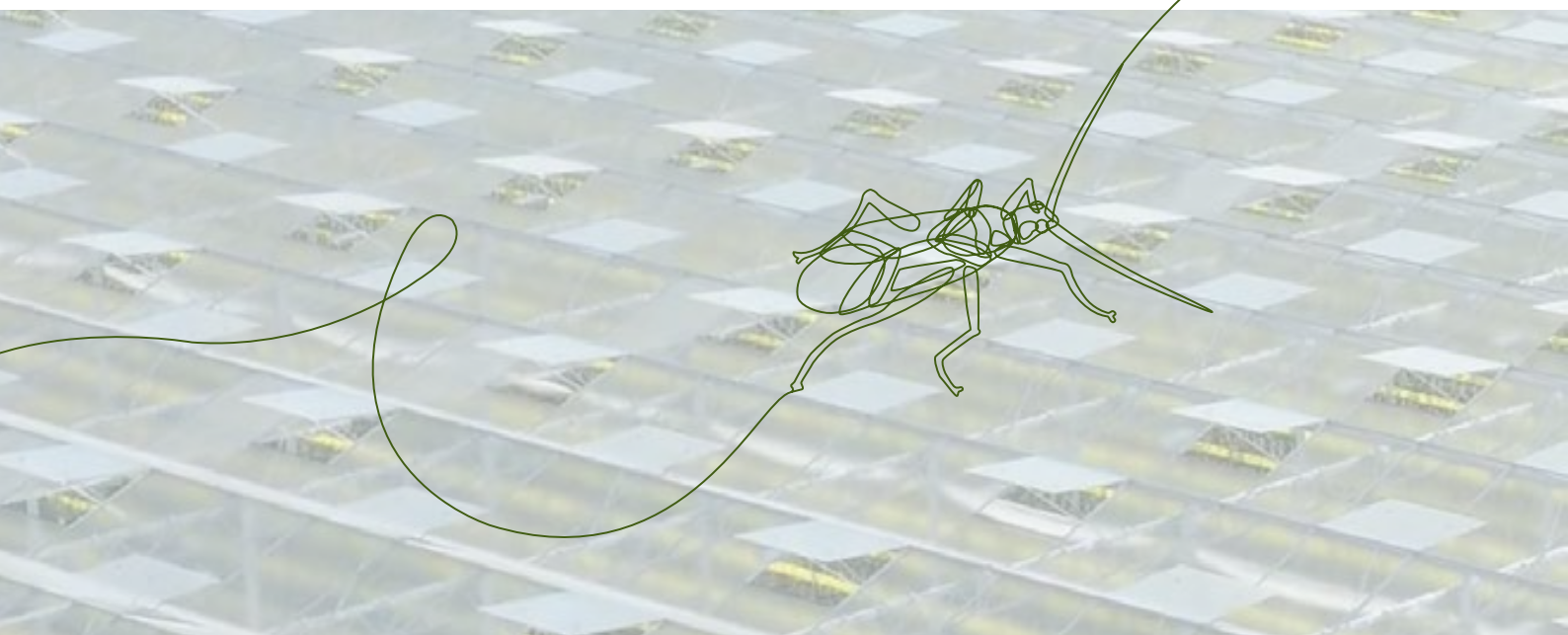


Biobest Sustainability Report

2022



Contents



 GENERAL	
Message from our CEO	<u>06</u>
About our buzziness	<u>10</u>
Our core activities	<u>12</u>
Biobest Code of Honor	<u>16</u>
Strategy and focus	<u>20</u>
Our Goals	<u>24</u>
 ENVIRONMENTAL	
Carbon neutral in 2026	<u>28</u>
Climate related risks	<u>30</u>
Our carbon reduction strategy in practice	<u>31</u>
Scope 3 & supply chain	<u>32</u>
Towards a circular economy	<u>36</u>
Our packaging is our business card	<u>37</u>
Designing for circularity	<u>40</u>
Expressing our passion for nature & biodiversity	<u>43</u>
Preventing introduction of invasive species	<u>49</u>
Our impact on life below water	<u>50</u>
The value of water	<u>51</u>





**Personal solutions,
trusted advice**
— **That's
Biobest**

 SOCIAL	
Promoting good health and wellbeing	<u>54</u>
Community engagement & collaboration	<u>57</u>
Sustainable crops for all	<u>61</u>
Learning & innovating with worlds' brightest	<u>64</u>
The Biobest Academy - sharing our IPM knowledge with the world	<u>66</u>
Training local staff	<u>68</u>
Harnessing the power of diversity	<u>70</u>
 GOVERNANCE	
Governance structure	<u>74</u>
Implementation strategy	<u>78</u>
Code of conduct & whistleblowing	<u>79</u>
 GENERAL	
About this report	<u>81</u>
Contact	<u>82</u>
Glossary	<u>84</u>
Annex - Biobest Group consolidated ESG data	<u>85</u>



General



Message from our CEO

Passion for sustainability is one of our five core values. Our mission is to contribute to sustainable production of high value crops. Sustainability has been part of our DNA and company culture since we were founded - 35 years ago.

Starting out as a producer of bumblebees for natural pollination, our portfolio of natural crop protection solutions has grown tremendously. In the process we have become one of the largest players in biological crop protection worldwide. We have achieved this by offering the best possible advice, while continuously developing novel crop protection solutions to help customers grow in a sustainable way. I am proud to say our products have a positive impact on global food production and are used to improve people's lives.

Being a key player in a sustainable sector, we are also driven to offer the most sustainable products possible: high quality, with a high social impact and a low climate and environmental impact. We aim to push the limits of our production processes to produce our products as sustainably as possible: trust is earned where actions meet words.

Use of energy, transport and packaging materials, have a serious impact on the global footprint of our products. This drives us to continually look for new opportunities to produce locally, with local species for example. Today we ship products to over 70 countries worldwide, products that often have a short shelf life. As we work with living organisms, delivering a high quality product requires optimising climate conditions during transport.

This means we need high quality packaging to match. Today, packaging can have a significant impact on the use of natural resources and on customers' waste flows. That is why we have dedicated experts working on lowering the environmental impact of our packaging, while maintaining or further improving product quality standards.

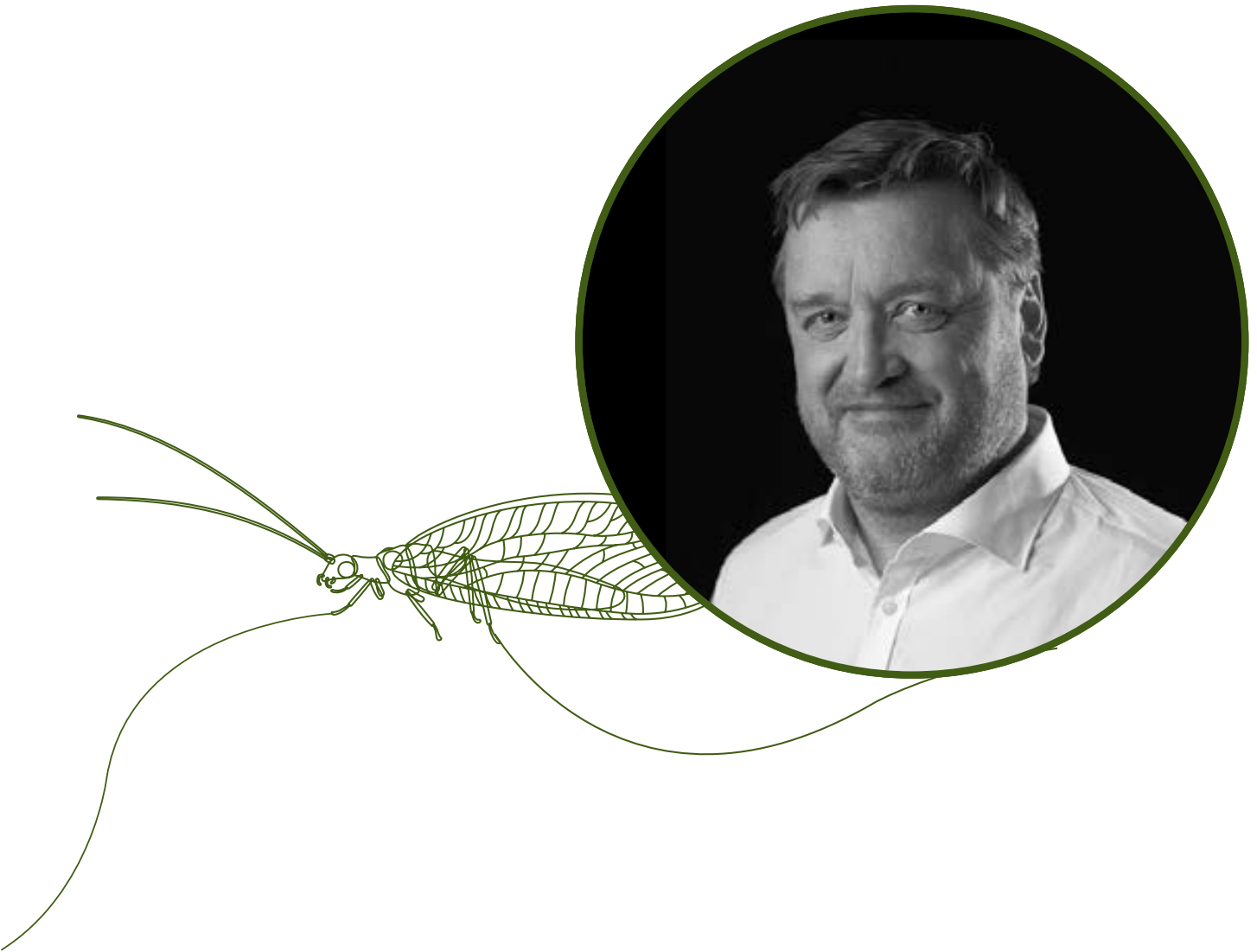
We also need to maintain optimal climate conditions in our production facilities, leading to high energy consumption. We have therefore created a roadmap towards carbon neutrality for energy usage at all our sites.

During these challenging times, our continued success is only possible due to the passion of our worldwide team. We are grateful to each and every person in our organisation that contributes daily to our growing success. People are our most important asset and we value the unique diversity of individuals working for Biobest worldwide. We cherish and set out to build on the unique capabilities of all our employees, combined in one commonality: the passion to change the world for the better.

I am especially proud to highlight our continued efforts to contribute to 'our' local communities and nature around the globe. I am delighted to share our ongoing sustainability efforts and CSR projects with you in this report.

Jean-Marc Vandoorne-Feys







Putting the best in Biobest



About our buzziness

Biobest Group is a pioneer in biological crop protection and pollination

In 1987 Roland de Jonghe, a veterinarian from Westerlo passionate about insects, developed a novel way to pollinate tomato crops using local bumblebees. By commercialising this highly effective and biological way to pollinate crops, Biobest was founded.

Thanks to labour savings for our growers and a giant leap in the yield and quality of bumblebee pollinated tomatoes, the market for Biobest grew rapidly. The use of bumblebees for natural pollination quickly expanded to other crops and international markets. More importantly, with the use of bumblebees as valued guests in crops, growers soon became more aware of the adverse effects of using chemical pesticides in greenhouses.


As a result, the presence of our bumblebees quickly became a key factor driving the demand for biological and more natural ways of crop protection. This was exactly

the cue Biobest was waiting for, to use our existing knowledge and passion for insects and mites to develop novel and effective ways for modern growers to battle pests biologically.

Over the years, the array of Biobest Groups' biological crop protection solutions has grown rapidly and continues to expand. With a large part of our business invested in R&D and business development, we currently operate from 22 countries on all major continents, delivering a wide array of biological pest control for growers.

Today, while our extensive product range still includes bumblebee species, it has expanded significantly with the addition of dozens of beneficial insect and mite species for pest control, together with other natural pollinators, beneficial nematodes, biopesticides, biofungicides, plant vaccines and (bio)fertilizers.



A pair of hands is shown from the bottom, cupping a small, vibrant green seedling with several leaves and a mound of dark soil. The background is a soft, out-of-focus green with bokeh light effects, suggesting an outdoor setting. The overall mood is hopeful and nurturing.

“PEOPLE WITH PASSION
CAN CHANGE THE WORLD
FOR THE BETTER”

It is our mission to contribute to global sustainable production of high-value crops by being the most reliable partner in pollination and biological crop protection.

Our core activities



Bumblebee pollination



Beneficial insects



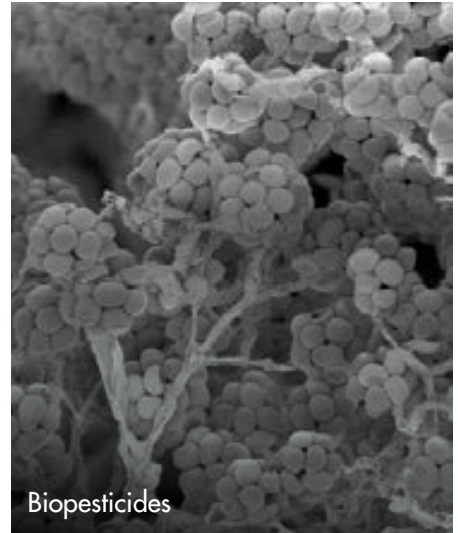
Feed for beneficials



Beneficial mites



Monitoring & scouting



Biopesticides



Nematodes



Biofertilizers



Monitoring & scouting

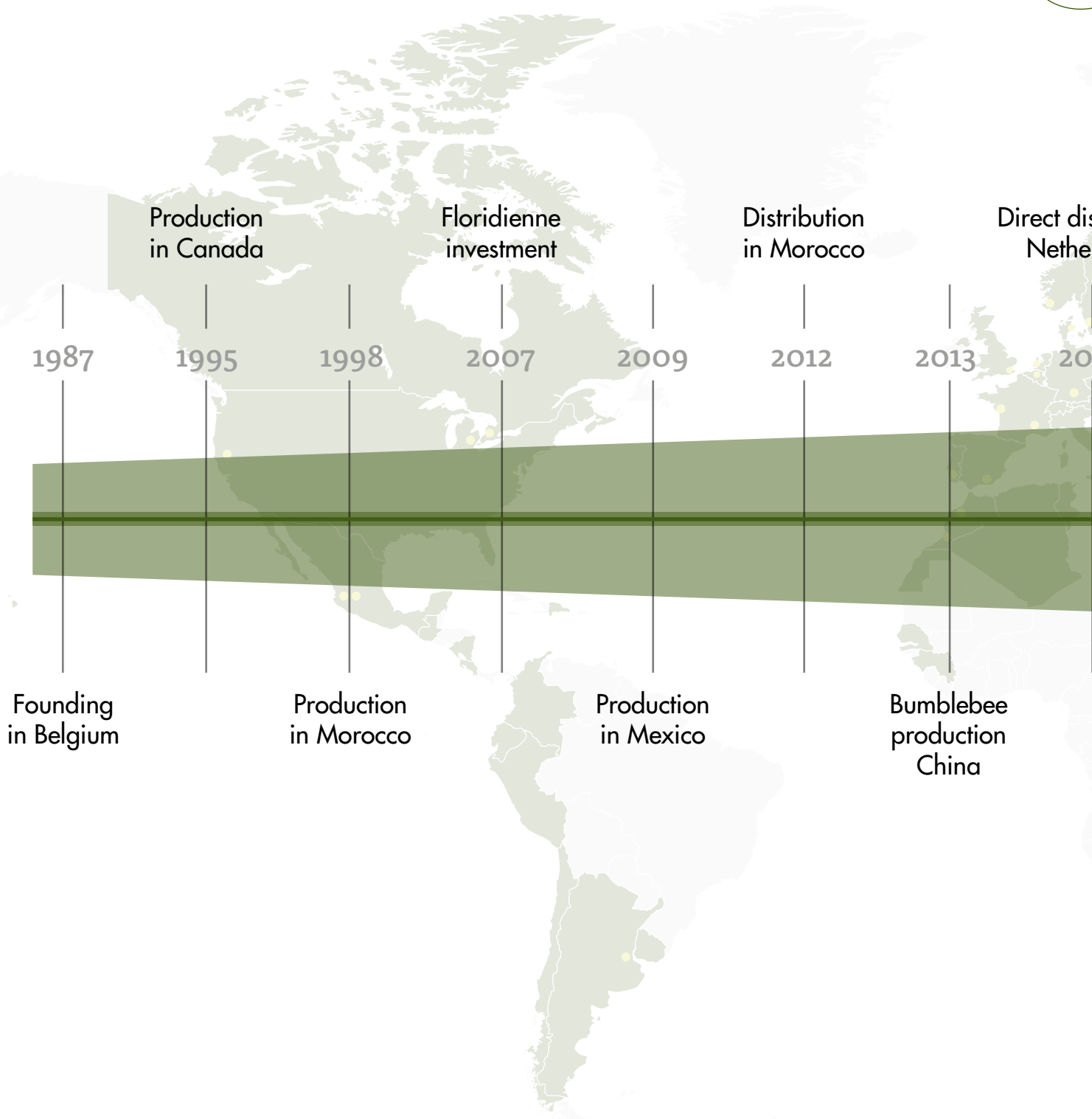


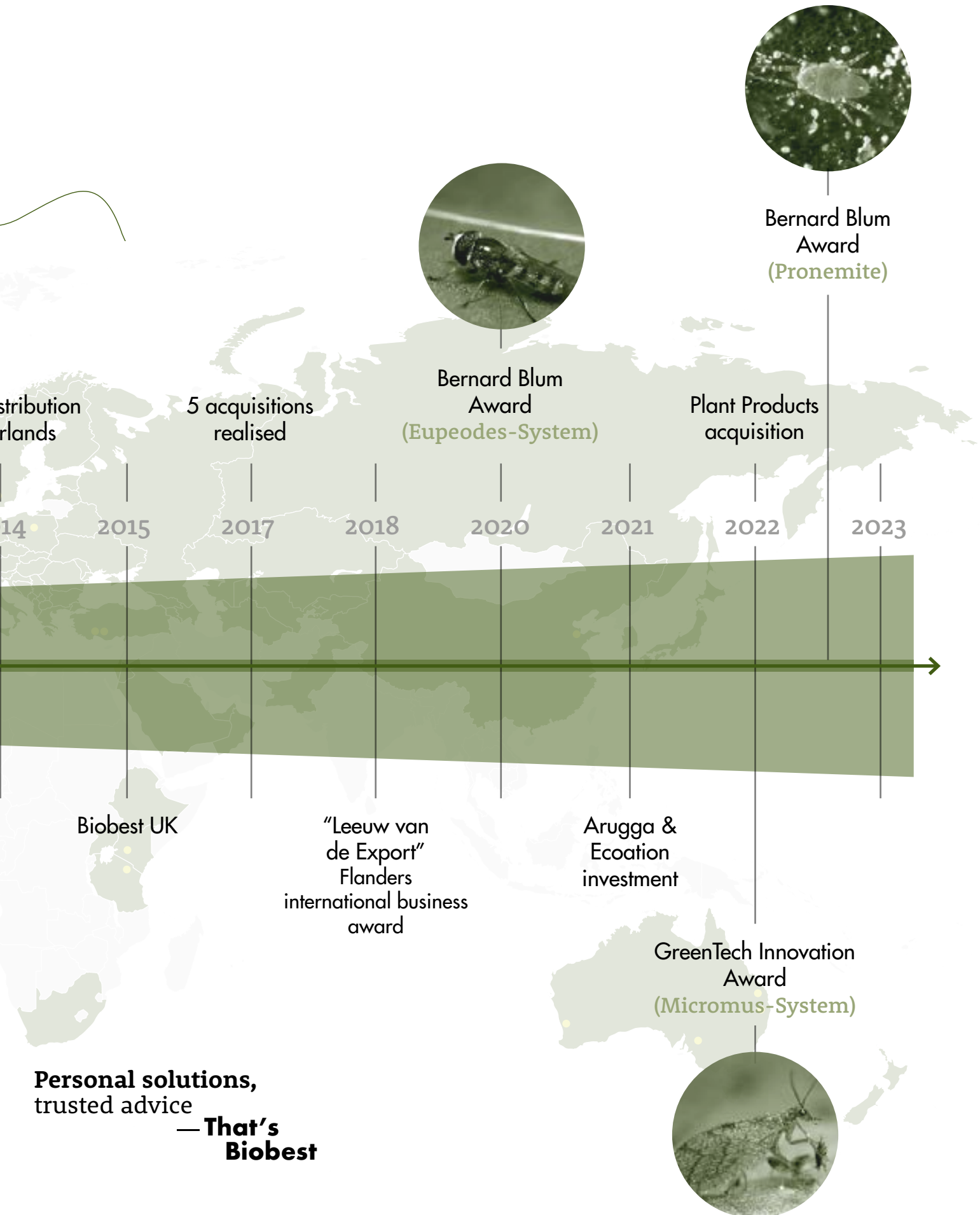
Spreading beneficials



Development & milestones

Timeline





Personal solutions,
 trusted advice
 — **That's
 Biobest**



Biobest Code of Honor

Passion for sustainability

Passionate about contributing to sustainable agriculture

- People with passion can change the world for the better. We are passionate about enabling the sustainable production of food and ornamentals which are safe for human health and the environment.
- We pursue innovative and effective solutions that have the potential to change agricultural practices.
- We are committed to the highest standards of ethical conduct and corporate social responsibility when dealing with employees, customers and suppliers.

Happy customers

We service and satisfy our customers

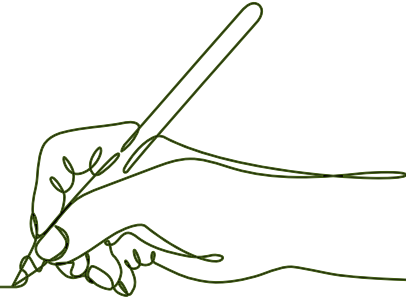
- We supply the highest quality pollination and sustainable crop protection solutions, on time and in full.
- We are passionate, determined and proud to serve our customers. We seek to understand and deliver on our customers' real needs.
- Serving our customers better is the basis for all our decisions.

Happy employees

We support team member happiness and excellence

- We are committed to create a positive work environment where motivated team members have the opportunity to flourish, grow and succeed to their highest potential, regardless of their position in the company, background, race, ethnicity, religion, gender, gender identity, or sexual orientation. We treat all individuals with dignity and respect.
- We appreciate effort, excellence and pro-active initiative and do not hesitate to express our gratitude and encouragement to each other.
- We value each other's constructive opinion and always provide feedback. Trust is earned when actions meet words.
- We encourage employees to speak in such a way that others love to listen to you. Listen in such a way that others love to speak to you.
- We commit to providing safe working conditions and a healthy work environment for all employees.





Collaboration

We believe in the power of collaboration

- We are each, first of all, part of one or more business processes and only thereafter part of a department. We always look at the entire process and avoid sub-optimising just our own part.
- We are team players that love to help and share. Information and knowledge become power when they are shared.
- We like to have fun and enjoy ourselves. We celebrate successes.

Continuous improvement

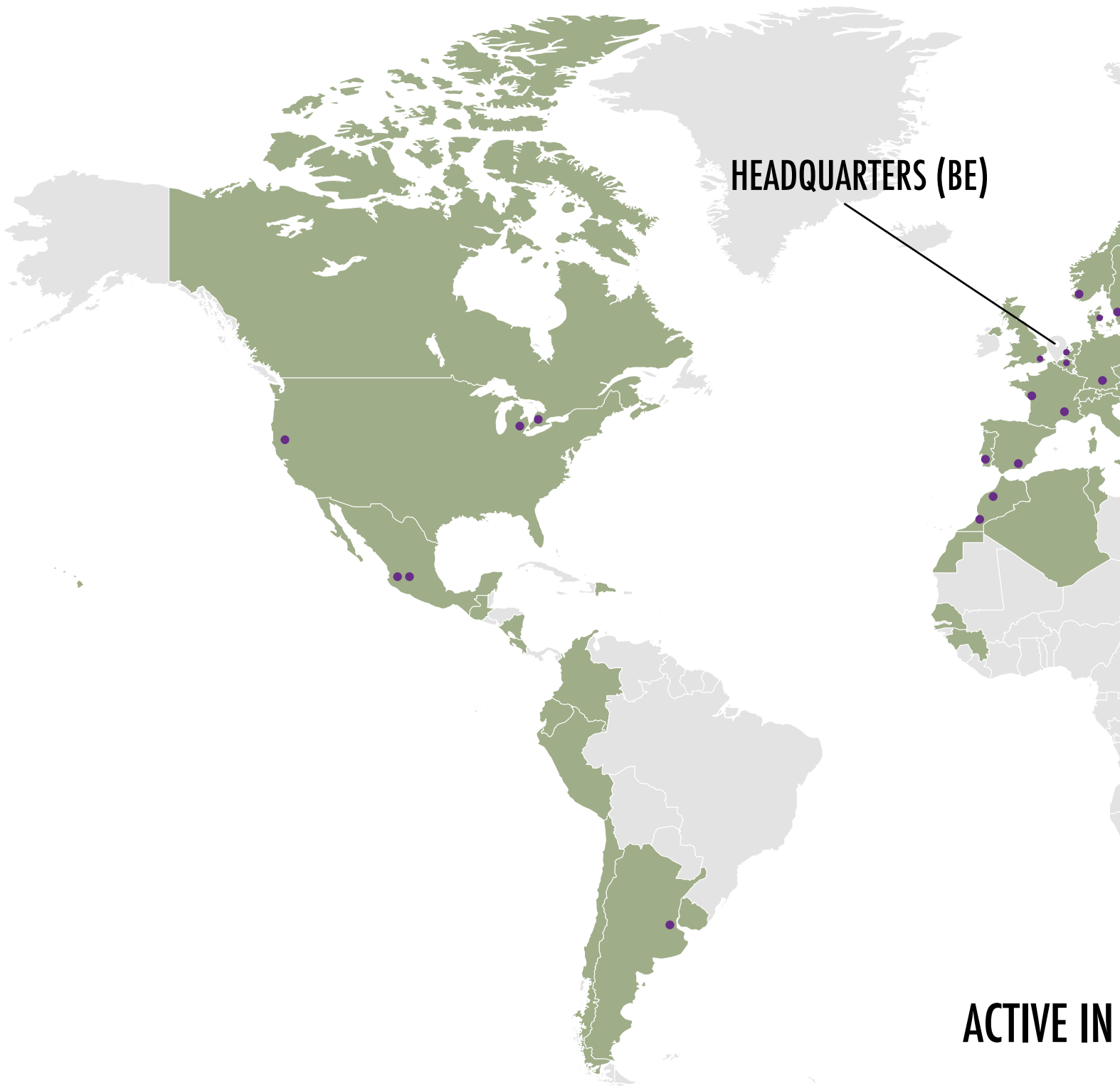
We continuously strive to improve everything we do

- We continuously strive for excellence in everything we do, pick our battles and spend our energy on those things which have the biggest impact for our customers, our company and for the world.
- We learn from mistakes and see changes as an opportunity.
- We think in solutions and see every problem as an opportunity to learn and improve.

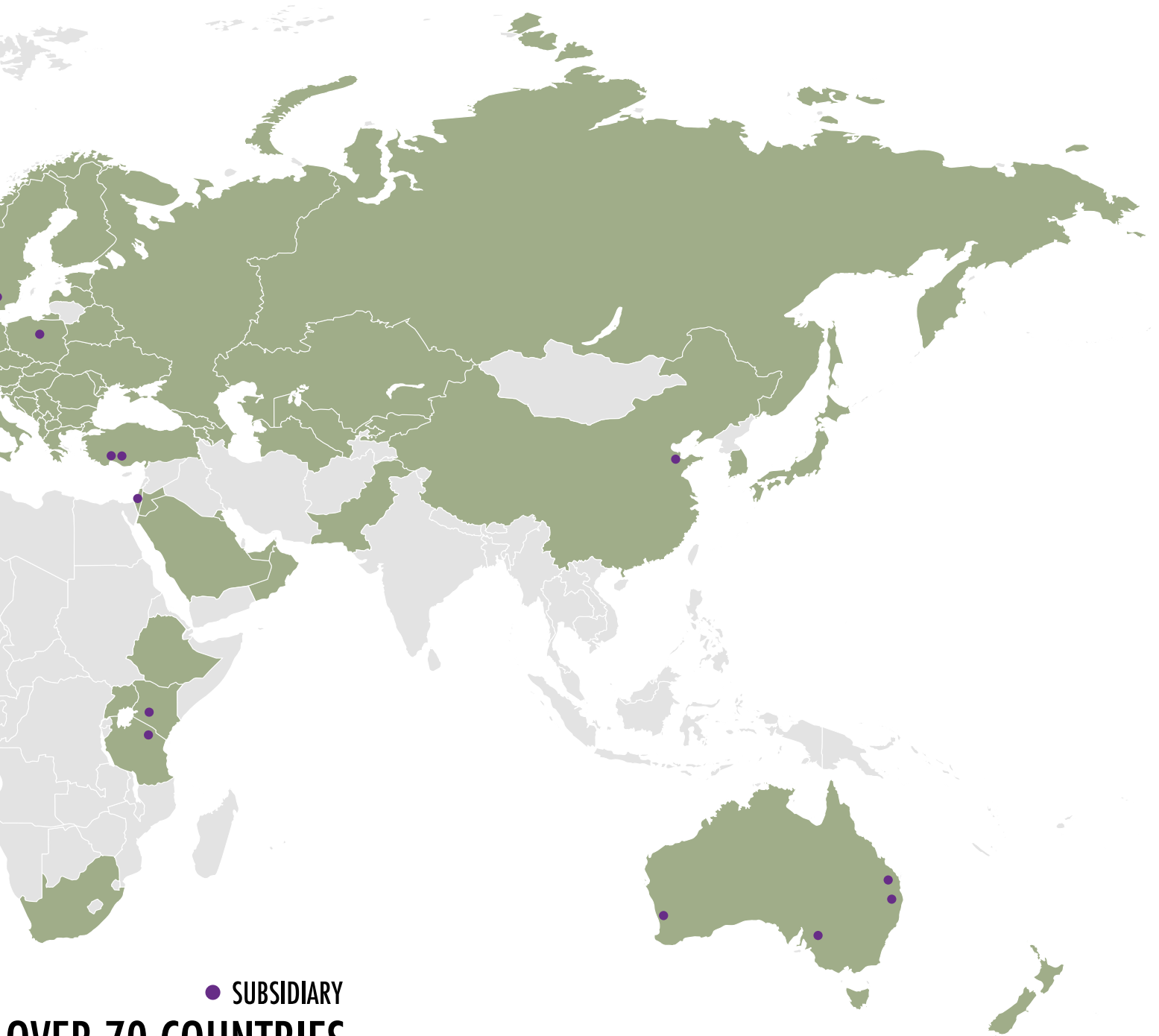
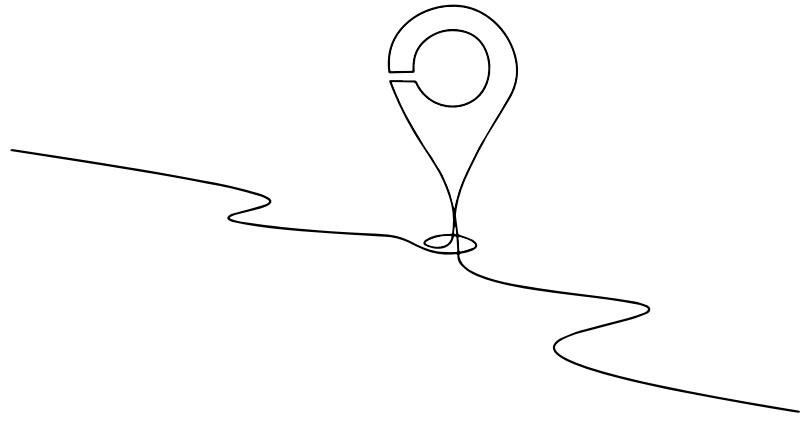


Strong global presence & local expertise

Active on 6 continents with over 30 subsidiaries and 2000 employees



ise



● SUBSIDIARY

OVER 70 COUNTRIES
>250 distribution partners



Strategy and focus

Our strategy for being the most reliable partner in sustainable crop protection, and having a varied team of passionate people, has led Biobest Group to be active on a very wide variety of sustainability projects. Our link to nature and biodiversity is evident. Since we came from and work for many family-owned businesses, we also have strong links to the communities we operate in.

We value the resourcefulness and passion of our staff and aim to nourish it. In order to move our sustainability strategy forward, we feel the need to structure our efforts so that we can:

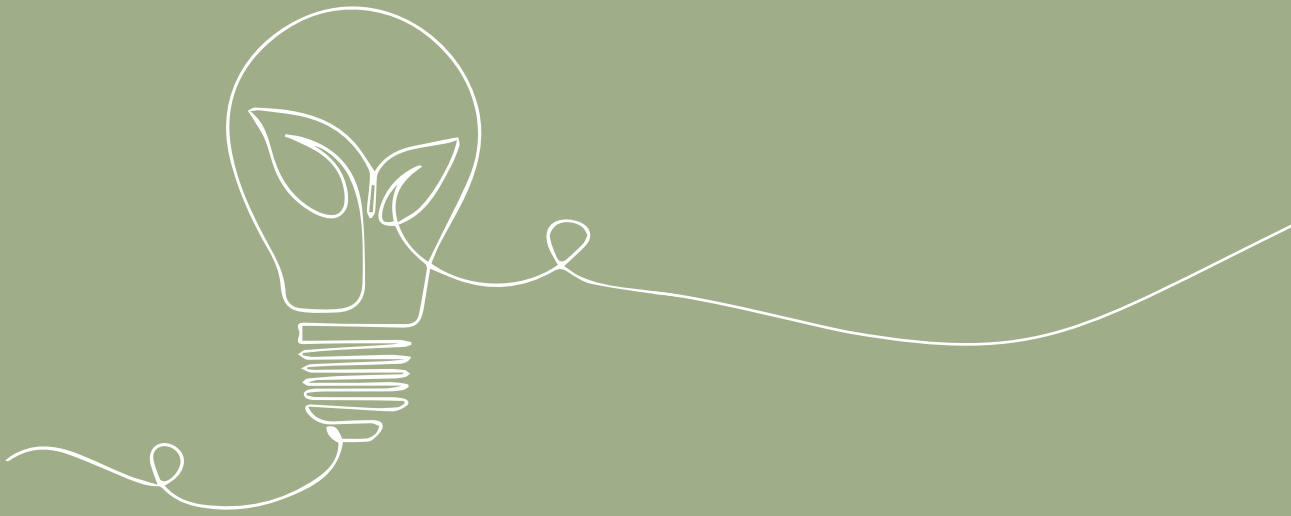
- 1) transparently communicate our initiatives externally, in a recognisable and comparable way;
- 2) structure and continuously improve our sustainability efforts by measuring current achievements; gaining insight into our impact; determining a clear focus; and setting targets towards a more sustainable future.

This is why we have chosen to adopt a reporting structure in line with the United Nations Sustainable Development Goals (SDGs).

Shared commitment towards a more sustainable world

With this widely recognised global standard, the UN and many participating countries set out clear priorities for a more sustainable world in 2030. We are committed to do our part in achieving these SDGs. Over many years we have been taking the initiative on all of these goals and more recently they have helped us to focus our efforts in addressing these sustainability topics.





Peter van Leent
Sustainability manager

At Biobest Group, Peter feels right at home, working on sustainability for biological control. His experiences as a marine biologist in the tropics and as sustainability manager in different sectors, have provided him with insight into various perspectives and methods for translating sustainability into a functional company strategy. Having worked in the field, in construction and in agriculture, he recognizes the value of being pragmatic, gaining insight and focus quickly, and translating strategy into concrete actions.

“At Biobest I get to combine my knowledge and passions: working together with driven people, creating a sustainability strategy in biological control. Together we strive to make our products and the world a little bit more sustainable every day. Having a positive impact on people’s lives, through healthy food. I aim to contribute to a future-proof group, by entwining sustainability into the overall strategy. A strategy pushing beyond the mandatory sustainability targets.”

Focus on environment and social aspects

Peter was born with a love for nature and trained as a biologist. A great match with the core business and sustainability strategy for Biobest Group.

Throughout his professional career, Peter has dedicated his personal development to the social side of ESG and HR-related topics. He has been involved in communication projects, safety campaigns, continuous improvement projects and change management initiatives within organizations. Experiences he is happy to share with his colleagues in management and operations, who bring the strategy to life: everyone is involved and sustainability at Biobest Group is a team effort.



IMPACT ON OUR BUSINESS



STAKEHOLDER IMPORTANCE





At the start of 2022, a stakeholder analysis was performed to determine the relevance of the different themes to our employees, customers, shareholders and investors. In

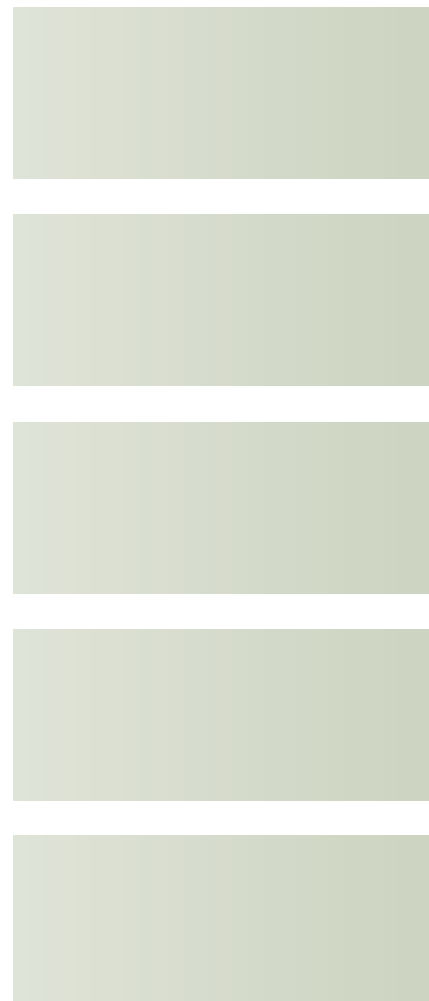
parallel we ascertained which topics are most relevant to our business, the impact of the different topics was assessed by our board and executive committee.





Solar panels with a view
@Biobest Antalya

The main goals we



We are pleased to see that the topics on which we are most active worldwide, are also those that are most relevant to our external stakeholders. We are happy to share our activities with you in this report and, as in previous years, will continue to commit ourselves - continuously striving to improve our efforts.

For the most material topics we have recently implemented our sustainability strategy and targets. We have improved our ESG reporting to measure our progress and created a practical roadmap with all our subsidiaries to achieve our goals.

In the coming chapters we are proud to show our sustainability strategy, targets and achievements for all of the SDGs: starting and focusing on the most material ones.

want to reach by 2026

Achieve carbon neutrality for our own activities

Exceed 75% waste separation & increase our use of reused, recycled & biobased materials

Improve our safety awareness & communication

Each subsidiary implements at least 1 relevant initiative on (local) nature

Each subsidiary launches at least 1 initiative with & for the local community



An aerial photograph of a dense forest. A winding road or path cuts through the trees, and a stream flows alongside it. The overall tone is dark and moody, with a focus on the textures of the forest canopy and the curves of the road and water.

Environment

ntal

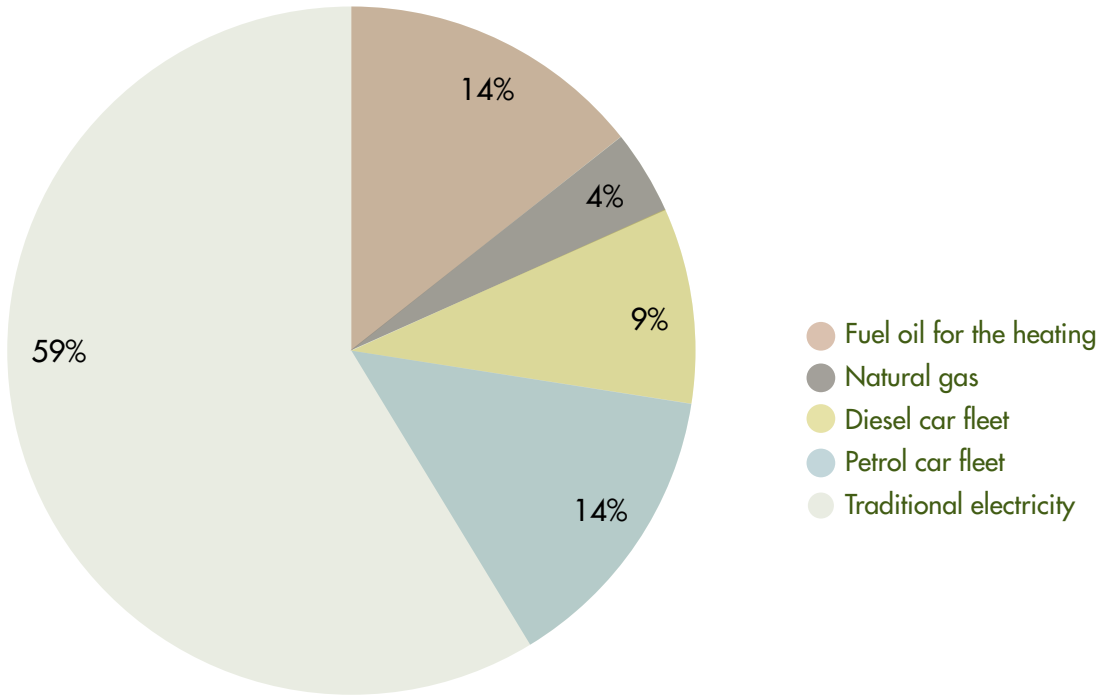
CONTENTS





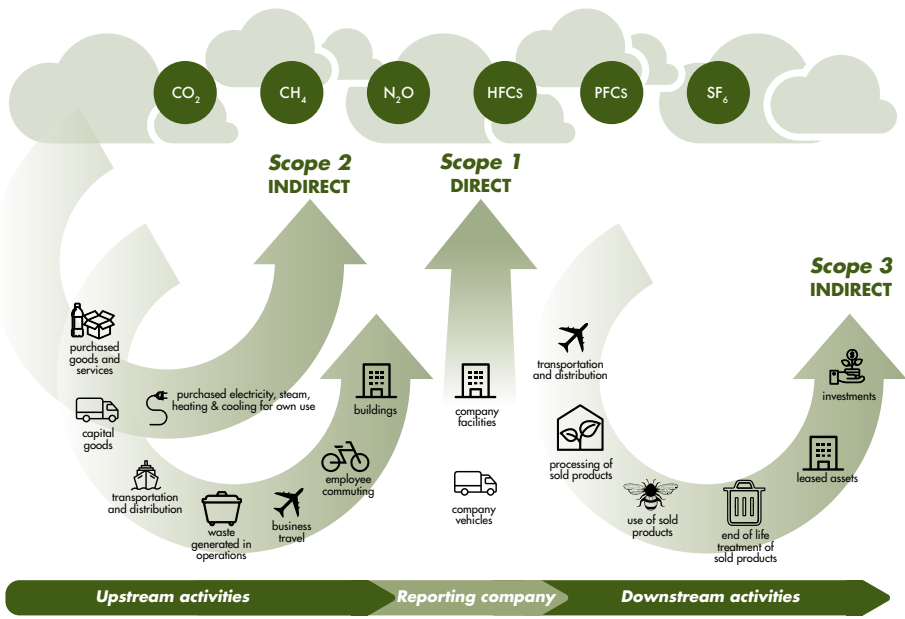
Carbon neutral in 2026

Facts & figures



Biobest group carbon footprint 2022 - scopes 1 & 2





The Greenhouse Gas Protocol distinguishes 3 types of emissions as depicted on the left.

Scope 1: direct emissions from burning (fossil) fuels in our operations. Examples: using natural gas to heat our production building, diesel used in one of our vehicles.

Scope 2: indirect emissions from the use of energy in our operations. Examples: using energy generated on coal or biomass elsewhere, or using a district heating system.

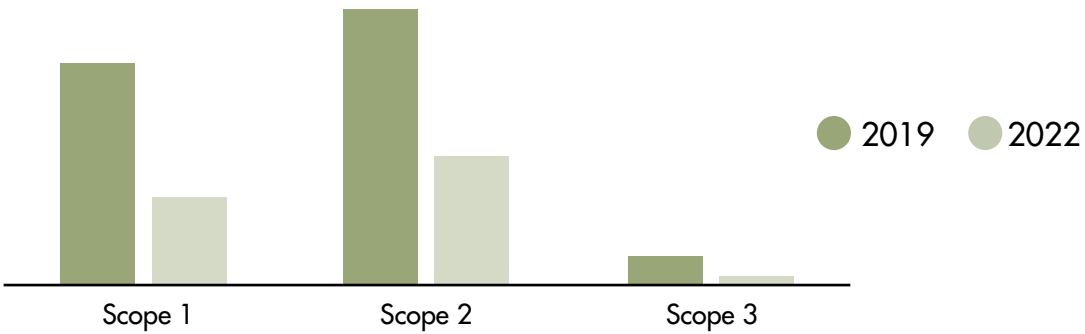
Scope 3: indirect emissions by other parties involved in our supply chain. Examples: by air freight, for the production of our packaging, by recycling and waste processing.

In 2022 Biobest Group emitted a total of 18,5 kilotons of CO₂ (own emissions in scope 1 and 2). For more technical background on our carbon emissions, please refer to “About this report” on page 81. The bulk of these emissions were produced by our production facilities through electricity (59%) usage and the use of fuel oil for heating (14%). Most of this energy goes towards creating optimal climate conditions for our insects and mites. Natural gas makes up a minor share and is used for heating several small office buildings and for air humidification in our production facilities. Another significant source of emissions (23% for diesel and petrol) is caused by our car fleet, with our sales representatives visiting many remote areas worldwide. Currently. For scope 3, we currently structurally report on our additional transport of personnel: by personal car, public transport, (electric) bike and flights. We aim to expand our reporting and efforts in our value chain in the coming years, as further explained on page 32.

Decreasing our emissions

As you can see below, between 2019 and 2022 our emissions per turnover have decreased by over 50% in all scopes. This has been achieved by several actions. Firstly, over the past few years at some locations we have invested in new and more efficient facilities while also generating our own renewable energy. Secondly, we acquired several new subsidiaries that already had relatively low emissions compared to their revenue. So, while our first steps are significant, not all reductions are due to practical measures and there is still quite some work to do to become carbon neutral. We aim to be carbon neutral for our own activities by the end of 2026. So what does that mean for Biobest Group?

Emission per revenue



Climate related risks

While climate change will impact all of us in the short term, in some regions it is already having a profound effect on our sector. Local temperatures and rainfall patterns are changing. This will cause some arid environments to become even drier, lowering ground water levels, while causing flooding in other areas. The societal and global impact of climate change is our main

concern. It may also have profound effects on our customers and our business. Some changes might impact us directly, such as a reduced water availability at certain production sites, changing temperature and direct sunlight levels impacting open field production, or the amount of cooling needed in our facilities. Indirectly, it may even influence labour availability, due to people

moving away from impacted areas. However, the most profound effect are likely to be felt by our customers. They are even more dependent on environmental conditions for growing their crops. They are heavily impacted by water scarcity in certain regions and by changes in temperature and climate in others.



Our offices and storage @Biobest Spain are powered by solar energy

Biobest's production is relatively controlled and protected from rapid environmental changes. Our sales may move geographically, or to other species, with changing conditions. Our customers are generally more fixed to a certain location though. So, changing local temperatures may mean a significant increase in costs to heat (or cool) their greenhouses. Especially

with the steep rise in energy prices felt in parts of the world in 2022, this may exert serious pressure on their operating cost. Increased energy use by growers reliant on fossil fuel sources, may in turn cause an increase in carbon emissions for global crop production. This is why we have linked our mission to become carbon neutral - to using clean

and renewable energy. We will focus our efforts on our own energy consumption and want our operations to become carbon neutral in scope 1 and 2. We feel the urgency of slowing climate change and therefore aim to achieve this in 2026 - well ahead of the EU target of 2050.

Next steps

Most importantly, becoming carbon neutral means a reduction in our energy usage. We plan to invest in cleaner and more efficient machinery and climate facilities and realise a reduction in our emissions. In our strategy we focus on the most relevant sources of emissions.

Secondly, we plan to invest in the use of

renewable energy sources. As you can see from our carbon footprint, almost 60% of our emissions are caused by the use of electricity. We would prefer to generate all the renewable energy we need ourselves. On smaller sites, or where this generation is not possible, we may be required to invest through third parties. In these situations, we will

substitute the use of fossil fuel for heating to more sustainable alternatives. And only when the bulk of our emissions (65 – 90%) is reduced, we plan to compensate for our remaining emissions by carbon offsetting.



Installations and solar panels at our facilities near Agadir, Morocco

For most sites we will install the renewable energy sources we need to operate our facilities. Where this is not feasible, we will purchase renewable electricity with certificates of origin to push local production of renewable energy.

While we use only a limited amount of natural gas worldwide, two of our largest production sites - in Belgium and

Morocco - are still dependent on fuel oil for heating.

“In 2022 our main office in Belgium adopted a car policy that only allows the purchase of electrical vehicles.”

For both sites we have devised a road-

Our carbon reduction strategy in practice

Our main focus is on the use of renewable electricity from wind or solar sources.

For our largest production sites, our aim is to produce the bulk of the energy we need ourselves, locally.

map to renewable alternatives and plan to phase out fossil fuels before the end of 2024.

Our car fleet is another major source of emissions. The bulk of our worldwide fleet is still fuelled by diesel or petrol. While we strive to have a carbon neutral fleet by 2026, in most countries we are struggling to switch to feasible



alternatives. This is due to several reasons, firstly, the availability of affordable electrical vehicles or other alternatives in some regions.

There are also practical reasons, such as the need for larger 4x4 vehicles in remote parts of the world, such as Mexico. Our sales representatives are responsible for the bulk of our driven kilometres. Sometimes needing to visit

customers in remote areas, this can prove challenging with public transport and, in some regions, options to charge, or purchase affordable electrical vehicles are still very limited.

We are pushing where we can. In 2022 our main office in Belgium adopted a car policy that only allows the purchase of electrical vehicles. Only

sales representatives needing to cover large distances daily are allowed to use hybrid alternatives. While still experiencing some difficulties with delivery times for these vehicles, the Belgium office remains confident it will meet its target of a fully electrical car fleet by 2026.

Scope 3 & supply chain



In 2022 our headquarters in Belgium adopted an all-electric car policy

Scope 3 CO ₂ emissions in tonnes	2019	2022
Flights staff (<700 km)	44,3	31,2
Flights staff (700 - 2.500 km)	68,9	157,5
Flights staff (>2.500)	532,3	409,7
(Electric) bike	0,9	1,4
Public transport	16,2	16,7
Privately owned cars: staff: business	299,1	351,1
Privately owned cars: staff: commute	140,0	151,4

Measured scope 3 emissions from the transport of personnel

Supply chain emissions study

For our supply chain (scope 3) emissions, we currently measure our water usage, waste and transport of personnel flights, commuting, business travel with personal car and public transport. These transport emissions are incorporated into our management report but are not yet part of our 2026 targets. Our absolute emissions due to flights have slightly decreased since 2019, while our emissions from commuting and business travel by car have slightly increased. Both against the background of an increasing global staff. While planning to expand our targets to scope 3, we wish

to do so well-prepared and intend to perform a detailed study in 2023.

This study will include two very important factors. Firstly, the upstream and downstream effects our business has on carbon emissions. The resources we purchase and use to produce (upstream emissions) as well as the effect our services and products have on our customers during and after use (downstream emissions). While we expect our packaging materials and transport of good will be our major source of scope 3 emissions, we want to quantify all our scope 3 emissions to ensure we focus our efforts towards

reducing our major impacts.

Secondly, we want to perform a more detailed study into these major impacts, to formulate practical and feasible actions for reduction that we, as a Group, may take - or that we may take together with our stakeholders. We want to ensure our actions to reduce scope 3 emissions will have a significant impact and are achievable for Biobest Group and its partners.

For our capital expenditures, we have already made serious efforts to raise awareness to reduce our impact.



We want to continue to deliver in style, while we push for increasingly sustainable vehicles

Capital expenditure emissions

In 2022 we undertook a study into our scope 3 emissions via capital expenditures. The results were used to show CO₂ emission values for each investment proposal. A threshold was introduced for each type of investment, requiring additional information on investments with a high carbon impact. For all investments in new buildings and structural renovations, a steering

committee was formed and sustainability included as one of the major criteria. Biobest is already highly active in optimising logistics: as optimised transport is of the highest importance to our product quality. We have a supply chain director, at group level, to optimise global transports. And in countries such as the Netherlands, we already work with dedicated transporters using

alternative fuels to reduce their transport emissions.

As part of our global team, we also have a packaging expert tasked with optimising our packaging from the point of view of product quality, shipping quantity and the sustainability of the packaging itself. This is part of our efforts to reduce emissions from transport and our progress towards a more circular product.





Circu

lar economy

CONTENTS

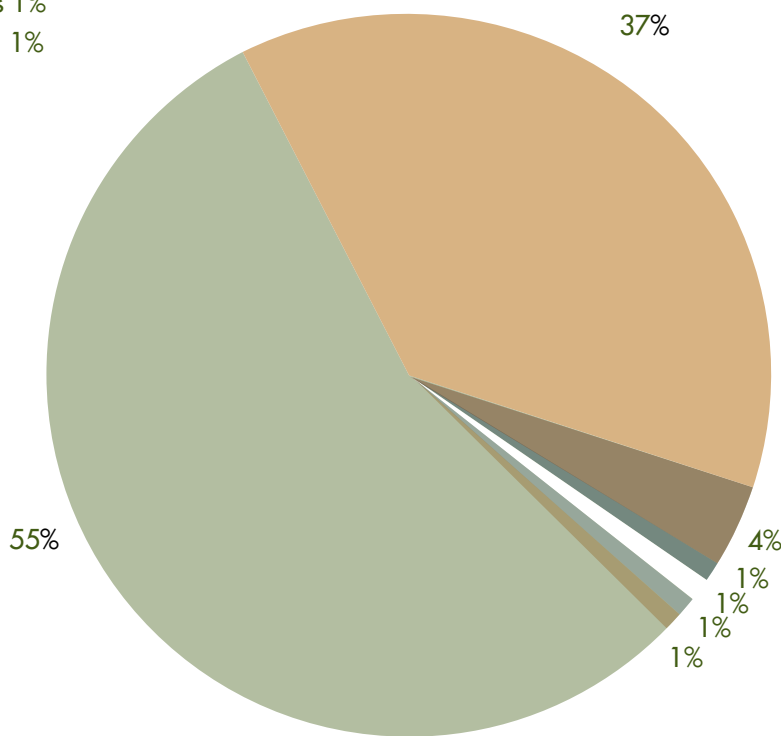




Towards a circular economy

Tuning waste into a resource

- Organic waste 55%
- Industrial waste 37%
- Cardboard 4%
- Sugar water 1%
- PMD (Plastic, Metal & Drink cartons) 1%
- Plastics 1%
- Wood 1%



As part of our strategy towards a circular economy, we are also working hard to reuse and reduce our waste products.

“We aim to increase our waste separation to at least 75% by 2026”

The majority of our waste worldwide is already separated at our production facilities. Today we separate 62,6% of all our waste at the source. This is enabling well over half of our waste flows to be

reused or recycled internally, or by a professional waste company.

We aim to increase our waste separation to at least 75% by 2026. Apart from the significant steps taken in waste flows for packaging, we have also made major progress in reusing organic waste. In the US, for example, we are reusing organic waste from rearing as biological fertilizer. While at our Belgian facilities, the bulk of the used sugar water is collected and used as highly effective fuel for a bioreactor.

Our

In 2022, from shipped over 3 billions of inse over 70 countr aim to deliver t best possible po

So, what does mean? Most o organisms, hen with the best po portation: this n quality and acc



Our packaging

were polystyrene for our benefici efforts to repla by more environ

The cool

In 2022 we cardboard alter polystyrene coo

packaging is our business card

From our main office alone we produce 100.000 packages - containing products and other beneficials - to be shipped worldwide. Every day we strive to provide the best quality product in the most sustainable packaging.

Our products consist of live organisms. Therefore, we set out to provide them under the best possible conditions during transport. This means optimal temperature, air humidity and access to necessary nutrients.

In addition, we want to supply the most attractive and sustainable packaging solutions for our customers. This means worldwide shipping with short response times and as little weight and volume as possible. And, of course, making sure our high-quality packaging is produced with the lowest possible environmental impact, while being easy to reuse or recycle.

So, when we look at a simple and efficient Biobest box or bottle, we know that a lot of effort has gone into balancing all these requirements into the best innovative design.

Optimal packaging for Biobest Group means a constant cooperation between packaging development, quality control, our sales team and R&D colleagues. We balance optimal product conditions with sustainable and affordable packaging options.

Local studies into our scope 3 emissions have given us a helpful first insight into the environmental impact of our packaging materials. They have shown packaging to be one of the major flows of materials used by the group. Two of the main environmental impactors identified



Biological crop protection in eco-friendly packaging

—That's Biobest

Packaging and logistics expert Geert with the "cool green box"

Our coolers and plastic bottles are made from recycled materials. So, we are dedicated to finding these types of packaging environmentally friendly alternatives.

green box

We have successfully launched a fully sustainable alternative to replace our smaller coolers. The box, insulation and

filling material are now made solely from cardboard. The entire packaging can be produced from recycled materials and is fully recyclable or home compostable after use. The boxes fold in, making them easy to store or discard. Field tests have proved the new "cool green box" also provides better insulation during unconditioned transport as well as improved aeration for the products inside.

We have delivered all remaining polystyrene coolers, that were now obsolete, to a local

food shelter to be put to good use. To make a global impact, the concept for our new sustainable cooler has been shared with all production facilities from North America to Africa and Australia.

For 2023 we will be working on our largest cooler boxes while also developing a sustainable alternative for our outdoor multi-hive system for bumblebees. It is our goal to eliminate polystyrene from our supply chain entirely in the coming years.



100% recyclable containers

Our second aim is to remove single use plastics from our supply chain.

The first product to receive brand new sustainable packaging was the beneficial insect *Macrolophus*. A 100% recyclable cardboard container with removable lid was launched in 2021, replacing the original plastic alternative.

Inside, honeycomb paper helps protect the delicate winged mirid bug, while a gel provides water for the adults during transit. Our customers are very happy to use the cardboard cup to spread the beneficials more easily and successfully. Due to its success, the biodegradable cup has become a 'platform technology' applied to other products - such as Orius-System, Feltiella-System

and Micromus-System.

“A 100% home compostable cardboard container with removable lid was launched in 2021, replacing the original plastic alternative.”

We have received a wave of positive feedback from customers worldwide regarding the new packaging, stating the *Macrolophus* adults emerge faster and more energetically and spread more quicker throughout the greenhouse - helping deliver good control. Also, that the adults are able to build a steady population much faster, deli-

vering more effective whitefly control in the greenhouse. It was also reported that it took growers less time to introduce the adults throughout the greenhouse. Meanwhile, the new biodegradable packaging helps to simplify growers' waste streams and reduces their waste management costs.

So far, we have managed to reduce our use of single use plastic bottles by over 25% and are experiencing a real 'pull' from the marketplace: customers are keen for us to extend these innovations to other products in our extensive range. This is a major step in Biobest's efforts to reduce the use of virgin materials in its production process.

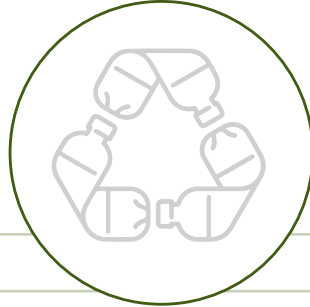


Our 100% home compostable cardboard packaging



Sterilizing our bottles for reuse in Kenya

Usage of plastic Bottles



Since 2019 we have reduced the amount of plastic bottles used by over 25% and aim to reduce this to over 50% before the end of 2024.

The graph shows all centrally ordered plastic bottles from 2019 to 2022, together with our forecast for 2023 and 2024.

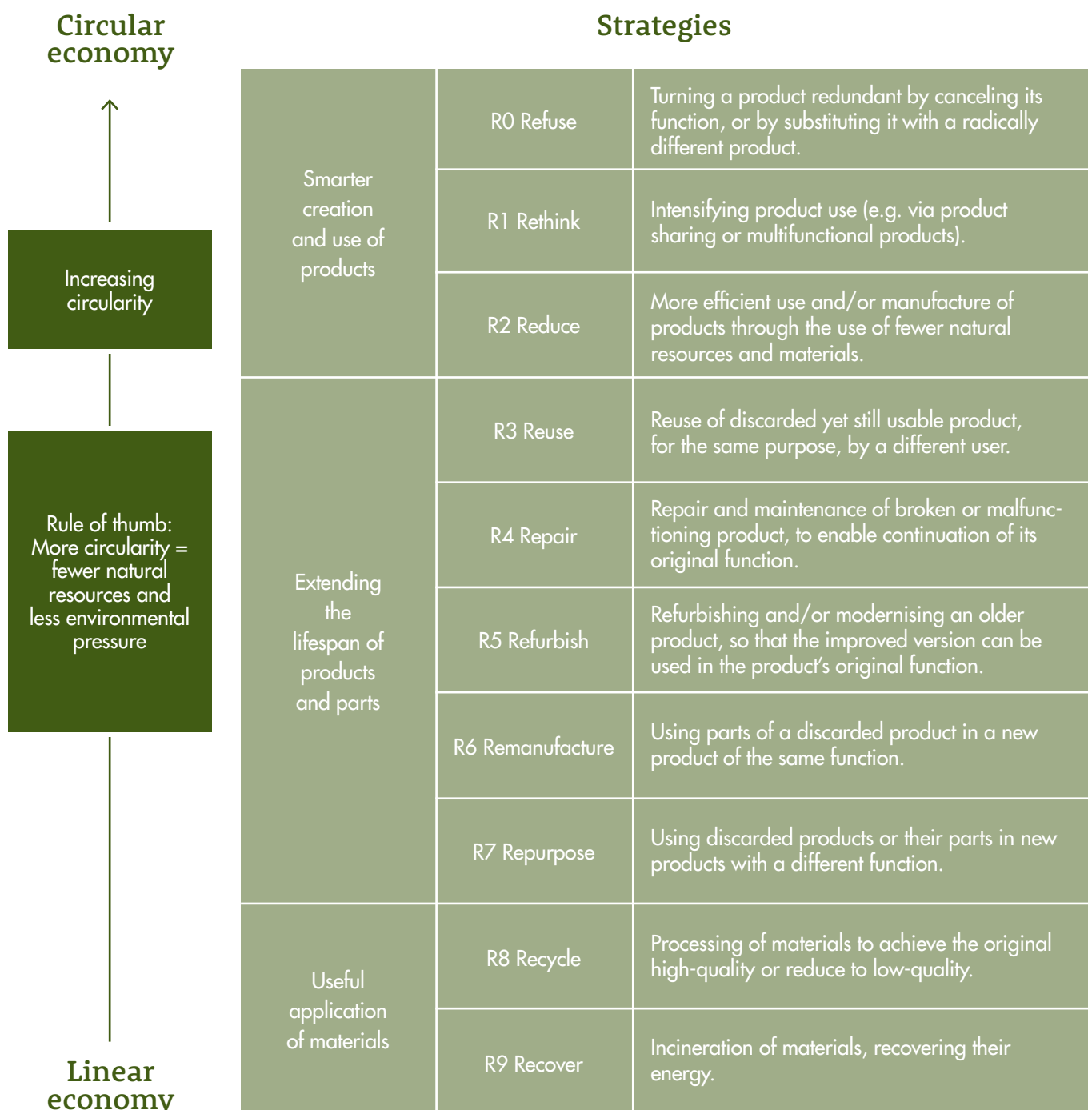
Total sales of these products are increasing, while the use of plastic is decreasing.



Designing for circularity

All our waste and packaging strategies are part of our efforts to work towards a circular economy. Circular products and coming up with suitable alternatives for traditional pest control has been in our DNA for years. So, while we aim to reuse and

recycle materials, our focus remains on finding better alternatives or multifunctional uses for our products. To this aim we follow a design strategy according to the R-ladder, as depicted below.





We adopted the R-ladder in our strive towards more circular production. By applying it, we aim to make more efficient use of resources in three easy steps:

1. Trying to avoid the use of materials or by using less of them when we design new products;
2. Extending the lifetime of our products, or reusing its parts;
3. Recovering materials or energy after use and increasing the amount of recycled materials we use.

Some resources are becoming more scarce and more expensive. While the use of others has a significant impact on emissions, pollution and land use in our supply chain. So by making better use of our resources, we aim to offer a more sustainable product a competitive price.





Our bumblebee hive in strawberry crops

Our usual business fits the R0 approach by definition, offering alternatives for the use of traditional pesticides. We are always on the lookout to find new applications and to rethink our own approach and product range. A showcase example of this R1 approach is our Flying Doctors hive – combining the function of pollination with crop protection. By having our bumblebees deliver biopesticides, or previously collected pollen, both pollination and natural protection are delivered to every flower visited.

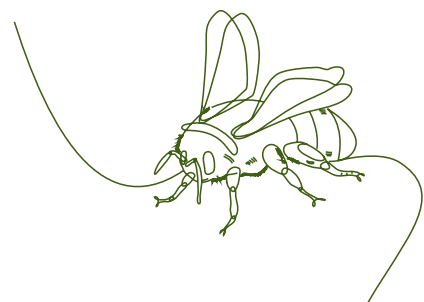
Another innovation falling into the same R1 “Rethink” category is

Pronemite. Our newest mite product is unique, the first macrobial (predatory mite) to target both a key pest, the russet mite, and powdery mildew, a fungal plant disease. By using Pronemite, our growers get to battle a pest and a plant disease with one product.

“Our newest mite product is unique, the first macrobial (predatory mite) to target both a key pest, the russet mite, and powdery mildew, a fungal plant disease.”

Biobest was the first to discover its effect

on powdery mildew and to commercialise it. In 2022 Biobest received the Bernard Blum Award for “Most Innovative Biocontrol Product of the Year” for Pronemite. This award came shortly after Biobest received the Greentech Innovation Award 2022 for Micromus-System. Both are the result of very strong teamwork within, and between, Biobest departments - we are very proud of everyone involved. Designing for circularity is part of our continuous effort to remain the most reliable and innovative partner in biological crop protection.



Expressing our passion for nature & biodiversity



People with passion can change the world for the better. And most Biobest employees are passionate about nature and biodiversity.

Around 30% of our 2022 sustainable initiatives worldwide focussed on nature and biodiversity. When we

asked 300 colleagues at the Belgium office to put forward ideas for initiatives to support in 2023, 45% involved projects on (local) nature.

We have a global team rearing different types of insects; a large team of trained professionals offering advice

in biological control; and a substantial research & development team – conducting commercial and fundamental research in biology every day. But the best way to demonstrate our drive for nature, is by highlighting a few of the projects worldwide our teams have supported.



Biobest Spain replanting in Sierra de Gador

Reforestation in Spain

Sierra de Gador is a large green mountainous area close to our Spanish facilities in Almeria. One of the largest natural forests in the region, it supports high biodiversity. Though mostly comprised of pine trees from the last century, the Sierra de Gador also hosts

some rare, endemic plant species. The area is also home to large populations of local birds and insects – such as butterflies. In 2020 the area was plagued by large fires that destroyed over 500 hectares of natural beauty.

This caused pain in the hearts of our local colleagues and, together with their families and the local community,

they worked to reforest the area – to help the Sierra de Gador return to its natural state. Every effort was made to restore the damage the flames had inflicted. Aside from the good work to help regenerate the Sierra the Gador, a lot of hardship, joy and smiles were shared working hard with like-minded people and their families towards a common goal.





Planting in Kenya

Many of our colleagues worldwide like to get their hands dirty – especially planting trees. One of our other forestation projects was undertaken by Real IPM, in Kenya, to reduce carbon emissions, promote biodiversity and so much more. “Trees have great significance to the Kenyan people,” explains Daniel, head of microbials at Real IPM Kenya. “We are passionate about them - they give us insight, hope and courage to persevere - even in harsh conditions - trees help us stay rooted while soaring to great heights.”

Led by Daniel, the Real IPM Kenya team has undertaken major tree planting exercises at both its sites. At Lulu, in the Embu region, and at the main Kichozi site, in Thika, they have created mixed woodland: “The climate is semi-arid – hot and dry,” he explains. “Working with the Kenya Forest Service, we selected a mix of indigenous and exotic trees. Our workforce has planted 1000 trees at each site, creating areas of randomised mixed forestry.”

The majority are Acacia species, the national tree of Kenya, as well as exotics including Eucalyptus, Prunes, Moringa, African olive and Jacaranda, famed for its beautiful flowers. “We were fortunate as there were several showers after planting, which have helped establishment,” says Daniel. “Next to carbon capture, the trees provide a host of other benefits. They



provide a useful source of herbs, medicinal compounds and botanical pesticides, such as neem. The trees provide a cooling effect in the environment, helping reduce the temperature at our production sites and creating optimal conditions for other flora and fauna. Some species are flowering, so we may

start producing honey in the future. In due course, other trees will provide seasonal wild fruits, which will help keep the many monkeys on our production sites happy.”

Inspiring awe for local nature

There are other ways to support local nature: in Belgium, Biobest Group recently sponsored a movie on local nature. Also supported by the government, the film was shown in cinemas nationwide for several months. The “Onze Natuur” (Our Nature) movie plays a crucial part in the conservation of local nature: educating people about how much life and biodiversity exists within their ‘backyard’. By showing the hidden gems of local Belgian nature and showcasing ecosystems and animal behaviour, the film helps people gain a deeper appreciation for what they may have started to take for granted.

“Onze Natuur” (Our Nature) movie plays a crucial part in the conservation of local nature: educating people about how much life and biodiversity exists within their ‘backyard’



The endemic stag beetle

As the creators of Onze Natuur put it: “On the other side of the world, the grass always seems greener, more mysterious and impressive. We stare, wide-eyed, at images from abroad: exotic animals, lush ecosystems, but forget to look out the window. If you did, you would notice that what’s going on in our back yard, is equally fascinating. And once you have seen it, you will never be able to unsee it: our nature is wild!” By helping to spread this message and the beautiful images locally, Biobest aims to play its part in the local preservation of biodiversity. The team of Onze Natuur seems to agree: the revenue of the exceptional success of the movie was donated to strengthen the ‘Brabantse Wouden’, a series of forests that are home to one of the stars of the movie – the stag beetle.



Improving biodiversity

Several global biodiversity initiatives have started from our central R&D department. R&D director Felix Wackers promotes research to promote biodiversity: "Research is essential to identify the drivers for the dramatic biodiversity loss we are currently experiencing. Research can help in developing strategies to counter this loss."

One recent important project involved sharing our biocontrol expertise in a non-commercial collaboration with local EU farmers. The project helped to attract natural pollinators and beneficials and has created attractive flower borders in several European countries. More detail on this collaboration is shared in the next chapter on community engagement.

Another project that started in R&D is participation in a voluntary hoverfly identification programme for BINCO (Biodiversity Inventory for Conservation).

During the weekend, colleagues Jonas and Ian collaborate on voluntary identification projects. Their goal is to identify as many different species of insects and mites as possible over the whole of Belgium. Their current study is on ground beetles and predatory mites, near to the medieval abbey of Vlierbeek in the hills of Kessel-Lo. Where they have even found an entirely new species.

A previous study, on hoverflies, was undertaken in cooperation with colleagues from Central America. "Our project is taking place at the 50-hectare Wijngaardberg nature reserve, near Rotselaar," explains Ian, the reserve's manager. "Surrounded by fruit orchards, it comprises woodland, heathlands and grasslands." "Hoverflies have been selected as they are very important pollinators and little studied at this nature reserve."

"Between March and August we visited the reserve every three weeks, spending ten minutes in a number of distinct areas, catching hoverflies with nets," says Jonas. The aim was to learn more about their ecology, distribution and the identification of these insects. "Hoverflies are temperature and weather dependent: we found they were less active in the middle of the day", says Jonas. "By the end of August, we'd caught several hundred. Later in the season, on one particularly good day, we caught seventy." The research will be used by BINCO. *Ian is confident that sharing their findings will help hoverfly research and general understanding of their importance to biodiversity and ecosystem functioning.* "We now plan to use the experience we've gained from our project, to help the researchers in Honduras complete their list of hoverflies and to publish our results in a scientific paper."



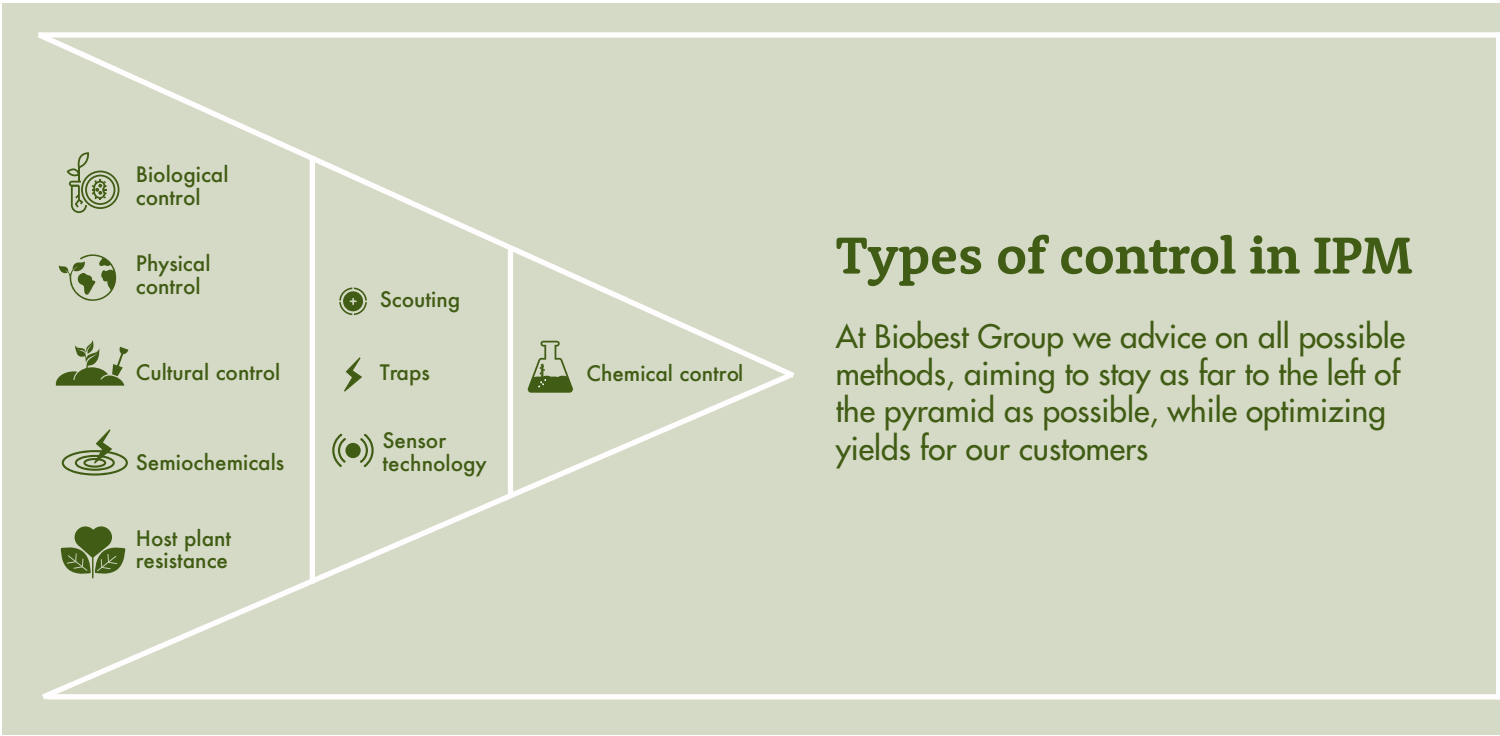


Colleague Jonas on the lookout for hoverflies and other species in Wijngaardberg Rotselaar, Belgium





Close-up of the Entomatic



Preventing introduction of invasive species

Preventing new species becoming invasive is a top priority for Biobest Group and our sector. In the past, significant damage has been done to local flora and fauna by introducing invasive species.

Australia, for example, has very thorough regulations today and, quite justly so, when we look at the history books. As soon as the first European settlers arrived, they brought invasive species with them. As the first iconic example, rabbits destroyed a lot of local habitats pushing out other native mammals and ground nesting birds. Meanwhile, the introduced domestic cat hunted the same indigenous animals. About a century later, the cane toad was introduced as a biological control agent to protect crops from cane beetles. Unfortunately, the toads' toxin killed most local predators and the cane toad population grew unchecked.

Over the last century, with globalisation and a huge increase in global trade, many parts of the world have unfortunately encountered at least several examples of invasive species becoming a plague or pushing out indigenous species. Preventing the introduction of possibly invasive species is an important concern and part of our business.

Restoring balance through natural enemies

Introducing new species to an area should not proceed without proper thought and thorough research. Yet, the introduction of an exotic species

to control another invasive species has been a part of classical biocontrol for over 120 years. In other words: restoring balance in crops by introducing natural enemies.

Biobest Group has over three decades of experience in this field. While we have had no reported incidents of organisms escaping a greenhouse and becoming invasive, this remains a key concern for us; especially when shipping new products or working in new areas. We also take every possible precaution to protect customers from the introduction of unwanted species.

“We use local species and produce locally, wherever we can”

We therefore operate according to strict protocols and safety regulations within our facilities. It is also a prime reason why we use local species and produce locally, wherever we can. While also welcoming the additional benefits that come from producing locally of course - such as CO₂ reduc-

tion; supporting the local economy & community; and more affordable & timely deliveries.

A lot of our time and effort is invested in working protocols, according to local laws, and organising the correct paperwork for all our global shipments.

We strongly support the presence of these local laws and regulations, to protect nature and society from the unwanted spreading of organisms, and offer our knowledge where needed. These regulations create a level playing field for our business.

There are also some downsides to strict regulations, for example, where it becomes impossible to collect, or introduce a natural predator in certain countries. This may prevent us from finding the best new biocontrol solutions.

So good and proper research and knowledge sharing is key to finding the right balance, in preventing the spread of organisms and promoting biological control over traditional measures. We have several colleagues and significant research time invested to gain the necessary knowledge and to share this with policy makers through several platforms and consultations. Sharing the right information in a timely manner is key, as it takes a lot of time to approve new biocontrol products and applications.





Our impact on life below water

While most of our work and projects focus on life on land, our business also has a profound impact on life below water.

Between the two world wars, the world discovered the use of chemical pesticides. A major step forward in controlling pests and plant diseases, they significantly increased the yield of commercial crops. On the other hand, these pesticides also had serious negative effects on human health - both directly and through accumulation in our food chain. The pesticides also negatively impacted biodiversity in the areas where they were used. They caused indirect effects, that were not foreseen at the time, creating resistant pests, or pests that had lost their predators - both leading to unexpected outbreaks.

Pesticides can make their way into groundwater and larger waterways, where they can kill off many types of organisms: plankton, crustaceans, aquatic insects and other marine invertebrates - such as fish, amphibians, shellfish and waterfowl. Pesticide use has been a leading contributor to the decline of many fish populations

and has affected some endangered species. The effects are mostly found where pesticides are used within close proximity to wetlands, lakes, ponds, rivers and streams. An example is the collapse of the freshwater ecosystem of Lake Shinji, in Japan, in 1993.

“Through our advice, we set out to offer the best possible solutions for the most biological, efficient and cost-effective means to battle pests.”

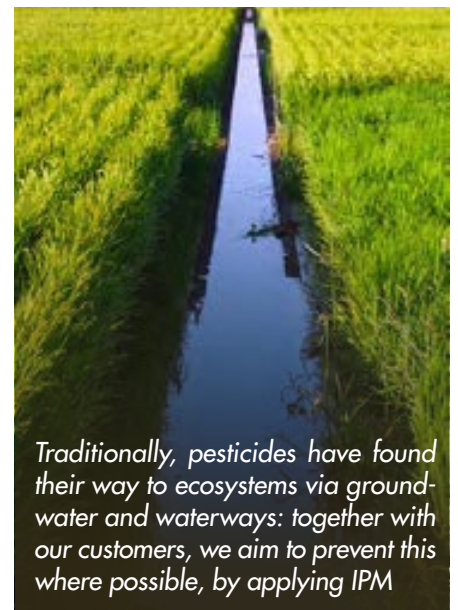
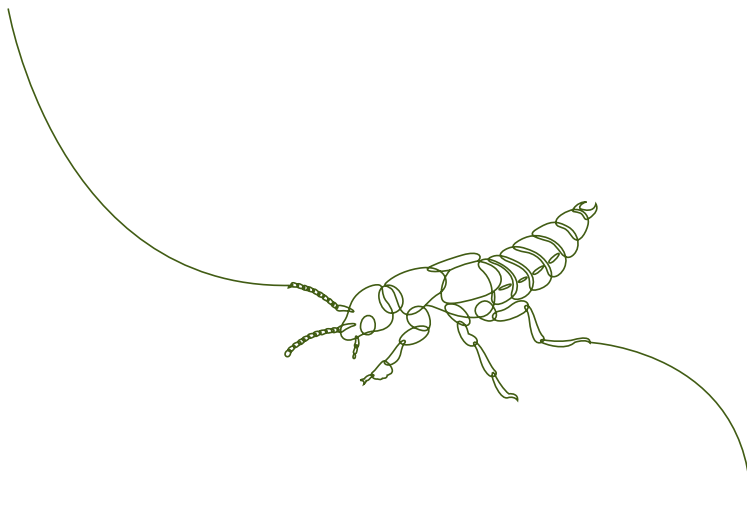
The same is true for animal health. Not all pesticide poisonings result in immediate death, small sublethal doses of some pesticides can lead to weight loss, changes in behaviour, impaired reproduction, inability to avoid predators and lowered tolerance to extreme temperatures. If this pressure continues, this may lead to serious population decline. Fish in streams flowing through croplands and orchards are most likely to receive repeated low doses of pesticides.

Full ecosystem approach to crop protection

In our IPM advice we focus on many different solutions, only resorting to the use of chemical pesticides to save a crop, when other options fall short.

Offering the best possible IPM advice is a core part of our strategy and truly adds value for our customers. Through our advice, we set out to offer the best possible solutions for the most biological, efficient and cost-effective means to battle pests.

Our advice is an ecosystem approach to crop protection, combining different management strategies and practices to grow high yielding, healthy crops in the most natural way possible. Rather than focussing on a cure, we prefer a proactive approach that focuses on improving crop health and pest prevention. Of course, biological control is our preferred option, but we also promote various other methods of pest control where needed.



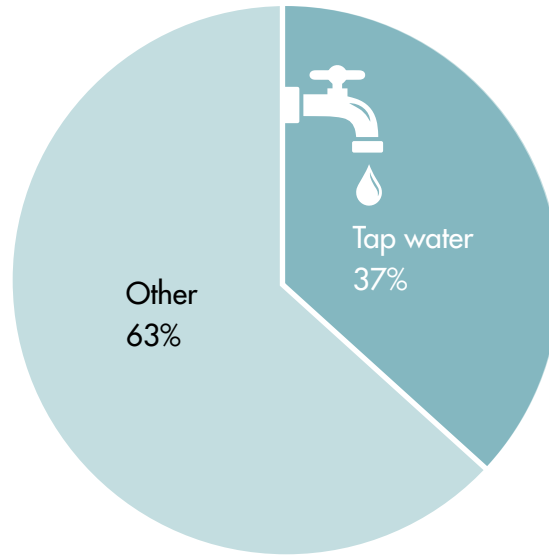
Traditionally, pesticides have found their way to ecosystems via groundwater and waterways: together with our customers, we aim to prevent this where possible, by applying IPM



The value of water



Water equals life. People have always been dependent on water for their livelihood. Even today, over one third of the world population lives near to a coastal area. Our planet is a 'blue' planet. But strikingly, the World Health Organization reports that one third of the world population does not have access to safe drinking water. This is not only due to pollutants, such as pesticides, but a general issue of water availability.



It can be a climate related issue in arid regions, like the Sahel region in North Africa. But even in wetland regions, where water scarcity has never previously been considered an issue, ground water levels are dwindling and rainfall patterns have become more erratic. For example, in recent years

“But even in wetland regions, where water scarcity has never previously been considered an issue, ground water levels are dwindling and rainfall patterns have become more erratic.”

in the Netherlands, – in the densely occupied delta – ground water levels are dropping in summer, giving rise to a range of issues; including local water scarcity; rotting issues with wooden foundations for housing; and soil subsidence due to the oxidation of peat and other organic material in the soil. This rot of organic material in turn leads to higher greenhouse gas emissions, adding to increased climate risks – such as creating further erratic rainfall patterns and drought.

The availability of sufficient water is a serious global threat. It poses a threat to our business and that of our growers. It is reported that for the production of our food, the agricultural sector as a whole is responsible for 70% of water consumption worldwide. We believe that the availability of uncontaminated, healthy fresh water is in everyone’s interest and should be our common responsibility.

Worldwide, Biobest is trying to pre-

vent the use of tap water in our daily operations. At our large production sites in Belgium and Morocco, we trap rain water and reuse large volumes of water from production – operating our own water treatment facilities. The same goes for Kenya, where we pump the remainder of the water we need from our own boreholes, while also making this high quality drinking water available to the local community. Currently about 37% of the water we use worldwide, is purified tap water.



Making water available to the local community at Real IPM in Kenya







Social

Local clean-up action by the Biobest Antalya team

CONTENTS





Promoting good health and wellbeing

Our tailored advice and biological products offer growers an array of safe and sustainable solutions to combat pests and diseases in their crops. By offering biological solutions, as alternatives to pesticides and traditional fertilizers, our customers can deliver fruit, vegetables, ornamental plants, flowers and other products to the world with little to no chemical residues.

We actively advise growers in over 70 countries and on 6 continents. Our IPM (Integrated Pest Management) advice team has a very strong practical and local knowledge base. We are continuously investing in broadening and deepening our expertise, to ensure we provide best-in-class advice to our growers to produce healthy crops and optimal yields.

In doing so, we are playing our part in helping provide high quality healthy food to the world.

Health and safety strategy

At Biobest we believe happy employees, in good health, are the most valuable asset of the group. We aim to spread our drive, motivation, good health and wellbeing to the world.

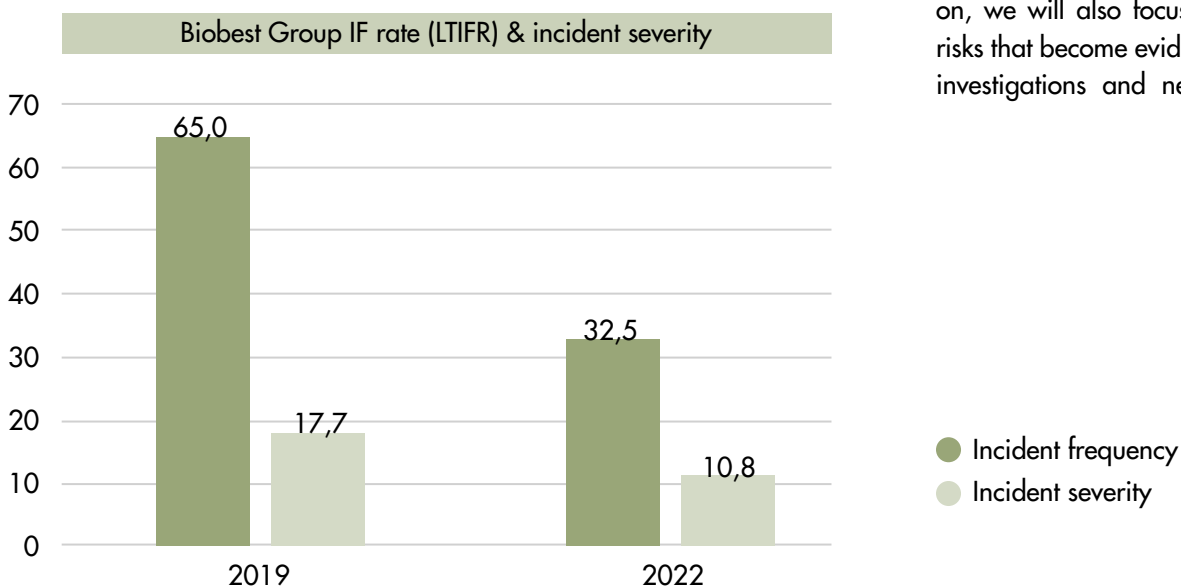
For the health and safety of our staff, we measure several KPI (key performance indicators) on accident frequency, severity and absenteeism. More importantly though, we have a proactive strategy towards health and safety. We aim to work on our safety culture through bottom-up improvements, rather than just reacting to specific incidents or trends. Openly discussing incidents and near misses to learn from them is key and we actively promote being respectful in speaking and listening to others. "Speak in such a way that others love to listen. Listen in such a way, that others love to speak to you."

We believe a safe and healthy working environment is something you grow and maintain together.

Our safety figures for 2022 are shown below and compared to 2019. While our efforts have improved significantly over the last 4 years, we are currently actively driving safety awareness on all our large operational sites as our top priority.

"We aim to spread our drive, motivation, good health and wellbeing to the world."

Since 2019, the incident frequency (IF) has decreased by almost 40%, while incident severity has dropped by 50% since 2019. To further decrease the number of incidents, we are currently working to create an open safety culture- increasing awareness; creating a shared responsibility. Safe and healthy colleagues, should be the result of our shared efforts. As an organisation, we will also focus on site specific risks that become evident from incident investigations and near miss report.





An open culture of safety communication, together with employee wellbeing and preventive care, are our focus to improve

Set up in 2011, the original clinic was run from a single room. “We now have a dedicated clinic to care for all of our employees and we’d like to add a laboratory to analyse samples,” says Eunice. “Cases we can’t treat are referred to Mulumba Hospital, in Thika.” Since the clinic opened, the number of safety talks has increased almost 10-fold, while the number of work-related incidents has fallen by over 70%.

“Care for our staff’s wellbeing is reflected in our low worldwide absenteeism rate.”

Care for our staff’s wellbeing is reflected in our low worldwide absenteeism rate. While our total worldwide absenteeism has slightly increased since 2019, it remains historically low – well below 2%.

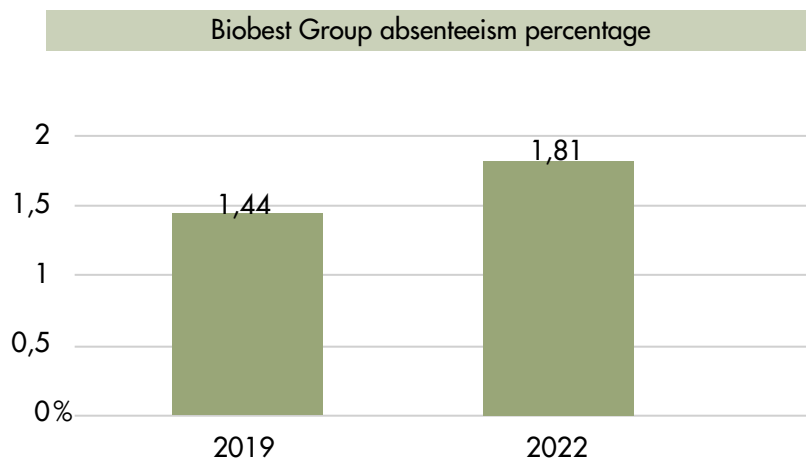
In Kenya, for example, our full-time nurse Eunice is responsible for preventive care for over 250 local employees and plans regular check-ups with all colleagues. “I carry out pre-employment check-ups and all employees are offered annual check-ups, where we monitor areas such as blood pressure,” Eunice explains.

“We want to encourage employees to feel they can talk more openly about issues and get appropriate help,” she says.

Working from a local clinic, built by Biobest, Eunice works on 3 main areas - curative health, preventative health and health & safety education.

We have some sites, such as Belgium and France, where absenteeism rates are currently higher. We will be taking action in the coming years to improve health and wellbeing in a bid to further reduce absenteeism on these sites.

In collaborating with the Ministry of Health, in 2021 she vaccinated the workforce against COVID-19 and also ensures employee typhoid and tetanus immunisations are up to date. “Analogue records are kept but we’re planning to introduce a digital system, as well as screening for certain cancers, HIV testing and family planning advice,” says Eunice. Collaborating with the Ministry of Health, she is keen to introduce a mental health programme.





Other subsidiaries are also providing preventive care for our staff in other ways, for example, by providing healthy residue-free fruit, vegetables and soup.

In the US, colleagues working at Beneficial Insectary created an initiative to grow fresh and healthy produce for the local community. Over the past few years they have grown fruit and vegetables with, and for, local youths and people distanced from the labour market – such as the homeless, people on low incomes, those impacted by chronic disease, or with a history of substance abuse. Over the last few years, the ShastaForce Farm has created a safe environment to contribute, grow and give back to the community.

Bumblebee stings do not occur regularly. But rearing large amounts of bumblebees and applying them to the field, means that stings are in fact a specific risk in our line of work. This is why we work hard on preventing any stings on these sites. Bumblebee stings normally only cause a local reaction, but few of us are allergic.

The best way to prevent incidents?

Bee aware & be informed!

Despite popular believes, a bumblebee may sting several times. Always be informed on bumblebee behaviour: they are usually peaceful, but might sting when they feel threatened, or the hive is disturbed. So do not make any threatening moves, try to strike at a bumblebee or block access to the hive.

Another best way to prevent stings, is to wear protective clothing. The most important thing for you and the bumblebee,

is that they can not crawl in and get caught between your skin and the fabric. Local reaction - If stung by a bumblebee most people have a local reaction, resulting in redness and itching in the vicinity of the sting. If stung where the skin is looser, such as eyelids, the swelling may be more pronounced. Local reactions normally disappear quickly but can sometimes last a couple of days. Local reactions can be relieved with ice. Creams have little effect, while antihistamine tablets can be effective to some extent and can prove beneficial in allergic reactions. An allergic reaction to bumblebee venom is rare, nevertheless it does require immediate attention because of the possibly severe effects. Allergic reactions generally produce a larger local reaction – possibly affecting an entire limb – and can precede a generalized allergic reaction ‘anaphylaxis’. Thankfully rare, allergic reactions normally occurring within 30 minutes of the sting and are characterized by symptoms on body parts away from the sting.



What to look out for:

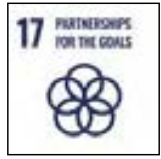
- Nettle rash with itching, swelling of face / neck;
- Unexpected intestinal complaints (such as vomiting and diarrhoea);
- Dizziness, abundant sweating and cold shakes;
- Respiratory reactions - tickle in the throat with a cough, chest tightness / squeezed throat causing difficulty breathing.

In serious cases, the heart and vascular system can react: drop in blood pressure, loss of consciousness and anaphylactic shock may occur. These instances are rare, but always take heed of the warning signals above and signal when you expect someone might go into shock. When an anaphylactic shock occurs:

- Remain calm and call a doctor or hospital emergency service as soon as possible, explaining clearly what has happened;
- If the person feels dizzy, get them to lie flat with their legs raised;
- All other actions like treatment with adrenaline, antihistamines or corticosteroids should be performed by a doctor or medical practitioner.



Community engagement & collaboration



Real IPM Kenya sharing their knowledge and passion on sustainable agriculture with local youth

We impact society daily and, by living up to our core values, aim to have a positive impact on everyone around us. A net positive impact on our planet, staff, customers, business and especially to the society we operate in. Many of our employees around the globe live near to our offices and production sites and we strive to be an integral part of these local communities.

Like many of our customers, most of our subsidiaries originate from family-owned businesses rooted in their community.

Working in biological control, we believe in caring for our roots: to keep growing together with our environment and to remain grounded.

Good neighbours

We set out to optimise our activities while preventing inconvenience to our neighbours. For example, by minimising emissions, reducing noise levels and night time activities and by optimising our transport routes and frequency.

Where business is conducted, there will always be some nuisance. However, we take every necessary precaution to be good neighbours. More importantly, we work hard to have a positive local impact. Some examples of our efforts have been shared in earlier chapters, such as making fresh vegetables available locally and (re)forestation projects with the local community.



Logistics at Biobest Belgium



Supporting community projects

Where possible we try to work with local employees and support community projects.

We are involved in many local sports initiatives for example, such as the local Spanish basketball team CB La Mojonera – which will compete nationally in 2023. We are helping to provide everyone in the team with new opportunities to grow, personally and profes-



sionally. We are sharing our company values with the youths to build a strong teams, build relationships, encourage their passion to change the world for the better and, of course, playing to win!

Other examples of our local activities include several major local clean-up activities carried out annually. In 2022, two projects were organised with local residents near to our sites in Belgium and Türkiye for example.



Our main production facility in Türkiye is situated in Karatepe, a village in the suburbs of Antalya. “We have a symbiotic relationship with the village as the majority of our production employees live there,” says Yağız, General Manager at Biobest Antalya. “In the past we have supported the Karatepe Association that provides goods and services to the local inhabitants - such as a library, social events and food & care for elderly and less-fortunate.

“Keen to do more – and inspired by World Environment Day, in June – Neşe, our local HR manager, put forward an inspiring idea to clean up the local environment.”

“Behind the Biobest facility there is a flood bed, in places 20 meter wide,” says Neşe. “In summer it runs dry, but during the winter it takes any excess run off water from the surrounding hills and mountains. Lots of plastic and garbage is dragged down and gets caught under three bridges. Apart from the damage to the environment, it creates potentially hazardous situations here. The road runs alongside and if the bridges become flooded it can disrupt access to the village.”

Biobest Antalya’s latest Corporate Social Responsibilities (CSR) project

has benefitted the local community, the environment and proved a useful team building exercise as over 50 employees and their families and friends signed up to help. The volunteers met early on a Saturday morning in June and were issued with sun hats and protective gloves.

“The team worked really hard clearing waste materials from a 1-kilometre stretch, filling over 100 trash bags, which were collected by the municipal waste team,” says Neşe. “It was a tremendous effort, everyone got really stuck in. We then headed back to the Biobest unit for a well-earned BBQ organised for all participants!”



Improving lives in our local Moroccan community

In Morocco, our colleagues are working in close cooperation with, and for, the local community. Biobest Maroc is situated in a rural region, 300 kilometres south of Marrakesh. As part of a new initiative called Mains dans les mains, 'Hands in hands', employees are encouraged to put forward ideas for projects to improve the lives of the local community. "Three projects have been completed, all with links to education, which is not generally well funded in rural regions," explains Biobest Maroc human resources manager, Abdelmoghith. "We first installed a fence around the local school Tin Echikh Ibrahim. Situated next to a busy road, the children now have the freedom to play outside and let off steam safely! Many employees' children attend this school."



The subsequent two projects have benefitted preschool education, improving facilities at local nurseries at Tadouart and Ignadifen Belfaa. "As well as functional items, the project has funded educational equipment, media and toys to keep the children entertained and stimulated," says Abdelmoghith. "This 'Mains dans les mains' initiative is ongoing with the Biobest Group providing 50% of the funding. We hope to work with a range of local organisations in the future."



Laila Khouimi, Biobest Maroc's production director in 2022, was spearheading a musical project providing employee's children with the opportunity to learn a musical instrument.

"Part of the worldwide EL SISTEMA music education programme, children aged 7-14 have access to music lessons and instruments – an unaffordable luxury for many here," says Abdelmoghith, our local HR manager involved in the project. "Thirty children registered an interest and we've been able to offer them all the opportunity to learn how to play the violin for example. With EL SISTEMA, children are given their instruments on the first day and keep them to practise at home. The children now benefit from three hours of music lessons a week, bringing them joy and a chance to develop."



Performance at Biobest Maroc of the EL SISTEMA students



Boosting biodiversity in Europe



Flower borders of a FABulous farmer

As mentioned in a previous chapter, a very different community project started from our R&D department in Belgium under the lead of our R&D director Felix Wackers.” In close cooperation with other organisations and with support from the European Union, we were able to apply our knowledge of biological control to help farmers boost local biodiversity and improve the look of their fields through the FABulous farmers project.

Agricultural fields provide an ecosystem for a broad range of naturally occurring plant and animal species. Many species rely on the quality of the agricultural landscape, such as the soil, nutrients and food availability. Similarly, agriculture depends on these organisms to grow crops successfully. For example, it relies on insects for pollination and natural pest control, on

plants and bacteria to fix soils and prevent erosion, on nematodes for nutrient cycling, soil quality and water regulation. Functional Agro-Biodiversity (or FAB) refers to those elements of biodiversity that provide services to agriculture and sustainable production.

The FABulous Farmers project was created to develop knowledge, experience and promote naturally occurring beneficial species in agriculture. Within the context of the project, farmers in four EU member states (France, the Netherlands, Belgium and Luxembourg) plus the UK have tested practical measures; such as planting flower margins; working the soil less; hedgerow management; crop rotation; and agroforestry.

Projects carried out in all five countries have shown tangible benefits to farmers, the environment and society: increased productivity, increased bio-

diversity and leaving a more attractive countryside for people passing by. Apart from putting a broad smile on the faces of all our colleagues involved, sharing our knowledge provided these first practical successes, – two scientific publications and several important practical publications to further promote a FABulous future for agriculture.

“increased productivity, increased biodiversity and leaving a more attractive countryside for people passing by”

During 2022 we undertook close to a hundred CSR projects within our local communities worldwide. The remainder of this report contains many more of them, covering diverse areas from ending hunger and poverty, to education, equality and clean water. But they have one thing in common: working together with, and for, the local community.



Sustainable crops for all



It is not only our mission to contribute to the sustainable production of crops, but our desire for healthy food to be available to everyone.

In November 2022 the world population exceeded 8 billion people and is forecast to reach 9 billion before 2040. How are we going to feed all these people? Especially against a background of worldwide inflation and increased poverty. By 2023 – due to conflicts, the enduring pressure of COVID 19 and climate crises – UNICEF expects 173 million people will need humanitarian aid, of which 110 million are estimated to be children. These are huge global issues that we cannot hope to tackle alone, but we are driven to play our part.

At Biobest, it is our mission to help greenhouse growers around the world optimise yields and use as little chemical pesticide as possible. Our products are especially suited to indoor production facilities – that are more resilient to external influences and the risks of climate change.

Wherever production is located, there is the need to optimise yields to meet high demand. Not only is the world population increasing, but there is a major change in demand for healthier, vegetable-rich diets in several markets. While the number of vegans and vegetarians is traditionally high in large Asian markets, such as India, we are seeing a trend towards a more plant-based diet in the West. A BBC study showed that while drivers may vary - health, environmental awa-

reness or animal welfare - more and more people are moving towards a vegetarian lifestyle. Alongside the small but increasing number of vegetarians and vegans, over 40% of all respondents reported they wanted to gradually shift towards a more plant-based diet.

Next to being in business to provide people with fresh and healthy vegetables, we also support some very practical projects in our local communities. Some of our European offices supply fresh local fruit or soup to employees for example.

Likewise - to show appreciation to its staff - employees of REAL IPM, in Kenya, are given free vegetables from

its Small Holder Enterprise Centre (SHEC). The centre trains urban farmers and smallholders in new efficient technologies, to enhance their capacity to produce safe products and ultimately derive an income from farming. Vertical vegetable bags are produced at the demonstration farm and the majority of food for the IPM Kenya staff canteen comes from the centre. Meanwhile, the team is also reaching out to show appreciation to local people working on the frontline; its vertical vegetable bag donation campaign has seen installations at several local police stations and schools.

Real IPM aims to spread fresh products to those in the local community, to those who need them most.



Instructions at a local school on how to use our vertical growing bags



Shared lunch at Biobest Maroc

At Biobest Maroc, all employees - including local management - come together for a shared free lunch. This is not common practice in the region, but an initiative by our local management to unite everyone within the company. Several freshly prepared meals are available daily, to ensure everyone gets to enjoy a healthy meal during the working day.

Most of our colleagues in Morocco are local and, those without access to their own transport, are picked-up in shared transport by Biobest Maroc. These small benefits play an important role for our employees – especially in these times of global inflation.

Fair standard of living

We strive to be a good employer to all our people. So, next to personal well-being and growth, we want to offer at least a fair standard of living to all. In the current economic state, we found in some regions the legal minimum wage may no longer meet our desired benchmark for actual employee needs. So, we went beyond the current global standards and investigated what we believe is needed to afford a decent standard of living. We started our study, the Biobest Living Wages analysis, in four different countries where we operate.

In this study, we are investigating whether our remuneration package at a particular site is sufficient to afford a decent standard of living. In our view this includes food, water, housing, education, health care, transportation, clothing and other essential needs – such as provision for unexpected events.

For this analysis, we use widespread industry standards. More specifically, we work with a salary matrix tool developed and provided by IDH (The Sustainable Trade Initiative). This tool helps us evaluate how the total remuneration received – including wage, bonuses and in-kind benefits – compares to the relevant living wage benchmarks for the region.

The guiding principles behind our study are drawn from the Anker Methodology for calculating a living wage – developed by Richard and Martha Anker in 2017. This methodology has gained wide acceptance and is used to estimate living wages around the world. It has been applied and championed by the Global Living Wage Coalition.

The data we receive from The Wage Indicator Foundation – approved and recommended by IDH – allowed us to compare minimum wages, living wages, actual wages and wages in Collective Agreements (CBA). The result of this study will be used for a short- and long-term action plan for Biobest Group wages and benefits.



Background & purpose of the Biobest Fair Living Wages analysis:

- To pursue our Biobest code of Honour: we are passionate about contributing to sustainable agriculture and supporting our worker's happiness and excellence.
- 'Walk the walk' in our sustainability strategy: we want to further integrate Corporate Social Responsibility in our unique culture and protect and build our brand & corporate reputation. Actions speak louder than words.
- Further align with the UN Sustainable Development Goals: we want to contribute to the achievement of these global goals (no poverty, zero hunger, decent work, quality education, wellbeing and good health, ...)
- Be in line with our compensation & benefits strategy: fairness is one of our critical keys to develop relevant, high impact compensation programs.



A brief history on the Real IPM vertical bag gardening & schooling project:



In 2009 Real IPM Kenya launches its vertical bag gardening initiative, to impart vegetable growing knowledge and skills to the local community, including schools. It was a case of one good initiative leading to another. During the course of working with a local school for pupils with visual challenges, former Real IPM Kenya Director Louise Labuschagne had the idea for the Real IPM School Project.

A fund was created and during the past 13 years it has played a role helping to support the education - and in some cases also basic maintenance support - to local children in need. The School Project began its work in 2009 supporting Loïse. Partially blind, Loïse was then a high school student in form one. She had shown herself to be a high performing and disciplined student. Through the years, the funds have supported Loïse's education through High School and University, where she graduated with a Degree in Education (Special Needs) in 2014 followed by a Master's Degree in 2019.

The next two children to benefit from the School Project were Precious and Brightson, two orphaned siblings living at a children's home where the Bag Gardening scheme was operating. Their mother had worked at the home before she died and - with no one else to look after them - the sister and brother had sought refuge there. Keen to help improve their future opportunities, the School Fund supported their schooling.

In 2011 a former employee of Real IPM passed away leaving four children. Josephine was one of them. With her widowed father struggling to cater for the needs of all four children, Josephine was included in the programme in 2013. To-date, Real IPM's School Project has supported her through High School and College.

In 2018 Josephine joined the University and since her graduation, Josephine has become a full time employee of the HR department for Real IPM.

Every year the fund supports children in their schooling needs and Real IPM is immensely proud of the achievements of all the children that have been supported by this project.





Learning & innovating with worlds' brightest

Partnering for high quality research

Biobest has been innovating for decades. Having our roots in biological protection, ecosystem functioning and the continuous growth and development of our business, are a fact of life. We are well used to dealing with change and thinking ahead.

We have a dedicated business development department and are invested to provide best-in-class advice to our customers with our global IPM team. At the foundation of all our good advice and developments, is solid scientific research. Biobest Group has a global R&D team of over 30 people, always accompanied by visiting scientists and students on site.

Our highly specialised R&D department maintains an extensive network with academic institutions and research stations in Belgium, as well as internationally. There are many collaborations, most of which have proven to be exceptionally fruitful for all involved. By collaborating, Biobest Group stays up to date with the latest developments from fundamental and applied research and gains some fresh insights from students eager to work with us. Through Biobest Group, external research groups have access to our products and research facilities and gain insight into the current market developments for biological control. This

allows them access to innovations and solutions developed within the Biobest R&D department.

As part of these collaborations, Biobest frequently hosts students to conduct their bachelor, masters, or PhD research. This offers students the unique experience of performing innovative research within a company leading the field of biological control and pollination. Annually, Biobest researchers (co)author scientific publications, often in high-ranking journals. In 2022 we published a total of 23 scientific papers, underlining the extent of our novel research. In 2022 we hosted 15 students on their way to promising careers in research or applied science.

23 scientific papers in 2022



High-tech business development

In the field of biological control, innovations do not necessarily need to be high-tech. On the contrary, our innovation prizes in 2022 were won with good research and the commercial development of a natural occurring beneficial species. We do have some high-tech innovations as well, to help make scouting and monitoring a whole lot easier for example, while at the same time improving the accuracy of forecast pest outbreaks. Or to spread our beneficial organisms with greater ease and efficiency.

Serving customers better is at the heart of all our decisions, as we strive for excellence in everything we do. In our strategy for happy customers, we aim

to pinpoint key challenges facing growers and design new workable solutions.

Our crop scanner app is a prime example where we have taken scouting efficiency to a new level. Designed to be used by growers and employees while scouting in the crop, the app unlocks fast and accurate scouting information, which leads to improvements in overall IPM performance. Crop-Scanner facilitates fast and direct entry of scouting data, via a smartphone or tablet. It shows you a visualisation of pest pressure, beneficial population build-up and hive and trap monitoring via a web portal. This saves precious time and enables data to be easily shared with external IPM experts. With Crop-Scanner, you always have a re-

al-time overview of your greenhouse and can anticipate pest outbreaks faster and more efficiently.

"Scouting is the cornerstone of good IPM programs," says Sam, market development manager for high-tech IPM. "Required to a greater or lesser extent in all our crops, scouting is the 'fuel' for one of our most valuable assets: 'best-in-class' technical advice which is fundamental to our global strategy. For many years the industry has employed manual tools - signal clips, sticky traps and clipboards. We've now pushed the 'fast forward' button, entering the world of digitalisation and robotisation: High-Tech IPM.





“With growth in large-scale operations, our new technologies will help synchronise activities across multiple locations creating better comparison and visibility between sites,” Sam explains. “Automation will boost the accuracy and reliability of scouting data while helping to solve the ‘skilled’ labour shortage. Better data will help facilitate precision treatments – reducing chemical usage and pesticide residues – and stimulate provision of specialist advice remotely. With everything in one place, these new technologies will empower and simplify life for our technical experts and growers.”

Micromus-System, our unique new biocontrol that feeds on all common aphid species found in protected crops, has won the high-profile GreenTech Innovation Award for most revolutionary idea.

“This GreenTech award recognises the key elements – research, development, and innovation – that are helping future proof the sector and contribute to its sustainability,” says Ines, Product Manager for beneficial insects. “Winning is recognition that Biobest continues to lead the way, developing solutions to the challenges faced by growers worldwide.”

“A generalist predator - and the first commercial brown lacewing in Europe – Micromus-System is set to become a cornerstone of aphid control programmes,” she explains. “At a time when the industry is looking to minimise use of chemical crop protection products, it will help strengthen biological control programmes for this ubiquitous pest.”

Both Micromus adults and larvae prey on aphids and are set to play a key role in protected vegetables, soft fruits, ornamentals and medicinal cannabis crops. Highly voracious, this robust predator lives longer, can withstand lower temperatures compared to other natural enemies and survives on little prey - opening up exciting new possibilities in existing control programmes.

“While over 15 aphid species can be found in protected crops, parasitic controls are often species specific,” explains Ines. “A robust predator, Micromus feeds on all commonly found species, even challenging ones with no commercial parasitoid available. “Complementary and compatible with existing solutions, to optimise control programmes we recommend growers combine aphid parasitoids with generalist predators - such as Micromus-System.

“Supplied in our popular new 100% biodegradable packaging, the lacewings arrive in the best possible shape while waste management for customers is simplified.”



The Biobest Business Development team receives one of our innovation Awards for 2022 for the development of the Micromus System. An innovative way to battle aphids in crops by applying natural predators. A novel tool in our IPM toolbox and a showcase example of our continuous efforts to offer the best possible Integral Pest Management solutions to our customers.



Building the best team in the ind

By building the best team in the industry, we position ourselves in the best possible way. Biobest's Global HR-team focuses on defining the path of the individual contribution of every employee to increase the company value in a sustainable way. This philosophy of our Chief HR Officer, Kristof Truyens, is embedded in all HR processes related to attracting, developing and retaining employees.

At the core of Kristof's HR vision is a strong belief in building on the strengths of our employees, instead of weaknesses. We therefore rolled out the StrengthsFinder methodology worldwide. The basic principle is that every employee is unique with his or her set

of talents and strengths. By deploying talents in teams in a multidisciplinary way, Biobest stretches the power that diversity and inclusion bring to us.

The basic idea is that the right talent, in the right roles, with the right managers drives employee engagement. Biobest therefore invests heavily in developing its management. Within human resources, we are convinced that great managers make engaged employees.

As 'customers will never love a company until the employees love it', engagement efforts are crucial. After all, engaged employees make loyal customers. Only through loyal customers will you get sustainable growth that

paves the way to increased company value. At Biobest, HR therefore plays a crucial role in this path from individual to company value, in numbers AND in job satisfaction & well-being.

To win – by building the best 'mixed' team – Kristof focussed our HR strategy on 3 major pillars: setting a solid foundation, behaviour & culture and leadership development & talent management.

Setting a solid foundation

In this first pillar 'setting a solid foundation', HR work on a consistent roll-out of a worldwide compensation & bene-

The Biobest Academy – sharing our IPM knowledge with the world

Whether you are a highly skilled member of our technical team, or entirely new to the world of biological crop protection, our Biobest Academy has something to offer you.

"In 2020 we started creating a central information database for training our technical staff - this soon became the foundation to create e-learning courses on our Biobest Academy", explains Neal, IPM specialist and manager of the Biobest Academy. "Using this platform, we can combine e-learning with webinars and face-to-face training – blended learning."

Offering basic, advanced and expert courses ensures learners get the right experience. Each module includes an online assessment, with a certificate on completion. Individuals can study

at their own pace with the interactive e-learning modules accessible whenever it is convenient.

Martin Zuijderwijk, Director of Technical Support Services continues: "The Biobest Academy is a key component of Biobest's future strategy. The core technical content has been developed by our international team of IPM and Pollination Specialists.

"Spreading our knowledge leads to improved motivation and improved results from IPM strategies."

"For our technical sales teams around the globe, the Academy is designed to make their lives easier - efficiently training distributors, while helping provide a better service. Better train-

ed distributors get better results in the greenhouse. The courses can also be used to train growers. Spreading our knowledge leads to improved motivation and improved results from IPM strategies."

"This is a pioneering project in our industry," says Neal. "We already have a focus on giving technical support, but this is a great additional source of knowledge to help large numbers of growers succeed with IPM. The opportunities are huge. We want to motivate the next generation of customers and IPM practitioners.

"This e-learning platform also supports internal staff training. New starters and colleagues anywhere in the business can access the e-learning modules to gain a basic understanding, before advancing to the next level as required."



Industry - Our HR strategy

fit philosophy. The target is a transparent pay culture with a clear rewards strategy and philosophy, based on 5 critical keys: clarity, differentiation, technology, fairness and transparency.

In this context, we also started a project on Living Wages in developing/emerging countries where we do business.

The compensation & benefit philosophy is subject to clearly defined operating principles: determining the percentile at which we want to place employees in our different local markets with their compensation & benefits package, defining the industry with which we want to benchmark ourselves, positioning the roles, installing

local calibration meetings in line with the budgets....

We are also strengthening our technological base with the start of the design, development and implementation of an HR Information System – SAP SuccessFactors. We are now working on our digital HR transformation to get people working on the right things, finding the right people and making them great to ultimately run the business better.

Behaviour and culture

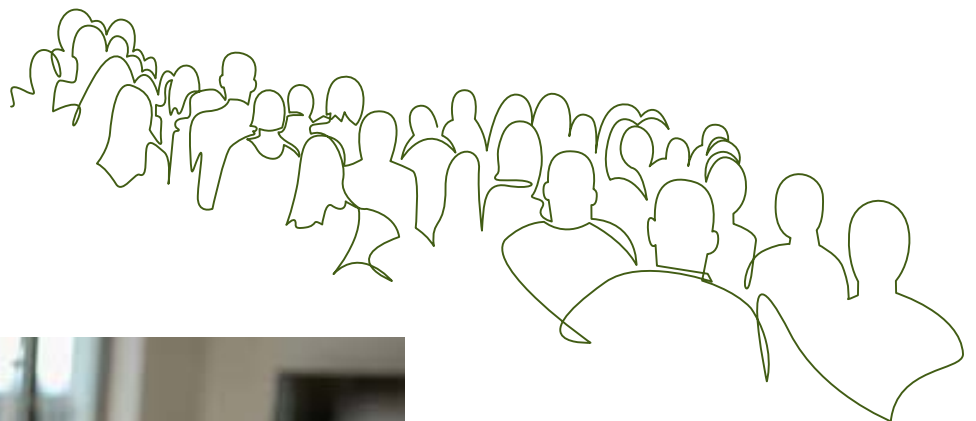
Within the second pillar, “behaviour & culture”, we can look back at several solid Corporate Social Responsibility

projects that were rolled out worldwide. Some of these exciting projects are further described in this report.

Leadership development and talent management

With regard to “Leadership Development & Talent management”, we have taken our first steps in using 360° feedback - working on improving our onboarding of newcomers, implementing a non-violent communication program, analysing absenteeism (using Bradford factor analyses to reduce rates) and have undertaken a wellbeing survey in HQ with a focus on mental health.

“In 2022 we had over 500 active users enrolled in the Biobest Academy, completing well over 1,200 courses and spending an average of one training hour per course”, says Neal. “The number of external users is increasing rapidly - in 2022 around 20% were distributors and customers.”



Training local staff



Biobest Maroc has a strong preference to work with and within the local community. Many employees are from the region south of Agadir, close to our production sites. The average level of education available to people in the region is low. Biobest Maroc has therefore set up a long-term programme focusing on education and skills development.

In 2019 Biobest Maroc started building a dedicated training room for local workers and staff. The programme began with the implementation of basic training, benefitting 188 employees. A literacy campaign was then introduced, aimed at a target group of approximately 20 employees from the beneficials production unit.

Employees were enrolled in a three-month Arabic literacy course. “We evaluated candidates at the outset,

many didn’t have basic reading or writing skills, but they were all keen to learn,” explains local HR Manager Abdelmoghith, who is in charge of the literacy project. “The Arabic literacy course was designed to be fairly intensive. Operating six days a week, it involved 1,5 hours tuition during working hours every day. Those attending were taught basic Arabic literacy skills by a qualified external teacher. Eager to learn, the course proved a real success for most participants, who were aged between 25 and 50.

“We choose to invest in our own local staff”

“When we individually evaluated them at the end of the course, they had all achieved the standard necessary to gain a diploma,” says Abdelmoghith. “Everyone was delighted with the re-

sults. We celebrated their achievements with a company party, where all graduates were presented with their certificates.”

In later years, French courses for native Arabic speaking supervisors were added to the curriculum. “As a business, we tend to use Arabic to communicate with one another and French when communicating with other colleagues in the Biobest Group family,” explains Abdelmoghith. “At supervisory level, it is really helpful if our supervisors can communicate in basic French.”

Today the training rooms at Biobest Maroc are regularly used for employee training. They stand as an example for the strategy on many of our other sites, where we prefer to train and invest in our own local staff as a first option, only searching for additional external expertise where necessary.



Dedicated training (2019) : 188 Employees : 6 days/week - 1,5h/day
 : aged between 25/50 : basic Arabic literacy skills





Sharing our knowledge and passion with the youngest - The little things that run the world

Biobest products are not only used by Biobest Group and its customers, but also by other people passionate about insects, such as Peter Berx. Fascinated by the world of insects, over several decades Peter has learned loads of very interesting facts about them. Both from his own studies and especially through close contact with scientists and experts in the field.

Calling himself a 'creative entomologist', he works with people setting up innovative and creative entomology projects. Combining his love of insects with his skills and knowledge has turned it into a passion – sharing his knowledge and inspiring fascination for insects for a broad public.

Peter's key audience is the younger generation. Rather than just giving a presentation or a class, he prefers to create a full experience for children to investigate, see and experience for themselves. "Go outside, pick things up and look at them from a different angle," he says. "Turn them around, literally. Our youth should spend more time outside experiencing the natural world." When he is not able to take a class on an "educational safari" outdoors, he takes Biobest bumblebee hives, ladybugs and other interesting insects with him to bring youngsters and insects together.

Peter's mind is always working on new creative cooperations to reach larger audiences of youngsters. In the past he has worked for Entomopolis, an insect museum that attracted over 20.000 visitors a year at its peak. He combines museum visits with educational outdoor insect walks and other outdoor experiences - organising nature experiences & tours for school. "I am in contact with a lot of interesting people and organisations and I really couldn't tell you whe-

re this will lead in the future," he adds with a smile.

Currently Peter is working on two large projects; with his own creation, the Entomobiel, he is bringing workshops and insect safaris to local schools and youth organisations, and – together with the help of the popular Belgium Nerdland science podcast – he aims to reach a an even broader audience. Nerdland started out as a small podcast on scientific topics in 2017, but quickly grew to be one of the most popular podcasts on Spotify in Belgium. The first Nerdland open air science festival was organised in 2022 and visited by over 10.000 fans – with Peter present with an array of Biobest insects.

Peter beams when asked about his experiences sharing his passion for entomology. "It does not always need to be love at first sight – I am quite happy to try and transform repulsion into fascination," he says modestly. "I want to show the importance of insects for our food web, food production and survival of our planet."

"Rather than focussing on saving the Panda, look at all of the insects we tend to forget and you will see how important they are to the functioning of our natural environment and our agriculture", Peter continues. "They may not look as good to cuddle, but insects are amazing! They are 'the little things that run the world' - crucial to the functioning of our planet."





Our talent management strategy

Harnessing the power of diversity

In Human Resources we are confronted with several megatrends that have an impact on the global workforce. For example the changing workforce, (demographic shifts, aging workforce, global workforce crisis, multiple generations on the workplace,...), shifts in global economic power, smart technologies, the covid & inflation crisis, the worldwide 'great resignation',... Therefore, issues such as flexible working, reskilling & upskilling and digital transformation, are more important than ever. CHRO Kristof Truyens and his team are continuously looking for suitable solutions.

"Against the background of these megatrends, we encourage our employees not to have a fixed but a growth mindset. We move our people in a consistent and goal-oriented manner. Applying financial and legal discipline, implementing a goal oriented focus, corporate housekeeping and high-quality processes and procedures, are the foundation of the Biobest Performance Management Cycle we implemented."

Where people are at work, passion is leading. By focussing on the strengths of our people and the stimulation of that passion for our business, we continue to buckle up together, for exponential growth.

We greatly value the diversity within



the Biobest Group worldwide. There is a high level of autonomy for each company within the group. We plan meetings on many different levels to learn from each other's practical successes, situation and approach.

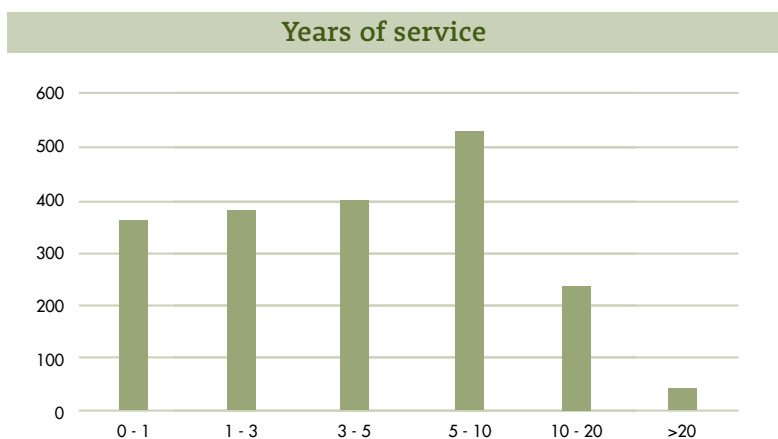
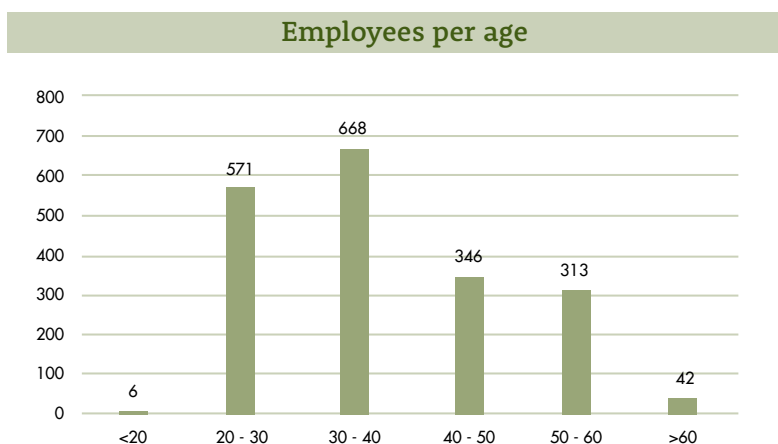
“we encourage our employees not to have a fixed but a growth mindset.

We move our people in a consistent and goal-oriented manner ”

We believe in building the best team, relying on individual strengths and harness the power that diversity and inclusion provide us to strengthen the team. Our huge diversity is a reflection of our local communities. Both in local staff and management, we have a proper spread in gender, age groups, different educational levels. We have colleagues from 32 nationalities working for us. We focus on developing talent within teams, purely based on an individual's skills. In our experienced Biobest Group management team level we would like to gradually add more diversity to match.

In 2022 we prepared our code of conduct, outlining the desired behaviour we expect from employees, living up to our core values. We start from the positives we expect everyone to live up to and the values we stand for. The code also deals with the necessary legal aspects and fair business conduct. All rules and company policy are explained within the code. And, as for all cultural aspects, we expect people

to keep an open dialogue about adhering to the code. We promote an open communication on our values and code of conduct. In any case of doubt, we ask people to discuss this with their manager. And should they feel unsafe to do so, we have several confidants within throughout the company that people may feel safe to speak to about any personal or business-related issue.





Governance





Governance

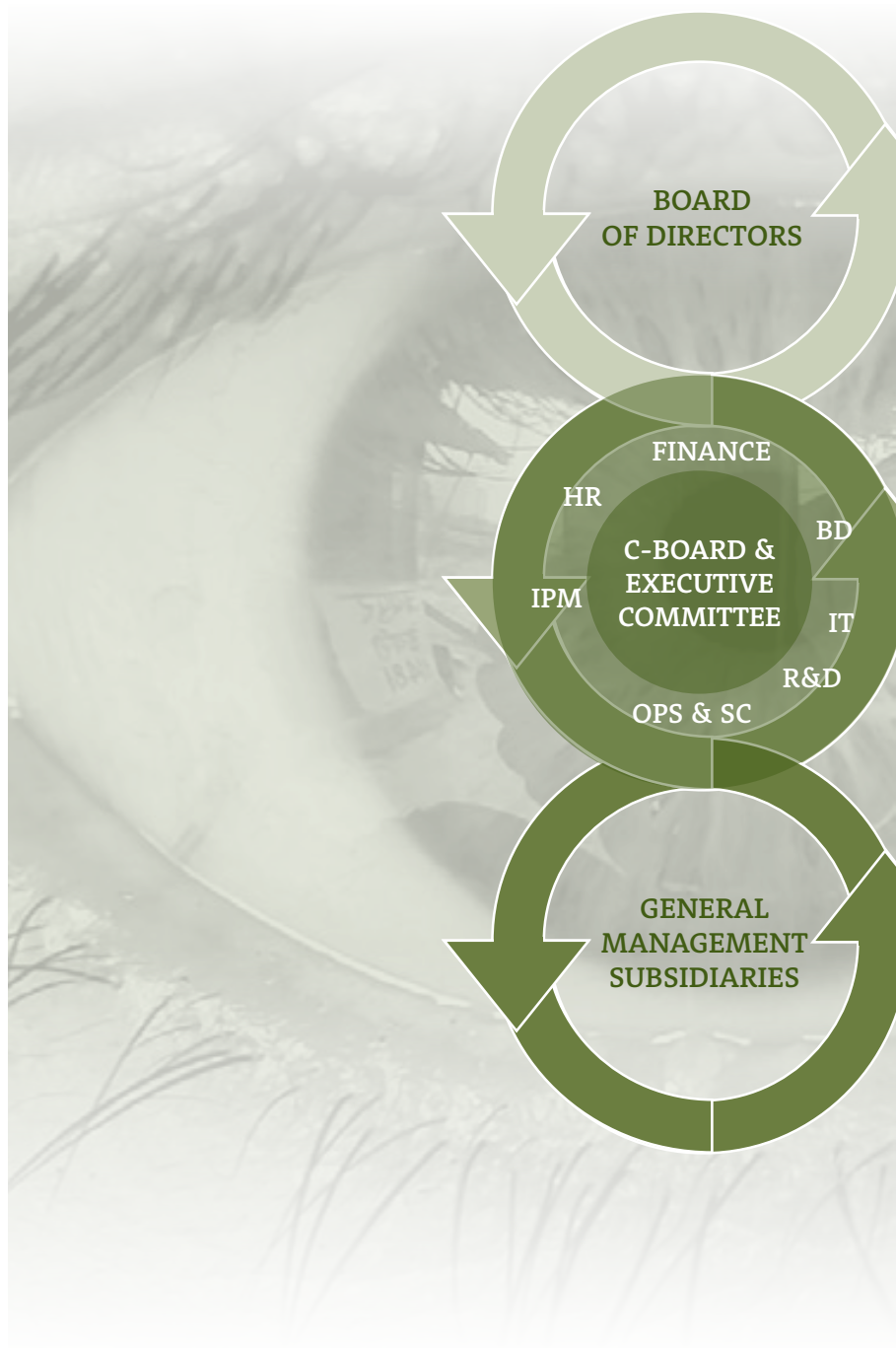
Structure

Biobest Group has a clear mission statement, that is seconded by our code of honor. Within our Group we maintain a close contact with each of our subsidiaries through different channels. Since we operate in a matrix structure, there are different central group functions and departments in contact with their local counterparts. Information is shared centrally through different cross-departmental meetings as C-Board, Executive committee, department meetings, steering committees and project meetings on specific topics, stage gate meetings, etc.

This leads to a good understanding of the state of affairs of the different subsidiaries and with limited formal procedures, we reach a satisfactory level of internal controls.

We also ensure that local objectives are aligned with the group objectives. This way we are able to focus the information shared on our goals and aspirations, but also our risks and how to mitigate them.

Other ruling principles within the group are the 4-eyes principle and the grandfather principle. This is clearly stated in an authorisation matrix that is well-known within the Biobest Group.



Steering committee

The c-board of the Executive Team is composed as follows:

Jean-Marc Vandoorne-Feys

CEO

Marc Mertens

CSO

Kristof Truyens

CHRO

Karel Bolckmans

CTO

Erik Vanderhaegen

CFO

Gerry Huygens

COO

Strategy & monitoring

implementation





Jean-Marc Vandoorne

Joined in 2009

Karel Bolckmans

Joined in 1992

Marc Mertens

Joined in 1989

CEO

- First experience in audit & consulting Arthur Andersen
- COO then president of Laundry Systems Group (acquired by U.S. based alliance in 2006)
- Graduated from Solvay Business School

CTO

- Started at Biobest in product & business development
- Spent 16 years at our competitors, growing from R&D manager to director of production and R&D
- Rejoined Biobest in 2016
- Board member for multiple agritech companies

CSO

- Started at Biobest in the sales team
- Founded many of Biobest BU around the world in becoming sales director of EMEA
- Became Chief sales Officer in 2018





Erik Vanderhaegen

Joined in 2018

CFO

- First experience in audit & consulting Arthur Andersen
- Specialised in M&A at Bekaert and Univeg, then joined Jensen as CFO
- Country managing director for NIBC
- Honed experience in management, M&A and companies integration



Kristof Truyens

Joined in 2018

CHRO

- Started as HR Consultant and joined deSter (Duni Group) as HR Executive Europe
- Former Vice President HR EMEA and Commercial Area Lead Benelux and MENAA at Monsanto
- HR Director Benelux for Alfa Laval
- Serves as judge at the Labour Court of Appeal

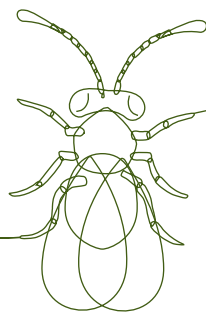


Gerry Huygens

Joined in 2022

COO

- Started as financial controller at Mars, responsible for supply chain before becoming sales director
- Joined AB Inbev, then Arvesta as logistics director
- Experienced in complex operations & supply chain



Strategy

The sustainability strategy and resulting targets are determined by the CEO and executive committee, with information from our subsidiaries. The strategy is fixed with the guidance of our Board of Directors and other shareholders.

The strategy is implemented on each location by the general manager for each subsidiary, drafting their own roadmap with measures to reach the required targets for 2026. Quarterly reporting is performed on target KPI to keep track of the progress. Matching progress to the roadmap is performed via quarterly reviews between the CEO & executive committee and the general

managers. Adjustments to the plans are made where necessary, both when measures turn out to have less or more than the planned effect.

The sustainability roadmaps are linked to finance in two important ways. Firstly, all roadmap measures are incorporated into the subsidiary budgets through operational expenditure (OPEX) forecasts and capital investments (CAPEX). Sustainability is also a fixed part of the management objectives, cascaded down from the CEO to all general managers. Reaching these objectives is linked to remuneration of general management.



Driving a shift towards sustainable,
healthy & effective agriculture

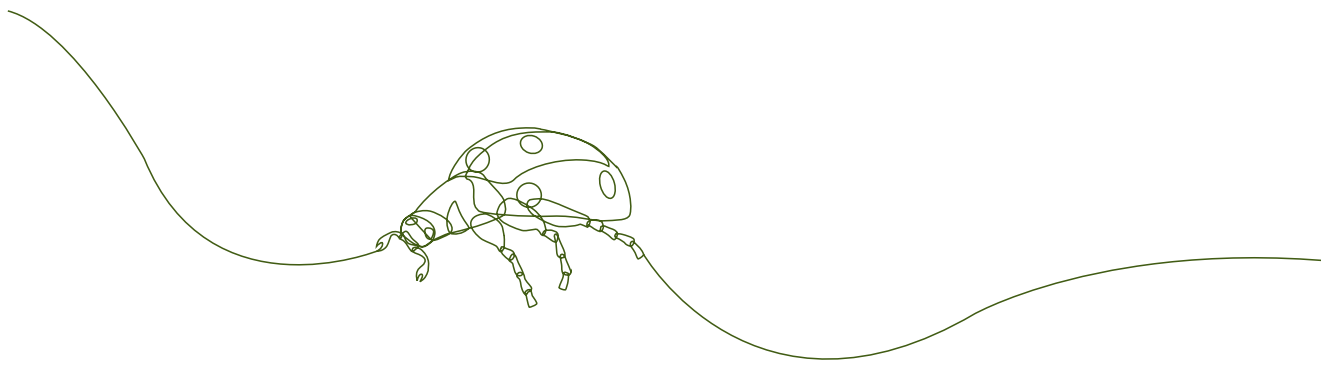




CAPEX investments & the EU taxonomy

Currently our business activities are unfortunately not included in the EU Taxonomy as we are operating in a niche market. We are confident however that our activities are in nature suitable to be part of the taxonomy and are looking forward to new opportunities for expansion of the activities. When this opportunity presents itself, we will offer our knowledge in best practices in the sector together in cooperation with our sector associations.

In previous years we invested in the generation of our own solar power for sites in Kenya, Türkiye and Morocco. Our own investments in 2022 are limited to some smaller CAPEX investments and some larger OPEX investments in renewable energy. In the coming years we plan to invest substantially in both the onsite generation (CAPEX) and purchase (OPEX) of fully renewable energy from solar and wind. We will set up a structural reporting for these projects in 2023.



Code of conduct & whistleblowing

In 2022 we prepared our code of conduct that adds to our core values. The code outlines the ethical standards and behaviour we expect from our employees, living up to our core values. We start from the positives we expect everyone to live up to and the values we stand for: This is why our core values were integrated into the performance management cycle and evaluated with all employees annually. The code also deals with the necessary legal aspects and fair business conduct. All rules and company policy are explained within the code. And, as for all cultural aspects, we expect people to keep an open dialogue about adhering to the code. We promote an open communication on our values and code of conduct. In any case of doubt, we ask people to discuss this with their manager. And should

they feel unsafe to do so, we have several confidants within throughout the company that people may feel safe to speak to about any personal or business-related issue.

In 2023 we plan to start implementing our code of conduct within the group. We plan to develop practical trainings to highlight the most important parts of the code that are relevant, based on an employee's function. Along with the implementation of our code of conduct, we will also introduce a point of contact for the reporting of any suspicions of illegal or unethical business conduct. This contact will be available online and will give so-called whistle-blowers the opportunity to report these issues anonymously, when they do not feel safe to discuss the issue with their supervisor.



Several of our colleagues that participated in our 2022 communication trainings in Belgium



About this report

Methodology

Our sustainability efforts and report were structured according to the United Nations SDG in order to align with recognisable international ESG topics and standards. The report has been prepared using the GRI principles for disclosure on the different topics.

Our management system for ESG reporting, measurement of KPI and tracking progress were designed according to the process of continuous improvement, as outlined in the CO₂-ladder.

Emission factors were used from www.co2emissiefactoren.nl to calculate our scope 1 and 3 CO₂ emissions. These factors were selected as they use a Well-to-Wheel approach and are close to, but slightly higher, than most other international standards. For scope 2, consisting of electricity for Biobest Group, emissions factors have a high international variation. The following emission factors were used for electricity:

- Australian National Greenhouse Accounts Factors nov. 2022
- IFI Default Grid Factors 2021 for Argentina, Canada, Israel, Kenya, Tanzania, Morocco, Mexico and Türkiye
- AIB European residual mixes for European sites

- EPA egrid data 2020 for the United States

Total amount of worked hours were used to weigh absenteeism percentages.

Exclusions: Scope 1 and 2 emissions were reported according to the guidelines of the GHG-protocol and CO₂ ladder. The principal of materiality was used per subsidiary and all own emissions were weighed structurally reported where significant (>5%). The use of refrigerants is currently excluded from scope 1.

For HR data two systems are used: data for all employees from Foundations and detailed information from Employee Central (SAP). Data in Foundations is present for all employees. For employee turnover and age intervals, information was used from employee central. We are in process of registering all employees in employee central and currently have 33% of our staff registered here.

Assurance

Data collection started in 2019 and data quality has improved to maturity over the past years. In 2022 internal checks were performed on data for subsidiaries and some subsidiaries were selected for an internal audit towards data trail and the data collection process. Biobest Group is preparing for an external audit in the coming years.

In 2022 our data reporting system was expanded to align with CSRD / NFRD reporting obligations. Data was collected and consolidated quarterly in dedicated software (SigmaConso). A quarterly management report was drafted to track progress.

Scope

All data included in this report are for the full year of 2022 and in some cases our progress was reported compared to our base year: 2019.

For consolidating our carbon footprint, as well as other ESG data, we used the operational control approach as outlined in the GHG-protocol. 100% Of the data was consolidated for all entities where Biobest Group had operational control.

This includes: Beneficial Insectary, Biobest Antalya, Biobest Argentina, Biobest Belgium, Biobest China, Biobest France, Biobest Maroc, Biobest Mexico, Biobest Nederland, Biobest Poland, Biobest Spain, Biobest UK, Biological Services, Borregaard Bioplant, Bugs for Bugs, Polyam, IVOG, Plant Products, Real IPM Kenya & Tanzania.



Contact

Biobest Group NV
Ilse Velden 18
2260 Westerlo (Oevel)
T +32 14 25 79 80
E info@biobestgroup.com
I www.biobestgroup.com

We look forward to receiving your reactions to our sustainability report via:

sustainability@biobestgroup.com

Subsidiaries

BELGIUM

Biobest Group NV
Ilse velden 18
2260 Westerlo

ARGENTINA

Biobest Argentina S.A.
Burzaco 2170 bus esq. Cuyo
Buenos Aires

AUSTRALIA

Bugs for bugs
Rocla Court 3
4350 Glenvale
Toowoomba, Queensland

Biological Services
PO Box 501
SA 5333 Loxton

CANADA

Biobest Canada Ltd.
2020 Fox Run Road
Leamington

Beneficial Insectary (Canada) Inc.
Riverside Dr. W. Suite 503
Windsor, Ontario

Plant Products
3370 Le Corbusier Laval
QC

Plant Products
50 Hazelton Street
Leamington, ON

CHINA

Biobest China Limited
Room 2004, 20/F Centre point
181-185 Gloucester Rd Wanchai

HONG KONG

Biobest Shouguang Biological
Control Ltd.
Xihuan Road 10903
262729 Shouguang City, Shandong
Province

DENMARK

Borregaard Bioplant APS
Helsingforsgade 27B
8200 Aarhus N

FRANCE

Biobest France EURL
Rue Roussanne 294
84100 Orange

GERMANY

Ivog Biotechnical Systems GMBH
Bahnhofsallee 8
86438 Kissing

ISRAEL

Pollination Services YAD Mordechai
(1995) Agricultural Cooperative
Society Ltd.

Kibbutz Yad-Mordechai 1
79145 Polyam

KENYA

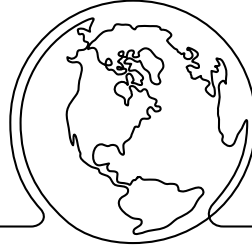
The Real IPM Co. Kenya Ltd
Plot NO LR 1870/01/210
Third floor, Corner Plaza
Parkland Road, Westlands
PO Box 489-00606
Nairobi

MEXICO

Biobest Mexico, S.A. de C.V.
Josefa Ortiz de Dominquez 24
CP 45235 Zapopan, Jalisco

Distribuciones Imex SA de C.V.
Josefa Ortiz de Dominguez 24
CP45235 Zapopan, Jalisco





MOROCCO

Biobest Maroc
Route De Tiznit
Tin Mansour KM. 39
Chtouka Ait Baha, Agadir

Biobetter Maroc SARL
Rue N°1 Imm. 29
Sidi Maarouf 1
Casablanca

NORWAY

Pollinering AS
Borevegen 7
4352 Kleppe

SPAIN

Biobest Sistemas Biologicos s.l.
Bulevar de Vicar 821
04738 Puebla de vicar
Almeria

SWEDEN

Biobasiq Sverige AB
Sofielundsvägen 71
21434 Malmö

TANZANIA

Real IPM Tanzania Limited
PO Box 509
USA River
Arusha

THE NETHERLANDS

Biobest Nederland B.V.
Leehove 31
2678 MA De Lier

TÜRKIYE

Biobest Antalya Polinasyon
Karatepe Mah. 2921 bus 1/A
Konyaaltı, Antalya

BKS Biyolojik koruma sistemleri
laboratuvar hizmetleri tarım makine
sanayi ve ticaret anonym irketi

Çalkaya MAh. 28114 Sok. A Blok
Apt. No:12 AC Aksu
Antalya

UNITED KINGDOM

Biobest UK Limited
Unit 1 Wyvern Way
Henwood Industrial Estate
Ashford, Kent TN24 8DW

Real IPM UK
Moat Farm Marsh Lane
Stoke Mandeville
Aylesbury, Bucks

UNITED STATES OF AMERICA

Biobest USA, Inc.
Goddard Road 28777 suite 206
MI 48 174 Romulus

Beneficial Insectary Inc.
9664 Tanqueray Ct.
Redding, CA 96003

Plant Products
8468 Ronda Drive Canton
Michigan, 48187



Glossary

Beneficials - Beneficial insects or other organisms. Organisms that feed on or parasitize pests of crops or ornamental plants.

CO₂-ladder - CO₂-Prestatieladder. An originally Dutch management system and certification standard that offers tooling and calculation standards to organisations to aid them in reducing their emissions and energy usage. It uses most of the management cycle and operationalises continuous improvement methods as outlined in the ISO standards (ISO 50001).

CSR - Corporate Social Responsibility. A self-regulating business model that helps companies to be socially accountable with respect to economic, social and environmental impact. A term used by companies in the like with ESG.

FTE - Full Time Equivalent. Refers to the unit of measurement equivalent to one unit of a work year for an employee under a full-time contract.

ESG - Environmental, Social & Governance. ESG is an international framework that helps stakeholders understand how an organization is managing risks and opportunities related to environmental, social, and governance criteria.

GHG-Protocol – Greenhouse Gas Protocol. Is an international standards and tooling to help organisations measure their greenhouse emissions and track progress toward climate goals.

GRI - Global Reporting Initiative. The most comprehensive set of global sustainability reporting standards.

IF rate. Or Injury Frequency Rate (IFR). Is a way of measuring how often injuries occur in the workplace in a comparable way. It is the number of incidents per million worked hours.

IPM – Integrated Pest Management. An effective and environmentally sensitive approach to pest management. IPM programs use comprehensive information on the life cycles of pests and their interaction with the environment to manage pest outbreaks. Pest information, in combination with available pest control methods, is used to manage pest damage with the least possible hazard to people, property, and the environment and by the most economical means.

ISO 50001. An Energy management system based on the model of continual improvement as set out in other widely used ISO standards.

LTI - Lost Time Injury. A work-related injury, that results in the loss of productive work time.

SDGs - Sustainable Development Goals. 17 Interlinked goals set out by the United Nations in 2015 and adopted by all member states as part of the 2030 agenda for sustainable development. They provide “a shared blueprint for peace and prosperity for people and the planet, now and into the future”.

Waste separation percentage. Is the percentage of waste that was delivered as separated monostreams by Biobest Group, readily reusable by other parties, such as waste companies.

Worked hours. Is the number of worked hours globally. Where the number of worked hours are not measured, they may be calculated according to contractual working hours multiplied by the number of active days. Active days do not include any days of leave or other lawful absence (non-working days in the weekend, (public) holidays, respite, sick leave, maternity or paternity leave, filial leave, etc.).



Annex - Biobest Group consolidated ESG data

	2019	2022
CO ₂ emissions (scope 1 & 2 in tonnes)	18.172	18.466
CO ₂ emissions from transport of personnel (scope 3)	1.060	1.101
Number of Lost Time Injuries	57	40
Incident Frequency rate	17,7	10,8
Absenteeism	1,44	1,81
Total amount of waste (tonnes)	15.035	21.727
Waste separation percentage	57,8%	62,6%
Tap water usage (m ³)	205.284	183.011
Water usage from other sources (m ³)	332.999	314.083
Number of research internships	16	15
Number of assessment centre assessments	11	20
Hours of internal training on the Biobest Academy	-	1130
Number of publications in scientific journals	13	23
Total number of employees in staff / production (31-12-2022)	875 / 1071	
Total number of FTE	1924,6	
Full time / part time percentage	11,1% / 88,9%	
Percentage of men / women	64% / 36%	
Employees per age group		
< 20	6	
20 - 30	571	
30 - 40	668	
40 - 50	346	
50 - 60	313	
> 60	42	
Employees per years of service		
0 - 1	359	
1 - 3	379	
3 - 5	404	
5 - 10	529	
10 - 20	236	
> 20	39	
Inflow and outflow of personnel		
Outflow - employee turnover %	10,6 %	
Inflow - % new hires	13,1 %	
Number of nationalities employed	32	
Employees with detailed information in Employee central	665 / 1946	





BIOBEST GROUP NV
Ilse Velden 18 • 2260 Westerlo • Belgium • T +32 14 25 79 80
info@biobestgroup.com • www.biobestgroup.com