2025

BioFirst Sustainability Report

BioFirst GROUP

Global leader in biological crop protection, crop health and pollination – Driving the future of sustainable agriculture

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Delivering the best possible Integrated Pest Management advice is the cornerstone of our customer-oriented strategy

Predatory wasp / Matricariae-System, Aphidius-System

Message from our CEO

As I look back on what we have accomplished in 2025, two words come to mind: **pride and passion.** An enormous pride in what our global Bioteam has accomplished. Particularly in the many regions facing challenging circumstances. Pride above all in our passion for sustainability and in helping our valued customers with the best possible biological solutions.

Sustainability is in our company's DNA, engrained in our core values since we were founded in 1987. All companies in the growing BioFirst Group share this intrinsic value to contribute to the sustainable future of agriculture. And, we do so with an ever-growing number of colleagues and biological solutions at our disposal. All aiding our mission to help feed the growing global population with healthier and more sustainable crops.
Working in biocontrol, the complexity of biology and the need for adaptability in an ever-changing environment are ingrained in our way of thinking. This resilience is a skill we cherish and aim to foster. We have relied on it over the past years, and I believe will need to continue calling on it to navigate changes in the years to come.

2025 proved another challenging year for our industry. Several external pressures have kept us alert and put our resilience to the test — including increasing sustainability and reporting expectations, geopolitical tensions influencing supply chains, and the tangible operational impacts of climate-related events. In addition, complex and highly regional climate factors are putting pressure on our customers' production, the seasonality of their crop rotations, and on our sales as well. This year, we've made a deliberate effort to step into our customers' shoes, gaining deeper insight into their challenges so we can better support them. We believe this mindset, in favour of shared outcomes, will yield results — helping **to build lasting customer relationships** and define BioFirst as a company. We are continuing to use our expertise to provide clear, efficient and transparent advice. With this remarkable teamwork, cooperation and dedication, our group continues to grow.

Next to the challenges facing our industry. Our shared global challenges are becoming more visible in many parts of the world. In 2025, we again saw an increase in wildfires, heat waves, cold spells, local droughts, floodings, melting glaciers, landslides, cyclones and other environmental anomalies. Local climates are changing and, in many places, ecosystems and biodiversity are suffering. Ecosystem services – such as climate regulation, natural pollination, freshwater availability and coastal protection – are suffering as a result. No longer a prediction, but a reality

experienced by many colleagues and customers, it is supported by numerous scientific reports. In many cases, these economic pressures and environmental disasters are hitting regions with high levels of poverty and limited access to fresh water and healthy food. And, of course, regional political unrest and inflation do nothing to help solve these issues.

Unfortunately, we do not expect these pressures to reside any time soon. Which is why we consider ourselves fortunate to be in the biocontrol business, able to play our modest part in slowing down some of these changes. I am grateful for all our employees, customers, shareholders, peers, policy makers and other partners that join us on our journey towards a more sustainable future for global agriculture.

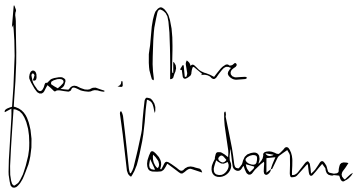
All these challenges will inevitably influence our resources and our long-term ESG goals going forward. At the same time, they underline their importance. We are working on new strategical ESG goals, with targets that are both ambitious and feasible. Targets fitting both our short-term business plans and adding long-term value creation. In 2026, we will present our mission for 2040, with clear mid-term targets for 2032. Optimizing the positive impact of our operations and added customer value, we set out to maintain our high-quality products, best-in-class advice and competitive pricing customers have come to expect.

Despite all these challenges, in 2025 BioFirst was again able to grow: for the 38th consecutive year. Indeed, for many regions, 2025 was a record year.

I remain highly motivated to continue growing our sustainable business together for many years to come. Once again, I would like to take this opportunity to thank all our global employees, and partners, for your passion and commitment. I ask you to take a minute to reflect on 2025 and hope you feel the same pride I do. We are not merely facing the current challenges. Together with our customers we are helping to shape the future of sustainable agriculture.

I continue to rely on all of you: people with passion can change the world for the better.

Jean-Marc Vandoorne-Feys



Biological Services Annual Consultant Conference 2025

Proud of all our growing global teams, that help us to define the future of sustainable agriculture

What we do

Sustainability is our core buzziness

From a small pioneer in pollination to BioFirst Group - the largest pure player in biological crop control

In 1987, a veterinarian from the small Belgian village Westerlo, passionate about insects, developed a novel way to pollinate tomato crops using local bumblebees. By commercializing this highly effective and biological means to pollinate crops, Biobest was founded.

In the following years, the pollination market grew rapidly, thanks to labor savings for tomato growers and a giant leap in the yield and quality of bumblebee pollinated tomatoes. The use of bumblebees for natural pollination quickly expanded to other crops and international markets, where they remain key today. For example, pollinating the UK's largest blueberry and soft fruit crops. More importantly, the use of bumblebees as valued guests in crops, increased growers' awareness of the adverse effects of using chemical pesticides in greenhouses.

This marked a pivotal moment in the industry, leading to an increased focus on natural methods of crop protection and a reevaluation of the reliance on chemicals within protected environments.

As a result, the presence of our bumblebees quickly became a key factor driving the demand for biological and more natural ways of crop protection. This was exactly the cue Biobest was waiting for, to use our existing knowledge and passion for insects and mites to develop novel and effective ways for modern growers to battle pests biologically.

Over the years, our portfolio of biological crop protection solutions has grown rapidly and continues to expand under our new name, BioFirst Group. With a large part of our business invested in R&D and business development, **we continue to develop innovative ways to battle pests, fungi and plant diseases.** In recent years, with growing regional demand for biological alternatives to chemicals and traditional fertilizers, we have added a new range of biostimulant products to optimize plant health and improve natural water and nutrient uptake by the plant.

Testimonial: Hall Hunter Partnership UK
Marharyta Mykhailenko

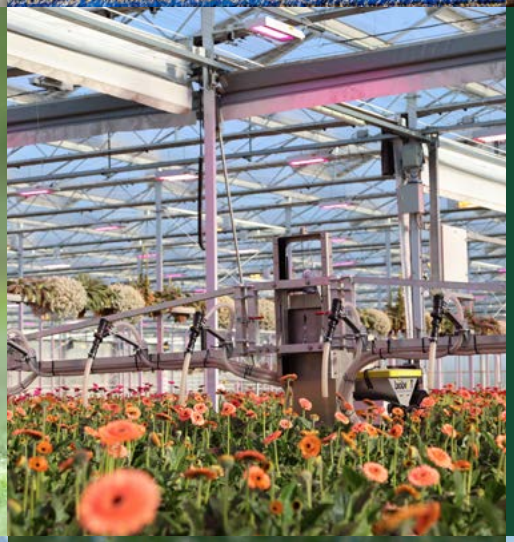
We currently operate in 26 countries on all major continents, delivering a wide array of biological solutions to optimize yields for our growers. Our product range has expanded significantly with the addition of other natural pollinators, dozens of beneficial insects and mite species for pest control, beneficial nematodes, biopesticides, biofungicides, **bionematicides, plant vaccines, biostimulants, biofertilizers, inoculants, scouting tools, lures, mating disruption and trapping products, application tools and hi-tech monitoring solutions.** All our products are provided with best-in-class personal advice, to find the best tailor-made solution for any growers' needs.

BioFirst is highly customer focused, offering solutions designed with ease of application and effectiveness in mind. We start from the basics, working on improving plant health. Offering effective solutions to pest, or plant diseases, as needed – we drive significant improvements in crop health and yields. We deliver customized, best-in-class advice, coupled with an extensive portfolio of sustainable agricultural products. BioFirst is a trusted partner for farmers and growers looking to optimize efficiency and profitability, while enhancing crops, water quality, soil health and surrounding ecosystems – all in one simple approach.


biobest


TRAP-ID




BioFirst produces and sells insects, mites, worms, biological products and trapping and monitoring solutions: to protect crops from plagues & diseases and to boost crop health. All with complementary best-in-class expert advice.




biobest




biobest
BUMBLEBEE POLLINATION

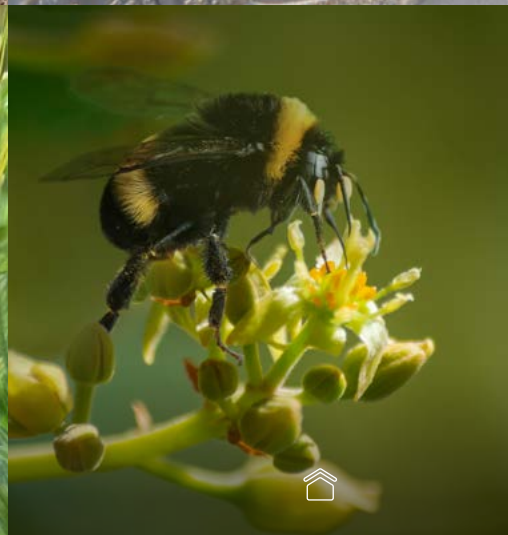






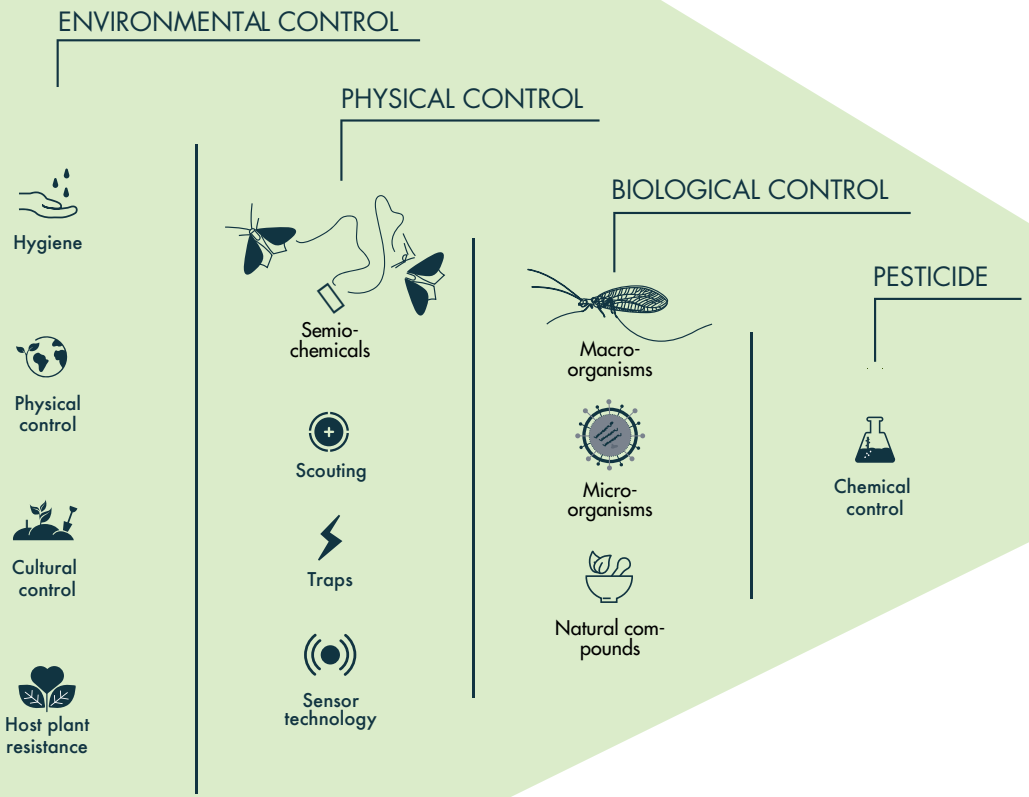






Types of control in IPM

At BioFirst Group we advise on all possible methods, aiming to stay as far to the left of the pyramid as possible, while optimising yields for our customers



Our core activities - IPM explained

You will find the term IPM (Integrated Pest Management) used many times in this report. Integrated pest management is a way of controlling pests by using the safest, simplest methods first, like prevention and natural controls, and only using chemical solutions as a last resort.

For BioFirst, finding the best possible IPM strategy means creating the best possible strategy for successful pest and disease control while optimizing plant health and yields for growers. The solutions we have at our disposal range from working on natural plant and soil health, improving the uptake of water and nutrients, to protecting plants with natural predators of pests. We aim to rely on natural methods wherever we can and apply biological control where needed, only resorting to traditional pesticides when necessary to save a crop or when no biological alternatives are available.

Working with living crops, even in controlled environments, is always challenging. Finding the right strategy is not always straight-forward. With extensive experience gained from visiting growers around the world, the BioFirst team

is uniquely positioned to collect, develop and share valuable knowledge and expertise with our customers. This is why we continue to invest in a) a large team of field experts: to support our customers worldwide, b) the Biobest Academy online learning platform to share our knowledge and c) best-in-class scouting, monitoring and application techniques. Proper monitoring is the cornerstone of any IPM strategy. It enables us to proactively anticipate any potential risks to the crop and use the least invasive and most sustainable approach possible. Proper application ads precision and success rate, while decreasing labor and improving ergonomics. The process follows four simple steps:

1. Scouting,
2. Tailor-made advice,
3. Application,
4. Evaluation of effectiveness.

Delivering the highest standard of IPM advice is the cornerstone of our customer-oriented strategy. To ensure we can continue to deliver the best-in-class advice, we launched our Biobest Certified Advisor Program for technical sales advisors. By delivering the best possible objective advice to growers and by helping them optimize their strategy and yields, while keeping their crops and soils healthy, we set out to build strategic alliances. And, by showing the results of our successful approach to the rest of the world, we help to spread the love and motivation to adopt biological crop protection.

More on the Biobest Academy and other online tools on page 120.



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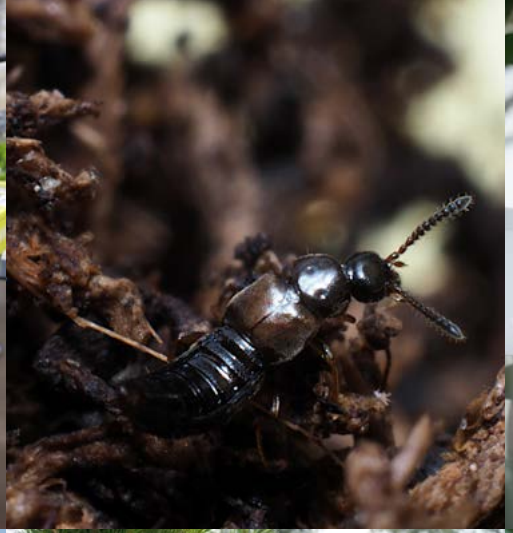
biobx

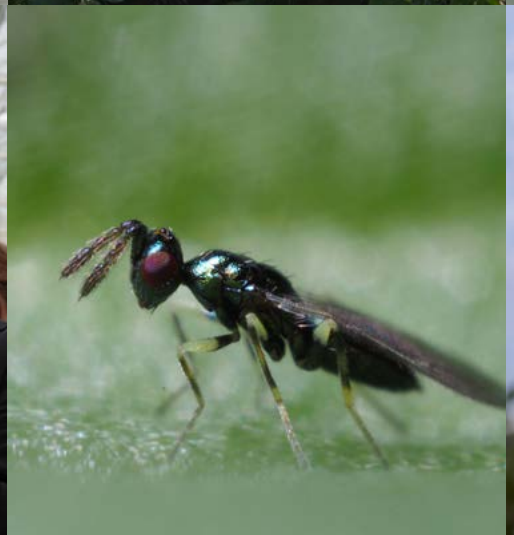



BIOTROP





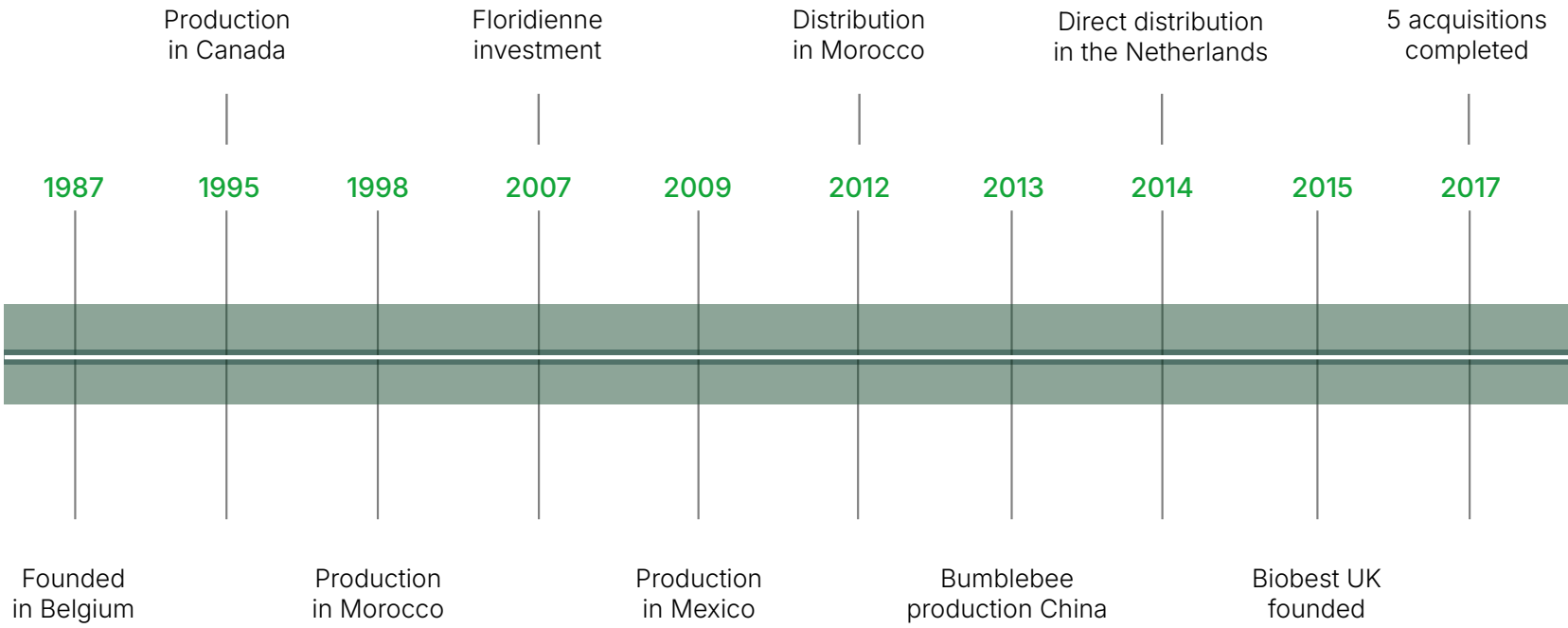

BIOTROP



BIOTROP

Development & milestones

Timeline



Beneficial Insectiary acquisition
Bernard Blum Award
(Eupeodes-System)

Plant Products acquisition

Bernard Blum Award (Pronemite)

(Trap-Eye™)

Bernard Blum Award

GreenTech Award

Changemakers 2024
De Tijd en L'Echo

Trends Global Impact Award

2018 2020 2021 2022 2023 2024 2025

"Leeuw van de Export" Flanders international business award
100 million in sales reached

Arugga & Ecoation investment

GreenTech Innovation Award (Micromus-System)

Acquisition of BIOTROP and Bioworks

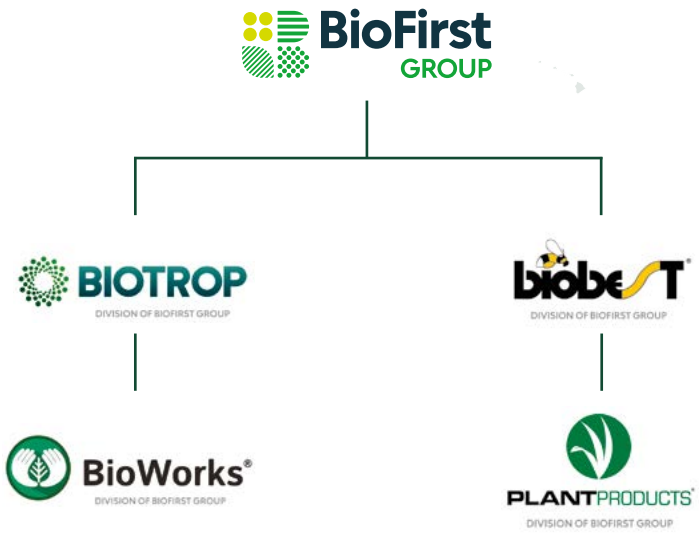
Propylea-System
Vespiformis-System

Visao Agro award

Strong global presence & local expertise

Active on 6 continents with over 50 locations and over 3150 employees

Active in over 70 countries
>250 distribution partners



BioFirst Group division structure

As of January 2026, the BioFirst Group is officially transitioning to a two-division model. This new structure is a logical fit with the existing synergies between the former divisions: simplifying the way we work, it will enable us to better deliver on our customer-first promise. We will be able to respond more quickly to local needs, share expertise more easily, and innovate together as one BioFirst Group, united across 70 countries.

Under the leadership of Jonas Hipólito, BioWorks and BIOTROP will unite under the BIOTROP Division, which will be responsible for the ongoing support of open-field agriculture. In turn, the Biobest Division, including Plant Products, will continue to provide the horticulture industry with innovative solutions.

While structure and strategy are vital to our business pace and delivery, our culture will always be our most defining feature. We continue to put our shared values into practice every day, driving the strength of our group with Customer Intimacy, Passion for Sustainability, Collaboration, Speed of Execution, and a focus on Well-being. More than just words, they are our guidelines for how we treat customers, partners, and one another.

Business Conduct

G1

BioFirst Code of Honor

At BioFirst, customers come first

- Delivering top-notch pollination and sustainable crop health & crop protection solutions, on time in full, is our commitment.
- Understanding and meeting customer needs guide our choices.
- Every decision we make is grounded in the goal of serving our customers better.

Passion for sustainability

- Passionate about sustainable agriculture, we aim to change the world for the better.
- Our focus is on enabling safe, sustainable production while prioritizing human health and the environment.
- We pursue innovative solutions to reshape agricultural practices, committed to the highest ethical standards in dealings with employees, customers, and suppliers.

Collaboration

- We consistently consider the whole process, avoiding the pitfalls of focusing solely on optimizing our individual contributions.
- As team players, we enjoy helping and sharing, recognizing that shared information and knowledge empower us.
- We find joy in our work, celebrate successes, and create a positive atmosphere. “Speak in such a way that others love to listen to you. Listen in such a way that others love to speak to you.”

Wellbeing

- We focus on the physical and mental wellbeing of our employees, cultivating a positive and inclusive environment where everyone can flourish and succeed.
- Our commitment extends to the health, happiness, and overall welfare of our workforce, creating a supportive work environment that prioritizes wellbeing and ensures safe working conditions for all.

Execution

- We operate with speed, embodying a solution-orientated mindset that places accountability at the forefront of our work.
- Striving for continuous improvement, we optimize processes and deliver exceptional outcomes.
- These principles cultivate a proactive mindset driving us consistently towards maintaining and exceeding higher standards.

Sustainability strategy and focus

Rooted in sustainable crop protection, BioFirst Group helps customers optimize their crop health and yields. Wherever possible, we do so with biological means. Our care for nature and biodiversity are an obvious fit with our business. This soon becomes evident in conversations with any of our employees. While we have a highly diverse global workforce, we share a passion to work towards a more sustainable agriculture. Daily, we work together to tackle our modest parts of global ESG issues. Contributions delivering biological control products or advice to customers, helping them feed a growing global population, in a more healthy and sustainable way. And, to maintain healthier soils and surrounding ecosystems in the process. This is the added sustainable impact and pride we share in our work.

As most of our companies, and many of our customers, originated from family-owned businesses, we are rooted to the local communities where we operate. Having a passionate workforce motivated to work on ESG-projects, and being close to our local communities, has led BioFirst Group to become actively involved in a broad range of sustainability projects across the globe. Important to us as a business, they matter to the communities we operate in and personally to our employees. In the coming chapters we aim to show you how our products contribute to the environment and society, and what additional projects we undertake as a business to improve the wellbeing of people and our environment.

When we talk about the positive added impact of our products, you will see this icon as a watermark behind the text:

Where we take additional action and explain internal measures to improve our sustainability performance, or engage in ESG-projects, this icon will be used:

Wherever we evaluate our performance or show current results and achievements, you will see this icon:

In this chapter, we will explain our sustainability strategy. We highly value the personal contributions, resourcefulness and passion of our global staff and aim to nourish it. To move our sustainability strategy forward, we set out to:

1) transparently communicate our initiatives externally, in a recognizable and comparable way;

2) organize and continuously improve our sustainability efforts by evaluating our current achievements, understanding our impact, defining clear priorities and focus, and setting targets towards a more sustainable future.

Shared commitment towards a more sustainable world

We have chosen to adopt a reporting structure in line with the EU Corporate Sustainability Reporting Directive (CSRD) for recognizable and comparable reporting purposes in line with EU legislation. In addition, BioFirst remains in full support of the United Nations Sustainable Development Goals (SDGs). With this widely recognized global standard, the UN and many participating countries set out clear priorities for a more sustainable world by 2030. BioFirst continues to support these SDGs, which are used internally to intuitively link our efforts to large global goals for our employees, customers, suppliers, investors and other stakeholders.

We are committed to doing our part in achieving these SDGs. In the following chapters, we aim to be transparent about our efforts and our part in shared achievements. We set out to produce a short, readable report in line with the CSRD. In some chapters the reader will still see a clear link between our projects and the SDG, as we transition to a new reporting format. Where the format, or numbers, are not directly clarified in detail, our assumptions and calculations are further explained in the chapter "About this report".

We do not want to exaggerate our impact or claim to be solving any SDG as a company. To do so will take a global effort. The aim of this report is to set out and explain our vision, sustainability strategy, the role we aim to play and our actions. We hope it may motivate you as well. If you have any additional questions, or recommendations, we urge you to contact us via sustainability@biofirstgroup.com.

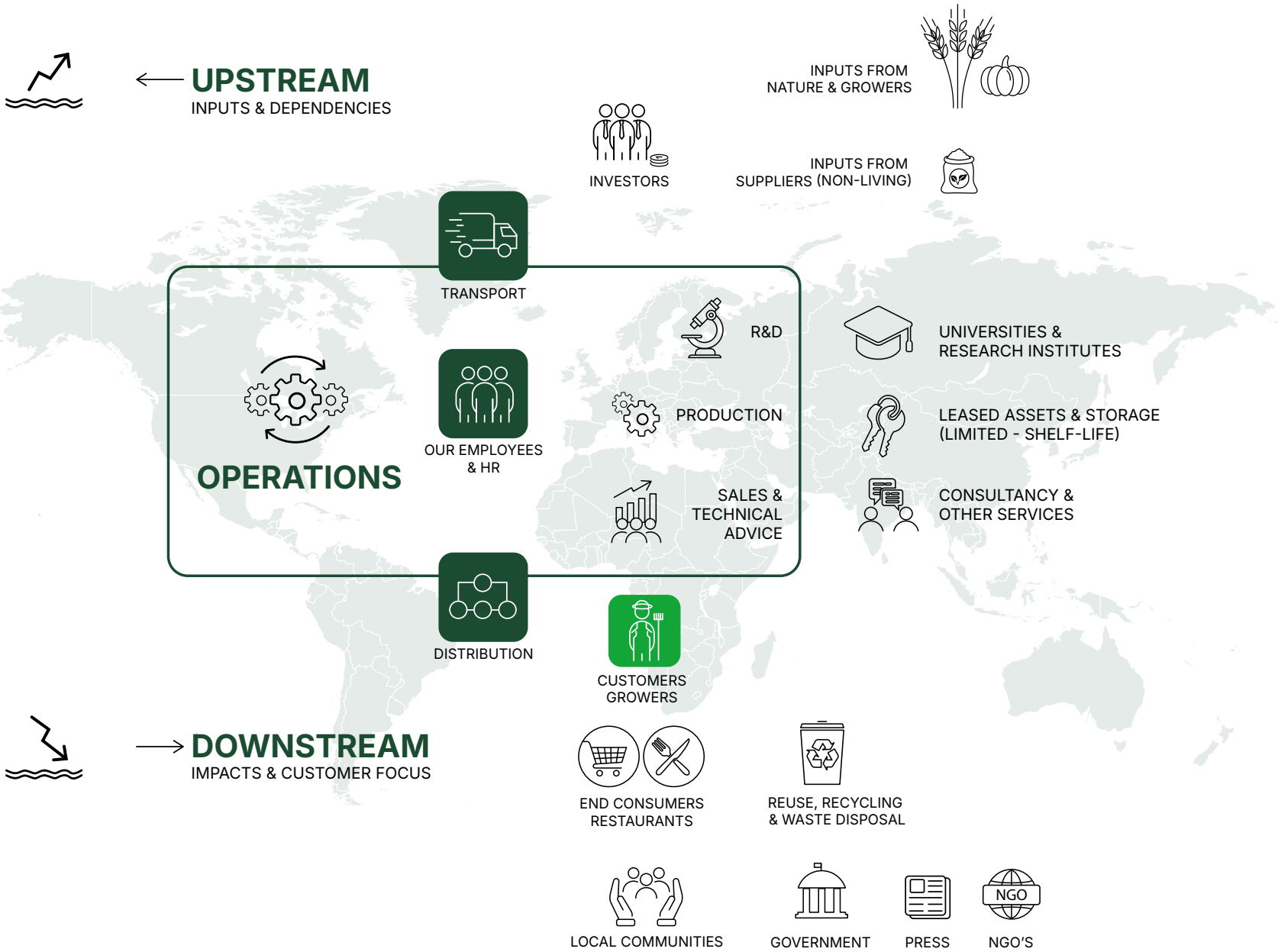
"At BioFirst I get to see biology at work every day. Not only through the insects and mites, the research being conducted on site and the crops growing outside our windows: but the company is growing organically as well. Over the few years I have worked for Biobest, and now BioFirst Group, I've had the honor of working with a growing team of biocontrol enthusiasts. All bringing their own expertise and passion to the table. With the growth, comes continuous change: I am awed daily to see what this global team can achieve! And it gives me tremendous pride to share a few of the highlights with you.

In the last few years many investments have been made into ESG reporting at group level. In the coming years, we aim to capitalize on these investments and push for more data-driven improvements on our sites."

Peter van Leent - Sustainability manager


SUSTAINABLE DEVELOPMENT GOALS
1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

BioFirst value chain



Material topics
from our double materiality assessment

Creating customer value is at the core of our strategy. We started our ESG materiality analysis with our largest customers in 2022. Our sales representatives and technical advisors are our first direct contacts in the field. Discussing the relevance of the different sustainability topics with our customers, we rely on them to act as our eyes and ears. We conducted a data-based desk study on the topics growers raised and investigated their relevance to our employees, shareholders and investors. In parallel, we ascertained which topics are most relevant to our business, with their potential impact assessed by our board and executive committee.

With the CSRD coming into force in 2024, we performed our first double materiality analysis according to the new EU legislation that year. The topics found to be material are shown in the table on the right. As of this 2025 report, we also use the ESRS standards E1, E4, S1 and G1 to guide you through the chapters in our report.

Topics assessed as material for BioFirst Group:

ESRS	Topic	Sub-topic
E1	Climate change	All sub-topics
E4	Biodiversity and ecosystems	Direct impacts on biodiversity, eco-system health & eco-system services
S1	Own workforce	Health & Safety
G1	Business conduct	Corporate culture & lobbying activities

It is important to note, most sub-topics found to be material, result from **positive impacts** and business opportunities. For example, the positive impacts our business has on climate change (E1), biodiversity & ecosystem health (E4) and the benefits we may experience through lobbying activities (G1). In the coming pages, you will find an overview of all impacts, risks and opportunities (IRO), that were found to be material during our double materiality assessment.

Material topics

G1

CSRD (SUB- SUB-) TOPIC	IRO[1] CATEGORY	IRO DESCRIPTION	PERIMITER[2]	ACTUAL OR POTENTIAL[3]	LINK TO OTHER TOPICS
E1 Climate change mitigation		Developing bio-control solutions and biostimulants, reducing the use of traditional chemicals and fertilizers – reducing supply chain emissions			E2 E3 E4 E5 S2 S3 G1
E1 Climate change mitigation		Developing bio-control solutions and biostimulants, enabling our clients to reduce the use of traditional chemicals and fertilizers to achieve compliance and reach ESG goals			E2 E3 E4 E5 S2 S3 G1
E1 Climate change mitigation		Increased production leading to increased GHG emissions			E3 E4 E5
E1 Climate change mitigation		Increased scope 3 emissions from company growth and globalization of activities (e.g. logistics, services, waste)			E3 E4 E5
E1 Climate change mitigation		BioFirst products and packaging reducing customers traditional waste and resulting scope 3 emissions			E3 E4 E5
E1 Climate change adaptation		Local climate changes negatively affecting customer crop cycles and/or shift in pest pressure impacting sales			E2 E3 E4 E5 S2 S3 G1
E1 Climate change adaptation		Local climate changes positively affecting customer growth cycles or shift in pest pressure increasing sales			E2 E3 E4 E5 S2 S3 G1

CSRD (SUB- SUB-) TOPIC	IRO[1] CATEGORY	IRO DESCRIPTION	PERIMITER[2]	ACTUAL OR POTENTIAL[3]	LINK TO OTHER TOPICS
E1 Climate change adaptation		Market shift -either by consumer demand or through legislation- increasing demand for more sustainable, residue-free and low carbon food products			E2 E3 E4 E5 S2 S3 G1
E1 Climate change adaptation		Increasing global population, leading to an increased demand for sustainable intensification of agriculture			E2 E3 E4 E5 S2 S3 G1
E1 Climate change adaptation		Climate events leading to supply chain disruptions, affection the availability or pricing of our transport and resources			E5
E1 Energy		Increased energy costs impacting operations or decreasing customer crop cycles and impacting sales (either due to increased consumption, costs of energy transition, shortages or other price volatilities)			E4 S4
E4 Direct impact drivers		Reducing the use of traditional pesticides and fertilizers by our customers, restoring local soils, ecosystem health and improving local biodiversity			E1 S3 G1
E4 Direct impact drivers		Reducing the use of traditional pesticides and fertilizers by our customers, chronically reducing the amount of chemicals and eutrophication to global (aquatic) ecosystems and the food chain			E1 S3 G1
E4 Direct impact drivers		Sharing knowledge on IPM and biological control to positively influence end user and food market demand for biological solutions towards our customers			S3 G1

CSRD (SUB- SUB-) TOPIC	IRO[1] CATEGORY	IRO DESCRIPTION	PERIMITER[2]	ACTUAL OR POTENTIAL[3]	LINK TO OTHER TOPICS
E4 Direct impact drivers		Continued investment in research and development, to finding new top-selling products & innovative methods to remain leader in full IPM advice and services, as a competitive advantage			E4
E4 Ecosystem services dependencies		Screening a large amount of (micro)organisms and storing their genetic information to find innovations for biological crop protection and enhancement			E1 E3 E5 S4
S1 Employee health, safety and wellbeing		Employees being involved in safety incidents			S3 G1
G1 Corporate culture		Risk of new legislation leading to decreased competitive position to comparatively high investments in reporting instead of added customer value			S3 S4
G1 Corporate culture		Bribery and corruption risks in global operations, increasing the need for robust policies and systems			S1 S2 S4
G1 Corporate culture		Continued implementation of our code of honor and code of conduct to embed these ethical principles in our culture and work ethos: ensure our employees continue to act as BioFirst ambassadors			S1 S2 S3 S4
G1 Political engagement and lobbying activities		Influence decision-making policies to reduce the registration time for new biopesticides and biostimulants			E1 E2 E3 E4 E5 S3 S4

CSRD (SUB- SUB-) TOPIC	IRO[1] CATEGORY	IRO DESCRIPTION	PERIMITER[2]	ACTUAL OR POTENTIAL[3]	LINK TO OTHER TOPICS
G1 Scientific innovation		Maintaining a steady flow of innovations to further improve consumer health - as added value and competitive advantage			E4 S3 S4

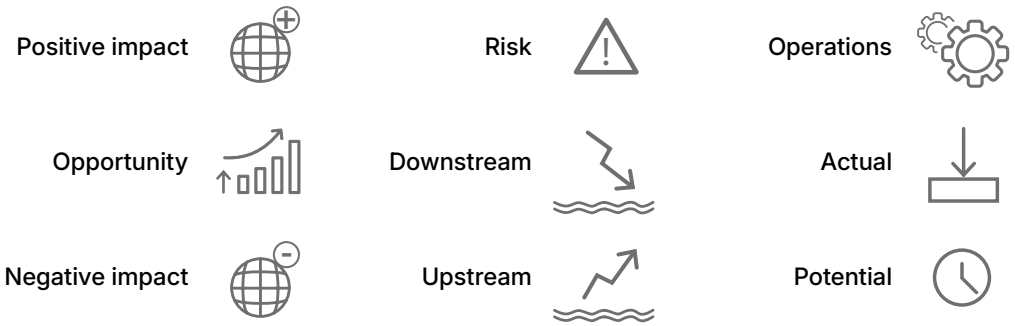
[1]IRO = Impact, risk or opportunity: they are summarized here and described in more detail in the matching chapter.
[2]Perimiter: describes where in the supply chain the main impact occurs & specifies specific regions for the main impact, where applicable. Where not specified, the IRO is applicable globally across the supply chain.
[3]Explains if this is a current IRO (actual) or a potential IRO in the future.

You may find more information on the criteria used for our double materiality assessment according to the CSRD in the chapter "About this report".

Important note: all BioFirst's innovations are inspired by, and contribute to, positive impacts and dependencies on ecosystem services. Some of these IRO have very clear links to impacts on other topics, such as given in in the last column for the table above. Only the material topics from the materiality assessment are included in the table. In the coming chapters we will repeat the most relevant ones per topic and explain the link to other topics in further detail. We will also highlight some IRO linked to agriculture and our CSR-projects, that were not deemed material in this exercise for BioFirst and explain the reasoning, aiming to provide a balanced view of our companies ESG impacts and dependencies.

Should you have any questions, or suggestions, regarding our impact on specific topics (whether included in the report or not), we would greatly appreciate you sharing them with us via **sustainability@biofirstgroup.com.**

Thank you in advance!



Our sustainable goals for 2026

As of 2023, we have increased our efforts to promote supply chain cooperation. With the continued growth and success of the BioFirst Group, internal and external cooperation, capitalizing on each other's strengths and opportunities has become an important focus. Through new ways of working, and organizing ourselves, we keep our customer centric focus - an integral part of our sustainability strategy. In 2025 we made further progress in reaching our goals, and in 2026 we will add practical sustainable value for our customers in everything we do.

In subsequent chapters, we are proud to showcase our sustainability strategy, targets and practical achievements to contribute to the SDGs: starting with and focusing on the most material ones. We are delighted to share our progress with you in this report and will continue to strive to further improve our efforts.

We are currently developing our long term strategy for 2040, with clear mid-term targets for 2032.
Next year's report will outline our performance compared to our 2026 targets, and will include our targets for the years after.

E1	Achieve carbon neutrality for our own activities (scope 1 & 2)	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION
E1	Exceed 75% waste separation & increase our use of reused, recycled & biobased materials	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
S1	Improve our safety awareness & communication Decrease the IF rate year by year	3 GOOD HEALTH AND WELL-BEING
E4	Each subsidiary implements at least 1 relevant initiative on (local) nature	15 LIFE ON LAND; 14 LIFE BELOW WATER
S1	Each subsidiary launches at least 1 initiative with & for the local community	11 SUSTAINABLE CITIES AND COMMUNITIES; 17 PARTNERSHIPS FOR THE GOALS

Governance

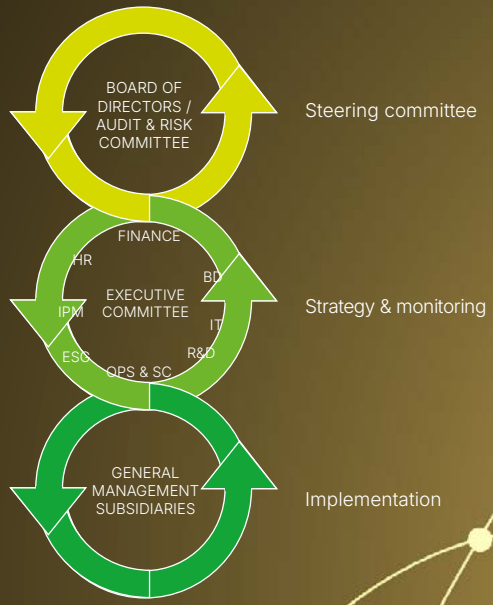
Structure

BioFirst Group has a clear Customer First mission statement, seconded by our Code of Honor. Within the Group, we maintain close contact with each subsidiary through different channels. Operating a matrix structure, there are different central group functions and departments in contact with local counterparts. Information is shared centrally through different cross-departmental meetings such as C-Board, the executive committee, department meetings, steering committees and project meetings on specific topics, stage gate meetings, etc. Since rebranding to BioFirst Group in 2024, we also meet and consolidate results at divisional level.

This matrix structure facilitates a good level of understanding of the affairs of different subsidiaries and global goals, while ensuring relevant strategic or practical information is shared within the group. Limited formal procedures ensure we reach a satisfactory level of internal controls, without losing operational speed or efficiency.

We ensure local objectives are aligned with group objectives, focusing the information shared on our goals and aspirations, as well as risks and how to mitigate them. Goals are cascaded through the organization using the OGAMs (Objectives Goals Actions and Measures) system. High-level goals are operationalized as concrete actions and measures fitting the function of the employee in question. Progress is monitored by the employee and direct manager. Our remuneration system is linked to the most important OGAM objectives. As a core value, sustainability is a fixed element which is in turn linked to the remuneration scheme.

Other ruling principles within the Group are the 4-eyes principle and the grandfather principle: clearly stated in our authorization matrix, and well-known within the BioFirst Group.




G1

Jean-Marc Vandoorne

BioFirst Group

CEO / Biobest President

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

Karel Bolckmans

BioFirst Group

CSTO

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

Erik Vanderhaegen

BioFirst Group

CFO

- First experience in audit & consulting at Arthur Andersen
- Specialised in M&A at Bekaert and Univeg, then joined Jensen as CFO where he is currently chairman of the ARC
- Country managing director for NIBC
- Honed experience in management, M&A and company integration

Kristof
Truyens
BioFirst Group

CHRO

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

Jonas
Hipolito
BIOTROP

BIOTROP President

- Agronomist with specialisation in sustainable crop management
- Master in marketing (Cornell) and finance (Harvard)
- Former member of Auqa Capital investment team
- Co-founder of BIOTROP in 2018

Board of Directors:

Gaëtan Waucquez, Chairman
Herman Wielfaert
Noelline Thiercelin
Jean-Marc Vandoorne-Feys
Alexi Gantelme
Niranjan Sirdeshpande
Thibaut Hofman
Thierry Chignon
Carlos Antonio Zem
Christian Van Osselaer

Carlos Alberto Baptista, BIOTROP sales director, receives the Visão Agro Brasil award as recognition for our efforts and innovations in biologicals

Implementation

The sustainability strategy and resulting targets were determined by the CEO and executive committee, with input from our subsidiaries. The strategy was fixed with the guidance of our Board of Directors representing our shareholders.

Our company strategy is customer focused: everything we do is aimed at adding value for growers and consumers. Our technical sales representatives and IPM specialists in the field are a valuable source of information and feedback from our customers.

The strategy is implemented at each location by the general manager, drafting their own site-specific roadmap with measures to reach the required targets by 2026. Global focus is on the locations that make the largest contribution to the different sustainability topics.

Quarterly reporting is performed on target KPIs to keep track of progress. Progress on the roadmap and practical measures are reviewed quarterly by either the C-board, or division management and general managers. Adjustments to plans or measures are made as necessary: when measures turn out to have less than the planned effect, or targets may be updated when they turn out to have a larger effect. Overall progress with respect to the targets and budget is reported back to subsidiaries on at least a quarterly basis.

The sustainability roadmaps are linked to our budgets in two important ways. Firstly, all roadmap measures are incorporated into the subsidiary budgets through operational expenditure & effect on cost of goods sold (OPEX forecasts), and on cashflow through capital investments (CAPEX).
For any large CAPEX investments, a separate plan to reduce the carbon footprint is requested.
Achieving our sustainability objectives is linked to the remuneration of general management.
Apart from quarterly progress meetings, they are regularly consulted to identify potential improvements for the strategy and to share best practices in measures for implementation.

Part of our Bioteam in Brazil with the Visao Agro Award - our continued success is a team effort

The EU taxonomy & CAPEX investments

As things stand, our business activities are not yet included in the EU Taxonomy for sustainable activities under the EU Green Deal. Though our main NACE* codes were officially included in the 2023 proposal, most agricultural activities were excluded from the original Taxonomy. As such, our core activities, in the production of biocontrol products, are not yet recognized as eligible activities under EU taxonomy. This means they are not yet incorporated in the current delegated regulations. As a result, we had no eligible turnover to report under EU taxonomy, and no related CAPEX or OPEX.

As of 2024, we annually perform an eligibility analysis for the EU taxonomy. In 2025 we again found a small part of our CAPEX and OPEX, related to transport, charging facilities and buildings, was eligible. The total relating to these activities was well below the current reporting thresholds, and no further investigation into Taxonomy alignment was performed at this time.

Awaiting potential Taxonomy updates, that will include additional agricultural activities, BioFirst anticipates key performance indicators for taxonomy-eligible economic activities may increase significantly in future reporting. We remain committed to monitoring future regulatory developments, to ensure our reporting obligations align with evolving standards. Our ongoing efforts focus on adapting our reporting systems to accommodate such changes, thereby maintaining transparency and compliance in our financial disclosures.

So BioFirst is not a sustainable company to invest in?

On the contrary. Most of **our investors** selected BioFirst as a sustainable investment. A major part of the 2023 capital increase was ensured via a regenerative agriculture fund. The same goes for the initial funding for the growth of BIOTROP, before becoming part of BioFirst Group.

Our combination of ambitious sustainability strategy, linked to successful growth in biological crop protection, has not gone unnoticed. In Belgium for example, where BioFirst Group headquarters are located. BioFirst Group won the 2024 'Changemakers Award' for companies shaping the future with sustainable solutions. In the 'Trends Impact Award 2024' for companies with an outstanding positive and sustainable impact on society, BioFirst was awarded the 'Impact Award for Ecology' and the overall 'Trends Impact Award 2024'. In 2025 we had the honor of being on the expert jury for Changemakers, and were proud to pass the torch to SKELLET, POWR. care and Ardo for the 2025 awards.

In 2025, a Belgian Minister and local ambassadors visited our BIOTROP research and renewable production facilities in Brazil, to see at first hand their sustainable innovation. Our Brazilian colleagues also received the 2025 Visão Agro Brasil award for biocontrol, one of many awards for their ESG accomplishments (as will become clear in the following chapters).

Moreover, many of our products may serve as measures for agricultural companies to reach alignment with the EU taxonomy. They offer concrete help to adhere to the Do-No-Significant-Harm (DNSH) criteria, as outlined for pollution prevention, and may aid in the planning for mandatory climate change adaptation measures. For example, by keeping soils healthier, by reducing the impact of crop water use; by making activities more adaptive to climate change; and especially by lowering pollutants and nutrient run-off, due to minimizing the use of traditional pesticides and fertilizers. So, while our turnover is not eligible for the EU Taxonomy, our products may help our customers align their turnover with the scheme. Currently, the eligible agricultural activities are limited. We hope growing perennial and non-perennial crops will be included within

*NACE stads for "Nomenclature statistique des Activités économiques dans la Communauté Européenne" - EU codes for the classification economic / business activities."

the EU Taxonomy as main agricultural activities in the near future. We are in full support of their inclusion. Including sustainable agriculture in the taxonomy would reward all growers that have already adopted sustainable practices, and would add incentives for those that have not implemented such measures.

Does it mean BioFirst is not investing sustainably?

Again, on the contrary. Our investment in our BIOTROP production facilities has already started to pay off. In 2025 we again produced, and delivered, a record number of biocontrol products to our valued customers in Brazil.

In 2025, many of our Biobest sites invested in increased production versus a very limited investment in space: optimizing production efficiency at a minimal ecological footprint. We primarily invested in new production and packaging equipment, and increased efficiency at many of our sites. Among the notable site expansions was completion of our new Imex state-of-the-art sales office and storage facility in Mexico. For this building, we invested in additional roof insulation, on site water infiltration and solar panels on the parking lot. Additional solar panels and simple vegetation, to further increase site cooling through natural evaporation, are planned for the coming year. Natural cooling proved to be the most effective regarding energy use. While improving healthy working conditions, it is cost efficient reducing indoor and outdoor temperatures during the warmest parts of the day.

In a second and larger example, construction has started on our new Plant Products distribution facility and head office in Leamington, Ontario. You can read all about this new sustainable build page 74.

Other key events in 2025 include the setting-up of a new all-electrical production facility in Yunnan, China, the acquisition of key staff and services for Ecoation to take direct control of the development of our high tech monitoring and scouting tools, and the successful launch of BioWorks Europe, which currently operates from the same site as Biobest Belgium. Other site-specific investments and measures to increase our ESG-performance, are described in the related chapters.

Belgian ambassadors and minister Jean-Luc Crucke for Climate and Mobility visited BioFirst Groups' BIOTRPOP facilities in Brasil this year before travelling to COP30 in Belem

New office for Distribuciones IMEX Mexico completed in 2025

Code of conduct & whistleblowing

In 2024, we globally introduced and published, our Code of Conduct, based on our core values. It more specifically outlines the ethical standards and behavior we expect from our employees, to live up to our core values. These ethical standards have been integrated into the performance management cycle (OGAM) and adherence to the code is now discussed with all employees annually. The code also deals with the necessary legal aspects for compliance, the correct use of personal and company data and fair business conduct. Where necessary, it refers to more specific local legislation.

All rules and company policies are explained within the code. As for all cultural aspects, we expect employees to maintain an open dialogue regarding adhering to the code. We promote open communication on our values and Code of Conduct. If in doubt, we ask employees to discuss it with their manager or, alternatively, they can opt to speak to one of several confidants within the company about any personal or business-related issue.

With the Code of Conduct now implemented within the Group, we are developing practical training to highlight the most important and relevant 'dos and don'ts', based on an employee's function. Sharing our core values and code are an important part of our management cycle and the introduction of new employees. As of 2026, we have designed Biobest Academy training modules to share the most important parts of our code with all employees in a direct and practical manner.

We also operate a whistleblowing line for reporting any suspicions, illegal or unethical business conduct that may breach our Code of Conduct. The online contact form gives possible whistleblowers the opportunity to report issues anonymously, should there be a situation where they do not feel safe discussing issues with their supervisor. Issuing a report is open to anyone, at any time. Reports can be filed via this page. The BIOTROP division also has a dedicated whistleblowing line in Portuguese.

In 2025 we received 44 whistleblower reports. All cases were handled and investigated, with five treated as more serious incidents. As standard procedure, all cases submitted through the BioFirst whistleblower line are evaluated by an external lawyer. At BIOTROP, an internal lawyer is always involved. None led to a conviction, fine or penalty for BioFirst Group.

Sustainable crops by law

Our products contribute to making food systems fair, healthy and environmentally friendly: as set out in the EU Farm to Fork Strategy. Among other things, this strategy promotes the use of biological solutions for sustainable crop production. The aim is for agriculture to:

- have a neutral or positive environmental impact
- help to mitigate climate change and adapt to its impacts
- reverse the loss of biodiversity
- ensure food security, nutrition and public health, making sure everyone has access to sufficient, safe, nutritious and sustainable food
- preserve affordability of food, while generating fairer economic returns, fostering competitiveness of the EU supply sector, and promoting fair trade.

The positive effects our products may have on crop production, also aligns with the Sustainable Crop Production Intensification (SCPI) as promotes by the United Nations Food & Agriculture organization (FAO). The table to the right provides an overview of four of our main product groups, and how they contribute to sustainability and intensification of crop production.

PRODUCT CATEGORIES	SUSTAINABLE = Reduction of carbon footprint and/or biodiversity decline and/or negative impact on human health	INTENSIFICATION = Reduction of agricultural land-use
Biological Control of pests, diseases, nematodes and weeds (macrobials, insect pathogenic nematodes, biopesticides, semiochemicals)	• Reduction of biodiversity decline by reducing chemical pesticide usage and replacing them with biocontrol-based IPM • Reduction of carbon footprint from crop protection by reducing chemical pesticide usage requiring high amounts of (fossil) energy for production • Reduction of the harmful impact of chemical pesticides on human health	• Increase in crop yield by reducing abiotic crop stress caused by chemical pesticide application • Increase in crop yield by reducing the negative impact of chemical pesticide application on soil health
Biostimulants (abiotic stress)	• Reduction of carbon footprint from crop protection by reducing chemical fertilizers usage due to enhanced nutrient use efficiency • Reduction of biodiversity decline by reducing chemical pesticide and/or fertilizer usage due to enhanced plant resilience and/or enhanced soil microbial activity • Reduction of the harmful impact of chemical pesticides and/or fertilizers on human health	• Increase in crop yield by reducing abiotic crop stress caused by heat, drought, salinity, etc., often in combination with active plant growth promotion • Increase in crop yield by root growth stimulation and improvement of nutrient uptake and nutrient use efficiency
Biofertilizers (nutrient use efficiency, NUE)	• Reduction of carbon footprint in the production of synthetic N-fertilizers, and of mining P, K and other elements by reducing their usage • Reduction of biodiversity decline by reducing synthetic fertilizer usage and associated effects on eutrophication and water, air and soil quality • Reduction of the harmful impact of fertilizers on human health, through their negative impact on water and air quality	• Increase in crop yield by facilitating better nutrient uptake, often in combination with active plant growth promotion • Increase in crop yield by reducing the negative impact of fertilizer overuse on soil quality, often in combination with active plant growth
Inoculants (N-fixing bacteria)	• Reduction of the carbon footprint of crop nutrition by reducing the use of synthetic N-fertilizers requiring high amounts of (fossil) energy for production • Reduction of the harmful impact of synthetic N-fertilizers on human health, through their negative impact on water and air quality	• Increase in crop yield by reducing the negative impact of synthetic N-fertilizers overuse on soil quality, often in combination with active plant growth promotion

Our BioWorks team cooperating with California Polytech State University to find new biological solutions in the field

Lobby for increased biocontrol availability

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Driving a shift towards sustainable, healthy and effective agriculture

Our customers are faced with several challenges in delivering more sustainable crops to the world. The main challenges related to our business are increased pesticide resistance, regulatory pressure on the use of traditional chemicals and changes in pest pressure. All leading to a need for novel biological solutions.

BioFirst welcomes this opportunity and aims to remain the most reliable partner in sustainable crop health and crop protection. R&D and innovation have always been a key part of the group's success, and we continue to invest in bringing novel solutions to the market. Keeping up with current grower challenges, also presents unique challenges to BioFirst Group. Our main challenge currently is lengthy registration times for many of our products. In many regions we may already have a sustainable answer to a pest or alternative to a traditional product, but it may take years to be able to bring that product to market. And unfortunately for our growers, emerging pests might not always wait that long.

Therefore, the fast-tracking registration of novel biocontrol or biostimulants products to help growers, is our main concern. Our lobbying activities aim to promote policies that support an increased adoption of biological control, at a faster pace, while safeguarding product quality, affordability, environmental safety and food safety.

Towards this end, there is no direct lobby to any organization, we work with our peers in branch organizations to accelerate authorization of novel sustainable solutions in many global regions. By doing so, we aim to position ourselves as trusted peers in the biocontrol industry, while contributing to the acceleration of sustainable farming. As experts in our field, we believe it is our responsibility to contribute our knowledge and insights to public organizations, and politicians involved in drafting new public policies and regulations, helping them to take well-informed decisions. We aim to correctly, and ethically, inform these institutions of our insights and vantage points on current developments, while informing them of our interests in these processes.

Our Code of Conduct provides clear rules and guidelines regarding lobbying activities and political influence. As a company, we do not have a political standpoint or make any political contributions, either financial or in-kind. No payments are made directly, or via any organization, to influence any decision-making process. Information is collected with peers, and shared in a transparent way, to contribute to an informed decision-making process. Activities are coordinated with our Chief Strategy and Transformation Officer to ensure our efforts are aligned with our Group strategy.

Memberships & activities

- IBMA (International Biocontrol Manufacturers Association. No. EU Transparency Register 06818218065-85, international cooperation with BPIA, ANBP IOBC included in the register)
  Membership & presidency: Karel Bolckmans, BioFirst, CSTO

- AENDA (Associação Nacional das Empresas de Produtos Fittosanitarios)
  Membership & board member: Fabio Pevide, BIOTROP, Director of regulatory affairs

- ABBI (Associação Brasileira de Bioinovação, bio inputs and innovations)
  Membership & board member: Jonas Hipolito, President BIOTROP division

- ABBI (Associação BiOTED Antalya)
  Membership & presidency up to 2025: Yağız Süzen (Biobest Antalya)

- AFE (American Floral Endowment)
  Membership & board member: Bill Foster (BioWorks North America)

- AWSA (Agrochemical Warehousing Standards Association)
  Membership & board member: Theresa Wildman (Plant Products Inc)

- Global BioAg Alliance
  Executive Chair: Karel Bolckmans

Other memberships

- AmericanHort (Plant Products U.S.)
- ANBP North America (Association of National Biocontrol Producers) (Biobest)
- Artemis (Biobest Nederland B.V.)
- BPIA (BIOTROP, Biobest & BioWorks North America as founding member)
- CABI – contributing tot he CABI Bioprotection Portal
- CleanFarms Canada (Plant Products Inc)
- Croplife Canada (Plant Products Inc)
- Eastern Ontario Golf Course Superintendents Association (Plant Products Inc)
- EBIC (European Biostimulants Industry Council)
- EGTOP, Expert Group for Technical Advice on Organic Production (Biobest division)
- EPPO, European and Mediterranean Plant Protection Organization, (Biobest division participation in technical groups and publications)
- Floriday Strawberry Grower Association (Plant Products U.S.)
- Florida Nursery, Growers and Landscape (Plant Products U.S.)
- Georgia Green Industry Association (Plant Products U.S.)
- FSAC (Fertilizers and Supplements Advisory Committee) (Plant Products Inc)
- NAPCC (North Amercian Pollinator Protection Campaign) (Plant Products Inc, Biobest Canada)
- NAPPO (North Amercian Plant Protection Organization) (Biobest Canada)
- North American Bluberry Council (Plant Products U.S.)
- Ontario Golf Superintendant Association (Plant Products Inc)
- Ontario Honey Bee Assoication (Biobest Canada)
- VNO-NCW (Verbond van Nederlandse Ondernemingen – Nederlands Christelijk Werkgeversverbond) (Biobest Nederland B.V.)
- Wisconsin State Cranberry Asociation (Plant Products U.S.)


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BIOTROP
Soluções em Tecnologia Biológica
BIOTROP
BIOTROP

Possible risks

As many measures are in place today, and with no recent occurrences, the possibility of introducing an invasive species is currently not included as a material risk. However, we always remain vigilant. Our Biobest division has historically invested a lot of time and effort to prevent the possible spread of invasive species, adhering to local legislation and stricter internal protocols. We have a separate department to monitor protocols for our production processes, and to organize the necessary permits for our global shipments, checking which regions are safe or unsafe to ship specific organisms. We aim to maintain a high level of safety and keep policy makers informed of effective processes and procedures.

While biological compounds are usually safe to use and healthier than chemical alternatives, they are not by definition safe for human health and the environment. The world of biology is complex and a high level of expertise is needed. Toxic natural compounds can exist, while some natural substances can lead to allergies or have an unintended impact on other organisms. This is why we are in favor of scientific assessment and having adequate registration procedures for new products. Due to having these strict procedures, we may consider biocontrol products to be much safer for crop health, human consumption, biodiversity and ecosystem health, than traditional products.

At BioFirst we believe solid and objective research should be the cornerstone of any informed decision. We promote the sharing of knowledge between stakeholders in the sector, to find the correct balance between preventing any unwanted effects of organisms or new products introduced in the environment, while promoting biological control over traditional methods. This approach greatly benefits biodiversity and the environment, by lowering pollutants and eutrophication. We have a large team and invest significant research time to gain the necessary knowledge on the effects of our products. We are happy to share this with policy makers through our membership organizations and collaborations in technical working groups.

Welcoming the Proposal for the Simplification Package Omnibus

In recent years, the new Omnibus regulation has become a popular term in EU legislation. An EU Omnibus package aims to combine several legislative changes into a single, comprehensive act. The goal is to simplify, streamline and update rules, to make them more practical, boost competitiveness and harmonize different laws - an ambition BioFirst strongly supports. [To clarify, in this chapter we do not set out to discuss the EU Omnibus package on sustainability reporting under the CSRD.]

The publication of the European Commission's Proposal for the Simplification Package Omnibus, for placing plant protection products on the EU market, is of great importance to our business. A significant step forward, it will accelerate market access for biocontrol active substances and products, providing European farmers with essential tools for sustainable agriculture. In recent years, many chemical products have been rapidly phased out with legislation, while access to new biocontrol products has been much slower. European farmers are being challenged with a decreasing range of effective tools to protect their crops from pest and diseases, posing a serious risk to their income and European food security.

Fortunately, the European Commission has recognized the issue and released this Food and Feed simplification proposal. The most important amendments include:

- Adopting a clear definition of biocontrol active substances and their products at EU level
- Prioritising the approval and authorisation procedures for biocontrol
- Allowing Member States to grant provisional authorisation for plant protection products containing new biocontrol active substances
- Increasing available resources for review of active substances
- Establishing a single EU zone to ensure more equal access to these products in all Member States
- Introducing recognition between Member States when agreed deadlines are exceeded.

"This proposal represents a pivotal moment for the biocontrol industry," said Karel Bolckmans, BioFirst Chief Strategy & Transformation Officer & President of IBMA. "By streamlining regulatory processes, we can foster innovation in Europe and provide farmers with the tools they need to embrace sustainable crop protection. The proposal is by no means the finish line and still needs to be implemented in (local) legislation. And, we would love to see a maximum registration time for products. But the proposed changes will certainly help to maintain high safety standards, while reducing the amount of administration - enabling faster and more affordable market access for biological solutions. The recently published non-legislative report on biocontrol (INI 2025/2086), is another significant step, with over 90% of the Members of Parliament voting in favour. So, while there is still lots of work to do, some crucial steps are being taken for biocontrol in Europe"

Biodiversity & ecosystems

E4

Biodiversity & ecosystems

CSRD (SUB- SUB-) TOPIC	IRO[1] CATEGORY	IRO DESCRIPTION	PERIMITER[2]	ACTUAL OR POTENTIAL[3]	LINK TO OTHER TOPICS
E4 Direct impact drivers		Reducing the use of traditional pesticides and fertilizers by our customers, restoring local soils, ecosystem health and improving local biodiversity			E1 S3 G1
E4 Direct impact drivers		Reducing the use of traditional pesticides and fertilizers by our customers, chronically reducing the amount of chemicals and eutrophication to global (aquatic) ecosystems and the food chain			E1 S3 G1
E4 Direct impact drivers		Sharing knowledge on IPM and biological control to positively influence end user and food market demand for biological solutions towards our customers			S3 G1
E4 Direct impact drivers		Continued investment in research and development, to finding new top-selling products & innovative methods to remain leader in full IPM advice and services, as a competitive advantage			E4
E4 Ecosystem services dependencies		Screening a large amount of (micro)organisms and storing their genetic information to find innovations for biological crop protection and enhancement			E1 E3 E5 S4

As the table at the start of each chapter shows, there are many links between the main Impacts, Risks and Opportunities (IRO) topic and other topics. For each IRO we have selected the most relevant one as main topic. The impact of our products, for example, has already been mentioned several times in the introduction and governance chapter – as it positively impacts most CSRD environmental topics and subtopics, compared to the use of traditional products. This includes substantially reducing direct emissions and supply chain emissions for climate change mitigation; adding crop resilience for climate change adaptation (both ESRS E1); reducing pollution & preventing the use of substances of concern (ESRS E2); reducing pollutants and eutrophication in soils and aquatic ecosystems (ESRS E3); reducing negative impact on biodiversity and ecosystems (ESRS E4); and using more biobased resources and leaving less waste in the environment (ESRS E5). The use of biologicals and easy application of the products in general, also impacts employees, customers, consumers and local communities alike (ESRS S1 - S4). So, while many topics are impacted, BioFirst impact on topics E1 and E4 was found to be material. And while we aim to explain our full impact, we will focus on those topics in this report, as these are where we have the most material impact.

Looking at the IRO above, we are clear why 'Biodiversity and Ecosystems' is the first and most material topic to BioFirst – due to the positive impacts of our products. Compared to traditional products, they have a profound positive impact on our supply chain, both upstream and downstream. Our business in biocontrol makes BioFirst a very interesting investment for any investor looking to invest in biodiversity and wellbeing.

Our connection to biodiversity and ecosystems includes:

- our continued business opportunities to promote biologicals;
- our dependence on local species diversity for innovation
- the fact we care about our natural environment: it is where our business is rooted.

In our business model, we aim to harness the power of nature to work for our customers: providing easy to use, natural products that improve yields. Currently BioFirst produces and rears close to 100 species of insects, mites, beneficial nematodes, fungi and bacteria, with the goal of increasing crop health, improving plant development and protecting crops from pests and diseases. We are on a mission to contribute to the sustainable future of agriculture.

Our impact on soils

Traditionally Biobest has served customers by delivering insects for natural pollination, and beneficial insects to protect greenhouse crops. Since 2024, BioFirst has also become very active in row crops: expanding its impact on customers' soils and natural soils alike. Bacteria and fungi are the primary representatives of the biological components of soil. They perform several essential functions for agricultural production, including enabling water uptake, supplying nutrients, promoting plant growth and protecting crops. Through biotechnology, BioFirst harnesses microbiological resources to create agricultural products aimed at sustainably increasing crop yields.

While our biological inputs are targeted to improve plant health – for example, improve water and nutrient uptake or battle pests in a natural way – they are also allies of soil quality. These inputs reduce the need for traditional fertilizers, that may cause eutrophication and, if not utilized by plants, may contaminate water, soil and other resources. And, as detailed in the next chapter, by offsetting synthetic fertilizers, biological inputs can significantly lower emissions, reducing overall global warming potential. Our products can partially, or even fully, replace the use of

fertilizers by leveraging natural mechanisms, such as biological nitrogen fixation and the solubilization of nutrients like phosphorus and potassium. Additionally, these products promote the production of phytohormones, which support proper plant growth and nutrition, enhancing crop yields while minimizing environmental impacts.

Biodefensives promote crop health by using natural substances or mechanisms – such as parasitism, competition, predation, and antagonism – instead of synthetic chemical pesticides and fungicides, which can contaminate the soil and in many cases are toxic to humans, animals and plants. In 2025, we calculated the reduction in chemical usage achieved using some of our products, compared to conventional farming methods, resulting in a decrease of over 25,000 tons of traditional chemicals.

Scientific evidence demonstrates that Biological Nitrogen Fixation is a viable alternative for enhancing agricultural productivity, while minimizing greenhouse gas emissions, thereby helping mitigate the effects of global warming.

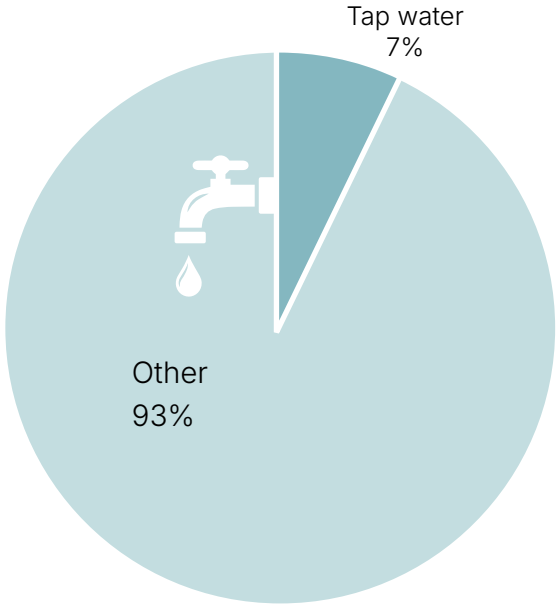
Bacterial fixation enables the use of nitrogen from the atmosphere, reducing the need for chemical nitrogen fertilizers. Studies show that reducing dependency on chemical nitrogen fertilizers can mitigate the emission of 180kg of CO_2 equivalents per hectare.
A major, but often overlooked, added value of biological products is their capability to improve soil and plant health – increasing productivity. Alongside improved profitability, this boosts overall production (yield/ha) without expanding the cultivated area. While optimizing agricultural production to feed the growing global population, this increased production and restoration of depleted agricultural soils can potentially reduce the need to convert nature into agricultural land.

Our impact on (life below) water

While all our biological products result in stronger plants, increasing resilience to environmental stresses, some specifically target root strength and water uptake. This boosts productivity, while reducing irrigation needs and increasing drought- tolerance. Helping farmers adapt to climate change in regions that are becoming more arid, it also reduces irrigation needs in these areas. Irrigation, especially when applied overhead, generally results in high evaporation losses. Where this water vapor is carried away by the wind, and falls elsewhere, groundwater levels drop causing regions to become even drier - impacting local agriculture and nature alike. And, when local vegetation suffers, local water retention may decrease, and temperatures increase, creating a negative loop.

While the impact on soils and ground water levels may be evident, our business also has a profound positive impact on life below water. This impact, on waterways and oceans, is more indirect. The main human impacts on life below water are pollution, overfishing, habitat loss and climate change. Polluting waterways and oceans is the number one threat. While ocean plastics are highly visible and well publicized, a major part of the pollution is due to run-off, from the land. This is mainly from agriculture, where large quantities of fertilizers and chemicals end up in oceans.

The 1940's saw the rise of chemical pesticides. A major step forward in the control of pests and plant diseases, they significantly improved commercial crop yields, helping to feed the global population. However, these pesticides also had serious negative effects on human health, both directly through accumulation in our food chain, and indirectly by negatively impacting local biodiversity. In addition, they caused indirect impacts, not foreseen at the time, creating resistant pests and pests that had lost their predators for example: both leading to unexpected outbreaks and an increased use in pesticides.



At our Real IPM site in Embu, we provide drinking water to the local community

Pesticides making their way into groundwater and larger waterways, have the potential to kill many types of organisms; plankton, crustaceans, aquatic insects and other marine invertebrates; as well as vertebrate species such as fish, amphibia, shellfish and waterfowl. As a leading contributor to the decline in many fish populations, pesticides also impacted some endangered species in the past. The issues are mostly observed where pesticides are applied close to wetlands, lakes, ponds, rivers and streams. Not all pesticide poisonings result in immediate death. Small, sublethal doses of some pesticides can lead to weight loss; changes in behavior; impaired reproduction; inability to avoid predators; and lowered tolerance to extreme temperatures. If this pressure continues, it can lead to serious population decline. Fish in streams flowing through cropland and orchards are most likely to receive repeated low doses of pesticides.

In the last twenty years, studies have identified the damaging effect fertilizers, and other nutrients, may have on coastal ecosystems. Tropical coral reefs, and other coastal ecosystems, are especially threatened. Thriving in a nutrient poor environment, coral reefs are very efficient at recycling the nutrients available. Adding nutrients upsets this delicate balance, providing a competitive advantage to other species – such as algae, sponges and other filter feeders. This can enable them to outcompete coral species.

While this is the major area where we can positively impact life below water, we also have a more direct impact on water use in our production. Along with growers and the local community, we are impacted by the availability of fresh water near some of our production sites. Globally, around 70% of freshwater use is by agriculture. At most sites our water use is relatively low, and we already recycle a fair amount of rainwater (non-material impact). So rather than adopt a global water use target, BioFirst has pinpointed several locations deserving specific attention and measures due to (a) higher water use; (b) possible stresses on the local ecosystem and local biodiversity; or (c) risks of water availability for production, or the local community.
At these sites, we set out to optimize water use. Firstly, by optimizing processes and making the most efficient use of water. And, secondly, by making optimal use of available water; for example by utilizing roof area to capture rainwater in reservoirs. While improving the cost effectiveness of production, and making better use of natural resources, it lowers our purified tap water usage. Where possible, water used in production is encouraged to infiltrate the ground, helping replenish local ground water levels.
In Brazil we manufacture hi-tech biological products, such as biopesticides and biostimulants. By using a deep well, we ensure high water quality and avoid depleting water in the upper soil layers. Water efficiency is key in production. The bulk of the water used becomes our finished product. Targets on the use of water per volume of product help avoid unnecessary usage and reduce the necessary effluent treatment.


Pygmy seahorse on coral

A significant amount of run-off from agriculture and other land use, ends up in our coastal ecosystems

Our impact on life on land

Our impact on land is clear, with many already outlined:

- Direct impact drivers, by lowering amount of chemicals used
- Chronic effects of pesticides on species
- Impacts on soil and environmental health
- Reducing need for additional land conversion.

The positive effects of improved soils and environmental health can help restore many positive feedback loops. Local systems may become more resilient, harboring a higher species diversity and improving ecosystem health and services. Possible examples are higher local water retention, lower local temperatures, improved protection from wind and flooding, prevention of erosion, improving water quality, the list goes on.

Developing and sharing knowledge is another way we can contribute. BioFirst collects information on species, including genetic information, and performs scientific research into behavior and gene expression. Storing and developing biological information is another important way the Group aims to contribute to the conservation and restoration of ecosystems.

And last, but not least, we set out to leave a physical impact on this world. Our teams perform and support projects that directly contribute to local ecosystems close to our companies and our employees' hearts. We believe working on local nature with, or for, the local community, is a very important part of our work. The social aspect is a very important driver for us to be working in a sustainable business.

Flower borders in agriculture help to attract natural enemies of pests

Expressing our passion for nature & biodiversity

People with passion can change the world for the better! And, BioFirst employees are generally very passionate about nature and biodiversity.

Many employees come to work for us because of the nature of our business and its positive impact, providing alternatives for traditional pesticides and fertilizers. Almost 40% of all our 2025 sustainable initiatives worldwide focused on nature and biodiversity.

Tree planting activities

Planting local tree species is an important, and recurring, event at many of our sites. Colleagues in Kenya and Brazil, for example, plant trees annually with their children, customers and other important guests. In other countries, like Turkey, Belgium and Canada, our teams periodically return to local nature sites to help clean-up and manage them.

Biobest Mexico colleagues are continuing to work with their local Tala community, together with Agrovision and local NGO Selva Negra, to plant trees. A major local initiative to boost nature, while strengthening cooperation among these local institutions. In 2025, the initiative embarked on a new project, planting endemic trees in an area just within the city limits. Strengthening local nature and tree numbers, the project is also benefiting ecosystem services by lowering local daytime temperatures; providing natural shading; improving water capture, retention and air quality; reducing local noise and enhancing wellbeing.

Local tree species were selected to provide a home to other local flora and fauna and to be easy to maintain. High-stemmed specimens, not exceeding 12 meters at full height, were selected to ensure everyone's hard work can be enjoyed in San Isidro Mazatepec for many years to come.

Improving biodiversity with research

2025 saw the continuation of several global biodiversity initiatives by our R&D departments. These deliver great added value in regard to: research, species identification, applied science for improving IPM programs, application of our knowledge outside our business, or boosting local biodiversity.

The Nimbles project, for example, is collecting and isolating microorganisms from nature. In this project we store genetic information and functionality, both in a database and physically through cryopreservation.

In 2025 we supported a spin-off from our FABulous Farmers project: to attract naturally occurring enemies of pests in open field agriculture. (For more about this earlier project, see our 2022 report). Supporting this local spin-off "Randenrijk" project, we cooperated with local governments, NGO's and growers to enhance the natural occurrence of predators, to protect local crops. Flower borders, at the edge of agricultural land, can deliver multiple benefits. Creating a more diverse and attractive countryside for humans and insects alike, they can boost local biodiversity and help improve agricultural yields with less crop protection products. That last point is central to the conservation plans of nearby key biodiversity areas, such as the unique Scheldt estuary 'Het Verdronken Land van Saeftinghe', maintained in close cooperation between Belgium and the Netherlands.

Our colleagues of Biobest Mexico and Distribuciones IMEX planting trees with and for the local community

Site-specific actions

The positive impacts of our products on our supply chain are global. However, the local strategy to increase sales, which IPM strategy to use, and which initiatives optimally benefit our customers and the environment, are highly diverse and depend on local circumstances. We aim to harness the power of this diversity. To optimize our local impact, we value and rely on the input and initiative of our local teams.

In 2023, we conducted an assessment of our global biodiversity impacts. While any negative impact on local biodiversity was minimal for most sites and topics, it provided insight and paved the road for concrete actions. We do not want to simply state we produce sustainable products, we love to act.

As such, we

- are taking measures at our offices to protect, or improve, local biodiversity
- aim to build only on existing industrial and agricultural land
- devised a list of general (re)construction measures, based on ecological studies
- share species and local biodiversity knowledge with growers/local communities
- are involved in projects to boost natural biodiversity
- use a site-specific approach for those emitting NOx
- reduce water usage, focusing on large production sites in water stressed areas.

Though this topic is material, due to business opportunities and positive impacts, we report on several datapoints for CSRD compliance:

- We do not have a separate formal biodiversity policy, as biodiversity is an integral part of our core values, code of conduct, ESG policy and this report. It is also an integral part of our working processes and compliance procedures in production and distribution of our products.
- All but one of our sites (contact information is available from page 110) are situated within 50 kilometers of Key Biodiversity Areas – as found on www.keybiodiversityareas.org. Our current assessment did not find any material negative impacts BioFirst might cause to these areas. Moreover, our products may aid in mitigating negative impacts that may be present further down our supply chain.
- We do not work with any species on the IUCN red list. We are still finding new species during identification projects for beneficial mites, as described in our 2023 Sustainability Report, and for microorganisms in our Nimbles project, (explained in more detail in this chapter).
- We did not consult any community, or NGO stakeholder, for mitigating measures – as the impact is positive and no actions were necessary. However, we did consult local NGO's and governmental organizations in relation to some of the voluntary community projects described and, where necessary, for our larger (re)construction projects.

We welcome any feedback on potential blind spots in our materiality assessment. Please share your suggestions at sustainability@biofirstgroup.com.

BIOTROP president Jonas Hipolito has the honor to plant a tree with Belgian minister Jean-Luc Crucke, to symbolize the growth of our joined ambition for the sustainable future of agriculture

Preventing the introduction of invasive species

History has taught us there is potential for newly introduced species to become invasive – a possible negative impact. Preventing this is a top priority for BioFirst Group and our entire sector.

In the past, local flora and fauna were significantly damaged following the introduction of invasive species. 20th century globalization, with its huge increase in global trade, has rapidly increased the geographical spread of organisms. Though usually unintentional, this has unfortunately resulted in issues involving invasive species in many parts of the world. Fortunately, this has in turn led to improved public awareness on the topic and an increase in (local) legislation over the last few decades.

Extensive legislation is now in place aimed at preventing the introduction of potentially invasive species. With almost four decades of experience in the field, BioFirst fully supports these measures. In many cases, (bio)control is needed due to exotic plagues being introduced in agriculture or greenhouses. However, the introduction of new species to an area should not proceed without careful thought, research and adherence to measures. When developing, or introducing, a new product to a region we take all the necessary precautions. Colleagues in our compliance, customer service and quality, and animal health departments are working daily on the safety and proper registration of our products. This ensures all our biocontrol products adhere to the strict protocols and local legislation regarding animal health, origin and destination. To protect our customers from any risk, we take extreme care to adhere to local legislation and additional internal protocols. To reduce any potential negative impacts from logistics, regarding both biodiversity and emissions, we produce locally where possible.

We are in full support of strict regulations to prevent the spread of possible invasive species. These regulations help provide a safe and level playing field for the sector. As you may read in our S1 chapter, page 112 and onward, we also love sharing our knowledge and the love and understanding of IPM. BioFirst is in full support of the Nagoya protocol: an international treaty under the Convention on Biological Diversity, that ensures the fair and equitable sharing of benefits from the use of genetic resources and associated traditional knowledge.

As highlighted earlier, there is a possible downside. For example, where it becomes impossible to collect, or introduce, a natural predator in certain countries; or where registration procedures are very laborious or lengthy. This may prevent biocontrol companies from identifying or marketing novel solutions – leaving growers without, or with only traditional pest control products at their disposal. Which in turn may also be damaging to local biodiversity. We therefore believe sharing our research and knowledge is key to finding the right balance – preventing the spread of organisms and promoting biological control together.

This beautiful lionfish is native to the Pacific, but has no natural enemies in the Caribbean

Our colleagues in Mexico

Planting with and for future generations

Climate Change

E1

Climate change

Towards net-zero carbon emissions in 2026

CSRD (SUB- SUB-) TOPIC	IRO[1] CATEGORY	IRO DESCRIPTION	PERIMITER[2]	ACTUAL OR POTENTIAL[3]	LINK TO OTHER TOPICS
E1 Climate change adaptation		Market shift -either by consumer demand or through legislation- increasing demand for more sustainable, residue-free and low carbon food products			E2 E3 E4 E5 S2 S3 G1
E1 Climate change adaptation		Increasing global population, leading to an increased demand for sustainable intensification of agriculture			E2 E3 E4 E5 S2 S3 G1
E1 Climate change adaptation		Climate events leading to supply chain disruptions, affection the availability or pricing of our transport and resources			E5
E1 Energy		Increased energy costs impacting operations or decreasing customer crop cycles and impacting sales (either due to increased consumption, costs of energy transition, shortages or other price volatilities)			E4 S4

CSRD (SUB- SUB-) TOPIC	IRO[1] CATEGORY	IRO DESCRIPTION	PERIMITER[2]	ACTUAL OR POTENTIAL[3]	LINK TO OTHER TOPICS
E1 Climate change mitigation		Developing bio-control solutions and biostimulants, reducing the use of traditional chemicals and fertilizers – reducing supply chain emissions			E2 E3 E4 E5 S2 S3 G1
E1 Climate change mitigation		Developing bio-control solutions and biostimulants, enabling our clients to reduce the use of traditional chemicals and fertilizers to achieve compliance and reach ESG goals			E2 E3 E4 E5 S2 S3 G1
E1 Climate change mitigation		Increased production leading to increased GHG emissions			E3 E4 E5
E1 Climate change mitigation		Increased scope 3 emissions from company growth and globalization of activities (e.g. logistics, services, waste)			E3 E4 E5
E1 Climate change mitigation		BioFirst products and packaging reducing customers traditional waste and resulting scope 3 emissions			E3 E4 E5
E1 Climate change adaptation		Local climate changes negatively affecting customer crop cycles and/or shift in pest pressure impacting sales			E2 E3 E4 E5 S2 S3 G1
E1 Climate change adaptation		Local climate changes positively affecting customer growth cycles or shift in pest pressure increasing sales			E2 E3 E4 E5 S2 S3 G1

Climate-related risks and opportunities

Although climate change will affect everyone in the near future, in some regions it is already having a profound effect on our sector. Climate-related risks and opportunities are part of our business model and therefore a relevant part of the BioFirst double materiality assessment for the CSRD. In this chapter, we outline those most relevant to our sector and business.

Climate change mitigation

As a growing company, in a growing sector, unfortunately our carbon footprint is growing with us. In line with the global industry trend, our absolute emissions are increasing year on year. However, as we take steps to reduce these emissions, our carbon emissions per total turnover has been decreasing over the last years. 2025 is a clear exception to this trend though, as we will explain later. As of 2026, we will compensate for all the scope 1 and 2 emissions we were not yet able to reduce.

So, while absolute emissions are increasing, our reduction measures are increasing even more rapidly and we will compensate for all of our remaining emissions as of 2026. Our strategy and measures are explained in the next chapters.

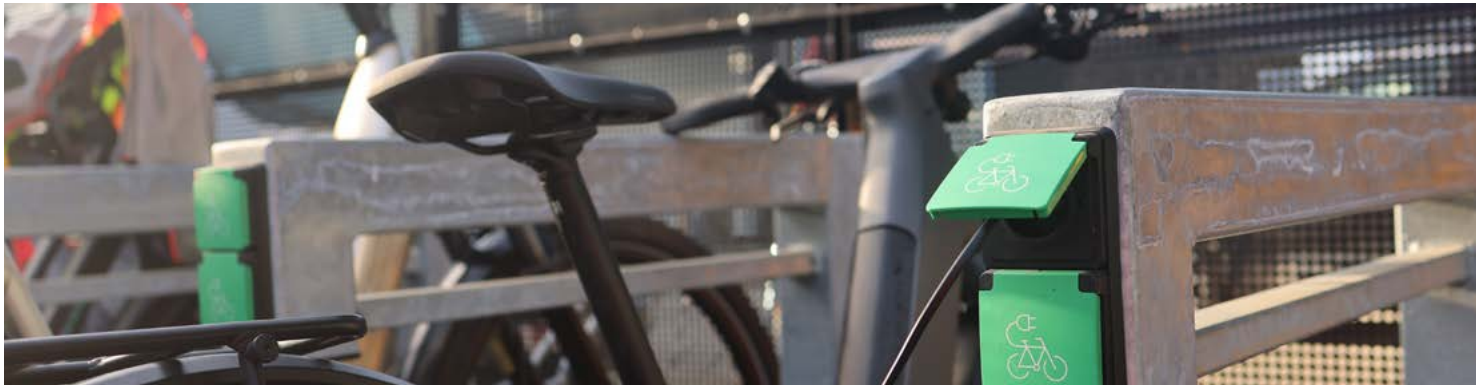
Working in IPM, minimizing pesticide use and promoting more sustainable crop protection strategies, our increased production is great news for the carbon footprint of the agriculture sector. By replacing conventional chemical-intensive alternatives, our products significantly help to reduce downstream supply chain emissions. Calculations show the emissions avoided, by replacing more traditional fertilizers and pesticides, are several orders of magnitude greater than the emissions generated by our own operations.

Climate change adaptation

Despite these efforts, the effects of climate change are already being felt – in some regions more profoundly than others. Changes in local temperatures and rainfall patterns are causing some arid environments to become even drier, while leading to flooding in others. In some regions this is leaving the land unsuitable for agriculture, causing a range of environmental, social and financial issues. Climate change may therefore have profound regional effects on our customers' crop rotations, which in turn impacts our sales and sales forecasts. These predictions are important, as we often require several weeks to months to rear certain bugs, while the final products only have a shelf life of several days or weeks. Timing is everything in our business.
Other changes might impact us even more directly; such as reduced water availability for certain production sites; changing air temperatures; direct sunlight levels impacting production; as well as the amount of cooling needed in our facilities. Indirectly, it may even influence labor availability, due to people moving away from severely impacted areas. But, the most profound effects are felt by our customers, as they are even more dependent on environmental conditions for growing their crops. In certain regions growers are heavily impacted by water scarcity, and in others by changes in temperature and climate. Increased heating and cooling costs may put additional pressure on greenhouse growers locally, especially in more arid climate. The global impact may be severe, with the risk of synchronized low yields by multiple major growers. For BioFirst this poses material risks, as productivity may fall, or price pressure may increase regionally.

However, as we withstand climate change together, it may provide significant opportunities to better support our customers in dealing with adaptation challenges. At the same time, global population growth and rising food demand continue to shape the agricultural landscape. While there is great value in our products that

New electrical charge points for cars and bikes at BioFirst headquarters

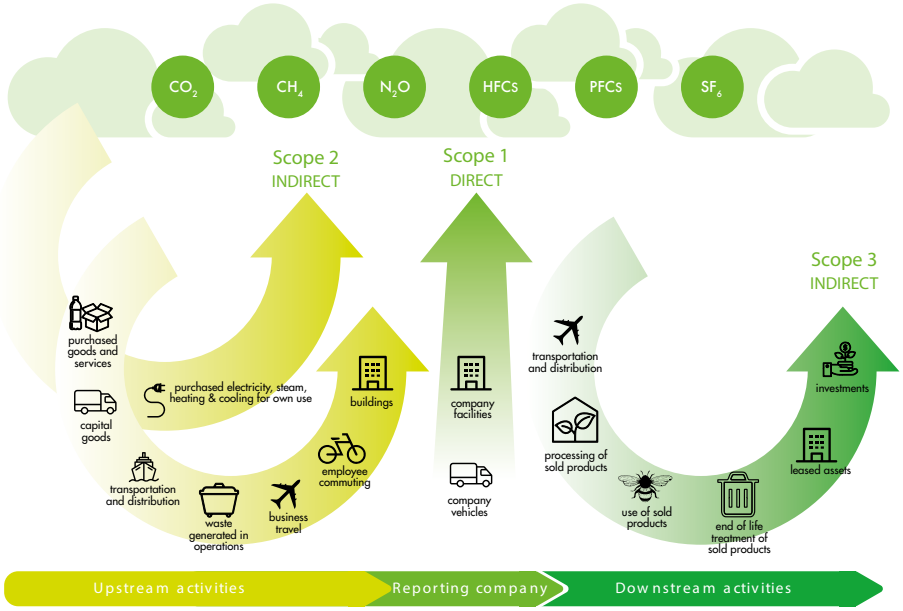


contribute to crop productivity, climate change opens the door to further innovation. It allows us to develop and offer new solutions, with just a fraction of the carbon footprint of traditional products. And, to continue to develop other product categories, such as biostimulants, to increase plant strength and root development – increasing crops' resilience to water stress.

Although our own production facilities are controlled, and relatively well protected against environmental changes, we foresee regional risks for our customers. We plan to remain flexible, fast to deliver and innovative: ready to step in to rapidly help customers adapt to changing conditions and pest pressures.

Energy

As the agricultural sector comes under pressure from a changing global climate and increased energy prices, we have linked our mission towards net zero using local renewable energy. We will focus our efforts on our own energy consumption, and work to become net zero for scopes 1 and 2.



SCOPE 1 GHG emissions	
Gross Scope 1 GHG emissions (tCO_2e)	19,377
Percentage of gross scope 1 emissions from regulated emission trading schemes (%)	0%
SCOPE 2 GHG emissions	
Gross location-based scope 2 GHG emissions (tCO_2e)	11,864
Gross market-based scope 2 GHG emissions (tCO_2e)	11,593
SCOPE 3 GHG emissions	
Total gross indirect (Scope 3) GHG emissions (tCO2e)	289,898

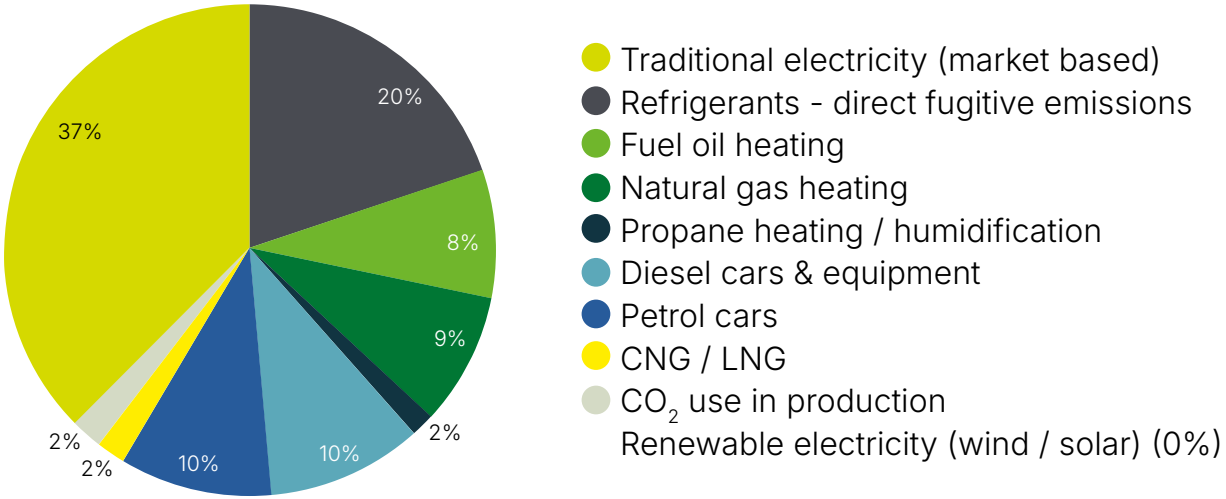
The Greenhouse Gas (GHG) Protocol distinguishes 3 types of emissions as depicted on the left.

Scope 1: direct emissions from burning (fossil) fuels in our operations. Examples: using natural gas or biomass to heat our buildings, diesel used in our vehicles.

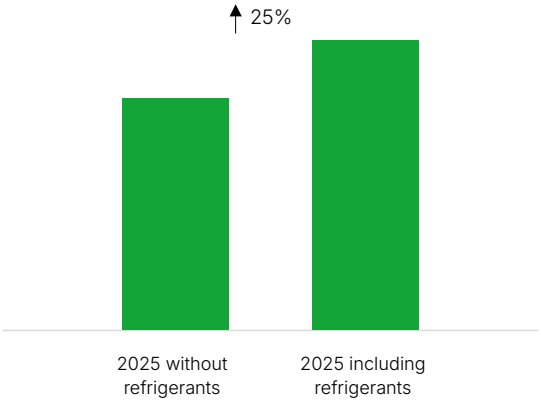
Scope 2: indirect emissions from the use of energy in our operations. Examples: using electricity generated from coal, or from biomass elsewhere, by using a district heating system.

Scope 3: indirect emissions by other parties involved in our supply chain. Examples: to refine fuels we use, to deliver by air freight, to produce our packaging, or by recycling and waste processing.

BioFirst carbon footprint 2025: scopes 1 & 2



Impact of adding refrigerants to our carbon footprint



Methodological improvements in emissions reporting

In 2025, we undertook a comprehensive refinement of our greenhouse gas (GHG) emissions accounting methodology to enhance accuracy, transparency, and alignment with evolving best practices. These updates reflect our commitment to continuous improvement and data integrity across all scopes of emissions reporting.

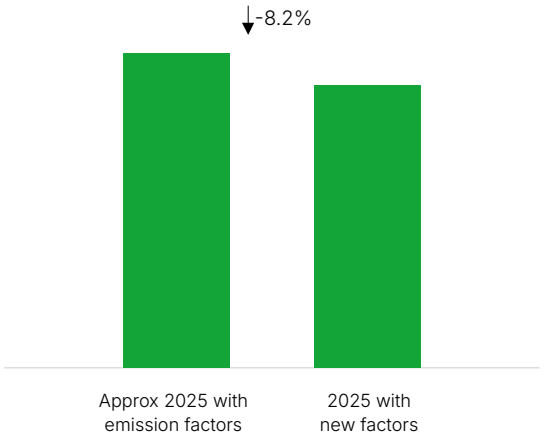
Scope 1: Updated accounting approach and added refrigerants

A 2025 reassessment of the replenishment of refrigerants, showed a significant impact of several sites on group emissions. We have therefore added the use of refrigerants to our reporting scope for all companies. These additions were made to both the 2025 and the 2019 base year dataset for proper comparison. The impact on our 2025 footprint is more profound though. The overall impact of refrigerants on our scope 1 footprint in 2025 is 25% as you may see on the page 81. Following expert opinion, we also made a relevant change to our scope 1 emission accounting. Previously we used so-called Well-to-Wheel (WTW) values, that account for all emissions of a fuel type: for example, from oil extraction, fuel refining, fuel transport, and the use in our trucks. In our current calculations, we split the emissions into 2 categories to align with current reporting standards:

- Use of fuels by BioFirst is added to our scope 1 emissions (Tank-to-Wheel (TTW) emissions);
- Upstream production and delivery of the fuels is added to scope 3 (Well-to-Tank (WTT) emissions) as "Fuel & energy related activities not included in scope 1 & 2".

The impact of this change on our scope 1 emissions is 8.2% as you may see on the page 80.

Impact of moving WTT emissions for fuels to scope 3



Scope 2: electricity categorization based on usage

To improve clarity in our energy reporting, we subdivided the scope 2 electricity emissions. We now distinguish between electricity produced for internal consumption and electricity generated for sale to the grid. This differentiation provides a more nuanced view of our energy flows and their associated emissions.

All methodological changes for scopes 1 and 2 have been applied to our 2019 base year dataset, to maintain consistency and ensure comparability across reporting periods. We aim to find an adequate mix between (1) staying up with evolving reporting standards to improve our carbon footprint, and (2) minimize changes and complexity of the calculation to ensure easy understanding and comparability with other companies. All details on our carbon footprint calculation are shared in the chapter "About this report".

Scope 3: data collection integrated and use of physical data

In 2025 we integrated the scope 3 data collection in our financial reporting platform, as for other ESG data collected. This enables more consistent, auditable, and scalable reporting across our value chain. It also means more companies were added to the reporting scope, requiring fewer calculations and assumptions. For some larger sites we were able to use physical data for the most material purchases (total weight) and transport (weight and distance) to improve our scope 3 footprint calculations.

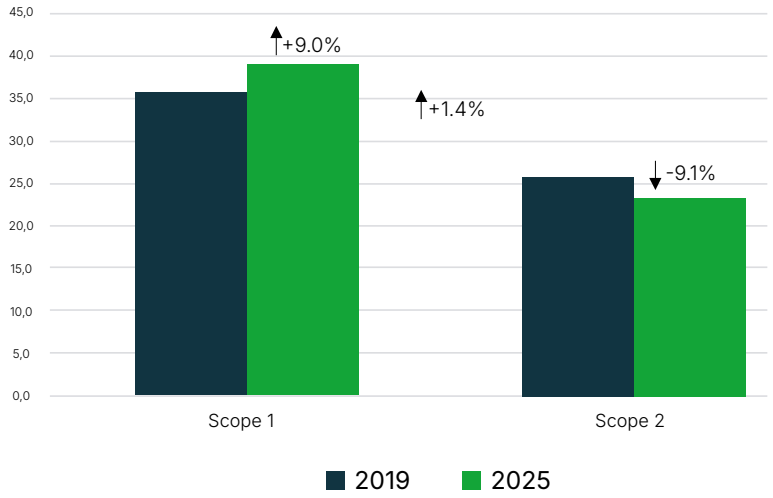
In 2025, BioFirst Group emitted a total of 31 kilotons of CO_2e globally (own emissions in scopes 1 and 2). For comparison, this is the level of emissions of a small village in Western Europe with about 3,500 households. About a quarter of the households of the charming Westerlo, next to which our headquarters is located. With an average of 3 tons of CO_2 equivalents per hectare, this would equate to emissions from 10,300 hectares of agricultural land used in a traditional way. To put that into perspective, our products serve several million hectares of agricultural land and greenhouses annually. Compared to the average annual agricultural emissions of 40 Gigatons, this is approximately 0,00008%.

But we are on a mission: we aim to do better. We have a strategy to gradually reduce our greenhouse gas emissions to zero. And as of 2026, we offset all our remaining emissions with voluntary carbon credits.

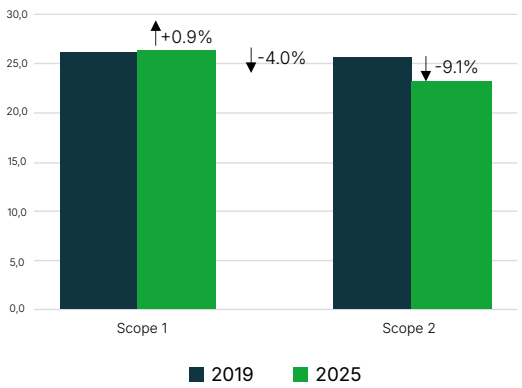
Carbon intensity per revenue

As in previous years, most of our 2025 emissions originate from our production facilities. Primarily due to electricity consumption (37%), fuel used for heating (8%) and the important addition of fugitive emissions from the use of refrigerants (20%). The bulk of the energy goes towards creating optimal climate conditions for the production of our insects, mites and other biological solutions. Natural gas and propane are used for heating several smaller office buildings, and for air humidification in our production facilities.
Another significant source of emissions (20%) is the fuel usage of our car fleet. Mostly used by our extensive team of (technical) sales representatives visiting many remote areas worldwide. And for some sites, we also operate vans and trucks for the delivery of our products. For more technical background on our carbon emissions, refer to "About this report".

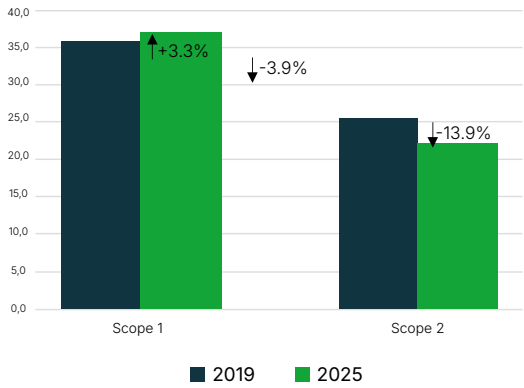
Carbon intensity compared to 2019



Impact of adding refrigerants to carbon intensity



Currency effect - 2019 and 2025 emissions at 2024 exchange rates



Our reduction strategy in practice – scopes 1 and 2

Between 2019 and 2025, our emissions intensity increase by 1.4% for scopes 1 and 2. A surprising result, as over the previous years we observed a steady decrease, as we continue to invest in new and more efficient facilities and processes. Additionally, we invested in the purchase of renewable electricity in additional sites. With the largest part of our emissions still originating from electricity used at our production facilities, these investments were gradually decreasing our global footprint. In 2024 we reported a reduction of approximately 20% for scope 1 and 2 combined, compared to our 2019 base year.

The main changes that may help to explain our 2025 carbon intensity

1. Currency efects. Emission intensity is calculated as emission per turnover. As we are a fast growing Group, this is our most relevant KPI. With a large part of our turnover generated in North and South America, we experienced material negative currency on our Group results in 2025. As turnover is included in the calculation, we experienced negative currency effects on our emission intensity as well. In the graph on the top right we have calculated our emission intensity versus the 2024 exchange rates. Calculating at last years rates, yields a 3.9% decrease in emission intensity, compared to a 1.4% increase at 2025 exchange rates. A 5.3% difference in total.

2. Adding refrigerants to scope. As explained at the start of the E1 chapter, we added refrigerant emissions to our global footprint in 2025. In line with global GHG accounting standards, we added these emissions to the carbon footprint for our 2019 base year as well. Refrigerant fugitive emissions for 2019 were significantly lower than those added for 2025, resulting in a disproportionate increase in our 2025 scope 1 emissions. In the middle graph we excluded these emissions to show the

changes in our emission intensity between 2019 and 2025, excluding refirgerants. Without the refrigerants our emission intensity decreases by 4%, as opposed to the current 1.4% increase. A total 5.4% difference.

3. Increased gas usage in Brazil and Canada. In the left graph on page 81, you will also see that even without the refrigerant emissions, our scope 1 emissions are slightly increasing. There are two main reasons. Two new facilities in Brazil become operational for the first full year, supporting an impressive sales growth of biologicals, but also increasing the use of natural gas locally by approximately 50% compared to 2024. In Canada a stronger winter season led to a significant increase in natural gas use and increased local use of fuel for our vehicles.

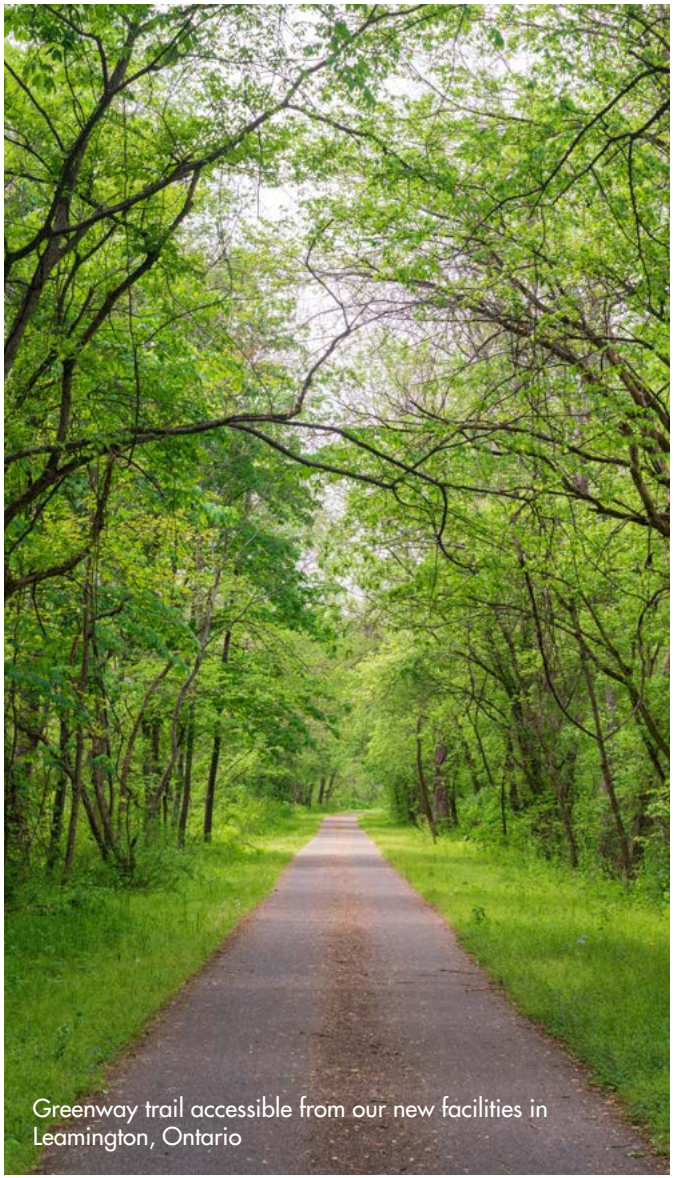
There are many smaller regional changes to our carbon footprint as well, but these are the main three drivers behind our Group increase in carbon intensity for 2025. Unfortunately obscuring the effects of many previous investments, as we continue to push forward to reduce our Group emissions.

The investments and progress made in 2025 were less impressive than in previous years. To be fair, the number of projects and increase in Group size

Our new Plant Products facilities under construction in Leamington, Ontario

over the last two years, are quite a challenge to match. During 2025, additional solar panels were installed on existing sites; at some offices and production sites LED lighting was retrofitted; and a new modern production facility was opened for Biobest China. In addition, our new state-of the-art production facilities – opened in 2024 for Biobest Belgium and BIOTROP Brazil began to produce large volumes of additional biocontrol products at low carbon intensity – which should yield positive results in the coming years.

In 2025 we started construction of our new Plant Products headquarters in Ontario, Canada. Due to grid restrictions and our high-capacity requirements, we were unable to implement our plans for an all-electric design. And increased capacity is something we sorely needed in this region, to support current customers' growth and adoption of biocontrol practices, and to open opportunities to serve new customers. With Plant Products activity in this region rapidly increasing, we have adapted our designs to remain flexible. Starting our operations on natural gas heating and leaving full-electric heating open as an option for the future. With an additional push from the initial grid constraints, all measures taken in this state-of-the-art building were focused on energy efficiency. As the largest energy consumer, most



Greenway trail accessible from our new facilities in Leamington, Ontario

measures were focused on an optimal flow and reuse of heat (and cold) in the building. The most important part of our circular air systems are the Energy Recovery Ventilation units (ERV), capable of recuperating 50 to 80% of the heat produced. Other measures include additional insulation, roof fans for an optimal distribution of heat and automated loading bay doors. Delivering savings on energy use, regardless of the source, they mean a significant reduction of both our carbon footprint and operational costs.

For employees and visitors, a natural walking trail will be created around the property, which also provides easy access to the local Greenway trail. The workflow of the warehouse and indoor design of the office space were a co-creation with our local colleagues: draft designs were posted to provide staff with the opportunity to feedback. The goal was to go for the most efficient design possible, while creating a healthier and more efficient workplace for everyone. Construction of the new facilities is progressing steadily, with the grand opening of the new operational headquarters planned for the second half of 2026.

At BioWorks North America we were able to implement improvements to the head office. Our new automated climate system should improve office space heating efficiency (>20%), while a very low-tech solution in the loading dock area is adding to the energy savings. A study revealed that in winter most warehouse heat was lost through the metal loading bays. Installing loading dock covers, to insulate the metal plating and prevent air loss through remaining openings, is proving a very simple and highly effective solution – especially during colder months.

In other transition to renewable energy initiatives, we are implementing several pilot projects for electrical heating in our insect and mite production facilities. The most important impacts we aim to test are the impact on our production process and product quality. While these heaters may initially increase energy consumption and operational costs, they are an essential step in our transition towards fully renewable energy. When linked to the generation of additional renewable electricity, they will help to lower our carbon footprint and further reduce our dependence on fossil fuels. In the long term, adding product value and reducing operational costs.

At our global headquarters in Belgium, further electrification is also progressing steadily. An additional **22 charge points** for electric vehicles were installed to match the growth in our fleet. An employee questionnaire showed 98% of

those using an electric company vehicle used solar panels to charge them at home. In a new measure to also promote the personal use of electrical vehicles, a social fee for all employees was implemented on all BioFirst charge points.

As more employees use electric bikes to get to work, additional power outlets were made available in our bike shed as well. A total of **52 charge points** now provide free renewable energy for cyclists. The introduction of an affordable bike-lease program, plus additional actions to promote bicycle use in Belgium, have proven very effective. With electric bikes and speed pedelecs available to efficiently cover longer distances, an increasing percentage of our employees are choosing this more sustainable and healthier mode of transport.

The cycling project provides some clear links between our strategy to increase our environmental impact and to increase our impact as a good employer.

- The cycling project is, of course, linked to our employee benefit program
- It is a healthier mode of transport
- Cycling tours were organized to facilitate colleagues meeting up after work and getting to know each

22 Additional charge points installed at BioFirst HQ

other better in a more active setting
- Fluorescent safety vests were provided and safety awareness campaigns held, particularly focused on winter, when many colleagues cycle in the dark
- Training and practical learning opportunities were provided for all employees, especially those switching to a speed pedelec
- Money raised by our colleague cycling to work was used by 'Bike for everyone' to provide cycle trainings and bicycles to local people in need of decent transport.

As our carbon footprint shows, car fleet emissions are still a relevant part of our global emissions. In some markets, finding alternatives remains a major challenge – especially for longer-distances and heavy transport. A great example where we are making relevant progress is Brazil. In 2025, 48% of the fuel used by BIOTROP was bioethanol, helping reduce our local fleet emissions by approximately the same percentage compared to a mix of diesel and petrol use. The share of bioethanol is increasing year on year. Bioethanol production is a large industry in Brazil, helping the country reduce its carbon footprint and become more independent of fossil fuels. By using bioethanol, to make deliveries and customer visits, we are supporting the sugarcane and biofuel industry. And, by extension, our valued customers, delivering sugarcane producers with biocontrol products to further optimize yields and move towards an even more sustainable production. The interactions between BIOTROP and the biofuel industry in Brazil are mutually beneficial.

Our local car fleet manager, Martine, responsible for gradually adding more electrical vehicles & biking to work

Full compensation as of 2026 – scopes 1 and 2

At BioFirst we believe in carbon compensation as a crucial part of our carbon neutral strategy. We aim to become truly carbon neutral as soon as possible and invest in our own operations first. Compensation is a complementary tool to us:

- To take concrete action to balance out emissions we could not prevent today;
- To put an additional internal pricing on CO2 emissions. Credits are purchased per entity for the amount of emissions generated, adding an additional weight for carbon emissions to (local) investment decisions.

Our initial aim was to reduce our emissions by 65 to 90% in scopes 1 and 2 by 2026, and to compensate for the remainder. As you have read, several changes severely impacted our emission intensity in 2025. Next to that, we faced several technical and organizational setbacks on one of our sites, and we were unable to take relevant measures at this time. The top three emission flows on the site, representing 48% of our global scope 1 and 2 emissions in 2025. We will be sure to search for an alternative approach for these emissions, as we plan further actions towards carbon neutral. At this point it is clear we will not be reaching the desired reduction of 65 % in 2026, and we expect to have a plan in place by the start of 2027. While highly motivated to find effective technical solutions for real reductions, in the meantime we accept adding additional resources to acquire the necessary credits for compensation.

Contracting carbon credits with additionality

So, as of 2026 we will need offsetting to become carbon neutral. In 2025 we finalised our search for a partner, and suitable project, to acquire these credits: the keyword in our search was additionality. Of course, there were many other important criteria, such as reliability, quality and availability. However, of most importance to us was to avoid simply purchasing available credits, but to invest in a project that would otherwise not be realised – truly adding additional compensation to the world.

Fortunately, we found such a partnership with Envirium Carbon, setting up a new agroforestry campaign in the Democratic Republic of Congo. A project close to our business, creating local social value, next to the additionality of the carbon storage. By supporting this project, we set out to:

- Compensate for our carbon emissions
- Support forest preservation and restoration in the area through planting local tree species
- By doing so, support local biodiversity: the area is home to some key endangered species. Thousands of lesser-known plants, animals and microorganisms as well as iconic species such as forest elephant and mountain gorilla
- Support an agroforestry project, linking to our core business and further improving local soil health
- Support local livelihoods and availability of healthy food sources
- Create local employment and strengthen local sustainable economy
- Maximize local impact: ensure only a fraction of the project budget is needed for project management and credit certification, so the bulk is invested locally
- Make a sustainable difference: by supporting local biodiversity and the local economy to create a lasting impact – sustainable in the true sense of the word.

With all contractual work and due diligence completed in 2025, the project has commenced with the first delivery of carbon credits planned for 2026.

Part of our group are already compensating for their 2025 emissions. As of 2022, BIOTROP Brazil

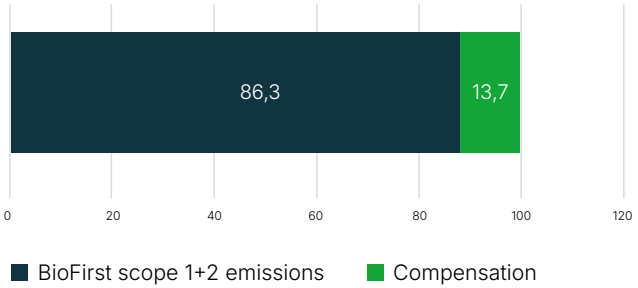
started compensating annually for their emissions and have been carbon neutral for the last three years, ahead of our group targets. Their 3336 tons of emissions for 2024 were compensated in August 2025, using UNFCCC verified credits. “Reducing our carbon footprint is a crucial step in our journey toward a more sustainable future. The emissions were offset through the Renewable Energy Project, underscoring our support for clean energy sources. We are proud to be part of this environmental movement and to work toward a more sustainable world,” explains Aramis Passos Camargo, ESG manager for BIOTROP.

United Nations Framework Convention on Climate Change

VOLUNTARY CANCELLATION CERTIFICATE

Programa Brasileiro GHG Protocol OURO 2024 INVENTÁRIO VERIFICADO

In the second half of 2027, BIOTROP plans to have compensated for all its 2026 emissions using this scheme. The remainder of Group emissions is planned to be compensated using the Envirium Carbon agroforestry credits. The graph in the next column shows which part of our 2024 footprint was offset by carbon credits in August 2025. BIOTROP 2025 emissions will be offset as well, this is planned for August 2026.



The BIOTROP division is definitely best-in-class. Not only by being carbon neutral as of 2022, but for recognition of its carbon reporting and management. After three consecutive gold medals, BIOTROP fell just one point short this year and received the Ecovadis Silver Medal for 2025. Underlining BIOTROP’s ESG efforts and ranking it among the most sustainable global companies for Environmental, Social & Governance.

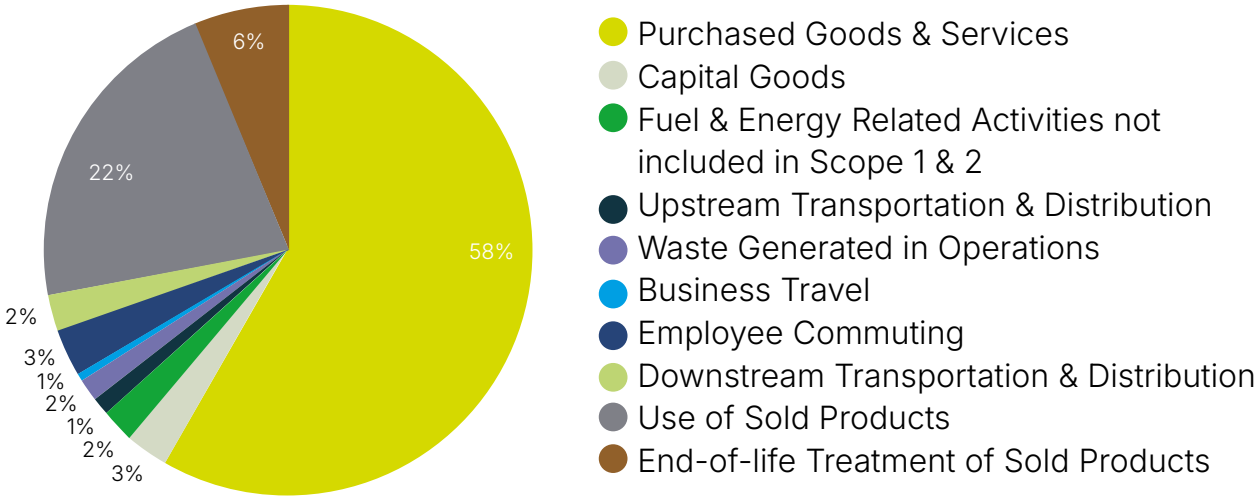
BIOTROP sustainability colleagues Aramis and Dheyse receiving the Parana Climate Seal level A in 2025

This year, BIOTROP also resubmitted its greenhouse gas emissions for scopes 1, 2, and 3 to the Brazilian GHG Protocol program. Providing a comprehensive package of standards, guidelines, tools and training, the program helps companies and governments measure and manage anthropogenic emissions responsible for global warming. “It is a program with global impact.” Aramis Passos Camargo clarifies. “Since 2019, we have been reporting our emissions for all three scopes to the GHG Protocol on a semi-annual basis. Over time, we refined our metrics to build the robustness needed to publish and certify our Greenhouse Gas Emissions Inventory.” In 2025 the carbon footprint for the previous year was audited, again deserving the GHG protocol gold seal: the highest qualification for carbon footprint calculations in Latin America. BIOTROP once again received the Parana state climate seal, for sharing its carbon footprint data with the local government. For this certification BIOTROP moved up from level B to level A. This great initiative, started in Parana in 2015, collects all the carbon footprint information of local companies on one interactive website. Started to encourage businesses and organizations to adopt sustainable practices, reduce carbon footprints, and contribute to mitigating climate change. BIOTROP is proud to be included.

Greenhouses in Almeria, Spain

Supply chain - scope 3 emissions

BioFirst carbon footprint 2025: scope 3



For our supply chain (scope 3) emissions, we traditionally measured our water usage, waste and transport of personnel. The latter one includes flights, commuting, business travel with personal cars and public transport. As in the previous years, our emission intensity from flights, commuting and business travel have decreased, compared to 2019.

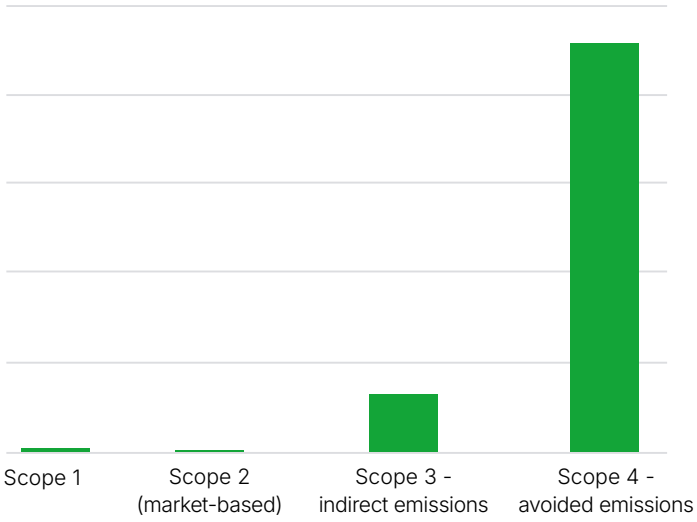
As of last year, we include all scope 3 categories in our carbon footprint. We are pleased with our progress regarding business travel and commuting. Factors we can influence as a Group and of which the impact is tangible to all our employees. The same goes for waste collection on our sites and offices: though it is not the most material part of our waste, action here makes sustainability actionable for all our employees.

At global level, these are certainly not the most material part of our scope 3 emissions. Supply chain emissions, which we have significantly less influence over, have a much higher impact. For example, the distribution of traditional pesticides and fertilizers by some of our companies. This due to the nature of these products. Although purchasing and reselling these products is only a small part of our global turnover, it significantly impacts our scope 3 footprint; both in the “purchased goods & services” and “use of sold products” categories. The impact is greater than the raw materials we use in our own production. Although we would welcome the opportunity to replace all of them with biofertilizers and biostimulants produced in-house, we predict biological products will be unable to fully replace them and our customers will need to rely on their use in the coming years.

In short, we are very grateful to have a complete insight into all our scope 3 impacts according to the GHG Protocol. And, in our new emission reduction approach we will consider all these categories, and possible alternatives or business methods, to reduce these emissions. To this end, to improve our scope 3 data from last year we are collecting physical data for purchased goods and upstream and downstream transport & distribution.

To gain initial insight into our scope 3, we chose

Comparing our emissions per 'scope'. 'Scope 4' includes the avoided emssions as calculated for the use of our biostimulants and biofertilizers versus current average market practice



a financial approach, which is still used for other categories. For our first analysis, we used data from our largest companies — those with the most material impact, accounting for approximately 90% of our global turnover. Data for the remaining 10% of global turnover was estimated. As of 2025 we added all companies to the reporting scope, reducing the need for approximations. More on our scope 3 methodology may be found in the chapter "About this report". In the future we aim to work with supplier-specific data for the most relevant categories.

As in 2024, the most material emissions in scope 3 have proven to be:

1. Purchased goods / resources
2. Transport and distribution
3. Use of sold products
4. End-of-life treatment of sold products

From a business perspective, historically we have worked on our most material scope 3 categories in our business improvements. We have several initiatives in place covering these topics, which are customer-focused: we develop products that optimize customer yields, are easy to use and add sustainability value for customers. For example, projects to change packaging to effectively reduce customer waste and the amount of energy needed to distribute products in the crop. In our operations, we continuously work on optimizing rearing methods; finding alternative resources, identifying new uses for our waste products, maximizing the amount of products per shipment and developing sustainable packaging alternatives.

The next steps for our scope 3 strategy will be formalizing a Group target, backed by practical and feasible actions, for further reductions in these categories. Actions that we may independently take as a Group, or together with our stakeholders. And of course, actions that add value to our company, customers' companies and supply chain.

'Scope 4' - positive impact

In ESG reporting and legislation, we tend to focus on risk mitigation. The harm we do as a business, what we could avoid and how we can do less damage. Fortunately, at BioFirst we can also focus on our positive impact. Growing our business has a positive impact on the world today!

We must be very careful in our claims today and rightly so. Our products cause emissions and do use fossil fuels and natural resources. However, their impact is several orders of magnitude lower than for the traditional products they replace. So, while we report on our own emissions in scopes 1, 2 and 3, our most impactful positive contribution lies in replacing conventional products and practices – such as pesticides, fungicides and fertilizers. To better understand and measure this impact, in 2024 we initiated a process to quantify this positive impact.

Total Scope 3 emissions tCO_2e	289,898
Scope 3 Emissions: Upstream	201,755
Purchased Goods & Services	168,896
Capital Goods	8,223
Fuel & Energy Related Activities not Included in Scope 1 & 2	6,473
Upstream Transportation & Distribution	3,337
Waste Generated in Operations	4,305
Business Travel	1,531
Employee Commuting	8,990
Upstream Leased Assets	-
Scope 3 Emissions: Downstream	88,142
Downstream Transportation & Distribution	6,976
Processing of Sold Products	-
Use of Sold Products	63,005
End-of-life Treatment of Sold Products	18,161
Downstream Lease Assets	-
Franchises	-
Investments	-

Steering clear of greenwashing, we want to be very clear on:

- our impact on global warming
- what we are doing to further reduce this impact
- what we aim to achieve
- how we want to achieve it
- and what we believe we should, and should not, influence as a business

To stay true to these principles, any feedback on our report is highly appreciated: sustainability@biofirstgroup.com

In the claims we make, we are comfortable in sharing any assumptions, estimates and calculations made. And to be sure, these assumptions are needed in our line of work, to deal with many complexities.

In biological research, we employ 95% reliability intervals, accepting this is as close to predicting the natural behavior of organisms as we will get. For instance, any one plant will respond slightly different to biostimulants, any beneficial insect will behave differently in a crop, the angle of sunlight and amount of rain will vary per crop. However, by replicating an experiment multiple times and comparing the results, a very clear trend and an average truth will emerge.

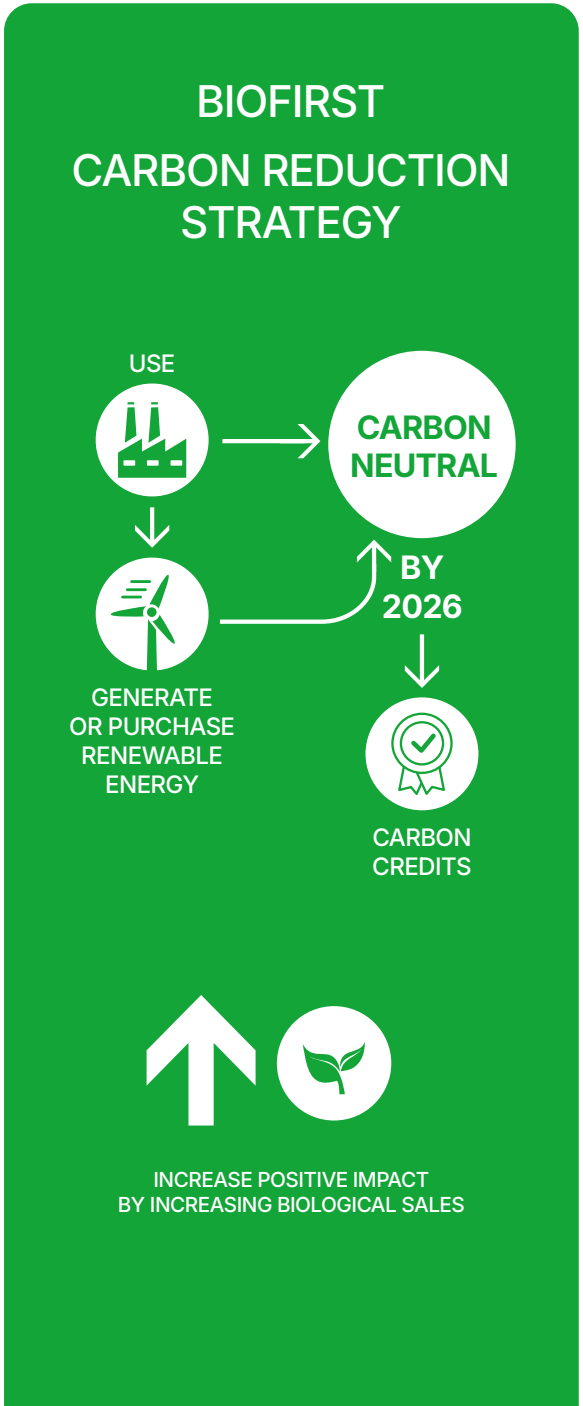
Apart from natural difference between each plant, insect, mite and other organisms in the crop, there is huge variation in the regions where we operate. Open field crop production in Brazil will yield completely different temperatures, humidity and other conditions compared to the US. Meanwhile open field growing in Arizona will experience entirely different conditions compared to the Rockies, or a greenhouse in upstate New York. This is without adding seasonality and local climate changes added to the mix. All these conditions have a major impact on the use and effectiveness of our products. This impact will be different for bumblebees, than for mites or biopesticides. It will also be hugely variable depending on if it is corn, tomatoes, blueberries or grapes. Every grower will have their own preferences regarding application methods, and for every specific situation, multiple biological products will probably replace a mix of multiple traditional products.

These examples above demonstrate that calculating the positive impact of one biological

product is complex, and usually not a one-on-one exercise. Clear assumptions, of both the starting situation and the treatment replacing it, are needed to generate meaningful results. So, the question remains: how great is the actual impact? We used simplified assumptions to calculate two different scenarios:

BIOTROP's additionality

This is a highly simplified theoretical scenario in which we calculated how much nitrogen equivalents BIOTROP provides to farmers. As the major supplier of biologicals and inoculants, we calculated BIOTROP provides a total of 4 million tons of nitrogen equivalents. Using that amount of urea would result in over 31 million tons of CO_2e emissions. Inoculant and biologicals production emissions were left out for this simplified calculation, as they are negligible in comparison. But the additionality BIOTROP products have, compared to a 100% urea-based scenario, is currently over 31 million tons of CO_2e.



BIOTROP's avoided emissions

In another scenario, we used market intelligence to estimate the actual average use of fertilizers in Brazilian agriculture, as many farmers have started to adopt alternative methods over the last years. Using this market data, we wanted to account for current practices to calculate in a more conservative way, how many emissions we are helping to avoid in agriculture today. Via the sale of biostimulants products, BIOTROP has contributed to avoiding 2.3 million tons of CO_2e by replacing high-emission synthetic fertilizers. This is over two orders of magnitude higher than our Group's emissions in scopes 1 and 2, as visualized in the graph below.

There are a few important steps in our carbon reduction strategy and they always follow the same hierarchy:

1. Using less energy, for example by making more efficient use, optimizing processes, energy-efficient equipment, optimizing insulation;
2. Optimizing the type of energy we use towards renewable resources. Preferably by using solar or wind energy for example by electrification or direct use of solar heating;
3. Generating renewable energy on site, or purchasing certified renewable electricity from third parties where necessary, for example where we do not have (full) ownership of assets, where the grid operator does not allow this, or where third parties may do so at higher efficiency;
4. Where emissions remain, compensate for the remainder of our emssions.

In the coming years we will continue to invest in the reduction of emissions (steps 1to 3) to gradually reduce those we need to offset in step 4. This hierarchy was created to ensure investments optimally contribute to both true emission reduction and financial results at the same time.

Our reduction strategy in practice – scope 3

Working on our (customers) waste and sourcing of resources

As explained in previous chapters, the use of products mainly impacts topics E4 and E1, but the impact clearly links to multiple other topics and subtopics. The same goes for our efforts in reducing our scope 3 emissions. A few of important categories we work on to reduce our scope 3 emissions are:

- purchased goods and services: finding alter-native materials for production;
- use and end-of-life of our products: working on alternative application methods and packaging (our customers' waste);
- waste generated in operations: reducing our waste and finding new applications to use our (organic) waste usefully.

While climate change is the material topic, the implications to other topics, as the circular economy (E5) will be clear. The resources we use also impact (supply chain) emissions to soil and air pollution (E2). And of course these pollutants and possible microplastics, will again impact biodiversity and ecosystems (E4) and aquatic ecosystems (E3). But negative impacts in these categories were not found to be material for BioFirst Group.

Our efforts to further reduce these impacts are relevant to (1) further reduce our scope 3 emissions and (2) because sustainability and continuous improvement are part of our core values.

Our packaging is our business card

It may not have the most profound direct impact on the environment, but there are many reasons why we focus on packaging at BioFirst. The most important ones:

- Packaging is highly relevant to our first two core values: customer first & sustainability. Our packaging is the first thing our custo-mers see, and the packaging we deliver is our customers' waste
- Our packaging is highly important for pro-duct quality. Some products have a limited shelf life of just a few days, so adequate packaging is crucial for insect and mite wellbeing, and the quality delivered to customers
- We aim to become fossil-free: both in energy use and other resources. Due to their excel-lent insulation and molding properties, our original packaging was primarily made from plastics and Styrofoam. We aim to replace all oil-based products in our packaging.

Each year we ship tens of thousands of packages, containing billions of beneficial insects and mites and millions of liters of biologicals. Every day we aim to deliver the best quality products in the best quality packaging. This is especially challenging for our insects and mites. They need to be shipped at an optimal temperature, air quality and with the proper nutrients to satisfy their needs. Many of our products have a highly limited shelf life, which is why we often rely on air freight. To keep environmental and shipping costs low for our customers, we aim to minimize weight and volume. Additionally, linked to our customer-first strategy, we look to use packaging that is easily recycled, or reused, by our customers – preferably made from a renewable and/or biobased material. The goal is to ensure the packaging helps with easy spreading of our insects through the greenhouse, as seen in our simple "how to use" videos on the product pages. And, then for the packaging to be easily discarded for recycling. We are designing more packaging to be home compostable, so it can be easily discarded, together with plant waste.

In our packaging strategy, we aim to help our customers reduce their environmental impact and costs, while simplifying their working processes. We are not there yet, but as part of our new group targets, we aim to be rid of all fossil-based packaging, such as Styrofoam and plastics.

Redesigning our packaging is a continuous and highly complex exercise, fitting material and design to a long list of product needs. To arrive

at the best tailor-made solutions necessitates a combined effort, involving our packaging and logistics experts; our business development team; customer feedback from our sales representatives in the field; and rigorous testing by quality control and R&D experts. BioFirst is greatly invested in coming up with innovative packaging solutions. We appreciate all feedback from the field and aim to quickly adapt after unsuccessful trials. while spreading design successes to other products. Packaging is the first and last thing customers see, reflecting our efforts for sustainability: **it is our business card.**

In this 2025 report, we would like to address a few words to something more than a product: a showcase example of an organism that was challenging to ship. In 2026, we will be saying goodbye to her (in most regions and sites).

Goodbye *Adalia bipunctia*

Adalia bipunctia, our beloved photogenic favorite, with your elegant round shape and beautiful red shine. You were a true whirlwind in the greenhouse, highly effective in helping our customers to make aphids disappear. And, as a true diva, you were also extremely difficult to handle. Packing you, meant providing plenty of space to breathe, creating a specialized gel for moisture, and adding loads of carrying materials to cuddle up in during your trip. Let's be honest, eating many of your fellow ladybird travelers when you were still young larva, certainly did not help your reputation. Shipping time and conditions needed to be optimal for you, and hopefully a few of your lady-friends, to arrive in top shape. But when you did, magic happened in the greenhouse. Your red dress and bright appearance quickly quieted the entire audienceon many occasions. And while ill-mannered colleagues might say, you were finally replaced by a better model – equally ferocious, but easier to handle – we all know, you have always been doubly worth our efforts.
Adalia, you brought us so many great memories: showcased on many delivery trucks and stands at fares. You brought smiles to faces, young and old, during live presentations. You provided us with monumental challenges and advances in production and packaging. Beloved by many customers and sales representatives alike. So, after many debates, and reassuring colleagues jumping to your defense, we are afraid that it is time... As of 2026, Adalia bipunctata, we have to say goodbye.

You will be sorely missed by most of us, but never forgotten.

2025 achievements

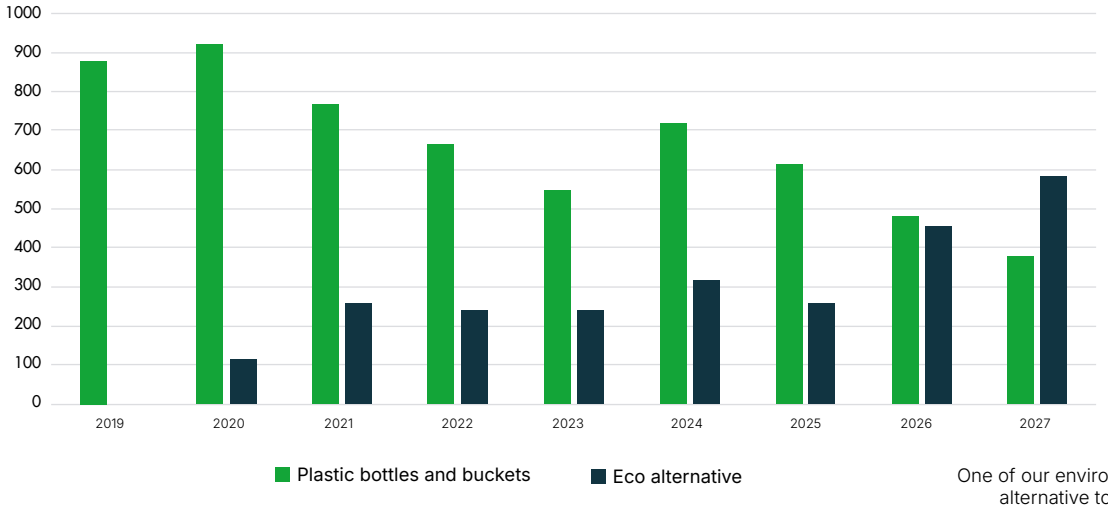
We continued our buckets to bags project for BioWorks. Significantly reducing current plastic usage, by replacing large plastic buckets with plastic-foil hybrid bags. In this case not a complete avoidance of plastics, but a leap forward reducing our use of fossil plastics and our scope 3 emissions by using 95% less plastic. It also helps our efforts to prevent possible negative impact on biodiversity in our supply chain. The buckets, produced from hard plastics like polyethylene terephthalate (PET) or poly carbonate (PC), are commonly used for their durability and rigidity. However, non-biodegradable they may persist in the environment for hundreds of years. Over time, breaking into smaller micro plastics, that can contaminate the environment and harm local biodiversity. While our current production was modest at a global scale, and we expect most customers to recycle the buckets properly, we feel many small steps can make a difference and aim to design our packaging for scale.

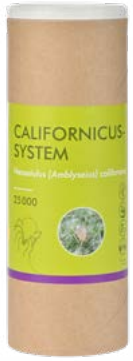
BioWorks also continued using corn-based biodegradable foam for insulating cooled shipments of Nemashield. This nematode product needs to be frozen during shipment. The biobased foam takes only around 30 seconds to fully dissolve when exposed to water. In a similar project, the Biobest division is replacing Styrofoam and other fossil-based insulation with cardboard insulation. A special design promotes adequate cooling properties with cardboard alone, ensuring these boxes can be easily recycled in one waste-flow. Biobest continues to work on an alternative for the largest outer box, used mostly in internal shipments. Too large to replace with the same technology, as it would simply lose shape during use, we are working on an alternative solution.

For bulk shipments in PET buckets, Biobest goes one step beyond reducing plastic use. In production we already use lined paper bags to replace the buckets. We now aim to expand their usage to bulk shipments. Again, this is not a final solution, as some plastic remains in the lining. However, compared to the original buckets, adding paper to the outer packaging means a further reduction of over 95% in fossil plastic use and we are investigating options for alternative linings.

A similar improvement was made using lined cardboard cylinders to pack some of our beneficial insects. This packaging also functions as the sprinkler (some may know as packaging for salt, for example) making it easy to spread the product. Only the lining and the two end caps are still made of plastics, with the round shape and cardboard ensure sturdiness during transport. Our cardboard cups remain the most relevant packaging change we are pushing through. Year by year this platform technology is being pushed to more products, replacing the original plastic packaging. You can see the results below.

Evolution of the type of packaging type used for beneficial insects and mites





One of our environmental friendly cylinders as alternative to traditional plastic packaging

As you can see, our absolute use of plastic bottles increase in 2025 as our totals sales are still rapidly increasing. The total sales of products in eco-friendly packaging is rising even more rapidly though and their share is growing compared to traditional packaging. In 2025 the share of environmental friendly packaging compared to traditional packaging remained similar to last year. We forecast an increase in the eco-friendly packaging for 2026 and 2027, as we expand this packaging to other products.

BIOTROP reverse logistics & zero waste

In BIOTROP we implemented a different approach to battling excess waste and packaging. For every piece of packaging sold, we invest in an equal amount of packaging being recycled. Since 2022, a partnership with EuReciclo was created for a reverse logistics program. Ahead of the 2026 EU packaging regulation, BIOPTROP annually measures how much packaging the company introduces on the market, and our partnership enables us to ensure100% of the amount of packaging is recycled. This is done by financial support to local recycling cooperatives. This way BIOTROP mitigates the environmental impact of several hundred tons of waste, generated in the supply chain each year. Certificates are provided for the amount of packaging (paper, plastic, glass and metal) collected and processed in recycling externally. By doing so, the disposal of post-consumer packaging is mitigated, and increase in recycling rates in Brazil is encouraged. With our increase in global sales, the amount of packaging waste is also increasing, which is why we have a dedicated department working on redesigning our packaging at BIOTROP headquarters. Applying for new packaging in biopesticides, biofungicides or biostimulants is a bit more complex, as the packaging is included in the international product registration. We are up to that challenge, where a new packaging design may have a significant impact. And of course, we design for the future: including packaging alternatives in new applications, as soon as possible.

Regarding agricultural biopesticide packaging sold by BIOTROP, an affiliation with InpEV is in place. This company carries out a specialized reverse logistics program to correctly deal with many different types of (bio)pesticides. With 421 collection points that receive used packaging from our customers, InpEV helps ensure the packaging, and any residues of crop protection products, do not end up in the environment.

BIOTROP Brazil receives 97 Points and achieves the highest recycling standard: Zero Waste Gold

In 2025 BIOTROP was recertified as a Zero Waste company at its production sites in Brazil. ESG manager, Aramis Passos Camargo, explains: "The principles for Zero Waste include using the Precautionary Principle to avoid generating waste – with less than 10% ending up in landfills or being incinerated. Another important principle is pollution prevention and waste reduction, where production and distribution systems are redesigned to avoid excessive use of natural resources. Supplier and consumer markets are investigated, to recover the greatest possible value from discarded products and packaging materials. BIOTROP seeks to eliminate the use of toxic materials in production and marketing processes, opting for safer products that are technically viable for recycling. We undergo external auditing for the zero waste certification, to demonstrating the company's commitment to environmental sustainability and adequate waste management."

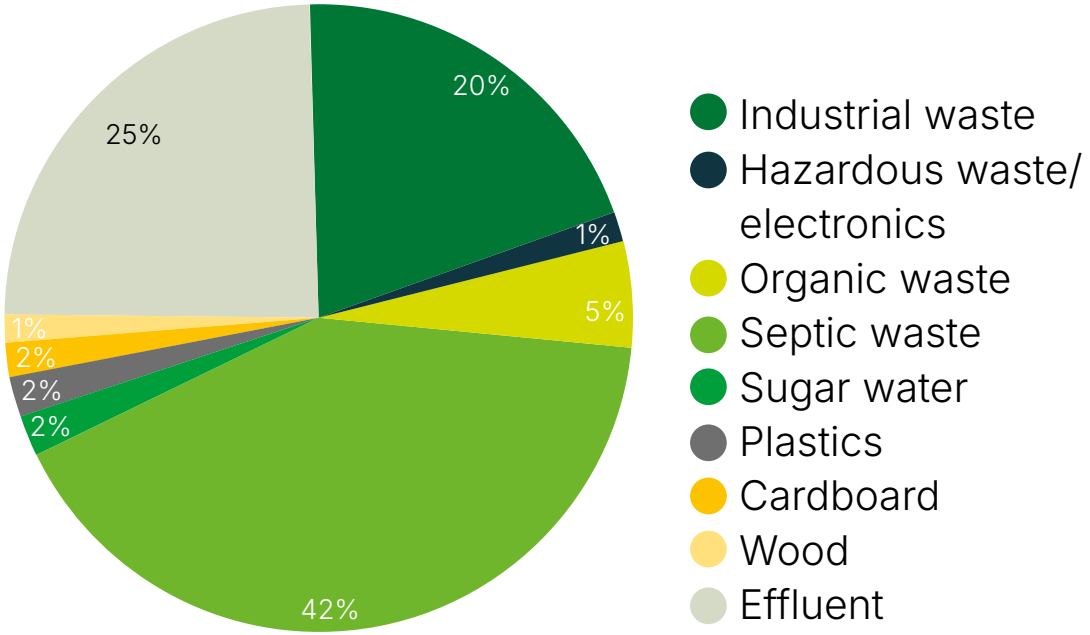
Aramis was himself involved in another initiative, that started to have a major impact on our total waste in 2025. He led an initiative to study the contents of effluent collected at our productions site in Curitiba, where at times excess, or non-conforming product, needs to be discarded. Previously, this was collected separately by trucks as effluent. However, our local colleagues were convinced this effluent was not harmful and fully organic. Studies, conducted in partnership with the local sewage company, confirmed this. They also showed the micro-organisms in the effluent were registered by Brazilian regulatory agencies as agents capable of promoting the degradation of organic matter: contributing to the natural cleaning of sewage water. At the end of 2024 we obtained approval to use the local sewer system for this effluent. Removing a large amount of separated waste from our books, it has a negative impact on our targets: lowering our target for waste separation. Nonetheless, we are very pleased with this positive change: reducing our total waste and the related scope 3 emissions for the transport. It brings us great joy to know our production effluent is now even aiding in the breakdown of local sewage.

In a smaller impact initiative, BIOTROP has brought recycling closer to its employees.
Food waste from the cafeteria is sent to the company Composta+ and transformed into organic fertilizer – a much more sustainable alternative to landfill, which can pollute the soil, water and air, or cause local eutrophication. Producing organic fertilizer is a great fit with our business and sector. At the end of every month, Composta+ returns the fertilizer, together with fruit and vegetable seedlings, to distribute to our employees – encouraging environmental education. So, while the impact on our company waste may be small, there is a personal impact to our employees. By supporting initiatives like these, we hope to be a small part of a much larger impact on agriculture and the education of end users.

Our 2026 group waste target

As part of our waste strategy, we are working hard to reuse, and reduce, our waste products. In general, working on the better use, and reuse, of all our resources. Due to our performance in 2022 exceeding our own expectations, we increased our initial waste separation target from 60% to 75%. For the last three years we have exceeded our waste separation target. In 2025 we again managed to meet this target, despite a large amount of effluent no longer being recycled but now effectively used to treat sewage and removed from our waste totals. Our waste separation increased compared to 2024 and we are still improving year by year. We also managed to reduce our total amount of waste by 18% compared to last year, despite an increase in production.

Waste footprint BioFirst 2025



Designing for circularity

The bulk of the products we sell are organic in nature. We therefore tend to focus on the packaging, and other plastics we use, as being the most impactful to the environment. But all our waste and packaging strategies form part of a larger framework, working towards lower impact and more circular products. Finding suitable alternatives and innovations for traditional pest control, is what we do. Working on the most sustainable products and design is part of both our innovation process and ongoing production process improvement. Our colleagues continuously strive to improve our products and processes. As part of this process, we have adopted the R-ladder methodology –adopted by the European Union for more efficient use of resources. It is summarized here in three easy steps:

1. Avoiding, or using less, materials when designing new products. Finding multiple, or alternative, uses for our products.
2. Extending the lifetime of products or reusing their parts.
3. Recovering materials and/or energy after use and increasing use of recycled materials.

Some resources are becoming scarce and more expensive, while others significantly impact the emissions, pollution and land use in our supply chain. By collecting more information on these impacts, and making better use of our resources, we can offer more sustainable products. Often, we can do so at an equal, or competitive price, by looking at the entire design.

The use of bioethanol to fuel our cars in Brazil, is a great example of an initiative reducing our direct emissions, while contributing to the circular economy. This is an example where we gratefully employ our supplier's inventiveness, to produce more sustainable fuel at a competitive price. The fuel is derived from biomass, such as sugarcane or corn, mainly grown sustainably using biostimulants and biological crop protection products. While growing, these plants fix CO_2 from the atmosphere, so their use in biofuels does not add any additional carbon to the atmosphere*. This also supports the circular economy by utilizing agricultural byproducts, as opposed to mining more fossil resources. In addition, it is very satisfying and good for business, to contribute to the low-carbon growth of these crops, with our products.

Designing for circularity is a key component of our continuous effort to remain the most reliable, and innovative, partner in biological crop protection.

*Important note is that supply chain emissions for growing the crops, collecting them, transport, processing and delivering the fuels might add additional carbon in scope 3. This varies highly between fuel type and production site, but on average, supply chain emissions are lower compared to those involved in the processing of fossil fuels. Low use of traditional fertilizers and preventing land use change are highly important in the production of low-emission biofuels.

In 2025, 48% of the fuel used by BIOTROP was bioethanol

Own Workforce

Social chapter

S1

Own workforce

Promoting good health and wellbeing

CSRD (SUB- SUB-) TOPIC	IRO[1] CATEGORY	IRO DESCRIPTION	PERIMITER[2]	ACTUAL OR POTENTIAL[3]	LINK TO OTHER TOPICS
S1 Employee health, safety and wellbeing		Employees being involved in safety incidents			S3 G1

Our largest global health impact by far, the same as for environmental topics, is the impact of our products. By offering alternatives to traditional pesticides and fertilizers, our customers can deliver products to market with few, or no, chemical residues. As expressed before, we are very proud to be in the biocontrol business. Our external advantages, our biological products, are by far the largest positive impact we have promoting health and wellbeing. Though the potential health benefits have been studied and the impact of our sector on global food production could be immense, we are a bit more modest in the estimates of Biofirsts' current impact on whole global food production.

A very current and material company impact though, is the risk of an incident involving our colleagues. Which is why safety and wellbeing are the most relevant CSRD topic in our internal Social strategy.

Health and safety strategy

As you may have read in our governance chapter, our corporate culture is very important to BioFirst. As we are a rapidly growing group, it has become increasingly important to foster that culture. An important aspect is taking care of each other's wellbeing. We want to work in a company where employees care for the company, by caring for our employees.

Our commitment to our core value "Wellbeing" focusses on caring for the colleagues we work with every day. This goes well beyond regular safety precautions. We want people to feel safe and create an inclusive working environment, where people can flourish and succeed. Apart from the responsibility we feel towards our colleagues, and the benefits of working in a safe and positive environment, we are aware of the benefits to our business of working with an engaged team. We are convinced our customers can only love our brands and services, if our employees love us first.

In that sense, our employees are our first, and foremost, customers. We are happy in creating all our products together with our team of experts. Their wellbeing and sense of belonging – and ultimately motivation, drive and passion – have been invaluable in our success. That is why, within our operations and supply chain, people are at the core of everything we do.

This is why our safety strategy starts beyond regular training and risk evaluations, focusing on building a strong safety culture as a foundation. Empowering people in the workplace to act, and speak up, if they feel it is unsafe to continue working. To find solutions together. And, to provide them with the necessary tools to do so in cooperation and mutual understanding. We motivate all our colleagues to stop any activity if it endangers, or risks, our people or our planet. And, in case of any doubt, to speak up and discuss the issues with colleagues, supervisors, or consult our safety and prevention advisors. After a hard day's work, we want our people to be able to return home as they arrived: healthy, happy and motivated. To a world that has become even a bit better, than the day before, because of the work they did.

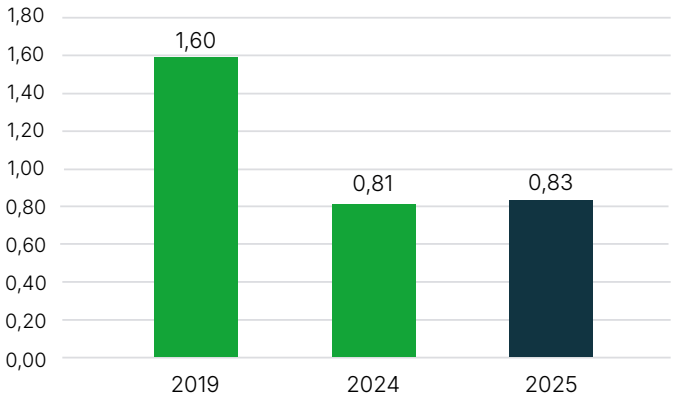
By promoting this safety culture through bottom-up improvements, rather than just reacting to specific incidents or trends, we aim to proactively learn and prevent incidents before they occur. By openly discussing incidents and near misses, we can learn from them. We actively promote being respectful in speaking and listening to others.

While the basis of our strategy is in our culture, of course we also work with site specific safety

"Speak in such a way that others love to listen. Listen in such a way that others love to speak to you."

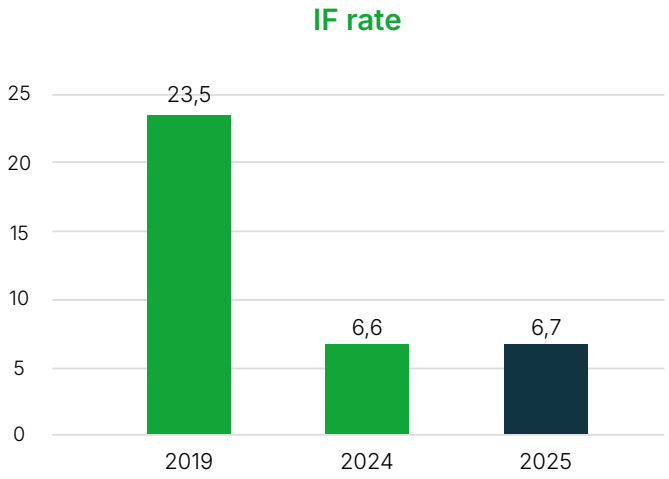
plans based on risk analysis, safety training, site inspections and project safety plans. We measure several KPIs (key performance indicators) at group level: accident frequency, incident severity and absenteeism. We measure them quarterly, or for our larger sites monthly, to keep track of the main trends and risks.

Absenteeism percentage




Our highly varied activities, require site-specific safety plans

We believe our care for each other's wellbeing is reflected in our historically low absenteeism rates. It is historically low, it decreased further in in the last years to 0,83% in 2025.



Since 2019, the incident frequency (IF) has decreased by over 70%, a trend that is visible over the last few years. As you may see in the graphs above, the 2025 IF is slightly higher compared to 2024, but similar. Incident severity shows the same trend: a slight increase compared to last year, but a decrease over 70% compared to 2019. Although our efforts have improved significantly over the last six years, we continue to drive safety awareness at all our large operational sites, and the sites where additional attention is a top priority. We provide the relevant (periodical) safety trainings on operational sites.

In recent years, we have started collecting more detailed information on these incidents at a global level. The main finding for 2025 was that over 40% of all registered LTI (Lost Time Incidents) occurred during commuting. This struck us for several reasons.

- We did not expect this to be one of the highest ranking risk to our employees globally
- In the majority of cases, road incidents did not involve sales representatives travelling for work, but people commuting
- Many actions in road design, improving visibility, providing safety equipment and, in particular, training and communication have been carried out, in the last two years, at sites where most incidents occurred

We will, of course, continue to work on these actions and take further steps to improve employee safety on the roads. As our influence is indirect, we are considering removing this category from our KPIs and site targets – as they provide a large bias for on-site operational safety for our local management. The current global IF rate for BioFirst Group, excluding commuting incidents, is 3.8.

In summary, our plan for the coming years is to amend our KPI to better represent on-site safety. While of course, continuing to collect information on all incidents and, more importantly, act for the safety of our colleagues.

Starting safety with wellbeing

Our Belgian HQ is still one of the front runners in this initiative. The energy and attention, manager Davy and safety manager Evi, put into safety and wellbeing is exemplary. They ensure safety is an important topic at every meeting, from small daily ones to large 'Townhall' gatherings. With all employees invited to these monthly events, the management share the most important highlights, with safety always a key subject. With wellbeing and inclusion in mind, the Townhall is also live streamed to our colleagues working in isolation -due to rearing specific mite or insect species- and those working from home offices. This is where the local team excels: not simply saying safety, wellbeing and inclusion are important, but taking direct, visible action to show it is.

Does this mean that there is never an issue on site? On the contrary, it means the teams feel safe to address these issues together, and cooperate, to quickly find effective hands-on ways to solve them. In an increasing number of cases, this is carried out proactively, before unsafe situations can lead to real danger. The current preventive actions raised from the work floor, initiatives started by colleagues, and the way people speak to each other about possible safety issues on site, are living proof the personal approach is starting to pay off. So, if this positive culture is maintained, we are confident it will help further decrease the incident frequency in the coming years.

"Our work is focused on changing our safety culture, by improving safety awareness and communication and ensuring relevant and practical health and safety improvements start with our colleagues. The safety campaign fits into several initiatives we launched, to improve communication and wellbeing on site," explains Evi, who is also part of the BeeWell team. "Working on safety, with the Safety champions, and on mental wellbeing on site, with the BeeWell team, is very rewarding – and a lot of fun too", Evi adds with a smile. "In safety, we work with a 'stop –think – act' approach. Asking everyone to think about, and take responsibility for, their own actions and working conditions. And, today we are really seeing the effects of the efforts put in previous years. More and more often, I am asked to support actions, as the initiative is taken by other colleagues, bottom-up, rather than by the safety department. I see clear links to the progress we make with the BeeWell team. In our first years, we set up a strategy and concrete actions to improve communication and cooperation on site, to work on wellbeing. We had the full support of the management and HR-team, but really needed to push our actions to get buy-in from our colleagues. We have made very steady progress. Today, the BeeWell team is often working in support of colleagues, starting their own initiatives for improving communication or cooperation."

In 2025, many different actions were undertaken, or supported, by the BeeWell team:

- It started with a mental boost for all colleagues on 'Blue Monday'
- A biodegradable Valentines card, including wildflower seeds that colleagues could plant at home
- Sports events for colleagues close to the office, in support of different charities
- Sharing feedback from happy customers, so every department and colleague could be proud of their part delivering those products and advice
- Enjoying customers' sweet strawberries together
- Supporting the 'summer bar', bringing colleagues from different departments together in our orchard after work
- Operation "Stoelendans" (switching seats), actively bringing colleagues together to switch workstations for a day, to create a deeper understanding of each other's work
- Continuing site area cleaning, with teams from different departments


Site safety starts with working together for a clean work site


One of the Teams 'of the Month' in Biobest Belgium

- HR's "Biobest chats" bringing colleagues together to get to know each other more personally
- HR's new and broad training offer, including language and communication training and bicycle training for colleagues
- Supporting a charity to provide bikes and trainings to those in need
- Providing heart coherence workshops, as a tool for stress relief
- Creating "Uitzwaaiboekjes" wave off booklets for all colleagues to share wishes and memories with colleagues on retiring
- Participation in YOUCA Action Day, proving young students with a glimpse of working at BioFirst, with their 'wages' paid to a local charity
- And, of course, joining in with World Mental Health Day – sharing healthy smoothies and Pilates workshops with everyone for a healthy mind in a healthy body.

We have many concrete examples of the work being done locally to make our strategy actionable. Several hundred in fact, related to our wellbeing survey performed at the end of 2023. In 2025, we performed a shorter pulse survey, specially designed to update the findings of our global wellbeing survey, with a few simple questions to answer.
The findings show the effects of our efforts:

- **Employee engagement** increased from 75% to 80%, reinforcing the strong connection and motivation of our teams
- **BioFirst experience versus employee expectations** saw a remarkable further 14% growth
- **Intent to Stay** remains high, confirming our people see BioFirst as a long-term place to grow and succeed
- **Inclusion** improved to 82%, highlighting our continued progress in fostering a diverse and welcoming environment
- **Wellbeing** increased from 77% to 80%, reflecting our ongoing commitment to supporting employee health and work-life balance.

BIOTROP field demo

The BioWorks Europe team

All these indicators, scored well above the international benchmarks. And, our global and local HR departments will, of course, use the granular results of this survey to further improve our performance – because we want to, and we care.

Two other examples, underlining our performance in 2025, were the BioWorks and BIOTROP divisions. Both have been traditionally strong in taking care of their employees. With a highly developed HR strategy, it was no surprise that BioWorks was among the highest ranked companies in the employee experience survey. For BIOTROP, people engagement and employee branding are equally important. As one of the fastest growing companies in the region, attracting new skilled employees annually is a very important factor in its continued success. Despite being a rapidly growing company, it enjoys a very high level of engagement. This may be felt when talking to any BIOTROP colleague, and is reflected on social media and in our 2025 survey results. In addition, the company was officially recognized as a 'Great Place to Work', for the fourth consecutive year. Its annual participation in the Great Place to Work satisfaction survey is an opportunity to listen to employees, reinforce the company's strengths and identify improvement opportunities. BIOTROP continues to improve, towards their goal to be the most attractive company in the biological segment.


BIOTROP

Winning by having the most engaged team in the industry
Our broader HR Mission, Vision & Strategy

Our health and safety efforts are part of our much broader HR strategy. At BioFirst, we are passionate about leading the field in sustainable crop management, as the preferred partner for growers and farmers. And it is our belief that customers will only love our company, when our employees love us first. Our HR strategy is therefore a key component to better serve our customers.

"Winning, by having the most engaged team in the industry, is at the core of this strategy", Kristof Truyens, BioFirst Chief HR Officer explains. "Building a workplace where people feel valued, motivated, and inspired to give their best is essential. Wherever people work, their passion is leading. This passion is determined by the employees, so it starts with our hiring process. However, this is only the beginning, we are dedicated to shaping this path for every BioFirst employee. Attracting, developing and retaining talent are equally important. Enabling everyone to make meaningful contributions, elevates personal achievement and drives overall company value. Creating this kind of environment drives exceptional performance and fosters a culture that will set our company apart as a leader in its field."

"Our focus is on having the right talent, in the most suited roles, with managers acknowledging these fits and driving employee engagement," Kristof clarifies. "Developing leaders is key, as great managers will boost employee engagement. Engagement efforts are crucial, because customers will never love a company until the employees love it first. Engaged employees foster loyal customers, which in turn leads to sustainable growth, increasing company value. This is also the main reason we conduct regular global engagement surveys, enabling employees to express their opinions and pinpoint future opportunities."

We align employee engagement with organizational goals, to ensure long-term success and a competitive edge. To create this alignment, we focus on three main pillars:

Setting a solid foundation

In this first pillar, HR works on a consistent roll-out of a worldwide compensation and benefit philosophy. The target is a transparent pay culture, with a clear rewards strategy and philosophy, based on five critical keys: clarity, differentiation, technology, fairness and transparency. In this context, we conducted our pay gap analysis and a project on Living Wages in countries where we do business. The compensation and benefit philosophy is subject to clearly defined operating principles; determining the percentile at which we want to place employees in our different local markets with their compensation and benefits package; defining the industry we want to benchmark ourselves for competitive alignment; positioning the roles; and installing local calibration meetings in line with the budgets. We are also strengthening our technological base, by starting to design, develop and implement an HR Information System: SAP SuccessFactors. Including basic employee and contract information, it also integrates annual review and rewards cycles, succession planning and personal development opportunities. We are continuously improving our digital HR transformation to get people working on the right things, finding the right people and making them great, to ultimately run our business better.

Behavior and culture

Within the second pillar, 'behavior and culture', we can look back at several solid Corporate Social Responsibility projects rolled out in local communities worldwide. Some of these exciting projects also contribute to employee wellbeing, as they love working on environmental projects, as described in the previous chapters. We see

Harnessing the power of diversity

increased employee engagement in social projects, supporting local communities and those in need, or sharing their expertise with others. We will highlight several examples in the following chapters.

Leadership development and talent management

In 2023, we put in place an internal training and mentoring program for management roles. Having gained our first experiences using 360° feedback, we have continued working on improving our onboarding system for newcomers; introduced a new method for succession planning; implemented a continuous non-violent communication program; and implemented methods to reduce absenteeism. Annually, several hundred small local improvement projects are implemented locally, linked to feedback from our global employee experience survey. The answers are anonymous, but the global HR department performs a trends analysis to discuss with local management, ensuring the results are turned into concrete actions with the help of local HR teams.

It is our belief that every employee deserves the same amount of respect. We all have the same rights and obligations towards each other, and BioFirst. But all of us are different – a fact we appreciate, cherish and aim to foster.

For employee development, BioFirst has a strong focus towards building on our employees' talents, rather than their weaknesses. Our basic principle is that every employee is unique, each with their own set of talents. By further training and developing these talents, we create strengths. By deploying these talents and strengths in multidisciplinary teams, we aim to capitalize on the power that diversity and inclusion offer us.

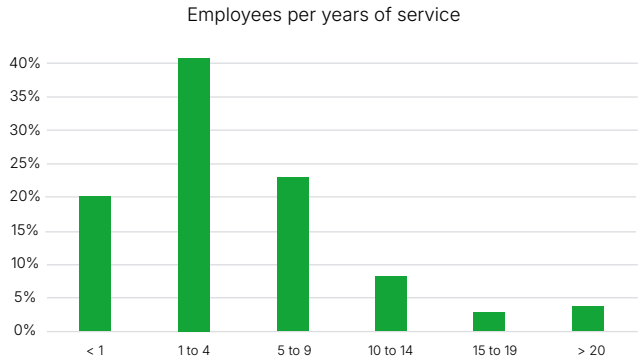
So, while we cooperate and aim to learn from each other, we highly value the diversity in local approaches and development programs, as well as local employees. As such, our global HR strategy aims to create a clear and transparent HR system. Applicable to all our global employees, it sets out to provide everyone with equal opportunities and the same set of rules, while creating an environment that fosters personal development and achievement.

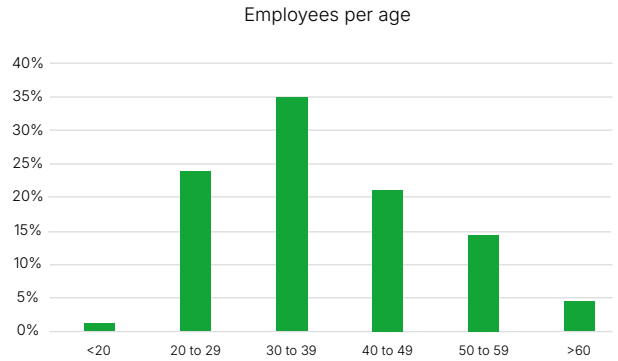
Achieving a sustainable work-life balance, investing in reskilling and upskilling, and driving digital transformation have never been more urgent. Several projects working on these aspects are launched annually, designed to keep up with rapidly developing local needs and legislation. Chief HR Officer Kristof Truyens and his team are dedicated to finding novel solutions that address the evolving needs of our local teams.

"In a rapidly changing world, the people-oriented focus of our strategy remains unchanged," Kristof clarifies. "We encourage employees to have a growth, not fixed, mindset. BioFirst 's performance management cycle moves people in a consistent, goal-oriented manner. The foundations being financial and legal discipline, a goal-oriented focus, corporate housekeeping and high-quality processes and procedures."

We organize training and working sessions to improve employees' abilities to find, and call on, each other's strengths. In this way, we truly get to know each other and learn how to cooperate better – both internally and with our strategic supply chain partners. Within BioFirst Group, we greatly value diversity on a global level: there is high level of autonomy for each company within the group, to adapt the strategy to local needs. We plan meetings at many levels to learn from each other's practical successes, situations and approaches.

BioFirst gender pay analysis





Our diversity reflects the local communities where we operate. Within local staff and management, we have real spread in gender, age groups and educational levels. Operating from 30 countries, we have 36 nationalities working for us, many in international roles. We focus on developing specific talents within teams, based on an individual's skills. In our experienced BioFirst Group executive team we are gradually adding more diversity to match.

In 2024, we published our Code of Conduct and continued its implementation, increasing training options and initiatives on open communication. A deep respect for individuality and diversity is embedded in our company culture and the basis of our Code. We believe embracing diversity enriches our workplace, drives innovation, and strengthens collaboration across all levels of the organization. We stand for equal opportunities and treatment of all people within the Group, and there is no tolerance for any type of discrimination.

BioFirst's Compensation & Benefits framework supports fair and transparent reward practices across all regions. It ensures pay decisions reflect both market competitiveness and internal equity, while respecting local regulations and cultural contexts. Building on foundation established in 2024, BioFirst continued to strengthen its focus on gender pay equality, pay transparency, and fair living standards – combining robust analytics with a practical, country-by-country execution model.

Two of our 2025 studies deserve specific attention: an analysis on a possible gender pay gap, and a global analysis of fair living wages. These aim to continuously assess if we need to address any disparities within our organization. Not just as a workplace concern, but as a critical step towards advancing with the Sustainable Development Goals (SDG). With our gender pay gap analysis, we made a start aligning our intentions with key SDGs. More specifically we wanted to emphasize our dedication to:

SDG 5: Gender equality:

- Evaluating possible disparities in compensation, to foster equality in the work environment.
- Stressing our intention to empower women

within our organization and promote their leadership.

SDG 8: Decent work and economic growth:

- Part of our overall efforts, promoting fair wages and equal opportunities for all employees.
- Ensuring our workplace supports economic wellbeing, without any form of discrimination.

SDG 10: Reduced inequalities:

- Identifying areas where pay gaps persist, and develop targeted actions to bridge these gaps.
- Creating an inclusive corporate culture that celebrates and builds on diversity, with equal respect for all individuals.

Annually, we update our comprehensive gender pay gap analysis. Of course, we examined the global unadjusted net gender pay gap for 2025, which we found to be 2,53% in favor of women. As mentioned in previous reports, we believe a net global number does not provide us with sufficient information to determine possible pay gaps.

We have therefore always examined the average gross monthly base salary for various jobs grades and classifications. This ensures we can account for regional differences and classifications, including manual labor, several types of staff member and management. By doing so, we aim to make a fair comparison between the wages.

To make the results actionable, they are shared with local management. We also ensured anonymity in wage comparisons, and abstained from comparisons if three or fewer employees, of either gender, were included in a grade. We collected explanations for current pay gaps of 5% or more, per grade, in all our subsidiaries.

The key findings, over the last three years, is an overall gender pay gap in BioFirst Group that is consistently less than 5%, across all grades and classes. This is well below the approximate 12% EU pay gap average. Some gaps in smaller subsidiaries remain hard to compare, due to the small number of employees per grade and our commitment to anonymity. However, we did identify some opportunities from this analysis. For example, existing discrepancies in certain grades that may arise from factors such as seniority, or divergent median market salaries in specific job families. The overrepresentation of men in IT roles, is a clear example.

While we see a clear increase compared to 2023, women are still underrepresented in management positions and higher-level staff roles. Several local subsidiaries, such as in Morocco, China, and Kenya, show strong female participation in management and higher employee categories. These examples show that progress toward greater gender balance is advancing locally, supported by BioFirst's consistent methodology and harmonized job architecture. Follow-up actions include targeted feedback loops with divisional HR-leads, and ongoing awareness programs to sustain attention to equality at local level.

BioFirst fair living wages program

We strive to be a good employer to all our employees. Besides personal wellbeing and growth, we want to offer a fair standard of living to all. In the current economic climate, in some global regions we found the legal minimum wage may no longer meet our desired benchmark: to meet actual employee needs. Therefore, as of 2022, we went beyond the current global standards and started to investigate what we believe is needed, to afford a decent standard of living. We began our study, the BioFirst Living Wages Analysis, in four countries where we operate, and are gradually expanding our analysis globally.

In this study, we investigated whether our wages and remuneration package, at a particular site, are sufficient to afford a decent standard of living. In our view this includes food, water, housing, education, healthcare, transportation, clothing and other essential needs: such as provision for unexpected events. For this analysis, we use widespread industry standards: a salary matrix tool developed and provided by IDH (The Sustainable Trade Initiative) and the Anker Methodology of the Global Living Wage Coalition. This is helping us evaluate how the total remuneration received, compares to the relevant living wage benchmarks for the region.

In 2025, the Group focused on strengthening analytical and governance foundations, ensuring greater consistency and reliability in wage data across entities. Key efforts included

- improving comparability of wage metrics across countries, through harmonized data validation
- preparing integration of living wage analytics within the Group's HR information systems, to enable future automation
- maintaining dialogue with HR leads in high-inflation regions, to track local benchmarks and evolving living cost indicators.

Future plans include integration of living wage analysis into our HRIS-based monitoring and reinitiation of country-level assessments.

Embedding pay transparency into our HR information systems

Integration of this information is only a small part of our efforts to embed pay transparency into BioFirst systems. It is part of our long-term commitment to decent and equitable work. While this commitment is not new, as of 2025 BioFirst has advanced its pay transparency agenda to match the evolving EU Pay Transparency Directive. The focus of our alignment strategy is to establish methodological and system foundations for global transparency, while tailoring implementation to local maturity levels and legal frameworks.

The 2025 milestones include:

- Completion of a Group-wide job architecture review, aligning roles and grades with transparency requirements
- Expanding our existing internal pay equity reviews, strengthening understanding of pay dynamics
- Awareness webinars for general managers and local HR managers, emphasizing equitable decision-making and consistent reward communication
- Country-specific implementation plans, ensuring compliance and suitable local adaptation
- Integration of the compensation and benefits philosophy into the global HR information system
- Access to additional standardized pay ranges and benchmark data, to aid consistent, fair and data-informed pay practices.

Looking ahead, BioFirst will continue to strengthen transparency by:

- Expanding training on pay data interpretation and communication
- Developing personalized annual compensation statements and, where legally required, peer-comparison tools
- Integrating compensation data into advanced dashboards, for deeper analytics and monitoring.
- Development of personalized annual compensation statements and, where legally required, peer-comparison tools;
- Integration of compensation data into advanced dashboards for deeper analytics and monitoring.

On site training @Biobest Belgium

Learning & innovating with world's brightest - Partnering for high quality research

BioFirst Group has been successfully pioneering and innovating in biological control for decades. The continuous growth, change and development of our Group, and product portfolio, are becoming a proper match for the complexity of the plants, animals and ecosystem functioning we study. Our great team of R&D engineers and researchers is always looking for new solutions, to further improve customers' yields. As of 2024, the addition of BIOTROP has added a great, innovative powerhouse in biological control to our global R&D team. This is paving the way to many new innovations and unlock collaborations and opportunities in greenhouse and open field environments alike.

We can safely say, continuous learning and personal development are more than a small part of our HR strategy. Innovation, and finding new and improved solutions for our customers to optimize their yields, is key to our business strategy. Sharing our knowledge with the world is also an important part of our strategy, enabling customers to thrive and allowing the biocontrol sector to grow.

Solid scientific research enables us to bring effective innovations to market and allows our technical team to keep offering best-in-class advice to our customers. BioFirst Group has a growing global team of R&D and technical experts. In addition, we have visiting scientists, joint research projects and continuously mentor students. BioFirst frequently hosts students carrying out bachelor, master or PhD research. This, of course, provides opportunities for students to gain unique experience, performing innovative research within a company leading the field in biological crop protection. In 2025, we hosted 34 R&D internships, students on their way to promising careers in research and applied science. In return, these students continue to provide us with many new insights and opportunities.

Our highly specialized R&D department maintains an extensive network of academic institutions and research stations worldwide. Many innovative customers, and NGO's, welcome the opportunity to work with our teams on field trials, often also boosting biodiversity in the field (as described in the E4 chapter). With many collaborations annually, most have proved exceptionally fruitful for all parties involved. Through collaboration, BioFirst Group stays up to date with the latest developments from fundamental and applied research, and exchanges fresh insights with students, scientists and other colleagues working in biological control and crop enhancement.

20 peer-reviewed scientific publications in 2025

In 2024, BIOTROP built a new multi-million-dollar research facility in Brazil, and in 2025 filed the first new product registrations. The new US practical field laboratory, at Gainesville in Florida, aims to test new technologies in the open field. In most cases using proven technology to improve and adapt application for the North American market. In 2025 is has provided access for our researchers to study the US microbiome in soils, isolating new strains of microbes, enabling us to develop new biological products.

Finding new microbes that might have applications in agriculture, is highly important for our innovations pipeline. It is the main goal of our Nimbles program, set up to find and isolate functional microorganisms in different environments. Our current database holds information on thousands of bacteria, archaea, fungi and protists. Those that prove to be effective for crop protection, or crop growth, are examined further – with the most successful brought to production. For example, microorganisms that are highly effective at helping plants take up water and nutrients in dry environments. These

are isolated and a program set up for effective production and storage – bringing them to growers to help plants grow with less irrigation in dry conditions. The Nimbles program has already yielded over a dozen new registrations, for products fully developed in-house. All contribute to more sustainable agriculture and to BioFirst's mission.

High-tech business development

In the field of biological control, innovations do not necessarily need to be high tech. In fact, as you have seen, we work mostly with biology, organisms helping plants or battling pests. We make use of all available technologies at our disposal, that may help our customers thrive. Drones and other technologies are used to effectively spread our products. In 2025 we also successfully launched a hand-held version of our Entomatic dispenser, for spreading beneficial insects.

The application of modern technology and AI is especially effective in our scouting and monitoring products, helping detect pests before they become a major issue for growers. We have several technical monitoring systems and scouting tools that help analyze the information


High-tech systems to monitor pest pressure in crops

collected in the greenhouse or open field. In 2025, Biobest also invested major efforts to entirely update, and renew, our Side Effects app. An essential, user-friendly tool enables growers to check a product for any negative effects it may have on a particular beneficial organisms they are using.

A second very helpful application we added in 2025, is adding the Biobest Product Calculator to our Crop-Scanner platform. Using the observed pests and pest pressures, the tool will help to propose beneficial insects and other biocontrol products: an optimal mix of locally compliant products to battle these pests. By simply adding your crop area in square meters or hectares, it will also provide an estimate of the quantities required.

At BIOTROP we use the AI-tool Eva to help our valued customers. The Eva chatbot can access information from several scientific agricultural databases and BIOTROP's own extensive research – comprising over five thousand experiments annually. Trained to interpret this data from the field, together with customers' soil genetics data, Eva delivers tailored recommendations, helping clients understand the current state of their soil biology. With the help of this tool, it is possible to identify solutions to improve plant nutrition and soil biodiversity, as well as detect early any possible biological threats in the soil – such as specific bacteria and fungi. The tool is part of the broader Agrobiota project, created in 2021 to carry out soil analysis simply, on a commercial scale.

The Biobest Academy - sharing our IPM knowledge with the world

At the outset, IPM can be complex and challenging, which is why we love sharing our knowledge! We ensure our complex products are designed to be as easy as possible to use and apply the same logic to our Biobest Academy: sharing our knowledge in easy understandable modules, focused on a specific crop, pest, or biological.

The Biobest Academy was created for any customer, or colleague, wanting to progress a few steps beyond the use of our plug-and-play products, to learn more about biocontrol systems. Launched in 2020, the Academy has proven to be a huge success, providing thousands of expert training courses worldwide. As a complementary tool to our tailor-made in-house advice, these courses do not require additional travel. The platform provides basic training for anyone wanting to get started with biocontrol in a specific crop, or with a specific product. And, there are more in-depth expert learning modules for our own technical staff and external experts, in topics such as new products, new product interactions and specific field studies and results – anything currently in demand. All turned into easily accessible training modules by our IPM specialists on an online platform.

Whether you are a highly skilled member of our

technical team, or entirely new to the world of biological crop protection, our Biobest Academy has something to offer you.

What is included in 2025?

- All the regular trainings you expect from us, plus nearly **50 new courses** on additional crops, pests, biopesticides and other IPM tools
- This includes many trainings in **other languages**, mainly French, Spanish and Dutch
- **Our internally reviewed field demonstration site,** sharing any findings, test results and questions from over 25 countries
- **Expert webinars** offering the opportunity to join live, and ask question on very specific crops, pest issues and innovations
- Content created and curated by our **growing global team of technical specialists**
- Adding **an internal certification program** to the Biobest Academy to guarantee the level of expertise in the Biobest technical sales team
- Many new internal, and external, **on-demand expert training courses.**

For example, the use of our high-tech products; application of field demonstration data to improve yields and IPM in orchards; climate adaptation strategies; and how the energy crisis reshape application strategies for macro-organisms

- An **updated mobile app** for e-learning

"We are getting close to our 5th birthday and the Academy trainings are more relevant than ever. New pollination strategies in changed energy regimes for lit crops, new IPM solutions for orchards and best practice applications for our high-tech products, are just a few examples. In 2025, we had over 5,500 enrollments and several hundred views for our new Expert Webinars. We experienced a huge increase in learners and now have over 900 internal and 1,640 external users," Neal Ward, Biobest Academy manager, is proud to explain. "With people spending at least one hour per course, there is lots of daily activity on the platform. We are especially pleased to see the number of external users is still rapidly increasing. In 2024 about half of our courses were completed by distributors and customers. This has now increased to almost 65% of users, while total enrollments are steadily increasing. We take this as a compliment and continuously gather feedback to see how we can further improve our offer."

The contribution of the Academy to our sustainability goals is twofold:

- Firstly, with the best-in-class knowledge of our products, our advisers are better at giving growers the confidence to solve pest and disease problems; with our new web shop, we can reach an even wider audience and educate them in the benefits of Integrated Pest Management and natural pollination.

- Secondly, the ability to deliver structured e-learning means we can reduce face-to-face teaching, that often requires us to travel. From time-to-time we still teach in the classroom, but we can now utilize this valuable time to go in depth, or train in an even more tailor-made fashion.

The future of the Biobest Academy

Every year, new technical courses and reference materials are added to the Biobest Academy, to satisfy popular demand and current customer needs. In 2025, our certification program was rolled out as an internal measure for training and to further strengthen expertise in the technical team. This may serve as an external certification in the future. In the coming years, the platform will deliver many other types of training for our employees and customers. In cooperation with HR, an onboarding process for new employees was developed. In addition, several practical training courses on our Code of Conduct and legal aspects are to be launched in 2026. Though our focus, will of course, remain on developing easy to use content for biocontrol.

Community engagement & collaboration

Pursuing our corporate social responsibility (CSR), for several decades we have encouraged all companies to engage, and commit, to local community projects. This has become a fixed part of our HR and sustainability strategy. We recognize that an exceptionally high percentage of our employees work for BioFirst because they care. They care about working for a sustainable company and contributing to the future of sustainable agriculture, local nature and biodiversity. They care about each other and the communities we operate in...Or as we love to say in short: "People with passion, can change the world for the better."

Working towards common goals helps contribute to the personal wellbeing and development of our employees, as well as their involvement in our sustainability goals. Sustainability is not only a core activity for our company, but a value we encourage our employees to embrace and activate. This is why they are an important part of our sustainability targets.

Like many of our customers, most of our subsidiaries originate from family-owned businesses, rooted in their community. Working in biocontrol, we are the first to recognize the importance of taking care of our roots. Many of our employees around the globe live near to our offices and production sites, and we strive to be an integral part of our local communities – growing together. We impact society daily and, by living up to our core values, aim to have a positive impact on everyone around us. This generates a net positive impact on our planet, staff, customers, business and especially the society we operate in.

For further explanation, and more great examples of our colleagues' contributions across the globe, we refer to our previous reports. For the remainder of this chapter, we would rather keep it short, as "a picture is worth a thousand words". We would just like to finish by saying a very big and heartfelt THANK YOU to all colleagues, and everyone involved in realizing these projects. Your passion helps us make the difference.

Biological control is a balancing act

One of our masters in balance at work - People with passion can change the world for the better

Sustainable crops for all

- Sponsorship and delivering biocontrol and pollination products to Terre Vivante in Benin, training young men and women to sustainably grow citrus in a local agroforestry project. There is a great potential for sustainable agriculture in the region, but traditionally about 70% of agriculture workers did not receive any schooling.
- Buying carbon credits from a new to be realized agroforestry project in the Democratic Republic of Congo.
- Providing free or highly affordable healthy meals, fresh fruit and vegetables to employees during work hours (free or highly affordable according as local legislation allows).
- Our vertical bag project, run for many years by our Real IPM colleagues in Kenya, to provide schooling and training on how to grow these. And, to provide fresh and healthy, pesticide-free products to schools, and other public functions in local communities. This year a school lunch fund was added to the project.
- A partnership with SNV to sustainalize food production in Kenya, ensuring food security and healthy food availability through participation and inclusion.
- Cooperation, through Biovision Africa Trust, on sustainable agriculture in Africa.

Combining health, wellbeing & personal development with local sponsoring & charity

- Biobest Sasja handball club.
- Padel tournaments with proceedings going to local charities.
- Bike2Work promoting a healthier and environmentally friendly way to get to work, including a bike ride for all staff and supporting local 'bike poverty': providing bicycles and training for those in need.
- Plant Products participating in the MS Bike Ride
- Raising funds for multiple sclerosis research and support programs and in the Point Pelee Run in support of CrimeStoppers.
- Supporting Mavikent Spor local soccer team.
- Charity run for the Pequeno Príncipe Hospital, one of the largest pediatric hospitals in Brazil.
- Providing memberships or timeslots to employees to participate in sports during breaks or after work.
- Running for the Pelicano Kids charity in the Ekiden Brussels race
- Aneberries race for Charity.
- Plant Product colleagues participating in a freezing 'Polar Plunge' in Lake Erie to support the special Olympics.

Wellbeing projects and professional development

- Supporting the BIOTROP Biomulher Program, to recognize and empower women within the company and the agribusiness sector in general.
- BeeWell Valentines day – providing a small amount of time and attention to our colleagues and sharing a personal card that could be planted to grow wild flowers.
- Sharing compliments ánd freshly grown local strawberries from one of our growers with the local team.
- Celebrating the global Employee Appreciation Day.
- Heart coherence trainings to alleviate stress and to promote a healthy lifestyle.
- Hosting our own summer bars, barbeques and social events.
- The 'Biobestli program' at Biobest Antalya, supporting colleagues to participate in local cultural events.
- Celebrating World Mental Health Day with pilates training for all staff on site.

Learning and sharing knowledge

- Masterclasses IPM for agriculture students in secondary school and universities, by many companies, like Polyam in this example.
- Sharing knowledge and respect for nature with primary school students, by our colleagues at Biobest España and Biobest Antalya for example.
- Helping students to succeed in sponsoring the Autonomous Growing challenge by Wageningen University & Research.
- Sharing and developing IPM knowledge in cooperation with Colead for the sustainable development of agriculture;
- Sharing personal experiences globally on local career events.
- Helping graduate and post-graduate students with studies in biology, agriculture and business administration.
- Contributing to documentaries, as Bugs for Bugs in Australian ABC's Landline.
- BioWorks North America funding scholarships for biocontrol research.
- Participating in the largest science fair of the BeNeLux: Nerdland Festival. To share our love of insects and biocontrol with youngsters interested in cutting edge science.

Charity work and giving to the local community

- BIOTROP kids – providing a bag of small gifts and crayons to employees with children and children in need.
- Installing a social fee for employees and local residents to charge their car with fully renewable energy at BioFirst facilities.
- BioWorks North America back to school drive - gathering school supplies for children in need.
- Donating cleaning supplies to Ontario County Humane Society.
- Organizing fundraisers for the local food bank and Agriculture & Land Based Training Association (ALBA).
- Easter chocolates for over 750 students in Álvaro Borges Municipal School in Curitiba, Brazil.
- Organizing and participating in a Thanksgiving food drive.
- Supporting regional Dutch 'Boeregoed' project, a local community fund supporting local agriculture, health and the environment.
- Donating and engaging with "Knæk Cancer" (Break Cancer) campaign of the Danish Cancer Society - sponsoring specialist training equipment for children with cancer.
- Employees gathering and donating clothes and shoes to those in need in the BIOTROP Winter Clothing Drive 2025.
- Buying chocolates annually for Easter, Christmas and 'Sinterklaas' from a local Fair Trade and solar-powered workshop, primarily providing work for people with autism.
- Volunteer work and support for Good Fellows.
- supporting families in need within the local community.
- Winter clothing campaign with ar Esperança in Curitiba and Ser com Amor in Vinhedo.
- YOUCA day, offering enthusiastic students experience via an internship for a day, with the 'wages' donated to the Amnesty International project for the youths of MANTHOC. A project supporting child rights and the preservation of the Amazon forest in Peru.

Nature and (re)forestation projects

- Contributing to studies on the development and implementation of Nature Based Solutions.
- Plant Products Earth Day Beach Clean up 288lbs of plastics and garbage collected from Leke Erie.
- Urban reforestation project carried out by our Biobest Mexico colleagues.
- Continued clean-up actions around the site in Biobest Belgium, and in Point Pelee National Park by Plant Products colleagues.
- Increased waste separation by employees at a dozen of our sites resulting in improved separation and collection of material waste flows, for recycling and waste collection.
- Continuous tree-planting at our BIOTROP sites, in Brazil, aided this year by others including the Belgian ambassador.
- Celebrating World Tree Day 2025 in Brazil with the "Tree of Sustainable Wishes": colleagues were invited to write 'tree leaves' with their ideas, wishes, or sustainable habits they wish to adopt in their daily lives.
- Continuous tree-planting at Real IPM sites, in Kenya.
- Support of the Rhino Charge, a fund-raising event with the aim of conserving forests and preserving water catchments.
- 'Randenrijk', continuing functional agrobio-diversity work of the EU 'FABulous Farmers' project – sharing our knowledge to attract naturally occurring species for pest control in open fields.

About this report

About this report

Our Sustainability Report was structured according to the European Sustainability Reporting Standards (ESRS) that define ESG reporting under the EU Corporate Sustainability Reporting Directive (CSRD: 2022/2464/EU). Reporting under the CSRD will become mandatory for BioFirst Group, starting from the reporting year 2027. Based on the Omnibus simplification package for CSRD, as proposed by the European Commission in February 2025 and finalized in 2026, this deadline was extended with 2 years. The previous deadline was the 2025 reporting year, meaning our reporting is aligned to CSRD compliance on many points. It must be, as most of our data and disclosures are also included in various shareholder reports. Yet CSRD is not applicable to BioFirst Group to date and no external verification of this report has taken place.

BioFirst Group and Biobest Group sustainability reports have previously been prepared using the GRI (Global Reporting Initiative) principles as a guideline for disclosure on the different ESG topics. We did so to create a comparable and understandable report for external communication.
Our actions are aimed at contributing to the United Nations Sustainable Development Goals (SDG). We believe in the SDG and use them to communicate and group our ESG actions in an understandable way. We are not fully compliant with the GRI reporting standards, nor an official SDG signatory, nor do we aim to create any type of suggestion that we are. Starting with the 2025 BioFirst Sustainability Report, we group all our actions under the topics and subtopics of the ESRS.

General methodology

Our internal management system for ESG reporting, collection of data and tracking of KPIs, were designed according to a process of continuous improvement following the principles of the Deming cycle (or PDCA-cycle). It resembles the process and procedures of known international standards for energy management, greenhouse gas reporting and health and safety. A reporting manual, outlining clear deadlines, definitions and methodologies for data collection, is available to all companies and updated at least annually. Annual training sessions are provided, as well as on-demand training courses, to elaborate on site-specific complexities. Where necessary, any exceptions or changes in methodology are documented and incorporated in our reporting manual. Any source data, assumptions, calculations, or site-specific exemptions are stored locally at entity. Roles and responsibilities for data collection (and strategical implementation) are determined per entity. Separate responsibles for data collection, data entry and data validation are assigned to ensure sufficient internal control, before sending the data for consolidation at Group level.

Double Materiality Assessment (DMA)

A double materiality assessment was performed according to the general requirements of the CSRD (ESRS 1), as a basis for this report. Impacts, risks and opportunities (IRO) were allocated to the most suitable sub-sub-topic of the ESRS. Perimeter (own operation, upstream or downstream), geographical position (global or local), affected stakeholders, actual or potential nature of the IRO and time horizon of the IRO were defined. Based on those parameters, the IRO were evaluated.

BioFirst Group has implemented a structured methodology to assess the materiality of the identified impacts, risks, and opportunities across its entire value chain at group level. Our internal weighting system has a maximum scoring of 12 and therefore the materiality threshold was set at 6. All topics with a final score >6 are included as material.

The impacts were assessed according to four criteria:

- Magnitude: intensity of the potential impact on people or the environment;
- Scope: number of people or extent of the ecosystems affected;
- Irreversibility: difficulty in restoring the initial situation after occurrence;
- Likelihood: probability of the impact occurring or persisting.

Each of these criteria was rated based on a predefined evaluation grid. Where relevant and available, external benchmarks and scientific data were used to aid in the impact assessment. The resulting ratings were then integrated into a weighting model to calculate an overall importance score. This score allows for prioritizing the impacts, ensuring that their potential effect on the affected parties is reflected.

Risk and Opportunity assessment was based on the following criteria:

- Financial impact: potential effect on economic performance;
- Reputational impact: consequences for the image and trust of stakeholders;
- Legal risk: exposure to litigation or regulatory non-compliance;
- Likelihood: probability that the risk or opportunity will materialize.

These criteria were all rated separately using an internal weighting system to establish an importance score for each identified IRO. Financial materiality thresholds were set in consultation with one of our shareholders and their financial auditors.

Business conduct (G1)

For business conduct / governance, all IRO and mandatory disclosures are included in the G1 chapter. Definitions and methodology used are according to ESRS and explained in further detail where necessary.

Biodiversity and ecosystems (E4)

For biodiversity, all of our IRO and mandatory disclosures are included in the E4 chapter.
All material IRO are based on positive impacts, or business opportunities. Therefore, no current targets are set. There is no material negative impact to mitigate and capitalizing on these opportunities and increasing positive impact are part of our general business strategy as described. No separate biodiversity policy is available yet. Our care for nature and biodiversity is currently included in our general company policy documents. All BioFirst sites were screened for their distance to Key Biodiversity Areas, using the "map search" option on Key Biodiversity Areas (last update of our search: January 2026). All except of our sites for BIOTROP in Brazil and Beneficial Insectary (Redding, USA) are within 50 km distance of a Key Biodiversity Area. No material impacts to these sites followed from our double materiality assessment.

Climate change (E1)

ESRS is respected in the reporting of our greenhouse gas emissions and emissions on all scopes are reported separately as gross emissions. A split is made for scope 2 between market-based and location-based emissions. We adhere to the GHG protocol for determination of scope, materiality and general reporting principles. The methodology and calculation methods are specified per scope below. The described methodology is used for any datapoint

in this report. The same methodology is used for the current year, as it is for our base year 2019. When carbon footprint data of any other year is mentioned, it is always restated according to the same updated methodology and conversion factors. This serves a fair comparison between datapoints and is compliant with the methodology of the GHG protocol.

Scope 1

All energy flows in scopes 1 and 2 need to be measured by subsidiaries, according to the Greenhouse Gas Protocol (GHG Protocol). All material emissions (>5% at entity level, or 0,5% at Group level) need to be included in entity reporting. All energy flows reported in practical units by entities (f.e. liters, kg, kWh, GJ) are then converted to CO_2 equivalents (CO_2e), using conversion factors obtained from widely used databases.

Energy related conversion factors in scope 1, are obtained from the website www.co2emissiefactoren.nl. Data was updated on the 20th of February 2026. Tank to Wheel (TTW) values were used to calculate emissions for scope 1. As we now report on scope 3 for a second year, the opportunity arose to use Well to Tank (WTT) values from the same website to calculate scope 3 emissions in the category "Fuel & energy related activities not included in scope 1 & 2". We did so, to make an accurate split between scope 1 and scope 3 emissions resulting from our use of fuels, according to ESRS. This is a methodological shift from previous reports, where the full Well to Wheel (WTW) factors were used, to avoid possible underestimation of our carbon footprint. These emissions are now allocated to our scope 3 carbon footprint.

Exceptions and assumptions:
For the use of fuel oil for heating, mostly in emergency generators, the factors for Heavy Fuel Oil (HFO) are used as a worst-case estimate. Exceptions to this rule are the sites in Belgium and Australia, where the factors for diesel fuel (B7) are used, as we are certain the fuels used have a composition with sulfur content and carbon emissions equal to, or lower than B7 diesel. Where no differentiation between CNG or LNG was made locally, or the composition was unclear, an average between both emission factors was used. For Brazilian entities we use the conversion factors adopted from GHG Protocol Brazil calculation files, to increase accuracy and to match local audited data for local green bonds. We accounted for minor differences in methodology in that tool, compared to the BioFirst Group calculation. For example, the GHG Protocol Brazil tool calculates the transport of personnel, taking car model and building year into account, where the BioFirst group calculation is based on an average factor and the total liters of fuel used. To minimize variance between the two footprint calculations (<5%), the different values were taken from the tool and averaged, to create one conversion factor.

Resulting values used for Brazil emissions (scope 1 and 2):

2.33 kg CO_2	m^3 for natural gas
2.60 kg CO_2	liter for diesel
2.21 kg CO_2	liter for petrol
0.015 kg CO_2	liter for bioethanol
0.0385 kg CO_2	kWh for electricity

The gross emissions for BIOTROP in scope 1 and 2 are included in our carbon footprint as according to our described methodology complying to ESRS, even though BIOTROP has been compensating for their full scope 1 and scope 2 emissions starting in 2022 (net-zero emissions).

Scope 2

For the calculation of scope 2 the same general methodology was applied to collect source data in kWh or GJ. The general conversion factor for district heating was used from www.co2emissiefactoren.nl as an estimate. This factor is less relevant (total impact on scope 1 by district heating <0.1%). Electricity sourced from on-site renewable energy production, or from certified renewable energy, such as wind or solar power supported by Guarantees of Origin or equivalent reliable tracking mechanisms, is accounted for as zero emissions in scope 2. Where applicable, scope 3 emissions were taken into account for the transport of electricity.

For any portion of electricity consumption not covered by such certificates, the country's residual electricity mix is applied to determine the associated emissions for the location-based approach.

The following (local) sources were used to obtain conversion factors for scope 2 emissions for electricity, to account for the international variations in energy mix used to generate electricity:

- EU countries: AIB — Association of Issuing Bodies, the data published for 2024;
- For Australia: Australian National Greenhouse Accounts Factors for 2025;
- For the U.S.A.: Green-e® Residual Mix Emission Rates published in 2025 for market-based emissions (2022 data) and production mix emission factors from the EPA eGRID for the location-based emissions (2023 data);
- For Brazil: conversion factors adopted from GHG Protocol Brazil calculation file (see explanation scope 1);
- For the remaining countries, Carbon Database Initiative (CaDI) 2025.

Scope 3

Scope 3 emissions were calculated, using a spent-based approach for many categories. For the spent-based approach the data for September year to data was used and an extrapolation was made towards the full year. In some cases, based on a review of the data, full year data was used, where this was found to be more representative. As in 2024, physical data was available on the amounts used to calculate categories 3 'Fuel and energy related activities not included in scope 1 &2' 5 'Waste generated in operations', 6. 'Business travel', 7. 'Employee commuting'. In 2025 the amount of physical data was increased and added for the most material scope 3 categories, where available. This includes the most material purchases in category 1 'Purchased goods and services, 4 'Upstream transport and distribution', 9 'Downstream transport and distribution'. Adding more precise physical data in category 1, also impacted the final result for 'downstream use of our sold products' and 'end-of-life treatment', most significantly where it concerns the distribution and resale of (bio)fertilizers and (bio) control products. In 2025 we added data for an additional 9 smaller entities, further improving data reliability and decreasing the amount of extrapolation needed. In 2024 the 13 entities that generate the largest part of the revenue: together >95%. In 2025 this was further refined, as now 22 entities were included. As part of the calculation was still based on monetary data, general conversion factors and assumptions on the material mode of transport, the scope 3 emissions profile is expected to further improve in the coming years. We will gradually improve the data input and calculation assumptions. The most suitable conversion factors were used for each category, taken from widely used and reliable sources, for example the EcoInvent, Exiobase, GLEC and ADEME databases. Where monetary data was used to calculate scope 3 emissions, inflation factors from the World Bank

were used, to account for possible changes in older conversion factors used.
Since there were no standard conversion factors available for electric ferry use in Denmark, we calculated our own based on data from the 'Ellen' project. The ferry was found to use 1,600 kWh of electricity for a 40 km round trip, which averages out to 40 kWh per kilometer. Assuming an average of 20 cars on board per trip (even though the ferry can carry up to 31), this works out to roughly 2 kWh of electricity used per car per kilometer. The average emission factor for Denmark was used from AIB Europe as stated above.

Carbon footprint exclusions:

Scope 1 and 2 emissions were reported in line with the guidelines of the GHG Protocol. The principle of materiality was applied at both entity and group level, and all own emissions were measured and reported where they were significant for the current year (>5% at entity level and >0.5% at group level). Based on this year's assessment, the impact of refrigerant use proved to be significant, and these emissions have therefore been included in the scope 1 inventory. This represents the most substantial change compared with last year's categorization. The use of district heating, while far from material at group level, is now also included in the calculation of scope 2 emissions, as it might become material at entity level in the near future (now 1,5% at entity level). For scope 3, category 8 'Upstream leased assets' is excluded from the carbon footprint of BioFirst Group, as no asset of this type has been identified. Categories 14 'Franchises' and 15 'Investments' are excluded from the carbon footprint, because no franchises within the Group have been identified and BioFirst does not offer financial services.

Own workforce (S1)

Health and safety information for the BioFirst Group is reported through our financial system, covering 100% of our activities, as do our HR- and safety management system. For the collection and reporting of HR data, two central systems are used at BioFirst Group. Foundations holds the necessary basic information to identify all global employees, for example active employment, years of service, working location and gender. More detailed information is available in Employee Central (SAP Succes Factors). Employee central includes more detailed information needed to calculate the necessary totals required to determine FTE, contract type and compensation and benefits information for example. Over the last few years we heavy steadily increased the number of employees covered by Employee Central. Currently 91.3% of our employee data is included. 60.9% is directly included and 30.4% is added by regular uploads from local HR-systems. Meaning currently detailed information, available for 91.3% of employees. This means the totals provided in this report, such as the division of our employees by age group, nationality and total FTE are either a percentage, or extrapolation, based on data for 91.3% of our employees.

The data for headcount or FTE published is data for year end, 31st of December.

Local absenteeism percentages are used to calculate the overall Group absenteeism. The total amount of worked hours is used to weigh the contribution of the reported local absenteeism percentages.

OHSA definitions are used to calculate the Incident Frequency (per million worked hours) and incident severity (per 200,000 worked hours).

To calculate the gender pay gap, data for December 2025 was used and all gross annual salaries were converted to Euro, regardless of the periodicity of payment (f.e. hourly, monthly).

The 2025 calculation excludes possible bonuses, overtime and non-monetary benefits. It was calculated excluding external contractors, but including all other staff: employees, temporary workers, seasonal workers and trainees.

Data quality and assurance

A dedicated software (SigmaConso) is used for data collection. ESG reporting is integrated with financial reporting. A quarterly management report has been drafted to track overall progress, while our larger production entities with a material impact on our ESG results are required to report monthly.

ESG data collection started in 2019, and data quality has been improving year over year. Starting from 2022, internal audits were performed on data for subsidiaries. Locally the 4-eyes principle was installed, separating the functions of reporting and data validation. 'Sanity checks' are implemented in the reporting system, indicating large percentual deviations compared to previous reporting periods. Larger variances always require a practical explanation to be reported. Annually, several subsidiaries are selected for an internal audit on both their datapoints and data collection process. To upgrade the robustness of the reporting process, BioFirst Group had an external audit performed for the two most impactful sites in 2023. The findings of this audit were used to improve the reporting manual and local reporting process.

The first double materiality exercise according to the CSRD was performed in 2024 and updated in 2025. This analysis and the resulting reporting requirements, both disclosures and data, served as input for the Floridienne Group Annual Report, which is subject to external audit.

Scope of the report

The data included in this report covers the full year 2025. Scope 3 carbon footprint data is an exception to this. Where relevant to our targets, progress has been assessed against the 2019 base year. For the consolidation our ESG data, we used the operational control approach, as outlined in the GHG protocol. 100% of the data was consolidated for all entities where BioFirst Group had operational control.

No new entities were added to scope in 2025. Our 2025 data includes the following operational entities: Agrotech-Gartenbautechnik, Beneficial Insectary, Biobest Antalya, Biobest Argentina, Biobest Belgium, Biobest China, Biobest France, Biobest Germany, Biobest Maroc, Biobetter, Biobest Mexico, Distribuciones IMEX, Biobest Nederland, Biobest Poland, Biobest Portugal, Biobest Spain, Biobest UK, Biological Services, Bioresources, BioWorks North America, BIOTROP, Borregaard Bioplant, Biobasiq Sweden, Pollinering Norway, Bugs for Bugs, Polyam, IVOG, BKS, Plant Products U.S., Plant Products Canada & Real IPM Kenya.

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We look forward to receiving your reactions to our sustainability report: sustainability@biofirstgroup.com

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Annex: BioFirst Group consolidated ESG data

	2019	2025
Gross scope 1 GHG emissions (tCO_2e)	12,446	19,377
Percentage from regulated emission trading schemes (%)	0	0
Gross location-based scope 2 GHG emissions (tCO_2e)	8,507	11,864
Gross market-based scope 2 GHG emissions (tCO_2e)	8,952	11,593
Gross scope 3 GHG emissions (tCO_2e)	NC	289,898
Emission intensity scope 1 & 2	61.3	62.2
Emission intensity scope 1, 2 & 3	NC	644.8
Total waste (ton)	17,192	23,469
Waste separation rate (%)	58.5%	80.5%
Tap water usage (m^3)	216,353	40,909
Water usage from other sources (m^3)	333,307	547,101
Number of Lost Time Injuries (LTI)	81	44
Incident Frequency rate (IF)	23.5	6.7
Incident severity	61	18.1
Absenteeism percentage	1.60	0.83
Number of whistleblowing reports received	N/A	44
No. of convictions, fines or penalties paid due to complaints or HR-related issues	0	0
Financial political contributions made	0	0
In-kind political contributions made, valued in currency	0	0
Number of research internships	16	34
Total number of internships	N/A	117
Hours of training on the Biobest Academy	N/A	3,691
Hours of training for employees in total	N/A	111,499
Number of scientific publications	13	20

	2025
Total number of employees (headcount)	3159
Total number of FTE	3101
Full time / part time percentage	94.3% / 5.7%
Permanent / temporary contract	91.6% / 8.4%
Percentage of men / women	61.8% / 38.2%
Nationalities employed	36
Employees by age group	
< 20 years	1%
20 to 29 years	24%
30 to 39 years	35%
40 to 49 years	22%
50 to 59 years	14%
> 60 years	4%
Employees by years of service	
< 1	20%
1 to 4	42%
5 to 9	23%
10 to 14	8%
15 to 19	3%
> 20	4%
Employee turnover	15.3%
New hires	639 (20%)
Employees with detailed information in Employee Central	1923 (61%)
Employees with detailed information in total	2885 (91%)
Employees with all basic employee data centralized	3159 (100%)

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