



MISSION-DRIVEN COMPANY REPORT

2024



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WHO IS 01AGRONUTRIS ?

Created in 2011, Agronutris is a French biotechnology company and a pioneer in the breeding and processing insects into proteins for feed. In a world undergoing profound change, disrupted by new technologies and affected by climate change, we have chosen to make sustainability our backbone. The profound meaning of our company stems from a common culture shared by all our employees.

« Raise and rise
Together »



OUR MISSION

A sustainable world fed and preserved through bioconversion*

OUR VISION

In a human-centered adventure, we develop a fair and sustainable food supply chain, based on trust with our partners.

* Bioconversion is the transformation of organic matter into another substance. Agronutris uses black soldier fly larvae to transform their feedstock – by-products of the agro-industry – into high-quality proteins and fats for the animal feed market.

OUR VALUES



trust

Listen to each other, be fair and authentic, transparency



collaboration

Grow and act together for a common purpose



Environmental awareness

Respect the environment, be an example



Accountability

Strive for excellence and collective performance.



Freedom

Act, express yourself, innovate, learn.



have fun

Enjoy, be passionate, celebrate.

OUR 4 COMMITMENTS



COMMITMENT #1

Developing an innovative agri-food industry, offering a sustainable alternative to traditional protein sources



COMMITMENT #2

Building a fair and sustainable business model that places people at the heart of its values



COMMITMENT #3

Creating sustainable relationships with our partners, based on sharing, transparency and trust



COMMITMENT #4

Implementing a circular economic model by monitoring its impacts, in particular energy consumption, the recovery of all its co-products and by-products, and the recovery of food waste.

COMMITMENT #1

Developing an innovative agri-food industry, offering a sustainable alternative to traditional protein sources

This first commitment relates to Agronutris' ambition to become a world leader in the industry. The insect proteins produced by Agronutris already represent a sustainable alternative to other protein sources. The company is convinced that it is by placing innovation at the heart of its development that it will be able to give this sustainable alternative its full dimension and play a leading role in the emergence of an agri-food sector that is more respectful of its environment.



**NATHALIE NIVOIS,
Production team**

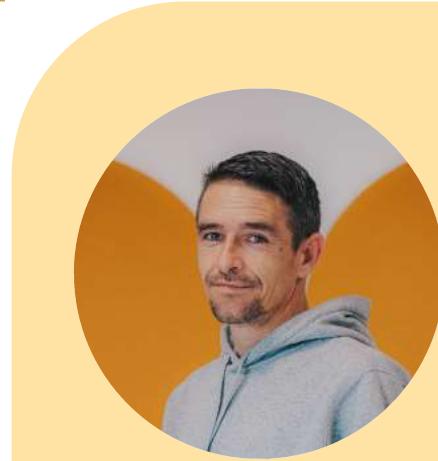


It's a real pleasure to work for an industrial company that shares my values, that is both innovative and cares about limiting its environmental impact. I also enjoy working with animals, about which you learn something new every day. It's not common to breed black soldier flies!

COMMITMENT #2

Building a fair and sustainable
business model that places people
at the heart of its values

We are convinced that it is by putting people at the heart of our project that we can ensure the long-term future of our adventure. By making the company a place of meaning, freedom, trust and collaboration, we are creating the conditions for individual and collective fulfillment, a prerequisite for the resilience of the project. To contribute to this, we have set up an organizational system where governance is shared. We have launched an emotional intelligence training programme for all our employees. We also pay particular attention to pay equity and value creation sharing.



**EDDY
BATREAU,
Production
team**

At Agronutris, unlike my previous experience in the industry, our voice is meaningful and we rely on collective intelligence. Everyone can contribute to finding solutions that enable us to move forward more quickly. We can take on various tasks that help us to develop our skills, such as taking part in recruitment groups.

COMMITMENT #3

Creating sustainable relationships with our partners,
based on sharing, transparency and trust

This third commitment focuses on the links that Agronutris forges with the players in its ecosystem. We nurture the relationship with our partners by creating an environment of trust and transparency. In this way, we believe we can co-construct a food chain that is more respectful of people and the Earth. In practical terms, we are striving to improve the quality and duration of our partnerships.



At Agronutris, we work in complete transparency with our partners: this allows us to create a real relationship of trust with them. We go beyond the traditional customer/supplier relationship with regular exchanges and the ambition to participate, together, in the co-construction of a new sustainable industry.

**NATHAN
TOUBOUL,
Generalist Engineer**



COMMITMENT #4

Implementing a circular economic model by monitoring its impacts, in particular energy consumption, the recovery of all its co-products and by-products, and the recovery of food waste.

Agronutris' core mission is to use insect bioconversion to feed and preserve the world in a sustainable way. By adding value to by-products from the agro-industry, we are part of a circular economy approach that enables us to offer a protein of quality that is more respectful of our environment.



ANNE-MARIE
BOUTEILLER,
sourcing
& supply chain



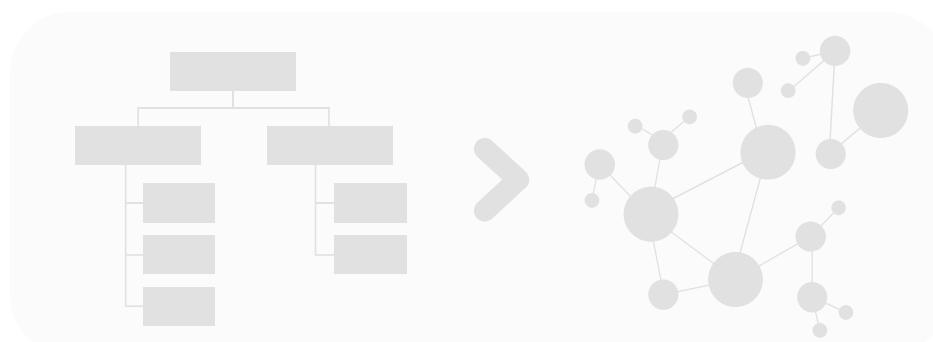
I joined the Agronutris team to help transform the food value chain: our larvae convert agricultural residues collected locally into proteins with high nutritional value. My work allows me to initiate industrial partnerships to deploy our technology internationally. Our future plants will aim for industrial symbiosis by sharing utilities with players in the circular economy and enabling our partners to valorize their co-products while saving energy.

OUR UNIQUE ORGANISATION

To achieve our commitments, we have chosen to reinvent our organizational methods to make them democratic practices relying on collective intelligence.

A neural system built around 8 strategic goals.

At Agronutris, pyramid-shaped hierarchical systems have been replaced by a neural and agile organization in project mode that encourages individual and collective fulfillment.



10



WHO IS AGRONUTRIS ?

A SHARED-GOVERNANCE COMPANY

We are experimenting a democratic approach to governance by setting up
4 circles of power whose members are elected by their peers :



THE REMUNERATION COLLECTIVE

decides on remuneration
policy



THE INVESTMENT COLLECTIVE

decides on budget
policy



THE COUNCIL OF ELDERS

decides on any sanctions
that may be imposed



THE RECRUITMENT GROUPS

decide who should
be recruited

THE PRINCIPLES OF SELF-GOVERNANCE WHICH ENSURE THE GOOD RUNNING OF THE ORGANIZATION

Subsidiarity

Each employee decides for him or herself how best to act.

Transparency of information

The company must make all information accessible to all its employees.

Collective responsibility

All employees are collectively responsible for the decisions taken.

Positive confrontation

Everyone should feel free to challenge a proposal in order to enrich the collective thinking.

Decision-making by consent and right of veto

The members of a circle have a right of veto which allows them to suspend a decision. If it is not used, it corresponds to an implicit agreement: this is decision-making by consent.

Voluntary action

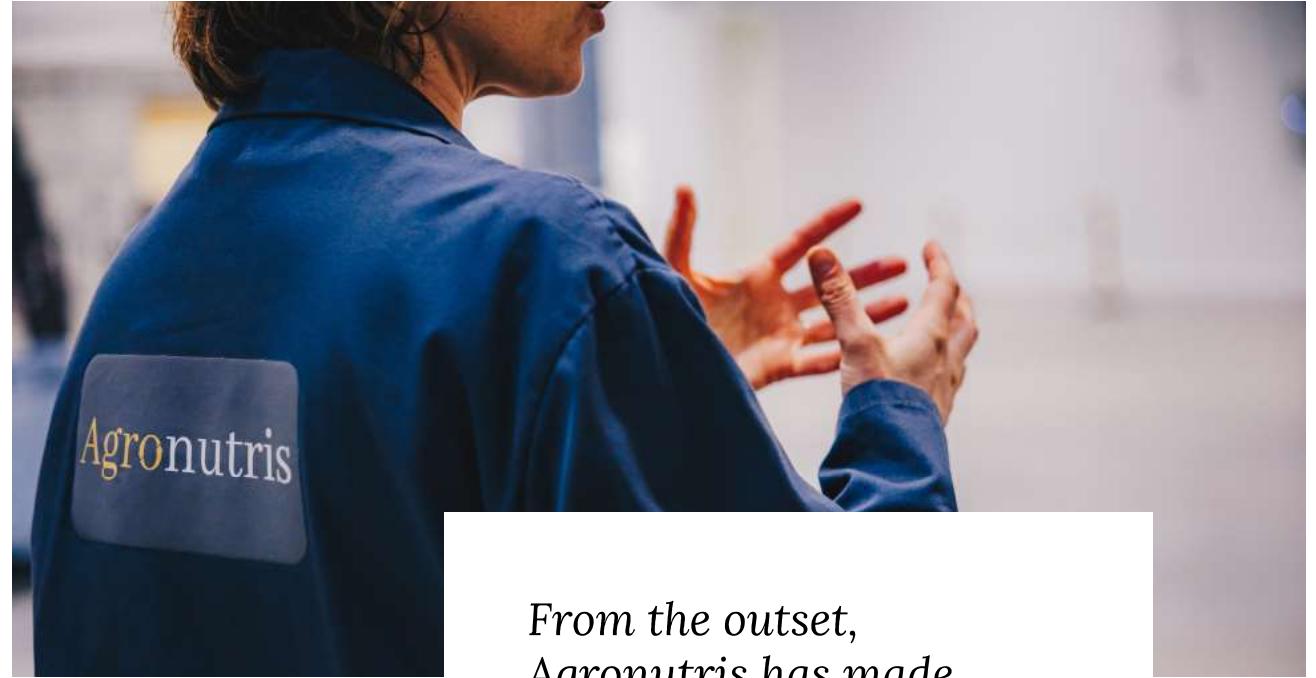
All employees choose for themselves the topics where they are best suited to contribute to the shared vision.

A culture of trial and error

Taking the initiative is valued: 'only those who don't act don't make mistakes'. The important thing is to learn from your mistakes so that you don't make them again.

Solidarity in decision-making

Employees show solidarity in decisions, even when they have not been involved.



*From the outset,
Agronutris has made
sustainability its backbone.*

02 THE MISSION COMMITTEE

As soon as the PACTE law was published in France, the choice to become a company with a mission to reconcile the pursuit of economic performance with a contribution to the general interest became was obvious for all Agronutris employees.



**LAURENT
LEDOUX,
SPECIALIST IN THE
LIBERATED ENTERPRISE**

◀ Laurent invites us to reflect on and deepen the implementation of our collaborative governance.

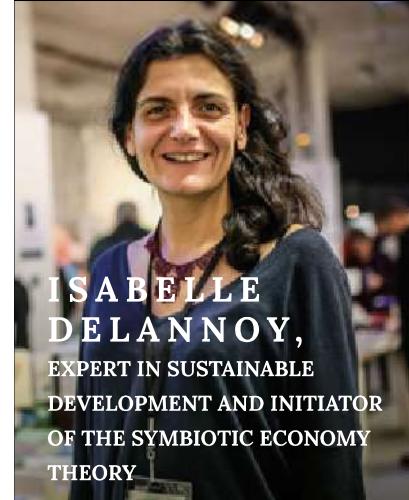
Founder, partner and chairman of the board of Equis, a team specializing in collaborative governance (teal, liberated, agile, sociocratic, holacratic, etc.), Laurent Ledoux was previously CEO of several large private and public organizations. He lectures on business ethics, CSR and leadership at various universities. Laurent is also a volunteer director of the PhiloMa association, which has been organizing philosophy seminars for managers since 2000.



**SARAH
MAILLARD,
CSR SPECIALIS**

◀ Sarah brings us her expert view of sustainable development and the challenges we face today.

A graduate of Centrale Supélec in 2009, Sarah Maillard began her career as a sustainable development consultant with PWC. She is now Head of Sustainability Research at Mirova, a leading player in the sustainable investment sector, which is currently supporting Agronutris in its roll-out.



**ISABELLE
DE LANNOY,
EXPERT IN SUSTAINABLE
DEVELOPMENT AND INITIATOR
OF THE SYMBIOTIC ECONOMY
THEORY**

◀ Isabelle invites us to take our environmental approach a step further, so that Agronutris evolves in symbiosis with its ecosystem.

Former agricultural engineer, Isabelle Delannoy is now recognised as an expert on environmental issues. Creator of the symbiotic economy theory, Isabelle is also the author and screenwriter of several films and books on environmental issues.



RAPHAËL SMIA,
DIRECTOR OF THE
RETHEL SITE AT AGRONUTRIS



Raphaël brings us his expert view of the insect sector and anchors in reality the proposals made within the mission committee.

After studying applied mathematics at Polytechnique, Raphaël Smia completed a Masters in Environment in Australia. On his return to France, keen to make a positive impact on society and contribute to a more sustainable world, he embarked on a career in entomoculture. Today, Raphaël puts his ten years' experience in the insect sector to good use in Agronutris' project as leader of the company's first industrial site.



CASSANDRE KAUFMANN,
LEAD CSR
AT AGRONUTRIS



Cassandre's knowledge of the project gives a perspective that enables her to make the link between the mission committee and the actions implemented within the company.

After studying Management Engineering at the Solvay Brussels School of Economics & Management, Cassandre Kaufmann completed a European Masters in Sustainable Development. Keen to play a role in the food systems of tomorrow, Cassandre joined Agronutris, where she is now in charge of the company's environmental and social issues.



THE ROLE OF THE MISSION COMMITTEE

The Mission Committee is responsible for monitoring the execution of the company's mission. It can provide advice to help the company achieve its objectives. Each year, it issues an 'opinion' as part of the mission report.

HOW IT WORKS

In 2022-2023, the Agronutris Mission Committee met four times.

These meetings have enabled us to learn about our business, get to know each other and align ourselves with the committee's objectives. The Mission Committee provides its own perspective by questioning our strategic choices through the perspective of their positive impact on the planet, but also on human beings. It challenges us on our actions, allowing us to take a step back and keep meaning at the heart of our actions.

Over the past year, we have had many discussions on shared governance and human resources, as well as on the tools to be put in place to encourage parity, for example, or the individual development of our employees. In the context of Agronutris's rapid growth today, we also questioned ourselves about the massive integration of new employees into our unique culture.



03

OUR 2023 REVIEW

The year 2023 was punctuated by the stages of promotion of our first industrial site. In this context, the operational objectives for past year have been defined and monitored in coherence with the industrialization of the project.

SUMMARY

COMMITMENT #1

To develop an innovative agri-food industry, offering a sustainable alternative to traditional protein sources

COMMITMENT #2

To build a fair and sustainable business model that places people at the heart of its values

COMMITMENT #3

Creating sustainable relationships with our partners, based on sharing, transparency and trust

COMMITMENT #4

Implementing a circular economic model by monitoring its impacts, in particular energy consumption, the recovery of all its co-products and by-products, and the recovery of food waste.



GOALS ACHIEVED IN 2023

70,000 TONS OF FEEDSTOCK SECURED FOR THE FIRST SITE

BIOCONVERSION CAPACITY VALIDATED ON AN INDUSTRIAL SCALE

LCA: 1.1 TONS EQ. CO₂ PER TONNE OF INSECT MEAL

EMPLOYEE NET PROMOTE SCORE OF 35 (HIGH ENGAGEMENT OF ALL EMPLOYEES)

5.4% OF PAYROLL DEDICATED TO TRAINING

GENDER PAY GAP OF 2.9

AVERAGE CONTRACT DURATION OF 9.8 YEARS

AN AVERAGE PARTNER SATISFACTION LEVEL OF 8.6/10

PROFESSIONALIZING THE COLLECTION OF DATA ON OUR ENERGY CONSUMPTION

STRUCTURING THE MEASUREMENT OF THE IMPACT OF OUR FEEDSTOCK

38.8% OF WASTE RECYCLED

COMMITMENT #1

To develop an innovative agri-food industry, offering a sustainable alternative to traditional protein sources

GOAL

1

Secure volumes of feedstock for protein production.

By adding value to large volumes of co-products, Agronutris is able to offer alternative proteins and support the agro-industry in the emergence of a more responsible food industry.

GOAL

2

Improve bioconversion capacity through innovation

Improving the bioconversion capacity of black soldier fly larvae is one of the main ways of improving the environmental impact of the solution. It is through innovation that Agronutris is able to improve its performance.

GOAL

3

Measure and improve the impact of finished products

Agronutris measures the environmental impact of its products through LCA (Life Cycle Assessment). This tool is used to identify areas for improvement and prioritize actions that will have the greatest impact.

COMMITMENT #1

GOAL 1

Secure volumes of feedstock for protein production

GOAL 2

Improve bioconversion capacity through innovation

GOAL 3

Measure and improve the impact of finished products

INDICATOR	Contracted feedstock volumes
GOALS BY DECEMBER 2023	Securing 50% of the recovery capacity of the 1st industrial site
ACTIONS	<ul style="list-style-type: none">• Signing of supply contracts• Ramp-up of Agronutris' first production site in Rethel<ul style="list-style-type: none">• Health approval• GMP +• Contractualisation of the first sales volumes in aquaculture and petfood
RESULTS	100% of the recovery capacity of the first site has been secured, i.e. almost 70,000 tons of feedstock

Agronutris has contracted 100% of the processing capacity of its first industrial site. In order to ensure its ramp-up and meet the requirements of the agro-industry, the company has also secured 80% of the feedstock volumes for its future second site, i.e. 170,000 tons of by-products and bio residues. By turning these inputs into high-quality proteins, we can play our part in helping to create a more circular food chain that respects the environment. Agronutris' objective is to systematically secure a minimum of 50% of its recovery capacity for each new plant project.

COMMITMENT #1

GOAL 1

Secure volumes of feedstock for protein production

GOAL 2

Improve bioconversion capacity through innovation

GOAL 3

Measure and improve the impact of finished products

INDICATOR	FCR (Feed Conversion Ratio) evolution
GOALS BY DECEMBER 2023	Industrial-scale validation of FCR obtained in the laboratory
ACTIONS	<ul style="list-style-type: none">• R&D work in genetics and nutrition<ul style="list-style-type: none">• Work on rearing conditions• Monitoring the indicator in R&D and production
RESULTS	Validation of FCR on an industrial scale

The FCR is an indicator that measures the bioconversion capacity of larvae. It measures the ratio between the gain in mass obtained and the quantity of feedstock used. Measuring FCR is vital as it represents a major lever for improving the competitiveness of the solution and its environmental impact. In fact, feedstock is the source of Agronutris' carbon emissions, and increasing the quantity of protein produced with the same quantity of feedstock is a real lever. The R&D teams are working on all aspects of breeding to improve this indicator by 40% by the end of 2028.

COMMITMENT #1

GOAL 1

Secure volumes of feedstock for protein production

GOAL 2

Improve bioconversion capacity through innovation

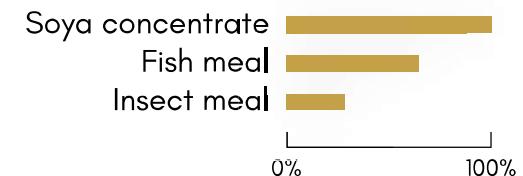
GOAL 3

Measure and improve the impact of finished products

INDICATOR	Life cycle Assessment (LCA)
GOALS BY DECEMBER 2023	LCA initial calculation
ACTIONS	<ul style="list-style-type: none">Support from an external consultancy for the first predictive LCASetting up data collection tools for the updateWorking with partners to improve the robustness of the data
RESULTS	1.1 tons of CO2 eq. per tonne of insect meal

Life Cycle Assessment is an essential element in Agronutris' industrial deployment projects. Our initial LCA shows very positive results. The objective over the coming months is to improve the robustness of the data, in collaboration with all our partners, in order to validate the assumptions made. We have also identified the major areas for improvement, and we are now working on reducing them to achieve a carbon impact per ton of insect meal of 0.7 t CO2 eq. by 2028.

IMPACT ON CLIMATE CHANGE



COMMITMENT #2

To build a fair and sustainable business model that places people at the heart of its values

G O A L

1

Achieve a high level of employee commitment

Agronutris members are regularly asked about their commitment to the collective adventure. This confirms that the actions set up to put people at the heart of the business are having an impact.

G O A L

2

Offer everyone the keys to growth and fulfillment

At Agronutris, everyone benefits from ongoing personal development training. The company also offers support for training needs in business skills.

G O A L

3

Ensure pay equity between women and men

Pay is one of the keys to fairness within a company. Agronutris is currently focusing on equal pay for men and women.

COMMITMENT #2

GOAL 1

Achieve a high level of employee commitment

GOAL 2

Offer everyone the keys to growth and fulfillment

GOAL 3

Ensure pay equity between women and men

INDICATOR	eNPS (Employee Net Promote Score)
GOALS BY DECEMBER 2023	> 20
ACTIONS	<ul style="list-style-type: none">Surveys carried out every six monthsIdentification of areas for improvementImproving workstation ergonomics and workplace safety
RESULTS	eNPS in June : 35

The eNPS is calculated on the basis of the answers given to the question 'I would recommend to work there'. A score above 30 is considered excellent.

Based on the results of recent surveys, Agronutris stands out as a company where commitment is very high (8.2/10), mainly thanks to its alignment with its mission, values and strategy. In order to improve, the company is currently focusing on the following areas: training, working conditions and work-life balance.

COMMITMENT #2

GOAL 1

Achieve a high level of employee commitment

GOAL 2

Offer everyone the keys to growth and fulfillment

GOAL 3

Ensure pay equity between women and men

INDICATOR	Percentage of payroll dedicated to training
GOALS BY DECEMBER 2023	3%
ACTIONS	<ul style="list-style-type: none">• Needs assessment and training plan• Multi-year training programme dedicated to Non-Violent Communication (NVC) for everyone• English language training for all interested parties
RESULTS	5,4%

In a collaborative company, it is essential for employees to develop the ability to recognise their own emotions and those of others, so that collective intelligence can emerge and we can act and progress together. Agronutris has set up an ambitious training programme dedicated to Non-Violent Communication (NVC) for all employees over three years. In 2023, everyone was able to spend 5 days in training. In addition to the mandatory technical training, English language training has been offered to all employees. Finally, more specific training courses have been introduced when required.

COMMITMENT #2

GOAL 1

Achieve a high level of employee commitment

GOAL 2

Offer everyone the keys to growth and fulfillment

GOAL 3

Ensure pay equity between women and men

INDICATOR	Gender Pay Gap
GOALS BY DECEMBER 2023	< 5%
ACTIONS	<ul style="list-style-type: none">• Pay transparency• Parity within the Remuneration Collective• Alignment with the national benchmark for each position• Feminisation of high-paid positions
RESULTS	2,9%

Agronutris is aiming for a Gender Pay Gap of 0. However, given the rapid increase in the workforce, a target of 5% seems more realistic. To ensure gender pay equity, Agronutris has worked to increase the number of women in high-paid positions. We have also introduced salary transparency and ensured that parity is respected within the Remuneration Collective and the Council of Elders. To ensure that the decisions taken by the collective are objective and to avoid gender bias in remuneration, the Remuneration Collective uses a national benchmark of salaries in the agro-industry.

COMMITMENT #3

Creating sustainable relationships with our partners, based on sharing, transparency and trust

GOAL

1

**Build long-term
relationships with our
suppliers and customers**

Feedstock suppliers and customers make up a large part of the Agronutris partnership ecosystem. By establishing long-term contracts with them, we are building lasting relationships in which sharing and trust are strengthened over time.

GOAL

2

**Offer all our partners
quality relationships**

We believe that if our partners thrive in their dealings with Agronutris, we can build a fairer, more sustainable food supply chain with them, based on trust.

COMMITMENT #3

GOAL 1

Build long-term relationships with our suppliers and customers

GOAL 2

Offer all our partners quality relationships

INDICATOR	Average length of contracts
GOALS BY DECEMBER 2023	> 3 years
ACTIONS	<ul style="list-style-type: none">• Contractualisation with suppliers• Contracts with customers• Visits and events for our partners
RESULTS	9,8 years

We are convinced that it is by building long-term relationships with our suppliers and customers that we will be able to establish trust and transparency. By making a long-term commitment, our suppliers know that they can count on Agronutris to add value to their co-products, so they can develop their business with confidence. Our customers can also count on us: we are committed to offering them high-quality finished products over the long term. The objective of being over 3 years was set at the beginning of the year when the main negotiations were under way. Thanks to the relationships of trust we have built up with our partners, we have been able to significantly exceed this target. We now wish to maintain a target of over 3 years in the years to come.

COMMITMENT #3

GOAL 1

Build long-term relationships with our suppliers and customers

GOAL 2

Offer all our partners quality relationships

INDICATOR	Level of assessment by partners
GOALS BY DECEMBER 2023	> 8/10
ACTIONS	<ul style="list-style-type: none">• Inauguration of the first industrial site in the presence of all the partners• Workshops to share how a shared governance company operates• Implementation of a partner satisfaction questionnaire
RESULTS	8,6/10

We sent a satisfaction questionnaire to our major stakeholders (suppliers, investors, customers, etc.). The survey results show that our stakeholders are satisfied with the level of trust (8.5/10), transparency (8.3/10) and sharing (9/10) they experience in their dealings with Agronutris. In 2024, we would like to further strengthen the links we have created with our partners, by organizing special moments with them and improving our level of transparency.

COMMITMENT #4

Implementing a circular economic model by monitoring its impacts, in particular energy consumption, the recovery of all its co-products and by-products, and the recovery of food waste.

G O A L

1

Assess the industrial-scale energy performance of the solution

Energy consumption accounts for approximately 12% of the solution's carbon impact. We want to improve this by reducing consumption and choosing energy sources that emit less.

G O A L

2

Improve bioconversion performance by expanding the spectrum of uses

Raw material sourcing is the major challenge for Agronutris in terms of reducing its carbon impact. By expanding the spectrum of uses to include under-used by-products, we are drastically reducing our carbon footprint.

G O A L

3

Reduce the quantity of non-recovered waste produced

To further improve the circularity of our solution, we are working to reduce the volume of non-recycled waste from insect meal production.

COMMITMENT #4

GOAL 1

Assess the industrial-scale energy performance of the solution

GOAL 2

Improve bioconversion performance by expanding the spectrum of uses

GOAL 3

Reduce the quantity of non-recovered waste produced

INDICATOR	Evolution of the quantity of CO2 eq. per ton of insect meal due to energy consumption
GOALS BY DECEMBER 2023	Professionalisation of data collection
ACTIONS	<ul style="list-style-type: none">• Electricity: green contracts• Gas: installation of a biomass boiler• Manual monitoring of energy consumption• Prospecting: implementation of an automatic consumption monitoring tool
RESULTS	First quotes obtained for the implementation of an energy management tool

As 2023 will be devoted to ramping up our first industrial site, it is difficult to confirm the theoretical values for energy consumption when production has not yet stabilized. It is therefore too early to validate the carbon impact of the energy consumed. However, steps have been taken to reduce the impact of energy as much as possible, and a project has been initiated for 2023 to introduce a tool for monitoring energy consumption. This is scheduled for early 2024. By 2028, we aim to reduce energy consumption by 24% based on initial projections.

COMMITMENT #4

GOAL 1

Assess the industrial-scale energy performance of the solution

GOAL 2

Improve bioconversion performance by expanding the spectrum of uses

GOAL 3

Reduce the quantity of non-recovered waste produced

INDICATOR	Evolution of the quantity of CO2 eq. per ton of insect meal due to raw materials
GOALS BY DECEMBER 2023	Validation of the theoretical value
ACTIONS	<ul style="list-style-type: none">• Tool for measuring the carbon impact of recipes• Co-construction with suppliers to improve the robustness of the data<ul style="list-style-type: none">• Identification of low-value materials<ul style="list-style-type: none">• R&D testing of new materials• Integrating the carbon impact of the mix into decisions on the location of future sites
RESULTS	Structuring impact measurement

Raw materials account for almost 80% of the carbon impact caused by the production of Ultra'in (insect proteins). This is a major challenge that Agronutris has decided to focus on. Today, we mainly use co-products. In order to become part of an even more circular and sustainable model, our aim is to incorporate an increasingly large proportion of waste from the agro-industry that is not, or only slightly, recycled, thereby reducing the carbon footprint of our production system. By 2028, we aim to reduce the carbon impact of our recipes by 13%.

COMMITMENT #4

GOAL 1

Assess the industrial-scale energy performance of the solution

GOAL 2

Improve bioconversion performance by expanding the spectrum of uses

GOAL 3

Reduce the quantity of non-recovered waste produced

INDICATOR	Percentage of production volumes used for economic purposes
GOALS BY DECEMBER 2023	> 30%
ACTIONS	<ul style="list-style-type: none">• Partnership for the valorisation of frass• Thesis: identification of molecules of interest in production waste• Legal monitoring of waste volumes produced
RESULTS	38,8%

Agronutris aims to offer a circular alternative to the agri-food sector. Circularity is ensured upstream by adding value to co-products. Downstream, we use our main product, insect meal, as well as two co-products: oil (for feed) and frass (for fertilizer). In order to further strengthen the circularity of its activities, Agronutris is working to recover all the volumes , so as to reduce as much as possible the proportion of non-recovered waste from our production sites.

CONCLUSION & PERSPECTIVE

04



With its first assessment of its actions completed and the ramp-up of its first plant in full swing, Agronutris is proud to have been able to make progress on all its commitments.

Among the major milestones achieved this year, Agronutris was awarded the B Corp™ label, which confirms that the company meets high standards in terms of environmental, social and societal impact. This label reinforces our approach as a company with a mission.

Prospects for industrial deployment and the installation of a second site in the Grand Est region are the next steps for the company, whose ambition is to continue to make progress on all its commitments, and thus move forward on the path of its mission.

1st QUARTER

Launch of a training program on Non violent communication (NCV) for all employees

2nd QUARTER

Signature of a major contract with Biomar for farmed fish meal and with Frayssinet for soil fertilizers

3rd QUARTER

Inauguration of our first 16.000m² factory in Rethel, France

2024

JANUARY

B Corp™ certified



FEBRUARY

GMP+ certified



MISSION COMMITTEE'S OPINION



Agronutris is a company with which I feel totally aligned. Not only because we're opening up a new path for food and feed while limiting our impact on the planet. But also because we're lucky enough to be living an extraordinary human adventure.

RAPHAËL SMIA



In this first year, we salute the exploratory dimension of Agronutris in ecological, social and industrial terms, which is being conducted with openness, ambition and humility.

ISABELLE DELANNOY



Agronutris continues to strive to reconcile the holistic vision of sustainability with its practical, operational application in its day-to-day reality.

SARAH MAILLARD



Agronutris constantly strives to ensure that the exercise is not limited to a few people on the Mission Committee and the Board, but involves all employees and partners..

LAURENT LEDOUX



It's a real opportunity to take part in discussions within the Mission Committee; it gives us the chance to take a step back from what we do on a day-to-day basis. I'm proud to be part of a company that is innovative in every way, where people and the planet are at the heart of all decisions.

CASSANDRE KAUFMANN



Agronutris

Raise and rise together



[linkedin.com/
company/agronutris](https://www.linkedin.com/company/agronutris)



agronutris.com