



SUSTAIN' 2030

**OUR COMMITMENTS
FOR
TOMORROW**



In 2022, Tereos is committing itself to a new sustainability plan: SUSTAIN' 2030.

Faced with climate change, which is affecting our fields; faced with new consumer expectations for food, health and mobility; and faced with social issues such as employment or diversity, it is essential that we continue with and ramp up our actions to play our part in this major transformation.

But it is also important to consider the opportunities that are linked to such a change. Being a sustainable cooperative means more than simply drawing up a list of binding actions to take in order to protect people and the planet. It also means identifying ways to innovate, and ways to improve the Group's productivity and minimise the risks inherent in our business. On top of this, it means uniting teams around a common project and strengthening the cooperative's appeal, whether that be for its customers, new talent, growers, or employees.

This strategy is testament to the work carried out by the whole Group to make our goal a reality: **making sustainability a real driver of value creation.**



**The SUSTAIN' 2030 plan
is built in line with the principles
of the United Nations.
As a result, our actions will be
centred on a number of the
Sustainable Development Goals
(SDGs).**



As a cooperative,

Tereos has a presence throughout the entire production chain: from our growers' farms to marketing our products.

Following an initial five-year commitment plan, we are introducing a new strategy that covers every aspect of our business.

It encourages us to act for our future in two main areas: **taking care of the planet** and **taking care of those around us**.



TAKING CARE OF THE PLANET



SUSTAINABLE AGRICULTURE

OUR AMBITION

Combine environmentally friendly agricultural practices with the economic viability of our growers' farms.

OUR 2030 GOALS

Assess or certify our agricultural raw materials



(vs 60% in 2017/18)

ACTIONS

Continue:

- **Evaluating** cooperative members and grower partners according to the Sustainable Agriculture Initiative (SAI Platform) programme.
- **Certifying** Brazilian sugarcane through Bonsucro.

Commit to the *Bon Diagnostic Carbone* (Good Carbon Diagnosis) scheme on a voluntary basis. In 2022, around 20 Tereos cooperators have already benefited from it.

Roll out High Environmental Value, Organic and Cosmos certifications.

PROTECTION OF THE ENVIRONMENT

OUR AMBITION

Conserve biodiversity and minimise our waste by making the most of our agricultural raw materials.

OUR 2030 GOALS

100% of our subsidiaries will have completed at least one project based on our biodiversity charter.



Circular economy

Raw materials fully recovered.



ACTIONS

Improve soil fertility and quality by focusing on crop rotation.

Protect the natural habitats of pollinators, particularly by creating 2,000 ha of flower strips around our fields.

Continue to develop our Organic and High Environmental Value activities. In 2019, Tereos became the first producer of organic beet sugar in France.

Accelerate the roll-out of precision farming, such as drones and robotised weeding, to significantly reduce the use of inputs.



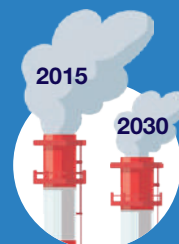
POSITIVE INDUSTRY AND DECARBONISATION

OUR AMBITION

Optimise water and energy consumption in our plants and reduce our carbon footprint.

OUR 2030 GOALS

Reduce our gross CO₂ emissions in Europe by 30% (vs 2015)



Reduce our water consumption by 20% (vs 2017)



ACTIONS

Modernise our industrial equipment (new beet washers, gas and biomass boilers etc.).

Increase the proportion of renewable energy in the energy mix used in our plants.

Reduce our consumption of water from the natural environment and **reuse** as much water as possible from our production processes.



TAKING CARE OF THOSE AROUND US



RESPONSIBLE, HEALTHY AND QUALITY NUTRITION

OUR AMBITION

Be a leading partner for our customers in reformulation. Develop educational programmes on the sensible consumption of sugar.

OUR 2030 GOALS

70%
of our major
customers
will receive
a reformulation
offer, to improve
the nutritional
benefits for
consumers
(vs 2% in 2018/19)



100%
of our B2C
sugar brands
will ensure that
the general public
is aware of sensible
consumption.

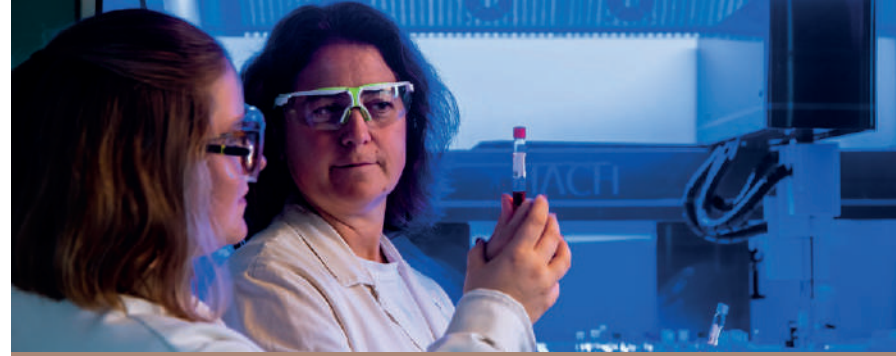


ACTIONS

Develop customised, reduced-calorie products to allow end-users to have a safer and healthier diet.

Support the roll-out of the plant protein sector, by offering new recipes that address public health issues.

Include information and recommendations on sensible sugar consumption on our packaging.



EMPLOYEES AND LOCAL DEVELOPMENT

OUR AMBITION

Protect the health and safety of our employees and partners. Promote diversity and equal opportunities and fight against discrimination. Contribute to the attractiveness of the territories.

OUR 2030 GOALS

0.5
Lost-time
accident
frequency rate
(vs 2.8 in 2018)



Women
to make up
40%
of the Management
Forum (vs 14% in 2022)



Support
the economic
development
of regions through
our industrial
presence and
local agriculture



ACTIONS

Continue to raise awareness about occupational health and safety issues: risk prevention, training sessions, roll-out of the 5S method and reporting near misses.

Increase the number of women in senior management positions.

Maintain local sourcing for our plants and support the economy and jobs in the regions in which we operate.

