

NURTURING GROWTH

Creating lasting value through sustainable land management

SUSTAINABILITY
REPORT 2026



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Our sustainability strategy, Nurturing Growth, integrates our environmental and social responsibilities for the benefit of our customers, communities, and future generations.

Our strategy is centred on two core programmes, Nurturing Our Environment and Nurturing Our Society, overseen by a robust governance structure, ensuring that our sustainability goals are integrated into our business strategy.

For more on our business and how Origin is shaping the future of sustainable land use, please refer to our Annual Report 2026. →

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Introduction

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Welcome to Our Sustainability Report 2026

Origin's purpose is to enrich lands and empower lives. Across our Agriculture and Living Landscapes businesses, our people combine specialist expertise, research and technology with practical products and services to help customers manage land, resources and environments more productively and responsibly.

Our sustainability strategy, Nurturing Growth, supports this purpose through two interconnected programmes: Nurturing Our Environment and Nurturing Our Society.

This report sets out how we are managing our most significant environmental and societal impacts, risks, and opportunities; the progress made during FY26 and the areas where further action is required.

Guided by strong governance

We operate with integrity, transparency, and accountability. Robust governance structures underpin our business model, ensuring ethical conduct, compliance, and long-term value creation for all stakeholders. We are committed to responsible leadership, stakeholder dialogue, and transparent Environmental, Social, and Governance (ESG) performance reporting.

Driven by how we make a difference

Our Vision

A world where land achieves its true potential for people, businesses and nature.

Our Purpose

Enriching lands. Empowering lives.

What we do

We deliver expert advice, leading products and services, and innovative technologies to our customers, tailored to the unique needs of their land.

FY26 Highlights

- **Progress Against Our Emissions Targets**
Scope 1 and 2 emissions were approximately **26% below FY19**, while Scope 3 emissions within the target boundary were **21.2% below FY19**. Further progress is required to meet our FY32 targets.
- **Renewable Energy**
68% of Group electricity consumption was sourced from certified renewable sources during FY26.
- **Soil Health at Scale**
UK soil health benchmarking and digital tools continued to strengthen the evidence available to support soil resilience, nutrient planning and environmental management.
- **Nitrogen Use Efficiency**
Baseline was established, with **annual sampling under way** to track progress towards a 20% improvement by 2030.

- **Biodiversity and Environmental Capability**
Expanded capabilities by launching **Intrepid Bioscience**, extending our **PI AgSciences** research partnership to 2031, and growing **BioGains'** habitat bank portfolio. Living Landscapes contributed approximately **19.8% of Group operating profit** during FY26.
- **Inclusive Leadership**
Women held **30%** of leadership and management roles, meeting our 2030 target. The Group's Diversity and Inclusion Index reached 86%, ahead of its target of above 75%.
- **Health, Safety, and Wellbeing**
The Reportable Incident Rate reduced by **21% to 8.51** during FY26 but remained above our target of below 4.5. No employee fatalities.

The Origin Way – Our Values



Foreword

Origin is a business built around helping customers make better decisions about the land, resources and environments they manage. Every day, our people work alongside farmers, ecologists, land managers and infrastructure teams, building trusted relationships and finding practical solutions that work commercially and environmentally.

Across Agriculture and Living Landscapes, we bring knowledge and experience together with research and technology to provide products, advice and services that help customers navigate some of the most complex challenges they have ever faced: climate impacts, food security pressures, changing regulation, and the need to improve productivity while meeting their environmental responsibilities. Our businesses operate in different markets, but the principle is the same: understand the customer and use our technical expertise to deliver practical, reliable and commercially viable solutions.

Farmers must produce food profitably to sustain their livelihoods, while our Living Landscapes customers have projects to deliver, infrastructure to build and environments to manage. Our role is to help them achieve those objectives while meeting their environmental responsibilities.

In Agriculture this means through nutrient efficiency, precision agronomy, integrated pest management and biosolutions. In Living Landscapes through ecology, biodiversity, habitat creation, restoration and environmental management. Delivering meaningful change at scale will depend on effective partnerships with customers, suppliers, research organisations and others across our value chains. We continue to invest

in these partnerships for the long term. We must apply the same thinking to our own performance. During FY26, we refreshed our Double Materiality Assessment – a significant step in how we understand and manage our sustainability responsibilities. In practical terms, it considered two fundamental questions: where can Origin have a significant impact on people or the environment, and where can environmental or social matters have a significant effect on our business? In the context of evolving reporting standards and increasing stakeholder scrutiny, the assessment gives us a rigorous, evidence-based foundation for deciding where to focus, what to measure and where we need to improve. It will shape how we set priorities and allocate resources in the years ahead.

Since FY19, our Scope 1 and 2 greenhouse gas emissions have reduced by 25.9% and Scope 3 emissions by 19.9%. More than 99% of our reported emissions arise in our value chain, principally from the manufacture, transport and use of agricultural inputs.

While Scope 1 and 2 emissions have improved on our FY19 baseline, further action will be required within Origin and across the wider agricultural supply chain to meet our FY32 target. The target remains unchanged but must be achieved while continuing to meet customer demand and maintain reliable supply as lower-carbon alternatives become more widely available and commercially viable.

Carbon is only one part of the picture. Resource use, waste, water, biodiversity and the environmental impacts associated with products and materials across our value chain also matter. We are improving our data and how we use it, although gaps remain in some areas and greater consistency is required.

We also need a better Group-wide view of our supply chain. Our businesses have strong supplier relationships, and a common Supplier Code of Conduct is in place, but the way relevant environmental, labour and human-rights risks are identified, assessed and monitored is not yet consistent across the Group. Improving that visibility is a priority. Our people are central to all of this. Origin depends on their knowledge, judgement and

relationships with customers. We continue to invest in our people, our leaders and the specialist skills we need across the Group. We want people to have the opportunity to develop, take on responsibility and build their careers with Origin.

Most importantly, everyone should be safe in their place of work. There were no employee fatalities in FY26. Our Reportable Incident Rate reduced by 21% to 8.51 per 1,000 employees, progress I recognise, but remained above our target of below 4.5. We have strengthened controls and our reporting culture, which helps us identify risk earlier, but the objective is simple: make sure everyone goes home safe, every day.

Our wider societal contribution is closely connected to our business: supporting farmers and other customers through change, providing trusted expertise and products, and contributing responsibly to the communities where we operate. Maintaining high standards of product stewardship and responsible business conduct is fundamental to the trust customers place in us.

I think we should be clear about where we are making progress and equally clear about where we need to improve. There is good progress to report this year, but we have more to do.

We have strong businesses, talented people, a robust internal control framework and expertise that our customers value. Our task is to build on those strengths, help our customers achieve better outcomes and continue improving how we manage our own impacts. For me, that is what Nurturing Growth means in practice: applying our expertise and partnerships to create lasting value for our customers, our people, the communities in which we operate and our environment.



Sean Coyle
Chief Executive Officer

Creating Lasting Value

Creating Lasting Value Through Sustainable Land Management

Origin creates value by combining specialist expertise, local knowledge and trusted partnerships with the products, services and technologies customers need to manage land effectively.

This is expressed through the Origin Model: Delivering Expertise, Empowering Lives and Enriching Lands. Nurturing Growth supports the delivery of this model by embedding Origin's most significant environmental and societal priorities within how we operate, develop our people, work across our value chains and support customers.

Through Nurturing Our Environment and Nurturing Our Society, we manage material impacts, risks, and opportunities and contribute to lasting value for our customers, our people, shareholders, communities and the environment.

Nurturing Our Environment

We manage our operational and value-chain impacts while applying Origin's expertise, products, services and partnerships to support climate resilience, resource efficiency, responsible land management and improved outcomes for nature.

Nurturing Our Society

We invest in our people and culture, promote safe and responsible working practices, strengthen our approach to workers in the value chain and support trusted, responsible outcomes for customers and end users.

The Origin Model





About this Report

We began formal sustainability reporting in FY19, reporting principally on our impacts and performance at an aggregate Group level. In October 2021, we published our first standalone Sustainability Report and have continued to publish a separate report annually since then. Where information relates to particular businesses, markets or reporting boundaries, this is identified in the relevant disclosure.

This report covers the financial year ended 31 July 2026 and accompanies our Annual Report 2026. It provides further information on how we identify and manage our material environmental and societal impacts, risks, and opportunities, and reports on our progress under Nurturing Growth.

Scope and reporting boundary

Unless otherwise stated the report includes businesses under Origin’s operational control. The bases, boundaries and calculation methodologies applied to individual performance measures are set out in the relevant sections and KPI methodology disclosures.

Frameworks and standards

Our reporting is informed by the European Sustainability Reporting Standards (ESRS) and guided by relevant Global Reporting Initiative (GRI) Standards. We have used these frameworks to strengthen the structure, consistency and transparency of our disclosures. This report has not been prepared in full accordance with ESRS or GRI.

Our approach is also informed, where relevant, by the UN Sustainable Development Goals, the UN Guiding Principles on Business and Human Rights, International Labour Organization standards and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

Materiality

During FY26, Origin completed a refreshed Double Materiality Assessment. Its findings informed the scope and structure of this report, including the disclosures under Nurturing Our Environment and Nurturing Our Society.

Further information on the assessment findings is provided on the following page. Our stakeholder engagement, assessment methodology and governance process are explained in more detail on p. 94–96.

Continuous improvement

We continue to strengthen sustainability governance, data collection and performance measurement across the Group. While data quality and consistency have improved, limitations remain in some areas because of differences in systems, business models and market practices. These are identified where relevant throughout the report.

Voluntary Reporting

since FY21

Guided by GRI

informed by ESRS – preparing for Corporate Sustainability Reporting Directive (CSRD).

Double Materiality Assessment

refreshed FY26

GHG Data

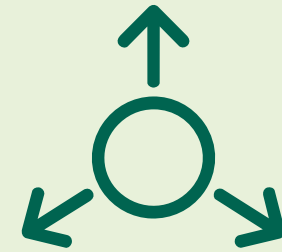
independently verified

Our Double Materiality

Focusing on what matters most

Our sustainability strategy, **Nurturing Growth**, focuses on the environmental and societal matters most significant to Origin, our stakeholders and the Group's long-term success.

Our FY26 Double Materiality Assessment identified the sustainability matters that are material to Origin by considering both our impacts on people and the environment and the potential financial effects of sustainability matters on our business. The results inform our sustainability priorities and provide the framework for the Environment and Society sections of this report.



Impact Materiality

**Our impact on people
and the environment**

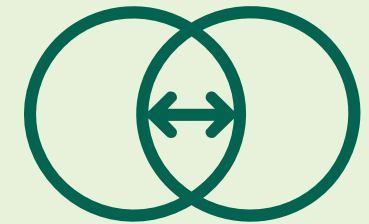
How our activities and business relationships have, or could have, positive or negative impacts on people and the environment.



Financial Materiality

**How sustainability matters
may affect Origin**

How sustainability-related risks and opportunities could reasonably be expected to affect our financial position, performance or cash flows.



Double Materiality

**Material through either
or both perspectives**

A sustainability matter is material where it meets the threshold from the impact perspective, the financial perspective or both.

What our FY26 Assessment Tells Us

Following a structured assessment and executive review, 20 sustainability matters were determined to be material.

Environmental matters represent our most extensive area of sustainability materiality, reflecting our activities across agriculture, land management and environmental markets and their interaction with climate, natural resources and ecosystems. Social materiality is concentrated around our workforce, working conditions in our value chain and our relationships with customers and end users.

Nurturing Our Environment

Fifteen material matters across **five** topic areas

- Climate Change
- Pollution
- Water and Marine Resources
- Biodiversity and Ecosystems
- Resource Use and Circular Economy

Nurturing Our Society

Five material matters across **three** topic areas

- Own Workforce
- Workers in the Value Chain
- Consumers and End-Users

A Robust and Inclusive Assessment

Our assessment was informed by the European Sustainability Reporting Standards (ESRS), stakeholder engagement, business knowledge and other relevant evidence. The results were subject to executive review and challenge before the final material sustainability matters were determined.

Stakeholder perspectives

Stakeholder perspectives informed the assessment through Origin’s established engagement with employees, customers, suppliers, investors, industry partners and others connected with our operations and value chain. These perspectives were considered alongside business knowledge, risk analysis and relevant external evidence.

Stakeholder perspectives considered

- Employees
- Customers and end users
- Suppliers and value-chain partners
- Investors and shareholders
- Industry and research partners
- Policymakers and regulators
- Communities, NGOs, and civil rights organisations

See more on our stakeholder engagement assessment methodology and governance process on p. 94–96.



FY26 Assessment Outcome





Progress Against Commitments

Nurturing Growth supports Origin's strategy and long-term value creation. Our FY26 Double Materiality Assessment identified the sustainability matters most significant to Origin and our stakeholders. Its findings inform our commitments, targets and actions, and the sustainability disclosures that follow.

The following pages summarise FY26 progress across Nurturing Our Environment and Nurturing Our Society, setting out our related commitments and targets, key actions and performance during the year. Further information on the associated impacts, risks, and opportunities is provided in the relevant chapters.



	Sustainability topics	Sub-topics & materiality	Commitment/Target	FY26 Performance Update
Environmental	Climate Change	Climate change mitigation	- Reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 54.9% by 2032 from a 2019 baseline, aligned with a 1.5°C target. - Reduce absolute Scope 3 GHG emissions from purchased goods and services, upstream transportation and distribution, and use of sold products by 32.5% by 2032 from a 2019 baseline, aligned with a 2°C target (under review). - Increase crop nitrogen use efficiency (NUE) by 20% by 2030 from the FY24 baseline established in FY25. - Build soil climate resilience through Group-wide adoption of Soil Health Indices, with phased rollout across Central Europe and other markets by 2030.	Scope 1 & 2: 26% below FY19; behind FY32 trajectory. Scope 3 target boundary: 21.2% below FY19; on track. Renewable electricity: 68% of consumption. NUE: Baseline established; annual sampling underway. Soil health: UK benchmarking and digital tools in place.
		Climate change adaptation		
		Energy		
	Pollution	Pollution of air	- Develop a roadmap by FY26 to eliminate microplastics from our products. - Eliminate microplastics from all seed treatments by 2030. - Achieve 75% operator/customer coverage in Poland and Romania by 2030. - Substances of very high concern (SVHCs) compliance.	Microplastics: Group assessment strengthened; transition priorities identified. Seed treatments: 100% of UK portfolio transitioning to microplastic-free formulations; 100% of ATLAS-branded seed in Romania is treated with Agrii Start PolyZn ST, a microplastic-free seed treatment. Operator training: 37% coverage; 3,685 farmers trained. SVHC: No SVHCs produced or sold during FY26.
		Microplastics		
		Pollution of soil		
		Pollution of water		
		Substances of concern		
	Biodiversity and Ecosystems	Direct impact drivers on biodiversity loss	- Fast-track the development of biosolutions. - Continue to scale Living Landscapes¹ as a material contributor to Group growth and environmental capability. - Deliver measurable positive biodiversity impact across our own sites and the wider landscape by 2030.	Biosolutions: Intrepid Bioscience established; PI AgSciences partnership extended to 2031. Living Landscapes: c.20% of Group operating profit. Nature-based solutions: BioGains habitat bank portfolio expanded. Biodiversity: Group site approach established; landscape-scale initiative reframed around verifiable impact.
		Impacts and dependencies on ecosystem services		
		Impacts on the extent and condition of ecosystems		
		Impacts on the state of species		
	Water and Marine Resources	Water	- Reduce water use by 20% by 2032 from the FY25 baseline. - Advance water stewardship, including training 75% of spray operators in Central Europe by 2030.	Water use: 46.0 million litres. Stewardship: 5,777 sprayer operators trained in pesticide stewardship across the UK, Poland and Romania. Compliance: No material water incidents identified.
Social	Resource Use and Circular Economy	Resource inflows, including resource use	- Reduce non-hazardous waste sent to landfill to 5% across our global operations. - Have non-hazardous waste recycling programmes in place across all operations. - Achieve at least 40% recycled content across Group packaging. - Ensure 100% of Group-sourced packaging used in our own products is recyclable.	Landfill: 15% of non-hazardous waste. Recycling: 74% of non-hazardous waste. Packaging: UK fertiliser and seed packaging contains ≥30% recycled material.
		Waste		
	Own Workforce	Working conditions	- Fair and inclusive work environment, measured by a 75%+ Diversity & Inclusion Index score through our employee survey. - Achieve 30% female representation in leadership and management positions by 2030. - Achieve a Reportable Incident Rate (RIR) below 4.5.	D&I Index: 86% vs target of above 75%. Women in leadership and management: Achieved 2030 target of 30%. 37 senior leaders participated in the Group Leadership Development Programme; of whom 24% were female. Reportable Incident Rate: 8.51 – 21% (vs target of below 4.5). Wellbeing Index: Increased to 86%, up from 75% in 2019.
		Equal treatment and opportunities for all		
	Workers in the Value Chain	Working conditions	Strengthen the identification, assessment and management of material labour, working condition, and human rights risks across our value chain through proportionate, risk-based supplier engagement and monitoring.	Supplier Code of Conduct: Group-wide framework maintained. Supplier practices: Group review commenced to inform a more consistent approach. Engagement: Direct supplier dialogue, with site visits and questionnaires where appropriate.
	Consumers and End-Users	Information-related impacts	Protect customer and end user information and promote responsible and inclusive customer practices across the Group.	Information security: 24/7 external monitoring and incident response capability. Cybersecurity: Business unit maturity assessments and mandatory training continued. Customer practices: Responsible Marketing Policy established Group-wide principles.
		Social inclusion		



Nurturing Our Environment

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Our Approach

The responsible management of land and natural resources is central to the resilience of Origin's businesses and those of our customers. We see opportunities to differentiate our businesses by helping customers use resources more efficiently, protect and enhance the natural environment and maintain productive land.

We are integrating environmental considerations into our business model and decision-making, within our operations and in how we support customers. Our priorities span climate action, biodiversity and ecosystems, air and water quality, water resource management and the circular economy, while recognising the importance of food production and high-quality recreational spaces.

Strategic Priorities

Our Double Materiality Assessment informs the environmental topics most relevant to Origin, considering both our impacts on the environment and environmental factors that can affect our businesses and long-term value creation. Our environmental roadmap sets out how we are responding to these topics, supported by more detailed programmes and plans, including our Climate Transition Plan.

Our activities and the products we supply can also have environmental impacts, particularly through greenhouse gas emissions, resource use and potential impacts on soil, water and biodiversity. Understanding and addressing these impacts is an important part of our approach.

We are working towards more quantified, outcome-based KPIs and strengthening environmental data, while increasing our consideration of nature-related dependencies, impacts, risks, and opportunities.

The natural environment is interconnected, and actions to address impacts in one area can influence outcomes in others, in particular climate and biodiversity. We consider these interdependencies as our environmental approach develops.

1. Strengthen environmental management and develop environmental solutions

- Our Group Environmental Management System, aligned with ISO 14001 principles, has been developed to support more consistent environmental management. Implementation is progressing across our businesses in Ireland and the UK, with further rollout planned. We are also strengthening our assessment of physical and transition risks across our businesses and value chain.
- Through our Agriculture businesses, agronomic and scientific expertise, research and digital tools we support soil, crop and nutrient management. Soil assessment, precision agronomy, satellite imagery

and digital platforms support productive farming, resource efficiency and resilience to changing climatic conditions.

- Across Agriculture and Living Landscapes, we continue to research and develop products and services that can support better environmental outcomes, including enhanced-efficiency fertilisers, adjuvants and biological solutions, alongside capabilities in ecology, environmental consultancy, green infrastructure and managed landscapes.
- We collaborate with customers, research partners and other organisations, while developing how environmental considerations are reflected in our supply chain through our Supplier and Contractor Codes and supplier engagement.

2. Reduce greenhouse gas emissions

- Our Climate Transition Plan sets out our approach to reducing Scope 1, 2 and 3 emissions and progressing towards our SBTi-validated science-based targets. Within our operations, we continue to identify energy-efficiency and emissions-reduction opportunities.
- Through our Agriculture businesses, precision soil sampling and nutrient management, including enhanced efficiency and lower-emission fertiliser options, we support more efficient input use and opportunities to reduce associated emissions.

3. Support biodiversity and ecosystems

- Our Agriculture and Living Landscapes businesses support customers through integrated crop management, biological solutions, habitat enhancement, Biodiversity Net Gain, ecological assessment, habitat creation and restoration.
- Within our operations, initial site assessments have identified practical biodiversity measures, with implementation progressing and further habitat assessments planned. We are also exploring partnerships to support biodiversity at a broader landscape level.

4. Improve water resource management

- We support more efficient water management through agronomic advice and sprayer application training, irrigation and sports turf solutions, sustainable drainage systems and application-efficiency products, including adjuvants.
- Within our operations, we are improving water-use data to better understand consumption and identify efficiency opportunities.

5. Reduce air, water and soil pollution

- Agronomic advice, precision technologies and integrated crop management support more efficient crop nutrition and crop protection, while our research and product development explore solutions intended to reduce associated environmental impacts.
- We continue to assess potential sources and impacts of pollution across our operations and value chain, including reviewing our product portfolio to identify microplastics, assess their materiality and inform our response to evolving regulation.

6. Support the circular economy and reduce waste

- We are improving waste and materials data to better understand resource use and identify opportunities for reduction, reuse and recycling.
- Our businesses are responding to evolving packaging and plastics requirements, including reducing virgin plastic use where required, while exploring further opportunities for resource efficiency and circularity.



Nurturing Our Environment Roadmap

Material Issue ESRS Theme	Impact	Risks & Opportunities	Near-Term Roadmap to 2032	
Cross-Cutting Themes: Sustainable Food Systems / Facilitating Healthy and Sustainable Diets / Product Research and Innovation	Climate Action / Resilience Energy Efficiency and GHG Emissions   	- Our commitment to Climate Action reflects our leading role in sustainable land use and food production. - Mitigation: By reducing our Scope 1–3 emissions, we reduce the carbon footprint of the agri-food industry. - We also support our growers in adapting to climate change, by working with them to develop soil and plant resilience.	- Reputation and regulatory. - Global warming and severe weather events disrupting global food production and jeopardising livelihoods along the value chain. - Loss of biodiversity and ecosystem services such as water supply. - Scaling lower-emission products and agronomy.	- Commitment to Science-Based Targets. - Reduce Origin’s Scope 1 & 2 GHG emissions through: - Electric Vehicle fleets. - Sustainable energy sources. - Reduce absolute Scope 3 GHG emissions across the value chain: - Increase NUE of crops. - Adopt zero/low emission fertiliser. - Build soil climate resilience by benchmarking all soil analysis, using Soil Health Indices, across the Group by 2025.
	Air and Water Quality  	- Pollution of air, soil and water, linked to fertiliser and crop protection, along with microplastics and substances of concern, are all material to Origin. - We support our growers by developing sustainable products where possible, and helping them to use all products efficiently to avoid unintended consequences for watercourses and non-target species, and to avoid waste.	- Reputation and regulatory, including tightening ammonia rules and microplastic scrutiny. - The agri-food industry is obliged to protect air and water quality under country-specific and EU regulations. - Opportunity for precision input management, and development of alternatives.	- Assess the materiality of identified microplastics and develop a reduction approach aligned with evolving regulatory requirements. - Use nutrient-targeting technology and digital tools to reduce waste and environmental contamination. - Increase sales of enhanced efficiency fertilisers (EEFs) and additives that minimise GHG losses. - Improve spray application to reduce negative effects on aquatic organisms. - Fast-track the development of biosolutions.
	Water Resource Management/Stewardship  	- Our growers rely on sustainable water supplies. Through our products and services we can help them to conserve this resource. - Overuse of water in agriculture can lead to environmental issues such as water pollution, loss of aquatic ecosystems, and soil degradation. - Additionally, excessive water extraction from rivers and aquifers can harm aquatic habitats and disrupt ecosystems.	- Water stress exposure in Agriculture and Living Landscapes markets. - Reputation and regulatory, (e.g. EU Water Framework Directive). - Loss of water-based ecosystem services. - Reduced food production and loss of agri-food livelihoods.	- Reduce Group water use by 20% by 2032, using FY25 as the baseline year. - Reduce indirect water usage through spray operator training. - Adopt and promote targeted irrigation technologies. - Innovation around new product opportunities that might improve water retention of soils. - Supplier engagement.

Material Issue ESRS Theme		Impact	Risks & Opportunities	Near-Term Roadmap to 2032
Cross-Cutting Themes: Sustainable Food Systems / Facilitating Healthy and Sustainable Diets / Product Research and Innovation	Biodiversity and Ecosystems • Drivers of biodiversity loss. • Ecosystem services. • Extent and condition of ecosystems. • State of species. 14 LIFE BELOW WATER  15 LIFE ON LAND 	Through our biosolutions, NUE, IPM, soil resilience approach, and expansion of our environmental services, we are well placed to support: • pollinators and their habitat; • soil invertebrates, micro-organisms, organic matter and nutrient balance; and • water quality and ecosystem biodiversity and resilience.	• Reputation and regulatory. • As a leader in sustainable food production, Origin is expected by stakeholders to be an exemplar in supporting the regulatory and non-regulatory framework that conserves biodiversity (e.g. EU Biodiversity Directives, UK’s Biodiversity Net Gain (BNG) initiative and the EU’s proposed Nature Restoration Law, UNSDG 4 and 5). • Loss of biodiversity and ecosystem services adversely affects food production, the agri-food industry and communities. • Opportunities for BNG, restoration and stewardship.	• Expanding Environmental Services through Living Landscapes. • Increase NUE of crops. • Fast-track the development of biosolutions. • Improve spray targeting through training spray operators to minimise negative effects on biodiversity. • We are reviewing our proposed wildlife corridor project with a view to a partnership to support growers to deliver landscape scale biodiversity impact. • BNG investment.
	Resource Use and the Circular Economy 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	• Our impacts relate to use of virgin materials, plastics and waste generation. • We are committed to embedding circular principles and adopting best practice to effectively manage waste streams within our own operations. Our objective, within our facilities and operations, is to divert as much non-hazardous waste as possible from landfills, and to ensure that all hazardous waste is managed appropriately and, at minimum, in full compliance with regulations governing the safe and responsible handling of waste materials.	• Reputation and regulatory. • Higher landfill taxes and waste costs increasing exposure. • Stakeholder pressure on waste reduction and recyclability. • Efficiency gains from recycling, recovery, and lower disposal costs. • Innovation opportunities in circular products and recycled packaging • Availability and cost of materials.	• Waste recycling programmes across all of our operations worldwide. • Ensure 100% of hazardous waste is managed in compliance with regulation across all markets. • ≥40% recycled content across Group packaging by FY28. • Accelerate circular economy adoption in product lines.

Climate Action

Our Approach

Drawing on our expertise across agriculture and wider land use, we are positioned to create long-term value by supporting the transition towards lower-emission, more climate-resilient land management, while working to reduce greenhouse gas emissions across our operations and value chain.

Climate change, including mitigation, adaptation and energy, is one of the most significant environmental topics for our businesses and stakeholders and is material from both an impact and financial perspective. Its effects extend across our operations, value chain, markets, customers and regulatory environment.

Reducing Scope 1, 2 and 3 greenhouse gas emissions is an important part of our approach to climate change. Our Climate Transition Plan (CTP) sets out the actions supporting progress towards our science-based targets through operational decarbonisation, supplier engagement and evolving products and services.

Climate scenario analysis supports the ongoing development of the CTP and our assessment of the resilience of the Group's strategy under a range of plausible climate futures over short-, medium- and long-term horizons. We assess physical and transition risks and opportunities across the Group, drawing on qualitative and quantitative analysis, policy developments and scenarios from recognised sources, including the Intergovernmental Panel on Climate Change (IPCC) and International Energy Agency (IEA).

The analysis considers pathways consistent with a well-below 2°C transition alongside higher-emissions outcomes and informs our understanding of potential implications for operations, markets, supply chains and customers. These include changing demand for agricultural inputs and services, lower-emission solutions, biodiversity and environmental services, and capabilities supporting adaptation and resilience.

We engage through representative industry bodies on the transition towards national decarbonisation targets, including the need for lower-emission agricultural inputs to remain commercially viable and accessible to farmers.

The Board, supported by the Sustainability Committee and Executive Leadership Team, oversees the CTP, related targets and performance, informing strategic planning and decision-making.

Our Pathway to 2032

Our Climate Transition Plan sets out how we are working towards our science-based targets. It combines actions within our operations with changes across our value chain.

FY26 Position (vs Target Pathway)

We compare our progress to the straight-line trajectory between our 2019 base year and 2032 target. This shows how we are tracking against the pace required to meet our science-based targets.

Our Commitment

We remain focused on closing the gap to our targets through the actions outlined in our Climate Transition Plan. Our progress is reviewed regularly and our plan will evolve as technologies, markets and customer needs change.

Transition Enablers

- Engagement
- Data & Measurement
- Innovation & Solution
- Governance
- Review & Adapt

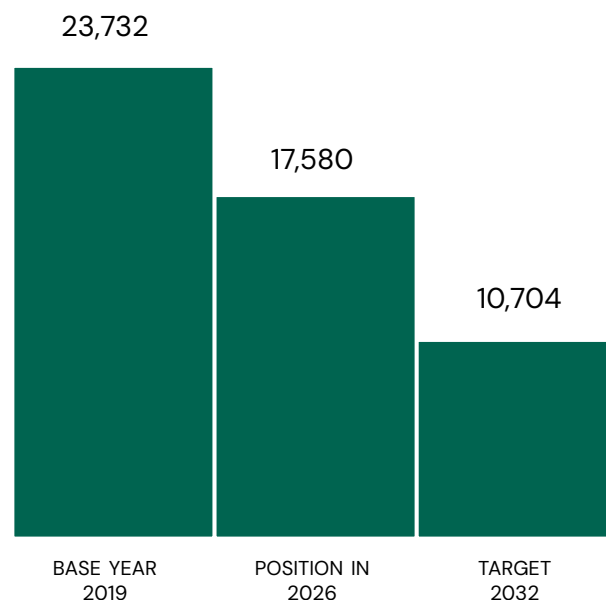
Delivery of our Transition Plan

Delivery of our 2032 targets requires action within our own operations and progress across our value chain. The pace and scale of delivery will be influenced by factors including technology development, policy and regulation, supplier progress, market conditions and customer adoption. We monitor these dependencies alongside our performance and will adapt our Climate Transition Plan as technologies, markets and the regulatory environment evolve.

The 2023–2032 target pathway represents a linear reduction from the 2019 base year to the 2032 science-based target.

Scope 1 & 2 Emissions Pathway

tCO₂e (tonnes)



Scope 1 & 2 – Principal Levers

- Fleet transition
- Renewable electricity
- Energy and operational efficiency
- Lower-emission fuels

54.9%

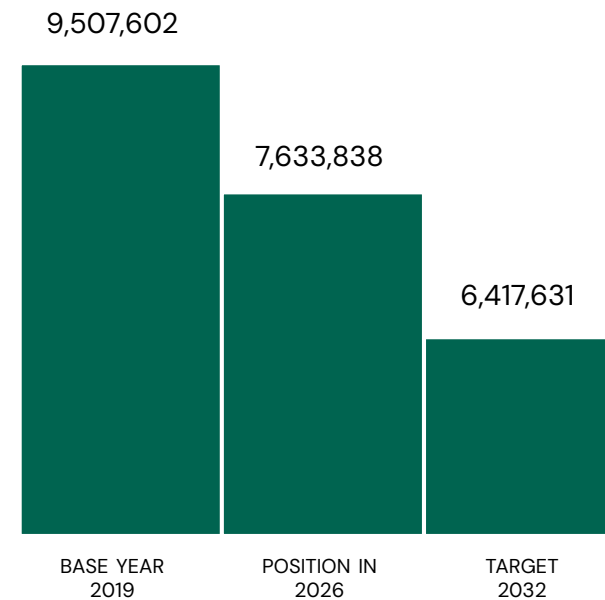
Reduction Target

5.2% ↑

Behind Pathway

Scope 3 Emissions Pathway

tCO₂e (tonnes)



Scope 3 – Principal Levers

- Improving Nitrogen Use Efficiency
- Lower-emission fertiliser manufacture
- Changes in fertiliser products and use
- Crop protection and product mix
- Other value chain initiatives

32.5%

Reduction Target

2.7% ↓

Ahead of Pathway

Impacts, Risks, and Opportunities

Our Climate Impacts

Greater than 99% of our reported greenhouse gas emissions arise within Scope 3, principally from the manufacture, transport and use of fertilisers and other agricultural inputs. Engagement across our value chain is therefore an important part of our approach to emissions reduction.

Through agronomy, technical services, research, trials and product development, we support customers in adopting practices and products that can improve resource efficiency and climate resilience. These activities span our principal operating geographies of Ireland, the UK, Continental Europe and Latin America.

Climate-Related Risks

Climate variability is increasing pressure on ecosystems and exposure to physical risks, including drought, flooding and associated crop losses, with implications for supply chains, operational continuity and customer needs across our Agriculture and Living Landscapes markets. These interconnected risks reinforce the need to improve the efficiency and resilience of land management systems.

In Agriculture, improving Nitrogen Use Efficiency (NUE) is an important area of focus. More efficient use of nitrogen can maintain agricultural productivity while reducing losses to the environment, including nitrous oxide emissions, and supporting soil health and climate resilience. For Origin, NUE therefore represents both an environmental imperative and a commercial opportunity: supporting farm productivity and economics while contributing to progress towards our Scope 3 science-based target.

Key transition risks include:

- Policy and regulatory change, such as increased emissions disclosure obligations, fertiliser use restrictions, and carbon pricing mechanisms;
- Mitigation risks identified in our Double Materiality Assessment (DMA) are negative impacts from value chain emissions, alongside risks and opportunities linked to scaling lower-emission products and agronomy;
- Market shifts, driven by customer and end user demand for more sustainable products and services;
- Adaptation risks of rising physical climate disruption across land systems and supply chains, alongside growing demand for resilience-focused solutions that support customers' adaptation; and
- Energy supply and price volatility affecting our own operations and all along the value chain.

Climate-Related Opportunities

Our CTP has informed our innovation strategy and the expansion of our biosolutions and Living Landscapes businesses in line with the mitigation, adaptation, and strategic opportunities in agriculture and environmental markets.

- Mitigation opportunities include the development and scale-up of lower-emission products, improved nutrient management, and more efficient logistics, along with Improved energy efficiency and increased renewable power use at our own sites.
- Adaptation opportunities arise through technical services that help customers manage changing weather, build soil resilience, and plan with greater certainty.
- Strategic differentiation, achieved by embedding sustainability and climate expertise into customer-facing roles and using data to drive continuous improvement.



Our climate-related risks are climate transition demands, ecosystem pressures and tightening regulation.

Double Materiality Assessment 2026

Our Progress

Targets & Measures

Targets

- Reduce Origin’s Scope 1 & 2 GHG emissions by 54.9% by 2032 from a 2019 baseline, aligned with 1.5°C target.
- Reduce absolute Scope 3 GHG emissions from purchased goods and services, upstream transportation and distribution, and use of sold products by 32.5% by 2032 from a 2019 baseline, aligned with 2°C target (under review).
- Build soil climate resilience through Group-wide adoption of Soil Health Indices, with phased rollout across Continental Europe and other markets by 2030.
- Increase nitrogen use efficiency (NUE) of crops by 20% by 2030 from an FY24 baseline established in FY25.



KPIs	FY19 Baseline	FY24	FY25	FY26	2032 Target
Commitment to SBTi (Science Based Targets initiative)					
Innovation Examples: Climate Transition Plan		• Advanced the implementation of the Group Climate Transition Plan • Initiated a plan to improve data collection quality for more accurate reporting and analysis	• Completed first phase of in-house GHG data warehouse and reporting platform (Scope 1–3), integrated with ERP and Optical Character Recognition (OCR) scanning	• In-house GHG data warehouse and reporting platform now live, integrating operational and ERP data to strengthen Scope 1–3 emissions measurement and reporting	• SBTi targets met
Scope 1 Emissions Absolute CO ₂ Emissions (000's tonnes)					
Innovation Examples: Reduce Group fleet emissions by changing from fossil fuels to hybrid/ electric and alternative fuels	19,346	15,993 ¹	16,125	16,260	8,783
Scope 2 Emissions Absolute CO ₂ Emissions (000's tonnes)					
Innovation Examples: Switch to renewable electricity throughout Origin’s Ireland, UK, Poland, and Romania business units	4,386	1,460	1,350	1,320	1,921
Scope 1 & 2 Emissions Absolute CO ₂ Emissions (000's tonnes)					
	23,732	17,454 ¹	17,475	17,580	10,704 (–54.9%)
Scope 3 Emissions Absolute CO ₂ Emissions (000's tonnes)					
Innovation Examples: • Increase NUE in crops • Shift to enhanced efficiency fertiliser / inclusion of urease inhibitor products • Supply chain collaborations with tier 1 suppliers • Adopt zero/low emission fertiliser alternatives	9,507,602	10,980,254	7,864,071	7,633,838	6,417,631 (–32.5%)

Our Progress - Continued

Targets & Measures

Targets

- Reduce Origin’s Scope 1 & 2 GHG emissions by 54.9% by 2032 from a 2019 baseline, aligned with 1.5°C target.
- Reduce absolute Scope 3 GHG emissions from purchased goods and services, upstream transportation and distribution, and use of sold products by 32.5% by 2032 from a 2019 baseline, aligned with 2°C target (under review).
- Build soil climate resilience through Group-wide adoption of Soil Health Indices, with phased rollout across Continental Europe and other markets by 2030.
- Increase nitrogen use efficiency (NUE) of crops by 20% by 2030 from an FY24 baseline established in FY25.

 SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

KPIs	FY21 Baseline	FY24	FY25	FY26	2032 Target
Benchmark all soil analysis, using health indices					
Innovation Examples: From our FY21 baseline, increase the numbers of farm customers benchmarked using Soil Health Indices	• Baseline established and a farm-specific action plan to 2030 developed	• Improved accuracy of indices and continued to benchmark analyses	• Initial implementation has been in the UK, where soils are being benchmarked for key parameters including organic matter, pH, nutrient levels and active carbon. Findings highlight nutrient deficiencies, risks of diffuse pollution, and the influence of pH on fertiliser efficiency and crop performance. The integration of results with the Contour digital platform is advancing, enabling targeted farm-level advice to support nutrient planning and environmental management	• Scale of adoption of Soil Health Indices	• Original KPI (by 2025): Benchmark all soil analysis using Soil Health Indices through the Soil Resilience Strategy across the Group • Revised KPI (by 2030): Achieve full Group-wide adoption of Soil Health Indices, with phased rollout across Continental Europe and other markets
Increase NUE of crops by 20%					
Innovation Examples: • Enhanced efficiency crop nutrition products and precision agricultural tools • Agronomist skills development		• Digital NUE tool to aid measurement developed • Benchmarking has been undertaken to provide accurate baseline data	• Baseline established through 300+ measurements across 47 UK trial sites; new glasshouse trials launched in September • DEFRA-backed NUE-Leg project scaled to field activity	• Scrutinising the evidence, measurement and technology pathways needed to translate our 2030 ambition into improvements that can ultimately be applied at commercial farm scale.	• Demonstrate a 20% increase in NUE in crops

Greenhouse Gas Emissions

Scope 1 & 2

In FY26, combined market-based Scope 1 and Scope 2 emissions were **17,580 tCO₂e**, an increase of **0.6% compared with FY25**. Since our FY19 baseline year, absolute emissions have reduced by **25.9%**, from 23,732 tCO₂e.

Our SBTi-validated target is to reduce absolute Scope 1 and Scope 2 emissions by **54.9% by FY32**, to 10,704 tCO₂e. FY26 emissions remain above the indicative straight-line trajectory towards this target, reflecting a slower rate of absolute emissions reduction than required at this stage of the transition.

Our FY32 science-based target remains unchanged. Achieving it will require a further reduction of 6,876 tCO₂e, or 39.1% from FY26 levels. Our Climate Transition Plan sets out the principal measures through which we intend to accelerate absolute emissions reduction across our operations. The timing and contribution of individual measures will vary over the remaining target period.

Absolute and Intensity-Based Performance

Operational emissions have reduced relative to the scale of the Group. Scope 1 and market-based Scope 2 emissions intensity decreased by **37.1%**, from 13.20 tCO₂e per €m of revenue in FY19 to 8.30 tCO₂e per €m in FY26.

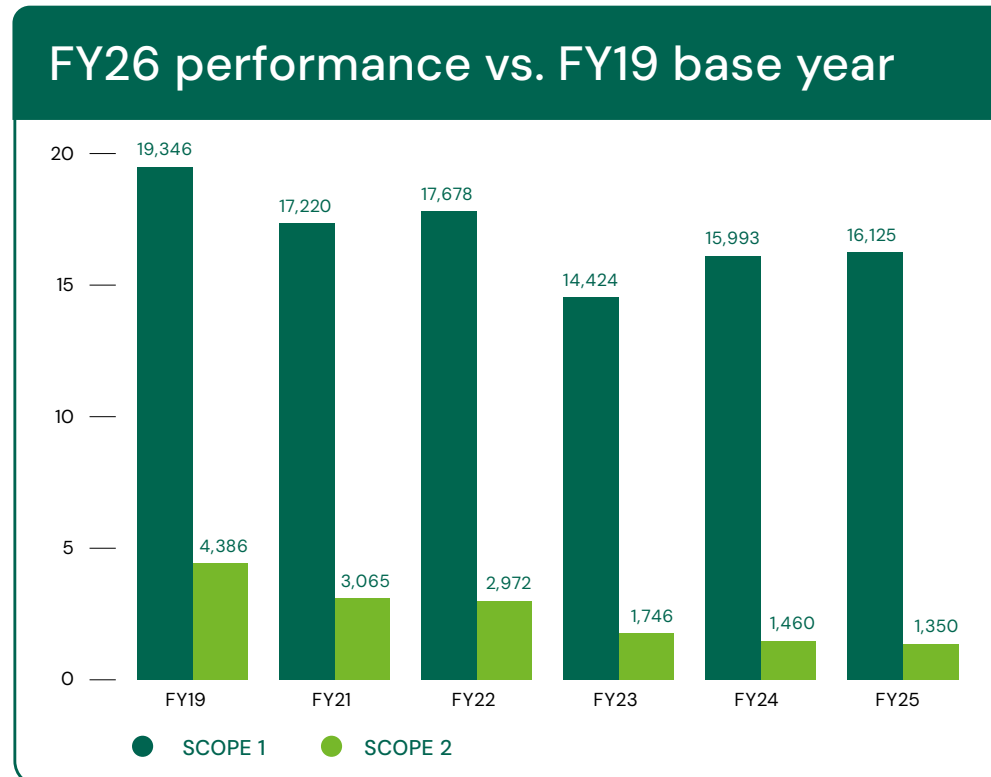
The reduction in emissions intensity provides an additional measure of operational performance as the Group has grown. Our science-based target is measured on an absolute emissions basis and, while absolute emissions have reduced by 25.9% since FY19, further reductions are required to achieve our FY32 target.

The principal sources of our operational emissions, together with the actions being taken to reduce them, are set out in the Scope 1 and Scope 2 disclosures on the following pages.

Reporting basis

Emissions are reported on a financial control basis in accordance with the GHG Protocol Corporate Standard, using IPCC AR5 100-year global warming potential factors. Scope 2 emissions are disclosed on both a market-based and location-based basis.

All Scope 1 and Scope 2 emissions are reported on a gross basis. Origin does not deduct carbon credits or offsets from reported Scope 1 or Scope 2 emissions.



Reduction

25.9%↓

Reduction in Group FY26 absolute Scope 1 & 2 emissions vs. FY19 baseline.

37.1%↓

Reduction in Group FY26 Scope 1 & 2 emissions intensity vs. FY19 baseline.

Scope 1 Emissions

Scope 1 emissions increased marginally in FY26 to 16,260 tCO₂e, compared with 16,125 tCO₂e in FY25. Emissions remain 15.9% below the FY19 baseline of 19,346 tCO₂e and accounted for approximately 92.5% of our combined Scope 1 and Scope 2 operational emissions.

Our Scope 1 footprint principally reflects fuel used across our commercial and operational fleets, together with natural gas and other fuels consumed within our operations. Reducing these emissions is therefore closely linked to fleet transition, operational energy efficiency and the availability of lower-emission fuels.

FY26 performance

The year-on-year movement principally reflected:

- Brazil: expanded fleet and logistics activity increased emissions by approximately 100 tCO₂e. Increased use of certified bioethanol partially mitigated the impact of higher activity. An almost 500% increase in the use of bioethnaol leading to a reduction of 241 tCO₂e of emissions.
- Continental Europe: higher fleet fuel and natural gas consumption contributed approximately 142 tCO₂e, including increased energy requirements during the winter period.
- Amenity manufacturing: increased natural gas demand at our sports turf fertiliser manufacturing facility contributed approximately 190 tCO₂e.

Scope 1 is currently the principal driver of the variance against our combined Scope 1 and Scope 2 transition pathway. Further reductions will require progress in transitioning fleet and operational fuels while continuing to meet the service and operating requirements of our businesses.

Fleet transition

Fleet transition remains our principal Scope 1 decarbonisation lever. During FY26, we introduced 20 electric and alternative-fuel vehicles, bringing the Group total to c.150, with 17% of Agrii UK’s commercial fleet now fully electric. We also installed 12 additional EV charging points.

Electrification is increasingly applicable to parts of our fleet, although deployment varies by geography, vehicle type and duty cycle. Vehicle suitability and availability, charging infrastructure and whole-life economics influence replacement decisions, while lower-emission alternatives for heavier and specialist vehicles remain less mature or commercially viable. Operational experience from vehicles already deployed continues to inform future procurement and infrastructure requirements.

Operational energy and lower-emission fuels

We continue to assess opportunities to improve energy efficiency and reduce reliance on fossil fuels. During FY26, we assessed the feasibility of transitioning our sports turf fertiliser manufacturing facility to biogas. Given existing energy supply arrangements to 2028 and the current economics of alternative fuels, conversion has not been progressed at this stage. We will continue to assess the technical and commercial case ahead of the end of the existing contract.

In Brazil, increased use of certified bioethanol partially offset the emissions impact of higher activity. We continue to assess lower-emission fuels where suitable alternatives are available and can meet operational requirements.

Scope 1 at a glance

16,260 tCO₂e FY26 Scope 1 emissions

+0.8% vs FY25

-15.9% vs FY19 baseline

Scope 1: Progress and Priorities

Strengthening data quality

The quality and consistency of our Scope 1 inventory continued to improve during FY26. 92% of activity data is now based on actual consumption, compared with 78% in FY25, with the remainder derived from supplier information or modelled estimates.

All businesses now report detailed Scope 1 activity data monthly or quarterly. Our in-house GHG data warehouse and reporting platform is now live, integrating operational and ERP data to improve the consistency and timeliness of emissions measurement and reporting. This provides greater visibility of emissions drivers and strengthens the evidence base for evaluating interventions and investment decisions.

92%

FY26 activity data based on actual consumption

78%

FY25 comparator

Integrating acquired businesses

Recently acquired businesses are being incorporated into our environmental management and emissions-reduction planning. During FY26, 20 businesses/sites were assessed to establish their operational emissions profiles and identify appropriate opportunities across fleet, energy efficiency and fuel use. This supports the progressive integration of emissions-reduction priorities as our operating footprint evolves.

FY27 priorities

Our priorities are to:

- progress fleet transition where operationally and commercially viable;
- identify further operational energy-efficiency opportunities;
- assess lower-emission fuel and energy alternatives; and
- develop emissions-reduction plans with our Continental European and recently acquired businesses.

We will continue to assess opportunities against operational requirements, emissions-reduction potential and commercial viability, recognising that implementation will also depend on the development and availability of appropriate technologies and infrastructure. Our approach will evolve as these factors develop, while maintaining our focus on the Group's FY32 science-based target.

Fleet transition in action



Agrii's fully electric articulated truck supports the Group's transition towards lower-emission fleet operations.

Scope 2 Emissions

In FY26, our Scope 2 emissions were 1,320 tCO₂e on a market-based basis and 2,585 tCO₂e on a location-based basis. Market-based Scope 2 emissions represented 7.5% of our combined Scope 1 and Scope 2 emissions.

Electricity consumption increased by 11% to 15,948 MWh, primarily reflecting increased activity across parts of the Group. This included a 15% increase in our sports turf fertiliser operations, where the relevant facility is supplied through certified renewable electricity, and a 37% increase in Latin America, following the expansion of the F1rst AgBiotech facility and increased activity at Fortgreen.

Market-based Scope 2 emissions were 70% below our FY19 baseline. Location-based Scope 2 emissions increased in FY26, reflecting higher electricity consumption, acquisitions and changes in applicable grid emission factors.

Renewable electricity

Certified renewable electricity accounted for **68%** of total Group electricity consumption in FY26. Progress across our principal markets included:

- Ireland and the UK: **93%** of electricity consumption was sourced through certified renewable supply and solar generation, compared with our objective of 100%. The remaining consumption principally relates to certain portside and leased locations and businesses acquired during the year. A number of these sites transitioned to renewable electricity contracts by the end of FY26.
- Fortgreen (Brazil): **45%** of FY26 electricity consumption was covered by certified renewable supply, following the transition to renewable electricity contracts which commenced in late FY25.
- Continental Europe: renewable electricity sourcing remains an area of focus, with availability and cost varying by market. We will continue to assess opportunities to transition supply as contracts come up for renewal.

We are also assessing opportunities for further on-site renewable generation where operational, safety and commercial requirements allow. We continue to review the reporting treatment of electricity consumed at certain leased and portside locations to ensure it remains appropriately classified under the GHG Protocol. No changes have been made to our reporting boundary in FY26. We are also monitoring revisions to the GHG Protocol Scope 2 Guidance and will assess any implications for our reporting approach once revised requirements are finalised. These actions form part of our Climate Transition Plan and support our SBTi-validated target to reduce combined absolute Scope 1 and Scope 2 emissions by 54.9% by FY32 from our FY19 baseline.

Reporting basis

Scope 2 emissions are calculated on a financial control basis in accordance with the GHG Protocol Corporate Standard and Scope 2 Guidance, using IPCC AR5 100-year global warming potential factors. Scope 2 emissions are reported on both a market-based and location-based basis.

Scope 2 at a glance

1,320 tCO₂e FY26 market-based

2,585 tCO₂e FY26 location-based

-70% vs FY19 baseline

Scope 3 Emissions

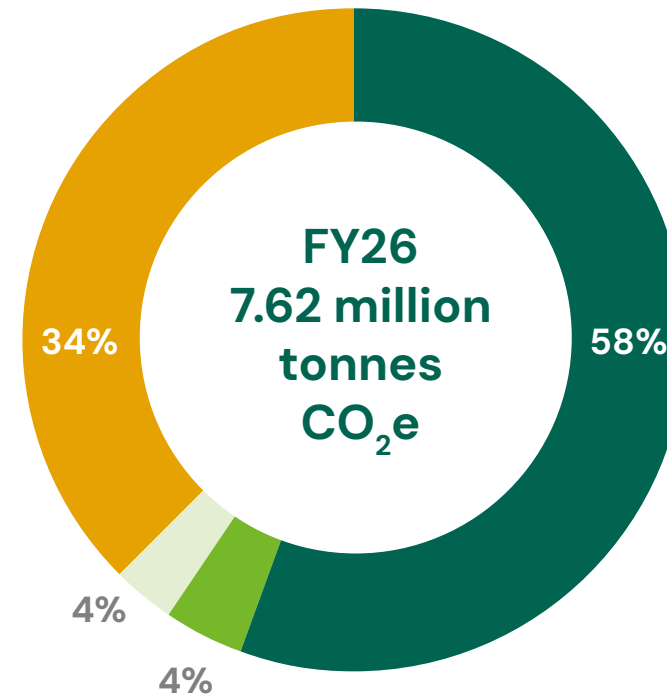
Scope 3 represents approximately 99.8% of our total reported GHG emissions footprint. Our SBTi-validated target focuses on three categories: purchased goods and services (Category 1), upstream transportation and distribution (Category 4), and use of sold products (Category 11). Together, these accounted for approximately 96% of FY26 Scope 3 emissions.

Where our Scope 3 emissions arise

Our Scope 3 footprint is concentrated in the three categories covered by our science-based target:

- **Purchased goods and services** – **58%**: 4.40 million tCO₂e.
- **Use of sold products** – **33%**: 2.56 million tCO₂e.
- **Upstream transportation and distribution** – **5%**: 0.35 million tCO₂e. this stage. We will continue to assess the technical and commercial case ahead of the end of the existing contract.
- The remaining Scope 3 categories accounted for approximately 4% of FY26 emissions.

Scope 3 emissions by source



- **Category 1**
Purchased Goods and Services (58%)
- **Category 11**
Use of Sold Products (34%)
- **Category 4**
Upstream Transportation and Distribution (4%)
- **Other Scope 3 Categories**
Other Scope 3 Categories (4%)

Scope 3 at a glance

7.64m tCO₂e FY26 Scope 3 emissions

-19.7% Total Scope 3 vs FY19

-21.2% SBTi target boundary vs FY19

Performance within our science-based target

Purchased goods and services – Category 1

Purchased goods and services remained our largest source of Scope 3 emissions at **4.40 million tCO₂e**, 7.3% below FY19. We are increasing our engagement with suppliers to improve the availability of product-level emissions data and our understanding of the carbon intensity of the products and raw materials we purchase. This will support more informed sourcing decisions and improve the quality of our emissions calculations.

Use of sold products – Category 11

Emissions from the use of sold products were **2.56 million tCO₂e**, **39.9% below FY19**. This was the largest reduction within our Scope 3 inventory and accounted for approximately **90% of the net reduction in total Scope 3 emissions since FY19**.

The reduction principally reflects fertiliser volumes, which were **28% below FY19**, alongside increased adoption of enhanced efficiency fertilisers and urease inhibitors, particularly in Ireland. We continue to support customers in improving nutrient-use efficiency and increasing the adoption of products and practices that can reduce emissions associated with fertiliser use.

Upstream transportation and distribution – Category 4

Emissions from upstream transportation and distribution were 350,392 tCO₂e, 31.2% above FY19. We continue to improve the underlying activity data used to calculate these emissions, including replacing estimates with actual mileage and distance information from purchasing and sales records where available. Further improvement in data quality remains a priority for FY27.

Performance by target category

Use of sold products delivered the largest reduction within our Scope 3 inventory and accounted for approximately 90% of the net reduction in total Scope 3 emissions since FY19.

Upstream transportation and distribution remains above the FY19 baseline, reflecting the addition of landscaping businesses and monetary revenue growth in some existing units. Improving the underlying activity data, including replacing estimates with actual mileage and distance information, remains a priority for FY27.

Delivering further reductions

Scope 3 emissions are influenced by purchasing and sales volumes, customer demand and supplier and product mix, as well as actions taken to reduce emissions. Our Climate Transition Plan focuses on the three categories within our science-based target, which together represented approximately 96% of FY26 Scope 3 emissions.

The following section sets out how we are translating these priorities into action across Agriculture and Living Landscapes.

Reporting approach

Our Scope 3 inventory is calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Calculations use a combination of supplier-specific information, activity data and recognised emissions factors, depending on the category and availability of primary data.

We continue to improve the completeness and quality of our Scope 3 inventory, including greater use of supplier-specific information and more granular activity data where available.

-7.3%

Purchased goods and services vs FY19

-39.9%

Use of sold products vs FY19

+31.2%

Upstream transportation and distribution vs FY19

Turning Our Scope 3 Ambition into Action

Our Scope 3 emissions arise principally from the products and materials we purchase and, for certain products, their subsequent use by customers. Reducing these emissions requires action across the value chain – from sourcing and product development to how efficiently products are used. Across Agriculture and Living Landscapes, our approach focuses on supplier engagement, product and solution development, technical expertise and stronger measurement. Progress will also depend on technology availability, supplier decarbonisation, product economics, regulation and customer adoption.

Acting across the value chain

Our Climate Transition Plan focuses on four connected areas:

- Sourcing and suppliers – improving product-level emissions information and engaging suppliers on embodied carbon.
- Products and solutions – developing technologies that support more efficient use of nutrients, materials and resources.
- Technical expertise – supporting informed product selection, application and resource use.
- Measurement and evidence – strengthening supplier, product and activity data to better measure and manage emissions.

These actions address the three categories within our science-based target: purchased goods and services (Category 1), upstream transportation and distribution (Category 4), and use of sold products (Category 11). Categories 1 and 11 represented approximately 92% of FY26 Scope 3 emissions.

Agriculture – advancing nutrient-use efficiency

Crop nutrition is an important focus within our Scope 3 transition, with emissions arising from both fertiliser manufacture and the subsequent use of nitrogen fertilisers on-farm. Upstream, we are strengthening supplier engagement and product-level carbon information as lower-carbon manufacturing technologies develop. On-farm, our agronomy, research, crop nutrition and digital capabilities support more effective nutrient use through enhanced efficiency fertilisers and urease inhibitors, soil analysis, nutrient planning and precision application.

Research in progress

During FY26, work progressed on nitrification inhibitors, which can reduce nitrogen losses, including nitrous oxide emissions. Collaborative research between Origin Soil Nutrition and Fortgreen is also examining the role of micronutrients in supporting nitrogen fixation.

Through NUE-Leg, we are working with industry partners to assess how grassland nitrogen-use efficiency can be improved. Replicated trials are under way; it remains too early to draw conclusions.



We are also evaluating technologies with the potential to reduce emissions from nitrogen use. During FY26, work progressed on nitrification inhibitors, which can reduce nitrogen losses, including nitrous oxide emissions. Collaborative research between Origin Soil Nutrition and Fortgreen is examining the role of micronutrients in supporting nitrogen fixation. If demonstrated and adopted at scale, these technologies could contribute to reducing Category 11 emissions.

Through NUE-Leg, a collaborative research programme examining how grassland nitrogen-use efficiency can be improved, we are working with industry partners to assess approaches that could reduce nitrogen requirements while maintaining productivity. Replicated trials are underway; it remains too early to draw conclusions. Any new technologies must demonstrate both agronomic performance and commercial value to achieve adoption at scale.

Living Landscapes – applying innovation to nutrient efficiency

Living Landscapes has a different Scope 3 profile, but product development and technical expertise provide opportunities to improve input and resource efficiency.

For example, within Sports, Origin Amenity Solutions developed Xtend Controlled Release Fertiliser, manufactured within the Group by PB Kent. Xtend combines temperature-responsive controlled-release technology with inhibited nitrogen to align nutrient availability more closely with plant growth, supporting efficient uptake and reducing nutrient losses while maintaining turf performance.

This demonstrates how our research, product development and manufacturing capabilities can apply nutrient-efficiency technologies beyond agriculture. We continue to improve our understanding of how product development, material selection and customer use contribute to the value-chain emissions profile of Living Landscapes.

Our Environmental and Ecology businesses deliver wider biodiversity, habitat and green infrastructure outcomes. These are addressed separately within our Biodiversity and Ecosystems disclosures and are not assumed to represent reductions in our Scope 3 inventory.

Strengthening measurement and evidence

Not every activity can yet be translated into a separately measurable reduction in our Scope 3 inventory. We are improving supplier and product information, replacing estimates with activity data where practicable and strengthening the connection between business actions and reported emissions.

Scope 3 performance also reflects purchasing and sales volumes, supplier and product mix, and market demand. As data quality improves, we aim to distinguish more clearly between reductions from specific interventions and those arising from changes in business activity.

Changing policy landscape

Carbon pricing is increasingly relevant to fertiliser sourcing and economics. The EU Carbon Border Adjustment Mechanism (CBAM) entered its definitive regime in January 2026, while the UK CBAM will apply from January 2027, with fertilisers within scope. We continue to assess the implications for sourcing, product economics and our Scope 3 emissions profile.

From Scope 3 to NUE and soil health

Improving NUE can support more efficient use of applied nitrogen, while soil health influences nutrient availability, crop performance, water management and the longer-term productive capacity of land.

These areas extend beyond climate and form part of our broader approach to managing the environmental impacts and dependencies of productive land use. The following pages explore how we are measuring and improving NUE and soil health through research, agronomy and technology.



Nitrogen Use Efficiency

Target

- 2030 target: Increase nitrogen use efficiency in combinable crops by 20% from our FY24 baseline.

Nitrogen is essential to crop growth, yield and quality, but not all of the nitrogen available to a crop is ultimately captured in the harvested crop. Nitrogen Use Efficiency (NUE) provides a measure of how effectively nitrogen is converted into agricultural output.

Improving NUE means producing more from each unit of nitrogen used, while reducing the proportion potentially lost to the wider environment. These losses can contribute to greenhouse gas emissions, including nitrous oxide (N₂O), and to impacts on air and water quality. For growers, improving NUE can also support more efficient use of fertiliser, crop performance and return on input investment.

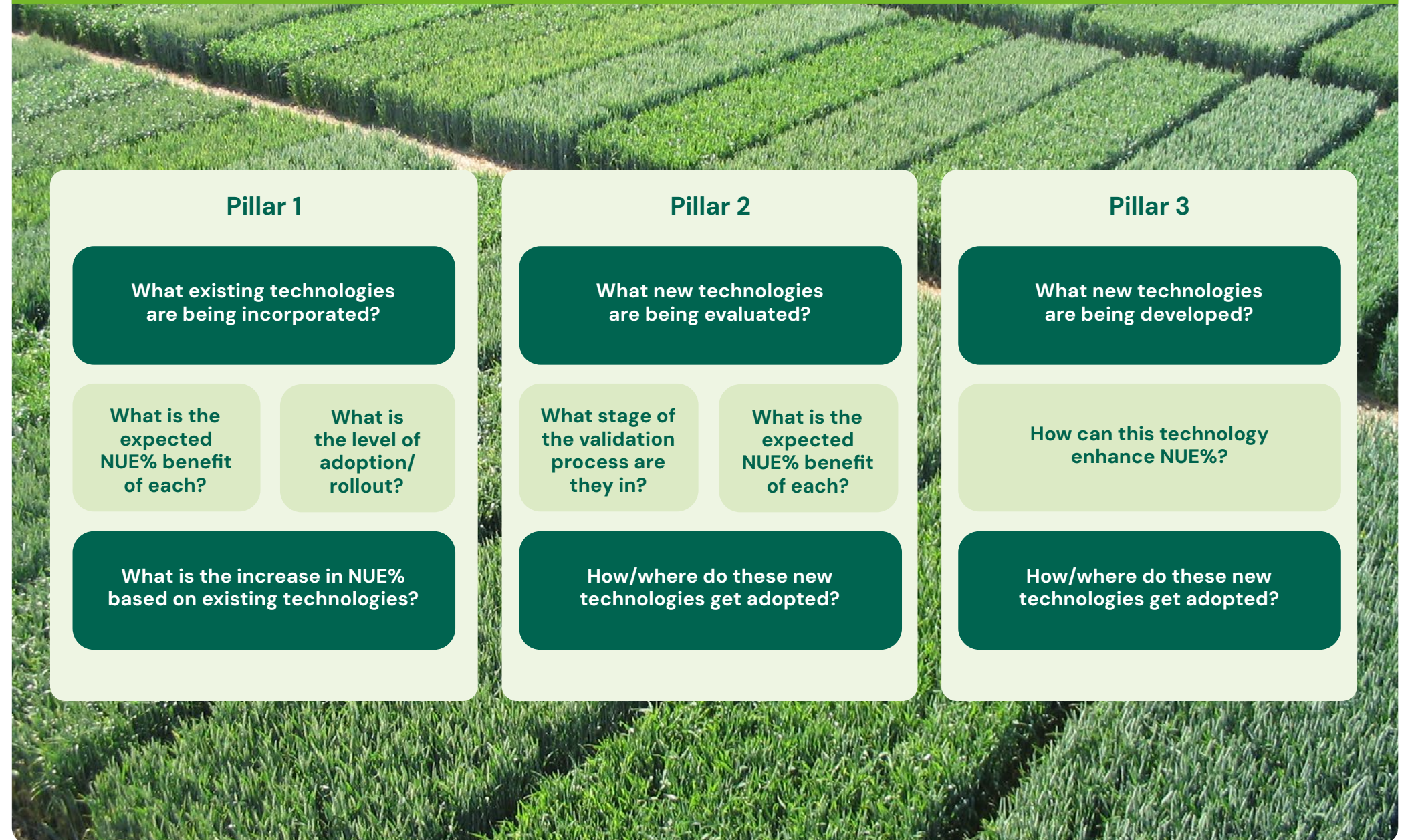
Care and consideration must, however, be given to how NUE is increased, as very high NUE is not automatically positive. It can indicate that more nitrogen is being removed than is being replenished, leading to depletion of soil N reserves, declining soil fertility and ultimately reduced productivity. The objective is to optimise NUE alongside crop output and long-term soil fertility, ensuring efficiency gains are both productive and sustainable.

For Origin, NUE is an important link between **agricultural productivity and decarbonisation**. Emissions associated with the use of fertilisers we sell form a significant part of our Scope 3 footprint. We estimate that achieving our 20% NUE improvement target could contribute approximately **11% of the emissions reduction required to deliver our Scope 3 science-based target**.

Building the evidence for improvement

Following the establishment of our FY24 baseline, FY26 focused on developing the evidence, measurement and technology pathways needed to translate our 2030 ambition into improvements that can ultimately be applied at commercial farm scale.

Demonstrating NUE% Increase



Our approach recognises that no single technology or practice will deliver the required improvement across different crops, soils and farming systems. We are therefore evaluating potential interventions through three complementary pathways:

- **Existing technologies and practices** – assessing commercially available approaches and establishing their potential to improve NUE under field conditions.
- **Near-market technologies** – evaluating innovations expected to become commercially available over the next one to three years and their potential contribution towards our 2030 target.
- **Technologies in development** – identifying emerging approaches that could deliver further improvements in nitrogen efficiency over the longer term.

This provides a structured pathway through which technologies and practices can be evaluated in controlled environments, Agrii's iFarms, R&D technology centre field plots and commercial farm trials. The objective is to establish robust evidence of their performance before determining where they can be incorporated into our agronomic recommendations and product portfolio.

Measuring NUE at greater scale

Reliable measurement is fundamental to demonstrating improvement. NUE depends on both the nitrogen entering the cropping system and the nitrogen removed in the harvested crop. Capturing these data consistently across commercial agriculture is considerably more complex than measuring performance within a controlled research trial.

During FY26, we continued NUE measurement across our R&D field plots and glasshouse trials, building the evidence base against which existing and emerging technologies can be assessed. In parallel, we progressed work to make measurement more practical at field and farm level.

This includes evaluating digital approaches to simplify the capture of nitrogen applications, crop performance and nitrogen offtake, alongside the development of integrations with Farm Management Systems. Over time, these integrations have the potential to reduce reliance on manual data collection and enable NUE performance to be assessed across a much broader range of crops, farms and production systems.

The combination of research, agronomy, product innovation and digital capability is central to our approach. As the evidence base develops, our focus will increasingly move from identifying potential interventions to validating those that work consistently and supporting their adoption in commercial farming systems.

NUE in practice: NUE-Leg

Our work on NUE extends beyond combinable crops. Through NUE-Leg (Nitrogen Use Efficiency – Legumes), we are contributing to research examining how the same principles can be applied within productive grassland systems.

The four-year, £4.7 million DEFRA-backed programme, launched in 2023, is investigating how grass and legume systems can make more effective use of nitrogen while maintaining agricultural productivity. Legumes such as clover can fix atmospheric nitrogen biologically, reducing the requirement for externally applied nitrogen when successfully established and managed.

Origin contributes expertise through both Origin Soil Nutrition and Origin Digital, helping translate the research into practical nutrient-management approaches and decision-support tools for farmers and advisors.

From research to practical application

During FY26, the programme continued to progress from research towards practical application.

A key milestone was the completion of the VarMatch decision-support tool, which helps users identify appropriate grass varieties for individual reseeding situations. Recommendations take account of factors including the purpose and expected duration of the ley, sowing date, seedbed conditions and disease pressure, supporting establishment, persistence and sward performance.

Work is also progressing on decision-support tools to translate project learnings into practical guidance for farmers and agronomists. Accounting for the clover content of individual swards and their nitrogen-fixing potential should enable nutrient recommendations to be better matched to crop requirements, supporting improved NUE and reducing risk of nutrient losses.

The project is now well advanced in its replicated trial-plot data collection programme. As the evidence base continues to develop, the focus is increasingly turning to translating the research findings into practical decision-support tools and recommendations.

The objective is straightforward: to optimise the contribution and utilisation of nitrogen from legumes in grassland farming, reducing associated emissions without compromising agricultural productivity. By better understanding and managing nitrogen within grass-legume swards, the project will improve overall Nitrogen Use Efficiency (NUE) and translate the resulting science into practical tools and recommendations that farmers can apply.

Definition of NUE

Nitrogen Outputs	Nitrogen Inputs	
N in harvested crop, the amount of N removed in grain, oilseed, grass, etc.	N in the soil; N from manures, slurries, digestates, etc.; N from fertilisers.	$\frac{\text{N outputs}}{\text{N Inputs}} \times 100 = \text{NUE \%}$

Soil Health

Healthy soils are fundamental to productive and resilient farming systems, supporting water availability, nutrient cycling and crop performance. FY26's prolonged dry conditions reinforced the importance of soil condition in helping crops withstand environmental stress. Higher soil organic matter, alongside good soil structure, can improve the capacity of soils to retain and supply water to growing crops.

Research demonstrates that increasing soil organic matter can increase plant-available water, although the extent varies according to soil texture and other properties. Understanding and improving soil condition therefore forms an important part of supporting the climate resilience of farming systems.

FY26 progress

Soil health analysis reflects the latest complete dataset available for assessment during FY26. Given the timing and frequency of soil sampling and laboratory analysis, the underlying data will typically relate to the preceding sampling period.*

- **1,600+ fields identified for greater soil health focus**
Analysis identified 1,600+ sampled fields with soil organic matter below the 3% threshold used by Agrii for this analysis to identify soils that may have lower resilience.
- **16.5% increase in average soil organic matter since 2021**
Average soil organic matter, measured using the Dumas method, was 16.5% higher in the latest available dataset than in 2021. As the fields sampled and sampling frequency can vary between periods, this is considered a longer-term indicator for the dataset rather than a like-for-like measure of annual improvement.
- **soil health dashboard established**
Centralised soil analysis data is providing greater visibility of soil condition and enabling priority areas for further analysis and soil-health improvement to be identified.

* FY26 soil health metrics are based on the latest complete dataset available for analysis, relating to the 2025 soil sampling period.

Strengthening our measurement

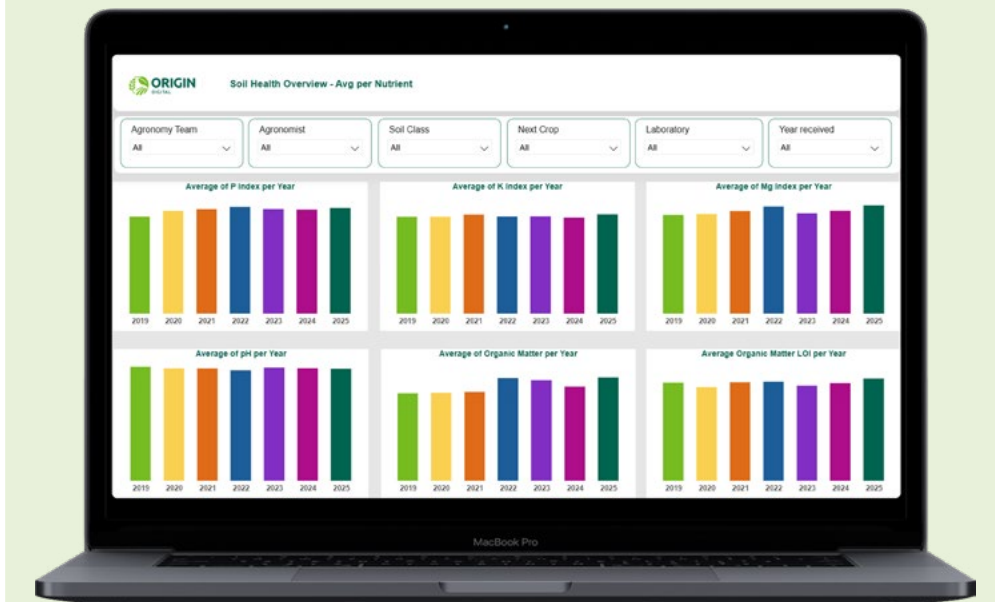
Our next priority is to better understand the relationship between management practices and changes in soil condition. Future integration of soil data from Contour, our digital farming platform, with field and crop management information held within TELUS Crop Management is expected to provide greater insight into how management practices relate to soil health outcomes over time.

Combined with the expertise of Agrii's agronomists and their relationships with growers, these insights will support increasingly targeted, farm-specific recommendations to improve soil resilience, crop performance and nutrient use efficiency.

Moving from activity to outcomes

During FY26, Agrii UK developed an internal soil health dashboard, bringing together soil analysis data to provide greater visibility of soil condition across participating customer fields.

This marks an evolution from reporting activity, principally the number of soil samples processed, towards developing a better understanding of soil condition and changes over time. The dashboard enables analysis of indicators including soil organic matter, pH and nutrient levels, helping identify fields requiring greater attention and supporting more targeted agronomic recommendations.



Biodiversity and Ecosystems

Our Approach

Healthy ecosystems are fundamental to a resilient natural environment. Our focus is on managing our impacts and dependencies on biodiversity through more integrated land management and nature-based solutions.

Biodiversity and functioning ecosystems support soil health, pollination, natural pest control and wider ecosystem services on which productive land use depends. Climate change can place additional pressure on these systems, reinforcing the connection between our biodiversity and Climate Action programmes.

Across our own operations and value chain, our interactions with biodiversity arise through our operational sites, the products we source and supply, agricultural and land management practices, and the advice and services we provide. Our response is built around two connected priorities:

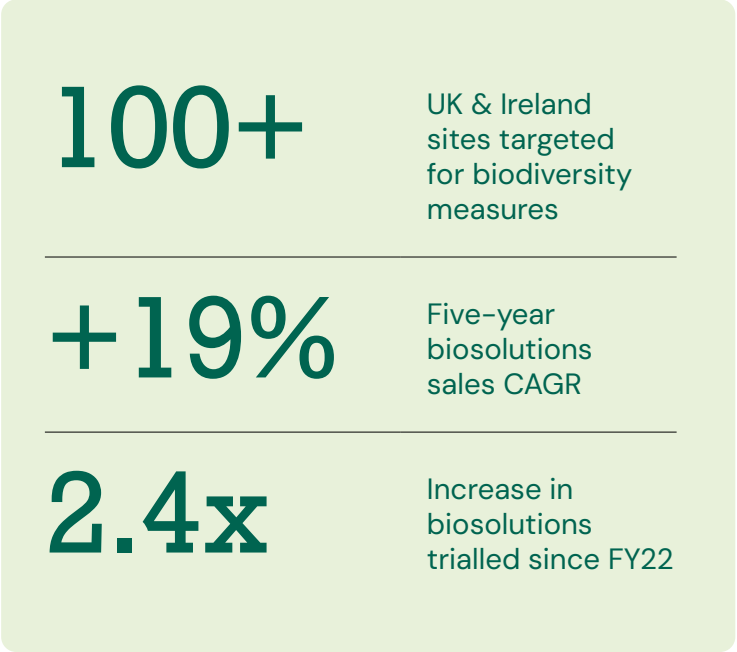
Embedding biodiversity within land management

Through Agriculture, we integrate biodiversity considerations within crop and land management decisions, drawing on our agronomy, research, product development, environmental and digital capabilities. Our approach is intended to help manage environmental pressures while supporting productive and commercially viable land use.

Scaling nature-based solutions

Through Living Landscapes, we are developing specialist ecological and environmental capabilities extending from assessment and planning through mitigation, habitat creation and restoration to biodiversity net gain, longer-term management and monitoring across rural, urban, infrastructure and recreational landscapes.

Our approach is supported by research, field data and technical expertise, with an increasing focus on landscape-scale collaboration and more meaningful measures of biodiversity condition and change.



Impacts, Risks, and Opportunities

Our biodiversity impacts and dependencies

Our Double Materiality Assessment identified direct drivers of biodiversity loss as both impact and financially material. Impacts and dependencies on ecosystem services, together with impacts on ecosystem condition and the state of species, were also identified as material.

Intensive land management and agricultural inputs can place pressure on habitats, ecosystems and species through habitat loss and fragmentation, disturbance and chemical exposure. Agricultural production is also dependent on functioning natural systems, including healthy soils, pollination and natural pest regulation.

Independent evidence

A four-year UK Centre for Ecology & Hydrology study across 17 commercial farms in England found that agroecological practices increased biodiversity, soil carbon, pollination and natural pest control, while increasing overall crop yields on the farmed area. The study also highlighted the importance of financial incentives in supporting the transition to these systems.

Biodiversity-related risks

Deterioration in ecosystems and the services they provide can affect agricultural productivity and land use, with potential implications for our customers and agricultural activities. Changing environmental regulation and land management requirements can also affect agricultural practices, product use and demand for biodiversity-related solutions.

Biodiversity-related opportunities

Growing requirements to assess, manage and mitigate impacts on biodiversity are creating opportunities across both of our markets:

- **Agriculture:** developing our IPM and biosolutions offering, supported by decision-support and environmental capabilities, to help manage environmental pressures while supporting productive farming.
- **Living Landscapes:** growing demand for ecological assessment, habitat enhancement and restoration, biodiversity net gain, mitigation, stewardship and monitoring is creating opportunities for our environmental and ecological services.

Our direct relationships with more than 34,000 growers across the UK, Poland and Romania provide an important route through which we can support land-management decisions. Our wider agricultural inputs businesses in Ireland and Brazil, together with Living Landscapes' relationships with landowners, developers and land managers, extend this reach through product development and use, environmental advice, land management and biodiversity-related services.

Our Progress

Targets & Measures

Target

- Fast-track the development of biosolutions.
- Continue to scale Living Landscapes¹ as a material contributor to Group growth and environmental capability.
- Deliver measurable positive biodiversity impact across our own sites and the wider landscape by 2030.

KPIs	FY21 Baseline	FY23	FY24	FY25	FY26	2030 Target
Fast-track the development of biosolutions						
Innovation Examples: Prioritising the development and market introduction of the most reliable biosolutions, using fast-track/fast-fail techniques, in order to become market leader	Gap analysis completed across the Group to identify key sectors where biosolutions may assist	117 products and concepts tested in field trials. Testing procedures reviewed and best approach agreed. Construction of state-of-the-art glasshouse approved	- Further farm testing of top 40 performers conducted - Glasshouse constructed to reduce testing time	55,000+ field trial plots across the Group - New glasshouse opened at Throws Farm 17% increase in number of biosolutions under test in FY25 vs. FY24 - On-farm biosolutions protocols developed - Formulation partnerships expanded - Biosolutions embedded in IPM across all of our operations	- Intrepid Bioscience established, expanding proprietary capability - PI AgSciences partnership extended to 2031 across UK and Ireland - Four biostimulants developed by Agrii Poland achieve CE mark as approved EU Biostimulants 19% five-year biosolutions sales CAGR vs 11% market growth	Origin recognised as leading distributor and innovator of biosolutions
Establish a Core 2 business division centred on amenity, environmental and ecology						
Innovation Examples: Accelerating investment in products and services that enhance environmental and ecological benefits in sustainable land use		Completion of five acquisitions, building capabilities within Origin's landscapes and environmental product and service offering	Following the addition of two acquisitions in FY24, Living Landscapes represented 14.2% of the Group's Operating profit. Post-year-end, the division bolstered its environmental services offering with the acquisitions of Avian and Bowland Ecology	- Contributed 18.4% of the Group's Operating profit (up 4.2% YoY) - Five specialist ecology acquisitions, growing our Environmental team to 175 ecologists - Expanded BNG, habitat, and stewardship capacity - Strategic stake acquired in BioGains	- c.20% of Group operating profit - Expanded BioGains habitat bank portfolio - Future growth ambitions for Living Landscapes will be aligned with the Group's next phase of strategic targets	- Contribution to all environmental KPIs - Contributing 30%+ of Group operating profit
Positive biodiversity impact						
Innovation Examples: Contributing digital innovation and ecological services to landscape scale biodiversity initiative Own site Biodiversity plans		Commitment to set year-on-year targets to 2030	Engaged with internal stakeholders to develop wildlife corridors across the UK; roadmap is in progress	Engaged with internal stakeholders to develop wildlife corridors across the UK; roadmap is in progress	- Reframed habitat connectivity initiative to develop engagement to achieve verifiable positive impact at landscape scale - Established a coordinated Group site biodiversity approach 100+ UK and Ireland sites targeted for FY27 biodiversity measures	Measurable / Positive Biodiversity Impact across our own sites and the wider landscape

1. Our prior year stated target was for Living Landscapes to represent 30%+ of Group operating profit by FY26. Living Landscapes represented approximately 20% in FY26, principally reflecting the timing of M&A activity. We continue to target significant growth in the division.

Supporting Biodiversity at Our Own Sites

Biodiversity initiatives have historically been developed locally across our operational estate, reflecting the characteristics and opportunities of individual sites. During FY26, we developed a more coordinated approach to site-level biodiversity action across the Group.

Work undertaken at our Alconbury site in the UK during FY25 has helped inform this approach, providing practical experience of incorporating biodiversity measures within an operational location.

Our next phase will introduce a more consistent approach across the estate while allowing measures to reflect local circumstances.

From FY27, we intend to introduce bird, bat or other appropriate biodiversity features at more than 100 sites across the UK and Ireland, where operational and site conditions allow. In parallel, we intend to use selected sites to pilot more substantive biodiversity measures, with the learning used to inform future action across the estate.

Operational safety will remain an important consideration in determining what is appropriate at individual locations. This is particularly relevant at Control of Major Accident Hazards (COMAH)-regulated sites and locations where ammonium nitrate is stored, where habitat measures need to be considered alongside fire-prevention and separation requirements. At these locations, our approach will prioritise operational safety while considering biodiversity opportunities away from sensitive operational areas where appropriate.

FY27 Priority

Introduce appropriate biodiversity features at more than 100 UK and Ireland sites, alongside selected pilots to develop and test more substantive site-level measures.



Embedding Biodiversity within Agricultural Systems

Agricultural landscapes need to deliver food production while also supporting soils, habitats and ecosystem services. Crop protection, nutrient management, soil condition and the relationship between cropped and non-cropped land can all influence biodiversity.

Origin's relevance lies in the combination of capabilities we can bring to these decisions. Our agronomists work alongside research, environmental, product-development and digital teams, enabling environmental considerations to form part of wider crop and farm-management decisions. By aligning environmental benefits with agronomic performance, we aim to deliver measurable outcomes for biodiversity while helping farmers stay productive, without compromising farm productivity or commercial viability.

Our activity is concentrated in three areas:



Crop Management:

Integrated Pest Management • Biosolutions • Decision Support



Soil and Land Management:

Soil • Nutrients • Habitat Management • Environmental Cropping



Landscape-Scale Action:

Connectivity • Collaboration • Ecological Baselines • Monitoring

Soil and land management

Biodiversity management extends beyond crop protection. Our soil analysis, nutrient planning and agronomic advice support decisions on soil fertility and nutrient use, while Agrii's environmental specialists advise growers and landowners on habitat creation, hedgerow management, pollinator habitats and stewardship.

Environmental cropping options include flower-rich margins, pollen and nectar mixes, winter bird food and multi-species cover crops. Agrii combines this environmental advice with guidance on schemes such as the UK's Sustainable Farming Incentive (SFI), compliance and farm-business planning, allowing environmental measures to be considered alongside rotation, workload, cropping and farm economics.

Integrating environmental measures within wider farm-management decisions helps ensure they are practical, commercially viable and capable of being maintained over the longer term.

Developing a landscape-scale approach

In FY25, we reported an ambition to help create 1,000 miles of connected wildlife corridors by 2030.

During FY26, we reviewed the initiative and are now looking to work in partnership to develop a more effective landscape-scale approach, to establish how best to engage landowners, apply our resources and optimise long-term positive biodiversity impacts.

Varietal genetic improvement

Origin is at the forefront of developing approaches that combine agricultural and agronomic practices, disease monitoring, and varietal genetic improvement. For example, we are now looking to genetics rather than insecticides to prevent the most dominant wheat infections, which greatly simplifies crop management and is good news environmentally and economically.

Wheat is a global commodity, and its production is a key component underpinning worldwide food security. Wheat production faces numerous threats, with 10–16% of global wheat harvests estimated to be lost due to pests and diseases (*Oerke 2006; Strange and Scott 2005*).

Pyrethroids and other insecticides used to treat pests which might transmit virus diseases are expensive and their use has led to resistance, reducing their efficacy. Origin is at the forefront of alternative solutions, and new wheat varieties, such as RGT Goldfinch (good for breadmaking and grown on well-bodied land) and RGT Hexton (used in distilling, grown on light or heavy land) have shown strong resistance to the most devastating infections.

RGT Goldfinch is the UK's first quality wheat resistant to Orange wheat blossom midge (OWBM), the predominant pest of wheat crops in the UK.

Wheat is also affected by Barley yellow dwarf virus (BYDV), the most widely distributed viral disease of cereals and carried by aphids. Using genetically resistant varieties removes the need to monitor and control aphid vectors for less than the cost of buying and applying a single pyrethroid spray.

This approach helps our growers to meet UK Sustainable Farming Incentive requirements for growing an arable crop without insecticide.

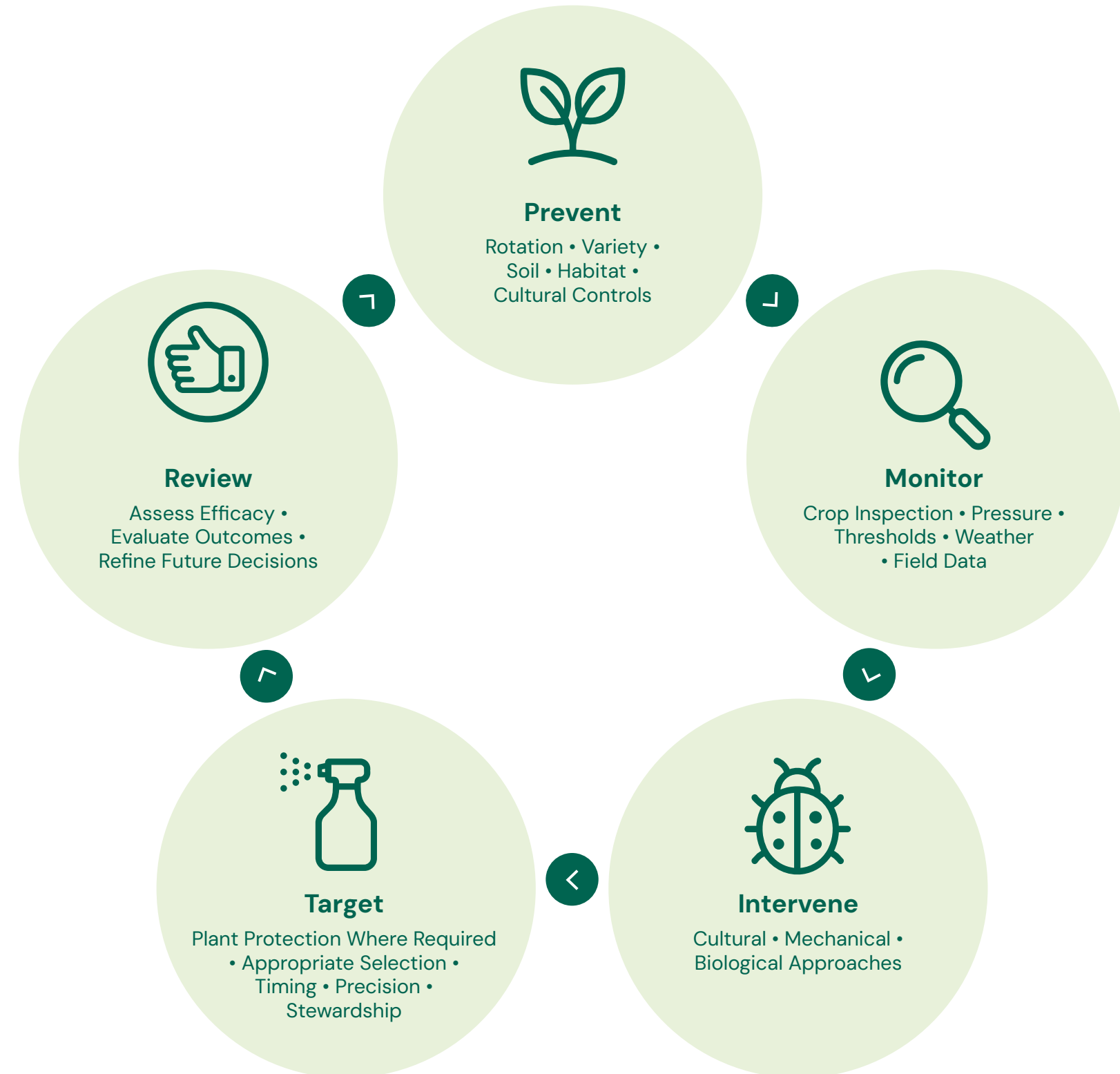


Our IPM Approach

Integrated Pest Management is central to our approach to crop protection. It combines prevention, monitoring and targeted intervention so that pest, disease and weed pressures can be managed without relying solely on plant protection products.

Our agronomists use field observation, local data, forecasting and trial evidence to guide crop-specific recommendations. Preventative approaches can include crop rotation, variety selection, soil management, habitat management and other agronomic practices that reduce pest, disease or weed pressure. Monitoring and surveillance then inform whether intervention is required.

Where intervention is necessary, cultural, mechanical and biological approaches form part of the available response. Plant protection products continue to play an important role where required, with decisions taking account of crop condition, efficacy, resistance management, environmental considerations and regulation. Precision application and decision-support tools can help improve the timing and targeting of those interventions.



Fast-tracking the Development of Biosolutions

Using data to target intervention

Digital tools support our agronomists and growers in making more informed crop management decisions, including how agricultural inputs and interventions are used.

Contour, our digital farming platform, and RHIZA, our precision agronomy service, bring together field observations and soil, crop and weather data to support decisions on crop protection, nutrient use and variable-rate applications.

Contour also incorporates IPM planning, while new technologies are evaluated under commercial farming conditions through Agrii's Digital Technology Farm network before wider recommendation. More precise targeting of inputs and interventions can help manage associated environmental pressures.

Biosolutions and adjuvants broaden the range of technologies available within integrated crop management programmes, complementing established approaches to crop nutrition and protection.

Origin develops proprietary technologies through Fortgreen, First Ag Biotech, Agrii Poland and Intrepid Bioscience, alongside partnerships with external innovators. Technologies are evaluated through controlled-environment research, replicated field trials and on-farm testing to establish agronomic performance and determine how they can be incorporated within nutrition, crop protection and IPM programmes.

During FY26, in the UK, Poland and Romania, 104 biosolutions were trialled, comprising 73 Biostimulants and 31 Bioprotectants, compared with 44 in FY22. The biosolutions development pipeline has more than tripled in Europe alone.

In Brazil, First AgBiotech conducted 48 field trials and 37 laboratory trials, all focused on biosolutions. Fortgreen completed a further 21 field trials and 34 laboratory tests across biosolutions, Adjuvants and Nutrition. Across the biosolutions programme, 42 products were evaluated, comprising 18 Biostimulants and 24 Biocontrols, with the Biocontrol portfolio including both in-house and third-party products.

Our approach is to establish agronomic performance and practical value before wider adoption. Biological status alone is not treated as evidence of environmental benefit, with technologies assessed in the context of the wider crop management programmes in which they are used.

Over the five years to FY26, Origin's biosolutions sales grew at a CAGR of 19%, reflecting the growing role of biological technologies alongside established approaches to crop nutrition and protection.

In house development of Biostimulants

Biostimulants are of particular interest, with hotter, drier conditions as a result of climate change driving usage. In FY26, Agrii Poland introduced four new CE-marked biostimulants – AscoVigor+, AminoVigor+, TrioPGA and ElastiQ. The CE mark means all products can be freely sold within the EU.

- The evidence programme combined scientific, field, lab and practical testing across agricultural, vegetable and fruit crops in 77 trials. 600 experimental plots assessed the products for their ability to increase yield, improve quality traits, and mitigate the effects of drought, frost and heat stress.
- Growers need physiological tools that complement nutrition and crop protection when drought, high or low temperatures, or uneven nutrient uptake restrict crop performance.
- The portfolio offers differentiated roles rather than a single generic biostimulant claim.
- The next evidence priority is to convert promising visual and agronomic observations into measured yield, quality and customer-level ROI outcomes.
- Biostimulants complement, and do not replace, synthetic plant protection products.
- Biostimulants deliver the clearest customer story: faster biomass development, stronger greening, improved architecture and recovery after frost or water deficit.

After strong market communication, all products supported farmers in the tough, challenging spring of 2026.



Biosolutions in Practice

Innocul8: Evaluating biological innovation in the field

Origin is expanding its biosolutions capabilities to broaden the technologies available within crop management programmes. Through Agrii, our UK agronomy services business, we work with technology partners and use our research, field-trial and agronomic expertise to evaluate new biological technologies under commercial farming conditions.

Innocul8 is one example. Developed with PI AgSciences, part of PI Industries, the biostimulant uses proprietary PREtec™ peptide technology to stimulate the plant's natural defence response, rather than acting directly on disease.

Agrii works with PI AgSciences to evaluate protein- and peptide-based technologies and determine how they can complement established crop-management approaches. During FY26, the partners extended their UK and Ireland collaboration to 2031, broadening the pipeline of technologies being developed and evaluated.

For Innocul8, 24 winter-wheat trials have provided evidence of agronomic performance, with 92% recording a positive yield response and an average increase of 0.26 tonnes per hectare. At an assumed crop value of £160 per tonne, this represented approximately £42 per hectare of additional crop value, with the average response almost three times the calculated break-even level.

Evaluation is continuing across other crops to establish where Innocul8 can be integrated effectively within commercial crop management programmes – supporting product evidence with evaluation across potatoes, sugar beet, pulses, wheat and other crops.

24

Winter wheat trials

92%

Positive yield response

+0.26t/ha

Average response

2031

Partnership extension



Biosolutions in Practice

TrioPGA: in-house development delivering customer benefits

TrioPGA has moved into commercial adoption, with 120 tonnes reported in its first year of sales in internal correspondence. It was a very challenging season for crops in much of Poland, with difficult conditions reported in the field:

- Frost damage, drought or water deficit.
- Weak spring growth and poor nutrient uptake.
- Pest pressure on already weakened crops.

In several cases the crop was considered weak or unpromising before treatment.

Why conventional inputs were not the complete answer

The situations were not simply nutrient deficiencies or pest-control failures. Crop protection and nutrition remained essential but did not directly address the need to restore or sustain plant metabolism under stress.

TrioPGA was used as a complementary physiological input, frequently tank-mixed with micronutrients, insecticides or other crop inputs an integrated programme claim, not a replacement for plant protection products.

Evidence of customer delivery

- Consistent qualitative signal across crops: visible greening, stronger vigour, faster biomass accumulation and improved crop architecture.
- Recovery after abiotic stress: frost-damaged winter barley and oilseed rape were reported to rebuild roots and above-ground biomass.
- Integration: applications were commonly made within existing spray programmes rather than as stand-alone passes.
- Customer confidence: agronomists reported clear visual differences demonstrable in treated strips, untreated areas or neighbouring fields.
- We await yield and quality data from customers, but replicated field trials indicated:
 - PLN 3,300/ha from the difference in sugar beet root yield and sugar content; and
 - PLN 850/ha from the maize yield difference.



Scaling Nature-Based Solutions Through Living Landscapes

Biodiversity Net Gain and Habitat Banking

Biodiversity Net Gain provides a statutory framework in England for delivering measurable, long-term improvements in biodiversity alongside development. Subject to certain exemptions, developments are required to achieve at least a 10% increase in biodiversity value, with significant on-site and off-site habitat enhancements maintained for at least 30 years.

Our Living Landscapes capabilities span habitat assessment and BNG strategy through to habitat creation, enhancement and long-term monitoring, enabling us to support customers through the BNG process.

Through our investment in BioGains, a specialist habitat banking business, Living Landscapes also participates in the off-site BNG market. BioGains' Exeter habitat bank was the first habitat bank placed on England's national Biodiversity Gain Sites Register.

BioGains has since expanded its habitat bank portfolio across Exeter, South Hams, North Devon, and Dartmoor. Its habitat banks are designed to restore and enhance habitats and generate biodiversity units that can support development requirements where BNG cannot be delivered entirely on-site. Off-site gains are legally secured and managed for at least 30 years.

Alongside habitat banking, our Living Landscapes businesses provide the ecological expertise and practical capability required to translate BNG strategies into habitat enhancement on the ground.

4

habitat bank locations across Devon and Cornwall

1st

Exeter was the first habitat bank placed on England's national register

30+ years

habitat creation and enhancement secured for the long term



Creating and managing habitats

Living Landscapes also provides the materials, technical expertise and management capabilities required to establish and maintain habitats across rural, urban and recreational landscapes.

For example, through British Hardwood Tree Nursery, we supply native trees, shrubs and hedging for habitat creation and restoration, infrastructure and landscaping projects. During FY26, the business supplied 2.2 million native trees and hedging plants.

Similarly, John Chambers Wildflower Seed, part of Origin Green-tech, supplies more than 80 British native wildflower mixtures, alongside bespoke mixtures for different soils, locations and project requirements. During FY26, 17,000 kg of wildflower seed and bird-friendly seed mixes were supplied for applications including habitat creation, infrastructure, urban greening and BNG schemes.

Integrated management of recreational landscapes

On intensively managed sports and recreational landscapes, our Sports businesses such as Origin Amenity Solutions apply integrated land management principles. More than 80 FACTS- and BASIS-qualified advisors support turf professionals, alongside a dedicated research centre focused on plant science, integrated pest management and microbiology.

Monitoring, cultural and mechanical management, soil and plant health, biological technologies and targeted inputs are used to manage performance requirements alongside environmental considerations.

Creating space for nature in urban development



At Burnholme Green, City of York Council's first net-zero carbon-in-use housing development, Origin Green-tech supplied specialist green-infrastructure systems and materials to support the establishment of trees and sustainable drainage within the new neighbourhood.

Approximately 300m³ of supported rooting volume was created, incorporating more than 300 tonnes of topsoil and 260 tonnes of subsoil. The TreeParker® tree pit system, root management and irrigation systems and specialist soils provide the below-ground space and growing conditions required for trees to establish within hard-landscaped areas. Specialist bioretention soil was also supplied for rain gardens, integrating planting with sustainable water management.

From ecological assessment to habitat enhancement

During FY26, Keystone, part of Origin's Living Landscapes business, worked with UK gas distribution network SGN to translate BNG recommendations into practical habitat enhancement at Ipsden.

Following a BNG assessment by Keystone's Ecology team, its Habitats team delivered a programme to improve the biodiversity value of existing woodland while protecting operational underground gas infrastructure. Areas of densely planted woodland were opened to increase light and structural diversity, alongside targeted tree management and the creation of additional wildlife habitats.

Approximately 20% of trees within the targeted plantation were felled or coppiced to create a network of rides and glades. Felled material was retained on site and repurposed to create approximately 450 metres of dead hedging, providing additional habitat beyond the original BNG recommendations while avoiding the need to chip and remove the material.

Keystone also created three hibernacula for amphibians, reptiles and invertebrates and installed 39 bat, bird and dormouse boxes, increasing nesting, roosting and overwintering opportunities.

The project demonstrates Living Landscapes' ability to move from ecological assessment and BNG strategy through to practical habitat delivery and subsequent monitoring. Follow-up BNG assessments will provide evidence of how the habitats develop over time and inform any further enhancement requirements.

Developing Living Landscapes

Living Landscapes is an important component of Origin's growth strategy, representing approximately 20% of Group operating profit in FY26.

During the year, we continued to broaden the division's capabilities across ecological assessment, renewable energy, BNG, habitat creation and restoration, green infrastructure and long-term landscape management, increasing our ability to participate across a wider range of environmental markets.

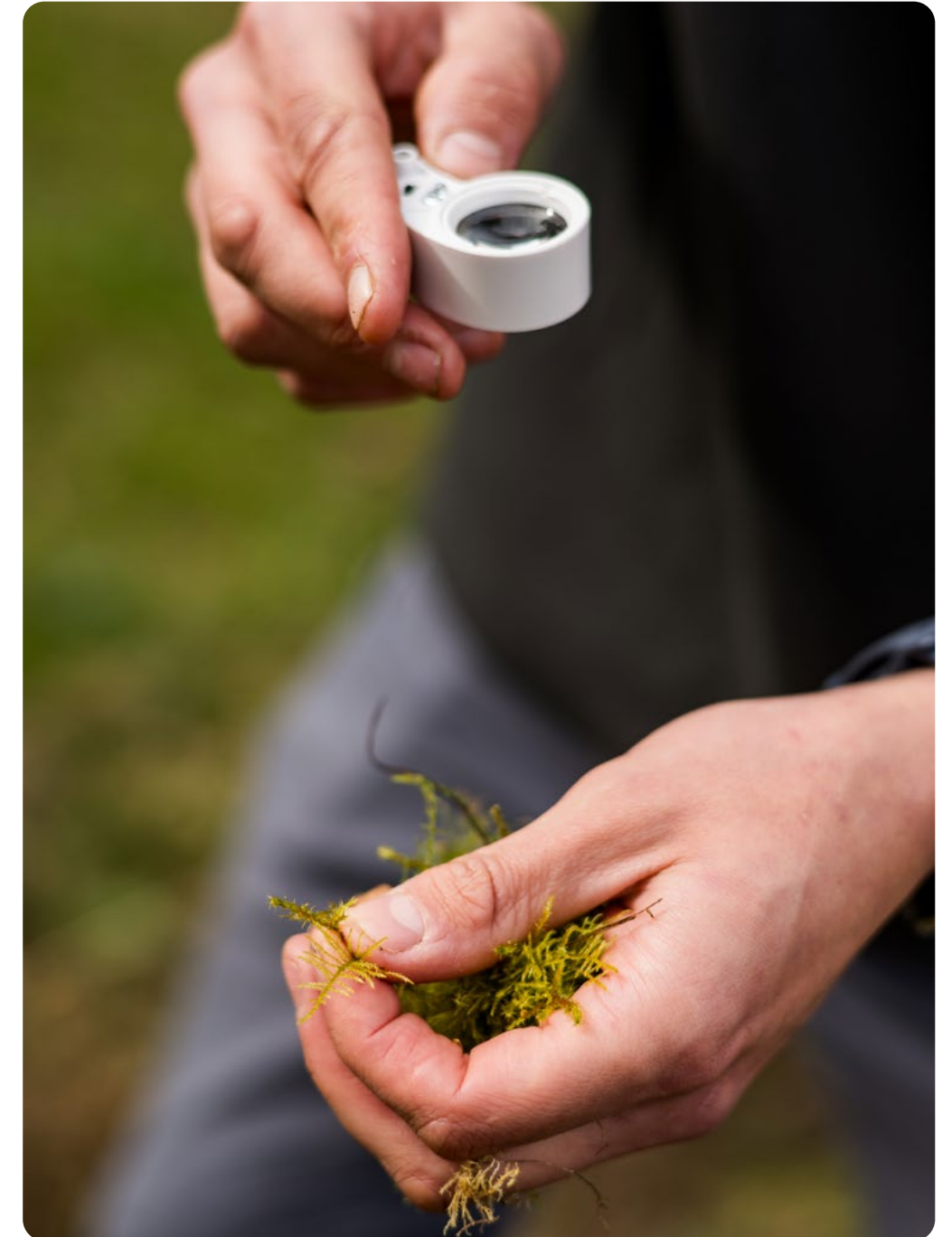
By connecting specialist ecological knowledge with practical delivery and ongoing management, we are building an increasingly integrated platform to support customers as biodiversity, environmental enhancement and the sustainable management of land become more embedded in how infrastructure, development and recreational landscapes are planned and managed.

Ecology and the energy transition

Renewable-energy development creates opportunities to integrate biodiversity considerations into the design and management of land. Avian Ecology, part of Living Landscapes, supports renewable-energy and infrastructure projects through ecological surveys and assessment, mitigation, Biodiversity Net Gain and construction-stage support.

At Yelvertoft Solar Farm, co-developed by Lightrock Power and Bluefield, Avian Ecology acted as ecological consultant, undertaking baseline surveys and ecological reporting and designing targeted mitigation and habitat-enhancement measures. Biodiversity was incorporated into the project from the outset, with varied grassland, hedgerows and other habitats managed alongside operational solar infrastructure.

Now operational, monitoring has recorded a range of birds, butterflies, mammals and wildflowers across the site. Early indications reported by Avian Ecology suggest that the site is performing above the statutory 10% BNG requirement, demonstrating the potential for well-designed renewable-energy infrastructure to contribute to biodiversity enhancement alongside energy generation.



Pollution (Air and Water Quality)

Our Approach

Our approach to pollution is focused on prevention and responsible management – strengthening controls within our operations and applying our agronomic, technical and environmental expertise to manage pollution risks associated with the use of products and materials.

Pollution of air, water and soil, microplastics and substances of concern were identified as material topics through our FY26 Double Materiality Assessment. These impacts arise principally across our agricultural value chain, with additional pollution risks associated with our own operations and wider land management activities.

Our approach reflects where we can most directly influence these impacts. Within our operations, we focus on appropriate storage, handling and environmental controls. Across our agricultural activities, agronomy, Integrated Pest Management (IPM), precision application, product stewardship and operator training support more targeted and responsible input use. Across our wider land-management activities, our focus is on responsible product and material use and appropriate environmental management.

Scientific evidence and regulatory requirements provide important foundations for product stewardship and compliance across the Group. We monitor developments and manage our product portfolio as scientific understanding, regulatory requirements and available technologies evolve. Our agronomic, environmental and technical capabilities also support customers in managing pollution risks and adapting to change.

100%

ATLAS branded seed in Romania treated with a microplastic-free alternative, with the UK transitioning to microplastic-free seed treatments

3,685

Farmers trained in spray efficiency and drift reduction in Continental Europe

75%

2030 target for Continental European spray efficiency and drift-reduction training coverage

Impacts, Risks, and Opportunities

Impacts

Our most significant pollution impacts arise principally across our agricultural value chain through the production, storage, distribution and use of fertilisers and plant protection products.

The principal impacts include:

- **Air** – air pollution associated with fertiliser and crop-protection use, including ammonia emissions associated with nitrogen fertiliser application;
- **Water** – nutrient and chemical runoff affecting water bodies and aquatic ecosystems;
- **Soil** – contamination associated with nutrient surpluses and agrochemical residues;
- **Microplastics** – potential environmental impacts associated with agricultural inputs and materials; and
- **Substances of concern** – potential environmental exposure to hazardous substances.

Within our own operations, we undertake selected manufacturing, formulation and fertiliser blending activities, alongside the storage and handling of agricultural inputs and other products and materials. Appropriate controls over these activities are important in managing potential releases to air, soil and water.

Many of these impacts arise within the value chain, making product stewardship, agronomic advice and responsible application important areas through which we can influence how products are used and potential pollution risks are managed.

Risks

Pollution-related risks arise both from the environmental impacts associated with the products and materials we handle and supply and from future changes in regulation governing their composition, availability and use. Our businesses operate within established regulatory frameworks governing the products and activities relevant to their markets, with compliance forming the baseline for their management.

The principal business risks associated with evolving requirements include:

- Changing product requirements – particularly future requirements relating to ammonia emissions, microplastics and substances of concern;
- Product availability and transition – where regulatory change may require substitution, reformulation or alternative materials; and
- Transition complexity – where the timing of change can depend on supplier readiness, technical performance, customer requirements and the availability of effective and commercially viable alternatives.

Beyond regulatory compliance, appropriate management of nutrients, plant protection products and other materials remains important in preventing unintended losses to the environment and managing associated environmental and reputational risks.

Opportunities

Preventing pollution and improving resource efficiency create opportunities to improve how products are selected, applied and managed, while maintaining the productivity and performance customers require.

In Agriculture, our capabilities support:

- More targeted input use through Integrated Pest Management and nutrient planning;
- Greater application accuracy through precision technologies and application practices;
- Improved resource efficiency through our focus on Nitrogen Use Efficiency; and
- Responsible use and application through operator training and product stewardship.

We work with our research teams, suppliers and technology partners to evaluate alternative formulations, materials and technologies, considering environmental impact alongside efficacy, practicality and cost. This reflects our focus on pollution prevention and customer needs, as well as the need to respond to evolving requirements for microplastics and substances of concern.

Across our wider land management activities, our environmental and technical capabilities support appropriate product and material selection and the management of potential impacts on soil and water.

Applying this expertise can improve resource efficiency, reduce the potential for losses and help customers adapt as products, technologies and environmental requirements change.

Our Progress

Targets & Measures

Target

- Develop a roadmap by FY26 for eliminating microplastics in our products.
- Microplastics will be eliminated from all seed treatments by 2030.
- 75% of all operators in our CE markets will be trained by 2030.
- SVHC-compliant.

KPIs	FY22 Baseline	FY23	FY24	FY25	FY26	2030 Target
Reduce microplastics in seed coatings						
Innovation Examples: Develop the roadmap.				• Roadmap commenced reviewing and assessing products and transitioning them as required	• Group-level assessment strengthened across relevant product categories, with priority areas identified for technical evaluation, supplier engagement and transition planning	• Develop a roadmap by FY26 for eliminating microplastics in our products
Innovate to replace microplastics with alternatives in seed coatings collaboration with suppliers		• Began transition from traditional plastics to biodegradable materials in Controlled Release Fertilisers (CRFs)	• Launched a microplastic-free seed coating in Romania, developed in collaboration with Fortgreen, Brazil	• 100% of ATLAS seed in Romania treated with biodegradable coating (Agrii Start PolyZn ST) • UK portfolio transition 70%+, on track for 100% by FY26 • Biodegradable, CRF coating piloted in turf with commercial rollout expected in FY26	• Romania: 100% of ATLAS branded seed and 60% of farm-saved seed processed through Agrii Romania's mobile operations were treated with Agrii Start PolyZn ST in FY26, replacing microplastic-containing alternatives • UK: Following the use of remaining stocks during Autumn 2026, Agrii UK will transition to Fortgreen's microplastic-free Soldier or Agrii Start PolyZn. A biodegradable CRF coating has also been piloted in turf, with work ongoing to establish a commercially viable solution • Poland: The transition to microplastic-free polymers is well advanced, with Agrii Poland targeting 100% microplastic-free seed treatment polymers from FY28	• Eliminate microplastics from all seed treatments by 2030
Reduce spray drift to protect water quality						
Innovation Examples: Improve spray targeting	• 100 sprayer operator workshops held	• Rolled out to Central European market	• 2,500+ farmers and operators trained across our global operations	• 4,000+ farmers trained in spray efficiency and drift reduction across Europe	• 3,685 farmers trained across Romania and Poland in FY26, reaching 37% of the customer base	• 75% operator/customer coverage in Poland and Romania by 2030
Ensure SVHC compliance						
Innovation Examples: Review product register				• No SVHC produced or sold	• No SVHCs were produced or sold by Origin during FY26	• Full compliance

See also: Increasing NUE targets and KPIs, p. 21 →

Environmental controls within our operations

Our operations include selected manufacturing, formulation and fertiliser blending activities, alongside the storage and distribution of agricultural inputs and a wider range of land management and green infrastructure products. These activities require appropriate environmental controls to manage risks including dust, spills and unintended releases to air, soil or water.

During FY26, we continued to develop our environmental management framework. Our Environmental Management System (EMS), together with comprehensive environmental procedures maintained by individual businesses, supports the management of operational environmental risks. Internal assessments commenced across our UK and Ireland operations during the year, providing a structured review of existing practices and supporting the continued development of our Group environmental management approach.

Site-level controls reflect the activities undertaken and applicable regulatory requirements, including Control of Major Accident Hazards (COMAH) requirements at relevant facilities.

Protecting water and soil

Improving water quality is an important focus of our agronomic and stewardship activities. The environmental impact of agricultural inputs is influenced by what is applied and where, when and how it is used. Nutrients and plant protection products can move beyond their intended target through leaching, runoff, spray drift and point-source losses.

Our agronomists and technical sales teams support growers through soil and crop analysis, nutrient planning, IPM and application advice. Precision technologies and digital decision-support enable more targeted use of fertilisers and plant protection products, including through variable-rate application, helping to reduce the potential for unintended losses while supporting productive farming systems.

Land management measures provide an additional means of limiting these pathways. Vegetated margins can help intercept sediment and nutrients before they reach watercourses, while cover crops can reduce soil erosion, improve soil structure and increase water infiltration.

Where relevant, our businesses also participate in catchment-based initiatives, working with farmers and other stakeholders to identify local risks and support targeted measures to protect water quality.

Improving application and stewardship

Effective stewardship depends on the knowledge, application practices and technologies that sit around the product. Through our agronomy networks, we work directly with growers to strengthen these capabilities and support the responsible and effective use of agricultural inputs.

In Romania and Poland, our teams provide practical training and technical engagement alongside the formal requirements applying in each market. Programmes focus on responsible plant protection use and application practice, translating technical knowledge into decisions growers can apply in the field.

During FY26, 2,965 farmers in Romania, representing 49% of customers, and 720 farmers in Poland, representing 18%. Combined coverage was 37%, against our target of reaching 75% of customers across these markets by 2030. This is a reduction on last year due to fewer open days being held.

Application technologies are another important part of this approach. Adjuvants and wetting agents have formed part of our European offering for many years, supporting characteristics including spray coverage, retention and spreading and, when appropriately selected and applied, helping optimise the performance of plant protection programmes.

We are continuing to broaden this capability, drawing on established expertise within our Latin American businesses, our European agronomy and trials networks, and our long-standing relationships with technology and product partners. During FY26, we increased knowledge-sharing and technical evaluation across the Group, while developing our own capabilities in selected areas.

This broader platform strengthens the expertise available to our agronomists and customers.

Keeping crop protection on target



Agrii UK | Improving application to protect water

When crop protection products are applied, keeping the spray on the crop and away from surrounding land and watercourses is critical. Weather, droplet size, equipment and application technique can all influence where a spray lands.

Agrii's Spray Droplet Management programme helps operators put this into practice. Training covers nozzle selection, weather conditions, droplet behaviour, drift-reduction technology and buffer zones, helping operators make better application decisions in the field.

Agrii UK runs 100 sprayer operator workshops across the UK each year, supporting operators to reduce spray drift, protect watercourses and optimise water use while maintaining effective crop protection.

Better application means more of the product reaches its intended target, reducing the potential for losses to the wider environment.

Addressing Microplastics

Microplastics are an evolving environmental and product-stewardship consideration across certain agricultural and land management applications. Some products use polymer-based materials for functions including seed coating, encapsulation and controlled nutrient release. While not all polymers are classified as microplastics, certain synthetic polymer materials can persist in the environment, increasing scrutiny of their use and driving regulatory and technological change.



Seed treatments

Seed treatments are an important area of focus within our commitment to eliminate microplastics from all seed treatments by 2030.

During FY26, we maintained the progress already achieved in Romania, where 100% of seed sold under Agrii's ATLAS seed brand continued to be treated with Agrii Start PolyZn ST, a biodegradable coating developed through collaboration between Agrii Romania and Fortgreen, our specialty crop nutrition and inputs business in Brazil.

In addition, 60% of Farm Saved Seed (FSS) processed by Agrii Romania's Mobile Seed Stations were treated with Agrii Start PolyZn ST, replacing sales of other FSS products containing microplastics – Sales of Agrii Start PolyZn ST increased from 20,235 L (FY25) to 34,685 L (FY26).

In the UK, while there are still stocks of seed treatments such as Peridium Red that contain microplastics, no more have been ordered and they are being used less and less as the UK's preferred seed treatments (Beret Gold and Vibrance) do not require dust suppression / colour enhancement (which Peridium Red offers). Once stocks are cleared during Autumn 26, Agrii UK will fully transition into Fortgreen's microplastic-free Soldier, or Agrii Start PolyZn.

Poland is already in the process of transition into plastic-free polymers. Cereal seed treatments (Soldier from FG and Sepiret Red 01 from BASF) are 100% microplastic-free. For OSR seed treatments, stocks of Sepiret Blue still remain that will be used during this autumn campaign and next spring for spring field crops. From FY28 the Agrii PL seed treatment range will be 100% microplastic-free seed treatment polymers.

The development demonstrates how technical expertise and innovation from across the Group, alongside our supplier partnerships, can support product transition while maintaining the functionality and performance required by growers.

Controlled-release fertilisers

Controlled-release fertilisers are another area of focus. Polymer coatings can regulate nutrient release, helping to match nutrient availability more closely with plant requirements and improve nutrient-use efficiency. The environmental characteristics of these coatings are increasingly important as regulation and alternative technologies develop.

Building on earlier trials of alternative coating technologies, during FY26 we continued technical evaluation across our UK sports turf and Latin American activities, working with suppliers and drawing on our own technical capabilities. Testing has reinforced the importance of maintaining the nutrient-release characteristics and agronomic performance these coatings are designed to provide, and identifying alternatives that meet these requirements remains an area of ongoing development.

Our assessment considers environmental performance alongside nutrient-release characteristics, agronomic efficacy, regulatory requirements and commercial viability. We will continue to evaluate emerging technologies and work with suppliers as suitable alternatives develop.

Effective transition requires alternatives that improve environmental characteristics while continuing to deliver the functionality and performance required by customers.

Microplastics Transition Roadmap

- Audit
- Assessment and trialling of alternatives
- Biodegradable seed treatments
- Controlled release fertilisers
- 2030 elimination

Addressing Substances of Concern

Plant protection products and other regulated agricultural inputs are subject to extensive scientific assessment, authorisation and stewardship requirements. High standards of regulatory compliance and product stewardship are fundamental to how we operate. Scientific evidence and the regulatory frameworks applying in each of our markets guide the products we supply, their permitted uses and the stewardship support we provide to customers.

As scientific understanding and regulatory requirements evolve, permitted uses can change and individual active substances may be restricted or withdrawn. Our businesses monitor these developments closely and manage their portfolios accordingly, working with suppliers and customers to prepare for and respond to change.

Our agronomy, IPM, biosolutions and precision-application capabilities support the responsible and targeted use of agricultural inputs and provide complementary or alternative crop management approaches where appropriate.

“

This combination of science-led stewardship, regulatory oversight, agronomic expertise and product innovation supports the responsible management of our portfolio.

Our FY26 Double Materiality Assessment confirmed substances of concern as a material topic for the Group, consistent with the importance we have long placed on the responsible management of regulated agricultural inputs. No Substances of Very High Concern (SVHCs) were produced or sold by Origin during FY26.¹

Alongside regulatory developments, our research teams work with suppliers and technology partners to evaluate alternative formulations, active ingredients and technologies. Scientific evidence and environmental considerations are assessed alongside efficacy, practicality and cost, recognising that alternative approaches must continue to deliver the performance required by customers.

This combination of science-led stewardship, regulatory oversight, agronomic expertise and product innovation supports the responsible management of our portfolio as scientific understanding, technologies and regulatory requirements evolve.

Substances of Very High Concern (SVHCs) are a specific regulatory category and represent one element of the broader substances-of-concern considerations covered by our Double Materiality Assessment.

¹ Substances of Very High Concern (SVHCs) are a specific regulatory category and represent one element of the broader substances-of-concern considerations covered by our Double Materiality Assessment.

Air quality and nutrient efficiency

Our direct operational air-emission risks are principally associated with localised emissions, including dust from fertiliser manufacturing, blending and handling. Site-specific controls and operating procedures are used to manage these risks as part of our wider environmental management arrangements.

Across our agricultural value chain, ammonia emissions associated with nitrogen fertiliser application are a more significant area of influence. Ammonia can be released when nitrogen applied to land is lost to the atmosphere rather than taken up by the crop. Improving how nitrogen is selected, timed and applied can therefore help reduce these losses while supporting agricultural productivity.

Our approach centres on improving Nitrogen Use Efficiency (NUE) – increasing the proportion of applied nitrogen used by the crop. Through soil and crop analysis, nutrient planning and precision application, our agronomists help growers better align nutrient supply with crop requirements. We also evaluate enhanced efficiency fertilisers and other nutrient technologies designed to improve the effectiveness of applied nitrogen and reduce the potential for losses.

Research and field trials across our businesses continue to evaluate how fertiliser formulation, application practice and agronomic management can improve nutrient efficiency under commercial growing conditions. This work supports our wider commitment to improve NUE by 20% by 2030 and provides an evidence base for the technologies and practices we recommend to customers.

More on our Integrated Pest Management approach and the targeted use of plant protection products: p.39; p.48–p.49





Water Resource Management

Our Approach

Water is fundamental to productive and resilient land. Our approach focuses on improving our understanding and management of water within our operations, while applying our agronomic, technical and environmental expertise to help customers manage water availability, efficiency and quality.

Water availability, quality and responsible use are material considerations for Origin and the customers we support. This is reflected in our FY26 Double Materiality Assessment, which identifies pressure on freshwater resources and water quality, together with water scarcity and associated regulatory risks, as material impacts and risks.

Water is also an important dependency across the markets we serve. Agriculture depends on sufficient water at the right time to support crop establishment, growth and nutrient uptake. Across Living Landscapes, water influences the establishment and management of sports, amenity and urban landscapes, habitats and green infrastructure.

Our direct water use is concentrated in a relatively small number of activities, including specialist fertiliser manufacturing, line marking production, bottling and agricultural contract spraying. We continue to improve the quality of our water data and identify opportunities to use water more efficiently within these activities.

Our broader influence is through the customers and land managers we support, where our capabilities across Agriculture and Living Landscapes can contribute to more effective management of water and land.

Marine resources were not identified as material and are therefore not addressed separately within this section.

Potential impacts on aquatic environments associated with agricultural runoff and other pollution pathways are addressed under Pollution.

20%

FY32 target to reduce operational water withdrawals from the FY25 baseline

46.0m

Litres reported water withdrawals across Group operations in FY26

7.2m

Litres reported water consumption across Group operations in FY26

Impacts, Risks, and Opportunities

Our Water Impacts and Dependencies

Our activities and value chain can place pressure on freshwater resources through water withdrawal and use and through activities that can affect water quality.

Within our own operations, water is used principally in selected manufacturing activities and agricultural contract spraying. We monitor water withdrawals and consumption and continue to improve our understanding of where water is used across the Group and where greater efficiency can be achieved.

Our more significant dependency on freshwater arises across the agricultural value chain. Crop production depends on rainfall and, in some farming systems, irrigation, with water availability and timing influencing crop establishment, development and yield. Water scarcity can therefore affect agricultural productivity and the customers and markets we serve.

Agricultural activities can also affect freshwater quality where nutrients or plant protection products move beyond their intended target through runoff or leaching. These pollution pathways and the measures used to manage them are addressed principally within Pollution (see p. 46–51).

Water-related dependencies and impacts may also arise within our upstream supply chain. While these have not been identified as a significant source of water-related exposure through our existing risk-management processes, detailed assessment of upstream water-related dependencies and impacts is less developed than for our own operations and the markets we serve. Further assessment will form part of the continued development of our approach to water-related risk.

Water-Related Risks

Water scarcity can affect agricultural productivity and the management and establishment of landscapes. Drought and prolonged periods of low rainfall can reduce soil moisture, constrain crop development and influence growers' cropping, irrigation and input decisions. Across Living Landscapes, water availability can affect sports turf, amenity landscapes, trees and planting, increasing the importance of effective irrigation and water management.

This exposure was evident during FY26, when drought and prolonged dry conditions affected a number of our European markets. In Agriculture, reduced soil moisture affected crop development and growing conditions, while across managed landscapes, prolonged dry periods increased the importance of maintaining appropriate water availability. Our exposure to water scarcity arises principally through the customers and markets we serve, with direct operational exposure more limited.

Water-related risk also extends to periods of intense rainfall and excess surface water, which can affect land, infrastructure and managed landscapes. Regulatory requirements governing water abstraction, use and quality can also influence agricultural and land management practices and how customers manage water and other inputs.

We assess water-related exposure across our operations and markets using external water-risk information alongside local operating knowledge, supporting the identification of locations where water scarcity and other water-related pressures may require greater management attention.

During FY26, we deepened our assessment of nature-related risks and dependencies within our own operations, including applying the WWF Water Risk Filter to screen Group sites for water-related risk. Four non-production sites in Romania, within the Danube River basin, were identified in areas of medium-high water scarcity risk. These sites have limited operational water requirements, with no manufacturing or water-related processing activities. No other Group facilities were identified through the screening as being located in areas of medium-high or high water scarcity risk.

The findings are informing further assessment of water scarcity and pollution-related risks across our operations and value chain and will support the continued development of our approach to managing water-related dependencies, impacts and risks.

Our Progress

Targets & Measures

Target

- Reduce water use by 20% by 2032, from FY25 baseline.
- Advance water stewardship, including training 75% of spray operators in Central Europe by 2030.

KPIs	FY23	FY24	FY25	FY26	2030 Target
Protect water quality through improved spray targeting					
Innovation Examples: Operator training on latest legislation, maximising Plant Protection Product (PPP) performance and reducing risk to water and non-target organisms	Rolled out to CE market 100 sprayer operator workshops held Rolled out to CE market	Trained over 2,500 farmers and operators across our global operations	4,252 farmers and operators trained in Poland and Romania	3,685 farmers and operators trained in Poland and Romania	75% of all operators in our CE markets will be trained
Reduce water usage					
Water usage measured in million litres	22.2	24.2	40.4	49.0	Progress towards 20% reduction in operational water withdrawals by FY32, from the FY25 baseline
Incidents/Compliance					
	Business unit oversight in place; no material incidents identified	Business unit oversight in place; no material incidents identified	Centralised Group log introduced to strengthen oversight; no material incidents identified	Incidents/compliance – no material incidents identified	Full compliance

See also Targets and KPIs for Increasing NUE p.21, and Biosolutions Innovation p.35 →

Improving our operational water performance

During FY26, we continued to strengthen our understanding of water use across the Group. Reported water withdrawals were 49.0 million litres, compared with 40.4 million litres in FY25, an increase of approximately 21%. Water consumption increased from 5.6 million litres to 7.2 million litres.

The increase in reported withdrawals reflects changes in operational activity alongside improvements in the completeness and accuracy of our underlying data. Revised estimates and improved reporting at individual businesses, including Romania and our specialist sports turf fertiliser operations, contributed to higher reported volumes, while Agrii UK's reported water use reduced year-on-year. 6.7% of FY26 withdrawals were estimated, compared with 6% in FY25.

Water data is collected across a geographically dispersed Group through a combination of meter readings, supplier information and estimates where direct consumption data is not available. Differences in metering arrangements, billing periods and the availability of consumption data can affect comparability between businesses and reporting periods. During FY26, we continued to refine estimation methodologies and improve source data, providing a more complete picture of water use and, in some businesses, resulting in higher reported volumes than previously recorded.

Our focus is on increasing the proportion of water use supported by direct meter readings or reliable supplier data, improving consistency of measurement across the Group and developing a clearer understanding of water use at our higher-consuming operations. This will provide a stronger evidence base for identifying and prioritising practical water-efficiency measures.

FY25 is the baseline for our commitment to **reduce operational water withdrawals by 20% by FY32**. Improving the quality of our measurement provides the basis for managing water use more effectively and tracking progress against this commitment.

Supporting water management in agriculture

Our agronomists work with growers throughout the cropping cycle to support decisions on soil management, crop and variety selection, establishment, nutrition and irrigation according to crop requirements and prevailing conditions.

Soil structure and organic matter influence how effectively rainfall infiltrates and is retained within the soil. Soil and crop analysis, nutrient planning and digital agronomy provide further information to support management decisions as conditions develop, while precision technologies can support more targeted use where irrigation or water application is required.

Application planning and technology also help optimise water used in crop-protection programmes alongside the effective and responsible application of products.



Improving irrigation efficiency

Across Living Landscapes, our irrigation capabilities support more efficient water use in sports, amenity and other managed landscapes. Irrigation systems, digital controls and technical expertise enable water to be applied more precisely according to plant, surface and prevailing conditions, giving grounds professionals greater visibility and control over application.

Managing water within landscapes

Our Living Landscapes activities also support the management of rainfall and surface water across urban, infrastructure and environmental projects.

Sustainable drainage systems (SuDS), rain gardens, specialist soils and planting can support infiltration and attenuation, helping manage rainfall within the landscape and reduce pressure on conventional drainage systems. Appropriate soil specification and water management also support the establishment of trees, planting and green infrastructure.

These capabilities complement our wider work in habitat creation, ecological design and urban greening. Our Burnholme Green case study within Biodiversity (see p. 44) provides an example of specialist soils, rain gardens and supported rooting infrastructure integrating tree establishment and water management within an urban development.

Protecting water quality

Protecting water quality is closely connected with the responsible use of agricultural inputs. Nutrients and plant protection products can reach watercourses through runoff, leaching, spray drift and point-source losses.

Our approach to these pollution pathways – including nutrient planning, Integrated Pest Management, precision application, operator training and protection of watercourses – is addressed within Pollution (see p. 46–51), where pollution of water is separately identified as material through our FY26 Double Materiality Assessment.

Precision irrigation for water efficiency

Origin Amenity Solutions (OAS) | Holme Hall Golf Club

Holme Hall Golf Club operates a heathland-parkland course on free-draining sandy soils, where effective irrigation is important to maintaining turf quality. As part of a wider course redevelopment, the club replaced its ageing irrigation infrastructure with a new Rain Bird system supplied and supported by Origin Amenity Solutions.

The new system replaced block irrigation on the greens and single-row irrigation on the fairways with Rain Bird 752IC valve-in-head sprinklers and double-row 952IC sprinklers on the fairways. Greater control over individual applications enables the greenkeeping team to respond to wind conditions and direct water more accurately to where it is required, while reducing application to surrounding heather and long rough.

Managed through Rain Bird CirrusPro, the system provides digital control over irrigation and enables identified dry areas to be targeted individually. OAS provided technical advice and support throughout the project, working with Head Greenkeeper Stephen Leighton and his team, who designed and installed the system.

Following installation, Holme Hall reported an approximately 50% reduction in water use, alongside improved irrigation control and plant health. More precise application has also reduced overwatering of surrounding heather, supporting its condition while maintaining the playing surfaces.

~50%

Reduction in water use reported by Holme Hall



Resource Use and Circular Economy

Our Approach

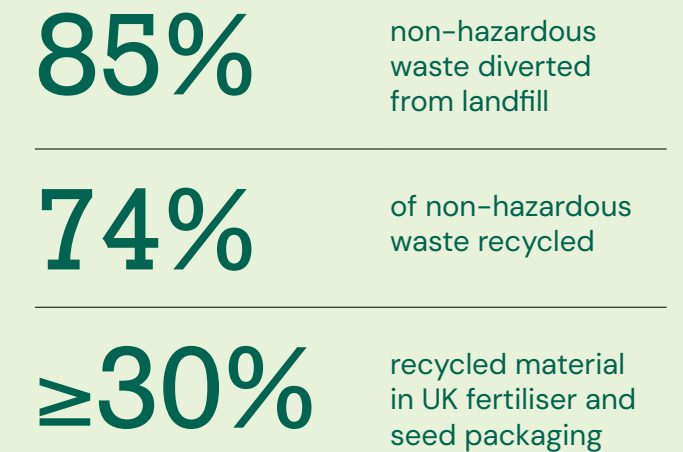
Our approach to resource use and circularity is focused on using materials more efficiently, preventing waste where possible and increasing the recovery, reuse and recycling of resources across our operations and value chain.

Origin's businesses use a diverse range of materials and inputs to manufacture, formulate, package, store, distribute and deliver products and services across Agriculture and Living Landscapes. These include agricultural raw materials and inputs, packaging, plastics, timber, soils, growing media and materials used across sports and amenity, landscaping, infrastructure and environmental projects.

Our FY26 Double Materiality Assessment identifies resource inflows, including resource use, and waste as material for the Group. Our resource-related impacts arise from the materials and inputs consumed across our operations and value chain, including the use of virgin materials. Reliance on these resources also creates exposure to changes in their availability and cost, while waste generated through our activities represents a further environmental impact.

Our approach follows the waste hierarchy, prioritising efficient resource use and waste prevention, followed by extending material life, increasing recycled content and recyclability, and supporting recovery and recycling at end of life. As material flows differ significantly across the Group, actions are managed at business and site level according to their activities and principal resource and waste streams.

Our influence also extends beyond our operations. Through product and material specification, packaging choices, reverse logistics and recycling programmes, we are supporting opportunities to keep resources in productive use and recover materials after use.



Impacts, Risks, and Opportunities

Our Resource Use and Impacts

Our resource inflows reflect the breadth and scale of our activities. In Agriculture, our largest product flows by volume are soil nutrition products and raw materials, alongside plant protection products and seed, together with the packaging and other materials required for their manufacture, formulation, storage and distribution. Across Living Landscapes, resource use includes soils and growing media, timber, planting and landscaping products, ground-engineering materials and products supplied across sports, amenity, infrastructure and environmental projects.

The scale and nature of these resource flows vary considerably across our businesses. The use of virgin materials contributes to demand for primary resources, while reliance on raw materials and finished products exposes the Group to changes in their availability, supply and cost.

Waste arises principally through manufacturing, formulation, processing, handling, storage and distribution, with additional waste generated through our wider operational and project activities. Our waste streams include packaging and mixed operational waste, paper and cardboard, plastics, metals, timber and chemical and other hazardous materials. The composition and scale of these streams vary by business and activity.

Across Origin, we are improving resource efficiency by reducing material losses, increasing the use of recycled materials and developing more circular approaches to packaging.

Resource-Related Risks and Opportunities

Our exposure to resource-related risk principally arises through the availability and cost of materials, changing regulatory requirements and the ability to recover or recycle materials after use. These considerations differ across our geographic footprint and product portfolio, reflecting differences in supply chains, local recycling infrastructure and the technical requirements of individual materials and products.

Packaging is a particular area of focus. Requirements relating to recycled content, recyclability and Extended Producer Responsibility continue to develop, while packaging used for agricultural inputs and other specialist products must maintain the strength, compatibility, containment and product-protection standards required during manufacture, storage, transport and use. This can influence the pace at which alternative or higher recycled-content materials can be adopted.

Improving resource efficiency can reduce material and product losses, increase the use of secondary and recycled materials and extend the useful life of resources. In Agriculture, our focus includes improving efficiency through manufacturing, handling and distribution and developing more circular approaches to packaging and agricultural materials. Across Living Landscapes, product and material specification provides opportunities to increase recycled and recyclable content and support the recovery of products and materials after use.



Our Progress

Targets & Measures

Target

By 2028, we aim to:

- Reduce non-hazardous waste sent to landfill to 5% across our global operations;
- Have non-hazardous waste recycling programmes in place across all operations;
- Achieve at least 40% recycled content across Group packaging; and
- Ensure 100% of Group-sourced packaging used in our own products is recyclable.

KPIs	FY21 baseline	FY24	FY25	FY26	2028 Target
% Non-hazardous waste diverted from landfill across Group-wide global operations					
	38%	84%	83%	85%	≥95% of non-hazardous waste diverted from landfill
Non-hazardous waste recycling programmes					
		• Group-wide waste segregation initiatives and recording implemented with recycling programmes being established across all businesses		• 74% of non-hazardous waste recycled Group-wide	• Waste recycling programme in place across all of our operations
% Recycled content in Group packaging					
		• All Agrii UK and Origin Soil Nutrition bags contain 30% recycled material.	• Group-wide recycled packaging content target set for FY28 • All UK packaging contains 30%+ recycled material	• UK fertiliser and seed packaging contains ≥30% recycled material	• ≥40% recycled content across Group packaging • All packaging material is 100% recyclable

Improving Waste Management and Reporting

During FY26, Origin generated 4,859 tonnes of non-hazardous waste, of which 74% was recycled, 15% sent to landfill, 9% recovered or incinerated and 2% composted. A further 553 tonnes of hazardous waste was reported and managed in accordance with applicable regulatory requirements.

In FY26, 87% of reported waste volumes were based on actual invoices and site-level reporting, covering businesses representing approximately 75% of Group revenue, with the remaining 13% estimated.

The increased use of estimates principally reflects the inclusion of operations where waste reporting is being standardised and refined, including our animal nutrition activities in Northern Ireland, which were previously excluded from reported waste volumes. Their inclusion provides a more complete representation of the Group's waste footprint.

All businesses now report site-level waste data at least quarterly through our dedicated ESG reporting application. Actual data is reported across our principal processing and repackaging operations, while estimates are used primarily for smaller distribution and office locations and, currently, our Belfast animal nutrition operation. Where waste is reported by volume rather than weight, conversion assumptions are applied.

We continue to strengthen the consistency and completeness of waste reporting, with a focus on improving the measurement and classification of principal waste streams and progressively increasing the proportion supported by actual data.

FY26 performance

4,859 Tonnes of non-hazardous waste

74% Recycled

15% Landfill

553 Tonnes of hazardous waste managed in line with regulatory requirements

Preventing waste at source

Improving resource efficiency starts with reducing material losses before they become waste. Across our operations, investment in manufacturing, processing, storage and handling supports more efficient use of resources and reduces residual material requiring treatment or disposal.

Increasing circularity in products and materials

Circularity also informs the materials incorporated into products we manufacture, distribute and supply. Across Agriculture, our focus includes packaging, material efficiency and recovery routes for agricultural materials. Across Living Landscapes, product specification provides opportunities to increase the use of recycled and recyclable materials.

Recycled materials in Living Landscapes

Within Groundtrax, a range of permeable ground-reinforcement products incorporates recycled plastics for applications including access, parking, landscaping and ground stabilisation.

CellPave 40 is manufactured from 100% recycled HDPE and CellPave 50 from 100% recycled LDPE, returning secondary materials to productive use in durable ground-engineering products.

Supporting recovery and recycling

We are extending our approach to circularity beyond product supply by providing customers with practical routes to recover materials after use.

For example, through Origin Green-tech, customers can return used tree shelters and spiral guards for recycling through established Tubex and Rainbow collection schemes. Origin Green-tech supports these schemes through collection points in the UK and Ireland, providing customers with an accessible route for used tree-protection products to be collected and reprocessed.

This complements our focus on recycled and recyclable materials by supporting their recovery at the end of their useful life and reducing the potential for used products to enter residual waste streams.

Improving packaging circularity

Packaging represents an important resource flow across Agriculture and Living Landscapes. Our focus is on increasing recycled content and recyclability, reducing the use of virgin materials where practicable and supporting effective recovery, while ensuring packaging continues to meet required technical, safety and product-protection standards.

In the UK, our fertiliser and seed packaging incorporates a minimum of 30% recycled plastic. We continue to engage with suppliers on opportunities to increase recycled content as suitable materials and packaging specifications develop.

Increasing recycled content is not solely a question of material availability. Packaging must retain the strength, durability, compatibility and containment performance required during filling, storage, handling and transport. These requirements are particularly important for fertilisers, plant-protection and other chemical products. Alternative materials, including bio-based and biodegradable materials, therefore need to be assessed against the performance and end-of-life requirements of their intended application.

Our target to achieve at least 40% recycled content across Group packaging by 2028 provides a clear direction for this work.

In Ireland, Goulding Fertilisers participates in the national Extended Producer Responsibility framework through Repak, while our UK agricultural businesses support industry initiatives for the recovery and recycling of agricultural plastics. In Brazil, Fortgreen operates a reverse-logistics programme supporting the recovery and recycling of packaging placed on the market. Across Continental Europe, packaging specifications and recovery arrangements continue to be reviewed as recycled-content, recyclability and Extended Producer Responsibility requirements develop.

Improving resource efficiency at West Twin Silo



Reducing losses through handling and storage

Our animal nutrition operation at Belfast's West Twin Silo has completed a major upgrade of its grain-handling and storage infrastructure, improving the efficiency with which grains are received, handled and stored.

The project introduced upgraded automated grain-handling systems, enclosed conveyors, dust-filtration equipment and improved storage controls. Together, these provide greater control over material flows, reducing grain spillages and product losses during handling while helping to prevent spoilage.



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Our Approach



Origin's vision is for a world where land achieves its true potential for people, businesses and nature. Delivering that vision requires both responsible stewardship of the environment and a clear understanding of our responsibilities to people across our operations and value chain.

For Origin, social materiality reflects the importance of safe work, fair opportunity and trusted customer relationships.

Through Nurturing Our Society, we seek to create lasting value by providing a safe, inclusive and supportive workplace; respecting the rights of workers connected with our value chain; and acting responsibly towards the customers and end users who rely on our products, services and expertise.

Our approach recognises that these relationships are closely connected. The skills, judgement and wellbeing of our people influence the support we provide to customers. Responsible sourcing and business practices help protect workers beyond our direct operations. Trusted expertise and product stewardship help customers and end users use our products and services safely, responsibly and effectively.

- People and capability enable the Origin Model.
- Safety is Origin's most fundamental societal responsibility and an operational priority.
- Responsible sourcing and human rights due diligence protect resilience and trust.
- Product stewardship and trusted advice support safe, responsible customer outcomes and farmer resilience.

Our most material Social topics

Our approach to social reporting is informed by the European Sustainability Reporting Standards (ESRS) and the findings of our 2026 Double Materiality Assessment. The ESRS social standards encompass Own Workforce (S1), Workers in the Value Chain (S2), Affected Communities (S3), and Consumers and End-Users (S4).

Reflecting the topics identified as most material to Origin, this year's Society chapter focuses principally on Own Workforce, with proportionate coverage of Workers in the Value Chain and Consumers and End-Users. Although Affected Communities is not presented as a standalone material topic, Origin's contribution to rural employment, livelihoods, knowledge transfer and wider societal value is reflected throughout the report.

Our FY26 Double Materiality Assessment identified the following social topics as material to Origin – which provide the organising framework for this chapter:

- **S1 – Own Workforce:** working conditions; health, safety, and wellbeing; employee voice and engagement; equal treatment and opportunity; learning, leadership and capability.
- **S2 – Workers in the Value Chain:** responsible sourcing, human rights and relevant due-diligence processes.
- **S4 – Consumers and End-Users:** product and customer stewardship, safe and responsible use, trusted technical advice, and support for farmers and other customers.

We assess our social impacts and risks through structured stakeholder engagement, workforce surveys, and supplier assessments. By strengthening data collection and monitoring, we are laying the foundations for consistent, year-on-year reporting on both outcomes and commitments. The sections that follow explain Origin's approach and FY26 performance in relation to each material social topic.

Assessing impacts, risks, and opportunities

The FY26 Double Materiality Assessment considered both Origin's impacts on people and the ways in which social matters may create risks or opportunities for the business.

Within Own Workforce, the assessment highlighted potential adverse impacts associated with hazardous operational environments, seasonal workload pressures and injury risks, as well as barriers to representation, inclusion and career progression. It also identified an opportunity to strengthen workforce capability in sustainability and environmental advisory services. The material impacts, risks, and opportunities relating to Workers in the Value Chain and Consumers and End-Users are addressed in their respective sections. The updated Society Framework and Roadmap translate these findings into areas of action, measures and longer-term direction.

Strategy, Governance and Oversight

Our Society approach is embedded within *Nurturing Growth* and is intended to support responsible decision-making across the Group. It combines Group policies and oversight with accountability in each business, recognising that workforce practices, value-chain relationships and customer responsibilities are managed through different functions and operating contexts.

Governance and accountability

Governance of Origin’s material social impacts, risks, and opportunities forms part of the Group’s wider sustainability governance framework, described in the Governance section of this report. The Board retains ultimate oversight. The Audit and Risk Committee reviews health and safety matters, while the ESG Committee reviews other material people and social matters. The Central Executive supports the implementation of related policies and priorities across the Group.

Targets are set by the CEO. Health and safety performance is reviewed by the Audit and Risk Committee, while other material people and social targets are monitored by the ESG Committee, with reporting to the Board as appropriate. Group-wide systems track key social metrics, including health and safety, diversity, inclusion and employee wellbeing.

At executive level, the Chief People Officer leads the Group’s overall people strategy, including workforce culture, engagement, development, diversity, inclusion and employee wellbeing. The Group Head of Health and Safety leads the Group’s operational approach to occupational health and safety, reporting directly to the CEO. The Head of Sustainability supports the integration of material social matters – including value-chain and customer impacts – into the Group’s sustainability strategy and reporting.

Managing Directors are accountable for implementing relevant Group objectives and managing social, health and safety, and people performance within their businesses. Performance against the Society Framework and Roadmap is monitored through the Group’s sustainability governance and reporting processes.

This governance framework supports consideration of social matters both in terms of Origin’s impacts on people and their financial materiality to the business, in line with the principle of double materiality.

Looking ahead

We recognise that Nurturing Our Society requires continuous review, collaboration and improvement. As Origin develops its activities and capabilities, we remain committed to ensuring that growth strengthens the resilience of our people, partners and customers and supports positive social outcomes.

Policies and reference frameworks

Our approach is informed by internationally recognised principles and frameworks, including the UN Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

It also supports the UN Sustainable Development Goals, with particular relevance to:

- **SDG 2 (Zero Hunger);**
- **SDG 5 (Gender Equality);**
- **SDG 8 (Decent Work and Economic Growth), and;**
- **SDG 12 (Responsible Consumption and Production).**

Relevant Group policies include the Code of Conduct, Whistleblowing Policy, Group Health, Safety, and Wellbeing Policy, You Make Our Difference Policy, and Group-Wide Grievance Policy.

From Progress to Future Priorities

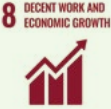
FY26 marked the final year of Origin’s FY24–FY26 Society Roadmap. Over this period, the Group strengthened important foundations across workforce governance and reporting, health and safety, wellbeing, inclusion, human rights and community engagement.

The FY26 Double Materiality Assessment now provides the basis for the next phase of the Society Roadmap. Building on the progress made, the FY27–FY30 Framework focuses more clearly on the social topics identified as material to Origin: Own Workforce, Workers in the Value Chain, and Consumers and End-Users.

Our updated framework and roadmap set out how these material topics connect with Group responsibilities, current actions and the areas in which Origin intends to strengthen its approach through to FY30. The Framework is designed to support focused and proportionate reporting. It distinguishes material topics from wider programmes and activities, while recognising that initiatives such as employee development, community engagement and customer education can provide important evidence of how Origin manages its responsibilities and creates value.

Society Framework and Roadmap

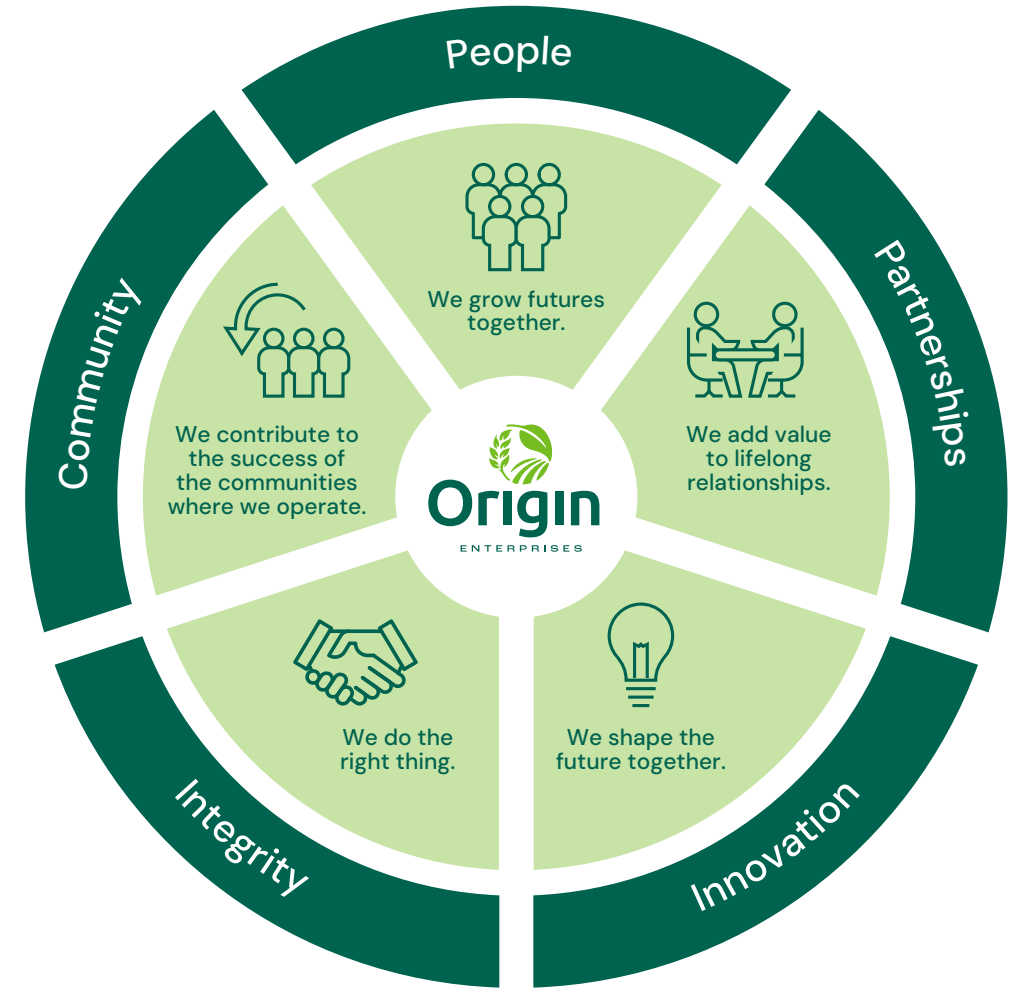
The matrix below shows how our Society Roadmap has evolved, bringing together the social matters identified through our Double Materiality Assessment with related management, reporting and community priorities.

Focus Area	Impacts	Risks and Opportunities	FY26 Roadmap	FY26 Performance and Outcomes	Strategic Priorities FY27–FY30
Health, Safety, and Wellbeing 	Improves Workforce Health and Retention.	Accidents, absenteeism, turnover.	- Reduce RIR to less than 4.5. - Track Wellbeing KPIs. - Enhance Safety Controls.	- RIR down 21% to 8.51, although <4.5 target was not achieved. Safety controls were strengthened through new Life-Saving Rules for mobile plant and driving. - Employee well being reached 86% favourable, exceeding the 75% target.	- Reduce RIR to less than 4.5. - Enhance Safety Controls to further improve safety standards for our identified key risk areas. - Maintain employee wellbeing above the 80% favourable target, while seeking to sustain the strong FY26 performance.
Fair and Inclusive Work Environment 	Boosts Engagement and Inclusion.	Morale issues, diversity gaps.	- Expand Diversity Data. - Report on Gender Pay gap. - Strengthen inclusion KPIs.	- Expanded diversity data capture through enhanced HR systems and reporting. - Continued statutory Gender Pay Gap reporting and progressed preparations for Group-wide reporting in FY27. - The Diversity & Inclusion Index reached 86% favourable, up from 74% in 2019.	- Sustain Diversity & Inclusion survey scores above 80% favourable, whilst seeking to sustain the strong FY26 performance. - Annual Group-wide Gender Pay Gap reporting embedded, with action plans in place to address identified gaps and improve representation across leadership levels. Strengthen inclusive career development and workforce capability, including sustainability and environmental advisory skills.
Workforce Governance	Builds Trust and Transparency.	Regulatory and audit risks.	- Enhance workforce Disclosures. - Strengthen data controls.	- Enhanced workforce reporting through Group HR information systems. - Improved consistency and visibility of workforce information.	Maintain and enhance HR system coverage and workforce reporting across Group businesses, with annual disclosure of key workforce, diversity, inclusion and wellbeing indicators.
Cross-Cutting Themes: Human Rights and Responsible Business Conduct 	Strengthens Trust and Ethical Conduct.	Governance Gaps may weaken stakeholder trust.	- Integrate OECD Guidelines into human rights policies. - Implement remedies for human rights impacts.	- Strengthened policies and governance supporting responsible business conduct. - Embedded relevant OECD Guidelines and formalised due-diligence practices. - Strengthened grievance and speak-up arrangements, supported by employee training and confidential reporting channels.	Embed consistent human rights due diligence and accessible grievance mechanisms across the Group and relevant value chains.
Enabling People and Communities	Supports thriving local and farming communities and strengthens regional relationships.	Reliance on trusted local relationships; opportunity to strengthen community impact through sustained engagement and partnership.	- Governance oversight. - Volunteer initiatives. - KPIs.	- Introduced a Community Action Day Policy, expanding opportunities for employees to support local communities. - Delivered 19 Community Action Days across Group businesses, supporting charities, environmental projects and community organisations. - Embedded community engagement within the people strategy, strengthening employee participation and local relationships.	- Expand employee volunteering and strategic community partnerships. - Strengthen engagement with farming communities, focusing on farmer resilience and sustainable land management.

Culture and Values

Our culture shapes how we work together, serve customers and deliver responsible growth. We assess it through employee feedback, workforce data, safety performance, diversity and representation, participation in development programmes and leadership oversight.

The Origin Way – Our Values



Learning and community action at Lark Rise Farm



As part of their graduation programme, Agrii UK’s cohort of trainee agronomists took part in a Community Action Day at Lark Rise Farm in Cambridgeshire, a 160-hectare working arable farm supported by the Countryside Regeneration Trust.

The trainees carried out willow coppicing and traditional osier bundling while learning how wildlife corridors and other nature-friendly farming practices can support biodiversity within a productive farming system. The day provided an opportunity to contribute to the rural community, develop practical skills and deepen participants’ understanding of environmental schemes relevant to UK farming.

Values in Practice Awards

During 2026, Origin businesses worked with employees, customers and community partners across the UK, Brazil, Romania, Poland, Ireland and other markets to support learning, wellbeing, volunteering and practical knowledge-sharing. Underpinning these activities are Origin’s values, which guide how colleagues work with one another, serve customers and contribute to their communities.

Origin’s Values in Practice (VIP) Awards bring these values to life by recognising colleagues whose actions demonstrate a meaningful contribution to colleagues, customers, communities and business performance.

Employees can nominate individuals and teams whose actions exemplify Origin’s values. The programme provides a Group-wide framework for recognising and sharing practical examples of positive behaviours across areas including customer service, collaboration, innovation, sustainability, safety and governance.

As Origin continues to integrate new businesses and strengthen collaboration across teams, functions and geographies, sharing these examples helps reinforce expected behaviours and enables colleagues and teams to learn from one another. Together with regular newsletters and the Group-wide intranet, the VIP Awards support alignment between Origin’s stated values and day-to-day behaviours.

The FY26 recipients featured here were recognised for demonstrating the values of People, Partnership, Innovation, Integrity and Community as recognised by the local award committee.

17 Businesses Involved

107 Nominations

39 Winners

Celebrating some of our FY26 VIP Award recipients.



Justine Carver,
Business Support Manager,
Keystone Environmental –
VIP Award: **People**



Tas Adcock,
Principal Ecologist,
Keystone Environmental –
VIP Award: **Partnerships**



Lana Schofield,
Consultant Ecologist,
GE Consulting –
VIP Award: **People**



Phil Sykes,
Financial Controller,
Neo Environmental –
VIP Award: **Partnerships**



Harry Glenn,
Technical Account Manager,
Agrigem – VIP Award: **People**



Courtney Halstead,
Ecologist, Brooks Ecological –
VIP Award: **Integrity**



Lee Pettit,
Landscape Architect,
Neo Environmental –
VIP Award: **Innovation**



Simon O'Carroll,
Senior Consultant
Ecologist, Scott Cawley –
VIP Award: **Community**

Origin Workforce



Creating Lasting Value through People

Creating lasting value starts with people. Origin’s ability to deliver trusted expertise, empower customers and enrich land depends on a skilled, engaged and safe workforce, strong leadership, an inclusive culture, and the capabilities required to support sustainable land management.

We focus on creating the conditions in which our people can contribute, develop and thrive, while strengthening the expertise and leadership needed to deliver sustainable outcomes for our customers, our business and the landscapes in which we operate. Following the FY26 Double Materiality Assessment, Own Workforce remains the principal focus, reflecting the central role our people play in delivering our Purpose.

Through their daily work and customer relationships, our people also support farmers, growers, rural livelihoods and responsible land management across our markets.

86%	Wellbeing Index Score, up from 75% in 2019
86%	Diversity & Inclusion Index Score
19	Community Action Days delivered, supporting charities, environmental projects and community organisations
90%	Employee engagement, two points ahead of the global high performance benchmark
8.5	Reportable Incident Rate, above the Group’s target of below 4.5. ¹
30%	Women in leadership and management
89%	Employee net promoter score, three points ahead of the global high performance norm
10.1%	Voluntary turnover

¹ RIR calculated as number of incidents reportable to enforcing authority (in accordance with local legislation) per 1,000 employees.

Integrated People Strategy

Origin's Integrated People Strategy provides the framework for attracting, developing, engaging and retaining the people required to deliver the Group's strategy. It integrates workforce considerations – including human and labour rights – into the Group's business model and strategic priorities, supported by workforce governance, policies, people systems and employee voice.

Together, these pillars support a consistent, people-centred approach across the Group while allowing individual businesses to respond to their local operating environments.

During FY26, Origin continued to strengthen the foundations of the Strategy. Progress included extending HR technology and reporting capabilities across the Group, investing in leadership and management development, and maintaining strong employee engagement, wellbeing and inclusion. These developments have improved workforce insight, supported more consistent people practices and strengthened the leadership and organisational capabilities required for the future.

As Origin transitions from the FY24–FY26 Workforce Roadmap to its priorities for FY27–FY30, the Integrated People Strategy will build on this progress while responding more directly to the workforce matters identified through the FY26 Double Materiality Assessment. This includes continued focus on safe and healthy working conditions, equal treatment and opportunity, employee voice and career development, together with continued investment in the sustainability and environmental advisory skills required to support Origin's strategy and customer needs.

Workforce pillars – Origin's Integrated People Strategy remains anchored around six connected workforce pillars:



Employee Voice and Engagement

Let's Talk

We aim to continuously improve the employee experience at Origin. Core to this is a culture of open engagement.



Equality, Diversity, and Inclusion

We are developing a diverse workforce and driving a culture of inclusion and belonging within Origin.



Community Action

Supporting the communities where we operate.



Learning and Skills Development

Origin IQ, Management Development and Group-Wide Leadership Development Programme

We encourage all employees to further their careers through professional development, and offer them the tools and opportunities to do so.



Health, Safety, and Wellbeing

We are committed to protecting our employees and all those in our supply chains, as well as ensuring our products meet rigorous safety and quality standards. We believe that a safe and healthy workplace is an essential part of ensuring broader personal wellbeing, with benefits for individual employees, wider society, and our business.



Working Conditions

We are committed to creating a positive and productive work environment, by continually improving working conditions and supporting employee wellbeing, which enables, supports and encourages all employees.

Material Impacts and Opportunity

S1 matter	DMA finding	Management focus
Working conditions	Potential negative impacts on employee health, safety, and wellbeing arising from hazardous operational environments, seasonal workload pressures and injury risks associated with fertiliser blending and manufacturing activities.	Safety management systems; risk assessment and controls; leadership accountability; training; wellbeing support; and transparent performance monitoring.
Equal treatment and opportunities	Potential negative impacts resulting from barriers to representation and diversity, inclusion challenges and limited career progression opportunities.	Diversity and inclusion governance; workforce data; inclusive practices; employee voice; talent development; succession and access to opportunity.
Workforce capability	Opportunity to enhance workforce capability through the development of sustainability and environmental advisory skills.	Leadership and technical development in Agriculture and Living Landscapes markets, linked to customer and business needs.



Our People: Workforce Composition

In 2026, the workforce grew to 3,235 employees, with 96% being permanent staff. Employee turnover was 23.6%, of which 10.1% was voluntary, tracking ahead of our goal of 15% by FY26. Our commitment to diversity and inclusion is demonstrated through our ongoing work to improve gender diversity and the representation of under-represented and minority groups.

In FY26, women held 30% of leadership and management positions across the Group, compared with 18% in 2018. Targeted initiatives, including our Female Leadership Development Programmes, have been empowering women from across the Group to step into their potential with confidence, capability, and clarity.



Our commitment to diversity and inclusion is demonstrated through our ongoing work to improve gender diversity and the representation of under-represented and minority groups.

Data Point		By Gender		By Age		By Division	
Number of Employees							
Total Employees:	3,235	• Male:	2,255	• Under 30:	660	Agriculture:	2,523
		• Female:	975	• Age 30–50:	1,685	• Ireland and UK:	1,289
		• Other gender identity:	5	• Age 50+:	890	• Continental Europe:	799
						• Latin America:	435
						Living Landscapes:	712
New Starters							
		• Male:	70%				
		• Female:	29%				
		• Other gender identity:	0.4%				
Employee Turnover							
Voluntary Turnover:	10.1%	• Male:	69%				
Involuntary (managed) Turnover:	13.5%	• Female:	31%				
		• Other gender identity:	0.1%				
Employees Eligible for Hybrid Working Pattern							
1,201	(37%)						

Employee Voice and Engagement

Employee engagement is central to building a fair, inclusive and high-performing workplace. Origin provides a range of channels through which employees can share their views, receive business updates and contribute to improvement. These include the annual Let’s Talk survey, town halls, leadership briefings, Board and leadership visits, and local consultation and communication arrangements.

Origin assesses the employee experience through annual engagement surveys conducted with the support of an independent survey provider. Results are benchmarked against the Willis Towers Watson (WTW) Global Agricultural/Crop Science and Global High-Performance norms, providing an objective measure of progress and helping the Group identify opportunities for further improvement.

When asked whether “I feel able to openly and honestly communicate my views upwards”, Origin employees gave an 86% favourable score – 6% above the sector norm and in line with the Global High-Performance norm.

“

When asked whether “I feel able to openly and honestly communicate my views upwards”, Origin employees gave an 86% favourable score – 6% above the sector norm and in line with the Global High-Performance norm.

Let’s Talk
During FY26, Origin continued to strengthen Let’s Talk, its Group-wide employee voice and engagement programme. Against a backdrop of business growth, acquisition integration and organisational change, the programme provides a consistent mechanism for connecting colleagues and supporting cultural alignment across Origin’s businesses and geographies.

Let’s Talk is based on three principles: connecting, engaging and creating meaningful two-way dialogue. It provides employees at all levels with an opportunity to express their views on matters affecting their work and the wider Group. Feedback covers topics including strategy, leadership, culture, communication, wellbeing, inclusion, development opportunities, empowerment, health and safety, management effectiveness and the overall employee experience.

At a Group level, more than 200 actions were identified through local Let’s Talk action plans – key areas of focus including communication, employee wellbeing and development. Progress against these actions is managed locally, helping businesses respond to the priorities identified by their employees.

Ambition

- To continuously measure and enhance the employee experience at Origin.

KPI	FY21	FY22	FY23	FY24	FY25	FY26	Sector Norm
Response Rate	80%	74%	74%	76%	74%	76%	85%
Employee Engagement Index	87%	89%	89%	88%	89%	90%	89%
Employees Who Recommend Origin as a Good Place to Work	87%	87%	89%	87%	87%	89%	85%
Empowerment Index	75%	78%	79%	76%	78%	80%	78%

* % scores shown are the total per cent favourable responses from the employee survey.

Employee Survey

The FY26 survey gathered feedback from 2,400 employees across five countries and four languages, achieving a 76% response rate. Employees responded to 61 questions across 13 categories.

Employee engagement reached 90%, with an employee Net Promoter Score (eNPS) of 89%. Overall survey results represented a high point across the past seven years, with positive outcomes recorded across engagement, leadership, communication, wellbeing, diversity and inclusion, development and growth, health and safety, empowerment and management effectiveness.

Employee comments continued to highlight strong team cohesion, collaboration, support and mutual respect. More than 200 actions were identified through local Let’s Talk action plans, with activity focused particularly on communication, wellbeing and employee development.

When asked “What do you value most about working for this company” we received 1,454 comments. The most frequent themes were strong team cohesion, a collaborative environment, and a culture of support and mutual respect.

Overall Strengths in Our Culture

- Strong team spirit and collaboration
- Respectful, welcoming and people-focused culture
- Supportive and inclusive workplace culture
- Strong sense of trust, autonomy and accountability
- Empowering managers who support employee success
- Pride in our purpose and contribution to agriculture and sustainability
- Commitment to delivering value for customers, communities and the environment

Strongest Improvements

- **Communication:** Increased openness and transparency from leaders
- **Wellbeing:** Greater leadership focus on wellbeing
- **Health & Safety:** Increased discussion of H&S matters
- **Performance Reviews:** More regular performance conversations
- **Development:** Stronger focus on employee growth
- **Teamwork:** Improved collaboration across teams

Highest Scoring Questions

- **Leadership:** Greater understanding of how individual roles contribute to business success
- **Managers:** Employees feel they are treated with respect and fairness
- **Diversity & Inclusion:** Continued progress in creating a workplace free from discrimination and harassment
- **Health & Safety:** Strong commitment to maintaining a safe and healthy working environment

3,178 Employees surveyed

2,400 Responses received

4 Languages

5 Countries

76% Response rate – up 2%

Key Survey Highlights

- **Employee Engagement increased** from 86% (2019) to 90% (2026).
- **Strong Engagement levels and high employee advocacy, ahead of external benchmarks.**
- **Group-wide results show sustained improvement over the past seven years**, with particularly strong gains in Communication, Diversity and Inclusion, Empowerment, Wellbeing, Development and Growth, Leadership, and My Manager. These outcomes reflect a resilient culture that has continued to strengthen over time, demonstrating that initiatives to enhance the employee experience are delivering impact.
- **Performance in 2026 represents a high point across most measures.**

90%
(+1 on FY25)

Sustainable Engagement Index

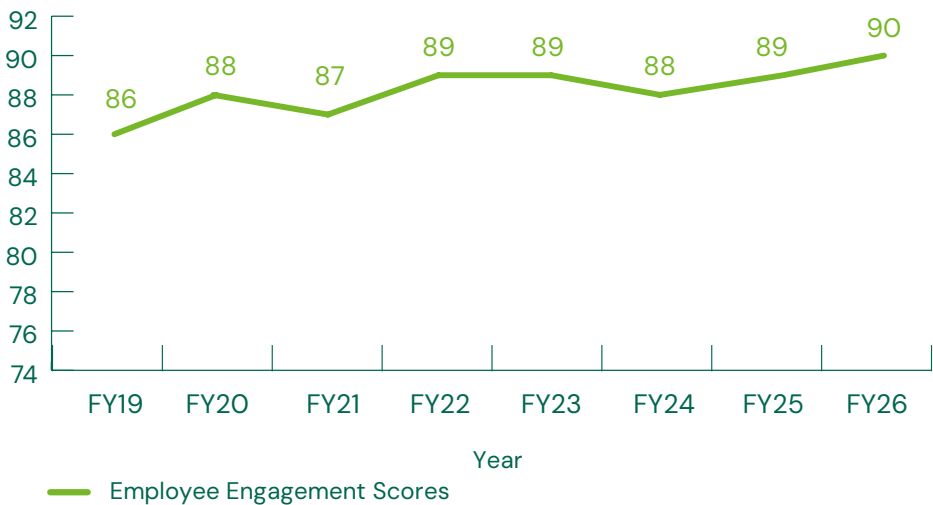
92%
(+1 on FY25)

"I am proud to be associated with this company."

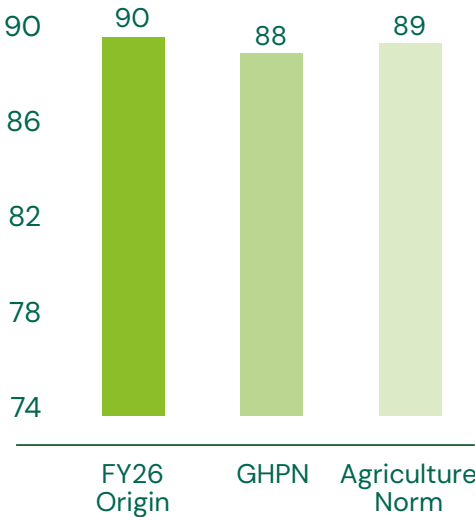
89%
(+1 on FY25)

"I would recommend this company as a good place to work."

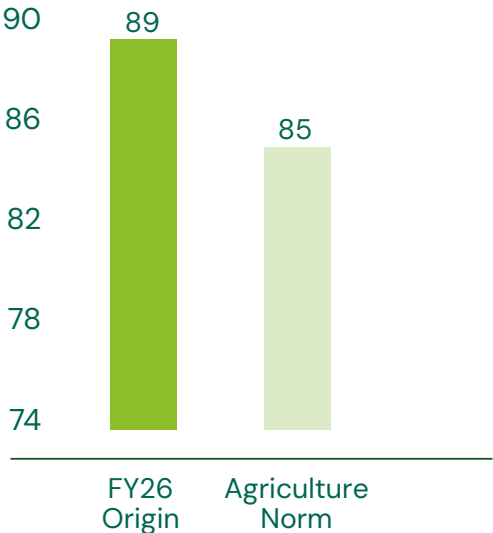
Year-on-Year Employee Engagement Scores



Overall Engagement Score Comparison to External Benchmarks



Willingness to Recommend Origin as a Good Place to Work



Group-wide response: Origin Hub

At a Group level employee feedback highlighted a desire for greater visibility of activity across Origin. In response, the Group launched Origin Hub, a new Group-wide intranet providing easier access to company news, vacancies, business updates, resources and collaboration opportunities. The platform is intended to strengthen connectivity, knowledge sharing and collaboration across the Group.

Group-wide response: Let's Talk action plans

More than 200 actions were identified through local Let's Talk action plans, – key areas of focus including communication, employee wellbeing and development. Progress against these actions is managed locally, helping businesses respond to the priorities identified by their employees.

Living Landscapes

In Living Landscapes, feedback calling for more regular performance discussions informed the introduction of annual and mid-year reviews, supported by regular check-ins and central tracking through the HR system.

From Feedback to Action – Agrii UK

Agrii UK uses its annual employee survey and annual 'You Said, We Did' communications to demonstrate how employee feedback is informing action across the business.

Agrii UK has maintained a sustained focus on the priorities identified through its annual Let's Talk employee survey. In the January 2026 survey, 12 of the 13 engagement categories were maintained or improved upon, with Development and Growth, Teamwork, and Collaboration among the areas showing the strongest progress over time (2025 and 2026).

The findings continue to inform Agrii UK's approach to employee engagement and organisational development, with actions focused on the areas highlighted by employees.

Actions taken in FY25 and FY26

- **Culture and resilience:** Delivering a Culture Shift Framework including training to more than 500 employees, focused on resilience and navigating change.
- **Leadership capability:** Increased training and professional development in the sales and non-sales leadership team.
- **Leadership accountability:** Established a group of more than 50 senior leaders with increased accountability for people, culture and delivery.
- **Collaboration:** Strengthened teamwork and cross-functional working across the business.
- **Career development:** Increased the focus on career pathways, personal development plans and professional qualifications.

Outcome

By communicating the actions taken and maintaining a consistent focus on the issues raised, Agrii UK is strengthening the connection between employee feedback, leadership accountability and organisational improvement.

12 of 13 categories maintained or improved in January 2026

500+ employees participating in the Culture Shift Programme

50+ senior leaders with increased people and culture accountability

Board and Leadership Engagement in Practice

Direct engagement between employees, leadership teams and the Board is an important element of Origin's approach to employee voice and governance. During FY26, Board members participated in Let's Talk visits across the Group and attended research and development events.

At business level, regular town halls, leadership briefings and Let's Talk sessions provide further opportunities for employees to receive updates, ask questions and share feedback. These activities support transparency, strengthen connections between employees and leaders and contribute to a more connected One Origin culture.

As part of the FY26 Let's Talk visits, Board members engaged with teams across departments, gaining insight into their work and participating in question-and-answer sessions at each location. The sessions prompted thoughtful questions and valuable discussions.

Speak-up and grievance mechanisms

Origin supports employees to raise concerns through formal grievance procedures and confidential whistleblowing channels. During FY26, Group-wide Grievance Procedures were introduced to complement arrangements already operating locally, while 92% of employees completed whistleblowing training.

In the FY26 employee survey, 80% of employees responded favourably to the statement, "It is safe to speak up in this company."



In the FY26 employee survey, 80% of employees responded favourably to the statement, "It is safe to speak up in this company."



Learning and Skills Development

Ambition

- To empower individuals to harness their full potential and ensure equitable access to opportunities as we build capabilities across the Group.

We encourage employees to develop their careers through professional, technical and leadership development. Investment in capability supports employee growth and helps Origin build the expertise required to deliver its strategy.

Workforce capability is also a material opportunity identified through the FY26 DMA.

KPI	FY21	FY22	FY23	FY24	FY25	FY26	Sector Norm
Development and Growth Index Score ¹	71%	75%	75%	74%	76%	78%	80%
Employee Survey Favourable Score ¹ “My manager develops people’s abilities.”	74%	80%	80%	81%	82%	83%	84%

1. % scores shown are the total per cent favourable responses from the employee survey.

Training Statistics FY25

By Gender		By Division		By Employee Function	
Number of training participants ²					
• Male:	3,514	Agriculture:	3,773	• Leadership:	112
• Female:	1,828	• Ireland and UK:	569	• Managerial:	1,009
• Other gender identity:	8	• Continental Europe:	3,204	• Commercial:	3,795
		• Latin America: ³	0	• Supply Chain:	265
		Living Landscapes:	1,577	• Central Support:	169
Number of training hours completed					
• Male:	25,807	Agriculture:	33,448	• Leadership:	541
• Female:	14,835	• Ireland and UK:	23,782	• Managerial:	8,710
• Other gender identity:	61	• Continental Europe:	9,666	• Commercial:	24,062
		• Latin America: ³	0	• Supply Chain:	4,366
		Living Landscapes:	7,255	• Central Support:	3,024

2. A training participant is an employee who engages in a training course, workshop, or programme with the aim of acquiring new skills or knowledge. An employee may be counted as a training participant multiple times within a year if they attend more than one training event.
3. A new Human Resources Information System (HRIS) was being implemented in LATAM in FY26, therefore training activities were not recorded.

46

Local leadership and management programmes delivered across business units

500+

Employees engaged in Agrii UK’s Culture Shift Programme

37

Senior leaders participated in the Group Leadership Development Programme

12

Female employees across eight businesses enrolled in Female Leadership Development Programmes

34

Trainee agronomists achieved BASIS qualifications

Some of the strongest improvements in the FY26 employee survey were in the area of learning, development and career growth. The proportion of employees agreeing that performance reviews are conducted regularly within their team increased to 83%, while 76% agreed that Origin does a good job of developing people to reach their full potential. These results reflect the positive impact of our continued focus on employee development and demonstrate ongoing progress in supporting career growth and capability building across the Group.

FY26 progress

- Development and Growth scores increased 2% to 78% in FY26
- 83% of employees agree performance reviews are conducted regularly
- 37 senior leaders participating in the Group Leadership Development Programmes; of whom 24% were female
- 30 managers participated in an Origin management development programme
- Group-wide Environmental Learning Series launched

Learning and Skills Development

Employee perceptions of development continued to improve in FY26. Origin's Development and Growth Index scores increased from 76% in FY25 to 78% in FY26. The proportion of employees agreeing that performance reviews are conducted regularly within their team increased to 83%, while 76% agreed that Origin does a good job of developing people to reach their full potential. All six development and manager-related measures reported in the survey improved year-on-year, indicating continued progress in feedback, teamwork, communication and personal development.

Building Leadership and Management Capability

During FY26, Origin continued its 18-month Group Leadership Development Programme and launched a second Group-wide leadership cohort focused on high-potential talent. These programmes are intended to strengthen leadership capability, cross-business collaboration and succession pipelines across Origin's businesses and geographies.

A further 30 managers participated in an Origin management development programme, which combines formal learning, mentoring and peer coaching. Its practical focus includes delegation, coaching, influencing, communication and achieving results through others. Local management development programmes provide additional opportunities tailored to individual business needs.

Developing Specialist Capability

Origin also continued to invest in technical, professional and functional learning. This included development for agronomy and technical specialists and the Environmental Learning Series, which provides fortnightly learning opportunities to colleagues across the Group. These activities support knowledge sharing and help build capability in areas that are increasingly important to Origin's strategy and customer proposition.

Succession and Future Focus

Origin continues to strengthen its talent pipelines, identify future leaders and support development planning for critical roles. A new Group-wide mentoring programme is planned for FY27, connecting experienced leaders with colleagues in Origin's leadership talent pipeline and broadening opportunities for knowledge sharing, career development and cross-business learning.

Group Leadership Development

In 2026, 37 leaders participated in the Group-wide leadership development programmes, of whom 24% were women. The Group Leadership Development Programme brings together senior leaders from across Origin's businesses and geographies. The programmes combine psychometric profiling, individual development planning and 360-degree feedback with leadership labs, offsite training sessions, mentoring and external coaching support.

Participants also work in cross-functional teams on strategic business challenges sponsored by members of the Central Executive Team, helping to connect leadership development with practical business priorities.

- The first cohort of the Group Leadership Development Programme (GLDP) completed the programme in September 2026, culminating in presentations of their Leadership in Practice projects to the Central Executive Team.
- Several programme participants have progressed into senior leadership roles.
- Participant feedback has consistently highlighted the value of increased collaboration, networking and knowledge sharing among senior leaders from across the Group.



Health, Safety, and Wellbeing

Our Approach

Protecting people and ensuring the safe stewardship of our products are fundamental to how we operate. We prioritise the health, safety, and wellbeing of our employees, recognising the inherent risks of machinery, manufacturing, and vehicle use in our industry. Our commitment goes beyond compliance: through robust governance, disciplined product stewardship, and a strong safety culture, we drive continuous improvement so people can work, and our products can be used, safely and responsibly.

Our Group Health & Safety Strategy, launched in FY24, continues to provide the framework for this work. Its mission is 'Protecting our people. Protecting our business. Protecting our future' and its vision is to ensure that everyone 'arrives safe, works safe, and goes home safe every day. Safe by choice, not by chance.' Each business unit develops annual Health & Safety Improvement Plans linked to the strategy, while a Group-level implementation plan ensures alignment and monitors progress across all operations.

Our proactive approach to health and safety aligns with our vision of creating a workplace where employees thrive, and the benefits extend beyond individual wellbeing to organisational success and stakeholder confidence. We continuously monitor and improve our health and safety practices to mitigate risks and ensure a safe working environment for all employees.

In FY26, we have continued to apply consistent, high standards across diverse operational geographies, ensuring consistency through our strategic approach and by focusing on our common risks. We have further strengthened our reporting systems and ensured that remedial actions are timely and result in continuous improvement beyond compliance. Key group-wide initiatives within the strategy this year included the rollout of Origin's Health & Safety Leadership Programme, and the launch of two additional sets of lifesaving rules for mobile plant and driving.

Governance

The overall responsibility for the Group Health, Safety, and Wellbeing lies with the Origin Board, which delegates authority to the Audit and Risk Committee to review and evaluate risk, prioritise objectives, and monitor associated performance across the Group.

Managing Directors are accountable for performance in their respective businesses, embedding health and safety into local strategies and leadership competencies. Directors, Board Members, and Senior Managers are accountable for the health, safety, and wellbeing performance of the areas they lead.

Origin's Group Head of Health & Safety develops and manages the overarching strategy, reporting directly to the CEO and working with operational teams to ensure consistent standards and continuous improvement across the Group.

Targets are set by the CEO and tracked by the Audit and Risk Committee and Origin Board. Quarterly reporting tracks ongoing performance against targets and is shared with senior leadership, business leaders, and all employees via SharePoint. Complementary newsletters provide narrative context, case studies, and best practice examples. Health and safety metrics are also embedded into executive KPIs and leadership objectives across the Group.

Ambition

- To prioritise safety, wellbeing, and quality at every level of our organisation, ensuring that all individuals return home unharmed each day, while upholding product compliance and positively impacting employee health and the wider community.

Target

- RIR reporting rate less than 4.5
- Proactive reporting rate 250+

KPIs	FY21	FY22	FY23	FY24	FY25	FY26	FY27–30 measure
Health and Safety (H&S)							
Reportable Incident Rate (RIR)	6.12	6.41	2.91	4.16	10.77	8.51	Less than 4.5, i.e. above target
Fatality Rate	0	0	0	0	0	0	Zero
Lost Time Injury Rate (LTIR)	11.10	13.80	8.73	6.77	17.80	14.59	
Lost Time Injury Frequency Rate (LTIFR)	1.01	1.07	0.80	0.46	1.50	1.31	
High Potential Incident (HiPo) Rate	N/A	5.28	5.15	6.31	7.29	14.29	
Work-Related Ill-Health Rate	N/A	0	0.36	0.35	0.63	1.51	
Total number of days lost	547	409	382	146	1273	597	
Near Miss Rate (UK & Ireland)	41.64	46.78	42.60	61.01	40.14	75.88	
Near Miss Rate (Global)	N/A	N/A	24.80	51.30	49.77	72.87	
Favourable H&S Index Score	87	88	87	87	87	90	

¹ RIR calculated as number of incidents reportable to enforcing authority (in accordance with local legislation) per 1000 employees.

² LTIR / HiPo Rate / Ill-health Rate calculated as number of incidents per 1,000 employees.

³ LTIFR calculated as number of lost time incidents per 200,000 hours.

Continuous Improvement and Collaboration

In FY26, we continued to enhance our reporting systems and ensured that health and safety is integral to our corporate governance. We embed best practice beyond compliance, recognising that legislative requirements are a baseline, not a limit.

We have also expanded collaboration across the Group, sharing expertise, learning from incidents, and driving common standards. This collective approach strengthens our safety culture, enabling measurable improvements and greater transparency.

The dedication of the entire organisation, from leadership teams to managers, supervisors and operators, continues to have a measurable positive impact on our safety culture and psychosocial safety performance. Our commitment to proactive reporting, and to enabling engagement with everyone in every business, allows us to address risks early.

Key Achievements in FY26

- Lifesaving Rules: Building on the success of our Forklift Truck life-saving rules, in FY26 a further two sets of rules were launched, for Mobile Plant (e.g. front-end loaders, excavators etc.) and for Driving.
- Launch of our internal, bespoke Health & Safety Leadership Programme. This is aimed at those in leadership and senior management roles and focuses on leadership styles and behaviours that improve and maintain safety culture.
- Monitoring and reporting performance at Business unit level and Group level against Health & Safety Improvement Plans, internal KPIs and objectives. Using the Origin H&S Strategy as a framework for improvement, setting common strategic aims across the entire organisation.
- The EcoOnline Health & Safety platform continues to make a significant difference to our safety culture across the Group – ensuring accessible reporting of incidents and safety observations. The introduction of two new modules in FY26 for Chemical Management have ensured that our UK businesses are robustly compliant in chemical risk management and provision of readily accessible information to customers.

- Continuing collaboration between the H&S leads in each business has enabled some smaller focus groups to tackle specific risks such as the Mobile Plant Forum who collectively developed the life-saving rules for our large plant operations.

Product Safety and Compliance

As a provider of crop inputs and agronomy services, we have a duty to manage agrochemicals safely across their lifecycle: sourcing, storage, transport, advice, application, and end-of-life, so that farmers, end-users, communities, and the environment are protected.

Our product stewardship framework combines regulatory compliance, accredited training, and independent assurance to ensure safe handling and use of agrochemicals and related inputs. Key elements include:

- Major-hazard control: Compliance with Seveso III/COMAH requirements, supported by site-level risk management, emergency planning, and regular testing of controls.
- Professional advice and competence: BASIS and FACTS accreditation across agronomy and relevant sales roles; ongoing Continuous Personal Development (CPD) to maintain competence in safe product selection, storage, handling, and application.
- Supply-chain assurance: Adherence to the Fertiliser Industry Assurance Scheme (FIAS) for production, storage, supply, and transport.
- Seed and treatment integrity: Compliance with European Seed Treatment Association (ESTA) and Trade Association Scheme for Combinable Crops (TASCC) schemes to safeguard product quality and minimise environmental and operator risk.
- Customer safety in use: Clear label and Safety Data Sheet (SDS) communication, on-farm guidance on PPE and application practice, and targeted training to support Integrated Pest Management and responsible use.
- Continuous improvement: Internal audits, incident learning, and policy updates aligned with evolving legislation and best practice.

Fall from Height Risk Reduction – Agrii UK



Identified issue

Our mobile Farm Saved Seed (FSS) units require operators to move around the vehicle during both operation and for maintenance. Although there are platforms integrated into the design to facilitate access, there remained a risk of a fall from height should an operator slip or trip while moving on the platforms.

Solution:

There was an improvement suggestion made by an operator to reduce the fall from height risk by installing safety rails around the platform areas.

Safety rails installed on all FSS mobiles prior to the FY26 season.

Positive impact of the solution:

In January 2026, an operator slipped off the bottom rung of a ladder (pictured) during maintenance work. Although he sustained an injury to his foot, the safety rails prevented a fall to ground level and potentially more serious injuries.

Health and Safety Performance

There were no employee fatalities during the reporting year, and there were no prosecutions for health and safety failings or any enforcement activity, e.g. enforcement notices from HSE/HSA. There were 28 reportable incidents, five less than the previous year. The Reportable Incident Rate (RIR) for FY26 was 8.51, which is a significant reduction (down 21%) on the previous year; however, this rate still exceeds our RIR target of less than 4.5. RIR is calculated as the number of reportable injuries per 1,000 employees. We continue to focus on our key risks to minimise potential for serious injury or illness and ensure the root causes of our reportable incidents are a focus for our improvement activities.

Lost Time Injuries (LTI)

There were 48 LTIs reported across the Group resulting in an LTI Rate of 14.59, which is a significant reduction on the previous reporting year. LTI Rate is calculated as number of LTIs per 1,000 employees. Total number of days lost was 597 which is over a 50% reduction on the FY25 days lost (1273). The average number of days lost per LTI was 12.7 days per incident, also significantly lower than FY25 and more in line with preceding years.

High Potential Consequence Incidents – Analysis

Our risk reduction strategies focus on key risk areas as identified through analysis of our work activities and incident data. In 2021 we introduced a reporting criterion to identify ‘high potential’ incidents (incidents that may not have caused significant injury but had the potential to do so). Identification and analysis of these incidents ensure a suitable response and appropriate preventative action. In FY26 we recorded 47 high potential incidents across the Group; this is a significant increase on previous years, and we have seen a steady rise since FY23. Analysis of these incidents indicates that the rise is mainly attributable to increased understanding of high potential incidents, and a vastly improved reporting culture. As many of the high potential incidents do not result in injury (almost two thirds of the incidents in FY26 did not result in injury or illness), previously these were going unreported or categorised as lower potential. Each high potential incident was fully investigated, and appropriate remedial action identified to prevent similar incidents in the future.

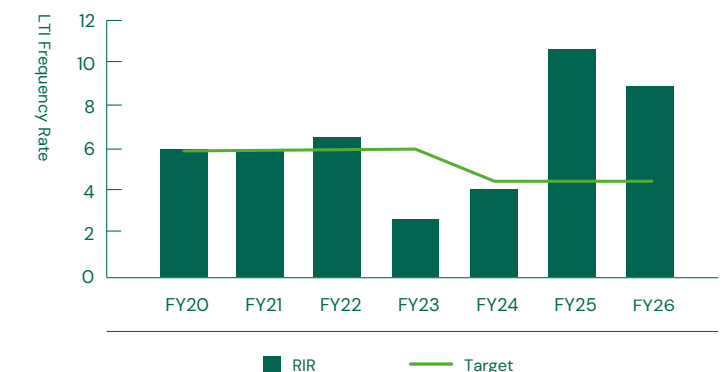
The chart on the following page identifies the immediate causes of our high-potential incidents during FY26. The top direct causes were identified as moving vehicles, with 21% of incidents involving moving vehicles; this was also the top cause in the previous two years. Risk control and mitigation strategies have been implemented in each business relevant to their specific risk profile, for example improved vehicle circulation routes and improved separation strategies to keep pedestrians out of vehicle operational areas. We have also introduced ‘Life-saving Rules’ for forklifts and for mobile plant operations across the Group.

Proactive Reporting

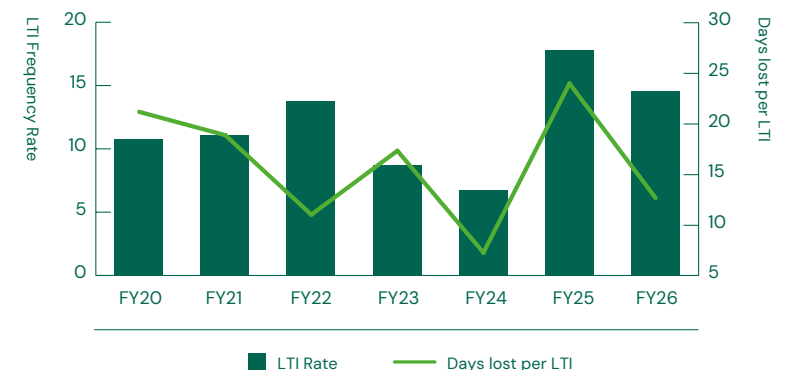
We have continued to see a steady rise in the total number of safety observations and near miss incidents being reported, with another significant increase in proactive reporting this year. Our safety observation reporting category is sub-divided into hazard report, improvement suggestion, and positive recognition. Our reporting culture continues to improve significantly across the Group, with a total of 404 near miss incidents, 643 hazard reports, 317 improvement suggestions and 161 positive recognitions being reported in FY26. The total number of Safety Observation reports increased by 52% on the previous year. Proactive reporting enables all businesses to remedy or mitigate hazards before they cause an injury and is critical to the success of our safety improvement strategy. A new target was set in FY26 to ensure our proactive reporting rate remains above 250/1000 employees; this has been consistently exceeded throughout the year.

⁴ Reportable incidents are events that are reportable to the enforcing authority under the relevant health and safety legislation for each country and as such the criterion for inclusion varies dependent on the location of the business unit.

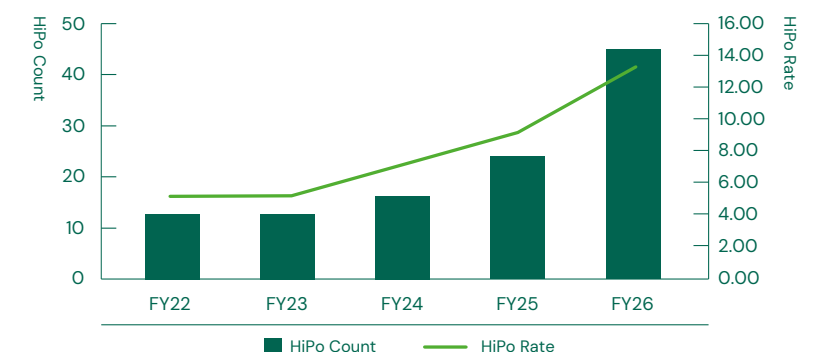
RIR FY20–26



Lost Time Injuries FY20–26



High Potential Incidents FY22–26



Internal Health & Safety Management System Audits

Origin's in-house audit process is aligned with ISO 14500 and measures performance against Origin's nine Health, Safety, and Wellbeing Standards. This identifies opportunities for business units to learn from each other, looking at the high scores to see if initiatives applied in those businesses can be duplicated elsewhere. The graph shows the 2025 scores against the previous three years. The 2025 overall Group score for larger businesses was 4.18/5, up from 3.88 in 2024. Smaller businesses averaged 3.57, also improving year-on-year. Although the increase in scores this year was smaller, there was still a year-on-year improvement in all nine categories.

The 2026 audit round is in progress, with a Group target of 4.36 and a stretch goal of 4.72.

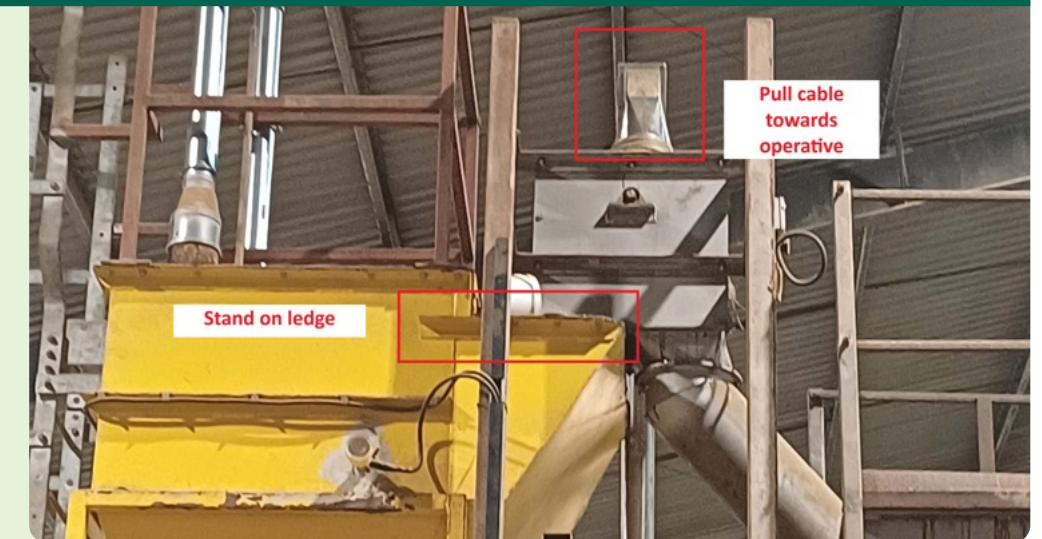
From Safety Observation to Action

Identified Issue:

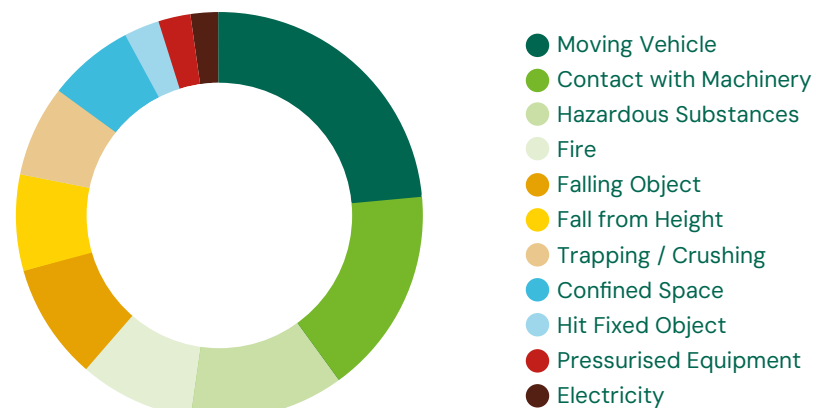
A plant operator at PB Kent raised a concern relating to accessing the top of a disc conveyor for maintenance purposes; there was no safe method of reaching the area and no risk assessment for maintenance work in this location.

Solution

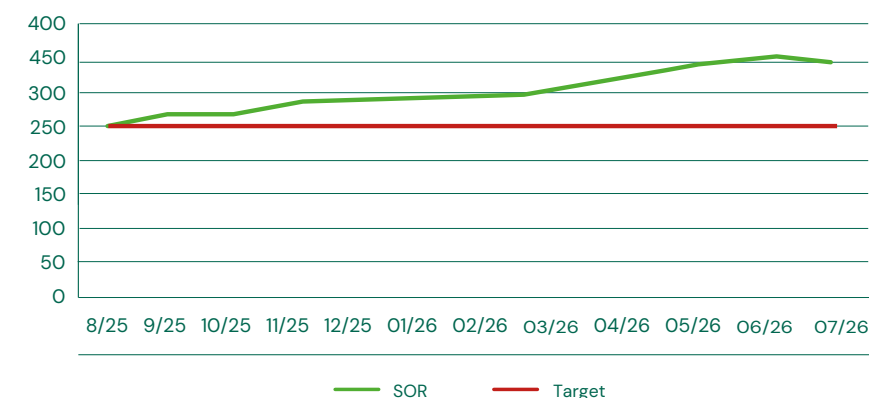
The maintenance activity was suspended until a risk assessment was completed and an agreed safe system of work was developed to ensure the work could be carried out safely. For future work an additional working platform or safe access equipment will be obtained.



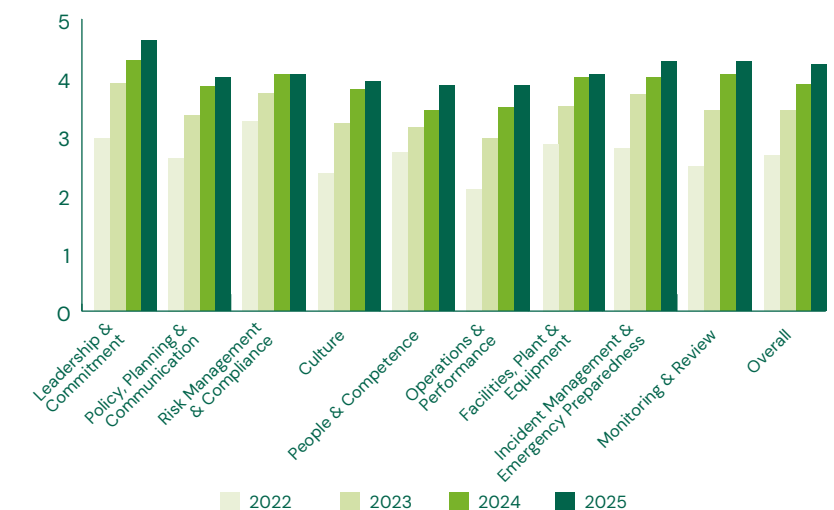
High Potential Incidents by Immediate Cause 2026



Safety Observation Rate FY26



Audit Scores by Category 2022-25



Employee Wellbeing and Working Conditions

We believe a safe, healthy and supportive workplace is essential for employee wellbeing and long-term business success. Our approach encompasses physical, mental, social and financial wellbeing and is informed by employee feedback.

Origin assesses the employee experience through annual engagement surveys conducted with the support of an independent survey provider.

Survey Results

Survey results confirm the positive impact of our wellbeing strategy. Highlights include:

- **86%** of employees reporting they can balance work and personal responsibilities;
- **89%** feeling well-connected to their teams;
- **89%** agreeing they have the resources they need to do their job effectively; and
- **85%** reporting that senior leadership shows interest in employee wellbeing.

These results indicate that our wellbeing priorities – flexibility, respect, inclusion, and strong leadership – are having a tangible impact across the Group.

Focus Areas

- **Mental Wellbeing:** Employee Assistance Programmes, counselling, employee training, local initiatives, and 58 mental health first aiders – up from 55 in FY25
- **Physical Wellbeing:** Initiatives such as 'Move with Agrii Polska'; Agrii Romania's running club; Half Marathon; and Step up Challenge – combining activity with community fundraising
- **Social Wellbeing:** Team-building activities and initiatives supporting connection and a culture of belonging
- **Community Engagement:** 19 Community Action Days supporting volunteering and fundraising across our businesses

Ambition

- Create a culture where employees feel valued, supported and empowered.

Target

- 80%+ favourable score in the Wellbeing category of the Employee Survey.

86%

Wellbeing Index Score

86%

of employees say Origin promotes a healthy working environment

KPIs	FY26
Wellbeing	
Wellbeing Index	86%
Company promotes a healthy working environment	86%
Senior Leadership is interested in employee wellbeing	85%
Resources available to support wellbeing	83%
Understand the wellbeing resources available	84%
Mental health training sessions delivered	12
Mental health e-learning modules completed	387
Mental Health First Aiders	58

Wellbeing in action

In 2026, a number of Group wellbeing initiatives were rolled out, including Employee Assistance Programmes, counselling, wellbeing training, mental health awareness, physical activity initiatives, and financial wellbeing resources. Across the Group, 387 e-learning modules were completed. We also increased the number of trained Mental Health First Aiders to 58, up from 55 in FY25.

Flexible and hybrid arrangements support work-life balance where roles permit. In FY26, 37% of employees were eligible for hybrid working. In the FY26 employee survey, 86% of employees agreed that they could generally balance work and personal commitments.

Fortgreen 'Movimente-se' ('Get Moving') Programme



Origin businesses are committed to creating a healthier, more engaged and resilient workforce, while strengthening connections between colleagues across the business.

One such example was the launch by Fortgreen of Movimente-se ('Get Moving'), a three-month wellbeing initiative designed to encourage employees to be more physically active and take positive steps to improve their health and wellbeing. Launch events in Maringá and Varginha brought 142 employees to raise awareness of the importance of physical wellbeing while promoting teamwork, connection and employee engagement.

The programme encouraged employees to incorporate physical activity into their daily lives through a series of three participation stages. A total of 142 employees registered for the programme – which combined achievable goals, recognition and peer encouragement to make participation enjoyable and help employees prioritise their health and wellbeing.

“

'Get Moving' has made exercise feel less of a chore for me. The goals and rewards have kept me motivated, and the encouragement from my colleagues has made it all even better. Having support and celebrating each challenge's achievements together makes all the difference.

Ana Paula Corguinha, Fortgreen

Community action

Employee volunteering plays an important role in fostering connection, teamwork and a shared sense of purpose. During 2026, employees across the Group took part in 19 Community Action Days, providing support to local communities and contributing to community wellbeing.

Supporting Young People to Explore Careers in Agriculture



In Romania, Agrii welcomed a group of ninth-grade students participating in a World Vision programme to its Bucharest office for an educational visit.

Colleagues from across the business introduced students to the different functions within the company, providing practical insight into the range of career opportunities available and how different teams work together to support the wider agricultural sector.

The visit also gave students an opportunity to engage informally with employees, ask questions and learn more about potential education and career pathways.

Initiatives such as this reflect our commitment to supporting the communities in which we operate by sharing knowledge, encouraging learning and helping young people broaden their understanding of future opportunities.

Agrii Romania colleagues welcoming students from World Vision Romania's 'I Want to Be in 9th Grade' programme.

Diversity & Inclusion

Origin is committed to providing equal opportunities for employees regardless of gender, age, ethnicity, religion, disability, sexual orientation, personal outlook or social background. Diversity and inclusion are embedded in the Group's values and people practices.

The FY26 DMA identified potential negative impacts associated with barriers to representation and diversity, inclusion challenges and limited career progression opportunities. Origin's response includes a Group-wide vacancy portal, workforce monitoring, inclusive practices, employee voice, leadership development, succession planning and targeted development programmes.

Informed by the ESRS framework, Origin continued to strengthen diversity and workforce data during FY26, supported by HR systems implemented across 92% of businesses.

Employee Perceptions Strengthen Over Time

Diversity & Inclusion scores have improved significantly over time, increasing from 74% favourable employee perceptions in 2019 to 86% in 2026, and have remained consistently high since 2022. Employee feedback and open comments highlight a respectful, inclusive culture, demonstrating that our diversity and inclusion initiatives are having a positive and lasting impact.

Ambition

- Fair and inclusive work environment, measured by an 80% Diversity & Inclusion Index score through our employee survey.
- 30% female representation in leadership and management positions by 2030.

Material Impacts

- 30% female representation in leadership and management positions.

KPIs	FY21	FY22	FY23	FY24	FY25	FY26	Status
Diversity & Inclusion KPIs							
Diversity & Inclusion Index	77%	82%	84%	84%	84%	86%	Above FY26 target (75%)
Work environment is accepting of everyone	n/a	88%	89%	88%	89%	92%	↑
Female workforce	27%	27%	27%	27%	29%	30%	↑
Women in leadership and management	23%	24%	25%	25%	29%	30%	FY30 ambition reached
Female Board membership	38%	38%	33%	33%	36%	40%	↑
Training & Compliance KPIs – FY25 baseline							
Equality, Diversity and Inclusion Training (all employees)	-	-	-	-	89%	88%	
Unconscious Bias Training (Managers)	-	-	-	-	80%	92%	

Note: Training completion metrics were introduced as a Group-wide KPI in FY25 and have been tracked annually from FY26 for trend reporting.

FY27–FY30 Focus

- Sustain and build on female representation in leadership and management positions.
- Strengthen inclusive recruitment, equitable access to development and visible career pathways.
- Continue the Female Leadership Development Programme, mentoring and other targeted development where evidence demonstrates value and progression.
- Introduce consolidated Group gender pay-gap reporting in FY27.

40%

FY26 Female Board representation



Year-on-year employee survey scores: Diversity and Inclusion



Inclusion in Practice – Female Leadership Alumni Network

The Female Leadership Programme brought together 18 women from across eight of Origin’s businesses to strengthen confidence, leadership capability and cross-business networks. The FY26 Alumni Network provides continuing peer support and shared learning beyond the formal Programme.

“When I completed the delegation section in the Leading Others training it was like a huge bright lightbulb moment for me! I started to get my head out of the weeds, and I’m now able to see how delegation requires me to help, support, and coach others instead of doing everything myself. I can start to become a better leader. This training is helping me see the way forward and find enjoyment in my work again – but in a new way.

Justine Carver, Business Support Manager at Keystone

FY26 Performance and Outlook

Origin's workforce remains central to the delivery of its strategy and the creation of lasting value. FY26 results indicate continued strength in engagement, inclusion, wellbeing and employee perceptions of leadership and development. The Group also continued to invest in workforce systems, leadership and technical capability.

Safety remains the most fundamental workforce commitment. The Reportable Incident Rate performance remained above the Group's long-term target, and while this was a reflection of the business expansion and more robust reporting, it is a clear focus for Origin. We will continue to strengthen leadership accountability, common controls, proactive reporting and learning from incidents.

Looking ahead, the FY27–FY30 workforce agenda will focus on consistent people practices, safety, inclusive opportunity, employee voice and the capability required to support Origin's growth in agronomy, ecology, environmental services and sustainable land management.



Workers in the Value Chain

Origin recognises its responsibility to respect its own operations and value chain. Its commitments extend to employees and other workers within its own workforce, as well as workers employed by suppliers, contractors and other relevant business partners.

Matters relating to Origin’s own workforce are addressed in the Origin Workforce section; this section focuses on workers across the value chain involved in sourcing, producing and distributing products and services for our Agriculture and Living Landscapes businesses.

Our Approach

Our approach combines Group-wide standards for responsible business conduct with supplier relationships managed by our individual businesses. Our Supplier Code of Conduct sets out the standards expected of suppliers, including human and labour rights, working conditions, health and safety and responsible business practices. It is informed by internationally recognised principles, including the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

Supplier risk management and assessment practices are currently managed within individual businesses, reflecting their respective supply chains, operating models and risk profiles. Engagement is primarily through direct dialogue and established commercial relationships and, where appropriate, includes site visits and supplier questionnaires. Where a material concern is identified, the relevant business assesses the issue with the supplier and determines the appropriate response, which may include corrective actions, enhanced monitoring or other measures proportionate to the nature and severity of the concern.

Origin does not yet operate a common Group-wide supplier audit or assessment programme. Strengthening Group-level visibility and consistency in how relevant supplier and human rights risks are identified, assessed and monitored is a priority as the Group develops its approach.

Target

- Strengthen the identification, assessment and management of material labour, working-condition and human rights risks across our value chain through proportionate, risk-based supplier engagement and monitoring.

KPIs	FY25	FY26	Roadmap 2030
Compliance with Supplier Code of Conduct	Supply chain hotspotting exercise initiated to identify higher-risk areas.	- Continued application as the Group-wide framework for supplier expectations. - Commenced a Group review of existing assessment and engagement practices to inform a more consistent, risk-based approach.	- Regularly review and update the Code. - Embed full monitoring/remediation cycle across all suppliers.
Stakeholder Engagement	Extended dialogue in FY25, with focus on OECD alignment.	Direct dialogue continued, supported where appropriate by site visits and supplier questionnaires.	Ongoing industry collaboration on human rights; full integration of OECD Guidelines across Group supply chains.

Our Material Impacts, Risks, and Opportunities

Impacts

Workers may be adversely affected where appropriate health and safety, labour and employment standards are not maintained. Potential impacts include exposure to unsafe working conditions and employment practices that provide insufficient security or protection, with the nature and severity of these impacts varying by activity, geography and employment arrangements.

Risks

Supplier non-compliance with expected labour, employment or health and safety standards may create regulatory, reputational and operational risks for Origin. A diverse and distributed supply base can make consistent oversight more challenging, while supplier non-compliance or disruption may affect the continuity and reliability of product and service supply.

Opportunities

Greater Group-level visibility of working-condition and supplier risks, supported by proportionate assessment and engagement, can strengthen responsible sourcing and supply-chain resilience and enable more targeted action where required.

- Supplier Code of Conduct: Continued application of the Group-wide framework for supplier expectations.
- Commenced a Group review of existing assessment and engagement practices to inform a more consistent, risk-based approach.
- Supplier engagement: Direct dialogue continued, supported where appropriate by site visits and supplier questionnaires.

Supplier Engagement

Supplier engagement is managed locally, enabling our businesses to address relevant matters directly and reflect the nature of individual supplier relationships and operating environments.

Engagement currently takes place principally through suppliers rather than through a common Group-wide mechanism for direct engagement with workers in the value chain. Developing greater visibility of existing engagement practices will help determine where more structured assessment or monitoring is appropriate.

Strengthening Our Approach

Our FY26 Double Materiality Assessment provides the basis for the next phase of our approach and formed part of our 2026 Review. We will focus on improving Group-level visibility of working-condition, supplier compliance and associated disruption risks, and developing proportionate, risk-based assessment and monitoring that reflects the different characteristics and risk profiles of our supply chains.

This will help identify where enhanced supplier engagement or assessment is appropriate and, where material issues are identified, support more consistent monitoring of actions taken in response.



Consumers and End Users



Our Approach

Across Agriculture and Living Landscapes, our relationships with customers combine product supply, technical expertise, specialist services and increasingly digital capabilities.

These relationships provide insight into changing customer requirements and inform how we develop our products, services and customer proposition.

Our FY26 Double Materiality Assessment confirmed two material matters relating to consumers and end users: information-related impacts and social inclusion. These reflect our responsibility to protect information entrusted to us through our customer relationships and the positive impacts our activities can support through more sustainable food systems and greener environments.

Access to Products, Services and Expertise

Across Agriculture, we serve farmers and growers of differing scale and requirements through a combination of agricultural products, agronomic and technical expertise, soil and crop analysis and digital decision-support. This provides customers with different ways to access products, information and expertise relevant to their farming systems.

Within Living Landscapes, our products and specialist capabilities support customers responsible for sports, amenity, infrastructure and other managed landscapes, contributing to the establishment and management of greener environments used by communities and other end users.

The associated environmental outcomes, including resource efficiency, biodiversity and soil health, are addressed in the relevant environmental sections of this report.

Responsible Marketing and Customer Information

We are committed to providing clear, accurate and appropriate information about our products and services. Our Group Responsible Marketing Policy establishes the standards applied to marketing and customer communications across the Group, including requirements for claims to be supported by appropriate evidence and for relevant product characteristics, risks and intended use to be communicated transparently.

These principles extend to product labelling and marketing materials, direct customer communications and representation in marketing. Customers can raise questions, provide feedback or make complaints through established customer channels, providing a route for concerns to be identified and addressed.

Supporting farmer resilience from inputs to market

Romanian farmers have faced challenging production conditions in recent years, with recurring drought and extreme heat affecting crop development and yields alongside changing input costs and agricultural markets.

Agrii Romania's relationship with farmer customers extends across the cropping cycle. Alongside agricultural inputs and agronomic expertise used during crop production, its grain collection activities provide participating customers with an additional route to market for harvested crops.

Agrii purchases and markets grain and provides associated collection logistics, working with established grain traders and processors. This extends the support available to participating farmers beyond crop production, connecting support during the growing season with the subsequent marketing of harvested crops.

For farmers using the service, this provides an additional commercial option as they manage changing production and market conditions. Access to agronomic expertise, agricultural inputs and an additional route to market can contribute to how customers manage risk and the longer-term resilience of their farm businesses.

Our Impacts, Risks, and Opportunities

Information-related impacts

As our customer relationships become increasingly data-enabled, inappropriate access, loss, use or disclosure of personal, customer or commercially sensitive information could negatively affect customers and create regulatory, financial and reputational consequences for the Group.

Social Inclusion

Our businesses serve customers and end users with differing needs, operating models and routes to market. Positive impacts can arise where our products, services and technical capabilities support access to solutions relevant to those needs and where customers are provided with clear, responsible and non-discriminatory information and engagement.

Changing approaches to food production and land use also create opportunities for Origin to adapt its proposition as customer requirements around productivity, resource efficiency and sustainable land management evolve.

FY26 Progress and Priorities

Following our FY26 Double Materiality Assessment, we have refined our Consumers and End Users Roadmap to align future actions and measures more closely with the material impacts, risks, and opportunities identified.

Protecting Customer and End User Information

Our customer relationships increasingly involve the collection and processing of information. In Agriculture, data supports digital agronomy, soil and crop analysis, decision-support, e-commerce and consultancy services. Living Landscapes also has direct digital and e-commerce relationships with customers. Information processed may include personal and contact information, account and transaction data and commercially sensitive agricultural or land management information.

Protecting this information is important to maintaining customer trust. Information and cybersecurity risks are managed through Group policies, governance, technical controls, employee training, monitoring and independent assessment. The Board and Audit and Risk Committee oversee cybersecurity strategy and performance, supported by reporting from the Chief Information Officer and external advisors.

Managing Information and Cybersecurity Risk

- **24/7 Monitoring:** An external Managed Security Operations Centre provides continuous monitoring of Group systems, supported by incident response capability.
- **Security and Resilience:** Technical security controls are supported by business continuity and disaster-recovery arrangements for critical applications, including testing of backup and restoration procedures.
- **Training and Awareness:** Employees undertake mandatory cybersecurity training, supported by ongoing information-security awareness activities.
- **Testing and Assurance:** Internal and external vulnerability assessments and cybersecurity reviews are undertaken, including assessment by specialist external advisors. Cybersecurity is also considered as newly acquired businesses are integrated into the Group's systems and control environment.

Listening and Responding

Customers can provide feedback and raise questions or concerns through their established business contacts and, where relevant, through customer service and privacy channels provided by individual businesses.

The Group's Responsible Marketing Policy requires customers to be provided with a clear mechanism for complaints and feedback and requires clear information about how personal data is collected and used and that it is stored safely.

Potential information-security alerts are subject to established escalation and incident response procedures covering investigation, containment and remediation and, where required, notification in accordance with applicable requirements.

Material Priority	FY26 Progress	Roadmap 2030
Information-related impacts	• 24/7 external security monitoring and incident response capability in operation. Business units assessed against the Group cybersecurity maturity framework and mandatory cybersecurity training continued.	• Maintain a robust Group-wide approach to protecting customer and end user information, supported by effective cybersecurity controls, employee awareness and consistent monitoring and measurement of information-security and privacy incidents.
Social inclusion	• Continued provision and development of products, services and channels responding to differing customer requirements. Responsible Marketing Policy provides Group-wide principles for clear, transparent and responsible customer communications.	• Embed responsible and inclusive customer practices across the Group, with consistent approaches to customer information, responsible marketing and understanding access to products and services across relevant consumer and end user groups.



Stakeholder Engagement and Materiality

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Process and Methodology

Stakeholder Engagement

Understanding the Perspectives of our Stakeholders

Engagement with our stakeholders is an important part of how we understand the impacts of our activities, anticipate changes in the markets and communities in which we operate and inform decision-making across the Group.

Origin engages with a broad range of stakeholders through its Agriculture and Living Landscapes businesses and at Group level. These relationships provide insight into the environmental and social matters affecting our employees, customers and value chain, as well as sustainability-related risks and opportunities relevant to our business.

Stakeholder perspectives inform our sustainability strategy, Nurturing Growth, and are considered alongside business, scientific, regulatory and other evidence in assessing our material sustainability matters.

How Stakeholder Perspectives Inform Our Decisions

Stakeholder engagement takes place throughout the year through channels appropriate to the nature of each relationship. Insights are considered by the relevant businesses and functions and, where significant, inform Group strategy, sustainability

priorities, risk management and management action. For our Double Materiality Assessment, stakeholder perspectives formed part of the evidence used to identify and assess actual and potential impacts on people and the environment and sustainability-related risks and opportunities affecting Origin.

Stakeholder engagement informs, but does not determine, materiality. Materiality is assessed against defined impact and financial criteria through our Double Materiality methodology.

Governance and oversight

Responsibility for stakeholder relationships sits across the Group, reflecting the breadth of our activities. Business leaders and functional teams maintain engagement with the stakeholders most relevant to their operations, supported by Group-level engagement with investors, regulators and other stakeholders.

Relevant matters arising through these interactions are considered through the Group's sustainability governance and risk management processes, providing a route for significant stakeholder perspectives to inform management and Board oversight.

Our Double Materiality Assessment

During FY26, Origin refreshed its Double Materiality Assessment to identify the sustainability matters that are material to the Group. The assessment was informed by the European Sustainability Reporting Standards (ESRS) and considers materiality from two complementary perspectives: impact materiality and financial materiality.

Impact Materiality

Our impact on people and the environment:
We assess actual and potential positive and negative impacts connected with our activities and business relationships, including impacts arising within our own operations and across the upstream and downstream value chain.

For negative impacts, severity is assessed by reference to scale, scope and irremediability, together with likelihood for potential impacts. Positive impacts are assessed by reference to their scale and scope, together with likelihood for potential impacts. Defined assessment scales are applied to support consistency across the assessment.

Financial Materiality

How sustainability matters may affect Origin:
We assess sustainability-related risks and opportunities that could reasonably be expected to have material financial effects on the Group, including through changes in revenues, costs, markets, capital requirements and operational performance.

Financial risks and opportunities are assessed by reference to their potential magnitude and likelihood, using defined financial thresholds within Origin's assessment methodology.

Our Key Stakeholders

Our Stakeholders								
Employees	Customers	Consumers and End Users	Policymakers and Regulators	Civil Society	Academia	Investors	Industry Partners	Suppliers
We aim to provide our 3,235 employees with a safe, inclusive and supportive working environment in which people can develop and contribute to the success of the Group.	We have established long-term relationships with customers across Agriculture and Living Landscapes, including farmers, growers, agri-businesses and customers across sports, recreation, landscaping and environmental markets.	The products and services provided by our businesses can ultimately affect a broad range of consumers and end-users across the markets we serve.	Origin engages with relevant policymakers, regulators, government agencies and other external bodies on regulatory developments and sustainability matters relevant to the Group and the markets in which we operate.	We engage with community groups, non-governmental organisations, charitable and professional organisations and other civil-society stakeholders relevant to our activities.	Academic and research institutions are important partners in supporting research, innovation and the development of practical solutions across our markets.	We maintain an active dialogue with existing and prospective shareholders and other providers of capital on the Group's performance, strategy and long-term development.	We work with industry bodies and other partners to contribute to the development of our sectors and address shared challenges and opportunities.	Our businesses work with suppliers across an extensive international value chain, from agricultural inputs and raw materials to products and services supporting our wider operations.
Our Approach								
We engage with employees through our Let's Talk employee engagement programme, employee surveys, town halls and ongoing communication through our businesses. Feedback helps us understand employee perspectives on areas including engagement, inclusion, health and safety, wellbeing and development.	Our businesses maintain regular engagement with customers through their commercial, technical and specialist teams. These relationships provide insight into changing customer requirements and matters including product and service performance, land management, environmental considerations and reliability of supply and service.	We engage with consumers and end users principally through our customer-facing businesses, products, services and communications. Our approach includes responsible marketing and the protection of customer and end user information, alongside understanding differing requirements for access to our products and services.	We monitor and engage on evolving regulatory and reporting requirements relevant to our businesses. During FY26, we continued to develop our sustainability reporting and governance processes in preparation for mandatory reporting under the Corporate Sustainability Reporting Directive (CSRD), progressively aligning our approach with the European Sustainability Reporting Standards (ESRS). We also continue to participate in established external disclosure and assessment processes, including CDP, MSCI and Sustainalytics, supporting transparency and providing external perspectives on our sustainability performance.	Engagement takes place through our businesses and includes community initiatives, volunteering, charitable support and collaboration on environmental and social matters. These relationships provide perspectives on local priorities and the wider impacts of our activities.	We collaborate with academic and research partners through research programmes and innovation projects. These relationships provide access to specialist expertise and scientific evidence and support the development and testing of new products, technologies and approaches.	During FY26, the Group participated in eight investor conferences and held 142 meetings with existing and prospective shareholders across Ireland, the UK, key European financial centres and North America. This programme provides investors with regular access to senior management and facilitates an open dialogue on the Group's performance, strategy and approach to long-term value creation.	Our businesses participate in relevant industry forums, partnerships and collaborative initiatives. Engagement supports knowledge sharing and collective action on matters including agricultural productivity, environmental management, biodiversity, resource efficiency and greenhouse gas emissions.	Supplier relationships are managed principally by our individual businesses through established commercial relationships and direct dialogue. Our Supplier Code of Conduct provides a Group-wide framework for our expectations of suppliers, including human and labour rights, working conditions, health and safety and responsible business practices. Engagement may also include site visits and supplier questionnaires where appropriate.

Our Assessment Process





Governance

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Environmental, Social, and Governance Framework

Sustainability is integrated within Origin’s strategy, governance and decision-making. Our governance framework establishes clear oversight and accountability for material environmental and social matters, supported by Group policies, risk-management processes, performance monitoring and external reporting.

Governance Structure

The Board has ultimate responsibility for the Group’s strategy and oversight of financial and non-financial risks and opportunities, including material sustainability-related matters.

The Board is supported by the ESG Committee, which provides dedicated oversight of environmental, social, and governance matters. The Committee supports, challenges and oversees the integration of ESG considerations within the Group’s overall strategy and the development, implementation and ongoing evolution of related policies, programmes, targets and initiatives.

The ESG Committee comprises three independent Non-Executive Directors:

- Lesley Williams, Non-Executive Director and Chair of the ESG Committee;
- Pam Powell, Non-Executive Director; and
- Dick Hordijk, Non-Executive Director.

The Committee meets at least three times a year and is attended by the Chief Executive Officer (CEO), Chief Financial Officer (CFO), Divisional Managing Director for Living Landscapes, Chief People Officer (CPO) and Head of Investor Relations and Sustainability. Further information on the Directors’ backgrounds and experience is provided in the Board of Directors section of the FY26 Annual Report.

Duties and Responsibilities

The principal responsibilities of the ESG Committee include:

- **Strategy and oversight** – Overseeing the integration of ESG considerations within the Group’s overall strategy and alignment with the Company’s purpose, culture and values;
- **Policies and targets** – Overseeing the development, implementation and review of relevant policies, codes of practice, commitments and targets;
- **Performance and KPIs** – Reviewing sustainability performance and progress against relevant targets and commitments;
- **External reporting** – Reviewing and recommending to the Board relevant ESG disclosures, including the Sustainability Report and related disclosures within the Annual Report;
- **People and inclusion** – Supporting and monitoring progress in diversity, inclusion and equal opportunity;
- **ESG developments and compliance** – Keeping relevant sustainability developments, industry standards and regulatory requirements under review and considering their implications for the Group;
- **Stakeholder engagement** – Overseeing the Company’s approach to stakeholder engagement on material ESG matters; and
- **Committee effectiveness** – Annually reviewing the Committee’s Terms of Reference and evaluating its effectiveness.

Management Responsibility

The Central Executive is responsible for integrating sustainability within the Group’s strategy and overseeing the implementation of related policies, programmes, targets and reporting.

The Chief Executive Officer has overall executive responsibility for material sustainability-related matters, supported by members of the Central Executive with accountability for their respective functions and businesses.

The Chief Financial Officer oversees Group sustainability reporting and the integration of relevant sustainability considerations within financial planning, risk management, capital allocation and investment decisions.

The Chief People Officer leads the Group’s approach to workforce matters, including employee engagement, diversity and inclusion. The Group Head of Health and Safety leads the Group’s approach to health, safety, and wellbeing.

The Head of Investor Relations and Sustainability coordinates the Group’s sustainability programme, performance monitoring and external reporting and supports the development of Group-level sustainability governance and environmental risk management processes.

Environmental Risk Management

Following completion of our FY26 Double Materiality Assessment, we developed an Environmental Risk Register to translate the material environmental matters identified into an ongoing framework for management, monitoring and oversight.

The 15 material environmental areas are consolidated into six environmental risks and three cross-cutting risks, including supply-chain sustainability and traceability, sustainability regulation, reporting and claims, and stakeholder and community acceptance.



Members of the Central Executive provide executive sponsorship, supported by business and functional Risk Owners responsible for managing underlying exposures and controls. Key risk indicators and defined trigger points provide visibility of changing exposures and support timely management action.

The Environmental Risk Register forms part of the Group's wider risk management framework and is regularly reviewed, with material developments escalated through established processes and, where appropriate, reflected in the Group Risk Register.

Operational Management and Performance

Operational responsibility sits within Origin's individual businesses and functions, supported by Group policies, management systems, procedures and controls appropriate to their activities and regulatory requirements.

Environmental performance, including greenhouse gas emissions, energy, water, waste and pollution-related matters, is managed within the businesses and monitored through Group reporting processes, coordinated by Group Sustainability.

Workforce matters, including employee engagement, diversity and inclusion, are managed through the Group's people and HR structures under the leadership of the Chief People Officer. Health, safety, and wellbeing is managed through the Group Head of Health and Safety, working with business leadership and local Health & Safety teams.

Material matters relating to workers in the value chain, customers and end users are managed through the relevant business and functional responsibilities, supported by Group-level policies and oversight.

Strategic Innovation

The Strategic Innovation Group (SIG) brings together expertise from across Origin to identify and assess opportunities and emerging trends with a three-year and beyond strategic horizon, spanning innovation, customer needs, technology, commercial opportunities and sustainability.

The SIG reports regularly to the Central Executive, with relevant opportunities brought forward for consideration and prioritisation. Responsibility for implementation remains with the relevant businesses and functions.

Performance, Reporting and Escalation

Sustainability performance is monitored through Group KPIs, commitments, risk indicators and business-level reporting. Material performance, risks and emerging matters are considered by the Central Executive and reported to the ESG Committee and the Board as appropriate.

Executive Remuneration and Sustainability

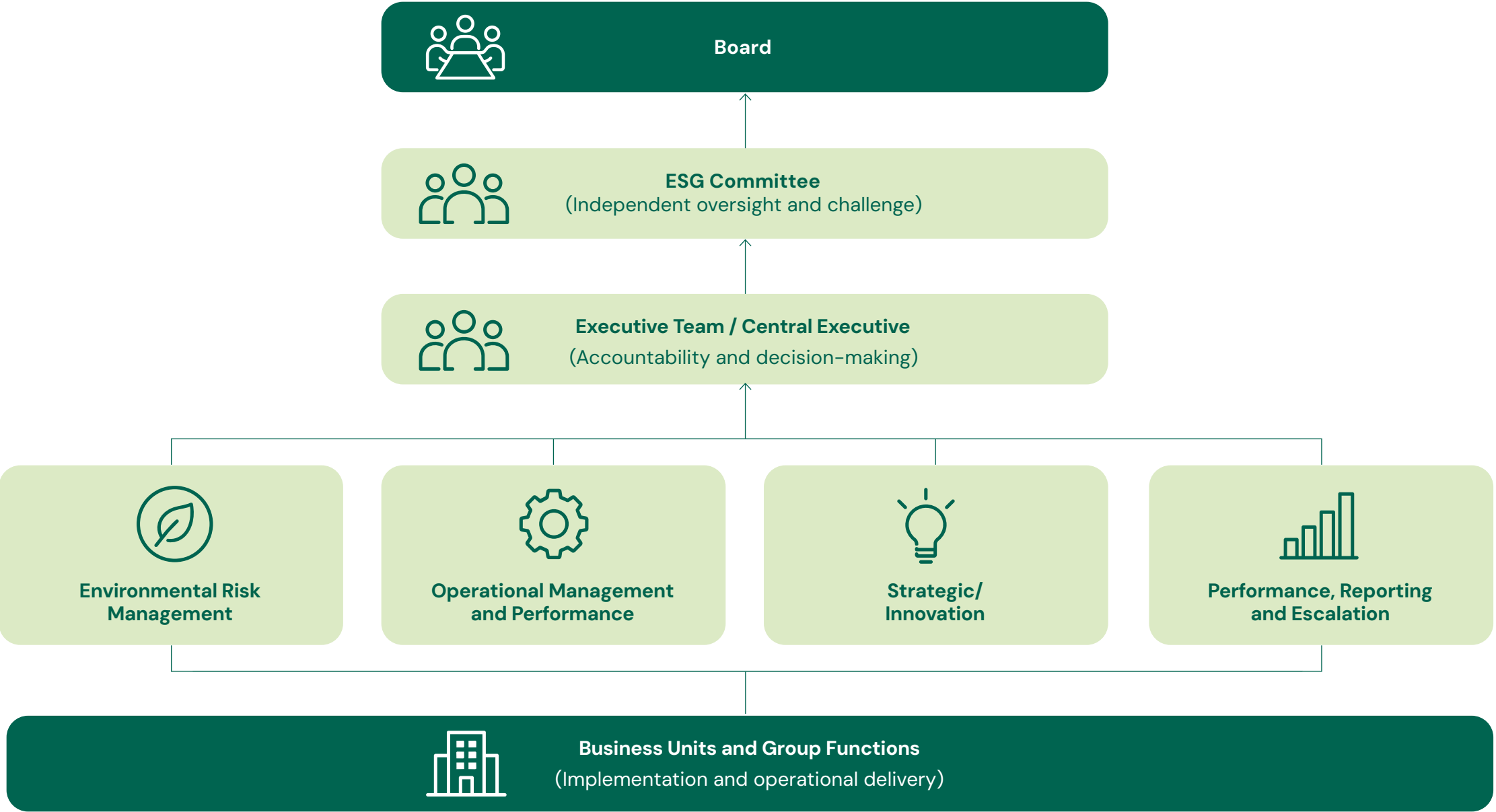
Sustainability considerations are incorporated within Executive Director remuneration, supporting alignment between management incentives and the delivery of the Group's strategic priorities.

A proportion of variable remuneration is linked to defined sustainability-related measures and performance outcomes. Further information, including the relevant measures and weightings, is provided in the Remuneration Report within the FY26 Annual Report.





Sustainability Governance Framework



Key Performance Indicators and Methodologies Applied

As part of our governance framework, the Board actively monitors sustainability performance, ensuring that our sustainability objectives align with long-term business goals. Key performance indicators (KPIs) are used to track progress across critical Environmental, Social, and Governance (ESG) areas.

These KPIs are reviewed regularly by the Board and senior management to ensure their relevance and alignment with evolving industry standards, regulatory requirements, and stakeholder expectations. Any significant changes or updates are approved by the Board, ensuring ongoing accountability.

Independent Assurance

In FY26, we engaged Goodbody Clearstream, a third-party organisation, to provide independent assurance of our Scope 1, 2 and 3 emissions.

Examples of Environmental KPIs	Methodologies
Greenhouse Gas (GHG) Emissions Reduction This KPI tracks the reduction in our Scope 1–3 GHG emissions by FY32 from a FY19 baseline, aligned with 1.5°C.	GHG Emissions Calculation GHG emissions are calculated following the Greenhouse Gas Protocol guidelines and SBTi criteria. Scope 1 emissions are direct emissions from owned or controlled sources; Scope 2 emissions are indirect emissions from the generation of purchased energy; and Scope 3 emissions include all other indirect emissions occurring in our value chain.
Energy Consumption from Renewable Sources This KPI measures the percentage of our total energy consumption that is sourced from renewable energy.	Energy Consumption Energy consumption is measured by tracking energy usage across all operations, distinguishing between renewable and non-renewable sources.
Nitrogen Use Efficiency This KPI sets our course to increase NUE of crops by 20% by FY30, thereby reducing the GHG, nitrous oxide, and nutrients leaching from soil, with related impacts to mitigate the effects of climate change and improve water quality.	Nitrogen Use Efficiency In collaboration with industry stakeholders and government, we have established a robust framework for defining and calculating NUE. Working with our growers, our approach is based on using Soil Health Indices and real-time data, effective nutrient planning, and informed fertiliser choices.

Examples of Social KPIs	Methodologies
Employee Health and Safety This KPI tracks the number of workplace incidents and the overall safety performance within our operations.	Health and Safety Metrics We calculate the frequency and severity of workplace incidents using standard health and safety reporting frameworks, such as the Occupational Safety and Health Administration (OSHA) guidelines.
Diversity and Inclusion Metrics These KPIs measure the representation of diverse groups within our workforce, including gender diversity at different organisational levels.	Diversity Metrics Diversity is measured by analysing workforce demographics, with data collected through internal HR systems, ensuring compliance with privacy and equal opportunity standards.



Ethics

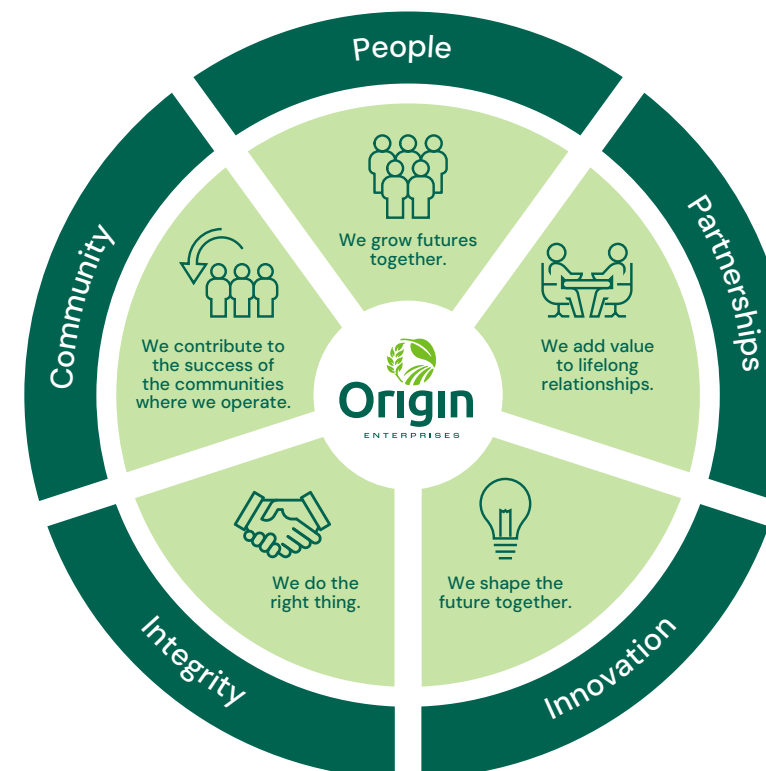
Origin is committed to applying the highest standards of ethical conduct and integrity across all regions in which we operate.

Our Code of Conduct, supported by Group policies, establishes the business conduct standards expected of everyone working within Origin – across all functions, geographies, and roles. We adhere to internationally recognised Environmental, Social, and Governance (ESG) standards, grounded in the 10 principles of the UN Universal Declaration of Human Rights, the UN Global Compact initiative, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. Our Code of Conduct is informed and guided by these principles.

The Group's five core values – people, partnerships, innovation, integrity, and community – are underpinned by the Origin Code of Conduct. At its core, the value of Integrity aligns with our commitment to ethical standards, reflecting our dedication to doing the right thing, both personally and professionally. These values set the standards for how Origin's leaders and employees should operate on a wide range of important issues, and provide a framework for consistent and principled conduct throughout the organisation.

The Origin Way – Our Values

Our Code of Conduct turns our values into clear expectations for how we make decisions, conduct business and work with others.





Governance Policies

Anti-Bribery and Corruption

Origin Enterprises maintains a zero-tolerance policy against bribery, fraud, money laundering, and corruption in any form. This stance is not only a legal obligation, but a core ethical commitment. All employees, suppliers, and business partners are expected to adhere strictly to these standards, ensuring that our operations worldwide remain transparent, compliant, and free from any unethical practices.

People

We are dedicated to fostering an inclusive work environment that attracts, retains, and develops diverse talent. By promoting equal opportunities, we empower employees to thrive throughout their careers at Origin. Our focus on inclusivity extends to creating a culture where everyone is respected, differences are valued, and the unique skills and perspectives of all team members contribute to our overall success.

Human Rights and Labour

Origin is fully committed to upholding international human rights, embedding these values throughout the Group. This commitment is reflected in our policies and actions towards all stakeholders, from employees and suppliers to clients and communities. By ensuring fair treatment, respect for human dignity, and adherence to ethical labour standards, we uphold our core values in all markets and operations.

Wage and Hour Practices

We are committed to fair compensation and compliance with all international and national regulations governing pay and working hours. Regardless of individual beliefs or characteristics, all employees are paid fairly for their contributions. This approach reinforces our dedication to upholding human rights and ensures a respectful, equitable work environment.

Discrimination and Harassment

Origin operates a zero-tolerance policy towards any form of discrimination, bullying, or harassment. Such behaviours are not tolerated, nor is facilitation of, or complicity in them. We aim to create a workplace where all individuals feel safe, respected, and valued, fostering a culture of mutual respect and accountability.

Freedom of Association

While we encourage open dialogue between employees and leadership to cultivate an engaged workforce, we also respect employees' rights to freely associate and collectively bargain. We are committed to fostering open and inclusive workplaces, where representatives are free from discrimination and can effectively fulfil their roles.

Employee Data Protection

Respecting employee privacy is fundamental. We comply with all relevant data protection legislation, ensuring that personal data is collected and processed transparently, lawfully, and for specific purposes. Our approach to data protection ensures the confidentiality and security of sensitive information.

Community Relations

Origin is committed to contributing positively to the communities in which we operate. We encourage our respective businesses and employees to engage in social, educational, and charitable activities that support local communities. By actively participating in these initiatives, we aim to strengthen our community relationships and make meaningful social contributions.

Through these governance policies, Origin upholds ethical conduct, transparency, and accountability, laying a strong foundation for sustainable business growth and community engagement. For more detailed information, please refer to our Code of Conduct.

Supplier Code of Conduct

We believe that strong, transparent relationships with our suppliers are essential to upholding our commitment to ethical conduct and sustainability. We expect our suppliers to adhere to the standards set out in our Supplier Code of Conduct, covering key areas like people and labour, business ethics and compliance, as well as health, safety, and the environment. These standards are not just guidelines – they are the foundation for building partnerships grounded in trust, integrity, and shared values. By working closely together, we can drive sustainability and create mutual benefits throughout the entire value chain.

Suppliers are required to have the appropriate policies, processes, and systems in place to adhere to these standards, proportionate to their business size and nature. They are also expected to identify and manage risks associated with all areas covered by the Code. We encourage suppliers to adopt industry best practices and international standards, driving continuous improvement throughout the supply chain.

Open communication is essential to maintaining an ethical partnership. Suppliers are encouraged to foster a culture where employees feel empowered to raise concerns about misconduct without fear of retaliation. To support this, Origin offers access to an independent whistleblower service – available 24/7 – providing a confidential platform for reporting any unethical, illegal, or non-compliant behaviour. This resource underscores our dedication to transparency, ethical conduct, and accountability within our supply chain.

By upholding these principles, Origin and its suppliers work together to enhance ethical practices, ensure compliance, and build a sustainable foundation for long-term success. For further details, please refer to our Supplier Code of Conduct.



Appendices

Greenhouse Gas Verification Statement

Period Covered by GHG emissions verification

1 August 2025 – 31 July 2026

GHG Verification Standard used to conduct the verification

ISO – 14064–3:2019 Specifications with Guidance for the Validation and Verification of Greenhouse Gas Statements. The GHG Protocol: Corporate Standard Revised Edition was used to guide the calculation of the GHG inventory.

Level of Assurance

The opinion expressed in this verification statement has been formed on the basis of a limited level of assurance and at a materiality of the professional judgement of the verifier.

Declaration of Independence

This verification was conducted by a Goodbody Clearstream verifier acting independently from the client. The verification performed was an objective review, ensuring there was no conflict of interest.

Roles and Responsibilities

The management team of Origin Enterprises were responsible for the organisation’s reported activity data and maintenance of records. It was Goodbody Clearstream’s responsibility to conduct an independent verification and to express an independent limited assurance opinion on the reported emissions for the period covered by this verification.

Observations and Recommendations

The verification was conducted on the basis of data provided by Origin Enterprises. Key areas of improvement and recommendations have been shared separately in the Verification Tracker document provided to Origin Enterprises on 28 August 2026.

Opinion

In Goodbody Clearstream’s opinion nothing has come to the attention of the verifier that would cause us to believe that the Scope 1, Scope 2 and Scope 3 CO2e emissions disclosed in the statement and summarised in Table 1 are not materially correct.

GHG Verification Methodology

- Interviews with key personnel at Origin Enterprises
- Review of Origin Enterprises' methodology for data collection, aggregation, and appropriate classification of emission sources.
- Review of Origin Enterprise’s data and information systems and controls
- Request for evidence of sample data selected where relevant

To our knowledge this report represents faithfully the greenhouse gas emissions produced by Origin Enterprises and its associated businesses.

Signed

Patti Walshe

Patti Walshe, Lead Verifier, Goodbody Clearstream

Dated: 28 August 2026

Breakdown of total verified emissions by each scope			
Scope	Activity	GHG emissions (tCO ₂ e)	
Scope 1	Stationary combustion	3,689	16,260
	Mobile combustion	12,150	
	Fugitive emissions	421	
Scope 2	Purchased electricity (Location-based)	2,585	2,585
	Purchased electricity (Market-based)	1,320	
	Purchased steam, heat, cooling	-	
Scope 3	Cat.1: Purchased goods & services	4,399,356	7,633,838
	Cat.2: Capital goods	90,155	
	Cat.3: Fuel-and-energy-related activities	4,634	
	Cat.4: Upstream T&D	350,392	
	Cat.5: Waste generated in operations	397	
	Cat.6: Business travel	1,308	
	Cat.7: Employee commuting	2,802	
	Cat.8: Upstream leased assets	4,572	
	Cat.9: Downstream T&D	120,090	
	Cat.10: Processing of sold products	-	
	Cat.11: Use of sold product	2,560,043	
	Cat.12: End-of-life treatment of old products	91,331	
	Cat.13: Downstream leased assets	-	
	Cat.14: Franchises	-	
	Cat.15: Investments	8,758	

*Where ‘-’ is noted in the table above, emissions were not calculated.
**The total tCO₂e for Scope 2 includes the location-based approach emissions.



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