multi-species and naturalness, and by expanding the range of plant proteins.**

• **The three CSR criteria selected are:**

1/ Safety at work:

the frequency rate and severity rate of accidents at work, refocused on the Eureden Viande scope

2/ Renewable energies:

the share of renewable energies in the group's energy mix

3/ Animal welfare:

monitoring of tonnages sold by the Meat Division under a quality label that is superior or equal to the Porc Français label in terms of animal welfare.



" We are pleased to see once again that Unigrains shares and supports our approach of federating French and European - like André Bazin - with a long-term commitment to quality products, in order to meet societal expectations and develop value-creating industries."

Alain Perrin, Chief Executive Officer, Eureden Group



" Unigrains has been present since 2008 in several successive projects leading to the birth of Eureden. This new collaboration is part of a partnership of trust based on our common values. We are particularly sensitive to the commitments to responsibility and sustainable development at the heart of the Group's raison d'être."

Fabrice Queniat, Investment Manager, Unigrains





3/

IDENTIFICATION
AND MONITORING
OF EXTRA-FINANCIAL
RISKS
& OPPORTUNITIES



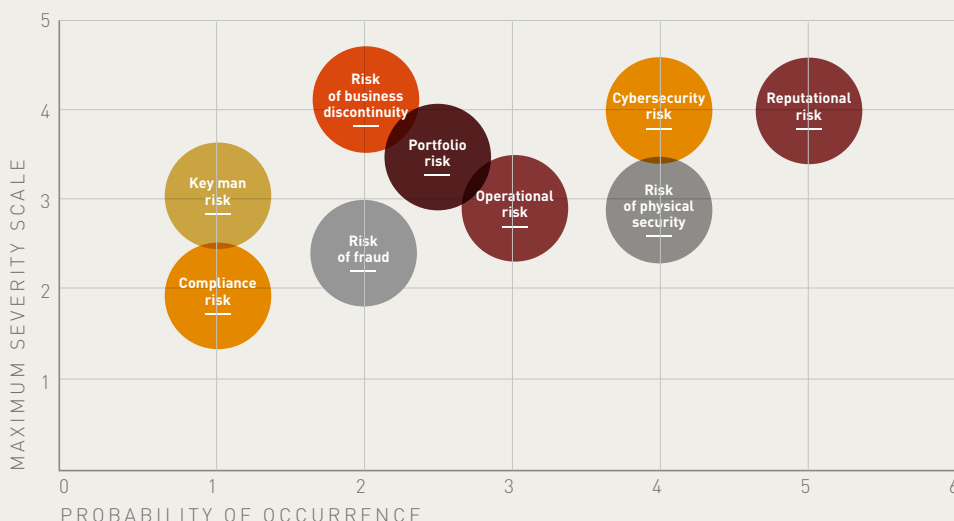
Identification of extra-financial risks

— METHODOLOGY —

The selection of the main CSR issues that present risks and opportunities in this Statement in this Extra-Financial Performance declaration was based on the risk identification work carried out by the Audit Committee and the assignment entrusted to the firm Utopies.

AUDIT COMMITTEE: IDENTIFICATION OF MAJOR RISKS

A rating process, led by the Management Committee and validated by the Audit Committee in March 2020, identified 9 major risks among the risk typology applicable to Unigrains.



— CSR GOVERNANCE & STRUCTURING OF THE RESPONSIBLE APPROACH —

Utopies was mandated in the last quarter of 2019 to assist Unigrains in carrying out a diagnosis and defining a CSR strategy.



As part of this mission, 12 stakeholder interviews were conducted with directors, employees, portfolio companies and two external experts, an economist and an agronomist, in order to analyze Unigrains' level of maturity with regard to sustainable development issues.

These interviews were conducted using a methodological analysis drawing on four reference frameworks:

- the Sustainable Development Goals defined by the United Nations in 2015,
- SASB's Materiality Map reflecting investors' expectations in terms of sustainable development,
- the international GRI reporting standards,
- the Task Force on Climate Financial Disclosure (TCFD) reflecting expected investor actions to manage climate-related financial risk.

This methodological framework included two concomitant approaches for assessing Unigrains' commitment to CSR issues: its responsibility as an organization and employer on the one hand, and its responsibility and role towards its portfolio companies on the other.

Utopies' work led to the identification of four areas of focus for a proposed CSR strategic vision:

- Ethical and responsible investments
- Shareholder responsibility for portfolio companies
- Development of human capital
- Structured and transparent CSR governance

— CONCLUSIONS —

The Management Committee has used these conclusions to draw up an initial CSR roadmap. Cross-referencing these approaches allowed us to highlight five main CSR issues that present risks and opportunities for the Group.

— The main CSR issues —

that present risks and opportunities



— RISK 1 —

Investing without identifying and monitoring the target's CSR maturity

— SITUATION UPDATE —

Invest in forward-looking companies that create value in the broadest sense, by including natural and human capital alongside financial capital and by taking into account the risks and challenges of human and environmental development, these are the main principles that guide Unigrains in developing an ethical and responsible investment policy.

Unigrains is committed to ensuring practical implementation to meet this investment objective.

— ACTIONS —



An assessment of CSR maturity is now systematically integrated into the analysis of investment cases.

This assessment is based on a CSR reference framework built on the ISO 26030 standard, setting out the guidelines for the use of ISO 26000 in the food chain, and on a tool identifying the major CSR risks in the main sectors in which Unigrains operates. A pre-investment analysis matrix provides a consistent and synthetic view of this CSR maturity and highlights the strengths and areas for improvement of the company studied.



The legal documents framing the entry into a relationship with a portfolio company must now include reference to Unigrains' public CSR commitments and strive to integrate the definition of a framework for effective monitoring and support of the portfolio company in terms of CSR.



Finally, Unigrains has sought to give concrete expression to its policy of ethical and responsible investment by making a public commitment through the signature of the France Invest Engagement Charter and its adherence to the Principles for Responsible Investment (PRI), a voluntary commitment initiative launched by the United Nations in 2006 for the financial sector.

— PERFORMANCE INDICATOR —

65% of the number of investments made in 2021 include a CSR specific clause or CSR criteria linked to financials.

— RISK 2 —

Not being a driver of the energy transition

— SITUATION UPDATE —

The National Low Carbon Strategy, France's roadmap for climate change mitigation policy, sets a course to achieve carbon neutrality by 2050 for the French territory. This objective implies total decarbonization of energy by 2050 and requires a very significant reduction in energy consumption in all sectors, of more than 40% compared with 2015.

Unigrains is committed to implementing a policy of reducing its energy consumption and supporting its portfolio companies in meeting this objective.

— ACTIONS —



The introduction of a consumption monitoring system for Unigrains and TMG group sites is the first initiative implemented in terms of energy transition.

A carbon footprint assessment is planned for 2022 in order to have a representative reference situation, stabilized with respect to the impacts of the health crisis and integrating changes in behavior in terms of remote working and travel. The same applies to the completion of the ecomobility studies initiated in 2021.



With regard to the policy on portfolio companies, the pre-investment analysis integrates this climate transition issue, on the one hand by identifying the risks of transition and in particular the impact of climate change on the supply chain, and on the other hand by assessing the company's commitment with regard to the recent completion of a carbon footprint assessment, the definition of a reduction plan or the commitment to an SBTi approach.



Monitoring portfolio companies in this area is obviously crucial and remains to be developed. Companies are at different stages of progress, which means that any support approach must be individually adapted, but also provides a basis for good practices and exchanges, a source of collective acceleration on this subject.

— PERFORMANCE INDICATORS —

1 593 756KWH
electricity consumption in 2021

4 783 914KWH
gas consumption in 2021

— RISK 3 —

Not being a driver of the agro-ecological transition

— SITUATION UPDATE —

In 2018, the agricultural production sector accounted for 19% of greenhouse gas (GHG) emissions generated on French soil and is subject to several major challenges, including feeding populations, ensuring the sustainability of landscapes and biodiversity, promoting animal welfare, coping with the impact of climate change, and so on. Emissions from this sector are mostly non-energy, mainly consisting of methane, related to livestock, and nitrous oxide, related to plant fertilization. Another essential feature of the agricultural sector is its ability to develop carbon storage in soils. This issue of carbon sinks is fully integrated into the achievement of the SNBC objective of carbon neutrality in 2050.

The challenges are both multiple and far-reaching for the agricultural sector and for Unigrains, which is committed to a constant effort to strengthen the links between agriculture and agri-food in favor of the agro-ecological transition.

— ACTIONS —



Unigrains' investment activity concerns several sectors, either directly linked to the agricultural production sector through their members in the case of agricultural cooperatives, or in close contact with this sector, whether it be suppliers of means of production (inputs and machinery) or players in the primary processing sector.



Through this investment activity, Unigrains wishes to support the development of responsible industries by taking into account the fair value of agricultural production and by developing clear positions on the key underlying issues impacting the agricultural transition. All these issues are included in the pre-investment analysis.



The Strategy and Added Value team regularly produces studies that feed the thinking of portfolio companies in this field, on subjects such as biocontrol, monitoring of organic production sectors, the issue of plant proteins and food consumption.

Unigrains' involvement with Arvalis-Institut du Végétal in the creation and activity of Unilis Agtech allows us to support start-ups that offer innovative solutions for agricultural producers, particularly in the field of precision agriculture. More generally, Unigrains' investments in funds dedicated to innovation are a source of progress to be shared with portfolio companies.

— PERFORMANCE INDICATOR —

46% of net assets at 31/12/2021 in upstream agricultural companies, agricultural cooperatives and primary processing companies

— RISK 4 —

Lack of attractiveness to attract and retain top talent

— SITUATION UPDATE —

It is essential for all the group's structures to have the skills necessary for its growth and development.

Unigrains is committed to pursuing its policy in favor of attractiveness and talent management.

— ACTIONS —



Unigrains regularly welcomes interns to train and identify young talent, an important source of recruitment. At the same time, links have been built with the AgroParisTech school thanks to the involvement of investors in the educational curriculum to present the profession of investor and agri-food financial analysis.



Every two years, a survey is conducted among employees to measure their sentiment and their wishes for improvement. Unigrains has signed France Invest's Gender Equality Charter, which aims to rebalance gender equality within the investment teams. In order to achieve this objective, a reflection has been launched to define specific support actions that will be launched in 2022.



Within Unigrains Equipements, Mecatherm is also developing a policy of active involvement in local training, particularly for jobs in short supply. Each year, the company welcomes around 40 work-study students and apprentices, for whom a specific community has been created within the company, Mecapprenti, to promote integration, contacts and initial joint projects. The company has also launched a Great Place To Work initiative, which, in addition to a positive assessment of the situation, has led to the launch of a number of project groups that have put forward more than 100 proposals for actions to improve the well-being of employees and their attachment to the company.

— PERFORMANCE —

9.8%

involuntary turnover in 2021

36.2%

employees on permanent contracts
with less than 5 years' seniority / total number of employees
on permanent contracts (as at 31/12/21)

— RISK 5 —

Neglecting the company's ability to be a vector of positive societal impact in line with its industry expertise

— SITUATION UPDATE —

Unigrains, a specialist in the agri-food sector and strongly involved in the link between agricultural production and consumers, also wishes to translate this commitment into solidarity actions

Unigrains is committed to pursuing its policy of positive societal impact.

— ACTIONS —



For over 40 years, Unigrains has supported the work of Fert, a French association for international cooperation in agricultural development in developing and emerging countries. Its purpose is to help create the conditions for farmers to improve their living and working conditions and to contribute to the food security of their country. This assistance provides essential leverage to mobilise other funds and build long-term actions.



Since 2017, Unigrains has also been involved with the Agro-ParisTech Foundation, and more specifically with its Entreprendre! initiative, marking a desire to help young agricultural engineers develop an entrepreneurial spirit and to participate in the development of an innovative ecosystem.



Finally, for the past two years, the Unigrains Solidaire Initiative has been mobilizing employees as part of a collective action, generating donations from the company, in particular to food aid charities.

— PERFORMANCE —
€1.2M amount of support provided in 2021

Involvement in responsible initiatives

within the agri-agro sector



Support for Fert

Unigrains has supported the Fert agri-agency since its creation at the initiative of the French grain industry more than 40 years ago. Through 24 missions in 10 developing countries, mainly in Africa, Fert's action consists of (i) increasing the transformation of family farms by training farmers, providing agricultural advisory services and integrating young people into agriculture, (ii) promoting more sustainable production methods, and (iii) helping farmers to organize themselves within the value chains to enable them to produce more and better promote their products.



AgroParisTech

Unigrains has been a sponsor of the AgroParisTech Foundation since 2017. In keeping with Unigrains' values and objectives, this partnership aims to support the training of young agricultural engineers and to foster the development of an entrepreneurial spirit in students. Unigrains notably takes part in the juries for the Entreprendre! course run by the Foundation.



Unigrains Solidaire Initiative

The Unigrains Solidaire Initiative was launched in April 2020 in response to employees keen to show their solidarity with the people involved in the fight against Covid. Thanks to a matching mechanism by Unigrains to multiply the employees' efforts, more than €60,000 have already been raised for around fifty charities.



National Food Bank Drive

Every year, for more than five years, the Unigrains teams have taken part in the National Food Bank Drive. Unigrains gave around twenty employees a full day off in 2021 to help collect food donations for the most disadvantaged. Fresque du Climat Workshop



Fresque du Climat Workshop

In November 2021, Unigrains invited its staff to take part in Fresque du Climat, a workshop based on the work of the IPCC that raises awareness of climate change in a collaborative manner. Working in teams, the employees were able to discover the different components of climate change and worked to highlight the links between cause and effect, with the support of an expert facilitator from the Association.



Sponsor of Open AgriFood

Since 2018, Unigrains has been a partner of the Open AgriFood forum, a think tank that brings together, for two days of debate and dialogue, all the players in the agri-food value chain. The strength of the Open AgriFood model lies in its ability to bring together all the links, from farmer to consumer, in order to identify together the priorities and solutions of tomorrow.



Fert's story

Jean-François Isambert, Fert CEO and Unigrains Vice-President

— FRENCH GRAIN FARMERS COMMITTED FOR 40 YEARS — to farmers in developing and emerging countries

• **Assistance for agricultural development is not just about money.** Just talking about it does even less. Grain producers know how to act in a spirit of solidarity and trust. They prove it by supporting the mission entrusted to the agri-agency Fert in developing and emerging countries for four decades.

• **On 22 and 23 September 2021, Fert celebrated its 40th anniversary.** This was an opportunity to look back at its history and its values, which are rooted in the French agricultural world.

• **Fert is a French association for international cooperation for agricultural development in developing and emerging countries, created in 1981.** At that time, French grain producers were struck by the gap between their «modern», surplus-producing agriculture and that of other countries, which did not allow them to feed their populations... Leading grain producers and people from outside the rural world then came up with a solidarity action based on a simple principle: not to give, but to help farmers produce more and better to feed their families and participate in the development of their country's agricultural economies. This reflection led to the creation of the Fert association, which was quickly entrusted with human and financial resources by the grain producers, via Unigrains.

• **This special link with grain organizations makes Fert an agri-agency:** an association supported by farmers who support other farmers through farmer-to-farmer dialogue.

Fert has built its approach on values that are dear to the French agricultural world: solidarity, mutualism and cooperation. The aim is to enable farmers to choose the kind of agriculture they want to do and how they want to do it, and to help them make a dignified living from their work, improve the living conditions of their families and participate in feeding their country. The aim is to help transform family holdings by providing specialist advice and involving young people in farming, promoting more sustainable production methods, and helping farmers organize themselves within the sectors and around the services that meet their needs.

• **In 40 years of action, Fert has worked in 20 countries** and supports nearly 70,000 farming families each year.

• **Acting in the long term and with continuity,** Fert a établi une relation de confiance avec les agriculteurs et a acquis une expertise en matière de développement agricole qui lui permet, aujourd'hui, d'accompagner des entreprises qui s'intéressent à ces questions et qui partagent les mêmes valeurs.

— KEY FIGURES —

24
actions in 10 countries

60 PO*
national or sub-national partners

2500 local PO* supported

71 000
beneficiary families

€1,25m of support from Unigrains in 2021

€29m of support from Unigrains over the past 40 years

* Producer Organizations



Summary of the main actions undertaken

IN RELATION TO ARTICLE L.225-102-1 OF THE FRENCH COMMERCIAL CODE

1/ Consequences on climate change of the business activity and of the use of the goods and services it produces

2/ Societal commitments to sustainable development

3/ Societal commitments to the circular economy

4/ Societal commitments the fight against food waste

5/ Societal commitments to the fight against food insecurity

6/ Societal commitments to respect animal welfare

7/ Societal commitments to responsible, fair and sustainable food

8/ Collective agreements entered into in the Company and their impacts on its economic performance and employee working conditions

9/ Actions against discrimination and to promote diversity

10/ Measures taken to help people with disabilities

— SUMMARY OF CSR ACTIONS UNDERTAKEN BY UNIGRAINS — WITH ITS PARTNER COMPANIES

RISKS	CHALLENGES	ACTIONS TAKEN	ARTICLE L.225-102-1
INVESTING WITHOUT IDENTIFYING AND MONITORING THE CSR MATURITY OF THE TARGET	RESPONSIBLE INVESTMENT / STUDY PHASE	Use of three tools to analyze portfolio companies' ESG approach: <ul style="list-style-type: none"> • CSR framework with six areas • Main CSR issues identified by business sector • Non-financial analysis and monitoring grid 	1, 2, 3, 4, 6, 7, 8, 9, 10
	RESPONSIBLE INVESTMENT / MONITORING	<ul style="list-style-type: none"> • Request for CSR information in the pacts • CSR criteria taken into account in the remuneration of financial products • Participation in the CSR committees of portfolio companies 	1, 2, 3, 4, 6, 7, 8, 9, 10
	ETHICS	<ul style="list-style-type: none"> • Ethics and Responsibility Charter • Signatory to the France Invest Engagement Charter • Signatory to the United Nations Principles for Responsible Investment (PRI) • Best practice exchange platform 	1, 2, 3, 4, 6, 7, 8, 9, 10
	GENDER EQUALITY	<ul style="list-style-type: none"> • FI Gender Equality Charter • Gender Equality Working Group 	8, 9

— SUMMARY OF THE CSR ACTIONS THAT UNIGRAINS APPLIES TO ITSELF —

RISKS	CHALLENGES	ACTIONS TAKEN	ARTICLE L.225-102-1
NEGLECTING THE COMPANY'S ABILITY TO BE A DRIVER OF POSITIVE SOCIETAL IMPACT IN LINE WITH ITS SECTORAL EXPERTISE	PATRONAGE ACTIONS	<ul style="list-style-type: none"> • Support for FERT • Support for the AgroParisTech Foundation • Support for Open Agri Food • Unigrains Solidaire Initiative • Donation drive (e.g. Operation Green Santa) • Volunteering time (e.g. National Food Bank Drive) • Urban Foot tournament, France Invest • Sponsoring Committee 	1, 2, 3, 4, 5, 7
NOT BEING A DRIVER OF THE AGRO- ECOLOGICAL TRANSITION	HEALTHY FOOD, SHORT SUPPLY CHAINS AND TRACEABILITY	<ul style="list-style-type: none"> • Waste sorting and recycling instructions at Unigrains head office 	3, 4, 7
	MANAGEMENT WASTE	<ul style="list-style-type: none"> • Consignes de tri et recyclage des déchets au siège d'Unigrains 	1, 3
NOT BEING A DRIVER OF THE ENERGY TRANSITION	EMPLOYEES' ECO-RESPONSIBILITY	<ul style="list-style-type: none"> • Charter of eco-responsible actions • Fresque du Climat Workshop 	1, 2, 3, 4, 7
	ELIMINATION OF PLASTIC	<ul style="list-style-type: none"> • Employees are given a flask and cutlery when they join the company • Installation of filtered water fountains 	1, 2, 3, 7
LACK OF ATTRACTIVENESS TO ACQUIRE AND RETAIN TALENT	EMPLOYER BRAND	<ul style="list-style-type: none"> • Profit-sharing agreement • Employee savings • Personal protection • Unigrains Fitness Club (yoga, athletics, etc.) • Salary maintained during maternity leave 	8
	GENDER EQUALITY - DIVERSITY	<ul style="list-style-type: none"> • France Invest Gender Equality Charter • Action plan on gender equality • Creation of a working group • Disability Week Awareness 	8, 9, 10

Methodology note

UNIGRAINS AND THE SNFP

Although the regulatory Statement on Non-Financial Performance is a new exercise for Unigrains, we are aware of the importance of social, environmental and societal issues for a company operating in the agri-food sector. Our efforts, detailed in this report, are part of a continuous improvement process, both within our company and through our business model as an investor-partner to companies.

As indicated in this report, in 2021 Unigrains made a major change in its governance with the appointment of a new Chairman and a new Chief Executive Officer. While the new Management is clear on its CSR-ESG ambitions, this edition of the SNFP (reporting on the year 2021) only partially reflects this new impetus - in line with the elements detailed in our Group's Challenges and Outlook - that will be implemented and developed in our 2022 report.

SCOPE

This Statement on Non-Financial Performance covers the scope of Agricéréales, a financial holding company that only holds an equity position in Unigrains, which in turn owns the various subsidiaries presented: AuxinéA, Messis Finance, Unigrains Développement, Unigrains Equipements, Unilis Agtech. However, it is important to note that these subsidiaries operate as independent entities. This organizational structure is essential in order to ensure optimal management of conflicts of interest, to protect the confidentiality of customers and information processed and to comply with regulatory obligations.

The model reflected in this report is that of Unigrains: the leading investor-partner for agri-businesses.

PRECISION ON UNIGRAINS EQUIPEMENTS

Unigrains Equipements is the financial holding company that carries Unigrains' investment in TMG, itself a financial holding company that owns several subsidiaries specializing in equipment for the pastry and bakery industry. In order to ensure that this Statement on Non-Financial Performance reflects a consolidated view of the Group, Unigrains Equipment is highlighted as a subsidiary and included in the reflection on the identification of non-financial risks. Its teams participated in the preparation of this report, particularly the performance indicators. In terms of CSR, Unigrains monitors the development of Unigrains Equipements and applies the same tools and analyses as for all its partner companies.

INDICATORS

% of investments made in 2021 including a right to CSR information or CSR criteria impacting compensation

- This criterion concerns the investment activity, the core business of Unigrains. Its purpose is to assess the extent to which the CSR dimension is considered in the investment process.
- It takes into account all direct and indirect investments (equity investments in various funds) made by Unigrains in 2021. Among the latter, it identifies those whose contractual elements, whether in the form of an agreement in the case of equity investments, a contract for bonds and equity loans, or fund regulations, include CSR information requirements or CSR criteria impacting compensation.

2021 energy consumption: electricity consumption (in kWh) / gas consumption (in kWh)

- These energy consumption criteria provide an initial approach to the carbon footprint of the consolidation scope, with the exception of the Italian branch of Unigrains Développement (office rented for three employees) whose energy consumption is not included.
- Unigrains is the owner-occupier of part of the premises of a building located at 23 avenue de Neuilly in the 16th arrondissement of Paris, managed by a «société civile d'attribution» (Unicerem):
 - 5th, 6th and 7th floors occupied in 2021 by employees of Unigrains and the subsidiaries Unigrains Développement, Messis Finances and AuxinéA
 - Part of the 9th floor (meeting room and dining room)
 - Auditorium (on the ground floor)
- The information is taken from electricity meters dedicated to the floors occupied by Unigrains and a proportion of the building's electricity and gas bills, identified on the basis of allocation keys assigned to Unigrains within Unicerem.
- For Unigrains Equipements, namely TMG (head office in Paris) and three industrial facilities, Mecatherm Barembach (Bas Rhin), Mecatherm Montilliers (Maine-et-Loire) and the site of the ABI subsidiary located in Toronto, Canada, the elements were transmitted by TMG.

Amount of support provided in 2021

- This criterion aims to measure societal commitment at the level of the Unigrains consolidated scope, in particular in its sectoral area of expertise, in support of food aid actors, think tanks creating links between the elements in the food chain, or players committed to help farmers improve their living conditions.

% of net assets at 31/12/2021 in upstream agricultural companies + agricultural cooperatives + primary processing companies

- This criterion concerns the investment activity, the core business of Unigrains. The challenges of agro-ecological transition involve more strongly the links in the agri-food value chain that are in direct contact with the agricultural production sector. It aims to assess Unigrains' commitment to companies in these sectors and therefore its influence, through the support it provides to these players, on these issues of agro-ecological transition.

- This criterion is based on net assets at 31/12/2021, i.e. the gross value of direct (companies) or indirect (funds) investments less any provisions recorded on each position. It consists of:

- in the numerator, the amount of net assets at 31/12/2021 invested in operators in the upstream agricultural, agricultural cooperation and primary processing sectors.

- in the denominator, of the total amount of net assets at 31/12/2021

- Scope: Unigrains consolidated

Involuntary turnover

- This criterion concerns the structures of the Unigrains consolidated scope that have employees.

- The purpose of this indicator is to measure the extent of employee-initiated departures. It is defined as follows: number of resignations + contractual terminations in year N / number of employees on permanent contracts on January 1 of year N.

% of employees on permanent contracts with less than 5 years' seniority / total number of employees on permanent contracts (at 31/12 of year N)

- This criterion concerns the structures of the Unigrains consolidated scope that have employees.

- This indicator contributes to understanding the structures' attractiveness, particularly when analyzed in conjunction with the previous indicator.



UNIGRAINS

SHARING VALUES SHARING VISION

Unigrains

23 avenue de Neuilly
75116 Paris France
Tel : +33(0)1 44 31 10 00

Twitter

@UnigrainsGroup

Web site

www.unigrains.fr

