



ESG Report

2024



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About this report

This document is the 2024 Environmental, Social and Governance Report (ESG Report) for Syngenta Group ('we'), also referred to as 'Syngenta', 'Group' or 'the company' in this report.

Syngenta Group encompasses Syngenta Group Co., Ltd., a company domiciled in Shanghai, China, with management headquarters in Basel, Switzerland, and its consolidated subsidiaries. Syngenta Group is made up of four operational Business Units: **Syngenta Crop Protection** (headquartered in Basel, Switzerland), **Syngenta Seeds** (headquartered in Chicago, United States), **ADAMA** (headquartered in Tel Aviv, Israel), and **Syngenta Group China** (headquartered in Shanghai, China). The information and data contained in this report relate to the activities within this scope unless specified otherwise.

This ESG Report constitutes Syngenta Group's ESG Report and progress against Syngenta Group's non-financial performance. It includes Group level Key Performance Indicators (KPIs) on several **Environmental** Areas, **Social** Responsibility and Corporate **Governance** related matters.

This ESG Report has been prepared based on the Guidelines on ESG Reporting for Chinese Enterprises (CASS-ESG 6.0) and the Greenhouse Gas Protocol Corporate Standard (Revised edition). It also references the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards 2021) through content index tables to meet external stakeholder expectations on transparency.

Detailed information about KPI definitions, reporting periods and data collection processes are included in the [Non-Financial Data Table](#) section of this report, in the subsequent notes, and throughout the report. As of 2024, KPMG AG (Switzerland) is the independent assurance provider for Syngenta Group's non-financial reporting. The non-financial performance KPIs presented in the Non-Financial Data Table for the period ended December 31, 2024, have been externally assured by KPMG AG as to their preparation based on Global Reporting Initiative Sustainability Reporting Standards (GRI Standards 2021), the Greenhouse Gas Protocol Corporate Standard (Revised edition), and entity developed criteria. The Independent Limited Assurance Report issued by KPMG AG has been included in this report.

This report has been approved and authorized for issue by the Syngenta Group Board of Directors.

The publication date of this Syngenta Group ESG Report is April 29, 2025. This report has been officially published in English, which is the authoritative version. In case of any discrepancies between the English text and versions translated into other languages, the English version shall prevail. Translations into other languages from English have been made available at Syngenta Group website for convenience purposes only.

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Statement of the Chief Executive Officer

Farmers are on the front line of climate change, needing to produce enough food to feed 8 billion people every day as the effects of global warming result in more extreme weather patterns, increased pest pressures, and rising crop failures. With the global population on track to reach 9.7 billion by 2050, farmers must grow more food while reducing their environmental impact and safeguarding natural resources.

As we enter this new era of agriculture, our role at Syngenta Group is to empower farmers so they can meet this dual challenge. We are focused on supporting farmers to be successful through new technologies and farming practices that help grow healthier plants in healthier soil, while capturing more carbon from the atmosphere and protecting biodiversity. We believe that the food that feeds the world can also help to improve it, transforming agriculture into a climate solution.

Guided by our sustainability priorities, we are investing in new discoveries to deliver better benefits for farmers and society at a transformative scale. Our commitment to agricultural innovation as a catalyst for sustainability is not just part of our strategy – it is the very core of who we are.

We have refined our sustainability focus on four key areas that create long-term value: higher yields with lower impact, regenerate soils and nature, improve rural prosperity, and reduce the environmental impact of our operations and supply chain.

Transparency and accountability remain fundamental to our approach. Our Syngenta Group Environmental, Social, and Governance 2024 report is testament to this, providing an assessment of our performance, including areas where we have excelled and those where we need to improve. We believe openness is essential for building trust with our stakeholders and driving meaningful change in our industry.

The potential of agriculture to address global challenges is truly energizing. As we look to the future, we remain committed to sustainable agriculture and championing positive change. The challenges faced are significant, but so too are the opportunities. By harnessing the power of innovation, fostering collaboration across the agricultural ecosystem, and staying true to our sustainability priorities, it is possible to create a world where agriculture not only feeds but also heals our planet.

At Syngenta Group, we are not just observers of this transformation – we are active participants, working hand-in-hand with farmers, partners, and communities to cultivate a more resilient, sustainable, and prosperous future for all. Our commitment to sustainability is ingrained in every aspect of our operations, from minimizing our ecological impact and that of the agricultural sector, to advocating for social equity and governance excellence. This commitment extends to our organizational culture, where our Diversity, Equity, and Inclusion framework aims to create an inclusive environment where every employee can thrive and contribute effectively.

Together, we can turn the tide on climate change, improve global food security, and build a legacy of responsible stewardship that will benefit generations to come.

Jeff Rowe

Chief Executive Officer
Syngenta Group

Agriculture in context

The future of agriculture

Innovations in agricultural technology have led to improvements in agricultural productivity. The proprietary crop protection and seed technologies developed by Syngenta have contributed to these improvements.

These successes, however, do not ensure that agriculture is entirely prepared to meet the new challenges it now faces, primarily the need to increase yields further to produce safe and nutritious food while keeping soils and the environment healthy.

To achieve this, Syngenta Group is committed to driving major change in agriculture. Syngenta Group is investing in the development of a range of innovative technologies and practices that will enable farmers to adapt to changing conditions and meet growing demand. The new agronomic technologies, tools and solutions that are emerging will be central to the sector's efforts to meet the world's future needs.

Agriculture faces multiple challenges

In the recent past, agriculture, through technological innovations, was able to increase yields with limited expansion of land under cultivation. Productivity gains of the future must be achieved without opening up new land for agriculture. Additionally, new strategies are needed to address several challenges, including, but not limited to, weather extremes, pest resistance, soil degradation, biodiversity loss, changing consumer preferences, evolving regulatory requirements, labor shortages, geopolitical conflict, and population increase.

Sustainably increasing yield on existing agricultural land offers the clearest path to addressing the growing demand for food, the impact of climate change, and the loss of natural ecosystems. However, present conditions are not conducive to achieving substantial productivity increases, partly because agriculture itself has been contributing to many of the challenges that threaten its future productivity, including the use of freshwater, deforestation, greenhouse gas emissions, and biodiversity loss.

A strategic shift is underway

The agricultural sector is leveraging new approaches to plant breeding and crop protection that will be needed to contribute to securing the world's food supply. For example, genome editing tools have the potential to bring forward the development of new crop varieties with benefits such as higher yields, increased nutritional content, longer shelf life, and greater resilience to weather extremes, pests, and diseases. The development and application of biological inputs is another important area that is already fully embedded in the Syngenta Group portfolio.

Combining the benefits of novel technologies and modern agronomic science with traditional farming practices, regenerative agriculture is an outcome-based food production system that nurtures and restores soil health, protects the climate and water resources and biodiversity, and has the potential to enhance farm productivity and profitability. It revolves around five core principles: minimizing soil disturbance, year-round planting, crop diversification, precision application of inputs, and integration of livestock where possible.

Investing in innovation to sustainably boost productivity

In addition to facilitating modernization efforts and efficiency improvements in farming, Syngenta Group is actively engaged in developing breakthrough technologies that may serve as the basis for future advances in agriculture. Many of these novel technologies leverage digital tools to allow for more precise application of inputs, thereby reducing the total use of water, fertilizers, and crop protection products. Putting mobile

technologies, data analytics, artificial intelligence, digitally delivered services and applications (apps) into the hands of more farmers faster will enable them to make more precise decisions to improve yields and profitability.

Adapting to new consumer preferences

Recent years have seen a societal shift, in many countries, from a concern about growing “enough food” to growing “enough good food.” There is increased societal pressure to limit the impact of farming on the environment and to reduce the use of agricultural inputs, while at the same time producing high-quality, nutritional food year-round.

Agricultural policies have sometimes shifted in response to public opinion, promoting the uptake of organic farming and transition to more plant-based food in some regions. However, the overall global demand for meat has continued to grow steadily.

Consumer trends and policy developments will continue to impact global agricultural production and shape agriculture’s essential role: feeding more than 8 billion people in a reliable and sustainable way.

New paths for collaboration

The global food system needs to adapt to these developments in ways that increase agricultural productivity, reduce emissions and suit changing consumer preferences, while providing accessible and affordable food for all. Accomplishing this will require wide-ranging collaboration across the agriculture and food value chain. To this end, Syngenta Group partners with organizations around the world. Strategic partnerships are also being formed with greater frequency between the private sector and leading agricultural research institutes.

Syngenta Group

Business model

Resources

| | | | |
|--|---|----------------------|-------------------------|
| Financial capital | Chemical, biological, genetic, and computational sciences | Partners | Natural resources |
| People and the intellectual property they create | | Laws and regulations | Facilities and services |

What we do

| Research and development | Production | Commercial | Supporting activities |
|---|------------------------------------|---------------------|---|
| Crop protection chemistry research | Active ingredients and biologicals | Product management | Product stewardship |
| Biologicals research and soil science | Formulation, Fill and Pack (FF&P) | Marketing and sales | Health, safety, and environment management |
| Seed genetics and traits research | Seeds | Distribution | Employee engagement |
| Development, trialing, and registration | Crop nutrition | Digital agronomy | Business integrity and human rights Multi-stakeholder dialogue |

What we create

| Crop protection and nutrition | | Seeds | Grower services |
|-------------------------------|------------------|-----------|-----------------------------------|
| Herbicides | Seed treatment | Hybrids | Digital solutions |
| Insecticides | Biologicals | Varieties | Modern Agriculture Platform (MAP) |
| Fungicides | Crop enhancement | Traits | |
| Fertilizers | | | |

The value we provide

| FOR FARMERS AND GROWERS | FOR STAKEHOLDERS | FOR SOCIETY |
|-----------------------------------|------------------------------------|--|
| Innovative solutions and products | Economic shared value | Affordable and nutritious food and feed |
| Return on investment | Individual and societal well-being | Stimulated research, shared data & knowledge |
| | | Sustainable food production systems |

Business Units

Comprising four Business Units – Syngenta Crop Protection, Syngenta Seeds, ADAMA and Syngenta Group China – Syngenta Group has a broad portfolio of products and services that cover crop protection, seeds, crop nutrition, and modern agricultural services. In 2024 there were no material changes to the structure of Syngenta Group.

Syngenta Crop Protection

This Business Unit offers farmers with a range of new and innovative solutions to counter the threats of pests and diseases, ensuring the availability of safe, nutritious, and affordable food while minimizing the use of land and other agricultural inputs. Alongside the main business (Weed Control, Disease Control, Insect Control), Syngenta Crop Protection (CP) operates three specialist businesses: Seedcare, Biologicals, and Professional Solutions. Syngenta Crop Protection's portfolio also includes new monitoring techniques and precision application of fast-developing digital technologies. The Business Unit seeks to capitalize on a combination of innovative chemistry and biologicals and their integration with digital tools and agronomic services for large and smallholder farmers.

ADAMA

ADAMA is a provider of generic crop protection products, with capabilities in the formulation of generic compounds. ADAMA delivers crop protection solutions, leveraging its technology platforms to optimize the efficacy and usability of its portfolio of active ingredients. ADAMA transforms existing active ingredients into patented products that seek to improve environmental performance. ADAMA's products and services are segmented as Weed Control, Disease Control, Insect Control, Consumer & Professional Solutions, and Ingredients & Intermediates.

Syngenta Seeds

Syngenta Seeds activities include research and development, production, logistics, and sales and marketing, serving farmers worldwide in field crops, vegetable seeds, and flowers. The Business Unit has a global network of R&D sites and collaborates with universities, incubators, farmers, and scientists, to bring next-generation innovations to the farm. It applies technologies such as genotyping, molecular applications, trait discovery, and technology discovery together with data science, automation, engineering and product placement agronomy to develop products with higher resilience, enhanced yield potential and resistance to pests and diseases. Syngenta Seeds partners with production growers across multiple countries to produce high-quality seeds.

Syngenta Group China

Syngenta Group China's (SGC) activities include seeds, crop protection, crop nutrition, modern agriculture services, and grain trading. Its crop protection business offers production and compounding capabilities, as well as benefits in the local production of active ingredients and crop protection formulations. Its crop nutrition business spans the entire value chain, from R&D and production to sales and agrochemical services. Its seed business includes both processing and R&D innovation centers. A nationwide network of MAP centers provides agricultural services and digital agriculture. MAP supports growers and food value chain partners by offering services that combine online and offline elements and cover the entire agricultural production and sales process. "MAP beSide" is a solution that offers a quality control and traceability system that ensures high-quality agricultural products. In addition, Sinochem Grain conducts grain storage and trading business across China's major grain producing regions.

Syngenta Group Sustainability Priorities

Agriculture creates the foundation to feed people every day. To sustain the expected increase in population, the sector needs to grow further. Simultaneously, the impact of climate change is evident around the world, with weather extremes, pest pressure and crop failures on the rise. Taking all these factors into consideration, Syngenta Group seeks to continue supporting farmers in their role tackling these challenges and to turn agriculture from a contributor into a solution to mitigate climate change.

The approach

Assessing the company's impact from all perspectives, listening to stakeholders, and identifying areas where a meaningful difference can be made while capitalizing on opportunities, has enabled Syngenta Group to place sustainability at the core of its strategy. Setting clear targets and an ambition that guides innovation will help integrate sustainability on a strategic and operational level whilst creating long-term value.

To realize this ambition, Syngenta Group has set four sustainability priorities, each with a clear set of targets.

Priority 1: Higher yields, lower impact

Any kind of agriculture has an impact on the environment. While negative impacts are serious, and can include land use change, degradation of soil, water, and air, agriculture can also positively impact the environment, for instance by trapping greenhouse gases within crops and soils, or mitigating flood risks through the adoption of certain farming practices.

Across the world, the agriculture sector needs to boost crop productivity while at the same time bringing more sustainable crop protection solutions to the market that require smaller amounts of product, are more effective and highly targeted, and have increased benefits for nature, farmers, and consumers.

Crop protection products play a critical role in ensuring that farmers can maximize yields by protecting their crops from pests and diseases. Syngenta Group conducts extensive testing on all products to ensure that they can be used safely, and all products undergo detailed scrutiny by regulatory authorities. Additionally, further optimization of molecules has the potential to improve product profiles, including better attending to grower and general societal expectations.

The concept of "safe by design" is embedded in all stages of the product lifecycle to continuously improve crop protection products. From the discovery stage, product candidates are selected that leave no or very low levels of residue, are biodegradable in soil, and have a profile that is not detrimental to human and environmental health.

Syngenta also seeks to develop formulations and use patterns that minimize potential for exposure by, among other things, further minimizing the potential for residues in treated crops (already well below regulatory requirements), or by using innovative formulation and application technologies that ensure the product is more precisely applied only where it is needed. In addition, biological controls are becoming an increasingly important and complementary part of the portfolio. To ensure that farmers use products correctly, Syngenta provides extensive training, with the goal to train 18 million farm workers per year by the end of 2030.

Syngenta Group harnesses innovations in plant breeding, predictive analytics, and sustainable seed traits and technologies to accelerate product development across all Vegetable Seeds and Field Crop Seeds portfolios. The Group's state-of-the-art approach integrates advanced plant breeding techniques such as precision genome editing, high-throughput phenotyping, and rapid generation advancement with powerful

predictive analytics and computational biology tools. By leveraging these technologies, Syngenta Group develops climate-resilient crop varieties with enhanced biotic and abiotic stress tolerance. This innovative approach enables the Group to rapidly identify and develop varieties and hybrids with improved genetic tolerances, enhancing overall crop resilience and geographic adaptability in the face of changing global climatic conditions. By harnessing the power of genomics, computational biology, and machine learning, Syngenta Group not only leverages vast amounts of structural biological data to discover new genes but also designs novel traits that boost crop resilience and output quality.

Digital technologies such as precision agriculture and remote monitoring are important components for a more sustainable agriculture, which is why two of Syngenta Group's operational Business Units (Syngenta Crop Protection and Syngenta Seeds), plan to connect 100 million hectares of farmland to digital technologies by the end of 2030.

Targets:

- By the end of 2030, **train 18 million farm workers** per year on safe and responsible use of Syngenta products
- Connect **100 million hectares** of farmland to **CROPWISE® digital platform** by the end of 2030
- Steer portfolio towards improved sustainability performance through continued implementation of **Portfolio Sustainability Framework (PSF)**

Priority 2: Regenerate soil and nature

Regenerative agriculture practices such as crop rotation, cover crops, no-till techniques and the precision application of chemical and biological inputs can help to mitigate the impact of climate change by sequestering carbon in soil and reducing greenhouse gas emissions. By sustainably increasing productivity on existing farmland, they also protect biodiversity and natural habitats.

By 2030, Syngenta Group aims to enable the adoption of regenerative agriculture practices on 50 million hectares of farmland and to produce 85 percent of its seeds through regenerative agriculture practices.

To support farmers in addressing soil degradation and on-farm emissions while increasing yields on existing land, Syngenta Group invests in research to understand how beneficial practices can be applied efficiently in local settings, and into products that farmers can employ in varying climatic conditions to maximize soil health, yields, and carbon capture. Biostimulants play a particularly important role in this context. They target the physiology of the plant, stabilizing the cells and strengthening the roots, which improves carbon sequestering capacity, nutrient uptake, and overall resilience to climatic factors such as heat and drought.

Soil health is also an important factor in protecting biodiversity. Agriculture depends on biodiversity in many ways, yet its impact can also threaten the habitat and livelihoods of many species above and below ground. Each unique context and ecosystem require a different set of farming approaches to sustainably improve yields while reducing impacts on biodiversity. Syngenta Group has committed resources to further develop the data-based understanding of biodiversity in different types of habitats and soils.

Syngenta works with farmers across all continents to implement regenerative agriculture practices adapted to the seed production requirements, while keeping or increasing the yield and seed quality. Doing so, Syngenta Group contributes to reducing the carbon footprint of these growers and of its own operations, but also to improving soil fertility, biodiversity, water optimization and soil retention.

Targets:

- Enable the adoption of **regenerative agriculture** practices across **50 million hectares** by the end of 2030
- 85% of **seed production** through **regenerative agriculture** practices by the end of 2030

Priority 3: Improve rural prosperity

Rural prosperity is key to improving the quality of life and economic well-being of people living in rural areas. Smallholder farmers form a large part of the rural population, but often lack knowledge and quality inputs needed for a good harvest.

Empowering smallholders to sustainably protect their crops from pests, diseases and weather extremes is therefore essential, and Syngenta Group offers digital solutions to support smallholders. An example is the rollout of a smartphone application that widens access to smart farming features for half a million farmers in Asia-Pacific producing staple cash crops such as cotton, rice, corn, and wheat. This application leverages technology from an image recognition specialist company to diagnose crop diseases in three seconds and provide farmers with agronomic advice on the most appropriate type of crop protection that they can apply.

Farmer service centers play a crucial role in supporting smallholder farmers by providing a centralized hub for accessing essential resources, knowledge, and services, enabling a more efficient use of crop protection and nutrition solutions, which makes farming more productive, profitable, and sustainable. Syngenta Group aims to expand the number of farmer service centers to 1,000 by the end of 2028.

Ensuring that all aspects of farm work are safe is part of Syngenta Group's commitment to striving for fair labor conditions. Syngenta Group plans to have the fair labor program implemented in all its seed production and processing countries by the end of 2025.

Targets:

- **Expand farmer service centers to 1,000** by the end of 2028 and increase the income of served farmers versus non-served farmers by 8%
- The launch of innovative new programs for vegetable farmers, **increase profit by 10% for participating smallholder customers** by the end of 2030
- Fair labor program implemented in all Syngenta seed production and processing countries by the end of 2025

Priority 4: Sustainable operations

As a global leader in seeds and crop protection, Syngenta Group is striving to reduce its climate footprint. The goal is to reduce Scope 1 (own operations) and Scope 2 (energy purchases) by 38 percent by 2030 compared to a 2022 baseline. In addition, Syngenta Group is working with suppliers to better understand their emissions and identify decarbonization opportunities.

Across the Group's production sites, the focus is on exploring options on renewable electricity sourcing, energy conservation and decarbonization, as well as reducing energy consumption and water and waste intensity.

The safety of our staff and contractors, farmers, partners, and local communities is fully embedded in Syngenta Group's sustainability strategy. Upholding high standards of health and safety across the Group is a top priority. It is essential to ensure that every employee understands their individual responsibilities and maintains awareness around health and safety.

In addition, Syngenta Group aims to build a more inclusive business culture by ensuring equity of treatment, targeting equal pay for equal work. The objective is to accelerate implementation of consistent equal pay practices to keep narrowing the pay gap, until pay parity is achieved.

Targets:

- **Reduce scope 1 and 2 emissions by 38%** by the end of 2030 vs. 2022
- **Set Scope 3 emissions targets**, starting with Syngenta Crop Protection (excluding barter activities) and Syngenta Seeds by the end of 2025
- **Average Lost Time Injury Rate (LTIR)** less than or equal to 0.15 for Syngenta Group in the period 2025-2030.

OUTLOOK: Turning our priorities into action

Syngenta Group is in a new phase of its sustainability journey. Three strong levers enable our sustainability priorities:

Leveraging the power of innovation

Innovation will be central to achieving the Group's sustainability priorities and advancing sustainable agriculture. Syngenta Group's innovation capabilities have been built on the back of research and development: approximately 6,500 employees work in R&D, in more than 150 R&D hubs worldwide. Concretely, the Group will direct resources toward products, services, programs, partnerships, and capital expenditures that offer a clearly differentiated sustainability benefit.

Working in partnership with others

To address future challenges, collaboration with all stakeholders is required, including but not limited to farmers, supply and food value chains, academia, and local communities. Syngenta Group has over 300 sustainability projects and partnerships around the world that demonstrate this commitment. Syngenta Group's long-time conservation collaborator, The Nature Conservancy (TNC), provided insights to inform the new sustainability commitments. Syngenta collaborates with Together for Sustainability (TfS) and the World Business Council for Sustainable Development (WBCSD) to drive change in the climate and nature agenda.

Establishing a strong framework to steer our portfolio towards increased sustainability

Syngenta Group has developed a Portfolio Sustainability Framework (PSF) to provide increased transparency to external stakeholders on the ongoing sustainability profile of the company's portfolio and to support internal decision-making. The PSF was implemented in 2024 for Syngenta Crop Protection and will be extended to the majority of Syngenta Seeds in 2025. Adaptation and implementation across further Business Units is planned going forward. Further information related to the PSF can be found on Syngenta Group's website.

Engagement and collaboration

Syngenta Group engages with various stakeholders on an ongoing basis to understand their concerns and expectations, contribute with knowledge to relevant discussions, and provide perspectives on important issues to the sector.

As illustrated in the [Business model](#) section of this report, Syngenta Group's stakeholders encompass a diverse array of entities, and interactions occur in multiple forms:

- **Growers:** Through surveys and direct interactions with farmers, the Group ensures that growers fully benefit from its products and use them correctly.
- **Industry:** Engagement with industry peers occurs through participation in industry associations.
- **Suppliers:** The Group and its subsidiaries maintain procurement processes fostering ethical and responsible business conduct advancing responsible sourcing and operational practices.
- **Capital Markets:** Regular communications and meetings are held with investors, bondholders, and rating agencies.
- **Non-Governmental Organizations (NGOs):** Partnerships with NGOs at local, regional, and global levels are formed to address specific issues.
- **Employees:** The Group maintains regular communication with employees, utilizing local workshops and surveys to gather their perspectives.
- **Governments:** Involvement in consultations, policy dialogues, and positioning on relevant issues are key engagement areas.
- **International organizations, institutions and multilateral fora:** Involvement in consultations, policy dialogues, and positioning on relevant issues are key engagement areas.
- **Communities:** Syngenta Group and its subsidiaries support and partner with communities in its operational areas.

Gathering stakeholder input

Stakeholder research is conducted to gauge consumer perceptions of agriculture and related industry topics. Syngenta Group engaged in global policy forums to help showcase how agricultural innovation can contribute to a sustainable future for climate change, nature, and food security. To do so, Group executives were present at international negotiations, including Biodiversity COP16 in October 2024, Climate COP29, and international gatherings of decision-makers such as the World Economic Forum throughout 2024, where they met with representatives from the private sector, NGOs, and governments to present work on agricultural innovation, inform discussions and discuss further existing or potential partnerships with key stakeholders.

While conducting its materiality assessment in 2023, Syngenta Group considered stakeholders' expectations and their views on perceived ESG risks and opportunities along its value chain. This approach was tested with experts from a number of external industry associations and NGOs alongside the Group's sustainability priorities.

Membership associations and organizations

Syngenta Group's involvement with various industries, membership associations, and advocacy organizations is crucial to its business activities. The Group participates in governance bodies, projects, and committees and provides funding beyond routine membership duties in several associations and organizations relevant to the Group and its Business Units.

List of membership associations and organizations (Syngenta Group) as of December 31, 2024

| | |
|------------------------------|--|
| Avenir Suisse | Business at OECD ¹ |
| Cool Farm Alliance | Economiesuisse |
| ICC Switzerland | International Seed Federation |
| Scienceindustries | Sustainable Agriculture Initiative (SAI) Platform |
| SwissHoldings | Together for Sustainability (TfS) |
| Wageningen Economic Research | World Business Council for Sustainable Development (WBCSD) |
| World Economic Forum | World Environment Center |

Syngenta Group, through its various subsidiaries, actively engages with numerous local organizations and national industry associations. The Group’s subsidiaries partner and work closely with NGOs and other civil society organizations, such as The Nature Conservancy (TNC), contributing significantly to various external initiatives focused on climate, soil health, sustainability, and general industry transparency. For more detailed information on these partnerships and initiatives, please refer to the respective websites of Syngenta (including both Syngenta Crop Protection and Syngenta Seeds), ADAMA, and Syngenta Group China.

¹ Non-member, nominated by economiesuisse

Materiality assessment

Syngenta completed its latest Group wide materiality assessment in 2023, identifying key areas of impact and informing the Group’s sustainability priorities and external reporting. The assessment was conducted in partnership with a third party to provide independent expertise and facilitate the process in alignment with current and emerging reporting frameworks and standards. The assessment evaluated both the impact Syngenta Group has on people and the environment, and the impact that sustainability matters have on Syngenta Group’s business performance.

Following a comprehensive internal and external review, 20 topics with potential relevance to Syngenta were identified. The topics were weighted and prioritized across a set of qualitative and quantitative criteria based on desk research and inputs from internal subject matter experts and senior leaders.

As illustrated in the list below, topics classified as Tier 1 represent Syngenta Group’s material topics, for which the Group actively measures and evaluates performance. Tier 2 and Tier 3 topics are those that the Group monitors to maintain the trust and confidence of its stakeholders and reinforce its standing as a responsible business. Topics reflected in Syngenta Group’s sustainability priorities are represented with their corresponding priority color from the Syngenta Group Sustainability Priorities section at the bottom of the table.

Syngenta Group materiality assessment topics

| | |
|---|---|
| Tier 1 | Agricultural technology |
| | Biodiversity |
| | Climate change and greenhouse gases |
| | Product safety and responsibility |
| Tier 2 | Business ethics and corporate governance |
| | Community and stakeholder relations |
| | Economic and geopolitical pressures |
| | Employee empowerment |
| | Employee health, safety, and wellbeing |
| | Food security |
| | Labor standards and human rights |
| | Natural ecosystem conversion |
| | Regenerative agriculture and soil health |
| | Resource efficiency and waste management |
| Rural prosperity and poverty reduction | |
| Water conservation and management | |
| Tier 3 | Animal welfare |
| | Consumer demand shifts |
| | Policy and regulations on agricultural inputs |
| | Security management |
| Syngenta Group Sustainability Priorities | |
| Priority 1: Higher yields, lower impact | Priority 2: Regenerate soil and nature |
| Priority 3: Improve rural prosperity | Priority 4: Sustainable Operations |

Non-financial disclosures

Sustainability Priorities: Report on progress

In this section, the 2024 progress against the sustainability priorities is disclosed. The aim is to gradually increase disclosure in future reports. For progress on Priority 4: Sustainable Operations, refer to [Climate Change and Greenhouse Gases](#) and [Health and Safety](#) chapters.

Safe and responsible use of products

Syngenta Group has pledged to obtain higher yields and lower impacts by accelerating crop productivity in the agricultural sector while reducing the impact on the planet through more sustainable technologies. As part of Sustainability Priority 1, Syngenta Group has set a target to train 18 million farm workers per year on the safe and responsible use of products by 2030.

Key Performance Indicators

| Reporting period January 1 – December 31 | 2024 | |
|--|------|------|
| Safe and responsible use of products | | |
| Number of people trained on safe and responsible use (m) | NEW | 14.1 |

Syngenta Group reports on the number of people trained on safe and responsible use of crop protection and crop nutrition products. Training audience includes farm workers, farm owners, smallholders, product distributors, and other people who may be exposed to these products. Training sessions focus on Crop Protection’s 5 golden rules on the safe use of crop protection products, and Crop Nutrition’s four guides to the responsible use of fertilizers.

Crop Protection’s 5 golden rules include exercising caution at all times, reading and understanding the product label, practicing good personal hygiene, taking care and maintaining application equipment, and wearing appropriate personal protective clothing and equipment (PPE).

The four guides to the responsible use of fertilizers includes a scientific and correct selection of fertilizer products, proper fertilizer storage, reasonable fertilizer application, and individual safety protection.

In 2024, Syngenta Group trained 14.1 million people on the safe and responsible use of crop protection and crop nutrition products. India, Bangladesh, and China collectively represented about 90 percent of people trained on safe and responsible use.

Digital agriculture

Syngenta Group is embracing digital technologies, including precision agriculture and remote monitoring, to foster more sustainable agricultural practices. As part of the Sustainability Priority 1, Syngenta Group aims to connect 100 million hectares of farmland to our CROPWISE® digital platform by the end of 2030.

Key Performance Indicators

| Reporting period January 1 – December 31 | 2024 | |
|--|------|------|
| Digital agriculture | | |
| Hectares of farmland connected to digital technologies (million) | NEW | 69.4 |

Syngenta Group reports on the number of licensed hectares of farmland connected to digital technologies, made up of the sum of unique hectares licensed within the reporting period with the following categories of

hectares measures being considered: Unique field or unique farm identifier or coverage of physical product with digital component.

In 2024, Syngenta reached 69.4 million of digitally connected hectares footprint. While Syngenta's digital solutions are adopted in every region where its core business is present, the major contributors to its digital footprint are Latin America, North America, and Europe. This number excludes all fields that are greater than 5,000 hectares due to inherent limitations in being able to determine the accurate size of the farmland.

Regenerative agriculture

Regenerative agriculture is an evolution of conventional agriculture, reducing the use of water and other inputs, and preventing land degradation and deforestation. It protects and improves soil, biodiversity, climate resilience and water resources while making farming more productive and profitable.

In Sustainability Priority 2, Syngenta Group is committed to regenerate soil and nature by enabling the adoption of regenerative agriculture practices on 50 million hectares of farmland and to produce 85 percent of its seeds through regenerative agriculture practices by 2030.

Key Performance Indicators

| Reporting period January 1 – December 31 | | 2024 |
|--|-----|------|
| Regenerative agriculture practices | | |
| Hectares of farmland benefited by regenerative agriculture practices (million) | NEW | 16.4 |
| Percentage of Seed production hectares with regenerative agriculture practices (%) | NEW | 89 |

Syngenta Group reports on the number of hectares of farmland benefited by regenerative agriculture practices. This is defined as the farmland benefited by the provision of products that target an improvement in soil and/or biodiversity, as well as services and projects that support the implementation of regenerative agriculture practices such as no or low-till farming, cover crops, improved crop rotation and diversity, precision agriculture, soil nutrient management, water management, multi-functional field margins (MFFMs), habitat restoration, integrated weed and pest management, agroforestry, managed grazing and livestock integration.

In 2024, 16.4 million hectares of farmland benefited from regenerative agricultural practices. A total of 8.9 million hectares benefited from the use of products that target an improvement in soil and/or biodiversity. The remaining 7.5 million hectares of farmland benefited from the implementation of a total of 136 regenerative agriculture projects across 32 countries.

Syngenta Group measures the proportion of seed production hectares with regenerative agriculture practices out of the total number of seed production hectares. We consider the seed production hectares where at least one of the following carbon mitigation practices is implemented: cover crops (excluding crop residues), minimum or no tillage, crop rotation, or precision application of fertilizers.

In 2024, with Syngenta's support, farmers implemented regenerative agriculture practices on around 250 thousand hectares of seed production. This progress was most significantly driven through the implementation of crop rotation practices on 89% of these hectares, enabling Syngenta to achieve the 85% adoption target in most of the production areas. This progress was supplemented through the adoption of minimum or no till practices in 52% of that area. Looking ahead, and as part of our ongoing commitment, continuing to reduce tillage, increasing use of cover crops, precision application of fertilizers, and further scaling of regenerative agriculture practices in all production locations, will be focus areas for the next five years.

Farmer service centers

In Sustainability Priority 3, the Group is committed to expanding farmer service centers to 1,000 by the end of 2028 and increase the income of served farmers versus non-served farmers by 8%. Syngenta Group’s Modern Agriculture Platform (MAP) centers in China promote sustainable agriculture by offering modern inputs, technical support, training, and marketing services. MAP is committed to transforming Chinese agriculture and improving farmer well-being, supporting various field and specialty crops to enhance productivity, profitability, soil health, and climate.

Key Performance Indicators

| Reporting period January 1 – December 31 | | 2024 |
|--|-----|------|
| Farmer service centers | | |
| Number of farmer service centers | NEW | 451 |
| Increase of income of served farmers vs non-served farmers (%) | NEW | 16 |

Syngenta Group reports on the total number of operational farmer service centers, as well as the percentage increase of income farmers served by a center versus non-served farmers.

Since 2020, annual surveys have tracked environmental and social sustainability. The 2024 data is based on 2023 surveys from 3,860 farmers, measuring outcomes in productivity, efficiency, carbon intensity, and farm income. MAP farmers reported 16% higher income compared to non-participants, which is associated with greater innovation adoption and improved market access.

In 2024, following from previous years expansion, the MAP network implemented a strategic refinement of its operations. The restructuring focused on enhancing service quality and operational excellence for farmers. By consolidating resources, the network streamlined its physical footprint while maintaining comprehensive regional and service coverage. The MAP strategy maintains a long-term focus on sustainable progress in Chinese agriculture.

Vegetables smallholders

The foundation of Syngenta’s Vegetable Seeds business is built on embracing customer centricity and serving the needs of different farmer segments worldwide. Over the past few years, the Group transformed its business with different operating models to better serve unique farmer segments. One of those segments specifically focuses on smallholder farmers. Through this structure, Syngenta Group is able to tailor its vegetable varieties and services to the diverse needs of smallholder farmers across Africa, Asia Pacific and Latin America, each with unique growing conditions and market drivers for selling crops.

In 2024, Syngenta Group also established the Syngenta Vegetables Platform, bringing together a unique portfolio of vegetable brands with decades of experience in working with smallholder farmers, defined as farmers focused on securing income and food to feed their family, with access to minimal technology outside of seed genetics, while looking to deliver “low risk” products to their customers.

Innovative new programs include activities such as:

- High-quality seed distribution to improve access to adapted seed varieties.
- Farmer training and advisory on agronomic best practices through partnership with local distributors and dealers.
- Microfinance solutions (e.g., credit, insurance) and market access.
- Partnerships and investment to support the adoption of improved technologies.

To support the sustainability priority 3 target of increasing smallholder profitability, a request for proposal process was undertaken in 2024 to identify a strategic partner to help Syngenta to conduct farmer impact assessments, providing an objective approach to identifying impact with smallholders. IDH, an international organization that brings together public and private stakeholders to make global agricultural markets more sustainable and more inclusive, was selected. Starting in 2025, Syngenta will conduct a workshop on smallholder measurement and how to bring together business strategy with smallholder realities.

Seeds Fair Labor program

People working in agriculture production are particularly vulnerable to exploitation and unfair labor practices. To address this, Syngenta Seeds implemented the Fair Labor Program (FLP) in 2004, starting in India. Developed in partnership with the Fair Labor Association (FLA), the program aims to ensure fair labor standards throughout the seed supply farm network, seeking to eliminate child labor, harassment, abuse, and other exploitative practices. Since its inception, the program has expanded to cover nearly all our seed producing countries.

Currently, central to the program is the Internal Monitoring System (IMS), through which Syngenta assesses workplace compliance with labor standards on a sample basis. Syngenta representatives visit a random selection of farms, aiming to cover 20 percent of the contracted seed supply farms per year. The use of standardized checklists ensures consistency and one-to-one interactions give farm workers the opportunity to speak up. Syngenta aims to establish a risk-based program management starting from 2025.

If violations or non-compliances are discovered, remediation plans are developed and implemented to address the issue. Additionally, mitigation measures are put in place to prevent future incidents. Syngenta collaborates with internal and external stakeholders to determine the root causes of non-compliance. Syngenta representatives verify that corrective actions have been completed, ensuring that the non-compliance has been addressed.

Syngenta understands that working in isolation does not address multi-faceted labor rights challenges and works with partners and civil society to advance respect of human rights. In 2023, Syngenta, in collaboration with BASF and the NGO Arisa, launched phase two of the multistakeholder collaboration, Wage Improvements in Seed Hybrids (WISH), to improve labor standards, with regards to child labor issues and minimum wage compliance in the vegetable seeds sector in India. Building upon the baseline survey completed in 2022, WISH's phase two is employing a range of instruments, from awareness raising, training, and capacity building to stakeholder engagement and scaling up best practices to implement meaningful change across multiple focus areas by 2025. In 2024, three new partners joined the project, demonstrating expanded industry collaboration and a shared commitment to its goals.

Syngenta Seeds has expanded the scope of the program to cover nearly all seeds producing countries. In 2024, 35 out of 37 seed producing countries and almost 100 percent seed supply farms were part of Syngenta Fair Labor Program (See Syngenta AG ESG Report 2024). Syngenta is expanding the program to cover all seed producing and processing countries with the FLP by the end of 2025.

Aligning strategy and incentives

During 2024, Syngenta's senior leadership long-term incentive compensation framework was revised to include climate and safety key performance indicators, supplementing existing financial metrics, thereby further aligning Syngenta's incentive system with its sustainability priorities. The Syngenta Compensation Committee retains discretionary authority to modify remuneration tied to financial results based on performance against climate and safety metrics. The revised framework is applicable from 2025 onwards.

Environmental areas

Climate change and greenhouse gases

Syngenta Group recognizes agriculture’s current contribution to climate change, and the challenges it poses for agriculture, farmers, and global food security, as well as the contribution agriculture can make to mitigate and adapt to climate change. As a manufacturer of agricultural inputs, primarily agrochemicals and seeds, Syngenta Group’s activities generate Greenhouse Gas (GHG) emissions. In line with Syngenta’s sustainability priorities, the Group strives to reduce the carbon footprint of its operations. The Sustainability Committee of Syngenta Group’s Board of Directors is responsible for overseeing sustainability-related matters including, but not limited to, climate change related topics. See [Group Sustainability Governance](#) for detailed information.

Syngenta Group established the Group Climate Operating Model, which is tasked with establishing uniform guidelines throughout the Group regarding climate governance, defining emission reduction targets, and ensuring consistent reporting of Scopes 1, 2, and 3 emissions across the Group. The model delineates specific roles and responsibilities of Group-level functions and the respective Business Units in Syngenta Group and the Senior Advisory Team, which pre-approves, oversees and monitors the climate targets. This comprises the Group Chief Sustainability Officer (CSO), the Business Units’ sustainability heads and the Group Head of Health, Safety and Environment (HSE). In this context, Group-level functions (such as HSE, Climate & Nature and ESG) are responsible for establishing Scopes 1, 2, and 3 targets, overseeing emissions calculation methodologies and outcomes, ensuring compliance with applicable legislation and industry standards. Business Units bear the responsibility for the accuracy and quality of their data, proposing their overall contribution to the Group target and for developing and implementing transition plans that align with the established targets. Targets are ultimately approved by the Global Leadership Team (GLT). Detailed information related to the Group GHG targets is provided under [Sustainability Priorities](#).

The Group HSE Policy establishes a commitment to adopt a sustainable approach to managing its environmental impact, minimizing its use of natural resources, and ensuring that its employees and contractors have the necessary skills to undertake their work. In this context, Syngenta Group ensures cohesive alignment of environmental management system information across its Business Units. This approach seeks to balance the autonomy of individual Business Units with adherence to Group guidelines, thereby fostering a culture of accountability and continuous improvement within the Group framework.

As described in [Enterprise risk management](#), the Syngenta Group Enterprise Risk Management (ERM) framework outlined by the Group Risk Management Policy provides a common basis for managing risks and opportunities related to key ESG matters including, but not limited to climate change mitigation and adaptation, and visibility at the Syngenta Group level, including roles and responsibilities.

Key Performance Indicators

| Reporting period January 1 – December 31 | 2024 | 2023 |
|--|-------|-------|
| Greenhouse gas emissions | | |
| CO2e emissions from scope 1 sources (000s tonnes) | 2,505 | 2,373 |
| CO2e emissions from scope 2 sources (000s tonnes) | 2,251 | 2,365 |
| Total CO2e emissions from scopes 1 and 2 sources (000s tonnes) | 4,756 | 4,738 |

In 2024, Syngenta Group reported combined **scopes 1 and 2 emissions** of 4,756 thousand tonnes of CO2e in comparison to 4,738 thousand in 2023. Half of the emissions (approximately 2,505 thousand tonnes of CO2e) represent the Group’s direct emissions (scope 1) while the other half (approximately 2,251 thousand tonnes of CO2e) comes from indirect sources (scope 2). Direct emissions are predominantly the result of on-site fuel

combustion for energy generation and process emissions, with each accounting for roughly half of direct emissions. In 2024, direct emissions increased by 6 percent mainly due to increased production. Most direct emissions come from the Group’s crop protection (23%) and crop nutrition (72%) manufacturing activities. Purchased electricity represents around two-thirds of total indirect emissions, while the remaining third is from externally sourced steam and heat. Indirect emissions decreased by 5 percent due to a combination of process improvements and further grid decarbonization. The Group intends to focus its efforts for meeting its carbon reduction target through a combination of lower carbon energy, investments in energy efficiency across manufacturing sites, and lowering process emissions across the Group.

The Group has been increasing its use of renewable energy and procuring low-carbon intensity energy from external sources. Scope 2 emissions associated with steam consumption in certain crop protection activities decreased by approximately 21 thousand tonnes of CO2e, due to the combined effect of a decrease in energy demand and the use of steam sources with a lower carbon footprint: compared to 2023, the consumption of steam decreased by 15 percent, while the overall emissions associated with its consumption decreased by 20 percent. The waste heat recovery project of the slag water from the Changshan site generates 11 tonnes of steam per hour. This is equivalent to conserving 2.5 tons of coal per hour. The MCW-BS site reduced carbon emissions by replacing high-emission fuel oil for steam generation with steam produced using natural gas.

Syngenta Group is taking a gradual approach to setting Scope 3 targets across the Group. By the end of 2025, Syngenta Group intends to establish a Scope 3 target for the Crop Protection (excluding barter activities) and Seeds Business Units. Simultaneously, Syngenta Group will provide support to remaining Business Units in their Scope 3 target-setting process ensuring alignment with the wider Group. The aforementioned staged target implementation strategy seeks to enable the establishment of Group-wide goals while ensuring a tailored approach to our operationally and commercially diverse Business Units.

Energy consumption

Syngenta Group is committed to reducing carbon emissions as part of its operational practices according to the Group’s sustainability priorities, with energy management being a key contributor to this objective.

The Group HSE Policy reflects the commitment to manage environmental impact sustainably and minimize natural resource utilization. Enhancing manufacturing process efficiencies, initiating site-specific energy conservation programs, and elevating the proportion of renewable energy utilization are part of the Group’s strategic approach.

Key Performance Indicators

| Reporting period January 1 – December 31 | 2024 | 2023 |
|--|--------|--------|
| Energy | | |
| Total energy consumption (TJ) | 34,978 | 34,439 |

In 2024, energy consumption remained stable in comparison to 2023. In 2024, Syngenta Group consumed 57 percent of its **energy** from externally purchased or acquired sources, of which electricity was the most used energy source. The Group also relies substantially on energy consumption generated through the combustion of fossil fuels on site, which represents 43 percent of its total energy consumption, reflecting ongoing challenges in transitioning away from high-carbon fuels.

Given the critical impact of energy management on carbon footprint, the Group is exploring opportunities for energy efficiency enhancements across its operations and to increase its use of renewable energy to replace non-renewable sources in its energy mix. The Group’s Kunshan site in China completed the construction of a photovoltaic power generation system in 2023, which generated 1.4 terajoules (TJ) of clean electricity in 2024.

Kunshan site is the first “Zero Carbon Factory” of the Group to gain the “Carbon Neutrality Certificate” issued by Beijing Green Exchange for two consecutive years.

In 2024, the Group’s Sanonda site’s 1.95-megawatt (MW) and its Ecology site’s 1-MW photovoltaic (PV) projects were connected to the grid and are generating electricity. This is in addition to the five sites that have already set up PV systems, which include Huifeng, Youjia, Nantong, Kunshan and Shandong Fertilizer. Meanwhile, the 16-MW PV project at the Changshan site is under construction. The thermal recovery salt tower project at the Youjia site was likewise put into use in May 2024, which is expected to save 1,840 tonnes of standard coal per year and reduce CO₂ emissions by 4,164 tonnes annually.

Air emissions

Chemical manufacturing facilities are potential sources of **air emissions**, which, once emitted, may lead to negative impacts to staff, local communities, and the environment.

Managing the Group’s environmental impact in a sustainable approach, including the control of air pollution, is a management priority and is outlined in the Group HSE Policy, which comprises its commitment to meet or exceed regulations, legal requirements, and international agreements. The Syngenta Group HSE Policy underscores the Group’s engagement with stakeholders to ensure that its operations support local communities and minimize the impact of its operations. Monitoring emissions from manufacturing processes is a critical operational practice.

Sites are required to ensure that air emissions are adequately understood and managed to maintain regulatory compliance, minimize potential effects on communities, promote sustainable operations, and maintain business continuity. Air emissions sources are identified, and treatment or abatement technologies implemented and maintained to minimize emissions into air. Air emissions are monitored to meet the requirements of site permits and applicable regulations, but additional monitoring may be conducted for improved control or optimization purposes. Opportunities to further reduce respective air emissions are identified through ongoing performance reviews and manufacturing efficiency studies.

Key Performance Indicators

| Reporting period January 1 – December 31 | 2024 | 2023 |
|--|------|------|
| Air emissions | | |
| Nitrogen Oxides (NOx) (tonnes) | 860 | 917 |
| Sulfur Oxides (SOx)(tonnes) | 391 | 374 |
| Non-Methane Volatile Organic Compounds (NMVOCs) (tonnes) | 416 | 381 |
| Particulate Matter (tonnes) | 591 | 472 |

Active ingredient (AI) manufacturing processes accounted for a third of the Group’s total **NOx (nitrogen oxides) emissions**. This is largely due to the high-temperature combustion process required for generation of high-pressure steam at key active ingredient manufacturing sites. The Group’s Crop Nutrition operations contributed slightly under a quarter of the Group’s NOx emissions, mainly from boiler combustion, release from heating furnaces of nitrogen, and compound fertilizers production process. The decrease for NOx was mainly caused by fluctuations in production at the Changshan site. Most of the Group’s **SOx (sulfur oxides) emissions** (two thirds) resulted from activities related to the production of fertilizers by the Group’s Crop Nutrition manufacturing sites. SOx emissions are typically linked to the use of sulfur-containing feedstock and fuels. The increase in SOx emissions compared to previous year was caused by increased production at the Fuling site. However, this increase was partially mitigated by operational improvements at another facility, specifically the installation of a new, more efficient boiler at the Yunlong site.

Half of all **non-methane volatile organic compounds** (NMVOCs) emissions of Syngenta Group originated mainly from active ingredient manufacturing activities. These emissions are often a byproduct of solvent use and the handling of organic chemicals.

Seeds activities were the major contributor to **particulate matter** (PM) emissions within Syngenta Group, accounting for more than half of the total. Processing dry plants, particularly during cleaning and packaging, can release fine particulates from dry plant materials like husks and chaff. The Crop Nutrition business accounted for one quarter of all particulate matter emissions. These emissions are often associated with the handling and processing of fertilizers, such as the process of boiler combustion and industrial processing, leading to dust generation.

Due to the implementation of enhanced air emissions monitoring techniques and refined data collection methodologies at specific operational sites, direct year-over-year comparisons of certain values may not be representative of actual emissions performance trends.

Water and waste

Water and waste management play a vital role in sustaining ecosystems and ensuring business continuity, throughout the Group's value chain and its manufacturing sites. The Syngenta Group HSE Policy outlines the company's commitment to not only meet or exceed regulations, legal requirements, and international agreements on these topics, but also to adopt a sustainable approach to managing its environmental impact and minimizing its use of natural resources.

Water consumption is a crucial component for both the Group's seeds activities and crop protection manufacturing plants, hence the continuous optimization of its use. In Seeds own operations, water is used for plant irrigation in R&D fields and greenhouses, as well as for equipment cleaning and the treatment formulation when processing seeds. Formulation, Fill and Pack (FF&P) sites use water to clean tanks and piping during production changeovers between formulations. Cooling constitutes most of the water consumed in the Group's active ingredient plants. For crop nutrition activities, water is mostly used at different stages of the production process, for rehydration following evaporation and to a lesser extent for equipment cleaning. Outside Group operations, water is used throughout the **value chain**, with suppliers using water to manufacture chemicals and grow seeds, while customers mainly use water for growing crops.

Despite the chemical industry's initiatives to minimize **waste** through reduction, recycling, and reuse, non-recoverable waste is produced during manufacturing and packaging processes, including seed production. The Group seeks to minimize the use of natural resources and manage its environmental impact by implementing effective water and waste management solutions.

Key Performance Indicators

| Reporting period January 1 – December 31 | 2024 | 2023 |
|--|-------|-------|
| Water | | |
| Water consumption from own operations (million cubic meters) | 27 | 29 |
| Waste | | |
| Total waste (000s tonnes) | 3,773 | 3,119 |
| Hazardous waste from own operations (000s tonnes) | 395 | 370 |
| Non-hazardous waste from own operations (000s tonnes) | 3,378 | 2,749 |

In 2024, Syngenta Group's total **water consumption** from its own operations reached 27 million cubic meters, a reduction of 7 percent compared to 2023. This decrease was mainly caused by adjusting or stopping production activities at several sites. Crop protection manufacturing across the Group accounts for

approximately half of total consumption, with crop nutrition and seeds activities accounting for around a quarter each. This consumption by crop protection activities is primarily driven by manufacturing processes requiring water for synthesis, formulation, cooling, and cleaning of products and equipment. Crop protection products are formulated through complex chemical processes that often necessitate precise temperature control, achieved through water-based cooling systems. Additionally, the sector's stringent quality standards require extensive water use for cleaning reactors, vessels, and other equipment to prevent cross-contamination between different production batches. Water is also a critical component in the formulation of many crop protection products. By employing a range of water conservation measures and continuously seeking to improve water use efficiency, the Group aims to reduce its consumption rates.

The Group's Kunshan site upgraded its wastewater treatment equipment in 2024 by replacing the original biological process treatment as well as adopting ultrafiltration technology, reverse osmosis (RO) technology, oxidation process, and ultraviolet (UV) sterilization process. As a result, it achieved a 100% wastewater reuse rate and a 200% increase in treatment capacity, becoming the Group's first site in China to achieve zero discharge of industrial wastewater.

In 2024 the total hazardous waste increased by 7 percent because of improved reporting procedures on write-off materials implemented across the Group's crop protection and seeds activities. In terms of waste management, crop protection manufacturing across the Group was responsible for around three quarters of the **hazardous waste** generated in 2024. This proportion is attributed to the nature of the crop protection industry, which involves the handling and processing various chemicals that, after their useful life or in the case of non-conforming batches, become hazardous waste. The manufacturing processes of crop protection products require raw materials that, when combined, can produce by-products that must be carefully managed due to their potential environmental and health impacts. In response, Syngenta Group manufacturing subsidiaries have implemented stringent waste management protocols, focusing on waste minimization at the source and advanced chemical processing methods to reduce by-product generation.

In 2024 total non-hazardous waste increased by 23 percent due to a rise in production volumes in crop nutrition activities. Crop nutrition activities accounted for 94 percent of all **non-hazardous waste** generated at Syngenta Group in 2024. This high level is primarily due to the physical bulk of materials handled and the nature of the production process, which involves the extraction, processing, and packaging of mineral-based fertilizers. These processes inherently produce a significant volume of mineral residues, classified as non-hazardous waste. Crop protection manufacturing across all Syngenta Group Business Units contributed to 3 percent of the total non-hazardous waste generated, while Seeds accounted for 3 percent, mainly arising from the processing and packaging of seeds, including organic material residues, packaging waste, and non-recoverable plant matter.

Biodiversity

Global biodiversity is increasingly under threat as habitats are lost due to climate change, urban sprawl, increased industrial footprints, and agricultural expansion. Syngenta Group has a potential indirect impact on biodiversity, as non-compliant use of crop protection products can compromise agricultural biodiversity. Conservation efforts, both on- and off-farm, are needed by all stakeholders. An additional challenge in biodiversity is the lack of high-quality data, standards, or technologies on how to efficiently measure the status and trajectory of in-situ biodiversity and the impact of chosen conservatory activities. Several strategies can be employed to limit agricultural expansion and its impact on biodiversity. Increasing yields on existing farmland and restoring degraded farmland through soil quality improvement measures can revitalize previously unproductive areas, reducing the need for new land cultivation. Additionally, implementing sustainable agricultural practices, such as integrated pest management or regenerative agriculture

practices, minimizes the effects of farming on surrounding ecosystems. By agricultural activity being concentrated on current farmland and these methods being employed, pressure on natural ecosystems could be reduced and biodiversity-rich areas could be preserved, promoting a more sustainable balance within the agroecosystem. Syngenta Group plans to continue and expand its efforts in a number of areas, which includes the following:

- Syngenta performed a screening of its impacts and dependencies on nature across its sector value chain. Moving forward, using the LEAP (Locate, Evaluate, Assess and Prepare) approach, Syngenta Group will identify key action areas for nature to be gradually aligned with emerging frameworks, including ESRS E4 (Biodiversity and ecosystems) and TNFD (Taskforce on Nature-related Financial Disclosures), starting with our own operations and progressively expanding to upstream and downstream activities. This will serve as the basis from which Syngenta will be able to develop a consolidated Biodiversity strategy, leveraging on the Group's strengths and choosing the most effective actions that contribute to global biodiversity efforts.
- Syngenta Group participates in the Nature Action Imperative of the WBCSD to exchange with experts of different sectors about metrics and target setting for nature.
- Promoting increased yields on existing arable land through the provision of seeds, plant protection products, digital technologies, and services to support the reduction of pressure to convert native forests.
- Applying a rigorous R&D approach in a "safe by design" mindset to ensure that new products support the protection of biodiversity.
- Reviewing current product portfolio to further understand its environmental impact and the additional value it brings to farmers beyond efficacy in combating pest and plant disease.
- Better understanding of soil health as a factor for ensuring long-term productive agriculture, and as an important component of below ground biodiversity and as a contribution to mitigating climate change.
- Committing resources to develop initiatives, such as LivinGro®, as a project that seeks enhancement of the agroecosystem biodiversity while maintaining agricultural productivity.
- Committing resources to further develop programs that tackle the challenge of enhancing agricultural sustainability in different types of crops and climatic conditions.
- Expanding stewardship and safety initiatives to help ensure the safe and appropriate use of crop protection products as required by the label.
- Stakeholder engagement to further scientific understanding and improvement of policies.

As an industrial producer, the Group ensures any new sites are not built in protective areas, respects local regulations, avoids run-off of hazardous substances and works towards having wildlife friendly areas included in sites wherever possible. Syngenta Group supports growers with agricultural practices and systems designed to preserve biodiversity and habitats through capability-building engagements such as Integrated Pest Management (IPM) training. The training approach to biodiversity includes, but is not limited to, establishing multifunctional field areas for pollinators and beneficial insects, soil health cover, aquatic ecosystems buffer zones, and the use of products at the right time when weather conditions are optimal to limit drift and runoff while adopting a landscape perspective in their farm management practices.

The Reverte® initiative, developed by Syngenta and The Nature Conservancy (TNC), aims to support farmers, through agronomic techniques and long-term financing, to transform degraded areas into productive ones. The idea is to demonstrate the economic viability of recovering land instead of opening new ones for planting. Thus, it contributes to the preservation of native vegetation and the advancement of regenerative agriculture, initially targeting the Brazilian Cerrado with its 18 million hectares of degraded land and important opportunities to conserve native habitat. TNC collaborated with Syngenta in the inception of Reverte® and is part of the project in the Cerrado. In 2024, Reverte® reached the mark of 236 thousand hectares of arable land

benefited by the program, with 147 thousand in the Cerrado. Regenerative agriculture techniques such as direct planting, cover crop management, crop rotation, precision agriculture, and crop and livestock integration were implemented to support the enhancement of soil biodiversity so that it regains its potential productivity.

In 2024, Syngenta continued its efforts with LivinGro®, a comprehensive science-based regenerative agriculture initiative that spans 15 countries from Europe, Latin America, Middle East and Asia, engaging productive farms and leveraging the expertise of over 150 researchers from 45 organizations, including universities, research centers, and startups. LivinGro® embraces a holistic ecosystem approach where the primary objectives are to develop and disseminate agronomic protocols for 24 crops to protect biodiversity and enhance soil health while supporting efficient food production within healthy agroecosystems. This initiative is being implemented through two strategic approaches: research pilots and commercial version. Research pilots focus on data generation to understand the impact of agricultural technologies on biodiversity and soil health. This approach also aims to prove ecological implementations. The commercial version's focus is developing customized protocols to ensure that growers and value chain companies achieve their sustainability commitments in biodiversity, climate change mitigation, and soil health.

In 2024, Ecoaguas, a Colombian program started in 1995, planted 47,500 native trees across 7 agricultural strategic watersheds, positively impacting 4,050 hectares. This Syngenta-promoted and -led initiative combines reforestation of tropical native forests with targeted educational programs, fostering environmental stewardship in farming communities, improving water efficiency and biodiversity.

During 2024 Syngenta Group continued to cooperate with the Institute of Apicultural Research (IAR) of the Chinese Academy of Agricultural Sciences (CAAS), and Zhejiang University to conduct projects focused on promoting biodiversity, including the importance of pollinators and multifunctional field margins.

Social responsibility

Employment

Syngenta Group's diverse workforce is an important driver in achieving the Group's goals and ambitions. The achievement of the Group's strategy rests on its ability to attract, develop, and engage the right talent. To this end, Syngenta Group is committed to creating an optimal and inclusive work environment, fostering employee belonging, satisfaction, well-being, and performance, which are key to the Group's overall success.

The Group's management philosophy is encapsulated in several key policies:

- **Syngenta Group Code of Conduct** lays down the ethical and operational guidelines for employee conduct and organizational practices.
- **Learning and Development Group Policy** underscores the importance of continuous skill enhancement and professional growth.
- **Diversity, Equity and Inclusion Group Policy** is a testament to the Group's commitment to fostering a diverse and inclusive work environment.

Syngenta Group actively **engages** its workforce, through various strategies, balancing respect for labor rights with proactive engagement initiatives. The Group recognizes and respects employees' rights to freedom of association and collective bargaining. These rights are fundamental to maintaining sound labor relations and favorable working conditions. The Syngenta Group Code of Conduct includes this commitment, ensuring no employee faces discrimination, harassment, or retaliation for exercising their rights to associate or bargain collectively. The principle of collective bargaining is upheld by Syngenta Group, recognizing the importance of sound labor relations, and offering parallel means for independent and free association and bargaining, especially in regions where direct rights to collective bargaining are legally restricted. This approach underscores the Group's commitment to fair and equitable labor practices. The company conducts comprehensive engagement surveys and focus groups to understand the workforce's needs, opinions, and suggestions. Survey results are analyzed, and action plans are developed at functional, regional, and local levels to address identified areas for improvement. This approach is designed to ensure that employee voices are heard and acted upon across all levels of the organization. Syngenta Group's multi-faceted approach to employee engagement aims to underscore its commitment to fair and equitable labor practices while fostering a culture of open communication and continuous improvement.

As a science-based company, Syngenta Group acknowledges the criticality of equipping its workforce with the necessary **skills and knowledge**, especially in the face of rapidly evolving technology. This is particularly true in the science, technology, engineering, and mathematics (STEM) fields, where demand for skilled talent is intensifying. To remain competitive, the Group promotes continuous learning and development.

Syngenta Group employs a wide range of initiatives that are designed to not only **attract** diverse top talent but also to ensure engagement and **retention**. Additionally, the Group has established equitable and comprehensive Rewards and Compensation schemes. These are tailored to recognize and incentivize outstanding performance among employees. This approach is integral to motivating the workforce and aligning employee performance with Group objectives.

The Group maintains the commitment to **employee well-being**, as an example, the "Ways to well-being" global program covers physical, mental, financial, and social well-being, complemented by local resources such as flu vaccinations, gym access, and healthy food options. Syngenta Group supports this initiative with ongoing well-being campaigns, webinars, training sessions, and assistance from certified Mental Health First

Aiders. Additionally, employees have access to a comprehensive Employee Assistance Program (EAP) for round-the-clock counseling and support.

Career Development within the Group is viewed as a fundamental aspect of the employee journey. The Group emphasizes creating opportunities for **career** advancement and professional growth, recognizing these opportunities as a key component of its employee value proposition. This focus ensures that employees not only contribute effectively but also grow alongside the organization.

Diversity, Equity, and Inclusion (DEI) is a core element of the Group’s organizational culture. Leadership at the highest level, including the Global Leadership Team (GLT) and Board of Directors, actively sponsor and drive DEI initiatives. The implementation of these initiatives is consulted and approved by the Group’s DEI Council, a cross-functional and geographical advisory and governance body, composed of senior leaders, to oversee the development of DEI across Syngenta Group globally. The Group’s DEI framework, built on five strategic levers, aims to create an inclusive environment where every employee can thrive and contribute effectively. These levers encompass embedding DEI into the company’s strategy through communication, evolving governance to balance global and regional needs, focusing on actionable metrics with regular reporting, building a global employee resource group (ERG) network for collaboration, and identifying key processes to drive the DEI agenda. DEI initiatives at Syngenta Group include flexible working arrangements, adherence to international standards like the UN LGBTI Standards of Conduct for Business and the Women’s Empowerment Principles, comprehensive training on overcoming unconscious bias, fostering psychological safety, gender, and generation diversity, why culture matters among others, and the establishment of Employee Resource Groups to foster allyship among the Group’s employees. These initiatives reflect the Group’s dedication to building a workplace environment that fosters respect, collaboration, innovation, and a sustainable future for all.

Key Performance Indicators

| Reporting period January 1 – December 31 | 2024 | 2023 |
|--|---------------|---------------|
| Permanent employees | | |
| Permanent employees (headcount) | 56,258 | 60,676 |
| by gender: | | |
| Female | 16,006 | 16,953 |
| Male | 40,075 | 43,612 |
| Other or undeclared | 177 | 111 |
| by region: | | |
| Europe, Africa, and Middle East | 16,305 | 17,232 |
| North America | 5,109 | 5,374 |
| Latin America | 8,888 | 10,073 |
| Asia Pacific | 25,956 | 27,997 |
| Turnover rate (%) | 15 | 11 |
| Temporary employees | | |
| Temporary employees (headcount) | 3,130 | 3,457 |
| by gender: | | |
| Female | 646 | 891 |
| Male | 764 | 1,128 |
| Other or undeclared | 1,720 | 1,438 |
| by region: | | |
| Europe, Africa, and Middle East | 547 | 670 |
| North America | 23 | 43 |
| Latin America | 2,264 | 2,469 |
| Asia Pacific | 296 | 275 |
| Total employees | 59,388 | 64,133 |

In 2024, Syngenta Group's total number of **employees** decreased from 64,133 to 59,388, the majority of which were permanent employees. Syngenta Group's ambition to be a collaborative and trusted partner in agriculture is enabled by its diverse and inclusive workforce, where permanent and temporary employees are spread across 4 regions. The female representation remained stable at 28 percent.

Health & Safety

The Group HSE **Policy** sets foundational principles for ensuring the health and safety of Syngenta Group employees, customers, and communities. These principles are based on risk management, ongoing improvement, and adherence to international standards in health and safety practices. The policy provides a framework that is the basis of further comprehensive standards at Business Unit level that ensures accountability and fosters a culture of continuous improvement across all Syngenta Group operations. This is supported by HSE **management systems**, tailored for agricultural and chemical operations, and is internally audited using a three-line defense system. The principles provided by the Group HSE policy are translated into HSE management systems for each of the four Business Units.

The Group HSE Policy sets the commitment for Syngenta Group and its subsidiaries to meet or exceed regulations, legal requirements, and international agreements. Health and safety is an integral part of Syngenta Group's strategy, contributing to a sustained improvement in safety performance with control of safety risks. Safety considerations are integrated into Syngenta Group Enterprise Risk Management Framework, aligning its strategic objectives for health and safety including reducing safety incidents resulting in fewer injuries, occupational illnesses, process safety events and environmental impacts.

Health and safety involves risk assessment, hazard identification, implementation of controls and active audit and inspection programs: It contributes to a safer work environment for staff, contractors, and other key stakeholders. In developing and implementing this policy, the Group engages with stakeholders through tier meetings at site level, self-assessment of compliance with the management system, internal and external audit, and where possible community engagement.

Syngenta Group strives to identify and mitigate potential hazards through regular safety audits, employee engagement, continuous training, awareness programs, emergency management and transparent reporting of safety performance, creating a workplace culture where safety is ingrained in every task and process.

Health and safety reporting covers all Syngenta employees and directly supervised contractors. The Group also requests information from third parties working on its behalf. The Group tracks all motor vehicle incidents involving one of the Group's drivers that resulted in either injuries or loss of life of a member of the public.

The effectiveness of the Group HSE policy and the Group's **performance** is reviewed and evaluated through a number of leading and lagging performance data. HSE management audits are conducted at the Group's facilities, and reviews of compliance with the HSE management systems are conducted on a regular basis. The results of these activities help identify trends, inform the Group's planning and help develop tailored improvement programs. Regular internal safety audits, inspections and reviews are in place to provide assurance of compliance with legal requirements, site HSE management systems and Syngenta Group minimum safety standards around policy commitment, risks, implementation, and maintenance of controls. A Group safety performance report is presented monthly to the Global Leadership Team (GLT), including but not limited to indicators such as injuries and illness rates, fatalities, motor vehicle injury rates, process safety, environmental complaints, and regulatory events.

The health and safety reporting scope encompasses all Syngenta employees and directly supervised contractors, and all process safety and environmental incidents related to Syngenta facilities. This report does not include third party suppliers and sites that have been newly acquired until they have been legally integrated into Syngenta Group.

Key Performance Indicators

| Reporting period January 1 – December 31 | | 2024 | 2023 |
|--|------------|-------|------|
| Occupational Health & Safety | | | |
| Lost Time Injury Rate (LTIR) – per 200,000 hours | <i>NEW</i> | 0.19 | n/a |
| Recordable Injury and Illness Rate (IIR) | <i>NEW</i> | 0.30 | n/a |
| Recordable injury rate - per 200,000 hours | | 0.29 | 0.19 |
| Recordable occupational illness rate | <i>NEW</i> | 0.002 | n/a |
| Recordable fatalities | | 0 | 3 |
| Road safety | | | |
| Motor vehicular injury | | 112 | 61 |
| Motor vehicular injury rate - per million kilometers | | 0.20 | 0.11 |
| Process safety | | | |
| Process safety events (Medium and high actual) | | 119 | 114 |
| Significant unplanned releases to the environment | | 1 | 5 |

During 2024, there were no recordable fatalities. In 2024, Syngenta Group’s **Lost Time Injury Rate (LTIR)** reached 0.19. Most of the injuries occurred at the Group’s field crops and chemical sites. The majority of injuries sustained in 2024 were caused by workforce transportation (21%), motor vehicular events related to motorcycles (18%) and chemical exposure (17%).

During 2024, Syngenta Group recorded 112 **motor vehicular injuries** (off-site), of which 26 were motorcycle related incidents, with the remaining involving four-wheel vehicles. The majority of these events occurred during visits to growers, dealers and farming fields by both own-staff and supervised contractors. In 2024, reported motor vehicular injuries rose to 112 from 61 in 2023. The significant increase is primarily attributed to a single incident in Brazil involving workforce transportation in field crop operations.

In 2024, Syngenta launched a new Driving Safety Strategy, which is continuously being rolled out across the Group. This strategy includes policies as well as management practices such as audits, monitoring, and controlling. Based on the review of incident data and audit findings, the Group launched a series of initiatives aimed at reducing motor vehicular injuries. These initiatives include defining a set of worker transport company standards to improve the management of vehicles and selection process of suppliers. Additionally, the telematics program for motorcycles will be reinforced to increase the number of active users, which will allow an early identification of high-risk riders and deploy proactive actions, focusing on enhancing their driving behaviors.

During 2024, Syngenta Group registered 119 **process safety events**, an increase from 114 in 2023. Two events were classified as high actual, a decrease from the nine high actual events registered in 2023. The two high actual events were recorded at two different manufacturing sites in Israel and were the result of chemical leaks, with operational discipline as an initial cause. Both the high actual process safety events were contained on-site. One **significant unplanned release** to the environment was reported in 2024. This was due to a loss of containment from underground drainage on a site in the UK. Syngenta Group plans to further continue its audit program, with the aim to reduce the process safety event rate by improving overflow protection, and integrity of piping joints and launching process safety fundamentals to improve operational behaviors and reinforce programs such as open-end management.

Community engagement

The Syngenta Group Code of Conduct and Group HSE Policy outline the commitment to be a supportive member of the communities in which Syngenta operates by engaging with all stakeholders. The policies also emphasize making a positive contribution to communities by creating economic, health, and social benefits, respecting local customs and traditions, and listening and responding to people’s concerns. In line with these policies, Syngenta Group’s Business Units and its subsidiaries further tailor their approach and processes to better support the communities in their respective contexts.

Reporting on community engagement encompasses aspects such as the monetary value of contributions that are charitable in nature and scope. Investments in community-related activities comprise philanthropic donations (including humanitarian relief), non-commercial sponsorships, and other community engagement activities.

Key Performance Indicators

| Reporting period January 1 – December 31 | 2024 | 2023 |
|---|------|------|
| Community engagement | | |
| Corporate community investment (in million USD) | 23 | 28 |

In 2024, Syngenta Group invested USD 23 million in **corporate community projects**, reflecting the Group’s commitment to contribute positively and respond to community needs while building mutual understanding and trust wherever it operates. The annual contribution to the Syngenta Foundation for Sustainable Agriculture (SFSA) represented over 70 percent of the Group’s community investments in 2024, helping over 2 million smallholder farmers across 20 countries. The remaining investments were driven by the community needs and the specific context in which the Group’s Business Units operate, with main investments in India, Israel, China, Ukraine, Brazil, the United States of America and Canada. The 16 percent decrease in community investments was mainly driven by the Syngenta Group Board’s decision to phase out its financial support to the SFSA. As a result, the SFSA ceased its activities at the end of 2024.

Syngenta further reached an agreement to support the establishment of fully independent entities in Bangladesh, India, and Kenya to carry forward the legacy operations of the SFSA. Operating under the umbrella name Sustainable Agriculture Foundation (SAF), these locally led organizations were operational as of December 2024. They will maintain the Foundation’s focus on commercializing innovations relevant to evolving smallholder needs. In other countries where SFSA operated, including Cambodia, Indonesia, Mali, Nigeria, and Senegal, former colleagues have formed their own local organizations to continue driving impact with smallholders and local food systems. This transition ensures the continuation of SFSA’s important work while promoting local leadership and sustainability.

Corporate governance

Group governance

The company is a joint stock limited company established pursuant to the Company Law of the People's Republic of China. The general governance framework of the **company** consists of the following:

- The **Shareholders' Meeting** is the highest decision-making body of the company and exercises the ultimate discretion over the company and its operations. The Shareholder's Meeting decides, among others, on the company's business operation policies and investment plans, approves the company's annual financial budget plan, the annual financial statements and the profit distribution plan, approves amendments of the articles of association, decides on the compensation of directors and supervisors, and elects directors, supervisors and the auditor.
- The **Board of Directors** is responsible to the Shareholders' Meeting and implements the resolutions made at the Shareholders' Meeting. The Board of Directors reviews and approves the business plans and investment programs of the company, decides upon the establishment of the internal management bodies and the structure of the accounting systems, financial controls, financial planning and other internal controls. It formulates the company's basic management mechanisms, including delegation of authority to the management and decides on finance, investment, human resources, HSE, corporate sustainability, ethics, and compliance policies for Syngenta Group as a whole. Particularly, the Board of Directors provides strategic guidance on all corporate sustainability matters. It appoints the CEO, CFO and endorses the appointment of other senior executives that are nominated by the CEO and oversees the company's management team, the Global Leadership Team (GLT). The Board of Directors has established four board committees, namely an Audit Committee, a Compensation Committee, a Governance Committee, and a Sustainability Committee.
- The **Board of Supervisors**, that is composed of shareholders' representatives and an appropriate proportion of representatives of the company's employees, inspects the company's financials, and supervises the Board of Directors and its members and senior executives in performing their duties.
- The **Global Leadership Team (GLT)**, led by the CEO, operationally manages Syngenta Group. It is responsible to the Board of Directors and exercises its duties and powers, within the scope authorized by the Board of Directors and provided by the applicable laws, regulations and rules as well as the company's articles of association, including taking care of the company's management of production and operation, organizing the implementation of the resolutions adopted by the Board of Directors, and organizing the implementation of the company's annual business plans and investment programs.

Board of Directors

Board of Directors of Syngenta Group Co., Ltd. as of March 18, 2025^{2,3,4}

| Name | Nationality | Gender | Age | Status | Last appointed | BoD | GC | CC | AC | SC |
|----------------------|-------------|--------|-----|--------|----------------|-----|----|----|----|----|
| Fanrong Li | Chinese | Male | 61 | Non-I | 21 June 2024 | C | C | | | |
| Jian Jiao | Chinese | Male | 57 | Non-I | 21 June 2024 | M | | M | | |
| Fuli Li | Chinese | Male | 59 | Non-I | 21 June 2024 | M | | | M | M |
| Jeff Rowe* | American | Male | 51 | Non-I | 21 June 2024 | M | | | | |
| Hengde Qin* | Chinese | Male | 54 | Non-I | 21 June 2024 | M | | | | |
| Paul Fribourg | American | Male | 71 | Ind | 21 June 2024 | M | M | C | M | |
| Pedro Pullen Parente | Brazilian | Male | 72 | Ind | 21 June 2024 | M | M | M | C | M |
| Louise O. Fresco | Dutch | Female | 73 | Ind | 21 June 2024 | M | M | | | C |
| Alf Barrios | Spanish | Male | 59 | Ind | 14 Feb 2025 | M | | M | M | |

BoD: Board of Directors / GC: Governance Committee / CC: Compensation Committee / AC: Audit Committee / SC: Sustainability Committee
 Non-I: Non-Independent / Ind: Independent / C: Chairman / M: Member / * Executive: Member of Global Leadership Team

The biographies of the members of the Board of Directors can be found on the Syngenta Group website.

The election of the members of the Board of Directors of the company is driven by the resolutions of the Shareholders' Meeting. Aspects such as diversity and professional experience are considered in the election process. The term of office of each director shall be three years, and the directors may, after the expiration of the term of office, be re-elected and re-appointed. The Board of Directors of the company shall hold regular meetings at least twice every year, and can hold interim meetings as often as the business of the company requires. Regular Meetings are called and chaired by the Chairperson. The directors accounting for no less than one-third (1/3) of all the board members or the Board of Supervisors may propose to hold an interim meeting, and the Chairperson shall convene and chair such meetings within a prescribed period after the receipt of the proposal. Meetings may either be held in person, by phone, or by video conference.

Global Leadership Team

Global Leadership Team of Syngenta Group Co., Ltd. as of March 18, 2025

| Name | Title | Footnote |
|-----------------|---|----------|
| Jeff Rowe | Chief Executive Officer | |
| Hengde Qin | Chief Financial Officer | |
| Lars Benecke | Group General Counsel | 5 |
| Caroline Barth | Chief Human Resources Officer | |
| Alexandra Brand | Executive Vice President Sustainability, Corporate Affairs and Transformation | |
| Steve Hawkins | President Syngenta Crop Protection | 6 |
| Fu Su | President of Syngenta Group China | |
| Justin Wolfe | President Syngenta Seeds | |
| Gaël Hili | President and Chief Executive Officer, ADAMA | 7 |

² On 28 October 2024, Mr. Cai Jin-Yong was confirmed to resign from his position of the director with effect from 1 October 2024 and on 4 December 2024, Mr. Jon Erik Fyrwald was confirmed to resign from his position of the director with effect from 1 January 2025. The composition of the board committees was hence adjusted on 30 October 2024 to reflect the foregoing changes.

³ On 14 February 2024, Mr Alf Barrios was announced as an independent member of the Board of Directors, Compensation Committee, and Audit Committee.

⁴ As of 7 March 2025, Louise O. Fresco became a member of the Governance Committee.

⁵ Lars Benecke named Group General Counsel, effective as of 15 July 2024.

⁶ Effective October 1, 2024, Steve Hawkins has been appointed President of Syngenta Crop Protection.

⁷ Effective October 1, 2024, Gaël Hili has been appointed President and Chief Executive Officer of ADAMA.

Group Sustainability governance

The sustainability governance is led by the company’s Board of Directors, which provides strategic direction regarding all sustainability matters, including but not limited to ESG report review and climate change, and exercises oversight over the GLT. The company’s Board of Directors delegates some of its powers and duties regarding sustainability matters to one of its board committees, the Sustainability Committee. Proposals of the Sustainability Committee are submitted to the Board of Directors for its deliberation and decision. The Sustainability Committee consists of at least three directors⁸.

Sustainability Committee of Syngenta Group Co., Ltd. Board of Directors as of March 18, 2025

| Name | Title |
|----------------------|---------------------------------------|
| Louise O. Fresco | Chair of the Sustainability Committee |
| Fuli Li | Non-independent director |
| Pedro Pullen Parente | Independent director |

The Executive Vice President (EVP) Sustainability, Corporate Affairs and Transformation is a permanent company representative on the Sustainability Committee, however, without voting rights. The Sustainability Committee of the Board of Directors holds at least two regular meetings per year, complemented by some interim meetings.

As outlined in its charter, the Sustainability Committee is responsible for sustainability matters. It reviews the company’s sustainable practices and oversees its sustainability framework and standards, including ESG reporting, the sustainability plan, and strategic sustainability partnerships. The committee also advises on the company’s stakeholder engagement processes to better understand trade-offs and dilemmas linked to new technologies and its actions in addressing them. Further, the committee reviews the Syngenta Group ESG Report and the external assurance opinion and submits it to the company’s Board of Directors for approval.

The Global Leadership Team (GLT) steers business sustainability-related standards, including strategy, objectives, and partnerships. It reviews and advises on the effectiveness of the implementation of internal policies. Each member of the GLT is responsible for embedding sustainability in their respective area of responsibility. The EVP Sustainability, Corporate Affairs and Transformation leads the Syngenta Group Sustainability and Corporate Affairs function, oversees sustainability activities across Syngenta Group, and provides regular updates on sustainability matters to the GLT and the Sustainability Committee of the company’s Board of Directors.

The Group Sustainability and Corporate Affairs function coordinates and channels sustainability initiatives, performance management and policy engagements, and monitors sustainability performance. To enable the development of the Group’s strategy, implementation and coordination, the EVP Sustainability, Corporate Affairs and Transformation sponsors a Sustainability Leadership Team under the leadership of the Group’s CSO. The Sustainability Leadership Team leads the design and supports the adoption of Group-wide sustainability strategy and targets by business units and functional strategies. It monitors progress, steers internal and external communication, and oversees the function’s talent development plans. It is made up of the heads of sustainability of the four business units, CSO, Chief Communication Officer (CCO), and EVP Sustainability, Corporate Affairs and Transformation, while chaired by the CSO.

⁸ The company’s Board of Directors carries out periodic assessments of the independence and the performance of duties of committee members and may suggest to the Board of Directors to replace unsuitable committee members if necessary. The company organizes trainings for committee members (if needed) to gain professional knowledge of laws and standards required for performing their responsibilities.

Business integrity

Syngenta Group is committed to operating at the highest standards of ethics and integrity. By fostering a culture of doing the right thing, we aim to earn recognition as a trustworthy and collaborative partner at every level – from farmers, governments and research bodies to our employees, partners, suppliers, and the broader society.

Corporate conduct

The **Syngenta Group Code of Conduct** sets out the Group's commitment to fair labor practice, ethics, and integrity. It covers the areas of law, business integrity, society, people, science, products, and property rights. Everyone working for Syngenta Group must adhere to the Code of Conduct and violations will result in appropriate disciplinary action under applicable employment laws and practices.

The Code of Conduct and related corporate policies, codes of practice and standards are available for employees on our internal Syngenta Group Policies portal. The Code of Conduct is approved by the Syngenta Group Co., Ltd. Board of Directors. The issuance, storage, accessibility, implementation, and lifecycle management of the policies are governed by the Syngenta Group Policy Framework owned by the Syngenta Group Compliance team. The validity of all policies is confirmed by the respective policy owners annually through an assurance process, which is audited by our statutory auditors as part of the annual company level controls.

All employees with dedicated computer access at Syngenta Group are required to certify their commitment to the **Code of Conduct** annually. This includes responding to assurance questions related to the Code and relevant policies and practices via a digital form. New joiners must complete e-learning modules on the Code of Conduct, anti-bribery, anti-corruption, competition law, conflict of interest, and respectful conduct at the workplace including sexual harassment prevention.

Embedding ethics and integrity at the core of business

The Syngenta Group **Ethics and Compliance Board** (ECB) oversees policies, standards, and the implementation of the compliance framework. The ECB comprises the Group Chief Financial Officer, the Group General Counsel, the Chief Human Resources Officer, the Head of Group Accounting, Reporting & Internal Audit as well as the Head Group Compliance and Risk Management. A compliance dashboard, issued biannually, provides a comprehensive overview of ethical compliance across the Group.

The Head Group Compliance and Risk Management and a team of Compliance Officers across all four Business Units are responsible for developing, implementing, and monitoring our corporate compliance framework and tools. Together, they ensure a holistic review of ethical compliance at Syngenta. Compliance Officers work directly with legal counsels and managers around the world to ensure consistent implementation of the Code of Conduct as well as other policies and guidelines. Managers within Syngenta Group are pivotal in promoting an ethical culture where they are expected to lead by example, adhering to the Code of Conduct and fostering an environment where employees can freely voice concerns. Employees, in turn, are required to understand and apply the Code of Conduct in their daily activities. Employees who observe a breach of the Code of Conduct are required to speak up.

All Syngenta Group employees must disclose any actual, potential, or perceived conflict of interest to Syngenta Group. Once reported, the employee's line manager evaluates the situation and takes the necessary actions to ensure compliance with Syngenta's Conflicts of Interest policy. In case of doubt whether a situation constitutes a conflict of interest or how to handle it appropriately, the employee's line manager is expected to consult with HR or Legal.

Raising concerns without fear of retaliation

Syngenta Group encourages employees or any stakeholder who may observe or experience a breach of the Code of Conduct to speak up and facilitates this by making the Syngenta Compliance **Helpline** available in 24 languages and accessible both via the Syngenta intranet and a public internet page. The Group follows clear principles for investigating compliance concerns, emphasizing objectivity, independence, and fair treatment of all involved parties. Substantiated violations are addressed with appropriate corrective and disciplinary actions. Importantly, the Group strictly prohibits any form of retaliation against employees who speak up in good faith.

Upon receiving a case report, the Compliance Officer in charge may form an investigation team, which typically includes HR and legal representatives as well as subject matter experts. The primary objective is to assess if there is sufficient factual evidence to substantiate a violation of the Code of Conduct or related policies. If a breach of the Code of Conduct cannot be proven, but the reported situation nevertheless requires management attention, the Compliance Officer may also decide to delegate the report to another function, e.g. Human Resources, or the line management.

In investigating compliance concerns, Syngenta Group adheres to the guiding principles outlined in its Group Code of Practice for Investigating Code of Conduct and Other Policy Violations. These principles include objectivity, independence of investigation, access to Syngenta records and premises, diligence, compliance with the law, appropriate treatment of evidence, fair treatment of employees involved in the investigation, protection from retaliation, and recommending action if a violation is confirmed. If a violation is established, or if an intent to violate is identified, corrective and/or disciplinary actions are recommended. This is done in consultation with the Compliance Officer, the investigation team leader, the manager responsible for the area where the incident occurred, and the Human Resources business partner.

Syngenta Group maintains a firm stance against any form of retaliation towards employees who report suspected compliance violations in good faith and does not tolerate any abusive accusations.

Key Performance Indicators

| Reporting period January 1 – December 31 | 2024 | 2023 |
|---|--------|--------|
| Corporate conduct | | |
| Compliance cases reported | 734 | 661* |
| Of which substantiated bribery and corruption cases | 12 | 6 |
| Employees submitting Code of Conduct commitment | 34,855 | 52,638 |
| Completion rate (%) | 70 | 100 |
| New hires completing compliance onboarding training (%) | 72 | n/a |

* The number of compliance cases reported in 2023 has been restated, as the originally reported figure of 723 cases incorrectly included questions submitted to the helpline which are out of scope of the KPI.

There was a year-on-year 34% decrease in the KPI “Employees submitting Code of Conduct”, which was a result of a technical issue in one of the reporting regions, where employees within the region did not receive a request to confirm their Code of Conduct commitment for the entirety of the 2024 reporting year. The Group has identified the root cause of the issue and implemented enhanced processes and controls to mitigate the risk of similar situations occurring in the future.

In 2024, Syngenta Group registered an 11% increase in the number of helpline reports compared to the prior year, indicating a safe speak-up culture and an environment in which employees feel empowered to address concerns. The further expansion of the Ethics Champion Network led to continued removal of reporting boundaries in remote locations, facilitating company-wide engagement. As of the end of the reporting period,

there are now over 200 Ethics Champions actively engaged across the organization, who are accessible for in-person consultations regarding Compliance or ethical inquiries regarding Compliance or Ethics related matter.

Syngenta Group requires all new joiners with dedicated computer access to take mandatory Compliance onboarding e-learnings which include training on the Group Code of Conduct, respectful behavior at the workplace and other Compliance-relevant topics. There were technical issues in one of the reporting regions, which resulted in an inability to retrieve complete onboarding training records. The Group has identified the root cause of the issue and implemented enhanced processes and controls to mitigate the risk of similar situations occurring in the future.

Enterprise Risk Management

The nature of Syngenta Group's business and its global presence expose it to risks and opportunities, whether economic, legal, political, environmental, or social. They are central to Syngenta Group's business and investment strategies.

An effective Enterprise Risk Management (ERM) program helps Syngenta Group identify and measure risks to manage the Group's risk exposure in the context of its risk profile, long-term business objectives and stakeholder expectations.

The Syngenta Group **Risk Management Policy** outlines the minimum requirements that all companies wholly owned and controlled by Syngenta Group should meet to have a common basis for risk activities and visibility at Syngenta Group level, inclusive of roles and responsibilities. The policy is supplemented by a detailed risk management guideline intended for those involved in risk management activities.

Accountabilities and responsibilities

At Syngenta Group, risk management is everyone's responsibility from leadership teams through to each employee. All must consider and be accountable for risks within their functions and operations. In particular:

- The Syngenta Group Board of Directors reviews Syngenta Group's risk profile and independently reviews the effectiveness of its processes across the Syngenta Group.
- The Global Leadership Team (GLT) has overall responsibility for risk management and reports on the Syngenta Group's risk profile to the Syngenta Group Board of Directors on a regular basis.
- Leadership teams have full ownership of and accountability for risk management activities within their relevant entities.
- Group Risk Management ensures and maintains the risk management framework. Group Risk Management supports the business in the risk policy implementation.

ERM framework

The process of identifying, assessing, and responding to risks and opportunities – including ESG-related ones – that could have a substantive financial or strategic impact is integrated into our overall multi-disciplinary **ERM Framework**. Based on the **ISO 31000 Risk Management Standard**, the framework is governed by the GLT and consists of five steps:

1. Establishing the context: Understanding the uncertainties surrounding the delivery of the strategy, setting the risk appetite and risk tolerance.
2. Risk identification: Identifying, recognizing, and describing risks and opportunities (by screening current and emerging trends and ecosystem risks).

3. Risk assessment: Gaining a deeper understanding of risks and opportunities by analyzing their likelihood and potential impact (on people, the environment, and business) in accordance with the overall ERM framework.
4. Risk treatment: Actively addressing the risks identified leading to reduce or remove the uncertainty of outcomes.
5. Risk monitoring: Regularly reviewing risks to evaluate the effectiveness of treatment measures and changes within the risk landscape.

ESG matters are considered in the ERM Framework both from a strategic long-term business value impact perspective (e.g., opportunities through changes in regulations and regulatory trends, societal trends, and preferences) and a short- and medium-term operational perspective at corporate and Business Unit levels (e.g., socioeconomic trends relevant to our business model).

Strategic long-term risks and opportunities are discussed on a regular basis at the global level and inform senior leadership decision-making on significant trends for the next 10 to 20 years. This exercise is conducted with both internal and external experts.

The annual risk identification exercise, which looks at the short- and medium-term risks and opportunities within the next five years, follows the company's strategic planning cycle. Global, regional, Business Unit and country-specific strategic risk identification always involves multi-disciplinary experts from Sustainability, R&D, Production and Supply, IT, Legal, Finance and Commercial teams. Functions and Operations mirror a similar approach to risk identification.

Once risks and opportunities have been identified, they are assessed and prioritized, with the aim to focus on the risks that could have a substantive impact on the delivery of the strategy and objectives, as well as on the opportunities to pursue. Syngenta Group considers both the potential likelihood of the downside risks materializing and its impact in environmental, people and financial terms. Risks with a more aggressive and volatile outlook (often based on expert opinion and discussion) undergo a more frequent assessment (based on their profile) in order to inform the potential impact and time to impact.

Decisions on risk treatment plans (mitigate, transfer, accept or control) are based on and guided by factors such as risk severity, risk appetite, business case in investment for mitigation, regulations and local conditions affected by such decisions. Once treatment plans have been identified and established, mitigation plans and progress are discussed and continuously monitored, and adjusted to the potential changes in the business as required. Risks and opportunities are managed and reported within Business Units and functions, and Group Risk Management challenges and consolidates inputs. The risk management process identifies early warnings and resourcing prioritization, spots opportunities and monitors the ongoing mitigation status.

Some risk factors identified through our ERM framework are also reflected in the Group materiality assessment, such as "Biodiversity"; "Climate change and greenhouse gases"; "Employee health, safety and wellbeing"; "Agricultural technology"; "Product safety and responsibility"; "Regenerative agriculture and soil health".

Tax governance

Syngenta Group believes that tax is a matter of business integrity and responsibility toward regulatory bodies, shareholders, customers, and society at large, and that tax compliance and tax performance go hand-in-hand, as the first ensures the sustainability of the second.

In line with the **Syngenta Group Code of Conduct**, Syngenta Group is committed to complying with tax laws and regulations applicable to its business, and to ensure tax obligations are fulfilled in a timely and jurisdictionally appropriate manner. Syngenta Group claims reliefs and incentives where available and maintains an open and transparent relationship with tax authorities, disclosing relevant facts and circumstances. Group Tax, led by the Head Group Tax with the support of the Group Tax Leadership Team (including BU Tax Leads), represents the tax organization before the Global Leadership Team (GLT) and Board of Directors, and is responsible for designing and driving the Tax Governance Framework.

In this Tax Governance Framework, the **Global Tax Strategy** is the most important document, setting Syngenta Group's management approach to tax. It is supplemented by the **Global Tax Policy**, which outlines key commitments and governance principles. Guidelines, processes and procedures, and controls, as well as continuous training and partnering ensure compliance with the policy and strategy. Both the Tax Policy and the Tax Strategy, as well as any changes to these documents, are subject to mandatory review and approval by the Group Tax Leadership Team and the Audit Committee of the Board of Directors.

Key commitments:

- Complying with tax laws and regulations wherever Syngenta Group operates, compliance meaning paying the right amount of tax, in the right place at the right time, disclosing relevant facts and circumstances to tax authorities, and claiming reliefs and incentives where available.
- Undertaking transactions aligned with Syngenta Group's business activities and objectives, which implies that no artificial transactions are carried out.
- Striving for best practice approaches and striving for excellence when dealing with taxes.
- Developing and maintaining constructive, open relationships with tax authorities, based on integrity, mutual trust, and respect.

Key governance principles across the tax cycle:

- Strategy: Group Tax is accountable and responsible for setting the Tax Strategy, Tax Policy, and major related guidelines, processes, and controls.
- Operations & Compliance: Finance leads of Syngenta Group companies are accountable for compliance with local tax laws and the Syngenta Group Tax Governance Framework in their local markets.
- Controversy & Risk Management: Finance Leads of Syngenta Group companies ensure compliance with the processes and controls designed by Group Tax and BU Tax in their local markets. Risks impacting the Syngenta Group value chain or reputation as well as international tax assurance programs (e.g., Advance Pricing Agreements) are directly managed by Group Tax and BU Tax. Any major tax litigation proceedings or audit settlements are subject to review and approval by Group Tax. Where there is significant uncertainty or complexity in relation to a risk, or where a significant amount of tax is at stake, advice is sought from reputable external advisors.

Proper execution of these key commitments and principles is supported by a mix of international and specialized staff from the company and reputable tax advisory firms. It is subject to regular internal audits (in addition to statutory audit procedures). Group Tax also proactively addresses and anticipates key regulatory changes such as the OECD initiatives for the avoidance of base erosion and profit shifting (BEPS) and tax

reforms (notably from the US, Brazil, EU, China, Israel, and Switzerland, or globally Pillar II). The tax team also contributes to national business groups to ensure an aligned engagement with industry peers. Proactive and open discussions with tax authorities are at the core of the Syngenta Group Tax Governance.

Appendix

Internal data collection and controls

Syngenta Group has established internal processes and related controls for reporting non-financial information. These internal controls are designed to assure the reliability of the Group's non-financial reporting and the fair presentation of the information published in this report.

Standard Operating Procedures (SOPs) are in place to outline what needs to be reported (e.g., performance indicator definition and scope), which tasks need to be performed (e.g., measure, gather, transform, consolidate), who performs the tasks, when the tasks are performed, and which systems and key internal controls are in place. All internal controls, no matter how well designed, have inherent limitations and may not prevent or detect misstatements. Due to rounding of key performance indicators numbers, there may be slight discrepancies in the reconciliation of figures presented in this report.

Syngenta Group corporate functions are responsible for data collection, consolidation, and quality control. Each function has its own reporting processes, systems, and SOPs. Data is used for internal performance management, selected KPIs, and external reporting.

Functions report on selected KPIs for inclusion in the Group ESG Report once a year via the data collection tool managed by the ESG team. Data is reviewed and approved by each function before submission in the tool. Additional checks are also conducted by the Group ESG team members before data is submitted for external assurance.

The 2024 Syngenta Group ESG Report is reviewed and approved by the function experts and leaders responsible for the respective KPIs reported.

Non-financial data summary

The data provided in this section is for the Syngenta Group. The non-financial reporting period is from **January 1 to December 31**. Relevant information about changes in KPI definitions, reporting periods and data collection processes or restatements is included in the section [Notes on non-financial data table](#).

Due to rounding, numbers presented in this report may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.

The Non-financial data table combines the performance data presented in the [Non-financial disclosures](#) section of this report. KPMG AG has issued a limited assurance report on Syngenta Group's selected Non-financial data table, provided under [Independent Assurance Report](#).

The Non-financial data table was approved by the Board of Directors of Syngenta Group on April 24, 2025, for publication on April 29, 2025.

Non-financial data table

| | | Unit of Measure | 2024 | 2023 | Notes |
|--|------------|----------------------|--------|--------|----------|
| Safe and responsible use of products | | | | | |
| Number of people trained on safe and responsible use | <i>NEW</i> | Number | 14.1 | n/a | i |
| Digital agriculture | | | | | |
| Hectares of farmland connected to digital technologies | <i>NEW</i> | Million hectares | 69.4 | n/a | ii |
| Regenerative agriculture practices | | | | | |
| Hectares of farmland benefited by regenerative agriculture practices | <i>NEW</i> | Million hectares | 16.4 | n/a | iii |
| Percentage of Seed production hectares with Regenerative agriculture practices | <i>NEW</i> | % | 89 | n/a | iv |
| Farmer service centers | | | | | |
| Number of farmer service centers | <i>NEW</i> | Number | 451 | n/a | v |
| Increase of income of served farmers vs non-served farmers | <i>NEW</i> | % | 16 | n/a | vi |
| Greenhouse Gas Emissions | | | | | |
| CO2e emissions from scope 1 sources | | 000s tonnes of CO2e | 2,505 | 2,373 | viii, ix |
| CO2e emissions from scope 2 sources | | 000s tonnes of CO2e | 2,251 | 2,365 | x |
| Total CO2e emissions from scopes 1 and 2 sources | | 000s tonnes of CO2e | 4,756 | 4,738 | |
| Energy | | | | | |
| Total energy consumption | | TJ | 34,978 | 34,439 | xi |
| Air Emissions | | | | | |
| Nitrogen Oxides (NOx) | | Tonnes | 860 | 917 | xiii |
| Sulfur Oxides (SOx) | | Tonnes | 391 | 374 | xiv |
| Non-Methane Volatile Organic Compounds (NMVOCs) | | Tonnes | 416 | 381 | xv |
| Particulate Matter (PM) | | Tonnes | 591 | 472 | xvi |
| Water | | | | | |
| Water consumption from own operations | | Million cubic meters | 27 | 29 | xvii |
| Waste | | | | | |
| Total waste | | 000s tonnes | 3,773 | 3,119 | xviii |
| Hazardous waste from own operations | | 000s tonnes | 395 | 370 | xix |
| Non-hazardous waste from own operations | | 000s tonnes | 3,378 | 2,749 | xx |
| Permanent employees | | | | | |
| | | Headcount | 56,258 | 60,676 | xxi,xxii |
| by gender: | | | | | xxiii |
| Female | | Headcount | 16,006 | 16,953 | |
| Male | | Headcount | 40,075 | 43,612 | |
| Other or undeclared | | Headcount | 177 | 111 | xxiv |
| by region: | | | | | xxv |
| Europe, Africa, and Middle East | | Headcount | 16,305 | 17,232 | |
| North America | | Headcount | 5,109 | 5,374 | |
| Latin America | | Headcount | 8,888 | 10,073 | |
| Asia Pacific | | Headcount | 25,956 | 27,997 | |
| Turnover rate | | % | 15 | 11 | xxvi |

| | | Unit of Measure | 2024 | 2023 | Notes |
|---|------------|------------------------|--------|--------|----------------|
| Temporary employees | | Headcount | 3,130 | 3,457 | xxixcvii |
| by gender: | | | | | xxiii |
| Female | | Headcount | 646 | 891 | |
| Male | | Headcount | 764 | 1,128 | |
| Other or undeclared | | Headcount | 1,720 | 1,438 | xxiv |
| by region: | | | | | xxv |
| Europe, Africa, and Middle East | | Headcount | 547 | 670 | |
| North America | | Headcount | 23 | 43 | |
| Latin America | | Headcount | 2,264 | 2,469 | |
| Asia Pacific | | Headcount | 296 | 275 | |
| Total employees | | Headcount | 59,388 | 64,133 | |
| Occupational Health & Safety | | | | | |
| Last Time Injury Rate (LTIR) | <i>NEW</i> | per 200,000 hours | 0.19 | n/a | xxviii, xxix |
| Recordable Injury and Illness Rate (IIR) | <i>NEW</i> | per 200,000 hours | 0.30 | n/a | xxx |
| Recordable injury rate | | per 200,000 hours | 0.29 | 0.19 | xxxi |
| Recordable occupational illness rate | <i>NEW</i> | per 200,000 hours | 0.002 | n/a | |
| Recordable fatalities | | Number | 0 | 3 | xxxii |
| Road safety | | | | | |
| Motor vehicular injury | | Number | 112 | 61 | xxxiii |
| Motor vehicular injury rate | | Per million kilometers | 0.2 | 0.11 | xxxiv |
| Process safety | | | | | |
| Process safety events (Medium and high actual) | | Number | 119 | 114 | xxxv |
| Significant unplanned releases to the environment | | Number | 1 | 5 | xxxvi |
| Community engagement | | | | | |
| Corporate community investment | | Million USD | 23 | 28 | xxxvii |
| Corporate conduct | | | | | |
| Compliance cases reported | | Number | 734 | 661 | xxxviii, xxxix |
| of which substantiated bribery and corruption cases | | Number | 12 | 6 | xi |
| Employees submitting Code of Conduct commitment | | Number | 34,855 | 52,638 | xii |
| Completion rate | | % | 70 | 100 | xiii |
| New hires completing compliance onboarding training | <i>NEW</i> | % | 72 | n/a | xliii, xliiv |

Notes on non-financial data table

ⁱ Number of people (e.g., farm workers, farm owners, product distributors, and others who may be exposed to crop protection and/or crop nutrition products) who attend training activities addressing the respective BU's Safe and Responsible Use Training Framework designed and/or performed by Syngenta Group or with training partners. Total number of people trained on Safe and Responsible Use are calculated as the sum of people trained through dedicated training focusing on specialized safe and responsible use topics and people trained through awareness raising comprising training activities, commercial events, and other activities addressing the BU's Training Framework. For each training activity reported, teams specify the training date, duration of training sessions, and the number and profile of people trained, among other information. For awareness raising activities where direct measurements are not available, the number of people trained is estimated using a conservative approach based on reasonable assumptions and historical experience. Assumptions are regularly reviewed to ensure the estimates remain as accurate and reliable as possible.

ⁱⁱ A suite of digital products has been developed around Syngenta's core platform Cropwise, enabling the optimization of crop production, risk and financial management, and sustainability assessment. The KPI measures the licensed hectares of farmland connected to digital technologies and made up of the sum of unique hectares licensed within the reporting period with the following categories of hectares measures being considered: Unique field or unique farm identifier or coverage of physical product with digital component where the first two are not available. This number excludes all fields that are greater than 5,000 hectares due to inherent limitations in being able to determine the accurate size of the farmland.

ⁱⁱⁱ Hectares of farmland benefited by regenerative agriculture practices are based on the hectares where at least one defined regenerative agriculture practice was implemented. For reporting purposes, the hectares treated by product or service provisioning are converted into hectares of farmland that benefit from the positive changes brought in by the implementation of regenerative agricultural practices.

^{iv} Percentage of Seed production hectares where at least one of the key carbon mitigation practices is in place: Precision application of fertilizers, cover crops, minimum/no tillage, or crop rotation. Percentage of Seed production hectares is calculated as the number of seed production hectares with regenerative agricultural practices over the total number seed production hectares multiplied by 100, and excludes China.

^v The number of Farmer Service Centers (FSC) is a count of operational physical centers that provide comprehensive range of agricultural products, services, and support to farmers. The FSC count is provided by the Finance department as of December 31. For the 2024 Syngenta ESG report, only Modern Agriculture Platform (MAP) centers in China are included. The results published in the 2023 MAP Green and High-Quality Report were used. The report surveyed farmers in 2023 on crops harvested 2022.

^{vi} The Increase of income of served farmers vs non-served farmers is calculated as the percentage difference in average crop income per hectare for farmers using FSC services compared to non-users. The percentage is derived from annual representative farm surveys conducted across the MAP center network in China.

^{vii} Syngenta Group adheres to the GHG Protocol Corporate Accounting and Reporting Standard (Revised edition) for compiling its corporate-level emissions inventory. The Group reports its greenhouse gas (GHG) emissions using the operational control approach.

^{viii} Scope 1 emissions, which covers direct GHG emissions, are calculated through a harmonized process, drawing on data collected from across Business Units. It includes direct emissions that occur from sources that are operationally owned or controlled by the organization such as combustion of fuels for energy generation on-site; site owned, leased, or operated vehicles and manufacturing processes. This includes direct emissions of CO₂, CH₄ (methane), N₂O (nitrous oxide) and emissions from specific high Global Warming Potential (GWP) gases converted to CO₂ equivalent.

^{ix} Syngenta Group Business Units account for direct (scope 1 sources) emissions from site operations applying the operational control method. Such emissions do not include GHG emissions from operations in which Syngenta Group has an ownership interest but no operational control. A company has operational control over an operation if the same or one of its subsidiaries have the authority to introduce and implement its operating policies at the operation, according to the GHG Protocol definitions.

^x Scope 2 emissions are reported in line with a hierarchy of emission factors as set out in the GHG Protocol, prioritizing market-based information when available and using location-based information in its absence. Scope 2 includes emissions from purchased or acquired energy such as electricity, steam, heating, and cooling.

^{xi} Annual reporting on energy consumption is conducted by gathering data through internal reporting mechanisms measuring the total amount of energy a site consumes from all energy generated through combustion of fuels, renewable energy generated at the site or energy purchased or acquired externally.

^{xii} Due to the implementation of enhanced air emissions monitoring techniques and refined data collection methodologies at specific operational sites, direct year-over-year comparisons of certain values may not be representative of actual emissions performance trends.

^{xiii} Nitrogen oxides (NO_x) emissions are quantified by the total emissions of oxides of nitrogen from all direct emission sources on the site, including the combustion of any fuels as well as any process emissions. NO_x is only used for air pollution reporting and not for GHG emissions calculations.

^{xiv} Sulfur oxides (SO_x) emissions are quantified by the total emissions of sulfur oxides, including emissions from all direct combustion and process sources on the site.

^{xv} Non-Methane Volatile Organic Compound (NMVOC) emissions as carbon refers to the total emissions of volatile organic compounds, excluding methane, from different sources at site level. The total emissions disclosed exclude emissions from general outlets at Anpon, Huifeng and Sino Changshan facilities in China and encompass only emissions from main outlets at these locations. This methodology is in accordance with the stipulations set forth in the Chinese National Standard HJ862-2017, which mandates the disclosure of pollutant emissions by amount and concentration for main outlets and by concentration only for general outlets. The omission of amount data from general outlets at the aforementioned facilities is solely to ensure compliance with applicable local Chinese regulatory requirements and does not constitute a limitation in the Group's emissions reporting practices. The Group monitors the emissions of its facilities and reports such data where no such local regulatory requirements exist. This disclosure applies to both the 2024 data and the comparative 2023 data

presented herein. For additional information regarding the omission of NMVOC emissions' amount from general outlets at the aforementioned sites, consult Section 5.1.1 of HJ862-2017, "Technical Specification for Application and Issuance of Pollutant Permit Pesticide Industry".

^{xvi} Particulates or Particulate Matter (PM) refers to a mixture of solid and liquid particles suspended in the air, which can originate from various sources such as combustion and industrial processes. These particles can be composed of a variety of chemical species, including but not limited to carbon, sulfur, nitrogen, and organic compounds. Total suspended particulate matter can be either measured, calculated or estimated by Syngenta Group sites.

^{xvii} Water consumption from own operations refers to the amount of water that is taken from surface or groundwater sources into a system, used up by site activities including but not limited to processes, utilities, or sanitary and not discharged as wastewater e.g. water used in irrigation and water evaporated from cooling systems.

^{xviii} Waste includes all materials and items that a site is required to discard or wants to discard. It would generally include anything that is scrapped or written-off.

^{xix} Hazardous waste generally refers to waste that poses substantial or potential threats to public health or the environment, which may be corrosive, reactive, ignitable, or exhibit other hazardous properties. The exact composition and classification of hazardous waste can vary based on local regulations and industry practices. In 2024 the total hazardous waste increased by 7 percent, largely because of improved reporting procedures on write-off materials implemented across the Group's crop protection and seeds activities. As a result, 2023 and 2024 data are not directly comparable.

^{xx} Non-hazardous waste includes all waste generated from operations that does not pose significant harm or risk to human health or the environment. This may encompass a wide variety of waste materials, including but not limited to office supplies, paper, cardboard, plastics, non-hazardous chemical waste, food waste, non-contaminated wastewater, and construction materials. The exact composition and classification of non-hazardous waste can vary based on local regulations and industry practices.

^{xxi} Employee is referred as the individual who works under a contract of employment on Syngenta payroll.

^{xxii} Permanent employees are defined as individuals who work under a contract of employment with no time limit, and who are on the Syngenta payroll or individuals who have a fixed-term contract but are in permanent positions with the intention to become permanent.

^{xxiii} Number of employees by gender includes the distribution of employees across gender categories, including male, female, and other, blank or undeclared, reported in headcount.

^{xxiv} Undeclared employee, reported as headcount, is defined as the employee who chose not to disclose their gender.

^{xxv} Number of employees by region, reported as headcount, includes employees categorized by their regional location

^{xxvi} Turnover rate is calculated as the percentage of all Syngenta Group permanent employees who left the company during the calendar year divided by December 31, 2024, employee headcount.

^{xxvii} Temporary employees are defined as individuals who work under a time-limited contract of employment on Syngenta payroll, including interns and apprentices, excluding third party workers.

^{xxviii} Lost Time Injury Rate (LTIR) is the number of Lost Time incidents divided by the number of hours worked and multiplied by 200,000.

^{xxix} The Lost Time Injury (LTI) is defined as any occupational injury or illness which results in the employee's (or direct supervised contractor) inability to return to work for their next scheduled shift, or any subsequent shift. If an employee or directly supervised contractor is on restricted duty status, but no job can be found for them, any days that the employee or directly supervised contractor spends away from work as a result of the injury or illness are recorded as LTI. If the employee or direct supervised contractor is only absent from work for the balance of the shift in which the accident occurred, it is not an LTI. If any employee or directly supervised contractor has an occupational injury that is minor in nature and in the opinion of the company doctor, this employee or directly supervised contractor is able to work their next scheduled shift without aggravating the injury but does not come to work per the advice of their doctor, this would not count as a LTI for Syngenta Group recordkeeping purposes.

^{xxx} Injury and Illness Rate (IIR) is the number of recordable injuries and illnesses divided by the total number of hours worked by permanent and temporary employees as well as directly supervised contractors and multiplied by 200,000 (number of hours for 100 employees working 40 hours per week, 50 weeks per year).

^{xxxi} Recordable injury rate follows the general criteria of the event that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, and/or loss of consciousness. To be considered an injury case, it must meet the general recording criteria if it involves a significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, and/or loss of consciousness. Syngenta Group follows the US Occupational Safety and Health Administration (OSHA) recordkeeping rule. The indicator is calculated as the number of recordable injuries divided by the number of hours worked by Syngenta employees and directly supervised contractors and multiplied by 200,000. Figures have been consolidated to include both own employees and directly supervised contractors.

^{xxxii} Number of work-related recordable fatalities. Work relatedness is defined as an event or exposure in the work environment is either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or occupational illness. Work-relatedness is presumed for injuries, occupational illnesses and fatalities resulting from events or exposures occurring in the work environment.

^{xxxiii} Motor vehicular injury is an event involving injuries or fatalities. This covers incidents with Syngenta Group drivers, including employees and supervised contractors, or third parties and members of the public during work-related activities, involving passenger vehicles, pick-up trucks, vans, and motorcycles.

^{xxxiv} Motor vehicular injury rate is defined as the number of motor vehicle events where there is an injury (recordable or first aid) or a fatality to a Syngenta Group driver (employee or directly supervised contractor) or a third party (i.e. member of the public, and the vehicle was on a work-related activity) per one million kilometers driven by Syngenta Group fleet. This includes Syngenta Group fleet (vehicles owned or leased by Syngenta Group, or when a private vehicle is used as a working tool under an agreement with Syngenta Group) being passenger vehicles, pick-up trucks, vans, and motorcycles. This indicator follows American National Standards Institute (ANSI) standards for motor

vehicular events. The indicator is calculated by the number of motor vehicle events with injuries and/or fatalities divided by the number of kilometers driven worked by Syngenta Group fleet multiplied by one million.

^{xxxv} Process safety events are reported where they are defined as hazardous events, categorized as actual high or medium severity, as defined by the International Council of Chemical Associations (ICCA), Process Safety Incident criteria and definitions of process safety events caused by a loss of primary containment of a chemical or a loss of control of a chemical process.

^{xxxvi} Significant unplanned releases are losses reported as a Process safety event which are classified as high according to International Council of Chemical Associations (ICCA) standard for reporting Process Safety Incidents and where the loss leaves secondary containment or is discharged into secondary containment with uncertain integrity.

^{xxxvii} Corporate community investment is comprised of philanthropic donations, which generally take the form of single transactions for charities, not-for-profit organizations, or local groups; non-commercial sponsorships, which generally involve a longer-term financial relationship, with benefits to both partners, and other community engagement activities. Philanthropic donations could also be made for humanitarian relief. In this case, if an employee matching program is conducted, only the part contributed by the company is considered. This key performance indicator is reported in USD, being either cash contributions, in-kind contributions or staff time spent. The monetary value of non-cash contributions is supported by reasonable assumptions and estimations.

^{xxxviii} The number of compliance cases reported in 2023 has been restated, as the originally reported figure of 723 cases incorrectly included questions submitted to the helpline of one of the Business Units. Reports opened in the "Ask a Question" category are not considered a compliance case as per reporting criteria for Compliance KPIs.

^{xxxix} The Group reports on cases received through the Compliance Helpline. All concerns reported by employees, suppliers, contractors, partners, and other stakeholders about possible Code of Conduct breaches are in scope. All reports that come to the attention of respective Business Units are tracked in a dedicated case management system.

^{xl} The Group reports the number of substantiated cases of bribery and corruption, and is defined, according to the Syngenta Group Code of Conduct, as the act to provide or offer directly, or through third parties, any unlawful payment, inducement or item of value, to any public official, supplier or anyone else for the purpose of unduly influencing official action or with the purpose of obtaining a favorable decision. All cases that come to the attention of respective Business Units are tracked in a dedicated case management system.

^{xli} The number of employees confirming their commitment to the Code of Conduct refers to mandatory annual certification processes for all employees with dedicated computer access established by its respective Business Unit.

^{xlii} Completion rate of employees submitting Code of Conduct commitment describes the percentage of employees that submitted their certification as a share of all mandatory assignees.

^{xliii} Total number of new hires completing compliance onboarding training is the number of new-joiners who completed Ethical compliance e-Learnings.

^{xliv} Completion rate of new hires completing compliance onboarding training is the share of new employees with dedicated computer access who completed mandatory training as a percentage of the total number of new employees with dedicated computer access.

Independent Assurance Report



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Independent limited assurance report on selected sustainability information of Syngenta Group Co. Ltd

To the Board of Directors of Syngenta Group Co. Ltd, Shanghai

We have undertaken a limited assurance engagement on the following selected sustainability information (hereinafter “Sustainability Information”) in the ESG report of Syngenta Group Co. Ltd. and its subsidiaries’ (hereinafter “Syngenta”) as of and for the year ended December 31, 2024 (hereinafter “ESG Report 2024”):

- Key performance indicators, disclosed in the “Non-financial data table” from page 43 – 44 in Syngenta’s ESG Report 2024.

Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the ‘*Summary of the Work we Performed as the Basis for our Assurance Conclusion*’ and the evidence we have obtained, nothing has come to our attention that causes us to believe that the selected Sustainability Information is not prepared, in all material respects, in accordance with the Reporting Criteria.

We do not express an assurance conclusion on information in respect of earlier periods or future looking information included in the ESG Report 2024, information linked from the ESG Report 2024 or any images, audio files or embedded videos.

Understanding how Syngenta Group Co. Ltd has prepared the Sustainability Information

Syngenta prepared the Sustainability Information based on entity-developed criteria, Standards of the Global Reporting Initiative (GRI Standard) and the Greenhouse Gas Protocol as disclosed in the “About this report” section of the ESG Report 2024. Definitions of the Selected 2024 Key Performance Indicators are available on pages 45 – 47 of the ESG Report 2024 (hereinafter, “Reporting Criteria”). Consequently, the Sustainability Information needs to be read and understood together with the Reporting Criteria.

Inherent Limitations in preparing the Sustainability Information

Due to the inherent limitations of any internal control structure, as well as inherent uncertainty in Greenhouse gas (GHG) quantification, it is possible that errors or irregularities may occur in disclosures of the Sustainability Information and not be detected. Our engagement is not designed to detect all internal control weaknesses in the preparation of the Sustainability Information because the engagement was not performed on a continuous basis throughout the period and the audit procedures performed were on a test basis.



Syngenta Group Co. Ltd's Responsibilities

The Board of Directors of Syngenta Group Co. Ltd is responsible for:

- selecting or establishing suitable criteria for preparing the Sustainability Information, taking into account applicable law and regulations related to reporting the Sustainability Information;
- the preparation of the Sustainability Information in accordance with the Reporting Criteria;
- designing, implementing and maintaining internal control over information relevant to the preparation of the sustainability information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our independent conclusion to the Board of Directors of Syngenta Group Co. Ltd.

As we are engaged to form an independent conclusion on the Sustainability Information as prepared by the Board of Directors, we are not permitted to be involved in the preparation of the Sustainability Information as doing so may compromise our independence.

Professional Standards applied

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* (ISAE 3000) and in respect of greenhouse gas emissions, with the International Standard on Assurance Engagements 3410 *Assurance Engagements on Greenhouse Gas Statements* (ISAE 3410), issued by the International Auditing and Assurance Standards Board (IAASB).

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team including assurance practitioners and sustainability experts. We remain solely responsible for our assurance conclusion.



Summary of the Work we performed as the Basis for our Assurance Conclusion

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Sustainability Information is likely to arise. The procedures we performed were based on our professional judgment. Carrying out our limited assurance engagement on the Sustainability Information included performing the following procedures, among others:

- evaluation of the design and implementation of systems and processes for the collection, processing, monitoring and validation of the selected Sustainability Information, including the consolidation of data;
- inquiries of employees responsible for the determination and consolidation as well as the implementation of internal control procedures regarding the selected disclosures;
- inspection of selected internal and external documents to determine whether quantitative and qualitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- assessment of the data collection, validation and reporting processes as well as the reliability of the reported data on a test basis and through testing of selected calculations;
- analytical assessment of the data and trends of the quantitative disclosures included in the scope of the limited assurance engagement;
- assessment of the consistency of the disclosures applicable to Syngenta with the other disclosures and key figures and of the overall presentation of the disclosures through critical reading of the ESG Report 2024.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

KPMG AG

Michael Blume
Licensed Audit Expert

Artem Chumakov

Basel, April 24, 2025

GRI Index

| | |
|--|---|
| Statement of use | Syngenta Group has reported with reference to the GRI Standards for the period January 1, 2024, to December 31, 2024. |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | Not applicable |

General disclosures

GRI 2: General Disclosures 2021

The organization and its reporting practices

| | DISCLOSURE | REFERENCE |
|--|------------|--|
| 2-1 Organizational details | DISCLOSED | About this report |
| 2-2 Entities included in the organization's sustainability reporting | PARTIAL | See Notes below |
| 2-3 Reporting period, frequency, and contact point | DISCLOSED | About this report |
| 2-4 Restatements of information | DISCLOSED | Non-financial data table |
| 2-5 External assurance | DISCLOSED | Independent Assurance Report |

Notes 2-2: The report includes more than 300 subsidiaries globally and covers the following operations: Syngenta Crop Protection, Syngenta Seeds, ADAMA and Syngenta Group China. However, we do not disclose the list of subsidiaries.

Activities and workers

| | DISCLOSURE | REFERENCE |
|--|------------|---|
| 2-6 Activities, value chain and other business relationships | DISCLOSED | Business model |
| 2-7 Employees | PARTIAL | Employment See Notes below |
| 2-8 Workers who are not employees | PARTIAL | Employment See Notes below |

Notes 2-7 and 2-8: Total number of employees and breakdowns of this total by gender and regions provided for permanent and temporary employees only.

Governance

| | DISCLOSURE | REFERENCE |
|--|------------|---|
| 2-9 Governance structure and composition | DISCLOSED | Group Governance |
| 2-10 Nomination and selection of the highest governance body | DISCLOSED | Group Governance |
| 2-11 Chair of the highest governance body | DISCLOSED | Board of Directors |
| 2-12 Role of the highest governance body in overseeing the management of impacts | DISCLOSED | Board of Directors |
| 2-13 Delegation of responsibility for managing impacts | DISCLOSED | Group Sustainability governance |
| 2-14 Role of the highest governance body in sustainability reporting | DISCLOSED | Group Sustainability governance |
| 2-15 Conflicts of interest | DISCLOSED | Corporate conduct |
| 2-16 Communication of critical concerns | DISCLOSED | Corporate conduct |
| 2-17 Collective knowledge of the highest governance body | DISCLOSED | Group Sustainability governance |
| 2-18 Evaluation of the performance of the highest governance body | OMITTED | See Notes below |
| 2-19 Remuneration policies | PARTIAL | Aligning Strategy and Incentives See Notes below |
| 2-20 Process to determine remuneration | OMITTED | See Notes below |
| 2-21 Annual total compensation ratio | OMITTED | See Notes below |

Notes Indicators 2-18 to 2-21 are currently not disclosed
2-19: Syngenta's senior leadership long-term incentive compensation framework was revised to include ESG indicators

Strategy, policies and practices

| | DISCLOSURE | REFERENCE |
|---|------------|---|
| 2-22 Statement on sustainable development strategy | DISCLOSED | Statement of the Chief Executive Officer Syngenta Group Sustainability Priorities |
| 2-23 Policy commitments | DISCLOSED | Corporate conduct See Notes below |
| 2-24 Embedding policy commitments | DISCLOSED | Corporate conduct See Notes below |
| 2-25 Processes to remediate negative impacts | DISCLOSED | Corporate conduct |
| 2-26 Mechanisms for seeking advice and raising concerns | DISCLOSED | Corporate conduct |
| 2-27 Compliance with laws and regulations | DISCLOSED | Corporate conduct |
| 2-28 Membership associations | DISCLOSED | Membership associations and organizations |

Notes 2-23 to 2-25: Syngenta Group discloses a wide range of policy related information under each topic in this report, including processes to remediate negative impacts.

| Stakeholder engagement | DISCLOSURE | REFERENCE |
|---|--|---|
| 2-29 Approach to stakeholder engagement | DISCLOSED | Membership associations and organizations |
| 2-30 Collective bargaining agreements | OMITTED | See Notes below |
| Notes | 2-30: Syngenta has policies and practices covering collective bargaining but does not disclose quantitative information | |
| GRI 3: Material Topics 2021 | | |
| Material Topics | DISCLOSURE | REFERENCE |
| 3-1 Process to determine material topics | DISCLOSED | Materiality assessment |
| 3-2 List of material topics | DISCLOSED | Materiality assessment |
| Notes | | |
| Agricultural technology | DISCLOSURE | REFERENCE |
| 3-3 Management of material topics | PARTIAL | Syngenta Group Sustainability Priorities See Notes below |
| Notes | 3-3: Certain disclosure requirements under GRI 3-3 and related indicators are either partially reported or omitted, mainly due to the gradual increase in ESG reporting disclosures for Syngenta Group after the inaugural 2023 ESG Report. | |
| Biodiversity | DISCLOSURE | REFERENCE |
| 3-3 Management of material topics | PARTIAL | Biodiversity See Notes below |
| Notes | 3-3: Certain disclosure requirements under GRI 3-3 and related indicators are either partially reported or omitted, mainly due to the gradual increase in ESG reporting disclosures for Syngenta Group after the inaugural 2023 ESG Report. | |
| Climate change and greenhouse gases | DISCLOSURE | REFERENCE |
| 3-3 Management of material topics | DISCLOSED | Climate change and greenhouse gases |
| 305-1 Direct (Scope 1) GHG emissions | DISCLOSED | Climate change and greenhouse gases |
| 305-2 Energy indirect (Scope 2) GHG emissions | DISCLOSED | Climate change and greenhouse gases |
| 305-3 Other indirect (Scope 3) GHG emissions | OMITTED | See Notes below |
| 305-4 GHG emissions intensity | OMITTED | See Notes below |
| 305-5 Reduction of GHG emissions | DISCLOSED | Climate change and greenhouse gases |
| Notes | 305-3, 305-4 and 305-5: Certain disclosure requirements under GRI 3-3 and related indicators are either partially reported or omitted, mainly due to the gradual increase in ESG reporting disclosures for Syngenta Group after the inaugural 2023 ESG Report. | |
| Product safety and responsibility | DISCLOSURE | REFERENCE |
| 3-3 Management of material topics | PARTIAL | Syngenta Group Sustainability Priorities See Notes below |
| Notes | 3-3: Certain disclosure requirements under GRI 3-3 and related indicators are either partially reported or omitted, mainly due to the gradual increase in ESG reporting disclosures for Syngenta Group after the inaugural 2023 ESG Report. | |

CASS-ESG 6.0 Index

This index constitutes the Group’s reporting against the Guidelines on ESG Reporting for Chinese Enterprises (CASS-ESG 6.0) published by the Chinese Academy of Social Sciences in June 2024. This is not an official translation. Refer to the Chinese version for all official definitions.

| ID | CASS-ESG 6.0 Indicator | Disclosure | Location |
|---|--|------------|--|
| Report Preface (P) | | | |
| Report specification (P1) | | | |
| P1.1 | Quality Assurance | Disclosed | Internal data collection and controls Independent Assurance Report |
| P1.2 | Information Description | Disclosed | About this report |
| Executive Message (P2) | | | |
| P2.1 | Executive Message | Disclosed | Statement of the Chief Executive Officer |
| Enterprise Introduction (P3) | | | |
| P3.1 | Basic Information | Disclosed | About this report |
| P3.2 | Strategy & Culture | Disclosed | Syngenta Group Sustainability Priorities Corporate governance Group governance |
| Company Profile (P3) | | | |
| P3.3 | Business Overview | Disclosed | Business model Business Units |
| P3.4 | Significant Changes in the Size, Structure, Ownership, or Supply Chain of the Organization during the Reporting Period | Disclosed | Business Units |
| Environment (E) | | | |
| Climate Change (E1.1) | | | |
| E1.1.1 | Governance Mechanisms to Address Climate Change | Disclosed | Climate change and greenhouse gases |
| E1.1.2 | Strategies to Address Climate Change | Disclosed | Syngenta Group Sustainability Priorities Climate change and greenhouse gases |
| E1.1.3 | Climate Change and Related Impacts, Risks, and Opportunities Management | Disclosed | Climate change and greenhouse gases Enterprise risk management |
| E1.1.4 | Indicators and Targets for Addressing Climate Change | Disclosed | Syngenta Group Sustainability Priorities Climate change and greenhouse gases |
| E1.1.5 | Climate Change Adaptability | Disclosed | Climate change and greenhouse gases Enterprise risk management |
| E1.1.6 | Measures and Progress to Address Climate-related Risks and Opportunities | Disclosed | Climate change and greenhouse gases Enterprise risk management |
| E1.1.7 | Scope 1 Greenhouse Gas Emissions | Disclosed | Climate change and greenhouse gases |
| E1.1.8 | Scope 2 Greenhouse Gas Emissions | Disclosed | Climate change and greenhouse gases |
| E1.1.9 | Scope 3 Greenhouse Gas Emissions | Omitted | |
| E1.1.10 | Source and Value of Carbon Credits Used | Omitted | |
| E1.1.11 | Situation Regarding Carbon Credit Trading | Omitted | |
| E1.1.12 | Third-party Engagement to Verify Greenhouse Gas Emissions Data | Disclosed | Independent Assurance Report |
| E1.1.13 | Data Collection of Greenhouse Gas Emissions by Type | Disclosed | Climate change and greenhouse gases |
| E1.1.14 | Explanation of Greenhouse Gas Emissions Calculations | Disclosed | Independent Assurance Report |
| E1.1.15 | Participation in Decarbonization Procedures | Disclosed | Climate change and greenhouse gases |
| E1.1.16 | Emission Reduction Targets, Measures, and Progress | Disclosed | Syngenta Group Sustainability Priorities Climate change and greenhouse gases |
| E1.1.17 | Scope 1 Greenhouse Gas Emission Reduction | Disclosed | Climate change and greenhouse gases |
| E1.1.18 | Scope 2 Greenhouse Gas Emission Reduction | Disclosed | Climate change and greenhouse gases |
| E1.1.19 | Objective Disclosure of Progress in Emission Reduction | Disclosed | Climate change and greenhouse gases |
| Pollution Prevention and Ecosystem Protection (E2) | | | |
| Pollutant Emissions (E2.1) | | | |
| E2.1.1 | Environmental Management System | Disclosed | Environmental areas |
| E2.1.2 | Total Pollutant Emissions | Disclosed | Air emissions |
| E2.1.3 | Cases of Excessive Pollutant Emission | Omitted | |
| E2.1.4 | Sustainability Performance Level | Disclosed | Air emissions |
| E2.1.5 | Pollutant Emission Data by Type | Disclosed | Air emissions |
| E2.1.6 | Pollution Prevention Technology, Facilities, and Performance Results | Disclosed | Air emissions |
| E2.1.7 | Emission Reduction Targets and Measures for Major Pollutants | Omitted | |
| E2.1.8 | Pollutant Emissions’ Effects on Surrounding Populations | Omitted | |
| E2.1.9 | Large Flaws in Environmental Inspection Plan and Risk Management | Omitted | |

| ID | CASS-ESG 6.0 Indicator | Disclosure | Location |
|--|--|------------|--|
| E2.1.9 | Large Flaws in Environmental Inspection Plan and Risk Management | Omitted | |
| Waste Disposal (E2.2) | | | |
| E2.2.1 | Hazardous Waste Emission Quantity | Disclosed | Water & Waste |
| E2.2.2 | Hazardous Waste Emission Intensity | Omitted | |
| E2.2.3 | Non-Hazardous Waste Emission Quantity | Disclosed | Water & Waste |
| E2.2.4 | Non-Hazardous Waste Emission Intensity | Omitted | |
| E2.2.5 | Hazardous Waste Processing and Disposal | Disclosed | Water & Waste |
| E2.2.6 | Non-Hazardous Waste Processing and Disposal | Disclosed | Water & Waste |
| E2.2.7 | Waste Reduction Targets and Measures | Partial | Water & Waste |
| Ecosystem and Biodiversity Protection (E2.3) | | | |
| E2.3.1 | Removal of Facilities and Production within Ecological Conservation Redlines | Omitted | |
| E2.3.2 | Ecosystem Protection and Recovery | Disclosed | Biodiversity |
| E2.3.3 | Biodiversity Protection | Disclosed | Biodiversity |
| E2.3.4 | Protection and Use of Conservation Resources | Omitted | |
| E2.3.5 | Effect and Reliance of Product Cycle on Ecosystem and Biodiversity | Omitted | |
| Environmental Regulation Management (E2.4) | | | |
| E2.4.1 | Environmental Crisis Risk Analysis and Prevention | Omitted | |
| E2.4.2 | General Situation of Emergency Response Plan for Environmental Emergencies | Omitted | |
| E2.4.3 | Major Environmental Emergencies and Countermeasures | Omitted | |
| E2.4.4 | Environmental Violations and Criminal Cases | Omitted | |
| Resource Use and Circular Economy (E3) | | | |
| Energy Use (E3.1) | | | |
| E3.1.1 | Total Energy Consumption | Disclosed | Energy Consumption |
| E3.1.2 | Energy Use Structure | Omitted | |
| E3.1.3 | Total Energy Consumption Intensity | Omitted | |
| E3.1.4 | Clean Energy Type, Total Use, Proportional Use, etc. | Omitted | |
| E3.1.5 | Energy Saving Goals and Measures | Partial | Energy Consumption |
| Water Resource Use (E3.2) | | | |
| E3.2.1 | Total Water Consumption | Disclosed | Water & Waste |
| E3.2.2 | Water Consumption Intensity | Omitted | |
| E3.2.3 | Water Conservation Goals and Measures | Omitted | |
| E3.2.4 | Water Recycling | Omitted | |
| Circular Economy (E3.3) | | | |
| E3.3.1 | Circular Economy Goals and Plans | Omitted | |
| E3.3.2 | Energy Conservation and High-Efficiency Use | Omitted | |
| E3.3.3 | Usage of Renewable Resources | Partial | Energy Consumption |
| E3.3.4 | Reuse and Recycling of Waste | Disclosed | Water & Waste |
| E3.3.5 | Recycling of Waste | Disclosed | Water & Waste |
| E3.3.6 | Renewable Resources Consumption and the Proportion of Total Consumption of Corresponding Resources | Omitted | |
| Social (S) | | | |
| Rural Revitalization and Social Contribution (S1) | | | |
| Rural Revitalization (S1.1) | | | |
| S1.1.1 | Integration of Rural Revitalization into Corporate Strategy | Disclosed | Priority 3: Improve rural prosperity |
| S1.1.2 | Measures to Support Rural Revitalization | Disclosed | Priority 3: Improve rural prosperity |
| S1.1.3 | Total Investments into Rural Revitalization | Omitted | |
| S1.1.4 | Scope and Number of Communities Benefitted from Rural Revitalization | Disclosed | Farmer Service Centers |
| S1.1.5 | Effect of Involving Rural Revitalization Activities on Corporate Brand and Activities | Disclosed | Priority 3: Improve rural prosperity |
| Social Contribution (S1.2) | | | |
| S1.2.1 | Social Contribution Actions and Results | Disclosed | Community engagement |
| S1.2.2 | Funds Invested into Social Contribution | Disclosed | Community engagement |
| S1.2.3 | Number of Social Contribution Events and Attendees | Omitted | |
| S1.2.4 | Cumulative Hours Dedicated to Social Contribution Activities | Omitted | |

| ID | CASS-ESG 6.0 Indicator | Disclosure | Location |
|---|--|------------|--|
| S1.2.5 | Scope and Number of Communities Benefitted from Social Contribution Activities | Omitted | |
| S1.2.6 | Effect of Social Contribution Activities on Corporate Brand and Operations | Disclosed | Community engagement |
| Innovation (S2/S2.1) | | | |
| S2.1.1 | Technological Innovation Strategy and Goals | Disclosed | Syngenta Group Sustainability Priorities |
| S2.1.2 | Construction of Management Systems for Innovation | Omitted | |
| S2.1.3 | Situation Regarding Participation in Innovation and Technological Collaboration Projects | Disclosed | Engagement & collaboration Biodiversity |
| S2.1.4 | Funds Invested into Innovation | Omitted | |
| S2.1.5 | Funds Invested in Proportion to Main Activities | Omitted | |
| S2.1.6 | Number of Research Staff | Omitted | |
| S2.1.7 | Number of Research Staff in Proportion to Total Number of Staff | Omitted | |
| S2.1.8 | Number of Invention Patents Applied to the Main Business | Omitted | |
| S2.1.9 | Number of Invention Patent Applications | Omitted | |
| S2.1.10 | Number of Patents Granted | Omitted | |
| S2.1.11 | Number of Valid Patents | Omitted | |
| S2.1.12 | Professional Skills and Awards Acquired | Omitted | |
| S2.1.13 | External Effects of Results of Innovation and Applications | Omitted | |
| Supplier and Customer (S3) | | | |
| Supply Chain Safety (S3.1) | | | |
| S3.1.1 | Strengthen Supply Chain Risk Management | Omitted | |
| S3.1.2 | Maintenance of Supply Chain Safety and Stability | Omitted | |
| S3.1.3 | Strengthen Supply Chain Management | Omitted | |
| S3.1.4 | Supply Chain Sustainable Development | Omitted | |
| Fair Treatment of SMEs (S3.2) | | | |
| S3.2.1 | Details on Overdue Payments to SMEs | Omitted | |
| S3.2.2 | Measures to Resolve Overdue Payments and Similar Situations | Omitted | |
| Product and Service Safety and Quality (S3.3) | | | |
| S3.3.1 | Management System for Product and Service Quality | Disclosed | Priority 1: Higher yields, lower impact |
| S3.3.2 | Certification for Quality Management System | Omitted | |
| S3.3.3 | Product and Service-Related Safety and Quality Crises | Omitted | |
| S3.3.4 | After-Sales Service | Omitted | |
| S3.3.5 | Product Recall | Omitted | |
| S3.3.6 | Customer Complaints Response | Omitted | |
| Data Security and Customer Privacy Protection (S3.4) | | | |
| S3.4.1 | Data Security Management | Omitted | |
| S3.4.2 | Data Security Crises and Responses | Omitted | |
| S3.4.3 | Customer Privacy Protection | Omitted | |
| S3.4.4 | Leaking of Customer Privacy and Responses | Omitted | |
| Employee (S4) | | | |
| Employee Benefit Protection (S4.1) | | | |
| S4.1.1 | Job Creation | Omitted | |
| S4.1.2 | Creation of Flexible Working Positions | Omitted | |
| S4.1.3 | Composition of Employees | Disclosed | Employment |
| S4.1.4 | Labor Contract Signing Rate | Omitted | |
| S4.1.5 | Timely Payment of Employee Salary | Omitted | |
| S4.1.6 | Social Insurance Coverage | Omitted | |
| S4.1.7 | Number of Paid Annual Leave Days per Capita | Omitted | |
| S4.1.8 | Labor Disputes | Disclosed | Employment |
| S4.1.9 | Situations Regarding Change in Employees | Disclosed | Employment |
| S4.1.10 | Protection of Benefits for those with Flexible Employment | Disclosed | Employment |
| S4.1.11 | Guaranteeing Legality, Transparency, and Fairness of Employment Programs | Disclosed | Employment |
| S4.1.12 | Construction of Effective Employee Complaint System | Disclosed | Corporate conduct |
| Occupational Health and Safety in Production (S4.2) | | | |
| S4.2.1 | Identification and Evaluation of Occupational Safety Risks and Sources | Disclosed | Health & Safety |
| S4.2.2 | Construction and Implementation of Occupational Health and Safety Management Systems | Disclosed | Health & Safety |

| ID | CASS-ESG 6.0 Indicator | Disclosure | Location |
|--|---|------------|---|
| S4.2.3 | Occupational Health and Safety Management Systems Certification | Omitted | |
| S4.2.4 | Occupational Health and Safety Related Training | Disclosed | Health & Safety |
| S4.2.5 | Amount Invested into and Employee Coverage of Industrial Accident Insurance and Work Safety Liability Insurance | Omitted | |
| S4.2.6 | Safety Accidents and Response | Disclosed | Health & Safety |
| Professional Development and Training (S4.3) | | | |
| S4.3.1 | Job System and Setup | Omitted | |
| S4.3.2 | Employee Advancement, Selection and Professional Development System | Disclosed | Employment |
| S4.3.3 | Employee Training Types and Implementation | Disclosed | Employment |
| S4.3.4 | Number of Employee Training Sessions | Omitted | |
| S4.3.5 | Employee Training Expenditure Amount | Omitted | |
| S4.3.6 | Employee Training Coverage Rate | Disclosed | Employment Corporate conduct |
| Governance (G) | | | |
| Sustainable Development Governance Systems (G1) | | | |
| Sustainable Governance Systems (G1.1) | | | |
| G1.1.1 | Sustainable Development Governance Structure | Disclosed | Group Sustainability Governance |
| G1.1.2 | Sustainable Development Policy and System | Omitted | |
| G1.1.3 | Professional Skills and Abilities Relating to Sustainable Development | Disclosed | Group Sustainability Governance |
| G1.1.4 | Information Reporting System for Sustainable Development | Omitted | |
| G1.1.5 | Monitoring and Assessment of Sustainable Development | Disclosed | Group Sustainability Governance |
| G1.1.6 | Incorporation of Sustainable Development into Decision-Making | Disclosed | Group Sustainability Governance |
| G1.1.7 | Sustainability Strategy Plan | Disclosed | Syngenta Group Sustainability Priorities Group Sustainability Governance |
| G1.1.8 | Effects, Risks, and Opportunity Management of Sustainable Development | Disclosed | Group Sustainability Governance Enterprise risk management |
| G1.1.9 | Identification of Material ESG Issues | Disclosed | Materiality assessment |
| G1.1.10 | Development and Division of Work of Sustainable Development Indicator System | Omitted | |
| G1.1.11 | Sustainability Goals and Progress | Disclosed | Syngenta Group Sustainability Priorities |
| G1.1.12 | Digitalization of Sustainability | Disclosed | Agriculture in context Syngenta Group Sustainability Priorities |
| Due Diligence (G1.2) | | | |
| G1.2.1 | Organizations or Employees Responsible for Due Diligence | Omitted | |
| G1.2.2 | Scope of Due Diligence | Omitted | |
| G1.2.3 | Identification of Sustainable Development Programs with Negative Effects or Risk | Omitted | |
| G1.2.4 | Details Regarding Negative Effects and Risks of Sustainable Development | Omitted | |
| Stakeholder Communication (G1.3) | | | |
| G1.3.1 | Construction and Execution of Stakeholder Communication Policies | Omitted | |
| G1.3.2 | Stakeholder Communication Channels | Disclosed | Engagement & collaboration |
| Business Activities (G2) | | | |
| Anti-Commercial Bribery and Corruption (G2.1) | | | |
| G2.1.1 | Anti-Commercial Bribery and Anti-Corruption Risk Management Policy System | Disclosed | Corporate conduct |
| G2.1.2 | Anti-Commercial Bribery and Anti-Corruption Measures | Disclosed | Corporate conduct |
| G2.1.3 | Whistleblower Protection Policy | Disclosed | Corporate conduct |
| G2.1.4 | Bribery and Corruption Risk Analysis | Omitted | |
| G2.1.5 | Number and Proportion of Trustees Who Receive Anti-Bribery and Anti-Corruption Training | Omitted | |
| G2.1.6 | Number and Proportion of Management-Level Members Who Receive Anti-Bribery and Anti-Corruption Training | Omitted | |
| G2.1.7 | Number and Proportion of Employees Who Receive Anti-Bribery and Anti-Corruption Training | Disclosed | Corporate conduct |
| G2.1.8 | Bribery and Corruption Cases and Responses | Disclosed | Corporate conduct |

| ID | CASS-ESG 6.0 Indicator | Disclosure | Location |
|---|--|------------|--|
| Anti-illegitimate competition (G2.2) | | | |
| G2.2.1 | Policies and Systems to Counter Unfair Competition | Omitted | |
| G2.2.2 | Measures Against Unfair Competition | Omitted | |
| G2.2.3 | Cases and Responses to Unfair Competition | Omitted | |
| Afterword (A) | | | |
| A1 | Future Plans | Disclosed | Syngenta Group Sustainability Priorities Environmental areas Social Responsibility |
| A2 | Key Performance Sheet | Disclosed | Non-financial data table |
| A3 | Reference Index | Disclosed | GRI Index CASS-ESG 6.0 Index |
| A4 | Appraisal Report | Omitted | |
| A5 | External Assurance | Disclosed | Independent Assurance Report |
| A6 | Feedback | Disclosed | About this report |

