

## Syngenta UK Limited Section 172 statement 31 December 2023

This section 172 statement explains how the directors:

- have engaged with employees, suppliers, customers and others; and
- have had regard to employee interests, the need to foster the company's business relationships with suppliers, customers and others and the effect of that, including on the principal decisions taken by the company during the 1 financial year.

The s172 statement focuses on matters of strategic importance to the Company and the level of information disclosed is consistent with the size and complexity of the business.

### *S172 a) The likely consequences of any decision in the long term*

Syngenta AG Group's purpose is to bring plant potential to life and it invests and innovates to transform the way crops are grown and protected, bringing about positive, lasting change in agriculture. Through innovative technologies Syngenta helps farmers worldwide manage a complex set of challenges from nature, ensure food security and balance agricultural production against environmental considerations and meet societal demands. The approach is to ensure that everybody wins: that farmers are prosperous, agriculture becomes more sustainable, and consumers have safe, healthy and nutritious food.

The company supports Syngenta AG Group through its commercial team which provide growers with a wide range of products to help protect their crops from pests, weeds and diseases. In addition, the Company has two seeds breeding sites which provide growers with a range of field and vegetable crops which meet the continuing needs for improvements in yield, agronomic traits and end user acceptance.

Syngenta AG Group's ambition is to provide enough, better food while protecting the environment. The Good Growth Plan was launched in 2013 and set several targets in regard to improved performance of crops; better environmental outcomes; and safeguarding safety of customers and employees worldwide. The first iteration of the Good Growth Plan completed in 2020 and was independently audited. Overall, all metrics were met and in several instances exceeded.

New Good Growth Plan commitments were launched in June 2020. These new targets focus on reducing climate change and improving biodiversity through actions on farms. Over this new five year plan Syngenta Group aims to play its part in reducing agriculture's carbon footprint and helping farmers deal with the extreme weather patterns caused by climate change. Our new commitments include targets to reduce greenhouse emissions from our own operations. Further information is provided for the Syngenta Group in its 2023 ESG report which is available on the internet.

### *s172 b) The interests of the Company's employees*

During 2023 our employees told us they are proud to work for a Company with the ambition to provide enough, better food while protecting the environment to enable the food chain to feed the world safely and take care of our planet. We invest in the development of our people and we continue to build a diverse and inclusive culture where people feel they can be the best version of themselves. Decisions of the Board give due consideration to the implications for employees where relevant.

Health, Safety and Ethics discussions are encouraged in all forums. We have a range of leadership development which continued in 2023 and individual development programs at all levels within the business and employees are encouraged to proactively drive their own development. Our culture is one of trust and openness.

The Company, either individually or as part of wider Syngenta AG Group activities, regularly engages with its employees via a number of routes and forums. A comprehensive structure of consultation forums are

maintained across the Company, and its associated sites and functions, involving union and employee representatives, with one of the Company's directors attending the UK level forum. In addition to this during 2023 there have been regular communications with all employees regarding:

- Syngenta AG Group and Company performance (culminating in annual bonus payments to employees through a profit share plan and performance related bonuses both of which are linked to Syngenta AG group financial performance); and
- other matters that involve employees where we have an inclusive culture which is continuously being developed to ensure open communication through several routes, such as in-house intranet, "town hall" meetings, e-mails and online surveys.

*s172 c) Foster the Company's business relationships with suppliers, customers and others.*

During 2023 the Company continued to foster relationships with its customers using a mindset of customer experience as its primary compass. We employ several core principles including focusing on the long term, demonstrating expertise, and being consultative as the foundation to our customer relationships. We value all types of customers ranging from national distribution companies to small family businesses. For our arable inputs business we offer direct support for growers and independent agronomists via a national sales force.

The Company's customers also included other Syngenta companies, notably in relation to the provision of R&D services from its seeds breeding sites.

The Company works with many external suppliers primarily in the UK but also overseas. Clear policies guide all Syngenta's procurement activities. We share our standards and principles with our suppliers and expect them to live up to them when they are working with us. In addition, our minimum requirements for suppliers focus on fair labour practices with special reference to illegal, forced, bonded and compulsory labour. This document forms an integral and binding part of our contractual relationships with our suppliers.

We take a proactive approach consulting with a number of national industry organisations such as the British Society of Plant Breeders (BSPB), CropLife UK (previously called the Crop Protection Association) and the Agricultural Industries Confederation. It is noted that Lesley was also one of a number of Director's of BSPB during 2023.

*s172 d) The impact of the Company's operations on the community and the environment*

As described above in relation to s172a) Syngenta AG Group's ambition is to provide enough, better food while protecting the environment and has made a number of commitments in its Good Growth Plan.

During 2023 in the UK we continue to undertake a multitude of initiatives which contribute to the group ambition:

- We develop all our crop protection products to the highest performance, safety and environmental standards and adhere to all legislation applicable in the UK governing the safe and effective use of pesticides.
- We provide expert application and safety advice to our customers and farmers:
  - We have developed a range of spray drift reducing nozzles.
  - We provide safety and stewardship campaigns direct to growers.
  - We are a driving force for industry collaborations to reduce spray operator exposure to chemicals.
  - We develop digital agronomy tools to help ensure that only the right amount of product, at the right time and in the right place is applied.
- We have invested in environmental initiatives aimed specifically at understanding the impact of farm practices on soil health, biodiversity and carbon footprint.
- We have developed seed mixtures that are specifically designed to aid pollination.
- Our breeding teams continue to develop hybrid barley which has an important part to play in grassweed control by suppression and nitrogen efficiency. Plus a new breeding pipeline of hybrid

wheat products are under development with enhanced rooting which could improve soil structure and carbon capture in the future.

- Introduced a new Fleet Vehicle Policy for employees which supported the use of electric vehicles.

*s172 e) The desirability of the Company maintaining a reputation like standards of Business Conduct*

The Company's stakeholders must have confidence in the Company for our business to remain successful. We can only maintain their trust if we act – and are seen to act – in accordance with the highest standards of ethics and integrity. Syngenta's Code of Conduct is a key part of our compliance framework. It demonstrates our commitment to build and maintain trust in Syngenta and to integrate our business, social and environmental responsibilities into everything we do. It has been adopted by the Board of Directors and is an integral part of daily business life. Every Syngenta employee receives a copy of the Code of Conduct, receives training and is expected to know, understand and apply it without exception.

In addition, during the year the directors approved a statement on modern slavery and its tax strategy both of which are published on [Syngenta.co.uk](http://Syngenta.co.uk).

*s172 f) The need to act fairly as between members of the Company*

The Company's shares are 100% owned by Syngenta Holdings Limited.