

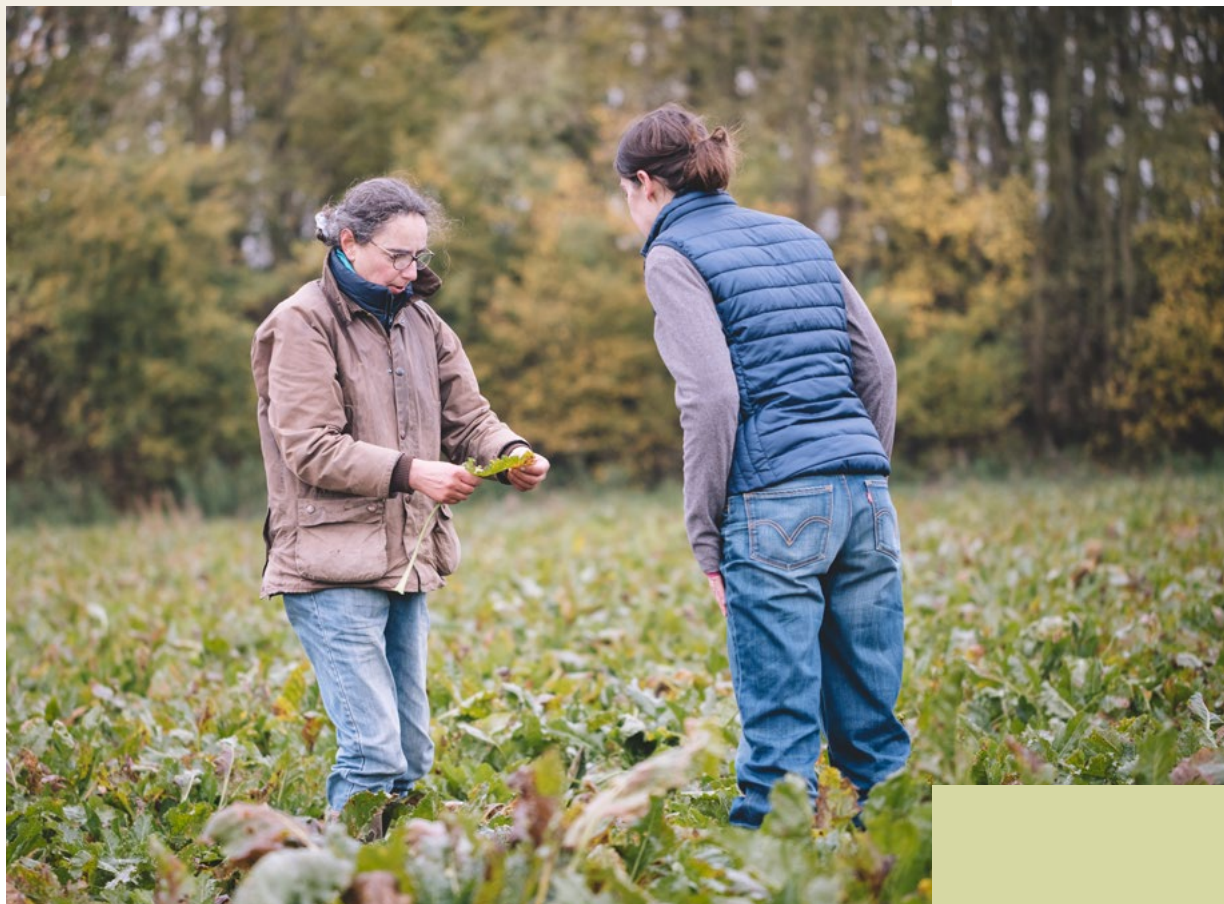


COMMITTED
TO
THE FUTURE

CRISTAL UNION

C'est ensemble
que nous avançons.

2026 CSR REPORT



1

Building on the strengths
of the cooperative model

PAGE 4 - 13

2

Shaping tomorrow's agriculture
and industry today

PAGE 14 - 31

3

Offering products that meet the
highest requirements

PAGE 32 - 37

Our extra-financial
indicators

PAGE 38 - 41

Our contribution to the UN's
sustainable development goals

PAGE 42 - 43



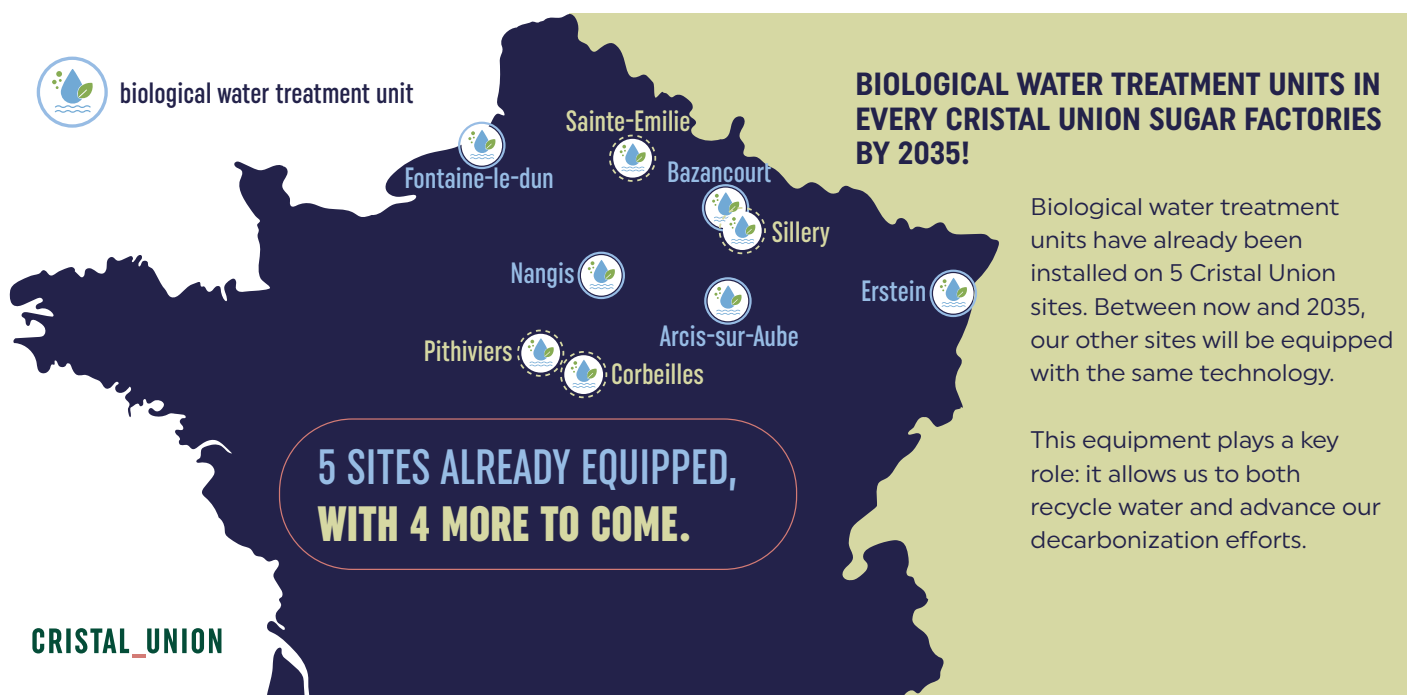
Xavier Astolfi,
General Manager
Olivier de Bohan,
Chairman

More than 10 years ago, Cristal Union created a CSR department. Societal and environmental topics are not yet mandatory, but the Group wanted to stay one step ahead. Reducing energy consumption, water consumption and greenhouse gas emissions – no issue has been neglected. Today, Cristal Union has become a benchmark in its sector on sustainability issues.

Our Group is already very far ahead in decarbonization and energy savings and is committed to further reducing its greenhouse gas emissions by 23.3% by 2030 compared to 2019. This ambitious trajectory of industrial and agricultural decarbonization has been approved by the Science Based Targets initiative. Cristal Union is also aiming for energy independence on its sites by 2050, while pursuing its energy consumption reduction policy.

In 2025, Cristal Union celebrated its 25th anniversary with a major announcement: all of its sugar factories had achieved water autonomy. Its distilleries will follow suit by 2030.

Cristal Union has its sights firmly set towards the future and has not forgotten its roots. Alongside its cooperative members and employees, the Group makes every effort to ensure sugar-beet cultivation and sugar, alcohol, bioethanol and animal-feed production, bring together the highest quality control standards and the lowest environmental impact on the market!





1

BUILDING ON THE STRENGTHS OF THE COOPERATIVE MODEL



OUR MISSION



Merge long-term interests:
those of our customers, our cooperative
members, our employees and our partners,
towards excellence in agricultural
production, for an industry which is
efficient, responsible and geared towards
the challenges of tomorrow!



CRISTAL UNION: A MAJOR PLAYER IN THE FRENCH BEET-SUGAR-ALCOHOL INDUSTRY

Cristal Union is a French Cooperative Group which is among the leading European producers of sugar, alcohol and bioethanol.

We provide our 2,500 customers with high-quality products that are increasingly safe and which have a carbon footprint amongst the smallest on the European market.



Our major sugar brands Daddy (found in 2 out of 3 households!) and Erstein are very well-known to French consumers. With its Eridania brand, Cristal Union is also market leader in Italy.



**SUGAR SUPPLIER TO
THE FRENCH AGRI-FOOD
INDUSTRY**



**EUROPEAN RECTIFIED
ALCOHOL OPERATOR**

Top-quality alcohol products favored by the top brands



**EUROPEAN BIOETHANOL
PRODUCER**

E85 ethanol and 95-E10 unleaded fuels, Some of these biofuels are made from the residues from sugar-beet crops or wine production



**OF BEET PULP, ALFALFA, AND
SPENT GRAINS**

Sugar-beet by-products can be used for animal feed or energy production

A MAJOR CONTRIBUTION TO THE DYNAMISM OF REGIONAL ECONOMIES

Cristal Union uses only French sugar beet and its products are 100% made in France, with short supply chains of around 35 km on average between field and production site.

With 9,000 cooperative members cultivating 45% of the French sugar-beet acreage and 2,000 employees at our 14 production sites in France, Cristal Union Group is a major contributor to the economies and dynamics of rural communities. Through its activities, Cristal Union supports 33,000 jobs in France (Source: Utopies Local Footprint® Survey, May 2026).

More than 5,000 visitors per year come to our sites, including many elected officials.

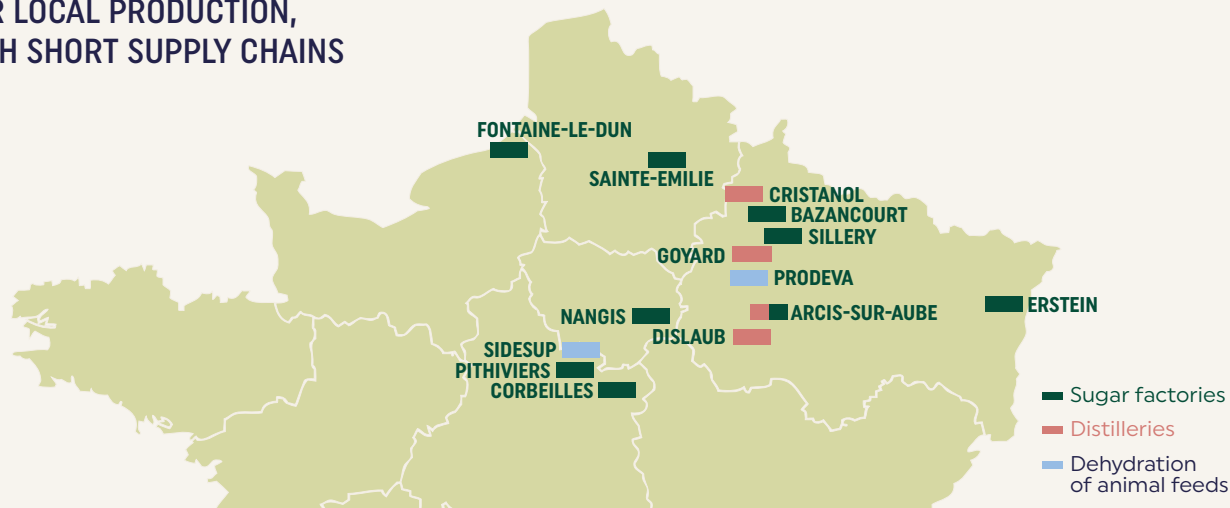
We are one of the founding members of the association "Dirigeants Responsables – Marne (Responsible Leaders – Marne)" created at the end of 2022, in partnership with the Urban Community of Grand Reims, to promote the sharing of good practices between regional leaders in terms of decarbonization and sustainable development.

We participate in many important local events in the regions in which we operate, such as the Foire de Châlons.



For more than 20 years, Cristal Union has been regularly donating sugar to the Marne Food Banks and, since 2022, an agreement has been signed to distribute sugar throughout the area, where needed.

OUR LOCAL PRODUCTION, WITH SHORT SUPPLY CHAINS



40%

OF FRENCH SUGAR-BEET
ACREAGE



14

PRODUCTION SITES
IN FRANCE



35 KM

AVERAGE SUPPLY RADIUS FOR
OUR PRODUCTION
SITES



€100

MILLION PER YEAR INVESTED
TO SAVE ENERGY AND
DECARBONIZE OUR INDUSTRIAL
SITES

STRONG VALUES

UNITED

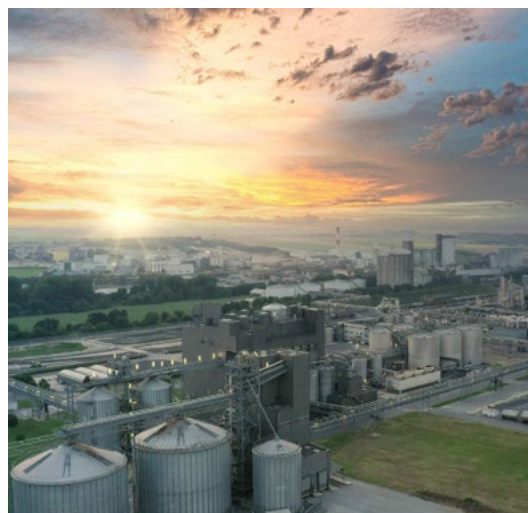
EXPERTS

AGILE

COMMITTED

SYNERGIES THAT SUPPORT THE BIOECONOMY

At Bazancourt-Pomacle, our biorefinery interacts with numerous other businesses in the industry, such as Air Liquide, to reuse the carbon dioxide produced from the fermentation process which is fed back into the circular economy. At this site, we have also encouraged the setting up of the European Center for Biotechnology and Bioeconomics (ECBB) which brings together the scientific and technical skills and expertise of four academic departments from AgroParisTech, CentraleSupélec, NEOMA Business School and the University of Reims Champagne-Ardenne. Cristal Union is a founding member of the *Nord Est Start Up* association, *Le Village by CA Reims*, focused on open innovation.



FROM THE SUGAR BEET GROWN BY OUR COOPERATIVE MEMBERS TO OUR FINISHED PRODUCTS: A TRULY CIRCULAR ECONOMY APPROACH!

Over 10 years ago, Cristal Union made a commitment to ensure its production is increasingly sustainable, by making the most of its raw materials and resources.

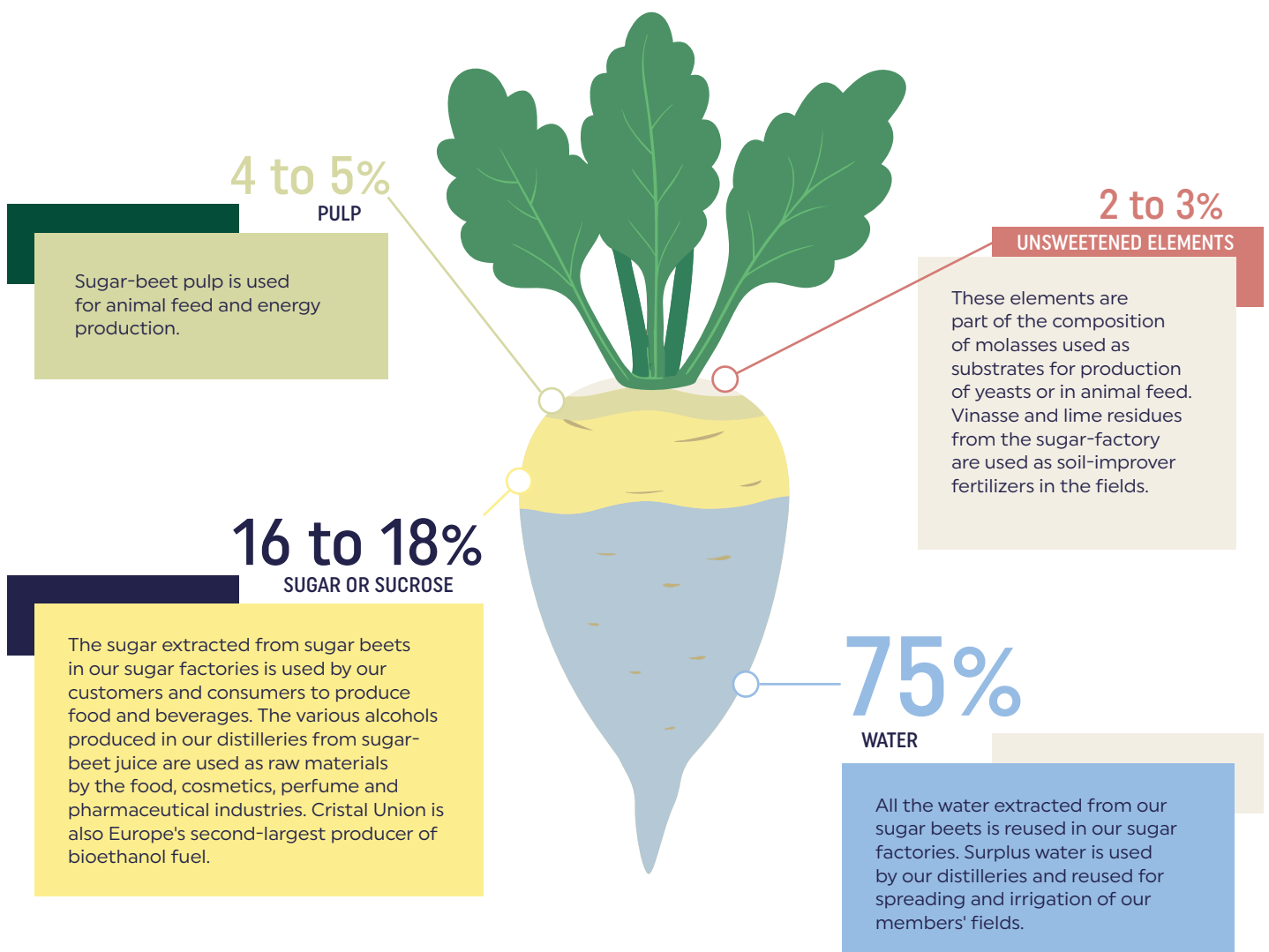
This circular economy approach is bearing its fruit today, the results are there to see!

Cristal Union is decarbonizing its agricultural and industrial activities and is working to reach water self-sufficiency by 2030 and energy self-sufficiency by 2050 (for more information see: pages 14 to 31).

Cristal Union is streamlining its usage and making the most of its raw materials and resources. Cristal Union's sugar factories and distilleries generate less than 0.2 kg of waste per tonne of processed beet! But how do they do it?

NOTHING IS WASTED IN SUGAR-BEET PROCESSING

Our cooperative members' sugar beet is the Group's primary source of supply. A precious raw material, with many assets.



EVERYTHING IS PROCESSED, EVEN OTHER RAW MATERIALS

Cristal Union distilleries have diversified their supply. In addition to sweet juice from sugar factories, they can, depending on their specialization, process wheat, starch residues, used industrial solvents and alcohols, or residues from the wine industry, all within the same circular economy approach!



The Cristanol distillery is supplied with sugar syrup from the Bazancourt sugar factory, but also with wheat from local cooperatives and turns it into very high quality alcohol. Cristanol also converts residue from nearby starch production into biofuel with a very low environmental footprint.



The Jean Goyard distillery known for its spirits such as Ratafia de Champagne, Marc de Champagne and Fine de Champagne, which also produces eau de vie, brandy, gin or vodka. This distillery is a pioneer in the circular economy, collecting residues from the wine industry, and recovers residues from its own processes, to transform them into alcohols and biofuels in particular. Grape pulp pellets are used for animal feed, while the seeds, which are rich in polyphenols, are useful in the pharmaceutical and cosmetics industries. Potash-rich effluent from the distillery is reused as an organic fertilizer for crops.



Dislaub is a specialist in alcohol production and recycling and high-quality solvents, with a dynamic circular economy approach. Its activity covers:

- The production of fine alcohol mainly for the pharmaceutical, cosmetics and perfumery markets. This is obtained from raw sugar-beet alcohol from Cristal Union Group factories.
- The regeneration of alcohol and solvents from industry which, after their impurities have been removed, can be reused. These regenerated alcohol and solvent products, with a purity of more than 99.5%, benefit from a unique industrial technique which has been developed and mastered over a period of 30 years.

9,000 FARMERS BROUGHT TOGETHER IN A COOPERATIVE ORGANIZATION

Founded in 2000 as a result of the merger of several sugar-producing cooperatives and one distillery, Cristal Union has remained loyal to its founding cooperative values. The cooperative model is at the heart of our organization and our operations.

The Cooperative is based on a democratic system of governance, with a Board of Directors and a Bureau comprised of members elected from within the 9,000 sugar-beet and alfalfa farmers who are members of the cooperative.

Our cooperative members meet at the General Assembly once a year. For the rest of the year, they rely on their direct representatives: the cooperative members they elected. It is a powerful model that allows us to make the decisions necessary for the smooth running of the Group, for the benefit of the majority of its cooperative members.



Olivier de Bohan,
Chairman

Now more than ever,

we need the new generations.

We can't write the future

of our cooperative without them!

WHAT IS THE ROLE OF THE COOPERATIVE?

Olivier de Bohan: ■ Our role as a cooperative, is to make the most out of the crops brought in by our cooperative farmers to the Group's factories and then to sell the resulting products of their crops through our commercial entity, Cristalco. It is also to support our cooperative members as closely as possible to meet the expectations and needs they may have for their farms. ■

WHAT ARE THE STRENGTHS OF THE COOPERATIVE MODEL?

Olivier de Bohan: ■ First and foremost, it should be remembered that joining a cooperative is a choice made by farmers, who collectively can use it to secure their production over the long term.

Our model requires us to be successful and competitive in an aggressive economic environment, while preserving a close relationship with our members. For 25 years, our cooperative has always been there to support its members, secure their income and give them the visibility they need. ■

WHY GROW SUGAR BEET?

Olivier de Bohan: ■ We are lucky that, first of all, we grow an exceptional plant, the sugar beet, which is used to produce sugar, alcohol and bioethanol. Sugar beet is also exceptional for its agronomic assets within crop rotations (for purifying, breaking disease cycles, production of green biomass, etc.).

Through our activity we contribute to the France's food, energy and even health sovereignty, because some of our alcohol is used for pharmaceutical purposes. ■

WHAT DO YOU THINK THE COOPERATIVE WILL BE LIKE IN THE FUTURE?

Olivier de Bohan: ■ One of the areas that I find particularly motivating is involving young people as much as possible. We need a new generation that can commit to foster this collective organization. This is why we have set up programs such as 'Atout Jeunes' whose aim is to introduce our young members to the world of the cooperative. More than ever, we need to renew the generations. We can't write the future of our cooperative without them. ■

2,000 EMPLOYEES WITH A WIDE-RANGE OF SKILLS

Industrial logistics specialist, boilermaker, packaging line manager, process manager, automation regulation electrician, electromechanic, warehouse manager, etc., the skills offered by Cristal Union employees in our sugar factories and distilleries are extremely diverse.

For some of our production teams, their duties vary between the sugar-beet growing season, when the factories are operating and in between, during the site maintenance and investment period. This is the opportunity for our employees to acquire a dual skillset and enjoy the added benefit of practicing two different activities.



Xavier Astolfi,
General Manager

SAFETY AT OUR SITES IS A PRIORITY

■ Our Group has invested more than €20 million in 2025 in safety and we are continuing to deploy our Global séCU approach around behaviors, leadership, exemplarity, universal responsibility, and the involvement of our stakeholders. In addition, an ambitious initiative has been launched to reinforce employees' perception of the importance of safety on a day-to-day basis, with three objectives: to learn more effectively from high-risk events, to improve knowledge and handling of risks to life, and to train managers in the positive and effective dissemination of a safety culture within the Group. ■

THE GLOBAL SÉCU PROGRAM INCLUDES:

1

dedicated briefing per day and per team to prepare the actions of the day, report difficulties, and quickly resolve any problems.

6

safety meetings per year to exchange with 350 external companies.

1

safety week just before the sugar-beet campaign, with all the employees, from management teams to seasonal workers. The week will feature Trophy presentations that reward an exemplary initiative in each of our factories.

100

training meetings per year with transport companies, bringing together 1,500 truck drivers.

50

people dedicated to prevention to raise awareness, support and deploy the Global séCU approach.

90%

Our work environment is 5S certified. This proven method, based on order and cleanliness, makes everyday work easier and helps prevent unnecessary risks.

210

managers trained in safety leadership in 2024 to be ambassadors of safety culture within the Group.

700

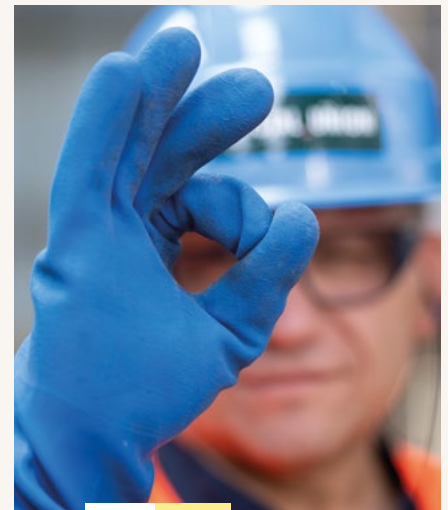
seasonal workers trained each year in safety measures.

3,600

inspections per year at our production sites, to promote safe practices and react to potentially dangerous behavior.

5 000

hours of safety leadership training delivered to our managers between 2024 and 2025.



**HERE,
NO
COMPROMISE
ON
SAFETY!**

CRISTAL UNION

SUPPORTING OUR TALENTS

Faithful to our cooperative values, we believe that the smooth running of a company depends on its greatest asset: the diversity of the talents that make it up!

GENDER EQUALITY

92/100 

WAS THE GENDER EQUALITY SCORE AT CRISTAL UNION IN 2025

A great score in a sector that has long remained very male-oriented!

At Cristal Union, we take action on a daily basis to ensure gender diversity in recruitment and therefore in employment, and to promote our female talent.

YOUTH EMPLOYMENT

118 

WORK-STUDY STUDENTS JOIN THE CRISTAL UNION TEAMS

every year, and a significant proportion of work-study contracts lead to employment. 212 people aged 25 and under joined our teams (all types of contracts combined, company internships).

WELLBEING AT WORK

77% 

IS THE PERCENTAGE OF EMPLOYEES SATISFIED WITH WORKING FOR CRISTAL UNION, ACCORDING TO OUR COMPANY SURVEY CARRIED OUT EVERY TWO YEARS

We are continuing our efforts to fight against discrimination while improving work-life balance, working conditions and the right to disconnect. We have also set up an individual career coaching program. For employees who feel the need, since 2019, we have made available to them a free, personalized and strictly confidential counseling and psychological support service.

DISABILITY SITUATIONS

7% 

IS THE PERCENTAGE OF PEOPLE WITH DISABILITIES IN OUR TEAMS IN 2025

Following the assessment carried out in 2019 by the AGEFIPH (Association for the Management of the Fund for the Professional Integration of People with Disabilities), we have strengthened our inclusion strategy which included numerous awareness-raising campaigns (poster campaigns, employee communications, awareness workshops, attendance at DuoDay events, etc.). A disability representative has also been appointed at each of our sites. His/her role is to meet and support disabled employees, inform and assist those who wish to apply for recognition as a disabled worker, consider solutions for maintaining the employee in employment, and call on employees from Etablissements et Services d'Aide par le Travail (French sheltered employment organization) for certain services that we outsource (e.g. gardening). Cristal Union also created a Diversity & Equal Opportunities committee which meets twice a year to define and monitor implementation of the disability policy.

TRAINING

87% 

IS THE PERCENTAGE OF CRISTAL UNION EMPLOYEES WHO COMPLETED A TRAINING COURSE IN 2025

Cristal Union employees benefit from a very wide range of training courses complemented by educational tools, e-learning modules, virtual classes, hands-on training, etc. The Group created its own training school, Cristal Academy, designed by and for the teams. Expertise has been capitalized on, and training content, built around operational situations, is accessible via an online platform to which trainees can connect at each of our sites. This easy-to-access system enables direct, pragmatic and useful skill transfer, especially when integrating new employees!



Lauriane Delunel,
Director of
Human Resources

AT CRISTAL UNION WE ARE COMMITTED TO OUR COLLECTIVE SUCCESS!

WHAT IS THE BUSINESS CULTURE AT CRISTAL UNION?

Lauriane Delunel: ■ The fact that Cristal Union is organized as a cooperative influences the way we operate! We're united and therefore move forward together; this is part of our values. This is really what shapes our way of looking at things. In the Group, we are intrinsically committed to our collective success and teamwork. For example, we set up Collaborative Working Groups dedicated to continuous improvement, which constantly improve our Work-life Quality and our operational performance. ■

WHAT IS YOUR MESSAGE TO FUTURE EMPLOYEES OF CRISTAL UNION?

Lauriane Delunel: ■ If you want to work in a human-scale team with local management and you are looking for a stimulating and rewarding working environment, Cristal Union is the perfect choice for you! As soon as you arrive at Cristal Union, you will benefit from a training process structured to help you accomplish your tasks independently and effectively.

In addition to career opportunities, there is an attractive remuneration, share-options and profit-sharing scheme, social security packages (health and provident insurance, housing support), but also many advantages offered by the Social and Economic Committees (CSEs) on our Sites. ■

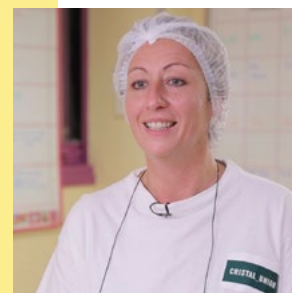
HOW DOES A CAREER AT CRISTAL UNION DEVELOP?

Lauriane Delunel: ■ We follow the evolution of each person's journey. This is why we developed a high-level training system - providing an average of 25 hours of training per employee in 2025 and an individual professional support service. At Cristal Union, an employee can start as a boilermaker, train in process management and then, with time and through the training courses offered, become Foreman. The Group promotes internal mobility with a dedicated internal job market. ■

At Cristal Union

anyone who wants to learn will be happy!

■ *Before working in the industry, I was a childcare assistant. After undergoing a career change, I was hired by Cristal Union. I completed several months of training to become a packaging line manager. It is a very varied and fast-paced job and success relies on teamwork. I have learned a lot and progressed through contact with others, in the field and through the Cristal Academy, our in-house training school. For me, working at Cristal Union means working safely, being recognized from a salary point of view and progressing throughout your career...Anyone who wants to learn will be happy!* ■



Christelle Lerouge,
Line Manager



2

SHAPING TOMORROW'S AGRICULTURE AND INDUSTRY TODAY



OUR ROADMAP



Innovating, always consuming less
resources and energy, decarbonizing...
for even more sustainable activities!



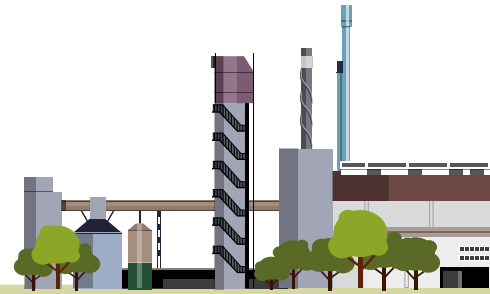
CRISTAL UNION IS DECARBONIZING ITS ACTIVITIES...

02

WE ARE REDUCING THE NUMBER OF BEET TRUCKS ON THE ROADS

WHAT WE ARE ALREADY DOING

- Optimize journeys (geolocation of silos for sugar beets and trucks, skips with mesh doors).
- Transport in large capacity trucks (44 tonnes, 48 tonnes under consideration).
- Remove the soil around the sugar beets in the field using soil removers (up to 20 or even 30% reduction in the tonnage transported).



Local networks between the fields and our sites:
34 km average supply radius.

03

WE ARE DECARBONIZING OUR FACTORIES

Our priorities: Consume an ever decreasing amount of energy, and reduce our greenhouse gas emissions.



**THE BEST FORM OF
DECARBONIZATION IS
TO REDUCE ENERGY
CONSUMPTION**

01

WE ARE DECARBONIZING SUGAR-BEET CULTIVATION

Sugar beets need nitrogen to grow but the use of nitrogenous fertilizers emits Greenhouse Gases.

WHAT WE ARE ALREADY DOING

- Sow legume-based plants that promote atmospheric nitrogen uptake before sowing sugar beets.
- Use nitrogen very locally and close to the roots to limit leaching and volatilization.
- Replace liquid nitrogen with a solid form that is released more gradually into the soil.



... AT EVERY STAGE OF ITS PRODUCTION!

04

WE ARE OPTIMIZING THE TRANSPORT
OF OUR FINISHED PRODUCTS

WHAT WE ARE ALREADY DOING

- Focus on the most decarbonized routes (multimodal transport train + truck, alternative fuels, etc.)
- Avoid unnecessary journeys by optimizing truck loading and logistics

WHAT WE ARE ALREADY DOING

- 01 Phase out the use of highly polluting fossil fuels** (use of coal for steam production in favor of natural gas and biomass): phase completed in 2018.
- 02 Optimize our energy consumption** with fine adjustments and ultra-efficient installations (evaporators for example).
- 03 Recover the energy for reuse:** for example, channeling hot water vapor from pulp drying and reuse it as an energy source for another process.
- 04 Install boilers powered by low-emission biomass (wood residues from local sources) on sites that operate continuously** (distilleries, dehydrators).
- 05 Self-generate our own electricity to light our factories** and power neighboring towns with the surplus, install solar panels on the basins...

IN THE END, PRODUCTS WITH GREENHOUSE GAS EMISSIONS THAT ARE BELOW INDUSTRY BENCHMARKS BY AS MUCH AS **40%!**

AN AMBITIOUS AGRICULTURAL AND INDUSTRIAL DECARBONIZATION ROADMAP APPROVED BY THE SCIENCE BASED TARGET INITIATIVE (SBTi)!

Cristal Union is committed to reducing its greenhouse gas emissions by 23.3% by 2030 compared to 2019 across Scopes 1, 2 & 3:

- Direct emissions related to industrial activity
- Indirect emissions associated with production
- Other emissions indirectly produced by Cristal Union activities

This goal, approved by the SBTi, will contribute to the collective effort to maintain global warming well below 2°C by 2100.

In the fields

A CONTINUOUS-IMPROVEMENT APPROACH TO AGRICULTURAL PRACTICES

Our 9,000 cooperative members who grow sugar beet and alfalfa are in direct contact with the land on a daily basis. They regularly adapt their practices to better control their environmental footprint. Our agronomists are at their side to support them.

Meetings are organized throughout the year: "end-of-field" meetings to discuss agronomic issues, "Perspectives" meetings at the end of the harvest period to take advantage of cutting-edge agronomic advice and exchange views on the year ahead, not forgetting General Assemblies... Each cooperative member is also in close contact with his or her Crop Relations Manager (CRM) and the agronomy department to discuss issues relating to his or her farm.



Christian Gaucher, Farmer in Lorcy (45) **Alexandre Avezard,** CRM in Corbeilles

**More than just giving advice to farmers,
the Crop Relations Manager
helps with decision making!**

The Crop Relations Managers (CRMs) act as an interface between the Group and each cooperative farmer. Alexandre Avezard, CRM for the Corbeilles area, and Christian Gaucher, farmer in Lorcy (central France), talk about the nature of their day-to-day partnership, and the relationship of trust and proximity that has been established between them.

WHAT ARE THE KEY MOMENTS OF YOUR COLLABORATION DURING THE YEAR?

Alexandre Avezard: ■ I would say, every step of sugar-beet growing! Sowing at the beginning of the year, weed control, then disease treatment and finally harvesting. I visit Christian on his farm, and we often talk on the phone. At the end of each year, we carry out a review together. ■

Christian Gaucher: ■ During the sowing period, Alexandre advises me on which sugar-beet varieties to choose, according to their resistance and yield, and then supplies me with the seeds. Similarly, to prevent and treat diseases, I rely on our exchanges to decide when to sow, when to treat and how. ■

WHY DO YOU THINK THIS SUPPORT IS IMPORTANT?

A.A: ■ Thanks to the Group's agronomy department, which test different sugar-beet varieties and treatments, I can provide Christian with technical information that is as close as possible to his needs, for optimum yield from his harvest. The regulatory monitoring carried out by the Agricultural Department is also very important. It keeps farmers up to date with the latest regulations. ■

C.G: ■ With Alexandre, we think together and draw up strategies. As a farmer, you always have to make the right choices. This decision support is invaluable. ■

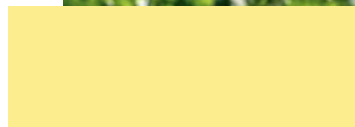
In the fields

CRISTAL VISION: A PIONEERING APPROACH TO SUSTAINABLE AGRICULTURE

For more than twenty years, Cristal Union has been paving the way for responsible agriculture. As early as 2002, the Group launched its "Quality and Progress Approach for Agricultural Supply" to ensure the sustainability of its beet supply.

In 2015, the cooperative created Cristal Vision, an evolving initiative that has continued to grow to address increasing environmental challenges. From the outset, Cristal Vision received recognition from the SAI (Sustainable Agriculture Initiative) Platform and even exceeded its requirements.

And the journey doesn't stop there! With Cristal Vision Empreinte zéro, which launched in 2025, decarbonization targets are becoming ever more ambitious.



William Huet,
Director of Agriculture

Cristal Union Empreinte Zéro is a decarbonization and agroecology program that engages each of our cooperative farmers, without exception.

9,000 farmers taking one step forward will always have a greater impact than 500 taking three!



HOW DOES THE CRISTAL VISION STANDARD WORK?

W.H.: ■ Our cooperative members fill out a self-assessment questionnaire about their practices comprising of 50 questions on subjects as diverse as safety on their farm, fuel storage, maintaining soil fertility, carbon footprint and regenerative agriculture. We also carry out more comprehensive audits of 100 farms each year. ■

WHAT ARE THE RESULTS?

W.H.: ■ In 2026, 100% of our growers are SAI Gold or Silver certified, meeting the highest certification levels for agricultural sustainability. To take things a step further, we have added other criteria to CRISTAL VISION that are not covered by SAI, such as assessing our members' agroecological practices. ■

WHAT DOES CRISTAL VISION EMPREINTE ZÉRO BRING?

W.H.: ■ A digital tool has been developed in partnership with MyEasyFarm, to enable each cooperative member to easily assess their carbon score and benefit from personalized advice. Growers implementing decarbonization solutions can receive financial support from the cooperative, in the form of bonuses. ■

In the fields

A GLOBAL APPROACH TO A CONTROLLED CARBON FOOTPRINT

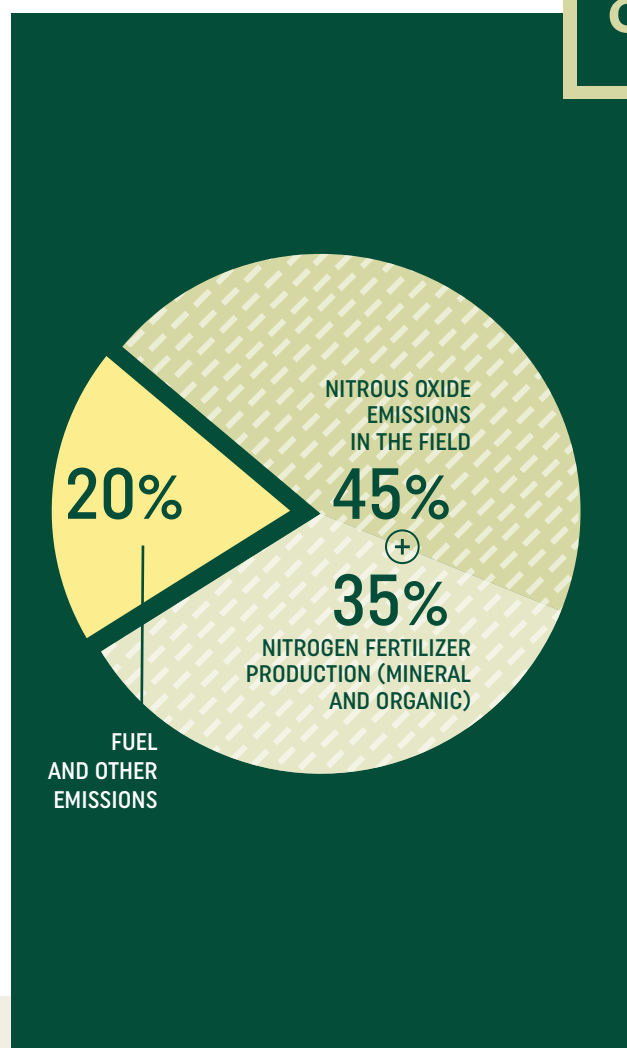
Cristal Union has implemented an ambitious strategy to achieve its objective of reducing agricultural greenhouse gas emissions by 27.5% by 2030 (vs. 2019), a roadmap validated by the Science Based Targets initiative.

The cooperative capitalizes on the natural assets of sugar beet and the involvement of all its members, while studying innovative solutions to reduce the carbon footprint of its farms.



REDUCING THE IMPACT OF NITROGEN FERTILIZATION, A NECESSITY

80% OF THE SUGAR-BEET CROP'S CARBON FOOTPRINT
IS LINKED TO NITROGEN



The production of nitrogen fertilizer, and its application in the fields, which releases nitrous oxide, contributes to the greenhouse effect. Optimizing nitrogen fertilization is therefore a major lever for reducing greenhouse gas emissions from crops. Several solutions for optimizing nitrogen supply in a targeted and precise way, as close as possible to the plant root, are being tested:

- The use of intercropping plant cover crops, that retain nitrogen from the previous crop, allows the capture of atmospheric nitrogen and makes it available to the following crop. Cristal Union's agronomy department is conducting numerous experiments to measure and optimize the impact of these cover crops: choice of varieties, sowing density, composition of seed-variety mixtures, pest control potential, etc.
 - Localized fertilization, with specialized equipment which positions the nitrogen 7 centimeters from the seed, as close as possible to the future roots. This technique reduces the risks of nitrogen dispersion in the air and soil. In addition to this precise localization, tests are being carried out to replace liquid nitrogen with solid nitrogen, which is gradually released into the soil, to best meet the plant's needs and contribute to lower nitrous-oxide emissions.
- These two actions combined contribute to reducing GHG emissions by 18-20%.

Other avenues of research are being explored, such as the use of nitrification inhibitors to delay the formation of nitrous oxide when nitrogen is added. However, any impact on the availability of nitrogen to sugar beet is yet to be verified.

In the fields

ACTING COLLECTIVELY FOR A DECARBONIZED AGRICULTURE STRONGER TOGETHER

100% OF CRISTAL UNION'S MEMBERS WORKING TOWARDS LOW-CARBON AGRICULTURE

In 2025, Cristal Union launched a digital tool developed in partnership with MyEasyFarm, to enable each cooperative member to easily assess their carbon score. By entering farming practice data, each farmer gets an accurate measure of emissions and can compare results with the average for the area.

Based on the assessment results, each grower receives personalized advice, based on their practices and regional contexts, to help reduce emissions or increase carbon sequestration in their soils.

The practical implementation of these measures is supported by a tiered incentive scheme, funded through the Amplify™ commercial offering. Farmers achieving emissions below 30 kg of CO₂e per tonne of beet at 16° are eligible for incentives ranging from €0.50 to €1.50 per tonne of beet.



TO LEARN
MORE



REDUCING TRUCK ROTATIONS AND DISTANCES BETWEEN OUR FIELDS AND SITES, AN INGRAINED HABIT

80%

OF SUGAR BEETS UNDERGO SOIL REMOVAL BEFORE THEY ARE LOADED ONTO THE TRUCKS, WHICH SIGNIFICANTLY REDUCES THE NUMBER OF JOURNEYS REQUIRED BETWEEN OUR FIELDS AND OUR SITES



To reduce journeys even further, we also experimented transporting sugar beets using trucks with a total weight of 48 tonnes (instead of 44 tonnes).

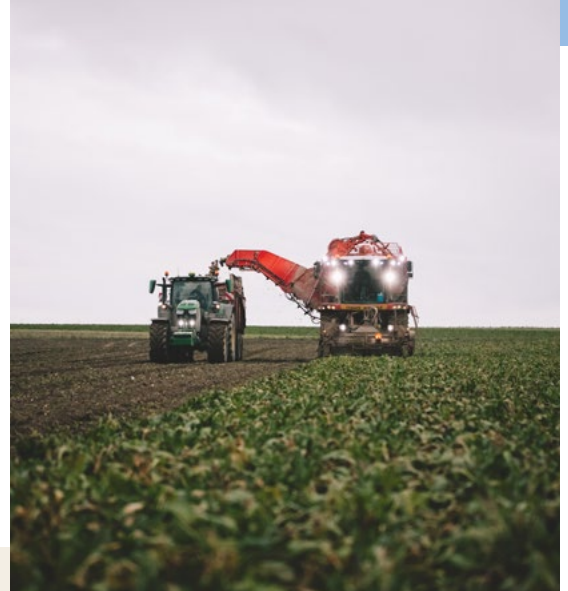
Our Group is also minimizing the distances traveled between fields and sugar factories. During the sugar-beet season, our crop-relation managers and transporters can geolocate beet silos in real time, thanks to the "Cristal Opti'logistique" tool. Using this system, transporters can anticipate and optimize their routes, and drivers no longer have to get out of their trucks for sugar-beet loading and unloading: a major step forward in terms of safety and working comfort.

In the fields

BENEFITING OUR MEMBERS THROUGH EXPERIMENTATION AND INNOVATION

Faced with current and future challenges in the sector, Cristal Union's agricultural R&D department is studying a range of solutions to improve production methods and prevent diseases and treat crops.

The avenues explored by our teams across 15,000 test micro-plots are varied. The results already achieved point to promising prospects. For example, our research on weed control has cut the number of treatments needed by six.



A COMBINATION OF MEASURES CAN BE IMPLEMENTED: GENETICS, PLANT NUTRITION, TARGETED CROP PROTECTION, PROPHYLAXIS, AND CROP ROTATION PLACEMENT.

SOLUTIONS DO EXIST, AND THEY INVOLVE:



EXTENDING THE ROTATION BETWEEN TWO CROPS

Spores of certain pathogenic fungi that fall to the ground lose 75% of their virulence in 3-4 years. Spacing out the return of a crop that is prone to infection reduces the risk of contamination. The aim is to break pest reproduction cycles.



THE REVERSAL OF THE ORDER OF CERTAIN CROPS

This disrupts the cycle of certain pests before they migrate to the beet fields.



THE DEVELOPMENT OF ROBOTICS

Mechanical weeding, which replaces phytosanitary products, prevents the development of resistance. The robots, equipped with cameras and GPS systems, memorize the position of the sugar beets and then hoe accurately, in the right place.



DECISION-SUPPORT TOOLS

In 2018, Cristal Union's agronomy teams developed the Cristal **Cerc'OAD®** tool to effectively combat cercosporiosis in beet.

Based on field observation data entered by each farmer, a risk map is generated, along with recommendations for treatments.

In 2021, the creation of **Cristal Vigie Pucerons**, an aphid monitoring tool, completed the system. This collaborative tool helps fight beet yellows by trying to prevent it proliferating: based on data entered by each farmer, a map of the presence of yellows-carrying aphids is generated. Where yellowing virus infection has set in, targeted leaf-based insecticides will be used to control the aphids.

Alongside the French government and other players in the industry, Cristal Union remains committed to **the Research and Innovation Plan (PNRI)** to find effective treatment solutions for beet yellows.

OUR AGRONOMY TEAMS WORK ACTIVELY WITH SEED COMPANIES TO DEVELOP NEW BEET VARIETIES

These new varieties are being tested for resistance to hot weather, low-growth syndrome and diseases such as yellows and cercosporiosis. Biocontrol is also an important lever in the fight against pests. In partnership with the Association de Recherche et Développement (ARD), our Group is testing solutions to combat cercosporiosis, aphids which cause yellows, and weevils.

20% OF SUGAR BEET ACREAGE GROWN UNDER REGENERATIVE AGRICULTURE

Soil regeneration techniques are implemented by some of our cooperative members who are supported by our agronomy department.

Regenerative agriculture consists of protecting soils from erosion and maintaining or even improving soil fertility over the long term, by various means that also help to promote biodiversity:

- avoid leaving soil bare and exposed to climatic hazards by maximizing soil coverage
- limit soil tillage to preserve its structure and its lifespan while maximizing the quality of crop planting

For a crop to be considered agroecological, the minimum regeneration index threshold is 40/100, and the criteria taken into account are, for example:

- long rotation cycles
- coverage with vegetation between crop cycles
- tillage adapted to plot context

Farmers can track the progress of their regeneration index. This represents a valuable decision-support tool!



WE ARE PIONEERS OF ORGANIC PRODUCTION IN OUR SECTOR.

In 2017, we were the first to invest in the creation of an ORGANIC sugar-beet production industry in France. Part of the alfalfa crop is also certified organic.



On our sites

A STEP AHEAD IN REDUCING OUR ENERGY CONSUMPTION AND DECARBONIZING

Our direction is clear: energy self-sufficiency across our sites through the maximum recovery of internal biomass (beet washing water, vinasses, beet pulp, etc.) and by driving energy consumption down as low as possible!

We are moving forward step by step to achieve this.

2010-2020

A SUCCESSFUL FIRST STEP IN OUR ENERGY TRANSITION!

-15%

CO₂ EMISSIONS

Thanks to the phase-out of heavy fuel oil and its replacement with natural gas and biomass.

-8%

ENERGY CONSUMED

By carefully optimizing our equipment and energy use to align as closely as possible with operational requirements.

TARGET 2030

ACCELERATING DECARBONISATION AND IMPROVING ENERGY EFFICIENCY

-27,5%

CO₂ EMISSIONS VS 2019

By recovering residual energy from our production processes and continuing to reduce our dependence on fossil fuels.

-10%

ENERGY CONSUMED VS 2015

By continuing to optimize our thermal energy system.

TARGET 2050

TOWARD ENERGY AUTONOMY FOR OUR SITES

-80%

CO₂ EMISSIONS

Residual emissions will be offset and neutralized.

100%

Our sites will be powered entirely by renewable energy (beet pulp, wood residues...)



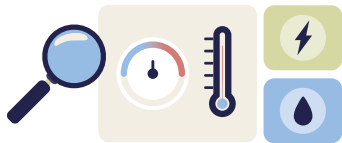
PASCAL HAMON,
Director of
Manufacturing

■ To reduce greenhouse gas emissions, Cristal Union's sites follow a consistent approach: first, optimise energy consumption, then take decarbonization efforts even further across their operations. The results are tangible on the ground and measurable at each of our sites. We are ahead of the curve and fully committed to maintaining this momentum. ■

ENERGY EFFICIENCY CAN BE ACHIEVED IN MANY DIFFERENT WAYS

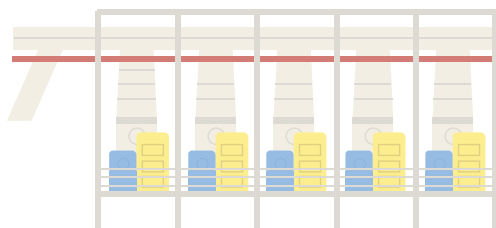
The best form of decarbonization is to reduce energy consumption!

We are convinced of this, and we make every effort to consume as little energy as possible.



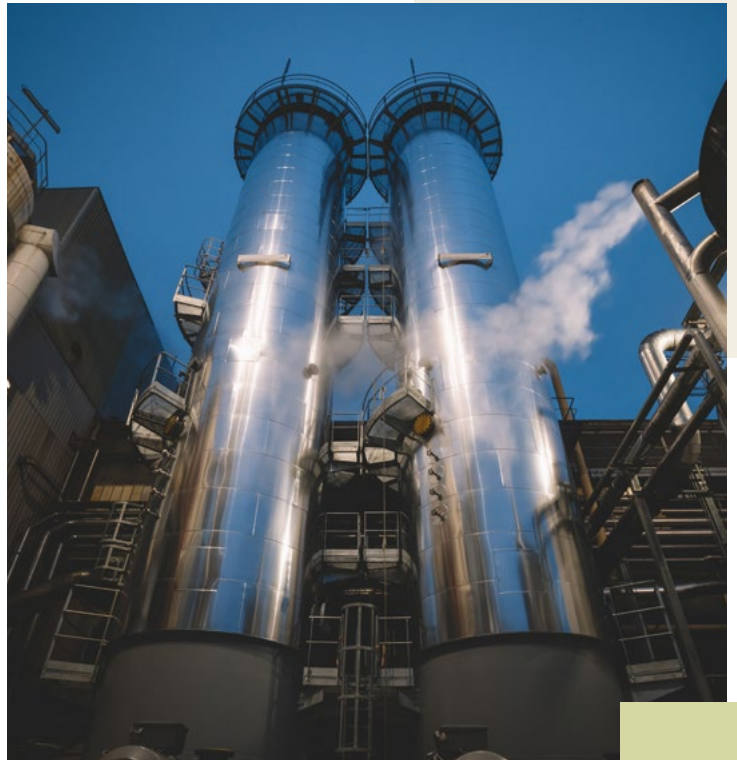
PRECISE MONITORING OF ENERGY CONSUMPTION IS A PREREQUISITE

The energy ratios to be respected by our sugar factories during the seasons are modeled using a tool developed in-house. It takes into account external influencing parameters such as sugar-beet richness, outside temperature and percentage of stored syrup, which can vary energy requirements. This makes it possible to identify, if necessary, unusual overconsumption of energy. This management tool allows us to react in real time in order to optimize our energy consumption.



THE EFFICIENCY OF PULP PRESSES IS A MAJOR ASSET!

Thanks to two new pulp presses to be installed in 2023, the Pithiviers sugar factory has increased the dry matter content of its pulp by 3%. Inconsequential? Far from it... This increase has enabled our subsidiary Sidésup to reduce its energy consumption for dehydrating pulp by 10%!



A CIRCULAR ECONOMY IN OUR SUGAR FACTORIES IS A PRIORITY

All our sugar factories have reconfigured their energy systems to reduce energy consumption and/or maximize the recovery and use of their thermal energy.

In 2025, the Corbeilles site reduced its energy consumption by 26%! An exceptional performance made possible by the complete overhaul of the plant's energy system.

At Pithiviers, changes to the site's energy system resulted in a 30% reduction in energy consumption over 3 years. At Sillery and Fontaine-le-Dun, the new 6-effect evaporation systems further reduced the sites' energy consumption by 5% and 16% respectively in a single year.



On our sites

DECARBONIZATION IS PROGRESSING FAST

When it comes to decarbonization, we started early and haven't let up.

We are convinced that the decarbonization of the future depends on a mix of solutions and technological developments, and on clear, long-term regulations.

SAINTE-EMILIE: A DRYER TO RECOVER ALL THE HEAT AND STEAM FROM ITS DEHYDRATED PULP!

In September 2023, the Cristal Union sugar factory in Sainte-Émilie commissioned a brand new indirect dehydration unit for sugar-beet pulp (pulp dehydration workshop).

The dryer - with a total unladen weight of 400 tonnes! - will be able to recover all the heat and steam from the dried sugar-beet pulp for reuse in the sugar factory and thus reduce CO₂ emissions from this dehydration step by 90%.

The Group has invested €25 million in this project, which has received the recognition of France Relance, and is partially subsidized by certain ADEME schemes and Energy Savings Certificates (CEE). It is part of a truly global approach to the circular economy:

- The drying unit dries 75 t/h of pulp without additional gas consumption at the sugar factory. The steam used for drying will be produced by the sugar factory's boiler running on natural gas and, thanks to this dryer, the steam from pulp drying, previously evacuated to the atmosphere, will be recovered and used in the industrial sugar-production process.
- 130,000 m³ of water evaporated through drying are recovered. This additional water will be used to irrigate crops around the factory.
- The site no longer needs to dehydrate its sugar-beet pulp at the Epénancourt site located 30 km away and will therefore save many truck journeys.



WOOD BIOMASS-FIRED BOILERS

The dehydration workshops at Bazancourt, Prodeva and Sidésup and the boilers at the Dislaub, Goyard and Cristanol distilleries are fuelled by wood biomass, some of them for over 10 years!

As an example, at Bazancourt, Cristal Union has invested €4 million to supply its drying ovens with biomass and, in April 2022, to commission a storage platform to ensure a supply of wood fuel. This initiative, which is saving 65,000 tonnes of CO₂ per year, has been supported by the French government, as part of the France Relance program.

On our sites

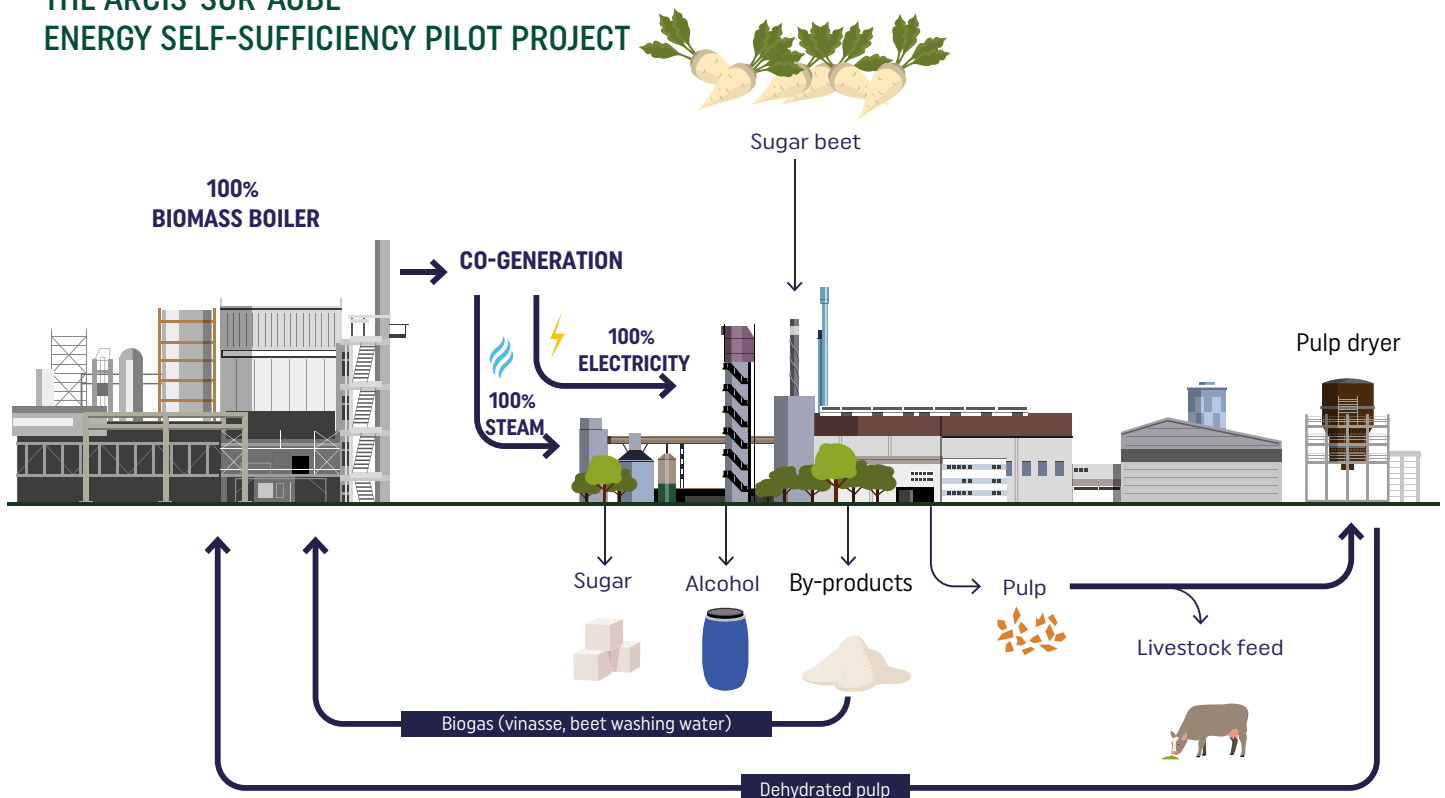
BEET PULP, VINASSE AND EFFLUENT: A RESERVOIR OF ENERGY FOR THE FUTURE

100% decarbonized sugar factories, powered by the combustion of part of the sugar-beet pulp and biogas produced on site, is possible. The Arcis-sur-Aube site has been selected to pilot this project for the Group.

This does not prevent us from experimenting with other decarbonization solutions, such as the recovery of residual energy, the self-generation of electricity or the collection of CO₂ naturally emitted during the fermentation process of sugar beet and wheat.

FOCUS ON

THE ARCIS-SUR-AUBE ENERGY SELF-SUFFICIENCY PILOT PROJECT



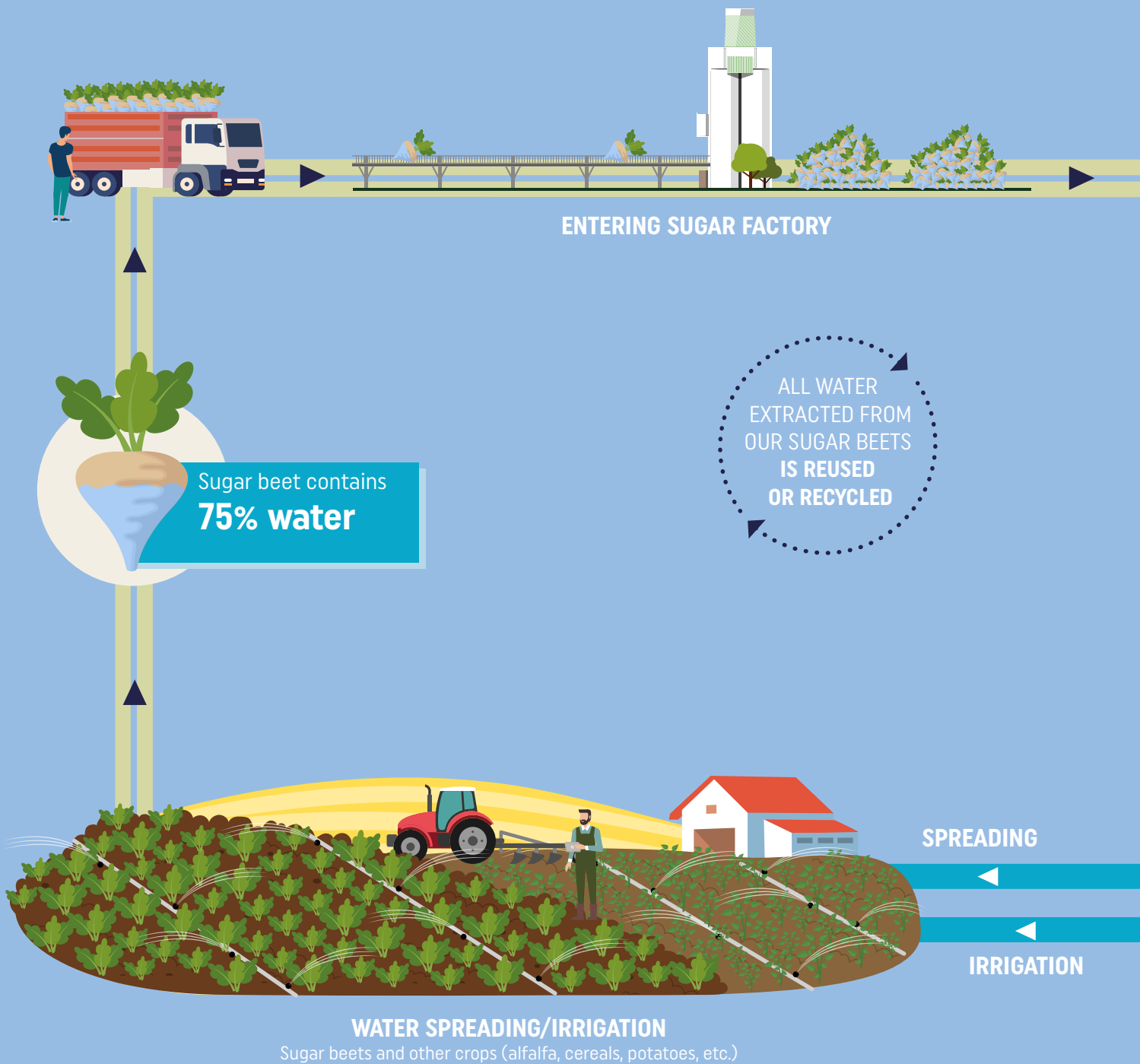
CRISTAL UNION,
THE FIRST SUGAR
PRODUCER TO COMMIT
TO THE FRET21
INITIATIVE

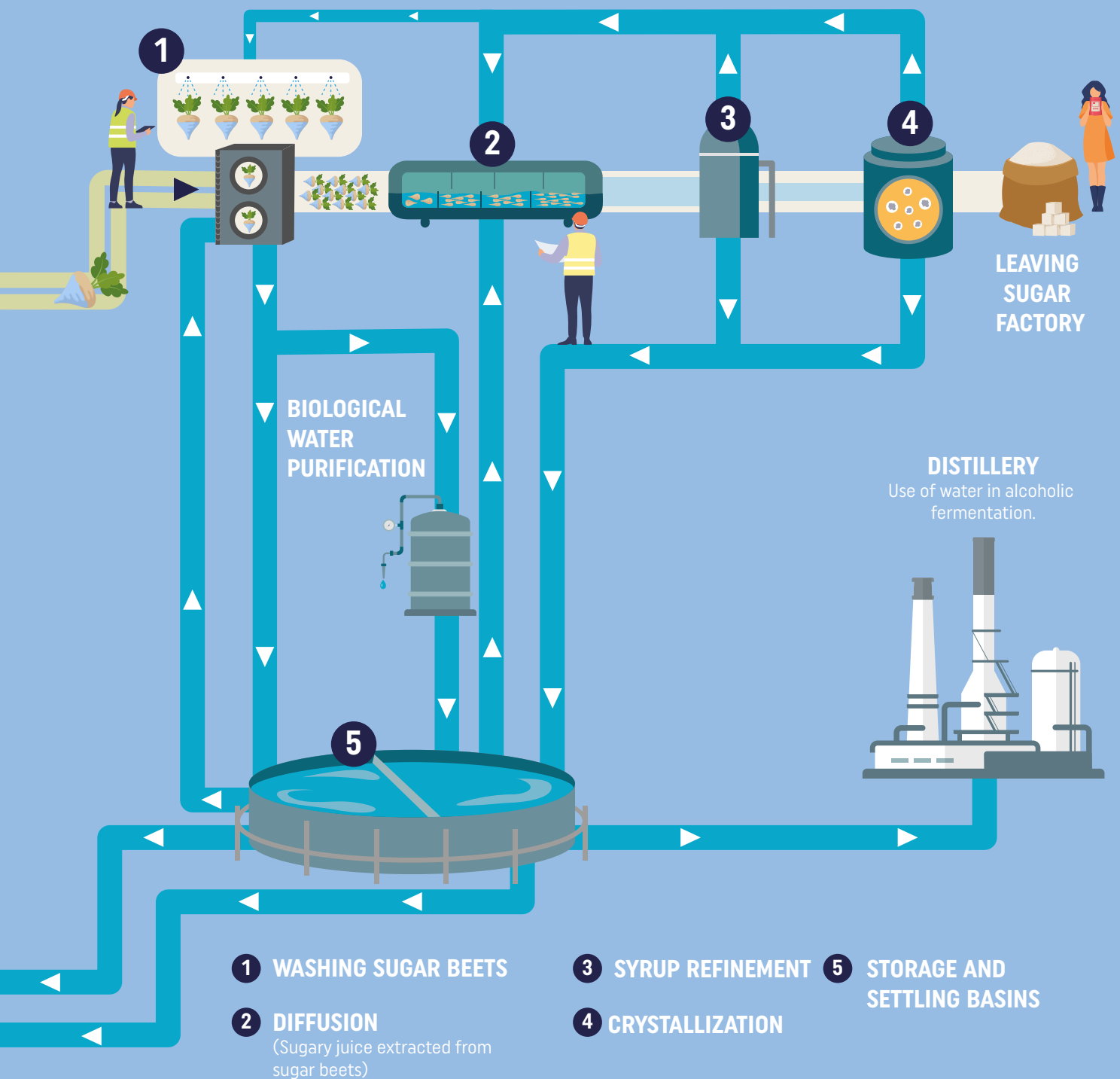


Cristal Union and its commercial entity Cristalco are strongly committed to the FRET21 initiative, which aims to accelerate the decarbonization of their downstream supply chain.

The Group's objective of a 7% reduction in greenhouse gas emissions from the transportation of finished products over the period 2023-2026 has been achieved! Actions taken cover from the optimization of truck loading and types of transport, to engaging in responsible procurement where service providers are selected because they themselves are committed to reducing their environmental impact.

EXEMPLARY WATER MANAGEMENT!





.....> Organic matter in the water used for **washing** is **recovered to produce renewable energy**.

.....> The water recovered in the **syruping and crystallization processes** is **reused** for sugar extraction and sugar-beet washing.

.....> After the sugar beets have been processed, the **excess water is stored in reservoirs** adjacent to the sugar factories. It is used to irrigate the surrounding crop fields. **In 2025, Cristal Union provided its cooperative members with nearly 7 million m³ water for irrigation and spreading.**

Exemplary Water Management

ALL CRISTAL UNION SUGAR FACTORIES ARE WATER SELF-SUFFICIENT: A FIRST IN FRANCE AND EUROPE!

We did it! Our sugar factories no longer draw water from the natural environment. A total of €150 million has been invested over 15 years to achieve this outstanding result.



A MAJOR MILESTONE ACHIEVED THROUGH LARGE-SCALE PROJECTS.

Between 2010 and 2023, five Cristal Union sugar factories became water self-sufficient: Sillery, the pioneering site, followed by Sainte-Émilie, Corbeilles, Pithiviers and Arcis-sur-Aube. This left Bazancourt, Fontaine-le-Dun, Erstein and Nangis which went on to reach the same milestone during the 2025/26 beet campaign.

To complete this transformation, Fontaine-le-Dun and Erstein built new water storage basins with capacities of 90,000 m³ and 40,000 m³ respectively. At Nangis, the final connections to the site's storage basins were completed, enabling the factory to achieve water self-sufficiency.

By installing a settling tank in 2024 to further recycle and reuse water from the sugar production process, the Bazancourt sugar factory took on a dual challenge: becoming water self-sufficient while also supplying even more water to its adjacent distillery. A biological water treatment unit was added to this system during the 2025 campaign.

Water self-sufficiency
is a major achievement,
but we can always go one step further!



BIOLOGICAL WATER TREATMENT: A MAJOR STEP FORWARD IN WATER RECYCLING AND DECARBONIZATION

Biological water treatment units are already in operation at Cristal Union sites in Fontaine-le-Dun, Nangis, Bazancourt, Arcis-sur-Aube and Erstein. The Pithiviers, Corbeilles, Sainte-Émilie and Sillery sugar factories will also be equipped by 2035.

These installations play a key role by supporting both water recycling and decarbonization. All Cristal Union biological water treatment units will achieve the same performance levels already reached at the Arcis and Bazancourt sites.

At Arcis-sur-Aube, the biogas produced by the biological treatment unit covers 10% of the site's energy needs! At Bazancourt, the sugar factory aims to return one million cubic meters of water to its adjacent distillery by 2030, thanks to its biological treatment unit.

Exemplary Water Management

ALL GROUP DISTILLERIES WILL BE WATER SELF-SUFFICIENT BY 2030



Unlike sugar factories, distilleries do not have a water-rich raw material such as sugar beet. However, they consume significant quantities of water, particularly for alcohol fermentation. Their journey towards water self-sufficiency is therefore longer and depends on the specific configuration of each site.

The distilleries at **Bazancourt** and **Arcis** can benefit from surplus water from the adjacent sugar factories, while also optimizing their own water consumption as much as possible.

The Bazancourt sugar factory, which already supplies 500,000 m³ of water to its distillery, will double this volume by 2030! At Arcis, 700,000 m³ of water stored by the sugar factory at the end of the campaign is already fully reused by the distillery.

The **Goyard** and **Dislaub** distilleries, which are not attached to sugar factories, must rely exclusively on water recycling and conservation at every stage of their operations.

Dislaub has already reduced its water consumption by 28% between 2018 and 2025. The next step? Recovering and recycling the water it discharges through the REUSE project.

Goyard, for its part, reduced its water consumption by 78% between 2020 and 2024. The secret? Process optimization, a redesigned water network, and the installation of flow meters and water meters to monitor and control consumption.

WATER PROVIDED TO FARMERS: INVALUABLE HELP IN IMPROVING THEIR RESILIENCE TO CLIMATE CHANGE

In 2025, more than 7 million m³ of water were redistributed to Cristal Union cooperative members for spreading and irrigation. The idea is simple: to return raw or treated sugar-beet process water to agricultural soils. The advantage: they contain water, of course, but also fertilizing elements (potash, nitrogen, phosphorus) that are returned to the fields via spreading in the fall or irrigation in spring and summer. A particularly beneficial solution that avoids the use of drilling water and which greatly reduces the use of fertilizers, to aim for a circular economy.

NOTE:

Cristal Union cooperative members do not in general irrigate their sugar-beet crops or if they do, only very little (only 7% to 8% of sugar-beet plots are irrigated). Cooperative members use the water redistributed by Cristal Union for their other crops in the rotation.



3

OFFER PRODUCTS
THAT MEET THE
MOST STRINGENT
REQUIREMENTS



OUR COMMITMENT



Provide our customers with the guarantee of responsible purchasing and products that fully meet new expectations!



LIMITING THE ENVIRONMENTAL FOOTPRINT OF OUR SUGAR AND ALCOHOL PRODUCTS, A PRIORITY

Our commitment is clear:
offer our customers the assurance of a sustainable supply with low greenhouse gas emissions.

PRIOR LIFE-CYCLE ASSESSMENT (LCA) OF OUR PRODUCTS

Every year, we carry out life-cycle assessments of our products, which enable us to pinpoint which stages in the transformation of sugar beet into sugar and alcohol may have particularly high greenhouse gas emissions. That way, we can prioritize the actions we need to take to remedy the situation!

DECARBONIZATION ACTIONS AT EVERY STAGE OF THE PRODUCT LIFE CYCLE



SUSTAINABLE AND DECARBONIZED FARMING PRACTICES

27.5% reduction in CO₂ emissions between 2019 and 2030



OPTIMIZED UPSTREAM TRANSPORT

Local delivery networks and fewer truck rotations



SITES AHEAD OF THE GAME IN DECARBONIZATION

27,5% reduction in CO₂ between 2019 and 2030



ECO-DESIGN PACKAGING IN KRAFT PAPER



23% less packaging and 78% less plastic
Recyclable kraft paper packs



Packaging made from renewable and sustainable materials



DOWNSTREAM TRANSPORT

A multimodal approach (train + trucks)
A commitment by Cristalco to the FRET21 initiative



Stanislas Bouchard
General Manager, Cristalco

By implementing a virtuous dynamic to reduce the environmental footprint of our sugars and spirits as much as possible, we enable our customers, in turn, to reduce the environmental footprint of their products (scope 3).



A TURNKEY SOLUTION TO REDUCE YOUR SUGAR AND ALCOHOL'S ENVIRONMENTAL FOOTPRINT WHILE HELPING YOU ACHIEVE YOUR CSR TARGETS

At the end of 2022, Cristal Union launched Amplify™, a commercial solution from its commercial subsidiary Cristalco specifically designed to meet environmental challenges in partnership with its customers: a first in Europe in the beet-sugar-alcohol sector.

Amplify™ allows customers to choose between three solutions: decarbonization, regenerative agriculture, or both approaches combined. Customers subscribing to one of the Amplify™ solutions agree to pay a sustainability premium on sugar and alcohol, paid out in the form of a bonus to farmers committed to these agroecological practices, over periods of 3 to 5 years. These partnerships provide for regular monitoring and annual assessments to verify that the environmental objectives set are being met.

For the third consecutive year, a significant bonus will be paid to Cristal Union cooperative members committed to regenerative and low-carbon agriculture.



Very pure superfine alcohol, including a very high quality neutral formulation which preserves 100% of the taste and olfactory properties of products.

These premium alcohol products are sold under several names such as "Superfine Premium", "HQO High Quality Organoleptic Alcohol" or "Ultra Pure" for wheat alcohol.



A range of regenerated ethanol products for industrial use (chemicals, windshield washer fluids, inks) made from 100% recycled raw materials and residual alcohols.

▲EcoCycol®

source: ESRG European Solvent Recycler Group
To produce EcoCycol®, we emit 50% fewer greenhouse gas emissions than we emit when producing traditional alcohol.

BIOFUELS: A GREEN SOLUTION



Cristal Union produces bioethanol from sugar-beet and wheat residues as well as residues from sugar factories, distilleries and the wine industry. The bioethanol is then used for the production of Superethanol E85 (85% ethanol) and Unleaded 95-E10 (10% ethanol). In addition to these products, Cristalco markets bioethanol made from maize and sugar cane.

The carbon footprint of these biofuels is 60-95% lower than fossil fuels. The Group is thus actively contributing to the European renewable and sustainable energy production policy for decarbonized transportation.

CERTIFICATIONS AND QUALITY LABELS, PROOF OF QUALITY AND TRANSPARENCY

Quality, customer satisfaction, environment, safety, organic origin, ethics, sustainable purchasing... We demonstrate our commitment to regulatory compliance and continuous improvement.

MANAGEMENT SYSTEMS



CERTIFIED PRODUCTS



Bioethanol
and wood
pellets



Alcohol



Alcohol, sugar, pulp, alfalfa,
sugar substrates



Sugar cane



Sugar



Alcohol



Molasses, sugar,
alcohol, pulp, alfalfa,
biomass



Beet sugar



Sugar
and alcohol



Sugar
and beet alcohol



Sugar cane

DEMANDING CONTINUOUS IMPROVEMENT PROGRAMS



CSR ASSESSMENTS AND COMMITMENTS



BEING A RESPONSIBLE SUPPLIER: A STRONG COMMITMENT TO OUR CUSTOMERS

Ensuring sustainable, ethical and responsible production methods and products are at the core of our DNA. This is the very foundation of our cooperative model and of the commitment we make to our customers.

More than 80 audits are organized each year by independent third parties at our sites and in the fields farmed by our cooperative members. They are supplemented by numerous audits carried out by our customers.



All Cristal Union sites are SMETA-certified (Sedex Members Ethical Trade Audit). This audit is repeated every 2 years, demonstrating that our Group is a responsible supplier, in terms of 4 criteria: working conditions, health and safety, environment, law and good business practices.



Cristal Union has been a signatory to the United Nations Global Compact since 2016. This UN program acknowledges the commitment companies have made to comply with ten main fundamental principles including: respect for the protection of human rights, non-discrimination in employment and occupations, greater environmental responsibility, and the fight against corruption.



A CODE OF CONDUCT THAT IS CENTRAL TO OUR VALUES

The Cristal Union Code of Conduct is available on our website.

This document summarizes the Group's values and rules that all Cristal Union employees undertake to respect within the context of their duties: fighting against any form of discrimination, compliance with international rules of business ethics, etc.

The code of conduct is accompanied by the establishment of an internal alert system allowing any employee who witnesses a situation contrary to the Group's ethical rules to benefit from a confidential alert channel.

EXTRA-FINANCIAL INDICATORS

	INDICATORS	UNIT	SCOPE*	REPORTING PERIOD
GOVERNANCE	Number of sites	Number	3	Calendar year
SOCIAL INDICATORS	Permanent workforce	Number	1	Calendar year
	Seniority of permanent staff	Years	1	Calendar year
	Total percentage of women on the Management Committee	%	1	Calendar year
	Percentage of women in permanent staff	%	1	Calendar year
	Internal mobility	Number	1	Calendar year
	Level of absenteeism	%	1	Calendar year
	Coverage of employees by social security	%	3	Calendar year
	Employment rate of workers with disabilities	%	1	Calendar year
	Percentage of permanent workforce having received training	%	1	Calendar year
	Total number of employees who underwent a safety training or awareness-raising course	%	1	Calendar year
	Percentage of employees having carried out an annual interview	%	1	Calendar year
	Number of collective agreements signed	Number	1	Calendar year
	Lost-time accident frequency rate	ratio	2	Calendar year
	Severity rate	ratio	2	Calendar year

2015	2020	2025	COMMENT
14	13	13	Only production sites are considered.
2,068	1,699	1,633	Number of people with permanent contracts registered as of December 31.
15.34	14.22	12.9	All Socio-Professional Categories combined.
16.6	20	33.3	
20.5	20.25	21.8	
53	40	15	Number of people who have benefited from internal mobility (change of site). In 2015: the indicator includes the Mobility Plan for the Sermaize site.
3.2	5.51	3.7	Calculation: Total absences on working days/total theoretical working days. Included in the total days of absence are those due to a work accident, leave for family events, sick leave and sick leave for work-related illnesses, maternity and paternity leave and other absences (authorized paid and unpaid absences, unpaid leave, strikes, disciplinary layoffs, training leave, leave for examinations, union training). Total workforce headcount.
100	100	100	Seasonal jobs are included.
-	6.09	6.93	Mandatory Declaration of Employment of Workers with Disabilities (DOETH).
78	71	87	
-	-	88	
92	99.2	99.8	
8	3	7	Only Group agreements concluded at CRISTAL UNION level are taken into account. Agreements concluded individually by industrial establishments are not included in this indicator.
9.49	5.09	4.49	Scope of permanent and fixed-term contracts, excluding temporary employees.
0.35	0.44	0.52	

	INDICATORS	UNIT	SCOPE*	REPORTING PERIOD
AGRICULTURAL PERFORMANCE	Deployment of the CRISTAL VISION benchmark among our cooperative growers	%	1	Campaign
	Share of our CRISTAL VISION production certified Gold and Silver SAI	%	1	
	Share of organic crop coverage	%	1	Campaign
	Average sugar-beet supply radius for industrial sites	km	1	Campaign
	Share of sugar-beet volumes benefiting from soil removal	%	1	Campaign
INDUSTRIAL PERFORMANCE	Share of the Group's purchasing turnover (excluding beet purchases) made from French suppliers	%	3	Calendar year
	GHG Emissions – Scope 1	1000 t CO ₂ eq	4	Calendar year
	GHG Emissions – Scope 2	1000 t CO ₂ eq	4	Calendar year
	GHG Emissions – Scope 3	1000 t CO ₂ eq	5	Calendar year
	Water withdrawal for industrial sites	1,000 m ³	2	Calendar year
	Volume of water distributed to growers through irrigation and spreading	1,000 m ³	3	Calendar year
	Percentage of sites certified ISO 14001	%	4	Calendar year
	Percentage of sites certified ISO 50001	%	4	Calendar year
	Percentage of sites certified for food safety (ISO 22000 or FSSC 22000)	%	4	Calendar year

***Scope:**

1. CRISTAL UNION perimeter (Paris-Bezannes, Arcis, Cristanol, Bazancourt, Sillery, Erstein, Fontaine-le-Dun, Sainte-Emilie, Corbeilles, Pithiviers, Bourdon and Toury - The Bourdon and Toury sites were closed during the 2020 financial year).
2. Scope corresponding to the sum of: CRISTAL UNION, DISLAUB and GOYARD.
3. Scope corresponding to the sum of: CRISTAL UNION, DISLAUB, PRODEVA, SIDESUP and GOYARD.
4. Scope corresponding to CRISTAL UNION, DISLAUB, PRODEVA, SIDESUP, GOYARD, ERIDANIA.
5. Scope corresponding to CRISTAL UNION, DISLAUB, PRODEVA, SIDESUP, GOYARD, ERIDANIA and the subsidiaries GARDEL, GRD LaBelle and SRB in proportion to the financial control.

2015	2020	2025	COMMENT
52	82	93	
-	77.7	100	
-	0.55	1.11	
28.5	31.4	35.58	
50	68	86.32	The practice of soil removal is adjusted according to the sites and the climatic conditions affecting the harvest.
-	-	91.41	
-	-	767.6	GHG Protocol Format – Values audited in 2025 by an independent third party organization. Calculation of GHG Category 3.10 greenhouse gas emissions Protocol was revised in 2023 to better reflect the reality of the of the Group's products within its customers' products. This methodological change has led to a reduction in Category 3.10 emissions of approximately 90%. In 2024, the Scope-3 emissions calculation was revised to include all subsidiaries, in proportion to the financial control of CRISTAL UNION.
-	-	7.2	
-	-	1,192.2	
5,088	3,965	2,434	Water withdrawals from surface water, groundwater and the distribution network are considered.
-	-	7,596	Sum of the quantities of water distributed to our growers: soil-laden water from beet washing at the sugar factory, decanted water and water stored in lagoons at the sugar factory, distillery water, wine distillery water (Goyard and Dislaub), water from the dehydration process.
93	100	100	
100	100	100	
73	100	100	

OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS



END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE

- CRISTAL VISION Empreinte Zero Sustainability Standard and support for cooperative members to advance agroecology
- Agricultural experimentation and R&D on 15,000 micro test plots
- Organic sugar production Agronomic partnership: TERRALAB



ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

- Cristal Académie in-house training school
- Edutainment training
- Deployment of the SPOT field training software
- Agreements in favor of youth employment (work-study contracts, professional contracts, internships, etc.) and gender equality



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

- Collective agreement on gender equality in employment, recruitment, development, professional career development
- Code of Business Ethics



ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

- 72% reduction in water withdrawal of our industrial sites between 2010 and 2024
- Circular economy through the recovery of sugar-beet water and its reuse on our industrial sites. Residual water at the end of the sugar-beet season is offered to farmers for irrigation (more than 7 million m³ in 2024)



ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL

- Increased energy efficiency and increased share of renewable energy in our power-generation systems
- Commitment to decarbonization
- Production of certified sustainable bioethanol



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

- Cristal Union is a cooperative company based on the "1 person, 1 vote" principle
- Code of Business Ethics
- Group Safety initiative: Global SéCU
- 23,000 full-time equivalent jobs maintained by Cristal Union operations, its chain of suppliers and customers



BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION

- Decarbonization policy and action plan validated by SBTi in 2022
- Eco-design of our products and packaging
- Circular economy, industrial ecology on the Bazancourt Pomacle platform
- Co-founding of an innovative start-up incubator and an association promoting CSR among regional leaders (Marne)



ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

- Commercial low-carbon sugar and alcohol products and whose raw materials were cultivated using agroecological practices
- Circular economy, ecology/industrial synergy
- Supplier charter, purchasing charter
- Audit of our suppliers according to CSR criteria



TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

- Reduction of our emissions since 2010
- Group decarbonization roadmap validated by SBTi (Scope 1, 2, 3)
- Eco-design of our products and packaging
- Strategy for the decarbonization of our logistics chain and commitment to the FRET21 initiative



PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS

- CRISTAL VISION Empreinte Zero Sustainability Standard
- Active collaboration with SAI to advance agroecology
- Development of organic farming

SUSTAINABLE





CRISTAL UNION

WWW.CRISTAL-UNION.FR

