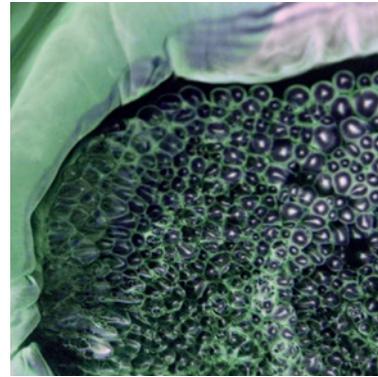
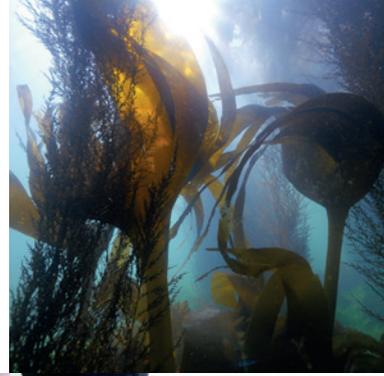


# CSR REPORT 2025

*for smart and  
sustainable  
agriculture*





## The CEO's message

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On the occasion of its 30<sup>th</sup> anniversary, Olmix presents its first CSR report, the realization of our pioneering commitment to sustainable agriculture and a preserved planet.

In the face of current environmental challenges—seven out of nine planetary boundaries already crossed—our mission is urgent: to develop bio-based solutions that facilitate an ambitious and realistic agroecological transition. Our approach reconciles ecological, social, and economic performance to ensure the sustainability of agricultural production while preserving its profitability.

This mission is based on five core values that guide our daily actions: Innovation, which drives us to explore new avenues; Respect, which makes us collectively responsible for results; Trust, which encourages initiatives; Commitment, which allows everyone to deploy their talents; and a Culture of Excellence, which leads us to seek continuous improvement.

At Olmix, we demonstrate every day that it is possible to reconcile industrial growth, profitability for our clients and end users, and agricultural sustainability in a world that needs our bio-based solutions more than ever.

By promoting the upskilling of our teams and authentic intergenerational dialogue, we aim to provide an environment conducive to the fulfillment of our employees. This comprehensive approach makes Olmix a true lever for positive transformation in our industry.

This report illustrates how our solutions concretely help regenerate soils, reduce greenhouse gas (GHG) emissions, and decrease the environmental impact of agriculture. Together with all our stakeholders, we are working for more resilient agriculture in the service of future generations.

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Robert  
**CLAPHAM**  
*CEO Olmix*

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# INTRODUCTION

*Olmix: a pioneering and committed vision for 30 years*

## 01. HISTORY OF THE GROUP



2025

**30 YEARS**  
Celebration of the Group's expertise in biosourced solutions (clays, seaweed, trace elements, wood, yeasts) and the international reach of this company born in Central Brittany.

2023



Acquisition of **Bois valor** (France)  
Specialized in seed biostimulants based on extracts of woody plants



Acquisition of **Yes Sinergy** (Brazil)  
Specialized in nutritional additives based on yeast extracts and organic minerals

2020

**DEVELOPMENT**  
Entry of Motion Equity Partners into the capital as part of a sustainable growth approach.

2012

Launch of the **ULVANS** programme  
Emergence of the For Vet animal health range and filing of patents.  
Seaweed becomes the basis of research programs.  
Characterization of MSP® (*sulphated marine polysaccharides*), the basis of product innovation

2004

**EXPERTISE IN SEAWEED**  
Technological advance: filing of the AMADEITE® patent (*intercalated clays*)

Born in Bréhan in Brittany!



1995

**OLMIX CREATION**  
Olmix was founded by Hervé Balusson

1997

Development of the first natural solution: **MISTRAL**.



# 02.

## INTERNATIONAL LOCATIONS



OUR international presence, as close as possible to our clients' needs

# 03.

## BUSINESS MODEL

*By relying on the intelligence of nature, Olmix creates bio-based solutions to support a realistic and ambitious agroecological transition, and a profitable agriculture able to adapt to major challenges.*

### Resources

#### HUMAN

**+ 850** employees  
equally distributed in Europe, Asia, and the Americas

**35%** women in the workforce

**+ 100** nationalities

**19** employees dedicated full-time to innovation and solution development

#### ENVIRONMENTAL

Processing of raw materials as close as possible to deposit sites

#### FINANCIAL

Partnerships and public support for innovation

#### MATERIAL

**10** industrial sites

#### INTELLECTUAL

**28** patent families

**128** trademarks operated and protected

**Approximately 30** ongoing scientific partnerships (including INRAE)

**20** technologies

### 1 SUSTAINABLE SOURCING

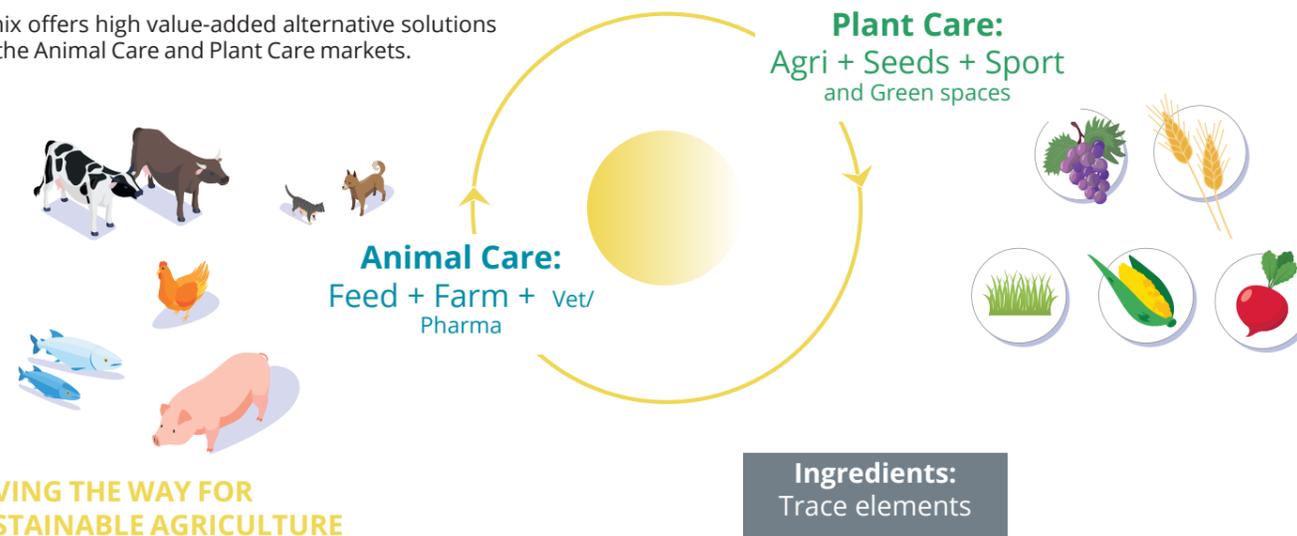
Olmix technologies are derived from bio-based resources such as renewable biomass (seaweed) or industry by-products (plant extracts, yeasts), combined with natural resources (clays, trace elements).

### 2 SPECIAL ATTENTION TO R&D

Olmix has developed a unique innovation system, notably with expertise in the valorization of natural resources, using a state-of-the-art tool unique in the world.

### 3 INNOVATIVE, EFFECTIVE, AND PROFITABLE SOLUTIONS

Olmix offers high value-added alternative solutions for the Animal Care and Plant Care markets.



### Contributions

#### HUMAN AND TERRITORIAL

Attractiveness and employer brand  
Multicultural  
Gives meaning to work  
Job creation  
Participation and influence with local networks

#### ENVIRONMENTAL

Decarbonization of the agricultural sector  
Improvement of soil health and animal welfare  
Optimization of input use in agriculture  
Better land use

#### FINANCIAL

€175M consolidated revenue in 2024  
€8.2M in investments

#### MATERIAL

73,000 tons of products sold

#### INTELLECTUAL

**23,148** hours of training in 2024  
**51** scientific articles

### The principles that guide our strategy



### Our development levers



# 04.

## OUR STAKEHOLDERS

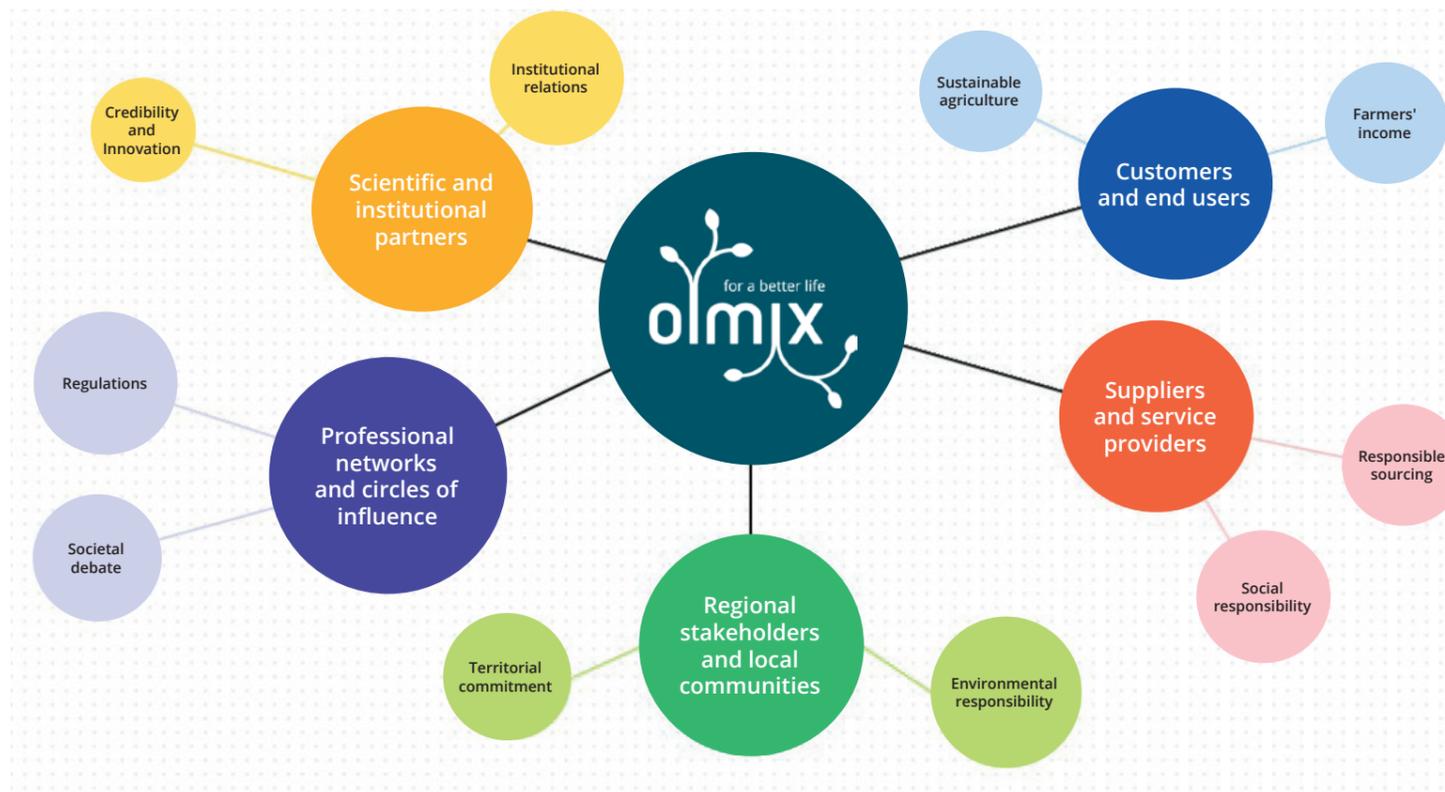
### A / OUR PARTNERSHIP VISION: CREATING VALUE THROUGH COLLABORATION

In a rapidly transforming agricultural sector, Olmix has chosen to develop its positioning through a rich and diverse collaborative ecosystem. This partnership approach is the foundation of our legitimacy and our ability to support farmers and breeders in facing the challenges related to climate change.

Our ambition: to be recognized as a reference partner by the stakeholders shaping the future of agriculture. This commitment allows us not only to better serve our clients, but also to positively influence the sector's direction towards greater sustainability and innovation.

#### > Mapping of our stakeholders

Our partnership ecosystem is structured around several categories of stakeholders, each playing a specific role in our sustainable development mission:



*This mapping aims to present the different stakeholders and the major issues with each of them.*



*At the heart of our CSR approach: building and maintaining a network of partnerships that amplify our positive impact*

## FOCUS

### RELATIONAL EXCELLENCE AND CREATION OF SHARED VALUE

#### Beyond customer satisfaction: building sustainable partnerships

At Olmix, the customer relationship goes beyond a simple commercial transaction to create true ecosystems of shared value. Our responsible relationship approach is based on three pillars: technical expertise, personalized support, and collaborative innovation.

#### Results that speak for themselves

Go beyond customer satisfaction to build sustainable partnerships.

Adopt a responsible relational approach based on technical commitment and collaborative innovation.

#### Personalized support and innovation

Support clients with a technical offer tailored to their needs.

Demonstrate effectiveness through support in transition and innovation.

#### Sustainable support and territorial development

Support clients sustainably in optimizing the use of antibiotics and improving animal welfare.

Contribute to territorial development by improving the value chain.

#### Technical progress and quality certification

Ensure technical support enabling a facilitated agro-ecological transition.

Maintain quality certifications and meet compliance requirements.

#### Strategic partnership and mutual development

Establish partnerships with technical validation and collaborative tenders.

Develop tailor-made solutions adapted to international markets.



> **Benefits of our collaborative approach**

▪ **Strengthened legitimacy and credibility**

Our positioning within an ecosystem of recognized partners considerably strengthens our credibility with all our stakeholders. Being chosen as a partner by the most respected institutions in the sector is a guarantee of quality and reliability.

▪ **Acceleration of sustainable innovation**

Our partnerships give us access to the latest scientific advances and allow us to identify emerging market needs more quickly. This collaborative monitoring enables us to develop ever more relevant and effective solutions for sustainable agriculture.

▪ **Contribution to positive regulation**

Our active presence in regulatory bodies allows us to anticipate regulatory changes and participate in their development. This participation helps steer the sector towards more environmentally friendly practices.

▪ **Resilience and risk management**

The diversification of our partnership ecosystem protects us against the risks of excessive dependence and strengthens our ability to adapt to market changes and environmental challenges.

**B / OUR COMMITMENT:  
DIALOGUE AND TRANSPARENCY**

As part of our CSR approach, we are committed to:

- 1 **Maintain regular dialogue with all our stakeholders**
- 2 **Listen and integrate their expectations into our strategic directions**
- 3 **Report on our actions and their impact on the territories**
- 4 **Actively contribute to sectoral initiatives in favor of sustainable development**

This collaborative approach allows us to create shared value and to contribute positively to the societal and environmental challenges of agriculture.

05.

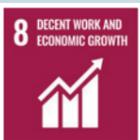
**OLMIX  
AND THE OBJECTIVES  
OF SUSTAINABLE DEVELOPMENT**



Reading note: The number of bars attached to each SDG helps to understand the level of importance of Olmix's contribution to its achievement

(3: very strong contribution; 2: strong contribution; 1: moderate contribution; 0: no contribution to date).

Olmix is making a very concrete contribution to the Sustainable Development Goals to achieve a better and more sustainable future for all:

United Nations SDGs	What is Olmix's contribution?
 <p><b>2 ZERO HUNGER</b> The food and agriculture sector offers key solutions for development, and it is at the heart of eradicating hunger and poverty.</p>	<p>At Olmix, we are committed through our solutions to participating in:</p> <ul style="list-style-type: none"> <li>providing healthy and abundant food, grown sustainably</li> <li>maintaining and restoring soil quality (land productivity, farmers' incomes, optimization of input use)</li> </ul>
 <p><b>3 GOOD HEALTH AND WELL-BEING</b> Empowering people to live healthy lives and promoting the well-being of all at all ages is essential for sustainable development</p>	<p>Olmix solutions help address water, air, and soil pollution.</p>
 <p><b>5 GENDER EQUALITY</b> Gender equality is not only a fundamental human right, but also a necessary foundation for establishing a peaceful, prosperous, and sustainable world.</p>	<p>Olmix respects the principle of equality between women and men, with equal pay and the same access to professional promotions.</p>
 <p><b>6 CLEAN WATER AND SANITATION</b> Clean and accessible water for all is an essential element of the world we want to live in.</p>	<p>Our solutions help optimize the use of chemicals in agriculture (fertilizers, pesticides, etc.) that can then end up in surface water and groundwater.</p> <p>More generally, thanks to our solutions, the quality of the soil's available water reserve is improved and erosion and runoff phenomena are limited.</p>
 <p><b>8 DECENT WORK AND ECONOMIC GROWTH</b> We must review and reorganize our economic and social policies aimed at completely eliminating poverty.</p>	<p>At Olmix, we prioritize stable employment contracts and, in each country where we operate, we respect the minimum standards as well as the social coverage of our teams. We also contribute to job creation in rural or less dynamic areas.</p> <p>Thanks to our business model, we strive to use innovation to generate economic productivity.</p> <p>Our objective: to improve the performance of farms through agricultural practices that strengthen their resilience.</p>

 <p><b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b> Investments in infrastructure are essential to achieving sustainable development.</p>	<p>We invest in our production tools to improve the efficiency of our industrial processes, thereby optimizing our energy consumption and minimizing resource use as much as possible.</p> <p>We pay particular attention to using clean and environmentally friendly industrial processes.</p>
 <p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> Sustainable consumption and production aim to "do more and better with less."</p>	<p>At Olmix, we use bio-based raw materials such as algae as well as materials from the circular economy (poplar wood, yeast).</p> <p>Our teams work daily to improve the energy efficiency of our production process and to limit emissions generated by our activity, notably through production as close as possible to raw materials and the use of tolling.</p>
 <p><b>13 CLIMATE ACTION</b> The fight against global warming has become an inseparable part of achieving sustainable development.</p>	<p>Our solutions and innovations help contribute to the fight against climate change in several ways, such as:</p> <ul style="list-style-type: none"> <li>limiting the use of inputs that emit high levels of greenhouse gases;</li> <li>improving carbon capture, notably through soil regeneration;</li> <li>ecological intensification allowing to limit the conversion of natural areas into cultivated land.</li> </ul> <p>At the same time, our solutions enable farmers to better adapt to the consequences of climate change, such as recurring droughts, increased excess water, and heat stress on crops and animals</p>
 <p><b>14 LIFE BELOW WATER</b> Prudent management of our oceans and seas is vital for a sustainable future.</p>	<p>We act to protect aquatic life:</p> <ul style="list-style-type: none"> <li>by paying particular attention to marine biodiversity as part of our seaweed sourcing;</li> <li>by participating in environmental studies on biodiversity protection during seaweed harvesting at sea;</li> <li>by enabling technical routes that use less fertilizer in watersheds.</li> <li>by capturing green algae before they wash ashore, which can hinder biodiversity once stranded.</li> </ul>
 <p><b>15 LIFE ON LAND</b> Deforestation and desertification pose major challenges to sustainable development.</p>	<p>We participate in the restoration of terrestrial ecosystems by reversing soil degradation and halting biodiversity loss (improving plant access to water, helping waterlogged soils, mitigating soil erosion, etc.).</p> <p>As part of our activities, we also contribute to protecting animal health.</p>

06.

## OUR CSR STRATEGY

As it celebrates its 30<sup>th</sup> anniversary, Olmix places sustainability at the heart of its mission: developing bio-based solutions to facilitate an ambitious and realistic agroecological transition.



**Mathilde Jamois-Piquet**  
- Olmix CSR Manager

**CSR**, and more broadly the topic of sustainability, have a central place within the Olmix Group. It is an essential element of its strategy and project.

CSR is involved in the Group's various structuring projects to ensure their alignment with our **sustainability strategy**.

In the face of current environmental challenges—seven of the nine planetary boundaries already crossed—we have developed an approach that reconciles ecological, social, and economic performance to ensure the sustainability of agricultural production while preserving its profitability.

Olmix is deploying a sustainability strategy based on **three complementary and interconnected pillars**:

### ENVIRONMENT

SUSTAINABLE AGRICULTURE,  
ECONOMICALLY VIABLE, AND  
COMBATING CLIMATE CHANGE

#### Reducing the environmental impact of agriculture

##### → Our commitment:

Develop biosourced solutions that transform agriculture into a positive player in ecological regeneration.

##### → Priority actions:

- Systematic eco-design: optimized life cycle of our products and establishment of sustainable scientific and supply partnerships
- Responsible sourcing: use of bio-based materials from the circular economy
- Optimization of freight and packaging: reduction of transport emissions, recyclable packaging and integration of recycled materials
- Responsible waste management: zero waste approach and maximum valorization

#### Responsible and sustainable production

##### → Our commitment:

Optimize our production processes to minimize our environmental footprint.

##### → Priority actions:

- Improvement of energy efficiency: optimization of our production tools and use of renewable energies
- Better efficiency and optimization of resource use: reduction of water and energy consumption

### SOCIAL

PEOPLE AT THE HEART OF OUR PROJECT

#### The commitment of our teams and our social responsibility

##### → Our commitment:

Ensure the safety and health of our teams while promoting their professional development.

##### → Priority actions:

- Ensure the safety and health of our teams: prevention programs, strengthened safety culture
- Enable career and skills development: ongoing training, personalized support
- Ensure quality management: constructive social dialogue, managerial excellence, training
- Raise awareness of environmental and social issues: Climate Fresco, 2 Tonnes workshops, local initiatives
- Promote employee well-being and good working conditions: work-life balance, improvement of workspaces

### GOVERNANCE

ETHICAL AND TRANSPARENT GOVERNANCE

#### Our social responsibility

##### → Our commitment:

Build a company that is exemplary in its practices and its relationships with all its stakeholders.

##### → Priority actions:

- Ensure the implementation of a comprehensive and coherent CSR policy within Olmix by its governing bodies
- Strengthen our CSR commitments: stakeholder dialogue, transparency of actions
- Promote business ethics: robust compliance program (anti-corruption, responsible risk-taking policy)
- Ensure transparent and effective communication: regular reporting, information sharing
- Participate in conferences and establish partnerships with schools: knowledge transfer, training of future talents



## PART 1

*Olmix: pioneering sustainable agriculture and climate change mitigation*

# 01.

## OLMIX, PREFERRED PARTNER FOR THE SUSTAINABILITY OF THE AGRICULTURAL SECTOR

A / OUR RAW MATERIALS: BIO-BASED AND SUSTAINABLE

### > 01. Seaweed

#### ■ **Seaweed: bio-based marine treasures for the agriculture of tomorrow**

Transforming seaweed into high value-added biosourced solutions to revolutionize marine and terrestrial agriculture.

#### → **Our approach: from sea to land, a virtuous circular economy**

At Olmix, we have developed a strategy based on dual valorization: naturally detached seaweed from the seabed and the creation of an environmentally friendly cultivation sector.

#### → **A marine diversity with unique properties**

Macroalgae represent an extraordinarily diverse functional group, comprising more than 10,000 species divided into three major distinct families: green, red, and brown algae.

#### → **Environmental benefits:**

- 100% natural growth: without arable land, fresh water, or chemical inputs
- Marine biodiversity: creation of privileged habitats for marine organisms
- Valorization of strandings: turning a problem into an opportunity

#### → **Marine biorefinery: full valorization**

Our expertise is based on a biorefinery developed over more than 20 years of research, enabling the valorization of all algal biomass according to "zero waste" principles.



**Algae** are true natural molecular factories. Their exceptional richness in sulfated polysaccharides gives them unique bioactive properties, which are not found in any terrestrial plant.

**Maria Matard-Mann**  
- Scientific relations coordinator



#### → **Secured sourcing strategy**

#### → **High value-added applications**

Our expertise and knowledge have enabled:

- 35 scientific articles published on the characterization and effectiveness of seaweed
- Patents filed on extraction processes (public/private)
- 7 major research programs since 2002
- Academic partnerships with CNRS, INRAE, European universities

## > 02. Woody plants

### ■ Woody plants: an excellent bio-based raw material for the agriculture of tomorrow

Give a second life to by-products from the wood industry to create the biostimulants of tomorrow.

#### → Our approach: from the valorization of residues to agricultural innovation

At Olmix, we have developed an approach that integrates the challenges of the circular economy into the wood industry to produce high value-added bio-based solutions.

By transforming by-products into resources, we demonstrate how industry can become a positive player in the ecological transition.

#### → Exceptional environmental benefits:

- Short cycle for certain species
- High capacity for carbon sequestration
- Soil stabilization by cultivating certain species in valley bottoms
- Crops with little or no inputs

#### → Responsible sourcing and circular economy

- By-products from the food industry (untreated wood for making crates and other packaging)
- By-products from the paper industry (pulp residues)

### ■ Full valorization: zero waste, maximum value

Our "zero waste" philosophy fully transforms raw materials into value-added products.

#### → High value-added applications

Our expertise:

- 35 scientific articles published on characterization and effectiveness
- 1 patent on the extraction process
- Regulatory tests: comprehensive expertise for product approval
- Ongoing research: continuous innovation in line with our environmental values



The wood species used by Olmix come from highly regional cultivation, allowing us to source within less than 200 km around the factory. This plant resource has all the characteristics of an excellent raw material for our applications.

**Marie Morard**  
- Director of the Olmix Seed Solutions division



## > 03. Yeasts

### ■ Yeasts: advanced biotechnologies serving sustainable nutrition

Transform by-products from the agri-food industry into high-value nutritional solutions.

#### → Our approach: from by-product valorization to nutritional excellence

The yeasts used at our production sites in Brazil are co-products from sugarcane processing and beer production.

Yeast, naturally rich in proteins, B vitamins, and nucleotides, is a highly valuable raw material for applications in animal and plant production.

#### → Compositional benefits:

- Natural richness
- Bioactive components
- Animal nutrition applications and plant care

### → Innovative yeast technologies based on yeast cracking and the valorization of different components

#### → Circular economy

Yeast cream is a residual biomass. Without reuse, this biomass would be discarded or spread untreated on fields.



This raw material is special because it can provide natural products for animal feed and plant care that benefit the entire food production chain.

**Juliana Bueno**  
- Head Animal Care Discovery



## > 04. Clays

### ■ Clays: mineral expertise serving sustainable agriculture

Combining geological science and biotechnological innovation: harnessing the unique properties of clays to create high-performance natural solutions for animal and plant health.

#### → Our approach: transforming mineral wealth into agricultural solutions

At Olmix, we master the specific mechanisms of action of clays to formulate solutions that offer effective alternatives to conventional inputs.

#### → Unique properties:

- Absorption: deep retention (water, toxins, gases) - like a sponge
- Adsorption: attraction and surface binding of molecules - like a magnet
- Coating: protective effect by spreading the layers - like a bandage

#### → Responsible sourcing and green processes

Our sourcing favors extraction sources that minimize energy and environmental impact.

Clays fit perfectly into a circular economy approach thanks to their intrinsic recyclability properties.

#### → Sectoral versatility

Our expertise in materials science allows us to constantly explore new applications, offering significant innovation potential to meet tomorrow's agricultural challenges.



Clays are materials that are part of the history of humanity and the Earth. Studied and used since ancient times by humans and animals, we are still discovering amazing and valuable applications.

**Claire Dazon**  
- Material Science specialist



## B / OPERATING MODEL AND CIRCULAR ECONOMY



- Reduction of ammonia emissions into the environment and inside buildings
- Nitrogen fixation in livestock effluents and enrichment of their fertilizing properties



- Improved well-being and longevity
- Reduced veterinary costs
- Improved digestive health



- Improved animal immunity
- Reduced pathogen pressure
- Decreased intestinal disorders
- Improved animal nutrition efficiency



- Better crop rooting
- Reduced NPK inputs
- Healthier soil
- Fewer trips to the fields, resulting in lower fuel consumption



- Combating soil artificialization
- Maintaining green turf
- Combating water stress



- Microplastic-free seed coating
- Stimulated germination, more robust young shoots

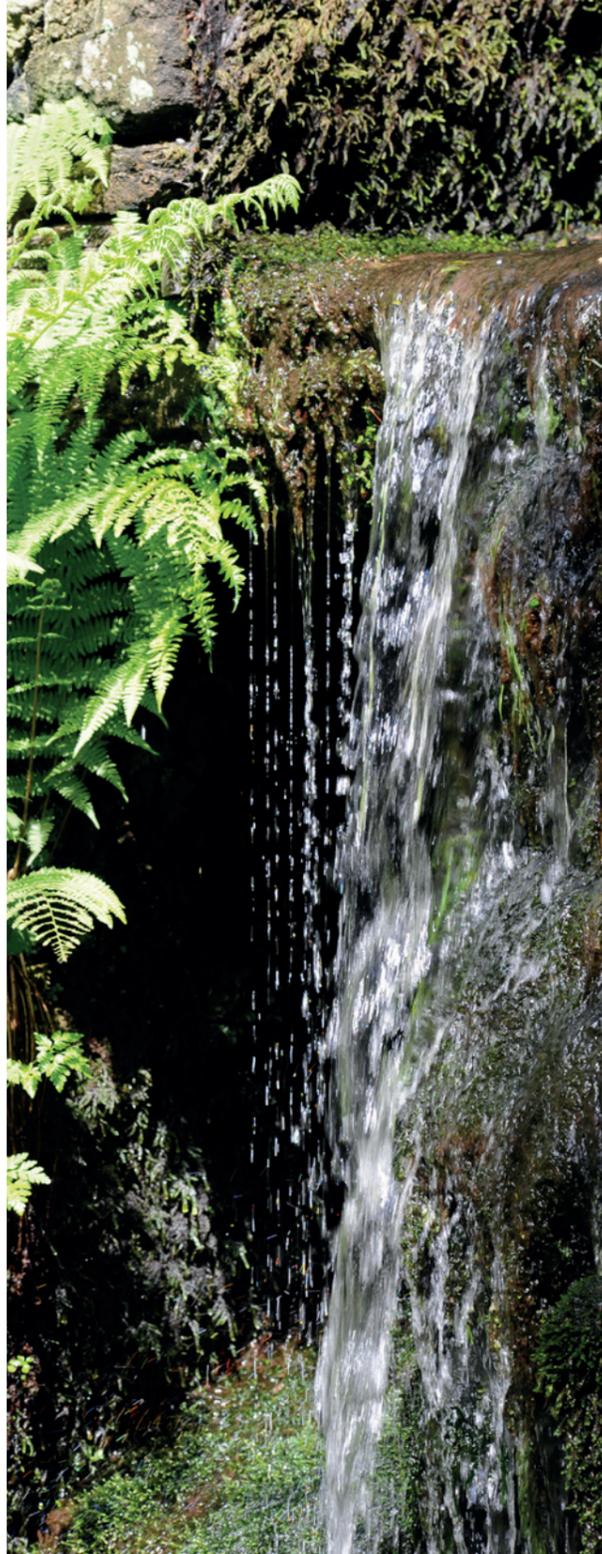


- Ensuring farmers' profitability by providing them with effective and cost-efficient solutions
- Reducing antibiotic resistance
- Developing sustainable agricultural sectors
- Food sovereignty

## C / THE CHALLENGES OF AGRICULTURE

### > The challenges of Agriculture: our biosourced solutions for a sustainable future

At the heart of our mission: combining agricultural performance and environmental responsibility through biosourced innovations.



#### ■ Introduction: Agriculture at a crossroads

Global agriculture is currently undergoing an unprecedented period of transformation. Faced with multiple and interconnected challenges, it must simultaneously feed a growing global population, adapt to climate upheavals, preserve ecosystems, and meet new societal expectations. This complex equation requires a revolutionary approach that transcends conventional practices.

In response to these challenges, regenerative agriculture is emerging as a solution for the future, capable of reconciling productivity and sustainability. This pioneering approach at Olmix is based on the valorization of renewable bio-based raw materials and a deep understanding of biological mechanisms to develop effective and environmentally friendly solutions.

Our vision is built around a fundamental principle: transforming contemporary environmental constraints into opportunities for sustainable growth innovation while preserving or enhancing the economic potential of farms. This philosophy guides each of our research efforts and directs the development of our bio-based technologies toward concrete applications that directly benefit farmers and ecosystems.

#### ■ Sustainability: towards regenerative agriculture

##### → Our commitment: revolutionizing agriculture with effective natural solutions

In light of current environmental challenges, we are firmly committed to developing bio-based solutions that revolutionize traditional agricultural practices. At Olmix, we aim to offer natural alternatives to chemistry-based resources, paving the way for agriculture that is more respectful of the environment.

##### → Biosourced solutions versus conventional chemistry

The transition to biosourced agriculture is much more than a simple change of inputs; it embodies a true conceptual revolution in the approach to agricultural production. While conventional agriculture relies mainly on synthetic molecules, our philosophy favors the use of natural actives from renewable resources, especially seaweed, which forms the historical core of our technological expertise.

This biomimetic approach is inspired by the natural mechanisms that nature has perfected over millions of years of evolution. Seaweed, for example, has developed specific strategies to survive in extreme environments, synthesizing complex molecules with exceptional properties.

#### Seatech range - Foliar biostimulants:

- Seamel, Algomel, Agroptim: seaweed extracts for plant stimulation
- Performance: increasing crop potential without increasing fertilizer use
- Impact: contribution to ecological intensification and reduction of carbon footprint per ton produced

##### → Reduction of farm carbon footprint and carbon storage

Agriculture accounts for **23%** of global greenhouse gas emissions, but also has the unique potential to become a carbon sink. Our solutions actively contribute to this transformation by simultaneously reducing emissions and optimizing carbon storage in soils.

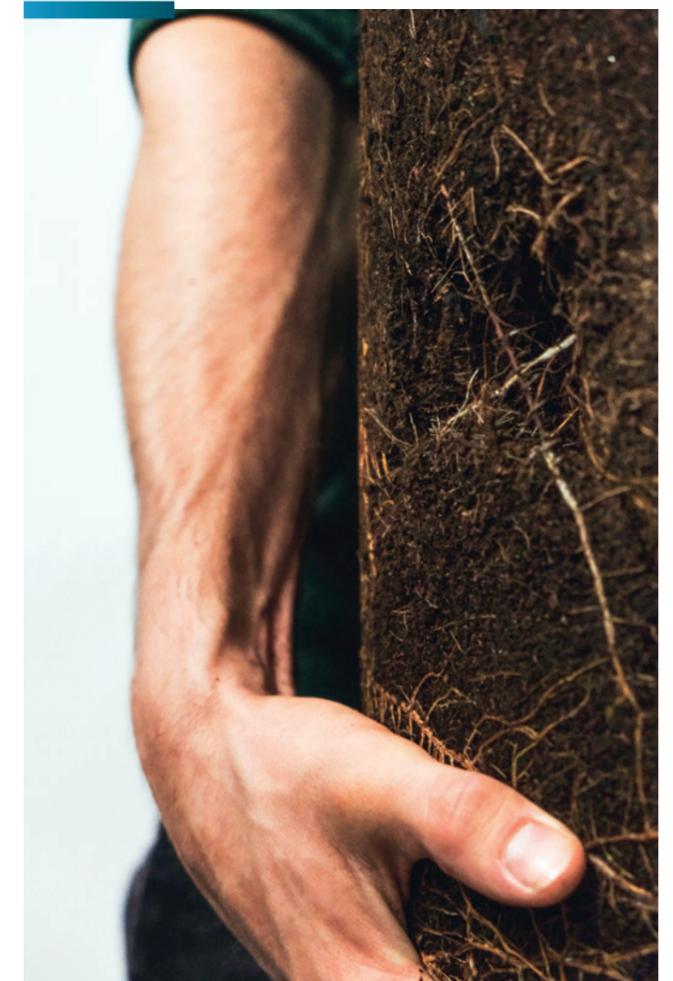
#### Animal Care carbon footprint reduction solutions:

- Z'Fix: -25% ammonia emissions in buildings
- Mistral: -50% ammonia emissions in calf pens

#### Plant Care carbon reduction solutions:

To reduce the carbon footprint of plant production, action must be taken to decrease greenhouse gas emissions (mainly nitrous oxide and carbon dioxide) by reducing nitrogen fertilizers.

- Our root stimulators (Explorer) promote the development of the root system, increasing the soil-plant exchange surface, thus improving the absorption of minerals and fertilizers, allowing for reduced use of nitrogen fertilizers.
- The nutritional stimulator ingredient Cormin SW, intended for manufacturers and distributors practicing fertilizer blending (bulk blending), increases nitrogen efficiency by more than 6%.





### ■ Farm efficiency: optimize for longevity

#### → Our vision: transforming every farm into a profitable and sustainable model

The efficiency of agricultural operations is a fundamental pillar of our approach. In an increasingly constrained economic context, where input costs are rising steadily while agricultural prices remain volatile, resource optimization becomes a vital necessity for profitability and thus the sustainability of farms.

Our concept of efficiency goes beyond mere cost reduction; it aims for the overall optimization of production systems by maximizing the value of each input while preserving and improving the sustainability of production systems to offer profitable solutions to farmers and breeders.

#### → Soil fertility for lower consumption of synthetic fertilizers

We place the improvement of soil fertility at the heart of our strategy. By naturally enhancing this fertility, we enable a significant reduction in chemical input doses. Thus, we transform livestock effluents into truly optimized fertilizing resources, perfectly illustrating our philosophy: turning constraints into opportunities.

#### Integrated soil fertility solutions:

- Z'fix Slurry: control of livestock effluent fermentations  
Performance when added to pig slurry: organic matter x2.8, total nitrogen x1.5
- Primeo S12: Improved natural recycling of nitrogen and phosphorus (+6 to +10%) for better plant nutrition with less fertilizer

### ■ Improvement of soil quality and water management: an integrated approach

#### → Our expertise: reconciling agricultural productivity and ecosystem preservation

Our integrated vision of soil quality and water management addresses environmental challenges while optimizing agronomic performance. In the face of increasing global agricultural soil degradation and the water challenges of climate change, we develop solutions that sustainably transform agricultural ecosystems.

Soil health is the foundation of all sustainable agriculture. According to the FAO, the world's soils have already lost 8% of their organic matter and 23% of their capacity to produce biomass. This degradation, combined with increasing water challenges, requires an ambitious approach that puts soil regeneration at the heart of agricultural strategy (Source: IPBES 2018).

#### → Resilience to climate hazards

Healthier soil thanks to our solutions enables plants to better withstand climate hazards. The soil microflora, a true indicator of its health, gives crops increased resistance to drought, excess water, and storms. This resilience becomes crucial as extreme events intensify.

#### Climate resilience solutions:

- Our soil activators Neosol and Terraflow stimulate the transformation of organic matter into humus. Humus maintains an open, aerated soil structure and also helps store water to feed crops.
- Results: more microbial activity in soils (+14%), less erosion, better crop resistance to drought, less energy consumption (-15%) for working the soil

### → Optimization of rooting and nutrition

We strengthen plant rooting, allowing them to feed better thanks to optimized uptake of water and nutrients. This improvement in water and mineral supply reduces fertilizer needs and limits the impacts of droughts.

#### Nutritional optimization solutions:

- Our Primeo MICRO and Duospeed MICRO microgranules stimulate root development from the time of sowing. They thus enable plants to make more effective use of nutrients and water available in the soil for better resilience to climate hazards.

### → Maintaining productive potential

Our products help maintain, or even improve, the production potential and yield of plants without increasing inputs. This performance results in better profitability of agricultural production and a reduction in the carbon footprint per ton of material produced.

#### Potential maintenance solutions:

- Foliar biostimulants: Seamel, Algomel, Agroptim
- Performance: +5 to 10% potential expression without increasing fertilizers
- Better resistance to climatic hazards
- Improvement of the nutritional quality of production

### → Virtuous circle of soil health

Thanks to our solutions, the soil regains its natural health, which generates increased resilience, maintenance of productivity, improved production quality, and a significant reduction in necessary inputs. This holistic approach creates a self-sustaining system where each improvement reinforces the others.

#### Virtuous regeneration cycle:

*Phase 1:* Stimulation of biological activity (Neosol, Terraflow)

*Phase 2:* Improvement of structure and water retention

*Phase 3:* Optimization of rooting (Explorer, Primeo MICRO, Duospeed MICRO)

*Phase 4:* Gradual reduction of inputs

*Result:* Self-fertile, resilient, and sustainably productive soil



### ■ Animal welfare: a holistic approach

#### → Our mission: improving farming conditions through welfare and natural performance

Animal welfare is now a major societal issue that goes far beyond purely zootechnical considerations. This shift in expectations, driven by growing consumer awareness, requires farmers to fundamentally rethink their practices. According to the 2023 Eurobarometer, 94% of Europeans believe that farms must ensure adequate nutrition and a suitable environment, and 60% say they are willing to accept a surcharge for products that respect animal welfare.

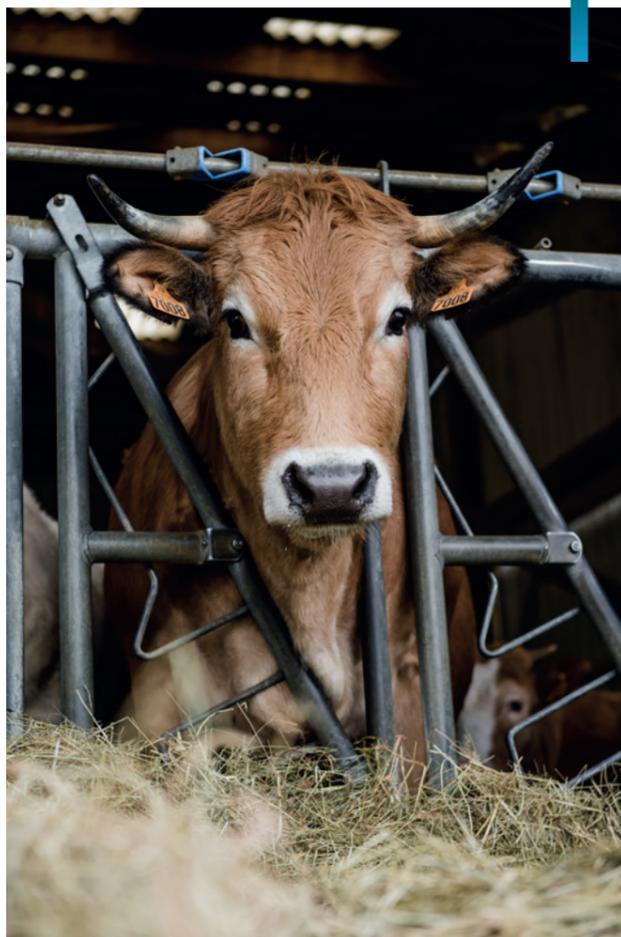
Our approach to animal welfare is based on a holistic vision that considers the animal in its overall environment: nutrition, health, comfort, expression of natural behaviors, and quality of the farming environment. This integrated approach requires solutions that act simultaneously on several levers to create optimal conditions for animal well-being.

#### → Improvement of animal nutrition

Our solutions optimize animal nutrition by significantly improving nutrient absorption. This better assimilation results in more resilient animals. Nutrition is the foundation of welfare: optimal feeding strengthens natural defenses and promotes the expression of genetic potential.

##### Advanced nutritional solutions:

- Mfeed+: improvement of feed efficiency through enzymatic optimization  
Poultry performance: +2% average daily gain, ROI 5:1 for the farmer
- Valorization: Mfeed+ enables better utilization of nutrients from raw materials and thus allows farmers to use a greater amount of local protein sources (rapeseed, cotton) and co-products (distillers grains, etc.) despite their lower digestibility.  
In pig farming: +3.6% feed efficiency in protein rate, ROI 4:1 for the farmer
- Elements Range: 9 chelated organic minerals, between 120 and 180% bioavailability vs inorganic depending on species and minerals.



#### → Reduction of medicinal inputs

Thanks to better nutrient absorption and strengthened natural defenses, we enable optimization of the use of medicinal inputs. This preventive approach directly contributes to the fight against antibiotic resistance while preserving animal health.

##### Demedication strategy:

- Algimun (MSP seaweed extracts): strengthening of animals' general immunity  
In farming, the use of Algimun has shown a 34% reduction in veterinary treatments compared to the control and a gain of €7/sow per cycle.
- GGGold (yeast beta-glucan extracts): immunomodulation by yeast beta-glucans
- Searup: rapid intervention, vaccination support

#### → Management of pathogen pressure

We develop solutions that effectively reduce pathogen pressure in farms. This reduction in digestive and intestinal disorders results in animals that are less sick, healthier, and with strengthened immunity.

##### Integrated health protection:

- SeaGut (pigs) and Diet (ruminants): intestinal protection
- SeaGut effectiveness: management of digestive disorders in 84% of cases
- GlucanMos, GOLF, Mbiota: modulation of intestinal flora
- MTX+ and MMiS: protection against mycotoxins
- Mistral: improvement of biosecurity through drying

#### → Improvement of environment and comfort

Olmix offers solutions to improve the environment and comfort in farming, drying bedding, increasing animal comfort and reducing foot lesions. but also additives for slurry and manure to limit ammonia emissions, thus improving air quality and animal welfare.

In pig farming, applying Mistral in the farrowing house directly on the animals at birth increases piglet comfort by maintaining a level of warmth, which reduces stress and makes them more lively.

##### Improvement of the farming environment:

- Mistral: reduction of bedding moisture, decrease in ammonia emissions, and improved comfort
- Performance: +4 points in piglet survival rate in maternity

#### → Optimal nutrition and quality environment



Our solutions guarantee optimal animal nutrition. This approach creates optimal farming conditions where animal welfare and economic performance reinforce each other.

##### Overall performance in farming:

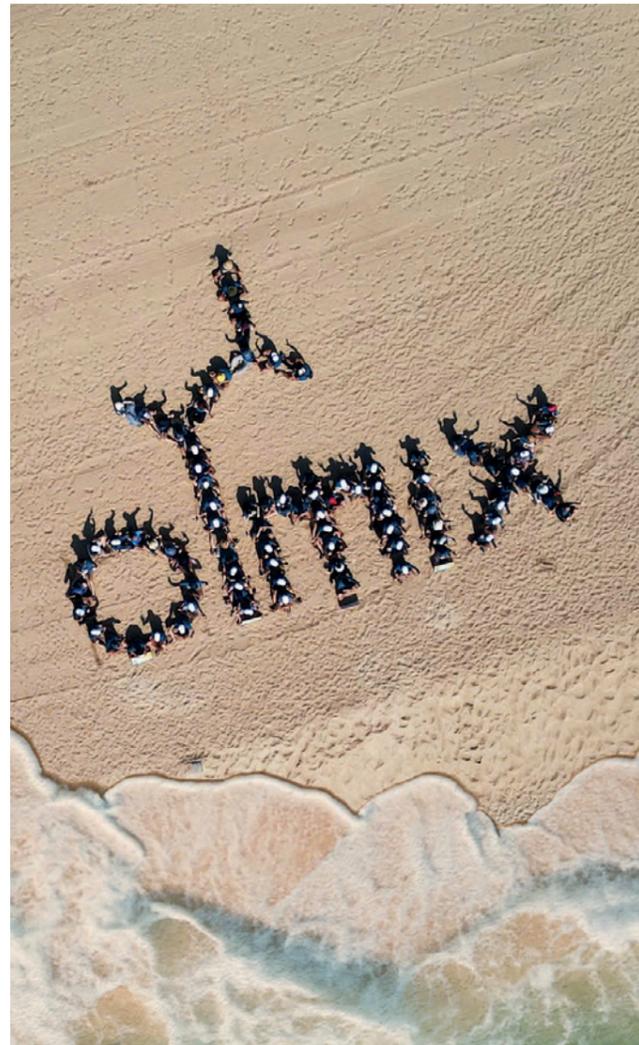
- In dairy cattle (heat stress): increased milk production and reduced cases of mastitis
- In broiler chickens: increased animal weight and increased hatch rates
- In aquaculture: increased survival rate under challenge conditions
- Preventive approach: Stress reduction, optimization of natural conditions
- Sustainability: Long-term performance durability

→ **Virtuous circle of well-being**

By improving the natural health of animals, we create a virtuous circle where the reduction of medicinal treatments, improved nutrition, and optimization of the farming environment combine to provide exceptional animal welfare and sustainable production.

**Synergies of animal welfare:**

- Optimized nutrition > Strengthened immunity > Reduction of diseases
- Improved environment > Reduced stress > Increased performance
- Preventive approach > Fewer treatments > Better sector image
- Overall result: Economic profitability and societal acceptability
- Future vision: Respectful and high-performing livestock farming



■ **Conclusion: turning constraints into opportunities**

This integrated approach to agricultural challenges illustrates our commitment to agriculture that combines economic performance, environmental responsibility, and animal welfare. Each solution developed by Olmix helps build the agriculture of tomorrow: productive, sustainable, and respectful of life.

**Our solutions simultaneously address:**

- Economic performance
- Environmental impact
- Animal welfare
- Climate resilience
- Food sovereignty

Through our 10 industrial sites and 5 research centers, we continue to innovate to offer bio-based solutions that turn environmental constraints into economic opportunities for farmers around the world.

The agriculture of tomorrow will be bio-inspired, circular, and regenerative. Olmix is already shaping its outlines today thanks to innovative technologies rooted in respect for life.

# 02.

## OLMIX, SUSTAINABLE PRODUCTION

### A / OUR CLIMATE PERFORMANCE

**CLIMATE DATA\*:**

Emissions from scopes 1 + 2:  
**18 kt of CO<sub>2</sub>e**

Scope 3 emissions:  
**124 kt of CO<sub>2</sub>e**

**RESOURCES\*:**

**12 758 785 kWh**  
Electricity consumption

**71 256 860 kWh**  
Gas consumption

**101 596 m<sup>3</sup>**  
Water consumption

**870 tons**  
Waste

**EXAMPLES OF POSITIVE IMPACTS OF OUR ACTIVITY:**

- Improvement of **soil quality** and **resilience** of crops
- **Improvement** of productivity
- Better **assimilation** of nitrogen
- **Reduction** of mortality
- **Reduction** of erosion and better water retention
- Better **assimilation** of food

**OUR ONGOING ACTIONS:**

**Energy** efficiency  
**Awareness** of our teams  
**Freight**

\*Group Data - 2024

## B / R&D – INNOVATION AT THE HEART OF OUR BUSINESS MODEL



**Innovation** is the backbone of Olmix. Our new global R&D organization brings together global talent, diverse perspectives and creative thinking to develop effective, sustainable and science-based solutions.

Sustainability is not an add-on – it is **a driving force** for us. By 2030, 100% of our products will follow an eco-design approach, meaning they will be designed with environmental care at every stage of their life cycle, with 40% of new products fully eco-designed. **CSR is at the heart of our commitment to a regenerative future.**

We do not simply adapt to change. We **shape** the future of **smart and sustainable** agriculture.

**Tiago Viana**  
- R&D Director, Olmix

### > 01. Organization and objectives of our R&D

#### ▪ A new global organization

In 2025, Olmix launched its new global R&D organization, structured around four pillars of expertise:

- *ANC Discovery*: development of solutions for animal nutrition
- *PLC Discovery*: innovation in crop nutrition and protection
- *Product Design*: product design and formulation
- *Scientific Affairs*: scientific validation and regulatory affairs

This organization brings together global talent and fosters diversity of perspectives to turn ideas into concrete and measurable results.



#### ▪ Structuring and management by a dedicated PMO

To optimize the efficiency of this new organization, Olmix has established a Project Management Officer (PMO) who plays a central role in structuring internal processes. The PMO ensures:

- Standardization of methodologies: harmonization of project management processes across all R&D pillars
- Monitoring and reporting: implementation of performance indicators and dashboards to measure project progress
- Resource optimization: efficient allocation of human and technical resources among the different projects
- Cross-functional coordination: facilitating exchanges between the *ANC Discovery*, *PLC Discovery*, *Product Design* and *Scientific Affairs* teams
- Risk management: identification and proactive mitigation of project risks

This structured approach significantly accelerates the market launch of our innovations while ensuring the quality and consistency of our developments

#### ▪ Our resources dedicated to innovation

- 19 employees dedicated full-time to innovation and solution development
- 51 scientific articles published in peer-reviewed journals (average of 4-5 articles per year)
- 65 active patents worldwide, including 28 patent families

#### ▪ Our strategic objectives

Ambition 2030:

- 100% of our products will follow an eco-design approach
- 40% of new products will be fully eco-designed

### > 2. The selection of innovative projects

#### ▪ A rigorous selection process

Since January 2025, Olmix has implemented a stage-gate model including a structured ideation process that evaluates each project according to specific criteria:

##### Evaluation criteria:

- **Market and customer fit**: alignment with market needs and customer expectations
- **Strategic fit**: consistency with Olmix's vision and long-term objectives
- **Portfolio fit**: complementarity with the existing product offering
- **Technical feasibility**: ability to carry out the project with current scientific knowledge
- **Differentiation and innovation**: level of innovation and potential for competitive differentiation
- **Product readiness**: production capacity with existing infrastructure
- **Scalability**: possibility of industrial development
- **ESG considerations**: environmental, social and governance impact

#### ▪ Projects serving sustainability

The 74 ideas submitted during the 2025 ideation workshops reflect our commitment to sustainable solutions:

- Solutions for abiotic stress: development of biostimulants for resistance to drought, saline and heat stress
- Natural biocontrol: biological alternatives to synthetic pesticides
- Resource optimization: technologies to improve nutrient use efficiency
- Precision agriculture: digital tools and AI for application optimization

### > 03. Our eco-design approach and life cycle work

#### ▪ Definition and approach

For Olmix, eco-design is an approach that aims to integrate environmental protection at every stage of our products' life cycle. This "environmentally friendly design" extends from the rigorous selection of our raw materials to the impact of our solutions during their use by our customers.

#### ▪ Concrete actions in eco-design

##### → Responsible sourcing

Success story: validation of a new source of brown seaweed juice from a local producer. This choice, based on a multi-criteria analysis (efficiency, stability, cost), offers a more favorable environmental profile:

- Shorter supply chain
- Lower-carbon extraction process
- Partner's commitment to provide the carbon footprint of the raw material

##### → Reformulation projects

Major initiative: reformulation of key products with the main objective of reducing their carbon footprint.



##### → Maximize the positive impact of our products

Beyond reducing our own footprint, our goal is to maximize the positive impact of our solutions in use.

#### ▪ Structuring the approach

##### → Training and skills development

Eco-design training plan for key functions:

- Formulation
- Industrialization
- Purchasing

This skills development forms the basis for developing LCAs (Life Cycle Analyses) of our strategic products and precisely identifying emission sources.



Signing of the renewal of the framework agreement, Olmix-INRAE, International Agricultural Show, Paris, February 2025

### > 04. Our scientific partnerships

#### ▪ Collaborative approach

Our partnership strategy is built around:

- University collaborations for exploratory innovation
- Industrial partnerships for development and validation
- European projects for access to funding and network expansion
- Multi-stakeholder consortia for a systemic approach to agricultural challenges

#### ▪ Impact of our partnerships

These collaborations allow us to:

- Access complementary expertise
- Accelerate the market launch of our innovations
- Strengthen our international scientific positioning
- Contribute to the advancement of knowledge in our areas of expertise



Olmix develops **biosourced solutions** perfectly aligned with INRAE's concerns and our research priorities, notably to **reduce the use of antibiotics**, mineral fertilizers and plant protection products.



“**Our collaboration**, formalized in a renewed framework agreement in 2025, has resulted in around ten joint research projects and a shared laboratory with our units specialized in infectious diseases. It has also developed on topics such as: poultry farming and vineyard agroecology. »

I particularly commend Olmix's involvement in the national 'Ecophyto' and 'Ecoantibio' plans in which INRAE is engaged. **I am proud that INRAE is today the leading co-publisher of Olmix's scientific articles**, a testament to the quality of our scientific partnership in support of sustainable agriculture.

### Philippe MAUGUIN

- *Chairman and CEO of INRAE (France's National Research Institute for Agriculture, Food and Environment)*

#### ■ Renewal and signing of the framework agreement with INRAE

At the International Agricultural Show in Paris, on February 25<sup>th</sup>, 2025, Robert Clapham, CEO of Olmix, and Philippe Mauguin, CEO of INRAE, signed the five-year renewal of the agreement that organizes research partnerships between Olmix and INRAE.

This signing was an opportunity to highlight the remarkable results of five years of fruitful collaboration (2020-2024):

- 2 patents on antiparasitic applications
- 10 publications in international scientific journals
- 3 doctoral theses
- 4 collaborative research projects in animal and plant health
- 1 Joint Laboratory (Labcom) dedicated to pathogen management in poultry

## C / RESPONSIBLE SOURCING AND PRODUCTION

### > 01. Raw materials from the circular economy

At Olmix, the circular economy is not just a concept: it is a business model that guides our sourcing choices and drives our innovations.

Our strategy is based on transforming co-products and underutilized biomass into high-tech solutions for agriculture.

This circular approach is gradually extending to all our activities.

Each raw material is selected according to a logic of maximum value creation and minimal environmental impact, demonstrating that circular economy and performance can be perfectly reconciled.

### > 02. A continuous approach to energy efficiency

#### ■ Energy sobriety

Olmix invests in optimizing its production tools to reduce the environmental impact of its processes. These investments focus on waste heat recovery, reducing baseline consumption, and real-time monitoring through energy management systems.

#### ■ Process and building efficiency

- Lighting modernization: systematic replacement of neon lights with LEDs to reduce energy consumption
- Thermal optimization: insulation of steam circuits and replacement of air compressors to improve energy efficiency
- Innovation in heat sources: use of hot water instead of steam at certain stations for significant energy savings
- Process optimization: pasteurization of concentrated juice instead of raw juice, significantly reducing the volumes to be processed

### > 03. Moving towards more sustainable packaging

Olmix is committed to the gradual integration of recycled materials into its packaging, as soon as technical and regulatory constraints allow.

#### ■ Integration of recycled materials

The Group has carried out in-depth work to improve the raw materials used in its packaging. For example, *for farm* bags now contain 50% recycled polyethylene, maintaining the same level of quality at a lower cost while reducing GHG emissions.

#### ■ Development of reuse

Olmix is developing the use of reused materials, particularly for pallets and IBC containers. The objective is twofold: to integrate recycled and reused materials into packaging while improving their recyclability and potential for further reuse.

### > 04. Responsible waste management

#### ■ Continuous optimization

Continuous improvement work focuses on evaluating the internal reuse capacities of materials and equipment, in a cross-functional approach to efficiency.

The development project also aims to further increase waste recovery, as part of a continuous improvement approach to environmental performance.



### > 05. Sustainable and demanding supplier relationships

#### ▪ A long-term partnership approach

Olmix favors sustainable relationships with its suppliers, based on mutual trust and shared standards. This long-term approach enables the building of strong partnerships and supports our suppliers in the continuous improvement of their practices.

#### ▪ Integration of CSR issues in supplier management

Beyond operational criteria, Olmix annually surveys its suppliers on CSR topics, gradually integrating these aspects into selection and evaluation criteria. This approach aims to ensure that the entire value chain shares the same requirements in terms of environmental and social responsibility.

The controls put in place make it possible to verify compliance with CSR standards and support suppliers in their own improvement initiatives.

## D / QUALITY POLICY AND CERTIFICATIONS

### > 01. Quality excellence at the heart of our mission

At Olmix, quality is a promise made to our clients and partners. Our approach is built around an ambitious vision: achieving zero defects. This approach is based on the commitment of all our employees and a rigorous management system, certified to the most demanding international standards.

### > 02. A quality culture shared by all

Our quality policy, formalized by management, defines a clear framework for ensuring food safety, compliance, and traceability of our products. It is based on six pillars: customer-focused objectives, management commitment, employee empowerment, risk management, continuous training, and ongoing improvement.

### > 03. Certifications guaranteeing our excellence

Our global network benefits from international certifications covering all our business sectors: FAMI QS, GMP+, organic certifications, ISO, FSSC 22200.



At Olmix, **safety, quality and respect** for the environment are not obligations but **commitments**. Every day, we work for exemplary working conditions, safe products, and controlled environmental impact. Taking care of our employees, our clients, and our planet is our priority for sustainable performance. Together, we make QHSE a truly shared culture

**Jessica Jane**  
- Group QHSE Director



# PART 2

## *Team commitment and social responsibility*

# 01.

## HR PROFILE OF THE GROUP



At Olmix, our daily mission is to bring together energies and talents into a truly united and committed team, in a multicultural environment - **"One Team"** - mobilized around our shared mission. Our five values - **Trust, Innovation, Respect, Commitment, and a Culture of Excellence** - guide our HR practices every day and shape a strong group culture, shared from Brittany to Brazil, from Vietnam to all our sites.

In a context of continuous growth, the role of Human Resources is twofold: to provide the necessary skills for today and anticipate those of tomorrow, through recruitment and development of our employees; but also to foster engagement, by embodying our employer brand, spreading our corporate culture, bringing our values to life, and mobilizing around Group projects.

Our HR strategy is based on four key pillars:

- Leadership, by developing management aligned with our values;
- Quality of work life, by creating an environment conducive to balance and well-being;
- Talent management, by supporting their development and growth;
- The HR experience, by offering a unique, human, and unifying HR environment.

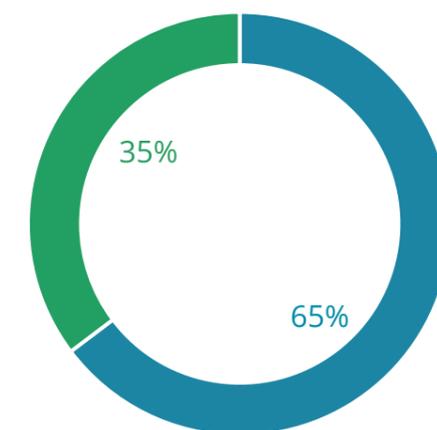
My role, and that of the HR team, is to support our employees and their managers throughout their journeys, to create the conditions for everyone's fulfillment, and to enable each person to fully contribute to our collective adventure. We foster moments of sharing and conviviality, which are essential for strengthening authentic bonds and building a solid foundation for our future development.



**David Le Ny**  
- Group Human Resources Director

- 20 apprentices
- 2 VIE contracts
- +850 employees
- 88% of contracts are permanent
- 38 years average age
- Professional equality index M/F (France): 93/100

Gender parity within the organization



■ WOMEN  
■ MEN



# 02.

## THE SAFETY AND HEALTH OF OUR EMPLOYEES: A PRIORITY

At Olmix, workplace safety and health are a fundamental pillar of our CSR policy. Our approach is based on prevention, ongoing awareness, and the involvement of all hierarchical levels to create a safe and protective working environment for all our employees.

### A / HEALTH AND SAFETY POLICY

#### FOCUS

#### WEEKLY SAFETY VISITS

Olmix has implemented a program of systematic safety visits that take place every Tuesday from 2pm to 3pm. These visits, carried out by a pair consisting of a team leader and an administrative representative, are an essential tool for preventing workplace accidents.

This approach enables ongoing and personalized awareness, fostering a participative safety culture within our teams.



### B / SAFETY COMMITTEE

The Olmix safety committee works on formalizing and disseminating good safety practices. Its main objective is to ensure that every new employee has clear documentation on the risks associated with their position as soon as they arrive.

It also aims to develop employee safety in their roles through information, training, and prevention initiatives.

# 03.

## OLMIX GROUP HR VALUES AND COMMITMENTS

### A / THE AMBITIONS AND HR VALUES OF THE OLMIX GROUP

#### > A culture of curiosity and learning

At Olmix, we foster an environment conducive to continuous learning and innovation. This culture is reflected in our innovative mindset: everyone innovates, constantly adapts, shows creativity, and is proactive in solving problems.

#### ▪ Our core values

The Olmix Group relies on five essential values that guide our daily actions and define our corporate culture:



## Our Values




### Trust

*The base of everything*

Freedom to operate meanwhile strong collaboration and courage to say things with humanity.

### Innovation mindset

Everyone innovates, adapts constantly, is creative, and makes proposals to solve problems.

### Respect

Recognizing the value of each individual, team and stakeholder in the business environment.

### Commitment

Motivation & happiness, desire to work together in a common adventure.

### Culture of excellence

Be pragmatic and efficient in a process of continuous improvement, allowing you to learn from your mistakes.

Be the guarantor of individual and collective actions to satisfy internal and external customers.

## B / SPECIAL ATTENTION TO EMPLOYEE WELL-BEING AND WORKING CONDITIONS

Olmix places the well-being of its employees at the heart of its concerns, developing concrete initiatives that foster a fulfilling work environment and optimal conditions for everyone.

### > 01. Workspaces designed for well-being

Olmix continually invests in improving its workspaces to offer its employees a pleasant and functional professional environment.

### > 02. Fostering cohesion and a sense of belonging

Beyond professional activity, Olmix develops a corporate culture through unifying events.



## C / EMPLOYEE DEVELOPMENT AND THEIR INTERNATIONAL MOBILITY

### > 01. International mobility

Olmix, with its international culture and 35 nationalities represented among its employees, offers many professional development opportunities through geographic mobility or International Corporate Volunteer programs (VIE).

#### François - Finance (Asia)

Since I arrived at Olmix, a lot of work has been done with the teams and many great projects and achievements have come to life. Having the opportunity to move into structuring roles is a logical next step in my career. From a personal point of view, I grew up as an expatriate, my sisters are expatriates, so I wanted to take on this new challenge and introduce my family to new horizons.

#### François - Finance (Europe)

The opportunity of this internal mobility was very enriching, both personally and professionally. I am very grateful to Olmix for this.

#### Gabriela - Business

I chose to go abroad because I saw this opportunity as a lever for fulfillment, both professionally and personally. This project was a real challenge for me: stepping out of my comfort zone, discovering new ways of living and working, and enriching my understanding of cultures. My goal was to broaden my worldview, develop my adaptability, and strengthen my skills in an international, stimulating, and demanding environment. Accepting this assignment meant choosing development over routine, and investing in an experience rich in meaning and long-term value.



### > 02. Approach to promoting employee engagement

#### ■ Engagement survey

Olmix regularly conducts employee engagement surveys to measure and improve team satisfaction. Following the latest survey, several concrete actions have been implemented.

#### ■ Commitment to continuous improvement

- Quarterly communication (every 4-5 months) on the group's successes via "travel journals"
- New engagement survey in progress

#### ■ Training priorities for 2024:

The training provided covers a wide range of essential skills for the development of our employees:

#### → Leadership and Management

A comprehensive leadership training program for all managers, structured around a multimodal approach:

- 2 days of in-person training
- Personalized e-learning
- Optional coaching with colleagues
- Local adaptation with native trainers: ICEDUC (English + Portuguese), OASYS (English + French), ANC Consulting (English + French + Vietnamese)

## D / CAREER AND KNOWLEDGE DEVELOPMENT

### > 01. An ambitious training policy

#### ■ Key figures 2024:

Olmix delivered 23,148 hours of training at group level in 2024, averaging 27 hours of training per employee per year, demonstrating our strong commitment to developing our employees' skills.

#### ■ Breakdown by region:

- Europe: 7,679 hours of training
- Americas: 9,545 hours of training
- Asia: 5,776 hours of training

#### → Number of employees trained by region:

- Europe: 58 managers
- Americas: 24 managers
- Asia: 51 managers
- Total: 133 managers

→ Safety

Training dedicated to risk prevention and workplace safety, in line with our enhanced safety policy.

→ ESG awareness

Awareness programs on social and environmental issues.

→ Compliance and Industry

Specialized training by Business Unit meeting regulatory and technical requirements.

→ Foreign languages

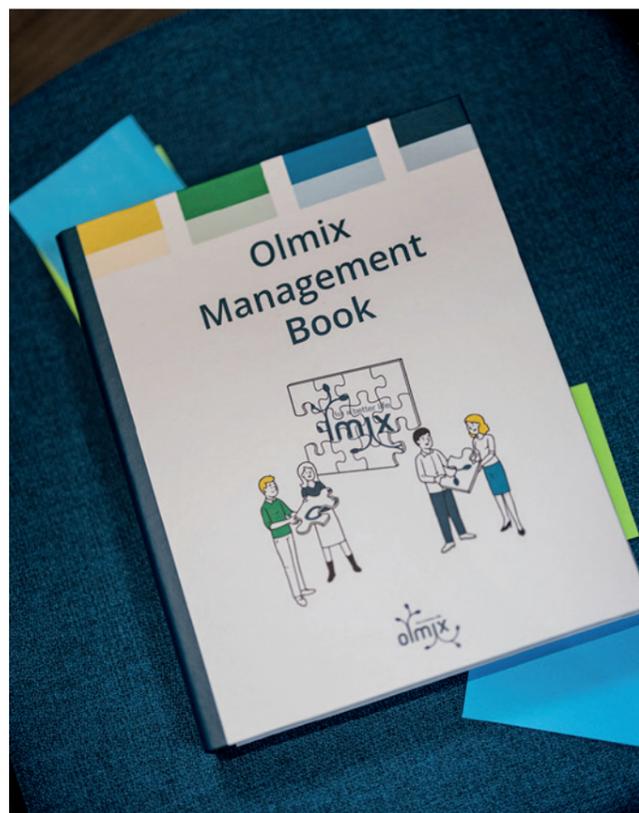
Development of language skills to support our international dimension.

→ Specific career development initiatives

→ Mentoring programs

■ **The LMS tool: a revolution in access to training**

In 2024, Olmix deployed its Learning Management System (LMS) with 360Learning, revolutionizing access to training for all our employees.



> **03. Architecture adapted to needs:**

- Departmental structure separating specific content and common content
- Corporate content (discovering Olmix values, common tools and procedures)
- Specific pathways preparing for in-person training
- Edflex implementation for free access to additional external content.

> **02. The benefits of the LMS:**

- Centralization of training: all resources accessible from a single platform
- 24/7 accessibility
- Cost reduction: fewer travel expenses, fewer in-person trainers, and less printed material
- Individualized tracking: ability to monitor the progress and results of each learner
- Regulatory compliance: archiving of training and management of certifications



04.

**RAISING AWARENESS OF SOCIAL AND ENVIRONMENTAL ISSUES AMONG OUR TEAMS**

Olmix is committed to raising awareness among all its employees about the challenges of sustainable development and contemporary societal issues, developing collective awareness and concrete actions at all levels of the organization.

> **01. Holding awareness workshops**

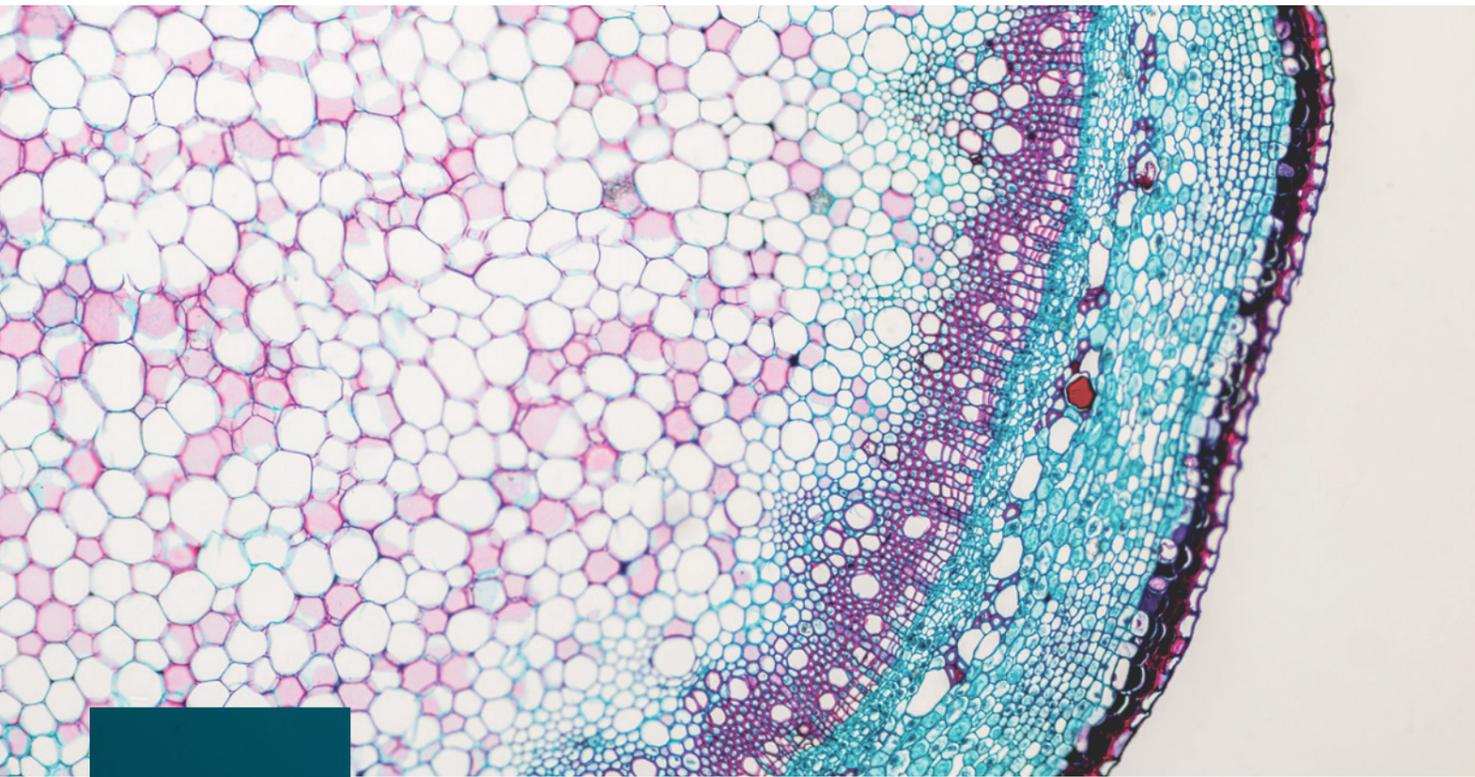
Olmix regularly organizes awareness workshops on environmental and social issues:

- **Climate Fresk:** participatory workshops on climate issues enabling employees to understand the mechanisms of climate change;
- **2 Tonnes Workshops:** raising awareness of individual carbon footprints and ways to reduce them - 84 people trained at the 2 Tonnes Workshop in 2024, nearly 10% of the workforce.



> **02. Local initiatives**

Local actions demonstrate our desire to concretely involve our teams in the Group's CSR approach and to develop a collective awareness of sustainable development issues, by adapting initiatives to the local specificities of each region where we operate.



## PART 3

### *Responsible governance and our societal involvement*

The governance of the Olmix Group integrates social and environmental responsibility at the heart of its corporate policies. This approach has been structured in recent years with the creation of a cross-functional CSR policy, coordinated within a Legal and Compliance Department and led by a dedicated manager, whose position was specifically created for this purpose.

# 01.

## COMPLIANCE AND ETHICS

### > 01. A global and structured compliance system

The Group's compliance policy is based on an integrated approach structured around four fundamental pillars:

#### → Development of a policy ensuring ethical practices within the Group:

An Ethics Charter has been rolled out and communicated to all Group sites worldwide. The Group's key managers are individually committed to upholding the principles of this charter by signing compliance letters.

#### → Prevention of corruption and integrity risks:

The Group has implemented a code of conduct aimed at addressing the main risks identified through the risk mapping carried out under the Sapin 2 law.

#### → Detection of acts of corruption and breaches of integrity:

A formalized whistleblowing procedure has been established under the Sapin 2 law.

#### → Enhanced internal control:

Internal control measures require obtaining prior written authorizations for important decisions made within all Group companies.

### > 02. Training and awareness

The compliance program is being rolled out to the most exposed functions through training designed to strengthen knowledge and understanding of the documents that comprise it.



Olmix has implemented an Ethics Charter and actively contributes to developing within the Group, across all geographical areas, the values and principles promoted therein. This charter is part of a set of compliance rules that the Group implements in order to meet the expectations and requirements of all its stakeholders. At Olmix, we believe that good business ethics are an integral part of the Group's sustainable development approach.

**Eric Linquette**

- Legal and Compliance Director



### > 03. Whistleblowing and alert handling system

Olmix has implemented a robust whistleblower protection system with two dedicated channels:

- Alerts for psychosocial risks
- Alerts for ethical breaches, particularly in matters of corruption

#### Structured handling process:

- Collegiate investigation team with leaders and participants defined according to the nature of the alert
- Maximum processing time of 2 months
- Guaranteed protection of whistleblowers against any form of retaliation
- Strict confidentiality of information throughout the entire procedure



## 02.

## GOVERNANCE

The decision-making body for strategy and with authority to rule on Olmix's major decisions is located at the holding company level, which brings together representatives of the two partners of this company as well as independent representatives. This Supervisory Board meets at least every two months.

At the operational level, a Leadership team including, in addition to the CEO, the Business Unit Directors, the CFO, the Operations Director, and the Human Resources Director meets at least once a month. The Leadership team, with a very flexible operating mode, is responsible for the day-to-day management and steering of Olmix and submits to the Supervisory Board the strategic proposals needed to ensure a medium- and long-term vision.

The Group's CSR policy, led and driven by its CSR Manager, is validated by the Leadership team, which determines the tactics to be implemented to ensure that this CSR policy fits into the Group's overall strategy. As such, the action plans established (reduction of CO<sub>2</sub> emissions, Olmix's ability to optimize the life cycle of its products, etc.) are based on specific tactics collectively decided by this management team, which form the matrix of the policy implemented.

Furthermore, internal control procedures ensure that the necessary hierarchical authorizations are obtained for the proper validation of the Group's most financially and strategically impactful decisions. These prior authorization procedures also ensure compliance with governance powers as established between shareholders at the Supervisory Board level. The Leadership team also ensures the proper deployment of a CSR policy, and more generally, the deployment of a compliance policy within the Group.

## 03.

## EFFECTIVE COMMUNICATION

## A MANAGEMENT TEAM IN CONTACT WITH EMPLOYEES

Olmix has developed a strategic and social governance approach that places communication at the heart of its management practices. This approach aims to create ongoing dialogue between management and all employees, thus fostering engagement and strategic alignment.

## &gt; 01. Communication tools

- **Townhall:** townhalls are a key pillar of Olmix's internal communication. Open to all employees, these sessions allow everyone to ask questions directly to top management.

- **The Agora:** this annual seminar brings together the Group's managers from all over the world, representing all professions: from sales to support functions and production roles.

- **Business Seminars:** these seminars are dedicated to collaborative work on multi-year strategy. They are special opportunities to refine and enrich the strategic vision by involving operational teams in its development.

- **The Next Generation program:** this innovative initiative aims to create a pool of young managers by promoting upward and downward two-way communication. This system both takes the pulse of the teams and prepares the strategy with those who will implement it tomorrow, thus ensuring better ownership of strategic issues by future generations of leaders.

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For me, it's much more than a program: it's a real sign of trust sent to the Group's young "talents". It shows that you can have an impact, even without being at the top of the organizational chart. It's rare in a company to have a space where you can express yourself freely, propose ideas, and above all, be heard.

This program allowed me to take a step back, better understand the company's strategic challenges, and build strong bonds with other committed colleagues. It also brought a real breath of fresh air to my very operational daily routine.

Matthieu  
- Business



# 04.

## SCIENTIFIC OUTREACH

Olmix develops an active policy of sharing scientific and technical knowledge, particularly around algae expertise, which is the core business of the Group. This approach is built around diverse training programs, academic commitments, and active participation in the French algae sector ecosystem.

### A / TRAINING PROGRAM DEDICATED TO RAW MATERIALS

As part of its thirtieth anniversary, the Group has decided to strengthen the dissemination of knowledge and technical expertise acquired over three decades on bio-based raw materials.

This approach has materialized through discovery workshops offered to clients and partners, and through a structured training program on algae and polysaccharides, with an extension planned for clays.

The program dedicated to algae and polysaccharides, mainly led by Maria Matard-Mann with the participation of internal experts, aims to share and highlight Olmix's unique expertise in these areas of excellence.

#### ■ Training sessions structured around four target audiences:

- **Olmix employees:** training planned to develop employees' knowledge of the raw materials used in our solutions
- **Clients:** sessions organized at the request of technical sales staff for their main clients, either as a presentation in Bréhan or during a full day in Roscoff
- **Students:** sponsorship of a class of engineering students from Polytech



Clermont since September 2023, with various events organized during the 3 years of sponsorship, hosting students for internships and professional contracts

- **General Public:** conferences for client association groups of Domaine du Gué de l'Isle and participation in scientific outreach events (Vendée Globe)

#### ■ Activity report:

- **Year 2024:** 426 participants, 152 hours of training, 23 events
- **2025 (January to June):** 411 participants, 90 hours of training, 7 events
- **Total over 18 months:** 837 participants trained, 242 hours delivered, 30 events



At Olmix, as a historic player in agricultural biosolutions, the development of scientific evidence and its dissemination is at the heart of our work. For 30 years, we have shared our expertise on natural raw materials and invested in building the skills of new generations of scientists.

**Pi Nyvall**  
- Head of Scientific Affairs Olmix



### B / PARTICIPATION IN SCIENTIFIC CONFERENCES AND EVENTS

#### ■ UNOC Nice (June 10-13, 2025) - United Nations Ocean Conference:

Olmix participated in this major international conference with a delegation composed of Tiago Viana, Group Scientific Director, and Pi Nyvall, Head of Scientific Affairs. This participation strengthened the positioning within the international marine biotechnology ecosystem, enabled involvement in the launch of the UN Seaweed Initiative led by France, Madagascar, and Indonesia, the Global Seaweed Coalition and UN agencies, and contributed to discussions on the future of the global seaweed sector.

#### ■ Promotion of the French seaweed sector



### C / ACADEMIC PARTNERSHIPS AND SPONSORSHIPS

#### ■ School sponsorships:

- Polytech Clermont: three-year sponsorship of a class of engineering students, with the organization of career conferences and development of project ideas
- Other academic partnerships with engineering schools

#### ■ Sustainable institutional commitments

Olmix's scientific recognition is reflected in lasting commitments within the main organizations in the sector:

- Global Seaweed Coalition: contribution to global initiatives
- EABA/EBIC: active participation in European work
- CEVA: collaboration with the Center for the Study and Valorization of Algae