ESG REPORT 2025

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About this report

This document constitutes the Environmental, Social and Governance Report ('ESG Report') 2025 for Syngenta AG group ('we', 'our'), also referred to as 'Syngenta AG', 'Syngenta', and 'the company' in this report. The information and data contained in this report relate to the activities within this scope unless otherwise specified.

This ESG Report is prepared in accordance with Art. 964a et seq. of the Swiss Code of Obligations (SCO) and the Swiss Ordinance on Climate Disclosures. Syngenta is exempt from the due diligence and reporting obligations in relation to minerals and metals from conflict-affected areas as it does not exceed the import and processing quantity thresholds specified in the Art. 964j, para. 2 of the SCO. Syngenta's due diligence and reporting obligations in relation to child labor under the SCO are addressed in this ESG Report. A Swiss Code of Obligations content index is included in the Content Indexes chapter.

In addition, this ESG Report is structured with reference to the European Sustainability Reporting Standards (ESRS) and also references the Sustainability Accounting Standards Board (SASB), the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Global Reporting Initiative (GRI) Standards through content index tables to meet external stakeholder expectations on transparency.

All 2025 data in this report covers the period January 1 to December 31, aligned with the Syngenta AG group Financial Report. No events occurred between December 31, 2025 and the date on which this ESG Report was approved by the Board of Directors of Syngenta AG that would require adjustments to the "Non-financial performance summary" or other disclosures in this ESG Report.

The publication date of this Syngenta AG group ESG Report 2025 is April 30, 2026.

For additional inquiries, please contact sustainability.syngenta@syngenta.com

1. General disclosures

1.1 Non-financial reporting approach

Non-financial information enhances understanding of a company's activities, impacts, risks and opportunities. At Syngenta, non-financial information refers to quantitative and qualitative information on governance, risk management, strategies, metrics, policies or activities pursued toward its ESG objectives.

General basis of preparation

Syngenta AG's ESG Report describes the environmental, social and governance aspects of its business activities that are material to the company. Syngenta takes regulatory requirements into account and refers to recognized international frameworks and standards for non-financial reporting.

The ESG Report was prepared on a consolidated basis for Syngenta AG group, in line with the consolidation scope applied in Syngenta AG's financial reporting. This includes Syngenta AG, domiciled and incorporated in Switzerland and all of its controlled subsidiaries globally within the defined scope of reporting. The reporting covers the Syngenta Crop Protection and Syngenta Seeds business units. In the 2025 reporting year, no subsidiaries were excluded under the relevant exemption regulations. However, selected workforce indicators exclude certain entities operating under a different business unit structure due to differences in HR data systems. These scope limitations are disclosed in the notes to the Non-financial performance summary. Due to rounding, numbers presented in this report may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

Depending on the topic, reporting covers both the company's own business activities and relevant upstream and downstream parts of the value chain, in particular, regarding social supply chain aspects and greenhouse gas emissions. The value chain inclusion is based on materiality assessment, data availability and the extent of Syngenta AG's sphere of influence.

Syngenta did not exercise any option to omit information related to the protection of intellectual property, know-how or innovation results in the 2025 reporting year. As a company based in Switzerland, Syngenta is not subject to any national regulations on the omission of information about upcoming developments or ongoing negotiations in accordance with EU law.

Disclosures in relation to specific circumstances

Syngenta AG applied the definition of short-, medium- and long-term time horizons provided by ESRS for the purpose of this report. The short-term time horizon corresponds to the reporting period covered by this report. The medium-term time horizon extends up to five years from the end of the reporting period and the long-term time horizon covers periods of more than five years.

For climate disclosures, Syngenta applied extended time horizons to assess climate-related risks and opportunities, reflecting the longer timeframes over which climate impacts are expected to materialize. These climate-specific time horizons, covering both transition and physical risks, are described in detail in the Climate change: Climate risks and opportunities and build on established frameworks such as the Intergovernmental Panel on Climate Change (IPCC) time horizons.

Certain performance indicators incorporate data from the company's upstream and downstream value chain. In some cases, particularly for Scope 3 greenhouse gas emissions, data is partially based on indirect or modeled sources. Syngenta uses recognized methodologies, including sector-specific average data, modeled data, spend-based approaches and supplier-specific information, where available. For further information, refer to the Climate change section and the ESG Reporting Scope and Methodology: ESG Report 2025 document, available on the Syngenta AG website.

The use of indirect and secondary data sources can lead to estimation uncertainties, which is why reported values represent the best possible estimate based on the information available at the time of reporting. Forward-looking targets are also subject to inherent uncertainties, as they depend on future developments and external factors. Syngenta continuously works to improve data quality and granularity by integrating more supplier data and refined modeling approaches (see Climate change).

In the reporting year, changes were made to the preparation of individual indicators to improve the informative value, accuracy and comparability of the reporting. These changes mainly relate to methodological

adjustments, refined data collection and updates to calculation methods. Where necessary and practicable, comparative figures from previous periods have been adjusted or corresponding explanations have been provided in the relevant sections of this report. In preparing this report, Syngenta has not identified any material errors from previous periods that would have required retroactive correction beyond the restatements explained in the report. Restatements occur when there are significant changes in reporting standards and methodologies or when previously reported values require correction or reclassification. Reportable health and safety incidents may be reclassified based on findings from internal investigations that conclude after the data collection deadline. The materiality of a restatement is assessed for each key performance indicator based on professional judgement of what is believed to impact the decision of the users of the data.

In addition to the regulatory requirements listed above, this ESG Report contains information with reference to internationally recognized reporting standards and frameworks. This is the first Syngenta AG ESG Report structured with reference to ESRS, which may affect its comparability to previous reports. Syngenta AG is not legally required to report under the ESRS for the financial year 2025 and this ESG Report does not comply with all the ESRS requirements. Syngenta conducted a Double Materiality Assessment (DMA) in 2024 and updated it in 2025 for the purpose of this report. This ESG Report contains information on the topics deemed material for the purposes of this report, as well as those identified as emerging topics in the DMA completed through the 2025 update.

Risks and controls over non-financial reporting

Syngenta has established a structured system of risk management and internal control processes to support reliable ESG reporting. The responsibility for establishing and maintaining an adequate internal control system for non-financial reporting lies with the management and the Board of Directors of Syngenta AG. These controls are designed to help ensure accuracy, completeness and consistency of the non-financial information, while recognizing that any internal control system has inherent limitations and may not fully prevent or detect all potential misstatements.

Syngenta's internal control system for ESG reporting is based on the principles of the COSO Internal Control – Integrated Framework (2013). It comprises clearly defined roles and responsibilities, standardized reporting processes, documented procedures and supporting IT systems. In addition, the ESG Reporting Policy and the associated Standard Operating Procedures (SOPs) provide the framework for the collection, processing, verification and consolidation of non-financial data. Among other things, SOPs specify which KPIs are to be reported, how they are to be determined, which functions are responsible and which internal controls are to be applied.

ESG reporting risks, such as those related to data quality, completeness, consistency and methodological application, are identified and assessed by relevant functions. Identified risks are addressed through appropriate control measures, including approval workflows, quality checks and escalation mechanisms. The results of risk assessments and internal controls are incorporated into the ongoing reporting processes and considered by the relevant specialist functions and the central sustainability function. This ensures that findings from the control results and corrective actions are systematically integrated into relevant internal processes.

Syngenta's ESG reporting, including non-financial performance indicators, undergoes a multi-stage internal review prior to publication. The ESG Report is reviewed by the Sustainability Committee of the Syngenta Group Board of Directors and then approved by the Board of Directors of Syngenta AG.

Syngenta’s corporate functions, including but not limited to HSE (Health, Safety & Environment), HR (Human Resources) or Compliance, are responsible for data collection, consolidation and quality control. Each function maintains its own reporting processes, systems and SOPs. Data is used for internal performance management and for externally reporting on selected Key Performance Indicators (KPIs).

Functions report on selected KPIs for inclusion in the ESG Report once a year. They report using the annual report data collection system managed by the ESG team. Data is reviewed and approved by each function before submission and consolidation in the system. Additional data quality checks are conducted by the ESG team before data is submitted for external assurance.

External assurance

Syngenta seeks limited assurance for selected non-financial information published in the Syngenta AG group ESG Report. Limited assurance provides external and internal stakeholders with additional confidence that the data disclosed by Syngenta is reliable, accurate and relevant.

KPMG AG (Switzerland) is the independent limited assurance provider for Syngenta AG for non-financial reporting and the auditor of the consolidated financial statements of Syngenta AG group. KPMG AG has issued a limited assurance report in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (revised) and ISAE 3410 on selected sustainability information, including 2025 data and restated historical Scope 1, 2 and 3 and ODS emissions for 2022-2024, as presented in the Non-financial performance summary for the year ended December 31, 2025. KPMG AG's independent limited assurance report is included on page 72.

1.2 Corporate governance

Syngenta AG and its subsidiaries are together referred to as the 'Syngenta AG group'. Syngenta AG is a company domiciled and incorporated in Switzerland. Syngenta AG is a subsidiary of Syngenta Group Co. Ltd.

Syngenta Group Co. Ltd. ('Syngenta Group', 'Group') is domiciled in Shanghai, China, with its principal management headquarters in Basel, Switzerland. Syngenta Group encompasses four business units: Syngenta Crop Protection, Syngenta Seeds, ADAMA and Syngenta Group China.

Syngenta AG group covers the following operations of Syngenta Group: Syngenta Crop Protection and Syngenta Seeds.

Syngenta Group governance

The general governance framework of Syngenta Group consists of the:

- The **Shareholders' Meeting** is the highest decision-making body of the company and exercises the ultimate discretion over the company and its operations. The Shareholder's Meeting decides, among other items, on the company's business operation policies and investment plans, approves the company's annual financial budget plan and the profit distribution plan, approves amendments of the articles of association, decides on the compensation of directors and elects directors and the financial statement auditor.
- The **Board of Directors** is responsible to the Shareholders' Meeting and implements the resolutions made at the Shareholders' Meeting. The Board of Directors reviews and approves the business plans and investment programs of the company, decides upon the establishment of the internal management bodies and the structure of the accounting systems, financial controls, financial planning and other internal controls. It formulates the company's basic management mechanisms, including delegation of authority to the management and decides on finance, investment, human resources, HSE, corporate sustainability, ethics and compliance policies for Syngenta Group as a whole. Particularly, the Board of Directors provides strategic guidance on all corporate sustainability matters. It appoints the CEO and CFO and endorses the appointment of other senior executives that are nominated by the CEO and it oversees the company's management team, the Global Leadership Team (GLT). The Board of Directors has established four board committees, namely an Audit Committee, a Compensation Committee, a Governance Committee and a Sustainability Committee.[1]
- The **Global Leadership Team (GLT)**, led by the CEO manages the operations of Syngenta Group. It is responsible to the Board of Directors and exercises its duties and powers, within the scope authorized by the Board of Directors and provided by the applicable laws, regulations and rules as well as the company's articles of association, including taking care of the company's management of production and operation, organizing the implementation of the resolutions adopted by the Board of Directors and organizing the implementation of the company's annual business plans and investment programs.

[1] Effective March 1, 2026, the Governance Committee was redesignated as the "Nomination and Strategy Committee" and the Audit Committee was redesignated as the "Audit and Risk Committee."

The list of members of the governance bodies of Syngenta Group can be found on the Syngenta Group website.

Board of Directors of Syngenta AG

The Board of Directors of Syngenta AG has the duties set forth under articles 716-716b of the Swiss Code of Obligations.

The ultimate strategic direction of the Syngenta Group and therefore also of Syngenta AG group is set by the Syngenta Group Co. Ltd. Board of Directors. The Syngenta Group Co. Ltd. Board of Directors also establishes the basic strategic, accounting, organizational and financial policies for the Syngenta Group as a whole, which are adopted by the Board of Directors of the respective entities of the Syngenta Group. In this sense, the Board of Directors of Syngenta AG also adopts the guidelines as far as they are relevant for Syngenta AG group.

Board of Directors of Syngenta AG as of December 31, 2025

Member	Tenure	Responsibilities
Fanrong Li Male Chinese Born 1963	Since 2022 Chairman Since 2022	Syngenta AG responsibilities: Chairman of the Board Other Syngenta Group responsibilities: • Chairman of the Board of Syngenta Group Co. Ltd. • Chairman of the Governance Committee of Syngenta Group Co. Ltd.
Jeff Rowe Male American Born 1973	Since 2024	Syngenta AG responsibilities: • Member of the Board Other Syngenta Group responsibilities: • Member of the Board of Syngenta Group Co. Ltd. • CEO Member of the GLT
Hengde Qin Male Chinese Born 1970	Since 2024	Syngenta AG responsibilities: • Member of the Board Other Syngenta Group responsibilities: • Member of the Board of Syngenta Group Co. • CFO Member of the GLT

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

The appointment of the members of the Board of Directors of Syngenta AG takes into accounts relevant factors such as professional experience and expertise. The members are formally elected annually by the Annual General Meeting of Syngenta AG.

The Board of Directors of Syngenta AG meets as often as the business of the company requires. Meetings are called by the Chairperson or, in their absence, by another member of the Board of Directors. Each member is entitled to request from the Chairperson the convening of an extraordinary meeting (indicating its purpose) without delay. Meetings may either be held in person, by telephone or video conference. Also, the Board of Directors can decide by way of circular resolution if no member requires oral deliberation.

Global Leadership Team

The GLT, the Executive Team of Syngenta Group Co. Ltd., has taken over the operational management of the entire Syngenta Group, including Syngenta AG. Syngenta AG itself no longer has a separate Executive Team.

Global Leadership Team of Syngenta Group Co. Ltd. *as of December 31, 2025*

Name	Title
Jeff Rowe	Chief Executive Officer
Hengde Qin[2]	Chief Financial Officer
Lars Benecke	Group General Counsel
Caroline Barth	Chief Human Resources Officer
Alexandra Brand	Executive Vice President Sustainability, Corporate Affairs and Transformation
Steve Hawkins	President Syngenta Crop Protection
Fu Su	President of Syngenta Group China
Justin Wolfe	President Syngenta Seeds
Gaël Hili	President and Chief Executive Officer, ADAMA

Sustainability governance

The sustainability governance is led by the Syngenta Group Board of Directors, which provides strategic direction regarding all sustainability matters, including but not limited to ESG Report review and climate change and exercises oversight over the GLT of Syngenta Group. The Group's Board of Directors delegates some of its powers and duties regarding sustainability matters to one of its board committees, the Sustainability Committee. Proposals of the Sustainability Committee are submitted to the Board of Directors for its deliberation and decision. The Sustainability Committee consists of at least three directors of the Syngenta Group Board of Directors.[3]

Sustainability Committee of Syngenta Group Co. Ltd. Board of Directors *as of December 31, 2025*

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

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

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

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

[2] Effective March 1, 2026, Hengde Qin assumed the newly established role of Chief Operating Officer and Nelson Jiang Nan was appointed as the Chief Financial Officer.

[3] The Syngenta Group Co. Ltd. Board of Directors carries out periodic assessments of the independence and the performance of duties of committee members and may suggest to the Syngenta Group Co. Ltd. Board of Directors to replace unsuitable committee members if necessary. The company organizes trainings for committee members (if needed) to gain professional knowledge of laws and standards required for performing their responsibilities.

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

1.3 Organizational profile

Syngenta Group

In 2020, Syngenta AG group, Sinochem Agriculture and ADAMA came together to create Syngenta Group. Syngenta Group is domiciled in Shanghai, China, with its management headquarters in Basel, Switzerland. Syngenta Group is at present made up of four business units:

- Syngenta Crop Protection, based in Basel, Switzerland
- Syngenta Seeds, based in Chicago, USA
- ADAMA, based in Airport City, Israel
- Syngenta Group China, based in Shanghai, China

Syngenta Group is one of the world's largest agricultural innovation companies present in more than 90 countries. Syngenta Group is focused on developing technologies and farming practices that empower farmers, so they can support the transformation required to feed the world's population while preserving the planet. Syngenta Group's scientific discoveries deliver better benefits for farmers and society on a bigger scale than ever before. Guided by its sustainability priorities, Syngenta Group supports farmers to grow healthier plants in healthier soil with a higher yield and lower environmental impact.

Syngenta Crop Protection and Seeds

Syngenta Crop Protection develops and produces herbicides, insecticides, fungicides, biostimulants, biological controls and seed treatments that promote strong and healthy plant growth. Syngenta promotes the development of digital farming and the role it plays in sustainably supporting growers to improve their productivity. Strategic investments, acquisitions, and in-house development of cutting-edge technologies, such as the company's flagship CROPWISE® platform, have contributed to Syngenta becoming a leader in this space.

Syngenta Seeds offers a broad portfolio of crops, with a particular focus on field crops (corn, soybean, sunflower, rice, wheat, barley) and vegetable seeds. Its flower business is active in bedding and pot plants. Syngenta Seeds offers an innovative global research and development program including the industry's broadest germplasm pools and a competitive pipeline of next-generation traits, built through a collaborative, on-farm approach delivering strong customer service, product development and portfolio management.

Syngenta AG group

Syngenta AG group covers the following business units of Syngenta Group: Syngenta Crop Protection and Syngenta Seeds. Ltd. Unless otherwise stated, Syngenta subsidiaries in China have been included for the purpose of this report. Syngenta AG group delivered USD 17 billion in sales in 2025.

More information about Syngenta AG group, including ownership, products and services, markets served, significant changes in the organization and activities and financial performance for FY 2025, can be found in Syngenta AG group's Financial Report 2025, available on the Syngenta AG website.

Strategy, business model and value chain

Syngenta business model

Syngenta is a world leading agribusiness that uses science-based solutions to protect crops and improve seeds. Its two core businesses (Crop Protection and Seeds) support farmers with technologies, knowledge and services. Syngenta works with key stakeholders along the agricultural value chain, including but not

limited to suppliers, employees, farmers, food chain partners, the communities where it works and society at large.

For additional information about Syngenta's business model, refer to the Syngenta Group website and the Syngenta Group ESG Report 2025.

What Syngenta does:

- **Research and development:** crop protection discovery and innovation and advanced seed breeding and trait technology to address insect, disease, weed and environmental stress on crops. Syngenta works with many stakeholders, including but not limited to research institutions and universities, farmers and suppliers, agricultural extension services and NGOs.
- **Production:** production of active ingredients and intermediate chemicals, formulation, fill and pack, production of seeds, as well as production of seedlings and finished plants within our flowers business. Syngenta works with many suppliers and toll manufacturers.
- **Commercial:** product management, marketing and sales, distribution, trading, as well as digital solutions that support farm productivity. Syngenta works with many stakeholders, including but not limited to growers, distributors, demonstration farms, processors and the food value chain, agronomists, agricultural extension services and technology providers.
- **Supporting Activities:** product registration and stewardship, health, safety and environment management, digital solutions that drive operational excellence, employee engagement, business integrity and upholding human rights and multistakeholder dialogue. Syngenta works with many stakeholders, including but not limited to industry associations, government and regulatory authorities, NGOs and IGOs.

What value Syngenta creates:

- Innovation for small- to large-scale farms
- Contribution to the reliable availability and affordability of food and feed
- Efficient, effective fiber and fuel
- Tools for grower empowerment
- Promotion of sustainable production and supply chains
- Contribution to rural development and well-being of communities
- Promotion of ethical and fair labor work practices
- Collaborative research and knowledge sharing

What Syngenta offers:

- **Crop protection:** herbicides, insecticides, fungicides, seed treatment, biologicals and crop enhancement.
- **Seeds:** seed varieties, hybrids and traits, as well as product placement and agronomic services.
- **Grower services and programs**: digital agriculture and professional solutions, among others.

Syngenta Group sustainability priorities

Agriculture creates the foundation to feed people every day. To sustain the expected increase in population and the growing demand for food, fuel and fiber, the sector needs to grow faster. Simultaneously, the impact of climate change is evident around the world, with weather extremes, pest pressure and crop failures on the rise. Farmers need greater support to adapt to these challenges, and to move agriculture from being a major emitter to becoming a solution that can mitigate climate change.

The approach

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

Syngenta Group's sustainability strategy and targets are structured under four strategic pillars, reflecting the framework in effect for the 2025 reporting period. Effective April 2026, the Group's sustainability approach will transition to a new framework centered on a single overarching goal: **higher yields, lower impact**. Under this updated approach, the Group's sustainability efforts will be organized around three business imperatives:

industry-leading products, farmer reach and impact, and sustainable operations. The Group-level goal and imperatives form the overarching framework for Syngenta AG's sustainability actions. Syngenta AG reports selected environmental and social indicators covering its reporting boundaries. For more information on the Group sustainability performance, refer to the Syngenta Group ESG Report.

Priority 1: Higher yields, lower impact

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

To meet rising global food demand, the agriculture sector must increase crop productivity while lowering its environmental impact. For Syngenta this means bringing more sustainable crop protection solutions to the market that require smaller amounts of product, are more effective and highly targeted, and have increased benefits for nature, farmers and consumers.

Crop protection products play a critical role in ensuring that farmers can maximize yields by protecting their crops from pests and diseases. Syngenta conducts extensive testing on all products to ensure that they can be used safely and all products undergo detailed scrutiny by regulatory authorities. Syngenta also seeks to develop formulations and use patterns that minimize potential for exposure by, among other things, further minimizing the potential for residues in treated crops or by using innovative formulation and application technologies that ensure the product is more precisely applied only where it is needed. In addition, biological controls and biostimulants are becoming an increasingly important and complementary part of the portfolio.

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

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

Syngenta Group targets:

- By the end of 2030, **train 17 million farm workers** per year on safe and responsible use of Syngenta Group products
- Connect **100 million hectares** of farmland to CROPWISE® digital platform by the end of 2030
- Capture progress on portfolio sustainability through continued implementation of **Portfolio Sustainability Framework (PSF),** with a Syngenta Crop Protection target of 43% of the portfolio in Tier 1 by 2030.

Priority 2: Regenerate soil and nature

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

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

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

Agriculture depends on biodiversity in many ways, yet its impact can also threaten the habitat and livelihoods of many species above and below ground. Each unique context and ecosystem requires a different set of farming approaches to sustainably improve yields while reducing impacts on biodiversity. Syngenta Group, together with its respective local partners, supports soil health by promoting regenerative agriculture, encouraging soil testing and more targeted input use. Syngenta Group also draws on data on biodiversity across various habitats and soil types to inform its understanding of local conditions.

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

Syngenta Group targets:

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

Priority 3: Improve rural prosperity

Rural prosperity is dependent upon improving the quality of life and economic well-being of populations in rural areas. Smallholder farmers are central to achieving this objective, yet they frequently encounter barriers to accessing know-how on modern agricultural practices, quality inputs and the resources necessary for a successful harvest.

Syngenta Group supports smallholder farmers through its ongoing global projects and operations across more than 120 countries. These include the provision of scalable digital solutions that equip smallholder farmers with data-driven insights for crop protection disease and adverse weather conditions.

Syngenta Group's target under Priority 3 concerns the implementation of the Fair Labor program across all seed production and processing countries by 2025. While the program has been successfully launched across all countries, the target completion date has been extended from 2025 to 2030, reflecting the operational complexity inherent in global supply chains and the Group's commitment to establishing sustainable improvements in fair labor practices. The program has been redesignated as the "Labor Care Program" to more accurately reflect the Group's commitment to supporting rural communities.

Syngenta Group target:

- **Labor Care program** implemented in all seed production and processing countries by 2030

Priority 4: Sustainable operations

As a global leader in seeds and crop protection, Syngenta Group is striving to reduce its climate footprint. The goal is to reduce Scope 1 (own operations) and Scope 2 (energy purchases) by 28 percent by 2030 compared to a 2022 baseline. Syngenta AG has set a target that aligns with the Group commitment, aiming to reduce its Scope 1 and Scope 2 emissions by 30 percent by 2030, also measured against a 2022 baseline.

In addition, Syngenta Group, including Syngenta AG, is working with suppliers to better understand their emissions and identify decarbonization opportunities. Syngenta AG has also set a new target to reduce its absolute value chain emissions from Scope 3.1 (purchased goods and services), excluding trading activities, by 10 to 15 percent by 2030, measured against a 2022 baseline Further details on Syngenta AG efforts can be found in the Climate change section.

Across the Group's production sites, the focus is on transitioning to renewable energy and implementing operational excellence measures that support the decarbonization as well as improve resource and energy efficiency.

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

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

Syngenta Group targets:

- Syngenta Group to reduce **Scope 1 and 2 emissions by 28%** by the end of 2030 compared to 2022 baseline.
- Syngenta AG has set a **Scope 3.1 reduction target range of 10 to 15%** by 2030 compared to a 2022 baseline, excluding trading.
- **Average Lost Time Injury Rate (LTIR)** less than or equal to **0.15** for Syngenta Group in the period 2025-2030.

OUTLOOK: Turning priorities into action

Syngenta Group is in a new phase of its sustainability journey. Two strong levers enable the Group's sustainability priorities:

Leveraging the power of innovation

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

Working in partnership with others

To address future challenges, collaboration with all stakeholders is required, including but not limited to farmers, supply and food value chains, academia and local communities. Syngenta Group has sustainability projects and partnerships across all regions and business units that demonstrate this commitment. A number of Syngenta Group's conservation collaborators, including the Nature Conservancy (TNC), provided insights to inform the sustainability commitments. Syngenta collaborates with Together for Sustainability (TfS) and the World Business Council for Sustainable Development (WBCSD) to drive change in the climate and nature agenda.

Engaging with stakeholders

Syngenta AG engages in frequent and structured dialogue with stakeholders to understand their expectations, concerns and perspectives, as well as to contribute technical expertise to relevant discussions and present its positions on issues that are important to the company and the agricultural sector. Stakeholder engagement forms an integral part of Syngenta's due diligence processes, materiality assessment and the development of its sustainability strategy. Engagement activities are designed to be regular and tailored to the needs and roles of each stakeholder group. Syngenta engages a broad spectrum of stakeholders across the agricultural value chain and beyond, including:

- **Growers:** Syngenta teams work closely with farmers to understand agronomic needs, ensure access to effective solutions and support them to realize the full benefits of Syngenta's products and services in order to use them most effectively. Farmers are a core group of stakeholders whose insights inform innovation, product stewardship and regenerative agriculture initiatives.
- **Employees:** Syngenta maintains ongoing engagement with employees through regular communications, local workshops and surveys. Employee input informs culture, capability development and workplace-related impact management (see Own workforce).
- **Communities:** Syngenta supports and partners with communities in which it operates. Engagement with community stakeholders helps identify potential social and environmental impacts and informs community investment priorities (see Community engagement)
- **Capital markets:** Syngenta regularly communicates and meets with investors, bondholders and rating agencies to provide updates on financial performance and sustainability-related activities.
- **Industry:** Syngenta engages with peers through industry associations to contribute to sector-wide discussions on relevant issues.

- **Non-governmental organizations (NGOs):** Syngenta partners with local, regional and global NGOs. NGO perspectives help inform impact assessments and program design.
- **Governments:** Syngenta participates in consultations, providing technical expertise on relevant regulatory and policy issues (see Business conduct)
- **International organizations, institutions and multilateral fora:** Syngenta engages in consultations, and positioning on relevant issues.

Gathering stakeholder input

Syngenta conducts regular materiality analyses and targeted stakeholder studies to assess the expectations and concerns of stakeholders and to understand perceptions of topics associated with the agribusiness industry. The insights gained from these processes inform the further development of Syngenta's sustainability strategy, the prioritization of material topics and related operational measures (see Double materiality assessment).

Membership associations and organizations

Syngenta engages with industry associations, membership bodies and advocacy organizations relevant to its business activities. The table below lists examples of Syngenta's engagement in such associations and organizations, including where Syngenta holds a position in the governance body or participates in projects or committees. Syngenta also partners and works closely with NGOs and other civil society organizations and supports external initiatives, such as the United Nations Global Compact.

• Avenir Suisse • British-Swiss Chamber of Commerce • Business at OECD[4] • Center for Corporate Reporting (CCR) • Cool Farm Alliance • Crop Life International • economiesuisse • GlobalG.A.P. • ICC Switzerland • International Seed Federation	• scienceindustries • Sustainable Agriculture Initiative (SAI) Platform • Sustainable Agriculture Network • Sustainable Food Lab • Swiss Malaria Group • Swiss Society for Phytiatry • SwissHoldings • Swiss-Seed • Swiss-American Chamber of Commerce	• Swiss-Chinese Chamber of Commerce • The Sustainability Consortium • Together for Sustainability (TfS) • Wageningen Economic Research • World Business Council for Sustainable Development (WBCSD) • World Economic Forum

Statement on due diligence

Syngenta is committed to conducting business responsibly, in line with internationally recognized standards for sustainable and ethical business practices. The company's due diligence processes are guided by the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, relevant sector-specific initiatives and applicable regulatory requirements. This approach is designed to identify, assess, prevent, mitigate and address risks related to environmental, social, employee, human rights and combating corruption matters.

Syngenta's due diligence approach is embedded across its governance framework, policies, management systems and operational processes. The due diligence approach includes:

Embedding responsible business conduct into policies, management systems and operational standards

Syngenta's governance framework incorporates due diligence principles, including those outlined in the *Syngenta Group Code of Conduct*, *Syngenta Group Health, Safety, Environment (HSE) Policy*, *Syngenta Group Diversity, Equity and Inclusion Policy*, *Syngenta Labor Standards*, *Syngenta Supplier Code of Conduct*

[4] Non-member nominated by economiesuisse

and the Syngenta Group ERM Framework. Oversight and accountability are integrated into management responsibilities and decision-making processes.

Engaging with stakeholders

Syngenta engages with stakeholder groups, including employees, suppliers, farmers, communities, NGOs, industry associations and regulators, to inform its understanding of their views and expectations. These insights support the design and implementation of Syngenta's due diligence measures.

Identifying and assessing adverse impacts

Syngenta identifies and assesses actual and potential adverse impacts within its operations and supply chains through enterprise risk management, double materiality assessment, environmental and social risk assessments and supply chain due diligence programs.

Taking actions to address those adverse impacts

Where risks or impacts are identified, Syngenta applies preventive, mitigating or corrective measures. These include enforcing relevant internal policies, implementing HSE management measures, providing targeted training and engaging with suppliers and other business partners to manage risks.

Tracking the effectiveness of these efforts and communicating

Syngenta monitors the effectiveness of its due diligence measures through KPIs, internal controls, audits, supplier assessments and management reviews. Relevant results and progress are communicated through ESG reporting, with KPIs subject to limited assurance.

Enterprise risk management

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

An effective Enterprise Risk Management (ERM) program helps companies identify and measure risks. Companies can then manage their risk exposure in the context of their risk profiles, long-term business objectives and stakeholder expectations.

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

ESG matters are considered in the ERM framework both from a strategic long-term business value impact perspective, such as regulatory developments, societal trends and evolving stakeholder preferences and from a short- and medium-term operational perspective at corporate and business unit levels. Operational considerations include socioeconomic trends and other factors relevant to the company's business model and continuity.

In preparation for the upcoming reporting requirements, Syngenta has further aligned its double materiality assessment methodology with the ERM framework and developed scoring criteria in line with the *Syngenta Group Risk Management Guideline*.

For more information on the ERM framework and accountabilities, refer to Syngenta Group ESG Report 2025.

1.4 Double materiality assessment

Syngenta conducted a double materiality assessment (DMA) for the FY 2025 report, aligned with the ESRS. The objective of the DMA was to identify those sustainability matters that are material to Syngenta for reporting purposes, based on an evaluation of (i) potential and actual impacts on people and the environment (impact materiality under ESRS) and (ii) the significance of sustainability-related risks and opportunities that may affect the Syngenta's development and financial conditions (financial materiality under ESRS). As set forth in the "Notice regarding materiality and double materiality assessment", the materiality thresholds and

criteria applied in this assessment are exclusive to the ESRS framework and are not equivalent to those applicable under other securities law and capital markets disclosure regulations.

The DMA was performed based on Syngenta's prior materiality assessments, however, sustainability topics were recategorized and mapped to the ESRS topic taxonomy, which may limit comparability with previous years' materiality results. The methodology integrates the specific characteristics of Syngenta's business model, its Enterprise Risk Management (ERM) processes and the relevant requirements of the ESRS framework. The scope of the assessment encompasses entities under Syngenta's control as of the start of the calendar year, including relevant value chain elements and primary business models. The assessment was led by the Global ESG team in collaboration with the ERM and Strategy functions, with the engagement of an independent third-party to provide external expertise and ensure objectivity. Senior management, operational functions and subject-matter experts contributed with both bottom-up and top-down perspectives.

The DMA was performed in a three-phased process:

Baseline assessment and value chain mapping

As a first step, Syngenta undertook a comprehensive review of its business model and value chain, mapping core business activities, defining operational and value chain boundaries and identifying key stakeholders across the six capitals — financial, manufactured, intellectual, human, social and natural. This review also examined key themes and trends from relevant internal and external sources, covering the regulatory landscape, applicable reporting frameworks and stakeholder perspectives, with the objective of compiling a list of relevant sustainability matters and their associated impacts, risks and opportunities (IROs).

The results were consolidated in the IRO register, which is updated annually. Syngenta consulted the following sources to identify IROs:

- **External sources:** sustainability standards and frameworks; regulatory and policy documents, sector-relevant guidance and industry body studies; market intelligence reports; selected topical resources and scientific evidence.
- **Internal sources:** previous materiality assessments; sustainability strategy and corporate policies; due diligence and audit outcomes; ERM risk register and reports; climate-scenario results.
- **Stakeholder consultation:** engagement through stakeholder-facing functions towards employees and other workers, regulators, customers, suppliers and other potentially affected stakeholder groups; review of civil society reports and ESG ratings.

Scoring and prioritization of IROs

The identified IROs were validated and assessed on a gross basis without planned actions across the short, medium and long-term in working sessions with subject-matter experts. They used predefined ordinal scoring and assessment criteria to ensure a consistent and comparable approach.

Impacts were reviewed for severity—considering their scale (seriousness of the impact), scope (extent of affected stakeholders or areas) and the irremediable nature of negative impacts—alongside their likelihood of occurrence. Human rights-related impacts were prioritized by giving precedence to severity over likelihood as per ESRS requirements. Risks and opportunities were assessed for likelihood and magnitude in terms of potential financial effects in alignment with ERM. All IROs scoring above the defined threshold were classified as material and those near the threshold were classified as emerging matters to be monitored.

Validation of results

Through an iterative process, structured cross-functional workshops were convened to review and validate material and emerging IROs. These sessions brought together expertise from across the business to challenge assumptions, confirm relevance and ensure alignment.

Following the workshops, the Global ESG team engaged with relevant internal stakeholders, including ERM and due diligence functions, to further examine the shortlisted IROs. This step focused on calibrating and refining the IRO register and ensuring that each entry was accurately defined, supported by evidence and assessed using a consistent methodology across all topics.

The final assessment results were presented to and endorsed by the Syngenta Group Sustainability Committee.

Material topics and IROs

The DMA process, initiated in 2024 and subsequently revised and finalized in 2025, involved a comprehensive review of actual and potential matters from an environmental, social and governance perspective. Applying the materiality assessment criteria and parameters defined under the ESRS framework, Syngenta AG identified the following sustainability topics as material for purposes of this report: Climate change (E1), Pollution (E2), Biodiversity and ecosystems (E4), Own workforce (S1), Workers in the value chain (S2), Consumers and end-users (S4) and Business conduct (G1).

The material sustainability topics identified through the DMA span environmental, social and governance dimensions and are relevant across all the Company's business models and value chain activities. The DMA confirmed that the majority of material topics correspond to the topical standards set forth in the ESRS framework (see table below). In addition, Syngenta identified “innovation in agriculture” as an entity-specific topic warranting disclosure in accordance with the ESRS provisions permitting the identification of material topics beyond those explicitly covered in the topical standards.

Description of Impacts, Risks and Opportunities

Topic Sub-topic	Value chain			Description	Time horizon		
	Upstream	Own-Operations	Downstream		Short-term	Medium-term	Long-term
E1: Climate change							
Climate Mitigation	■	■		*Negative impact:* Procurement activities, particularly the sourcing of raw materials from suppliers within the chemical sector, give rise to Scope 3 greenhouse gas (GHG) emissions.	■	■	■
			■	*Potential positive impact:* Support for sustainable agricultural practices may contribute to reducing GHG emissions attributable to downstream value chain activities.	■	■	■
		■		*Risk*: Evolving, increasingly stringent and complex regulations on emissions may result in non-compliance gaps, increased operational expenses and potential imposition of regulatory fines.	■	■	
		■		*Opportunity:* Preparedness for evolving climate regulations may mitigate compliance risk and give rise to potential competitive advantages.	■	■	■
Energy		■		*Negative impact:* Consumption of primary and secondary energy sources contributes to Scope 1 and Scope 2 GHG emissions.	■	■	■
Climate Adaptation			■	*Positive impact:* Development of seed traits, biostimulants, digital offers and technologies, and sustainable farming practices facilitate climate change adaptation, support the protection of crop yields and contributes to the strengthening of global food security.	■	■	■
	■	■	■	*Risk*: Increased frequency, intensity and altered timing of extreme weather events may disrupt operations and result in lower revenues.	■		

Topic Sub-topic	Value chain			Description	Time horizon		
	Upstream	Own-Operations	Downstream		Short-term	Medium-term	Long-term
E2: Pollution							
Pollution of air, water and soil		■		*Potential negative impact:* Unforeseen manufacturing incidents may lead to residues that could result in reduced water and soil quality.	■	■	■
	■	■	■	*Risk*: Increasingly stringent regulations on pesticide use may lead to operational constraints and increased regulatory costs.	■	■	■
		■		*Risk*: Environmental pollution from chemical production and related incidents may induce reputational, financial and legal risks and associated increases in remediation, compliance and litigation costs.	■	■	■
E4: Biodiversity							
State of species			■	*Potential negative impact*: Misuse of crop protection products within the downstream value chain may give rise to adverse effects on biodiversity.	■	■	■
Direct drivers of biodiversity loss		■		*Potential positive impact:* Advancement and deployment of precision application technologies serve to mitigate off-target impacts, helping protect pollinators, beneficial species and adjacent habitats and supporting land use efficiency and biodiversity at both farm and landscape levels.		■	■
S1: Own workforce							
Health and safety		■		*Potential negative impact:* Work-related incidents may result in employee injury, illness or loss of life.	■	■	■
		■		*Potential positive impact:* Implementation of a systematic safety culture and risk management training framework may reduce the frequency and severity of health and safety incidents.	■	■	■
Gender equality and equal pay		■		*Potential positive impact:* Monitoring and targeted management of gender pay differences may reduce gender pay gaps.	■	■	■
S2: Workers in the value chain							
Working conditions	■			*Potential negative impact:* Exposure of supply chain workers to hazardous substances may lead to adverse health and safety outcomes.	■	■	■
	■			*Potential negative impact:* Non-compliance with the supplier code of conduct by suppliers operating in high-risk geographies may give rise to instances of child labor.	■	■	■
S4: Consumers and end-users							
Health and safety			■	*Potential negative impact:* Non-compliant use of pesticides by farmers may lead to negative human health impacts.	■	■	■

Topic Sub-topic	Value chain			Description	Time horizon		
	Upstream	Own-Operations	Downstream		Short-term	Medium-term	Long-term
G1: Business Conduct							
Corruption and bribery	■	■	■	*Potential negative impact:* Breaches of anti-corruption and anti-bribery regulations may undermine fair competition and equal treatment in the markets.	■	■	■
	■	■	■	*Risk:* Instances of corruption and bribery cases may lead to reputational damage, financial losses and exposure to regulatory sanctions.	■	■	■
Relationships with suppliers	■	■		Potential positive impact: Robust compliance training programs and the promotion of ethical leadership practices may foster a culture of integrity, safe operations and responsible business practices among employees and within the supply chain.	■	■	■
Entity-specific: Innovation in agriculture							
Food security			■	*Potential positive impact:* Facilitating access to agricultural solutions for underserved, resource-constrained farming populations may improve food safety and security and the livelihoods of smallholder farmers and rural communities.	■	■	■
			■	*Potential positive impact:* Development of innovative climate-resilient products may support agricultural productivity and contribute to enhanced food security.	■	■	■
Product and process innovation	■	■	■	*Positive impact:* Contributions to agricultural research and science enable sustainable innovations and enhanced farming outcomes.		■	■
			■	*Potential positive impact:* Support for plant breeding and biotechnology initiatives may serve to reduce in-field losses, improve yields and lower food loss and waste across the value chain.	■	■	■
		■	■	*Opportunity*: Advancement and deployment of digital solutions in the agricultural sector may result in incremental revenue streams derived from the commercialization of new products and services.	■	■	■
		■	■	*Opportunity*: Investment in and support for agricultural research and development, plant breeding and biotechnology has the potential to drive innovation, improve crop yields and reduce food loss and waste.	■	■	■

2. Environmental disclosures

2.1 Climate change

Climate change presents a significant global challenge that affects every sector, community and business worldwide. Agriculture is particularly exposed to changing climatic conditions, which creates the need for innovation to ensure food security and economic stability. Syngenta recognizes the scale of this challenge and is committed to playing a role in addressing it.

As a global agricultural company, Syngenta faces climate-related impacts across its operations and the broader agricultural value chain. The company's operational exposure to climate change is mainly driven by energy use, greenhouse gas emissions and dependence on climate-sensitive supplies and infrastructure. Syngenta addresses these issues by focusing on operational efficiency, energy management and value chain engagement. This approach is complemented by monitoring physical and transition-related developments in line with evolving climate science. In addition, Syngenta's innovations and product portfolio aim to support climate-resilient agricultural systems by enabling adaptive farming practices, resource efficiency and long-term productivity in a changing climate.

Given its exposure to climate-related risks and opportunities across operations and the value chain, Syngenta recognizes the importance of actively managing its environmental impact. The company has set GHG emission reduction targets as a core element of its climate action strategy. These targets provide a structured approach to managing emissions from its own operations and purchased energy (Scope 1 and 2), as well as emissions across the value chain (Scope 3). A comprehensive Climate Governance framework supports their implementation and provides guidance for developing and implementing climate-related initiatives across the company.

Climate policy and governance

Syngenta Group's Climate Operating Model provides a structural foundation that serves two main purposes. First, it defines clear responsibilities by establishing specific roles and accountabilities for climate-related activities, outlining how Group functions and business units work together and detailing who is responsible for key decisions and actions. Second, it sets operating standards that govern climate-related decision-making, guide the setting of emission reduction targets, direct the development of Climate Transition Plans (CTPs) and is designed to ensure consistent measurement and reporting of GHG emissions across Scope 1, 2 and 3.

The *Syngenta Group Health, Safety and Environment (HSE) Policy* establishes the Group's overall approach to managing environmental impact, promoting conservation and ensuring employees and contractors have the necessary skills to undertake their work. At an operational level, climate-related requirements are embedded in the *HSE Code of Practice on Environmental Sustainability*, which applies to all Syngenta AG operations. The Code covers GHG emissions reduction, energy efficiency, responsible resource use and the implementation of site-specific measures to reduce environmental impacts. Its application extends to relevant upstream value chain partners through the *Syngenta Supplier Code of Conduct*.

Syngenta aligns its climate policy framework with recognized third-party standards, including the GHG Protocol for emissions accounting and reporting and applies relevant sector standards such as the Together for Sustainability (TfS) Product Carbon Footprint Guideline and the WBCSD Partnership for Carbon Transparency (PACT) methodology.

Climate targets

As part of its climate strategy, Syngenta Group has committed to reducing emissions from its operations and purchased energy (Scope 1 and 2). Enhancements to corporate carbon accounting have strengthened the consistency and transparency of reporting. The integration of climate transition plans across business units, supported by an updated growth forecast, have improved alignment and effectiveness of the company's decarbonization pathway. These improvements provide a more robust foundation for defining clear and measurable emissions-reduction targets. In line with this enhanced framework, Syngenta Group has updated its Scope 1 and Scope 2 absolute emissions reduction target to 28 percent by 2030, measured against a 2022 baseline. Syngenta AG's target aligns with the Group commitment and reflects a planned reduction of 30 percent by 2030, also measured against a 2022 baseline.

Syngenta AG has set a new target to reduce its absolute value chain emissions (Scope 3.1 – Purchased goods and services), excluding trading activities, by 10 to 15 percent by 2030, measured against a 2022 baseline. The company updated its Scope 3 target to focus on Scope 3.1 emissions, since these emissions account for approximately 90 percent of Syngenta's total reported Scope 3 footprint, allowing the company to focus efforts on the most material part of its value chain footprint. The base year of 2022 was chosen to ensure consistency and alignment with the existing Scope 1 and 2 emissions target.

The target range accounts for anticipated business growth through 2030 and reflects uncertainties related to external drivers, including national energy grid transitions, availability of renewable certificates in China and India, improvements in supplier data quality, market volatility, regulatory differences across regions and potential changes in production locations. The use of a range provides flexibility to incorporate these uncertainties while supporting ongoing efforts to reduce value chain emissions through supplier engagement and portfolio differentiation initiatives.

Climate transition plan

Syngenta Group has established the Climate Transition Plan (CTP) as a strategic framework to manage and reduce its climate footprint. The Syngenta AG Climate Transition Plan is a key component of the broader Syngenta Group CTP framework, directly supporting and contributing to the Group's overall climate objectives.

The Syngenta AG CTP outlines how the company intends to reduce GHG emissions across operations and integrate climate mitigation into operational management, capital allocation and innovation processes. By aligning actions with climate science, regulatory developments and market expectations, Syngenta seeks to improve operational efficiency and support the transition toward a lower-carbon agricultural sector.

To support climate change mitigation, Syngenta assesses pathways toward long-term climate neutrality, addressing both its own operations and relevant impacts across the value chain. Syngenta is informed by the ambition of the Paris Agreement, supports Switzerland’s climate goals and discloses its climate performance and targets accordingly. Syngenta’s Scope 1 and Scope 2 emissions reduction targets represent an important step in this journey and reflect the commitment of the company. Syngenta is committed to reviewing and enhancing its actions in line with evolving science and policy developments.

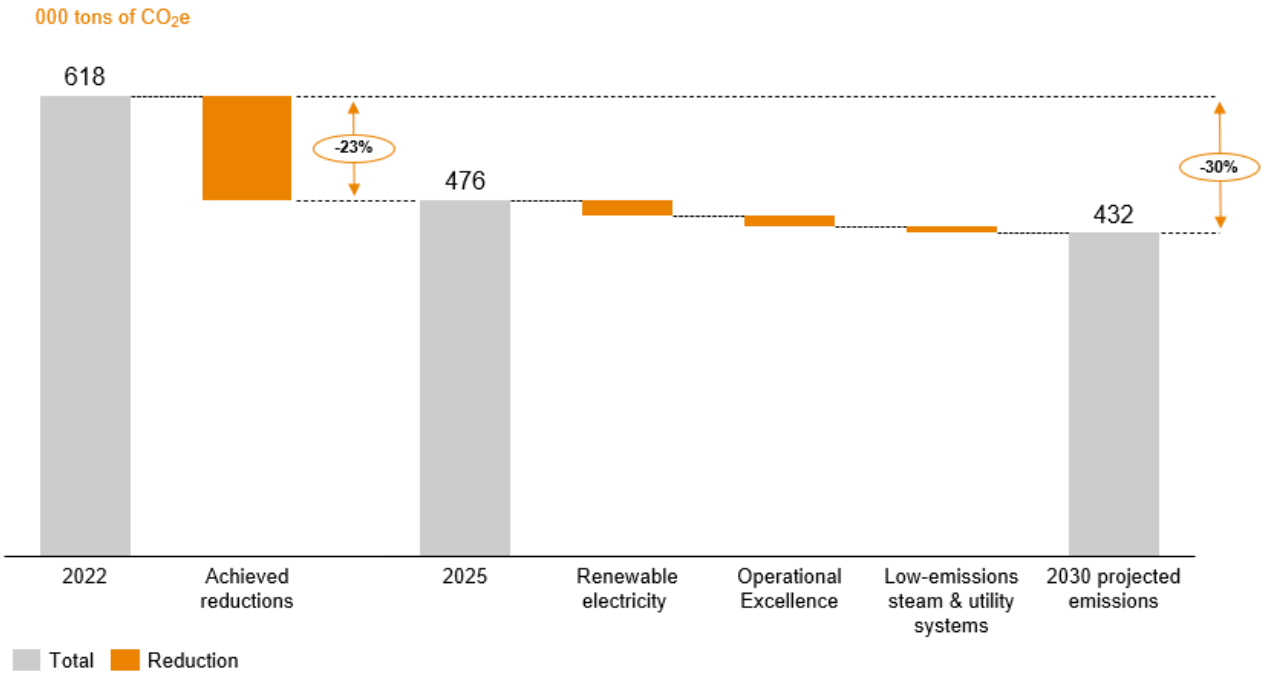
In 2025, Syngenta updated its CTP through a cross-functional engagement process. The updated plan consolidates existing and planned climate change mitigation actions across sites and defines a structured pathway to achieve its climate targets.

The CTP for Scope 1 and Scope 2 emissions reduction focuses on three primary decarbonization levers:

1. Renewable electricity
2. Operational excellence
3. Low-emissions steam and utility systems

Syngenta's decarbonization strategy centers on the adoption of renewable energy and operational improvements. The transition to renewable energy sources and operational improvements is expected to deliver a significant share of the company’s emissions reductions. These strategic initiatives form a central part of the company’s climate strategy and are expected to substantially contribute to progress toward its Scope 1 and 2 GHG reduction target.

Climate transition plan to achieve Scope 1 and 2 target



The current emissions reductions indicate that Syngenta is on track to meet its Scope 1 and 2 targets. Absolute Scope 1 and Scope 2 GHG emissions were reduced by 23 percent in 2025 compared with the 2022 baseline. Additional planned actions should help reduce emissions by a further 7 percent by 2030.

The successful execution of the CTP relies on a well-defined governance structure with clear accountability. Each business unit President has overall accountability for implementing climate actions within their respective units. At the Group level, the CSO maintains ownership of the overall CTP, receiving regular progress updates every six months from the Group Climate and Nature team. The Group CTP is approved by the Global Leadership Team (GLT), which holds ultimate responsibility, ensures strategic alignment, reviews significant updates in case of material changes and monitors progress. Financial resources for CTP initiatives are integrated into Syngenta's annual budgeting and financing processes.

Beyond Scope 1 and 2, Syngenta has advanced in developing its Scope 3 emissions reduction pathway and seeks to explore integrating Scope 3 reduction levers into the CTP. In 2025, Syngenta progressed in developing further reduction plans with suppliers, enhanced governance structures, refined accounting methodologies and implemented digital solutions for calculating key Scope 3 emissions categories.

Decarbonization strategy and implementation

Syngenta's climate transition strategy is built on multiple interconnected decarbonization levers that address emissions across its operations and relevant parts of its value chain. These measures are implemented through a structured approach combining short-, medium- and long-term actions that may be adapted based on technological developments, market conditions and regulatory requirements. The company maintains rigorous oversight through monitoring at both business unit and site levels, with progress consolidated and evaluated at least annually as part of Syngenta Group CTP governance processes. All monitoring and reporting activities are conducted in line with the relevant GHG Protocol guidance. The following sections outline the key decarbonization levers and their implementation across Syngenta's operations and supply chains.

Renewable electricity

In the agricultural technology and chemical manufacturing sectors, electricity decarbonization represents one of the most significant opportunities for emission reduction, as energy-intensive production processes rely heavily on a consistent, high-volume power supply.

In Syngenta’s baseline year (2022), around 18 percent of Syngenta's Scope 2 emissions originated from electricity consumption. Reducing energy-related Scope 2 emissions is therefore an essential part of Syngenta's CTP. This requires a combination of on-site generation, long-term procurement models and

certified renewable electricity, depending on economic viability and availability, while taking regional market and regulatory conditions into account. As of 2025, 66 percent of Syngenta's electricity demand comes from renewable sources.

Syngenta AG is implementing a global renewable electricity approach, which deploys a variety of measures, as appropriate to different local contexts. For example, in 2025 Syngenta entered into a Europe-wide Virtual Power Purchase Agreement (VPPA) intended to cover 125 GWh of annual consumption and supported a partner organization in developing what is currently Switzerland's largest solar field. The installation is expected to generate 11.8 GWh of electricity annually, of which approximately 20 percent will be used by Syngenta.

Low-emissions steam and utility systems

Alongside electricity consumption, steam generation and other utility systems such as compressed air, cooling and process heat are a material component of Syngenta's energy supply at its production sites. These systems contribute to Scope 1 and Scope 2 emissions and are therefore an opportunity for emissions reduction. Syngenta reviews and implements technical solutions for the gradual decarbonization of this infrastructure. These include measures to utilize waste heat from production processes, the use of more efficient technologies, the electrification of selected applications and efficiency improvements in utility systems. The feasibility of the measures depends on site-specific process requirements, technical maturity, electricity availability and economic and regulatory conditions.

In addition to reducing heat energy input requirements through process efficiency improvements, Syngenta Crop Protection is investing in low-emissions approaches to heat generation. For example, at the manufacturing site in Kaisten, Switzerland, a series of investments in heat recovery have contributed to the site halving its steam-related emissions over the last 10 years while significantly increasing volume output. Potential opportunities to utilize alternative generation technologies, such as heat pumps, are currently under investigation. In parallel, the Kaisten site is developing a digital twin model integrating AI to simulate, monitor and optimize energy consumption, enabling more precise identification of inefficiencies and further reduction of its overall energy footprint.

Operational excellence

Syngenta seeks to improve the energy and resource efficiency of its manufacturing and processing sites to reduce emissions and strengthen operational performance. Operational excellence initiatives aim to optimize processes, reduce energy losses and systematically improve resource use. Energy management systems at relevant sites support the structured identification, evaluation and implementation of efficiency measures.

The measures implemented include process optimizations, efficiency improvements in energy and material supply and improvements in plant control. These measures are intended to contribute to the reduction of GHG emissions and can also deliver improvements in cost efficiency and competitiveness. The scope and impact of the measures vary depending on the location, technical situation and regional conditions.

Continuous improvement in the efficiency of manufacturing operations typically delivers reductions in both operating cost and emissions, in addition to other resource circularity benefits, such as reduced waste, raw material and utility consumption. Examples in Syngenta Crop Protection include an ongoing program of boiler efficiency improvements at the manufacturing site in St. Gabriel, United States and increased solvent recycling and revalorization of waste streams at the manufacturing site in Monthey, Switzerland.

The Syngenta Seeds Enkhuizen site is implementing a two-phase energy solution project to reduce carbon emissions. Phase 1, which has been completed, introduced Combined Heat and Power (CHP) technology along with hot water tank installation for heat production. Phase 2, targeted for completion by 2030, aims to introduce heat pumps, a cold-water tank system and LED lighting throughout the facility. These improvements are expected to reduce carbon emissions by 1,750 tonnes of CO_2 equivalent (CO_2e) annually.

Supplier Engagement (Scope 3)

Syngenta's Scope 3 emissions account for 95 percent of its carbon footprint excluding trading, with the largest contribution coming from embodied emissions of materials sourced by its active ingredient supply chains (Scope 3.1 – Purchased goods and services). In its Supplier Code of Conduct, Syngenta communicates its expectation that suppliers understand and measure the environmental impact of their operations, including GHG emissions and that they set targets and identify and implement improvement opportunities across their operations.

In Syngenta's Crop Protection supply chains, where Scope 3 emissions represent a significant portion of the total carbon footprint, supply chain managers are responsible for managing both the climate impacts and business performance of their chemical products. They receive support from centralized subject-matter experts and work with cross-functional teams to create and implement emissions-reduction roadmaps for each active ingredient under their management.

Guided by its Sustainable Sourcing Framework, Syngenta Crop Protection runs a comprehensive supplier engagement program to align suppliers with the company's climate objectives. Through this program, Syngenta works closely with suppliers to accurately measure the carbon footprint of their products and identify potential emission reduction opportunities. These insights are then incorporated into the supply chain roadmaps to drive meaningful reductions in emissions.

Syngenta Seeds partners with growers to implement regenerative agriculture practices into seed production, simultaneously reducing farm-level climate impact and, by extension, the carbon footprint of Syngenta's supply chain while maintaining seed quality and competitive pricing for customers. Syngenta has also initiated a carbon reduction program with seed growers focusing on precision application of fertilizers based on regular soil analysis. These initiatives are intended to reduce climate impacts at the farm level, supporting Syngenta's upstream decarbonization efforts, generate valuable insights to inform Syngenta's regenerative innovation and help establish best practices for the broader seeds industry.

Syngenta's indirect procurement initiated a focused supplier engagement strategy to improve the quality of Scope 3 emissions data. Through direct engagement with suppliers of goods and services, it has started collecting primary data to replace industry averages or estimates. This more accurate data enables better measurement of indirect procurement emissions. The team is actively collaborating with key suppliers to identify and explore emissions reduction opportunities across the portfolio of purchased products and services.

Catalyzing decarbonization across the value chain

Beyond managing its own operations, Syngenta leverages its role as a provider of agricultural solutions to deliver products and technologies that help farmers and value chain partners in reducing on-farm emissions and enhancing resilience to climate change. The adoption of such solutions is closely linked to agronomic needs, market readiness and regional regulatory and economic conditions. Building on the 2024 integration of the Cool Farm Tool (CFT) into CROPWISE® Sustainability (CWS), Syngenta continues to help growers measure quantify estimated on-farm GHG emissions and apply tailored recommendations to reduce their environmental footprint. Syngenta directs investments and development activities where a measurable contribution to emission reductions, customer benefits and long-term commercial viability can be reasonably demonstrated.

Carbon removals

Syngenta prioritizes taking direct action within its operations and across its value chain to reduce GHG emissions. The company focuses on fully deploying available technical and operational measures to lower its carbon footprint. For this reason, Syngenta has been exploring options towards carbon removals within agriculture.

The implementation of regenerative agriculture practices in seed production aims to promote the capture and storage of carbon in agricultural soils. In addition, the company has been exploring soil amendments with certified biochar to stably store carbon in agricultural soils.

Syngenta acknowledges the potential of credible, high-integrity carbon credits as a supplementary tool for addressing residual emissions. The company aims to assess their potential use in alignment with emerging best practices, economic considerations and scientific guidance as part of its broader approach to climate action.

Carbon pricing

Syngenta is evaluating the role of internal carbon pricing as a strategic tool to guide investment decisions and accelerate decarbonization. Mechanisms have been introduced, such as shadow pricing for selected projects, to evaluate potential impacts and build internal capability. These early measures help Syngenta understand where carbon cost signals can be integrated into business processes and investment criteria. Additionally, Syngenta is exploring the development of a transparent internal carbon pricing framework that aligns with its climate targets consistent with industry practices.

Climate risks and opportunities

The Syngenta Group Enterprise Risk Management (ERM) framework, outlined in the *Group Risk Management Policy* establishes a standardized approach for managing risks and opportunities across the Group, including Syngenta AG, covering key topics such as climate change mitigation and adaptation. This framework ensures visibility throughout the organization and defines clear roles and responsibilities (for more information see Enterprise risk management).

Building on this foundation, Syngenta maintains a robust climate risk management process in line with the ERM framework. This systematic assessment enables the company to develop targeted adaptation strategies and tailor its business model to address climate-related risks and opportunities. The assessment evaluates:

- **Physical climate risks to operations** such as potential disruption to Syngenta's own operations resulting from natural hazards, accelerated by climate change.
- **Transition risks** such as potential business-related risks or opportunities associated with the transition to a low-carbon economy.

Syngenta's climate risk assessment follows international standards set by the Intergovernmental Panel on Climate Change (IPCC). The assessment examines two possible future scenarios: a low-carbon future (RCP2.6) where global efforts successfully reduce emissions and a high-carbon future (RCP8.5) where emissions continue to rise.

In 2025, Syngenta revised its climate risk assessment to update physical and transition risks. Physical risks were assessed through an exposure analysis, a vulnerability assessment and a revision of adaptation measures. In 2026, Syngenta aims to further develop both assessments for potential integration within the ERM framework.

Physical risks

Syngenta evaluates physical risks across all locations worldwide through collaboration between its climate and nature, risk management, insurance, supply chain and manufacturing teams. Specialized tools are used to assess sites under future climate scenarios, covering the 28 hazards recommended by the Task Force on Climate-related Financial Disclosures (TCFD).

The analysis follows IPCC-aligned timeframes: short-term (2021–2040), medium-term (2041–2060) and long-term (2061–2100), and applies a high-carbon scenario in the short term to focus on the most immediate and severe potential risks. Sites are screened for exposure and then assessed for vulnerability to identify those that may warrant closer attention.

The update confirms that exposure varies significantly by geography. Extreme weather risks, including heat stress and floods, remain relevant, supporting the continued applicability of mitigation measures implemented in recent years.

Syngenta has implemented protective measures for many confirmed risks and identified additional measures for consideration. These will be evaluated in 2026 with the respective sites to determine whether implementation is needed. In parallel, Syngenta seeks to further assess confirmed risks for potential materiality.

Syngenta also evaluates physical risks for critical suppliers in key supply chains. Approximately 250 key supplier locations have been assessed for their vulnerability to natural hazards. Each site is evaluated for exposure to floods, hail, tsunamis and storm surges. Based on these assessments, protective measures are discussed with suppliers where appropriate to reduce potential impacts. While the current supply chain analysis focuses on present-day physical risks, the assessment will be reviewed to explore whether it can be expanded to future climate change impacts and risks.

Transition risks and opportunities

Transition risks and opportunities are assessed through a structured internal review, supported by an internal expert group and, where relevant, external specialists. In 2025, Syngenta revisited its transition risk analysis using shorter timeframes than for physical risks: short-term (2025–2030), medium-term (2030–2040) and long-term (2040–2050), reflecting that transition developments can occur more rapidly and may require earlier action. The analysis applied a low-carbon scenario in the short term, where a faster transition could drive more stringent regulatory and compliance requirements and accelerate market shifts. This approach is intended to support preparedness across a range of potential policies and market outcomes.

In line with the Group's ERM framework, priority risks were assessed qualitatively for likelihood and impact based on available literature and in the context of Syngenta's business.

The updated assessment largely reaffirms the transition risk and opportunity profile identified in previous years and refines prioritization based on the latest evidence. The need to continue innovating in low-carbon technologies, particularly genetic improvements, biological crop protection and precision agriculture, and increasing scrutiny related to nature (e.g., biodiversity and land use) remain relevant, indicating that Syngenta's focus areas are on track. The update also identified a potential additional risk linked to enhanced reporting requirements, including expansion in climate-related regulation.

Syngenta is already advancing solutions aligned with these transition drivers. Through ongoing innovation and its product and service portfolio, the company supports farmers in adapting to changing conditions and improving resilience and profitability. This includes crop protection solutions (including biologicals) and seeds bred for resilience to drought, heat stress and other climate-related challenges, helping maintain productivity under more volatile conditions.

Syngenta is also driving regenerative agriculture practices, such as cover cropping, reduced tillage, improved nutrient management, strengthening soil health, increasing water retention, reducing erosion and supporting biodiversity. These actions can contribute to more resilient farming systems while aligning with evolving expectations on climate and nature.

Additional opportunities include access to green financing and increased investment in regenerative agricultural practices. Looking ahead, Syngenta is exploring how to further integrate climate transition considerations into ERM processes and strengthen quantitative assessment capabilities over time.

Metrics and performance

Syngenta reports emissions on CO_2 equivalent basis using Global Warming Potential (GWP) values from the Intergovernmental Panel on Climate Change (IPCC) (AR6). To measure progress toward Syngenta's climate targets, emissions within the Scope of the defined targets are reported on an absolute CO_2 equivalent basis.

Syngenta also reports carbon intensity based on sales for comparison purposes and in alignment with the environmental performance indicators presented in other environmental disclosures in this report.

Syngenta uses the GHG Protocol Corporate Accounting and Reporting Standard to prepare its corporate-level emissions inventory. Syngenta reports its GHG emissions using the operational control approach. Scope 1 emissions are calculated in the Syngenta Environmental Reporting and Management (SERAM) tool using data collected from Syngenta sites. Scope 2 emissions are reported in line with the hierarchy of emission factors as set out in the GHG Protocol Scope 2 Guidance.

Syngenta reports Scope 3 emissions for the six categories most relevant for its business activities. These categories represent more than 95 percent of Syngenta's total Scope 3 emissions and reflect the areas where the company has sufficient influence to make meaningful changes. This includes categories 3.1 (Purchased goods and services), 3.2 (Capital goods), 3.3 (Fuel and energy-related activities), 3.4 (Upstream transportation and distribution), 3.5 (Waste generated in operations) and 3.10 (Processing of sold products). All categories undergo periodic review (at least every 3 years) to assess whether changes in business activities affect the materiality of other Scope 3 categories.

Scope 3 emissions are estimated using a hybrid approach of spend-based, average data and supplier-specific methods, depending on the type of process or material described. Supplier data is included when it is available and where it has been determined to be representative. Emissions data modelled by internal Syngenta experts is included in Scope 3.1 when available, if supplier data is not available. Syngenta manages and calculates emissions through its SCORE (Scope 3 Carbon Optimization and Reporting Engine) platform.

Since 2025, Syngenta has transitioned to full calendar year reporting based on actual data for the full period January 1 to December 31. As part of this transition, Syngenta has revised its 2022 baseline and restated 2023-2024 data to maintain consistency and comparability across reporting years.

Rebaselining and restatement of emissions for previous years

Accurate greenhouse gas emissions data is a cornerstone of Syngenta's climate strategy, enabling effective management, transparent reporting and informed action to reduce its footprint. High-quality data also enables Syngenta to track progress more effectively over time. Syngenta continues to improve the processes, systems and underlying data that inform its emissions calculations to ensure accuracy and representativeness.

Through its Rebaselining Standard Operating Procedure (SOP), Syngenta maintains data consistency by evaluating changes in methodology, reporting boundaries and data quality. The SOP defines which changes warrant rebaselining in alignment with guidance from the GHG Protocol, only those deemed material are considered. Where such changes result in variations that exceed the company's internally established materiality thresholds, emissions data for prior reporting periods are recalculated and restated to ensure meaningful comparisons over time.

In 2025, Syngenta implemented significant enhancements to its data collection and calculation methods, resulting in more accurate emissions measurements. As these improvements resulted in variations exceeding the defined thresholds, Syngenta undertook a comprehensive recalculation and restatement exercise, covering Scope 1, Scope 2 and Scope 3 emissions data for the reporting years 2022, 2023 and 2024.

Scope 1 and 2 restatements

Syngenta has strengthened its Scope 1 and Scope 2 emissions reporting by updating emission factors, adjusting organizational boundaries to reflect site transfers within Syngenta Group, refining natural gas consumption calculations, reclassifying ozone-depleting substances (ODS) emissions in line with international inventory practices and updating the methodology to account for fleet emissions.

The reporting timeline has been standardized to a calendar year basis starting with the 2022 reporting period, ensuring consistent reporting across years and enabling more transparent and comparable tracking of emissions performance. Scope 1 and Scope 2 emissions for the 2022, 2023 and 2024 reporting periods have been recalculated and restated to reflect these methodological and data quality improvements. As a result of the restatements, Scope 1 and 2 emissions are now lower in 2022 (the baseline year) than previously reported.

Scope 3 restatement

Since 2022, Syngenta has deepened its understanding of its indirect Scope 3 emissions through closer collaboration with supply chain partners, particularly with major Scope 3 contributors such as chemical raw materials suppliers and contracted seed farms.

In the Crop Protection supply chain, Syngenta has evolved its approach to measuring carbon emissions over time. Direct engagement with suppliers has enabled the company to obtain product specific carbon footprint data, while detailed product emissions models have been developed based on published data and supplier information. Where available, these more accurate data sources have now replaced previously used generic factors from published databases (further details in the Greenhouse gas emissions section). In addition, some emissions previously classified as Scope 3.10 (processing of sold products) have been re-classified to Scope 3.1 (purchased goods and services) to ensure improved alignment with GHG Protocol guidance. Emissions related to trading activities have been recalculated to incorporate improved data sources and changes in how the emissions are categorized.

In the Seeds supply chain, Syngenta has refined its approach by incorporating more granular production data and calculating actual land use change emissions based on specific farm locations. This provides more accurate figures for contracted grower volumes and better insights into environmental impacts.

In addition to the above improvements, Syngenta has enhanced its overall Scope 3 emissions reporting by improving data sources and emission factor assignments, updating emissions factor databases, refining calculations and improving Scope 3 category allocations. As outlined for Scope 1 and Scope 2, Syngenta has standardized its reporting timelines to a calendar year basis, starting with the 2022 reporting period.

By incorporating all these changes and applying them retroactively to previous years' data, Syngenta has enhanced the accuracy and consistency of its Scope 3 emissions reporting, allowing for more meaningful year-on-year comparisons.

Greenhouse gas emissions

Reporting period: January 1 – December 31	**2025**	2024	2023	2022
Greenhouse gas emissions: Scope 1 and 2				
Total Scope 1 emissions (000s tonnes CO_2e)	**340**	328	331	347
Own operations	**229**	226	233	254
Company vehicles	**111**	102	98	93
Total Scope 2 emissions (000s tonnes CO_2e)	**136**	149	167	271

Absolute Scope 1 and 2 emissions (including fleet) remained stable compared to 2024. Scope 1 emissions increased by 3.7 percent, offset by a decrease in Scope 2 emissions. The continued deployment of operational excellence projects and the renewable electricity procurement strategy ensured that the significant Scope 2 reductions achieved in 2023 were maintained, compensating for an increase in Scope 1 related to increasing demand which resulted in higher production volumes. In 2025, two thirds of the purchased electricity came from renewable sources. More than a third of Crop Protection sites recorded a decrease in Scope 1 and 2 emissions compared to 2024. A notable example is the manufacturing site in Huddersfield in the UK, which, primarily through improvements in steam management, reduced emissions by 4 percent compared to 2024 at the same time as delivering a significant increase in production volumes. For Seeds, a significant impact on Scope 2 emissions was achieved by the transition to renewable electricity at the Research Triangle Park in the US (decrease by approximately 8,000 tonnes CO_2e).

Reporting period: January 1 – December 31	**2025**	2024	2023	2022
Greenhouse gas emissions: Scope 3				
Total Scope 3 emissions (000s tonnes CO_2e)	**13,102**	12,157	13,643	18,385
Scope 3 emissions: trading activities	**2,556**	2,383	2,526	3,328
Total Scope 3 emissions by category (excl. trading activities)	**10,546**	9,774	11,117	15,057
Cat. 3.1 Purchased goods and services	**9,322**	8,401	9,650	13,381
Cat. 3.2 Capital goods	**171**	170	204	196
Cat. 3.3 Fuel- and energy-related activities	**93**	94	98	111
Cat. 3.4 Upstream transportation and distribution	**281**	332	309	469
Cat. 3.5 Waste generated in operations	**62**	61	52	47
Cat. 3.10 Processing of sold products	**616**	716	804	853

In 2025, total Scope 3 emissions across the six reported categories increased by 8 percent, from 12.2 million tonnes CO_2e in 2024 to 13.1 million tonnes CO_2e in 2025. Excluding trading activities, these categories saw an 8 percent increase from 9.8 million tonnes CO_2e to 10.5 million tonnes CO_2e.

The primary factor behind this increase was a rise in emissions for category 3.1 (purchased goods and services). Emissions grew by 11 percent, mainly due to increased material purchases and product mix changes in the Crop Protection business, which was partially offset by reduced purchasing volumes in the Seeds business.

In 2025, significant progress was made by the Syngenta Crop Protection team in expanding its supplier engagement program across the most carbon-intensive Crop Protection supply chains. Syngenta's direct procurement teams have implemented a structured collaboration program to develop detailed emissions reduction strategies with key suppliers. In 2025, procurement teams focused on 28 of the company's highest-impact supply chains, expanding from 19 supply chains in 2024 and in the process engaging with 105 key suppliers.

Syngenta has now integrated the chemical industry's Product Carbon Footprint (PCF) exchange platform into its carbon calculation systems, enabling efficient collection and analysis of supplier emissions data at scale. The proportion of Syngenta’s Scope 3.1 emissions calculated using primary data (product carbon footprints from suppliers) has increased from 2 percent in 2023 to 19 percent in 2024 and further to 23 percent in 2025. The proportion of Syngenta’s Scope 3.10 emissions calculated using primary data has increased from 0 percent in 2023 to 6 percent in 2024 and further to 10 percent in 2025. All other scope 3 categories are calculated using secondary or spend based data.

In addition, Syngenta continues to improve its emissions data by developing further detailed models to estimate key materials' production emissions based on internal knowledge, literature and from engagements with relevant suppliers. This approach provides more accurate data than generic emissions factors. The total amount of Syngenta's Scope 3 emissions based on either primary or modelled data increased from 3 percent in 2023 to 27 percent in 2024 and further to 42 percent in 2025. This improvement in data quality enables Syngenta to more accurately identify emissions hotspots, prioritize reduction opportunities and track progress across its supply chain.

Syngenta’s indirect Procurement team strengthened its emissions reduction strategy by developing a supplier emissions performance maturity matrix. A survey of suppliers with whom Syngenta has incurred expenditures exceeding USD one million achieved an 84 percent response rate, providing insights into emissions performance and identifying improvement opportunities. This high response rate demonstrates strong

supplier engagement and commitment to emissions reduction goals. Building on this foundation, Syngenta plans to launch a 2026 pilot program to advance suppliers from basic to higher performance levels in their emissions management, focusing on those suppliers with the greatest improvement potential.

In the Seeds supply chain, Syngenta initiated a comprehensive grower engagement program to access primary data and further improve agricultural practices to reduce the carbon footprint on farm. In 2025, the program successfully led to obtaining initial farm-level input data from key countries. This data foundation enables Syngenta to track progress, identify emission reduction opportunities and validate the effectiveness of sustainable agricultural practices. Besides data collection, the program is reinforcing the implementation of regenerative agricultural practices, focusing on precision fertilizer application. Overall, these efforts aim not only to enhance the accuracy of monitoring and reporting on climate-related progress but also create new opportunities to further reduce the environmental footprint of seed production.

These combined efforts support Syngenta's approach to managing Scope 3 emissions through enhanced supplier data quality and engagement programs. While progress has been made, continued focus on supplier collaboration and data improvement will be essential to manage emissions as the business grows.

Reporting period: January 1 – December 31	**2025**	2024	2023	2022
Greenhouse gas emissions: change since 2022 baseline				
Absolute emissions from Scope 1+2 sources				
Emissions (000s tonnes CO_2e)	**476**	477	498	618
Change since 2022 baseline	**-23%**	-23%	-19%	-
Absolute emissions from Scope 3.1 sources (excl. trading activities)				
Emissions (000 tonnes CO_2e)	**9,322**	8,401	9,650	13,381
Change since 2022 baseline	**-30%**	-37%	-28%	**-**
Absolute emissions from Scope 3 sources				
Emissions (000s tonnes CO_2e)	**13,102**	12,157	13,643	18,385
Absolute emissions from Scope 1+2+3 sources				
Emissions (000 tonnes CO_2e)	**13,578**	12,634	14,141	19,003

Absolute Scope 1 and 2 emissions have decreased by 23 percent since 2022, driven mainly by widespread implementation of the Renewable Electricity Strategy, as well as several operational improvement initiatives. In Crop Protection, approximately half the sites, cumulatively representing 95 percent of the 2022 baseline year emissions, have reduced Scope 1 and 2 emissions by more than 10 percent each since 2022, with several exceeding 50 percent absolute reduction in this period. In Seeds, Scope 2 decreases reached over 40 percent between 2022 and 2025.

Total emissions across the six reported Scope 3 categories fell to 13.1 million tonnes CO_2e, down 29 percent from the 2022 baseline of 18.4 million tonnes CO_2e. Excluding trading activities, these categories decreased by 30 percent, falling from 15.0 million tonnes CO2e in 2022 to 10.5 million tonnes CO_2e in 2025. Scope 3.1, the largest emission category, decreased in line with the overall trend, from 13.4 million tonnes CO_2e in 2022 to 9.3 million tonnes CO_2e in 2025. Both Crop Protection and Seeds contributed to the reductions.

In Crop Protection, Scope 3.1 emissions are strongly correlated to purchased volumes, which are in turn based on market demand forecast and operational stock levels at the time of buying. The period between 2022-2025 saw significant market volatility. Purchasing volumes and related emissions were unusually high in 2022. A market correction that began in late 2022 triggered an extended inventory adjustment period through 2023-2024 resulting in reduced purchase volumes and emissions. Although market growth resumed in 2025, on-going inventory destocking also continued. The net effect of these drivers along with changes in the portfolio mix, resulted in an increase of Scope 3.1 emissions in 2025 when compared to 2024, but remaining well below reported emissions in 2022.

Seeds carbon emissions peaked during 2022-2023 before entering a downward trajectory. This reduction was driven by lower market demand, with 2025 particularly affected by corn stunt disease in Argentina. Additional factors contributing to decreased seed production emissions included business model adjustments in certain countries and crops, as well as disruptions due to on-going conflicts.

Projected growth through 2030, driven by market demand and new product launches, should create upward pressure on emissions. However, strategic emission reduction initiatives aim to significantly reduce the impact of this growth on emissions.

Reporting period: January 1 – December 31	**2025**	2024	2023
Greenhouse gas emissions: Intensity-based			
Intensity-based emissions from Scope 1+2+3 sources			
Emissions intensity (g CO_2e/USD sales)	**799**	744	737
Intensity-based emissions from Scope 1+2 sources			
Emissions intensity (g CO_2e/USD sales)	**28**	28	26
Intensity-based emissions from Scope 3 sources			
Emissions intensity (g CO_2e/USD sales)	**770**	716	710

Syngenta calculates the intensity value of its emissions based on sales. In 2025, sales remained broadly unchanged compared to 2024. Syngenta's intensity-based CO_2e emissions from Scopes 1, 2 and 3 increased by 7 percent compared to 2024. This change was primarily driven by increased absolute Scope 3 emissions. Emissions intensity for Scope 1 and 2 remained stable, while Scope 3 emissions intensity increased by 8 percent compared to 2024.

Other GHG emissions not included in Scope 1 emissions

As of 2025, gases not included in the Kyoto Protocol list of greenhouse gases have been excluded from Scope 1 and are reported separately. This includes ozone-depleting substances (ODS) and other global warming gases.

Reporting period: January 1 – December 31	**2025**	2024	2023	2022
Other GHG emissions not included in Scope 1 emissions				
Total emissions from ozone-depleting substances (000s tonnes CO_2e)	**2**	11	20	76
Chlorofluorocarbons (CFCs)	**0**	5	18	72
Chlorocarbons and Hydrochlorocarbons	**2**	5	1	1
Other ozone-depleting substances	**0**	1	1	2

The emissions from gases not included in the GHG protocol (ODS and other global warming gases) further decreased by 80 percent as a result of phasing out the use of ODS as feedstock in production.

Energy consumption and mix

As stated in Syngenta's *HSE Policy and Standards*, Syngenta actively promotes environmental protection, reducing energy consumption and making its sites more efficient. Through its tailored HSE management system, Syngenta monitors and improves site performance.

To reduce energy consumption, Syngenta is improving the efficiency of its manufacturing processes, designing and implementing site-based energy-saving programs and increasing the share of renewable sources of energy. The environmental sustainability requirements outlined in the *HSE Code of Practice on Environmental Sustainability* ensure that Syngenta operations are aware of their resource usage, implement programs to conserve natural resources, reduce impact on the environment and adopt more sustainable practices. Among other environmental sustainability subjects, these requirements cover energy use and energy reduction.

Reporting period: January 1 – December 31	**2025**	2024	2023
Energy			
Total energy intensity (MJ/USD sales)	**0.42**	0.50	0.44
Total energy (TJ)	**7,117**	8,556	8,413
of which: renewable energy consumed	**23%**	23%	18%
Consumption of fuel (TJ)	**4,003**	5,067	4,851
Biomass	**151**	249	321
Oil	**104**	200	222
Gas	**3,083**	3,831	3,505
Other non-renewable fuel	**665**	787	803

Consumption of purchased or acquired energy (TJ)	**3,124**	3,511	3,564
Electricity	**2,137**	2,365	2,343
of which: renewable electricity	**66%**	55%	51%
Steam	**982**	1,141	1,217
of which: renewable steam	**0%**	0%	0%
Other	**5**	5	4
of which: other renewable energy	**0%**	0%	0%
Consumption of self-generated non-fuel renewable energy (TJ)	**43**	42	34
Geothermal	**20**	21	22
Solar	**23**	21	12

In 2025, both intensity-based energy consumption and absolute energy consumption decreased by 17 percent compared to 2024.

Total scope 1 energy consumption decreased by 20 percent primarily reflecting organizational boundary changes following the transfer of certain operational sites in China from Syngenta AG to Syngenta Group in December 2024 and the recalculation of natural gas energy output.

Total scope 2 energy consumption decreased by 11 percent. The share of purchased renewable electricity further increased from 55 percent in 2024 to 66 percent in 2025, mainly linked to the transition at Research Triangle Park, US.

2.2 Pollution

Air emissions from chemical manufacturing can contain substances that may negatively impact people and the environment. Syngenta aims to protect the health and safety of its employees and other stakeholders who may be affected by its activities and to prevent and mitigate pollution arising from its operations.

In line with its *HSE Policy and Standards*, Syngenta promotes environmental protection, including the prevention and control of air pollution. This policy is complemented by the *HSE Code of Practice on Air Emissions*, which sets out the requirements to ensure the impacts and risks of air emissions arising from operations are appropriately managed. This framework aims to ensure compliance, minimize potential liabilities, promote sustainability and maintain business continuity. It applies to all Syngenta operations that generate air emissions from static equipment or processes or use refrigerant gases.

Syngenta manages air emissions across its operations through a tailored HSE management system to monitor, control and improve performance. Syngenta has established site-level processes to measure and manage air emissions from static equipment, operational processes and refrigerant gas use. As part of its operational controls, Syngenta monitors emissions from process sources and emissions from freon and other refrigerant gases with global warming potential.

For related information, see Climate change.

Reporting period: January 1 – December 31	**2025**	2024	2023
Air emissions			
Air emissions intensity (g/USD sales)	**0.052**	0.067	0.051
Air emissions (tonnes)	**881**	1,137	988
Nitrogen oxides (NO_x)	**485**	470	456
Sulphur oxides (SO_x)	**9**	5	7
Non-Methane Volatile Organic Compounds (NMVOCs)	**237**	272	241
Particulate matter	**141**	384	278
Ammonia (NH_3)	**5**	4	3
Acid Chloride (HCl)	**4**	3	3

Most of Syngenta's air emissions originate from processes related to the manufacturing of crop protection products. In 2025, NOx and SOx emissions showed no material changes compared to 2024. VOC emissions decreased by 13 percent, mainly due to operational variations, partially offset by the inclusion of two new sites in Brazil.

Particulate matter emissions significantly decreased by 243 tonnes, corresponding to a reduction of 63 percent. This was driven by process improvements at the Formosa site and stopping of production at the Ituiutaba site in Brazil. As a result of improved air emissions monitoring and data collection methodologies at certain sites, some year-on-year values are not directly comparable.

2.3 Water management

Effective water and wastewater management is central to Syngenta's efforts to reduce environmental impact across its operations and the value chain. Water remains essential to economic development, particularly in rural areas where agriculture supports local livelihoods. Responsible treatment of wastewater helps protect public health, ensures access to safe drinking water and sanitation and supports sustainable agricultural practices.

In line with its *HSE Policy and Standards*, Syngenta promotes environmental protection, including the responsible management of water. The company applies a tailored HSE management system that sets out expectations, responsibilities and processes for monitoring, controlling and continuously improving water-related performance.

Syngenta's *HSE Code of Practice on Water Resources and Supply* requires all Syngenta sites to ensure that water sources, whether groundwater, surface water or third-party supplies, are managed appropriately and that water quality is suitable for its intended use. The *HSE Code of Practice on Wastewater* requires each site to manage wastewater responsibly from the point of generation to its final discharge, covering process effluents, sanitary wastewater and stormwater discharges.

Syngenta's manufacturing sites continuously identify opportunities to optimize water use and, where feasible, reduce overall water consumption. The company also seeks to improve water efficiency within its supply chain, where most of Syngenta's total water use takes place.

Syngenta evaluates the environmental performance of its chemical suppliers through its Supply Chain Due Diligence Program, which includes criteria related to water use and wastewater management. Within its Seeds supplier network, Syngenta integrates expectations on good agricultural practices, including water stewardship, into ongoing engagement and support activities.

Reporting period: January 1 – December 31	**2025**	2024	2023
Water			
Water usage intensity from own operations (liters/USD sales)	**1.9**	2.1	1.8
Water usage from own operations (million cubic meters)	**32.7**	35.5	34.1
Origin of water withdrawn:			
Surface fresh water	**4.4**	5.4	4.8
Groundwater	**8.8**	9.5	9.5
Water obtained from a third party	**19.6**	20.6	19.8

Water is a critical resource for both Seeds activities and Crop Protection manufacturing plants. In Seeds operations, water is used for plant irrigation in R&D and production fields and greenhouses, as well as for equipment cleaning and the treatment formulation during seed processing. Formulation, fill and pack (FF&P) sites use water for cleaning tanks and piping during production changeovers between formulations. Cooling constitutes most of the water consumed by Syngenta's active ingredient plants. Water is also used throughout the value chain, with suppliers using water in both the manufacturing of molecules and for growing seeds, while customers mainly use water for growing crops.

In 2025, both water usage intensity and absolute water usage decreased by 8 percent compared to 2024, in line with climate-related variations. The decrease in surface freshwater withdrawal was driven by lower cooling and irrigation needs due to weather conditions at several Syngenta sites. The water usage from Syngenta's active ingredient site in Monthey, Switzerland, accounted for about 85 percent of the water obtained from third parties and about 50 percent of the total water usage of Syngenta. This water is primarily used for cooling purposes.

Reporting period: January 1 – December 31	**2025**	2024	2023
Wastewater effluents			
Industrial wastewater discharge intensity (liters/USD sales)	**0.56**	0.60	0.55
Industrial wastewater discharge (million cubic meters)	**9.5**	10.2	10.5
Direct discharge of uncontaminated cooling water (million cubic meters)	**19.5**	19.6	17.5
Total on-site treated wastewater (million cubic meters)	**5.2**	5.6	5.1
Primary treatment	**2.2**	2.5	1.9
Secondary treatment	**0.1**	0.1	0.3
Tertiary treatment	**3.0**	2.9	2.9
Discharge to the environment without treatment (million cubic meters)	**3.5**	3.8	2.9
Discharge to a third party without treatment (million cubic meters)	**18.6**	19.1	19.8
Other routes or treatment types (million cubic meters)	**0.2**	0.2	0.0

In 2025, both intensity-based industrial wastewater discharge and absolute industrial wastewater discharge decreased by 7 percent compared to 2024. The total on-site treated wastewater decreased by 6 percent in line with changes in production.

2.4 Biodiversity and ecosystems

Biodiversity is increasingly under threat as habitats are degraded or lost due to climate change, land-use change, urban expansion and the growth of industrial and agricultural activities. As an agricultural input and chemical manufacturing company, Syngenta acknowledges its dependencies on healthy ecosystems and its responsibility to manage and mitigate nature-related impacts across its value chain. Misuse of crop protection products by farmers may give rise to adverse effects on nature. Syngenta is advancing its precision application technologies and stewardship approaches that help farmers to mitigate off-target exposure, protect beneficial species and surrounding habitats and support efficient and responsible land use.

In 2025, Syngenta Group, including Syngenta AG, advanced its nature agenda through a coordinated set of actions designed to strengthen measurement, management and mitigation of nature-related impacts, dependencies, risks and opportunities. A central element of this work was progressing toward alignment of activities, strategy and reporting with internationally recognized standards and frameworks like the ESRS and the Taskforce on Nature-related Financial Disclosures, including the application of the LEAP (Locate, Evaluate, Assess, Prepare) methodology.

To better understand potential site-specific risks, Syngenta initiated production site-level evaluations using established tools such as WWF Biodiversity Risk Filter and the Integrated Biodiversity Assessment Tool (IBAT). To address biodiversity risks across a complex business footprint, the company is conducting structured biodiversity-related risk identification and site prioritization. The resulting preliminary biodiversity and land-risk profiles should be refined in 2026 with input from business teams, deepening the understanding of potential site-specific challenges. Subsequent phases aim to broaden the scope and extend the assessment beyond the company's own operations to the value chain activities as appropriate. Together, these stages seek to contribute to building a more complete understanding of biodiversity impacts and dependencies as well as risks and opportunities, providing the insight needed to inform the development of a comprehensive biodiversity strategy.

In the downstream value chain, Syngenta further advanced product stewardship and safety initiatives to promote the safe and responsible use of crop protection products, including training farm workers on application, handling and disposal of crop protection products to help mitigate risks of misuse (see Customers and end-users). In addition, Syngenta is investing and exploring opportunities in precision application technologies, remote sensing and biologicals to help farmers sustainably optimize product use and reduce unintended environmental impacts.

Syngenta's efforts to understand and manage biodiversity-related impacts, dependencies, risks and opportunities are complemented by actions to address the broader drivers of biodiversity loss within agriculture. To reduce the need for agricultural expansion and its associated biodiversity loss, several strategies can be pursued. Improving yields on existing farmland can help reduce pressure to convert natural habitats. Restoring degraded land through soil health enhancement can bring unproductive agricultural areas back into use. The promotion of regenerative agricultural practices, such as integrated pest management, no-till and cover crops, can further reduce environmental impacts and support more resilient agroecosystems.

Concentrating agricultural activity on existing farmland, combined with these practices, can help safeguard biodiversity-rich landscapes and maintain ecological balance.

Recognizing that these solutions require concrete action to be effective, Syngenta has been translating them into operational programs and partnerships that address biodiversity challenges in a measurable way. Under Syngenta Group's sustainability priorities, Syngenta continues to promote higher yields on existing farmland through seeds, plant protection products, digital technologies and services.

Syngenta maintained investment in regenerative agriculture projects and programs to enhance agroecosystem biodiversity while maintaining productivity, including the REVERTE® initiative with the TNC, which transforms degraded pastureland into productive agricultural areas through techniques such as direct planting, cover crop management, crop rotation, precision agriculture and crop-livestock integration. Initially, the initiative targeted the Brazilian Cerrado, which has around 18 million hectares of degraded land and significant opportunities to conserve native habitat. TNC has collaborated with Syngenta since the inception of REVERTE® and is part of the project in the Cerrado. In 2025, REVERTE® benefited 280 thousand hectares of arable land, including 165 thousand in Cerrado, demonstrating the economic viability of land restoration over new land conversion.

Additional milestones around nature protection included the 30th anniversary of the Ecoaguas program in Colombia, which reached a cumulative total of 2 million trees planted and added 43,000 native trees across seven strategic agricultural watersheds, positively impacting 3,660 hectares.

Moreover, Syngenta continued to contribute to the Group's engagement in the WBCSD Nature Action Imperative, supporting knowledge sharing and exchanges on metrics, strategy and target-setting for nature.

Together, these activities contribute to a more structured approach to biodiversity protection, combining assessments, prioritization of key activities and collaborative initiatives to deliver tangible environmental outcomes.

2.5 Waste management

Despite efforts by the industry to reduce, recycle and reuse waste, the manufacturing, formulating and packaging of chemical products generates non-recoverable waste. Seed production generates waste to a lesser extent. Syngenta aims to maximize the efficient use of resources while reducing waste and minimizing environmental impact.

In line with its *HSE Policy and Standards*, Syngenta promotes environmental protection, including waste management. The company applies a tailored HSE management system that sets out expectations, responsibilities and processes for monitoring, controlling and continuously improving performance on all Syngenta sites.

Syngenta's HSE Code of Practice on Waste requires all Syngenta sites to manage waste appropriately from the point of generation to final treatment or disposal. To reduce its waste footprint, Syngenta focuses on improving process efficiency, particularly when introducing new products and designing manufacturing processes during product development, before large-scale production begins.

Syngenta also seeks opportunities to reduce packaging waste, with a focus on decreasing plastic use and expanding collection schemes. Through its Supply Chain Due Diligence Program, Syngenta assesses its chemical suppliers' environmental performance, including their waste management practices.

Reporting period: January 1 – December 31	**2025**	2024	2023
Waste			
Total waste intensity from own operations (g/USD sales)	**20.0**	23.7	18.1
Total waste from own operations (000s tonnes)	**340**	402	347
Hazardous waste intensity from own operations (g/USD sales)	**11.8**	13.2	10.0
Hazardous waste from own operations (000s tonnes)	**201**	225	192
Recycled and re-used	**38**	46	56
Incinerated	**130**	144	109
Landfill	**11**	10	10
Other	**22**	25	17

Non-hazardous waste intensity from own operations (g/USD sales)	**8.2**	10.4	8.1
Non-hazardous waste from own operations (000s tonnes)	**139**	177	155
Recycled and re-used	**69**	81	80
Incinerated	**21**	34	19
Landfill	**45**	54	51
Other	**4**	9	5

In 2025, total waste intensity from own operations decreased by 16 percent. In absolute terms, total waste from own operations decreased by 15 percent, with hazardous waste decreasing by 11 percent and non-hazardous waste decreasing by 21 percent.

The year-on-year changes in both total hazardous and non-hazardous waste were primarily driven by site closures, changes in Syngenta AG reporting boundaries in 2025 that excluded certain sites in China transferred to Syngenta Group and the highly variable contribution from product write-offs such as incineration mainly in the Latin American region. Such variability is contingent upon, but not limited to, market conditions, storage capacity and holding times.

3. Social disclosures

3.1 Own workforce

Syngenta's workforce plays a central role in enabling the company to deliver its strategy and long-term ambitions. For the purposes of this disclosure, "own workforce" refers to all individuals employed directly by Syngenta, including permanent and temporary employees, as well as apprentices, working on a full-time or part-time basis. Unless otherwise stated, metrics in this chapter refer only to Syngenta's own workforce. Only health and safety (H&S) data includes directly supervised contractors.

As a science-based company operating across diverse environments, the impacts, risks and opportunities related to Syngenta's own workforce are closely linked to occupational health and safety, fair and equitable employment practices and inclusive workplace conditions. This includes well-being, fair compensation and benefits and pay equity.

These matters are managed through Group-level policies, governance structures and systematic management approaches, with local implementation tailored to regulatory and operational contexts, supporting the protection of employee health and safety and fair, equitable working conditions across Syngenta's workforce.

Employee engagement and development

Syngenta's workforce operates across diverse environments, from research and manufacturing sites to field operations and commercial functions. Attracting, developing and engaging employees with the right skills and capabilities are fundamental to Syngenta's ability to innovate, maintain operational excellence and build resilience in a changing business environment.

Syngenta is committed to creating an optimal and inclusive work environment that fosters employee belonging, satisfaction, well-being and performance, which are key to its overall success.

Strategy and policies

Syngenta's people-related ambitions, including a commitment to respect applicable workers' rights, are outlined in the *Syngenta Group Code of Conduct* (principles 22-24). The company upholds the freedom of association and collective bargaining rights, recognizing their importance for fair labor relations and work conditions. All employees are expected to uphold these commitments. The Syngenta Labor Standards provide guidance to support the implementation of these commitments.

Internally, Syngenta's management approach to employee engagement and development is outlined in associated policies that provide a consistent framework for recruitment, performance management, learning and development, engagement and well-being. These policies enable a harmonized approach across the organization while allowing for local implementation in accordance with local legal requirements.

Actions

Recruitment follows transparent, merit-based processes, with job openings advertised globally and internal candidates prioritized where appropriate to support career progression and retention. Syngenta engages with graduates at job fairs and offers specialized programs to cultivate a robust candidate pipeline. The transparent compensation framework is performance-based and competitive, combining financial and non-financial incentives, including development programs for young professionals and global mobility.

Syngenta provides career development programs in a dynamic, collaborative environment that empowers employees to take initiative and be accountable. Syngenta offers leadership development with workshops, assessments, virtual learning and coaching tailored to different roles and levels. Job rotation and functional academies enhance technical and STEM (science, technology, engineering and mathematics) skills, while the Syngenta Learning Edge platform delivers personalized learning experiences.

Syngenta's performance management system aligns individual and organizational goals, fostering a culture of continuous feedback. Employees create development plans with managers to meet current job needs and future career goals. The company supports growth through mentoring and coaching programs, helping employees understand their potential and align their performance with Syngenta's objectives.

Syngenta's global "Ways to wellbeing" program covers physical, mental, financial and social well-being, complemented by local resources such as voluntary flu vaccinations, gym access and healthy food options. Syngenta supports this initiative with ongoing wellbeing campaigns, webinars, training sessions and assistance from certified Mental Health First Aiders. An example of a global campaign is the Wellbeing Month, featuring a range of global and local events throughout October covering the entire wellbeing spectrum; the focus in 2025 was on financial wellbeing. Employees also have access to a comprehensive Employee Assistance Program (EAP) for round-the-clock counseling and support.

Engagement

Syngenta fosters a culture of open communication and continuous improvement through various engagement initiatives, such as town hall meetings, leader-led sessions and focus groups, offering employees deeper insights into Syngenta's strategy, culture and values, while addressing current issues and collecting valuable feedback. Regular employee engagement surveys capture workforce sentiment, expectations and suggestions, ensuring employee voices are reflected in decision-making. The global recognition program, Val-You, allows employees to commend peers who exemplify Syngenta values and contribute significantly to business performance, reinforcing a culture of appreciation and collaboration.

Syngenta recognizes employees' rights to freedom of association and collective bargaining, as outlined in the *Syngenta Group Code of Conduct* and the *Syngenta Labor Standards*. Employees may join labor unions or other representative organizations of their choosing and no employee or employee representative will be subject to discharge, discrimination, harassment, intimidation or retaliation for exercising these rights. In jurisdictions where freedom of association and collective bargaining is legally restricted, Syngenta supports alternative lawful means for independent and free association and bargaining.

Channels to raise concerns

Syngenta's Compliance Helpline serves as a grievance mechanism and is open to all Syngenta employees and external stakeholders. For more information, see Workers in the value chain and Business conduct.

Metrics and performance

Syngenta provides an overview of its workforce characteristics, including the distribution of employees by region, gender and employment type, as well as the turnover rate. Employee numbers are reported in full-time equivalents (FTE), while part-time employees are reported by headcount.

Reporting period: January 1 – December 31 (All figures are as of December 31 of each year)	**2025**	2024	2023
Workforce characteristics			
Permanent employees	**30,212**	30,625	33,813
Europe, Africa and Middle East	**13,116**	13,182	13,627
North America	**4,198**	4,508	4,691
Latin America	**6,453**	6,567	7,429
Asia Pacific	**6,445**	6,369	8,066
Temporary employees	**2,899**	3,031	3,384
Europe, Africa and Middle East	**531**	539	659
North America	**17**	18	37
Latin America	**2,068**	2,236	2,431
Asia Pacific	**283**	239	257
Part-time employees	**1,020**	993	990
Europe, Africa and Middle East	**986**	956	950
North America	**10**	9	11
Latin America	**0**	0	0
Asia Pacific	**24**	28	29
Turnover rate (%)	**11.7%**	14.4%	9.8%

In 2025, the number of permanent and temporary FTEs decreased by 1.6 percent across all operating regions. This trend reflects the ongoing productivity focus and continued cost discipline of Syngenta. The regional differences in part-time contracts reflect market labor practices, driven by local regulations. The overall turnover rate decreased from 14.4 percent to 11.7 percent in 2025, reflecting a slowdown in large-scale transformation initiatives.

Fair and inclusive workplace

A diverse workforce enables Syngenta to achieve its ambition of being a collaborative and trusted partner in agriculture. Representing over 120 nationalities, Syngenta's employees reflect the diversity of its customers, the markets where Syngenta operates and the communities it serves.

Strategy and policies

Syngenta values a fair and inclusive workplace as a core element of its organizational culture. As an equal opportunity employer, Syngenta is committed to ensuring that people are respected and supported regardless of their background. This commitment is embedded in the *Syngenta Group Code of Conduct*, the *Syngenta Group Diversity, Equity and Inclusion Policy* and Syngenta's corporate values.

Syngenta aims to create a workplace where everyone belongs and contributes by combining world-class talent from diverse backgrounds. The fair and inclusive workplace agenda is sponsored by the GLT and the Syngenta Group Board of Directors. The implementation of these initiatives is consulted and approved by a specially appointed Council, which is a cross-functional and geographical advisory and governance body, composed of senior leaders.

To implement the strategy, Syngenta focuses on four enablers: communication and learning, governance to balance global and regional needs, measurable metrics with regular reporting and driving change in key processes.

Actions

Syngenta's initiatives and actions are designed to foster an inclusive workplace, ensure equitable treatment and strengthen employee engagement across all regions. The company actively recruits people who reflect the broad range of cultures, beliefs and backgrounds of the communities where it operates and the customers it serves and offers flexible working arrangements to support diverse employee needs and promote inclusion.

To strengthen awareness and capability building, Syngenta offers trainings to its leaders and employees on unconscious bias, cultural, gender, generational diversity, inclusive leadership and how to identify and address behaviors that undermine inclusion.

Syngenta actively promotes inclusion and allyship through initiatives such as webinars and awareness-raising activities. Syngenta supports engagement through more than 50 global and regional voluntary Employee Resource Groups that connect employees around shared interests such as gender equity, racial equity, mental health, young professionals, disability inclusion, neurodiversity and cultural diversity.

To promote mental well-being, Syngenta has certified Mental Health First Aiders across its sites and equips line managers with tools to recognize when a team member is experiencing mental distress. This enables open conversations and early engagement on well-being-related topics, fostering a supportive and inclusive work environment.

Equal pay is also part of Syngenta's agenda, ensuring equal pay for work of equal value. In 2021, Syngenta developed a framework and action plan using quantitative and qualitative measures to promote pay equity. This framework has been successfully implemented and has shown positive results. Syngenta uses an online dashboard that provides consistent gender and generational pay data, facilitating detailed analyses by work level, job function and performance. Syngenta's HR Workday system is equipped with analytical tools that assist line managers in evaluating their team's pay data throughout the compensation cycle, fostering more equitable pay decisions. Furthermore, the company created targeted training material and guidance for recruiters and hiring managers to prevent pay disparities during hiring, promotions, or job transitions.

Metrics and performance

Reporting period: January 1 – December 31 (All figures are as of December 31 of each year)	**2025**	2024	2023
Workforce characteristics			
Permanent employees	**30,212**	30,625	33,813
Female	**9,915**	10,038	10,874
Male	**20,202**	20,489	22,828
Undeclared	**95**	99	111

Temporary employees	**2,899**	3,031	3,384
Female	**615**	596	847
Male	**778**	716	1,100
Undeclared	**1,506**	1,719	1,437
Part-time employees	**1,020**	993	990
Female	**747**	740	750
Male	**273**	252	239
Undeclared	**0**	1	1
Turnover rate (%)	**11.7%**	14.4%	9.8%
Female	**11.7%**	13.1%	9.8%
Male	**11.6%**	15.0%	9.9%
Undeclared	**28.4%**	13.1%	9.0%
Percentage of female employees			
All employees	**33.4%**	33.3%	32.8%
Management roles	**29.2%**	28.1%	28.0%
Senior management	**22.5%**	21.5%	20.9%

In 2025, the overall percentage of female employees remained stable at 33 percent, while the percentage of female employees in management roles increased to 29.2 percent. The number of part-time employees increased overall by 2.7 percent and increased for male and female employees by 8.3 percent and 0.9 percent, respectively. The increase in male part-time employees happened mainly in Europe, concentrated in Switzerland, Germany and the UK. In line with the overall turnover decrease, the turnover rate for female employees has also decreased to 11.7 percent from 13.1 percent in 2024. For male employees, the rate decreased to 11.6 percent from 15.0 percent in 2024.

Syngenta analyzes salary data to understand and manage gender pay differences. The global raw mean gender pay gap improved from -2.2 percent in 2024 to -1.7 percent as of December 2025, following the completion of the annual compensation cycle. Syngenta proactively promotes pay transparency and tracks current and upcoming legislation to ensure compliance across its global operations. Key initiatives include developing a standardized methodology for assessing pay gaps, preparing for the EU Pay Transparency Directive and other applicable laws and planning pilot programs for public pay reporting, employee right to information and salary range transparency.

Syngenta's 2025 analysis of EU countries showed an average adjusted pay gap of -1.8 percent. Syngenta is continuing efforts to expand this adjusted methodology globally, incorporating factors such as experience, performance ratings, location and job level to provide a more accurate assessment of pay equity beyond raw gap comparisons.

Health and safety

Health and safety are integral to Syngenta’s operations and business resilience. Syngenta recognizes its responsibility to protect the health and safety of employees, contractors, customers and communities throughout the product lifecycle, from invention through use to disposal. Effective health and safety management supports business continuity and helps maintain stakeholder confidence.

Strategy and policies

Syngenta's approach to health and safety is governed by the *Syngenta Group Health, Safety and Environment (HSE) Policy*, which establishes the foundational principles for managing HSE risks across the organization. Adopted by the Global Leadership Team, compliance with the policy is mandatory and applies to all workers and activities globally, including contractors under Syngenta's direct control.

The policy establishes four core commitments that define how HSE risks are managed to protect people and the environment:

- **Treat HSE as a core value** by integrating it into all business operations with an organization-wide understanding that safety is achieved through the presence of effective controls rather than absence of incidents.
- **Promote a speak-up culture**, which empowers workers to stop unsafe work, engage in dialogue with all stakeholders and openly communicate HSE performance.

- **Proactive risk management** ensures that robust controls are implemented and maintained and that employees and contractors are equipped with the necessary skills to work safely while operating sustainably to minimize environmental impact.
- **Continuous learning** by leveraging insights from events and audits, sharing best practices across the company globally and driving continuous improvement in HSE management.

These principles are based on risk management, continuous improvement and adherence to international health and safety standards. The policy provides a framework for comprehensive standards at the business unit level, ensuring accountability and consistent performance across all operations.

Actions

Policy implementation is supported by HSE management systems tailored for agricultural and chemical operations. Each business unit and affiliate maintains defined processes for monitoring compliance with the policy.

HSE management audits and compliance reviews are conducted regularly at all Group facilities. The results help identify trends, inform planning and develop targeted improvement programs. Lessons learned from incidents and assessments are shared across the organization to strengthen performance and uphold high safety standards.

Engagement

In developing and implementing the Group HSE policy, Syngenta engages with internal and external stakeholders through internal management system audits and external community engagement initiatives. These activities foster open dialogue with all the relevant stakeholders, supporting transparency and trust.

Metrics, performance and targets

Health and safety reporting covers all Syngenta employees and directly supervised contractors. Information is also requested from third parties working on behalf of Syngenta. The scope includes all process safety and environmental incidents related to Syngenta facilities, excluding third-party suppliers and newly acquired sites until they are legally integrated. Syngenta also tracks all motor vehicle incidents involving one of the company's drivers that result in injuries or loss of life of a member of the public, reinforcing its commitment to transparent HSE performance communication.

The effectiveness of Syngenta's health and safety approach is assessed using performance indicators, including but not limited to actual Serious Injuries and Fatalities (aSIF), Lost Time Injury Rate (LTIR), Injuries and Illness Rates (IIR), Motor Vehicle Injury Rates (MVInjR), Process Safety and Environmental events and near misses with Serious Injury or Fatality potential. Performance data is compiled into a Group safety performance report presented monthly to the Global Leadership Team (GLT). Trends are reviewed to support continuous learning and improvement.

Syngenta aligns its KPI definitions with those of the US Occupational Safety and Health Administration (OSHA), the Center for Chemical Process Safety (CCPS) of the American Institute of Chemical Engineers (AIChE), the American National Standards Institute (ANSI), American Petroleum Institute (API) and the International Council of Chemical Associations (ICCA).

Syngenta's health and safety performance is monitored in alignment with Syngenta Group targets. Syngenta Group has the ambition of zero fatalities across all Group sites and has set an average LTIR target of equal to or less than 0.15 for the period 2025-2030.

Reporting period: January 1 – December 31	**2025**	2024	2023
Health and safety			
Lost time injury rate (LTIR) per 200,000 hours	**0.18**	0.18	-
Recordable injury and illness rate (IIR) per 200,000 hours	**0.27**	0.31	0.25
Recordable injury rate per 200,000 hours	**0.27**	0.31	0.25
Own employees	**0.23**	0.29	0.23
Directly supervised contractors	**0.34**	0.34	0.23

Cases of recordable injuries	**135**	172	130
Own employees	**84**	119	96
Directly supervised contractors	**51**	53	34
of which: Serious injuries or fatalities (SIF)	**1**	30	3
Recordable occupational illness rate per 200,000 hours	**0.0079**	0.0036	0.0212
Own employees	**0.0083**	0.0025	0.0143
Directly supervised contractors	**0.0067**	0.0064	0.0412
Cases of recordable occupational illness	**4**	2	12
Own employees	**3**	1	6
Directly supervised contractors	**1**	1	6
Recordable fatalities	**0**	0	1
Fatalities due to injuries	**0**	0	1
Own employees	**0**	0	1
Directly supervised contractors	**0**	0	0
Fatalities due to occupational illness	**0**	0	0
Own employees	**0**	0	0
Directly supervised contractors	**0**	0	0

Syngenta AG improved its safety performance in 2025. The total number of recordable injuries reduced from 172 in 2024 to 135. There were no recordable fatalities in 2025. Lost Time Injuries (LTIs) were reduced from 101 to 90. Main causes of LTIs were motor vehicle accidents and slips, trips and falls. LTIR remained at 0.18 in 2025 despite fewer LTIs, as working hours also decreased.

An increase in forklift-related recordable injuries prompted a company-wide response requiring all facilities operating forklift equipment to conduct mandatory comprehensive risk reassessments and implement enhanced controls.

Reporting period: January 1 – December 31	**2025**	2024	2023
Road and process safety			
Critical events:			
Recordable motor vehicle injury rate per million kilometers	**0.18**	0.25	0.14
Recordable motor vehicle injuries	**87**	110	59
Medium and high process safety events rate per 200,000 hours	**0.15**	0.11	0.12
Medium and High process safety events	**74**	64	70
Process safety incident severity rate (PSISR)	**0.16**	0.15	0.19
High-severity environmental events	**3**	1	4

Medium-severity process safety events increased from 64 in 2024 to 74 in 2025, primarily attributed to equipment malfunctions and human performance factors. No high-severity process safety events occurred in 2025, reflecting sustained performance and ongoing effectiveness of existing process safety measures in preventing the most serious incidents.

Three significant unplanned environmental releases occurred at two UK manufacturing sites, involving loss of containment through underground drainage systems. Traces of active ingredients were subsequently detected in groundwater. All events were reported to the authorities, investigated and appropriate corrective actions implemented.

Motor vehicle Injuries decreased by 21 percent from 110 in 2024 to 87 in 2025, demonstrating substantial progress driven by sustained focus on road safety programs, such as the week-long Driving Safety Campaign in May 2025, which included regional training, best practice sharing and reinforcement of Syngenta's Driving Safety Golden Rules.

3.2 Workers in the value chain

Syngenta operates within complex, interconnected supply chain networks across the globe, which include direct and indirect suppliers, from agricultural workers in seed and flower production to workers in chemical manufacturing and packaging, logistics providers and suppliers of raw materials and services. Syngenta's key direct procurement activities are in the seed, crop protection and flower supply chains:

- **Seed supply chain:** Syngenta works with over 100,000 small, medium and large farms in 37 countries to multiply the high-quality seeds that Syngenta sells to its customers worldwide.
- **Crop protection (CP) supply chain:** Syngenta works with more than 1,000 suppliers, ranging from producers of basic commoditized chemistries to advanced custom manufacturers of fine chemistries, packaging providers and global logistics partners to procure the products and services required to manufacture crop protection products.
- **Flower supply chain:** The network of approximately 40 owned and third-party commercial flower farms across more than 15 countries, producing flower seeds, cuttings and young plants.

These supply chains face diverse challenges. Agricultural work in the seed supply chain is arduous and often involves long working hours in conditions that may involve exposure to hazardous chemicals, machinery and extreme weather. In the chemical supply chain, despite advanced health and safety prevention measures in chemical production, improper handling of chemicals can still present potential risks to human health and the environment.

Syngenta's indirect procurement supply chain covers a wide range of goods and services that support the company's operations globally, including categories such as engineering, science, facilities management, fleet and various others. It involves over 27,000 suppliers across multiple countries and industries, ranging from small local businesses to large multinational corporations. Indirect procurement challenges include managing a complex and diverse supplier base, ensuring ethical practices across industries and addressing the environmental impact of non-production goods and services.

Strategy and policies

Syngenta is committed to upholding internationally recognized human rights standards, including the principles set out in the Universal Declaration of Human Rights, the International Labour Organization's core conventions and the United Nations Guiding Principles on Business and Human Rights. Syngenta has been a signatory to the United Nations Global Compact since 2009.

Human rights commitments are embedded across multiple policy instruments. Section 22 of the *Syngenta Group Code of Conduct*, addresses labor rights and commits the organization to compliance with all labor laws, as well as national and international codes and conventions. The policy explicitly prohibits forced, bonded or compulsory labor and refrains from any form of exploitative child labor practices.

These commitments extend beyond Syngenta's direct operations into its global supply chain. Syngenta's approach to managing impacts on workers in the supply chain is underpinned by a set of policies and standards, including the *Supplier Code of Conduct*, the *Syngenta Labor Standards* and the *Global Procurement Sustainable Sourcing Policy*.

The *Supplier Code of Conduct* sets clear expectations for business partners, with requirements integrated into supplier contracts, including strict prohibitions on child labor and forced labor. The *Syngenta Labor Standards* provide guidance in support of implementing or adhering to the commitments specified in the human rights related commitments in the *Code of Conduct*. The *Syngenta Global Procurement Sustainable Sourcing Policy* establishes clear principles to embed sustainability across all direct and indirect procurement activities. The policy emphasizes social and environmental responsibility, urging suppliers to ensure fair working conditions, minimize negative impacts, use resources efficiently and conduct business lawfully, ethically and responsibly.

Actions

Syngenta embeds labor and human rights considerations across its sourcing and procurement activities through a streamlined, risk-based approach covering both direct and indirect procurement. Suppliers are expected to be aware of and comply with the *Supplier Code of Conduct*. Procurement decisions include sustainability criteria such as responsible labor practices and continuous improvement.

Syngenta monitors supplier compliance through audits and assessments conducted by internal teams or in collaboration with external partners. During onboarding and contract renewals, Syngenta evaluates information on suppliers' policies, management systems and practices related to health, safety, environment and fair labor. Identified gaps are addressed through corrective action plans. Employees engaging suppliers receive training on ethical procurement, due diligence requirements and sustainability risks associated with different sourcing categories.

To strengthen compliance with regulatory due diligence requirements, including the Swiss Ordinance on Due Diligence and Transparency related to Conflict Minerals and Child Labor (DDTrO), Syngenta introduced a child and forced labor due diligence framework in 2025. The framework operationalizes existing policy commitments and processes aligned with the OECD Due Diligence Guidance for Responsible Business Conduct and the United Nations Guiding Principles for Business and Human Rights. It defines governance structures, roles and responsibilities for child and forced labor due diligence across the organization.

In 2025, Syngenta conducted a structured risk assessment evaluating inherent child and forced labor risks across geographies, industries and products. The assessment identified the highest exposure in the seed supply chain, which involves over 100,000 farms across 37 countries. This segment faces vulnerabilities linked to seasonal labor, subcontracting and informal employment practices. Syngenta applies controls across all identified risk areas.

In the seed supply chain, the Fair Labor Program, launched in 2004 in India and now covering nearly all Syngenta seed production countries, provides a unified framework for promoting responsible labor practices. Originally developed in collaboration with the Fair Labor Association, the program aims to eliminate exploitative child labor and forced labor, ensure fair compensation and working hours, protect freedom of association and collective bargaining and prevent discrimination, harassment and abuse. It establishes labor standards and a structured system for monitoring and improving working conditions on seed production farms.

The Internal Monitoring System (IMS) supports the program implementation through on-site farm assessments. Countries and crops with higher risk exposure are prioritized, targeting annual coverage of 10 to 20 percent of contracted seed supply farms annually, depending on the number of farms. During each visit one-to-one interactions give farm workers the opportunity to raise grievances. When non-compliances are identified, a cross-functional steering team, including specialists from HSE, HR, Legal and Procurement, recommends appropriate corrective actions. External stakeholders such as farmers, subcontractors, labor agencies or NGOs, are engaged when relevant to support effective remediation.

In 2025, Syngenta implemented a new audit management platform to strengthen internal audit planning and tracking capabilities. In 2026, Syngenta aims to expand the tool to include non-compliance and remediation plan functionalities.

Syngenta collaborates with seed companies, civil society organizations and local partners to address systemic labor rights challenges in field production. GROW is a multi-stakeholder initiative launched in November 2025 to advance labor standards across India's vegetable seed sector, focusing on fundamental rights at work across multiple production regions. The initiative builds on the Wage Improvement in Seed Hybrids (WISH) project (2020-2025), which addressed child labor risks and minimum wage compliance in Karnataka and Maharashtra through farmer training, field-level monitoring systems and company action plans, achieving measurable improvements in worker documentation and payment practices. GROW aims to scale these achievements to additional regions and stakeholders, expanding the scope to address broader labor priorities across the vegetable seed supply chain.

In the crop protection supply chain, Syngenta engages suppliers through the Supply Chain Due Diligence Program, which includes Syngenta or third-party on-site audits and EcoVadis assessments conducted through the chemical industry’s initiative Together for Sustainability (TfS), which follows the principles of the United Nations Global Compact, Responsible Care® and the International Labour Organization. Syngenta works with suppliers to address any areas for improvement highlighted during the audits and assessments.

In the flower supply chain, Syngenta requires owned and third-party flower farms to maintain Global G.A.P. certification and GlobalG.A.P. Risk Assessment on Social Practice (G.R.A.S.P.), or their recognized equivalents. G.R.A.S.P. assesses social practices related to farm workers’ welfare and core labor rights, including working conditions, fair wages, freedom of association, health and safety and grievance mechanisms. Certification coverage is centrally tracked and non-conformities must be remediated and verified prior to certification approval.

Since 2025, certification requirements apply to all third-party suppliers. Syngenta supports the Floriculture Sustainability Initiative (FSI) Basket of Standards, which enables traders and buyers to identify suppliers operating to recognized sustainability and labor standards. Producers must comply with at least one scheme in the basket.

Audits conducted through these certification schemes include worker interviews and assessments of working conditions, grievance mechanisms and labor rights. Where non-conformities are identified, corrective actions are developed with farm management and verified by auditors before certification is granted.

In indirect procurement, Syngenta integrates sustainability criteria into supplier selection and management across all categories and regions, establishing clear focus areas for each procurement category to guide responsible purchasing decisions. In 2025, EcoVadis assessments were rolled out across indirect procurement categories to identify supply chain risks, including labor and human rights risks, support supplier engagement and track progress. Structured engagement, training webinars, guidance materials and dedicated sustainability leads support implementation across regions and categories.

Engagement

Engagement with workers in the supply chain and their representatives is embedded in Syngenta's supplier management and assurance processes. Engagement occurs through supplier dialogue, on-site audits, certification schemes and monitoring visits, which include interviews with workers and assessments of working conditions, labor rights and grievance mechanisms. These processes provide workers with opportunities to raise concerns and share feedback directly with auditors, suppliers and Syngenta representatives.

Syngenta also engages external stakeholders, including NGOs, labor organizations and industry initiatives, to strengthen labor standards and address systemic risks in agricultural and chemical supply chains. In the seed supply chain, the Internal Monitoring System and Fair Labor Program enable one-to-one interactions with farm workers, giving them the opportunity to speak up during assessments.

Channels to raise concerns

Syngenta operates a grievance mechanism governed by the *Syngenta Group Code of Practice for Investigating Code of Conduct and Other Policy Violations*. The Code of Practice establishes procedures for reporting, investigating and resolving suspected violations of the *Code of Conduct*, related policies and human rights concerns. The mechanism is accessible to all internal and external stakeholders through the Syngenta Compliance Helpline. The helpline is managed by an independent third party, available 24/7 in 24 languages via phone and online platforms and allows concerns to be raised confidentially and, where permitted by law, anonymously.

Reports are assessed by authorized Compliance Officers and investigated in line with defined procedures that emphasize objectivity, independence and fair treatment. For substantiated cases, independent investigation teams are established and corrective actions are implemented, with material cases escalated to the Group's Ethics and Compliance Board (see Business conduct). In addition to Syngenta channels, workers in seed and flower supply chains may raise concerns through farm-level grievance mechanisms, including IMS reporting channels such as hotline numbers and post office box addresses or through third-party certification processes.

Conflict minerals

As part of the ambition to uphold human rights in its operations and supply chain, Syngenta is committed to comply with international human rights standards and national laws wherever it operates. In adherence to Swiss Ordinance on Due Diligence and Transparency duties related to Conflict Minerals and Child Labor (DDTrO), Syngenta upholds all the due diligence obligations in its supply chain and, on a recurring basis, assesses the conformity of its supply chain regarding conflict minerals regulations to obtain a reasonable assurance from the suppliers that they do not source products containing minerals or derivatives (tin, tantalum, tungsten or gold; "3TG") originating from conflict regions that directly or indirectly finance or benefit armed groups. As a result of these ongoing due diligence assessments, Syngenta has determined that it is exempt from reporting on conflict minerals.

Syngenta's requirements and expectations of suppliers of raw minerals are outlined in its *Supplier Code of Conduct* and reflected in its supplier agreements. Syngenta takes appropriate risk mitigation measures and requests that suppliers adopt appropriate standards and fulfil their due diligence obligations for mineral supply chains. Suppliers are required to notify Syngenta of any direct or indirect use of conflict minerals (3TG) in products supplied to Syngenta.

Metrics, performance and targets

Syngenta is committed to advancing fair labor practices across its seed production and processing countries, in line with Syngenta Group's sustainability priority "Improve rural prosperity." While the Fair Labor Program has been launched across all countries, Syngenta Group has extended the target completion date from 2025 to 2030. The extension reflects the operational complexity inherent in global supply chains and the Group's commitment to establishing sustainable improvements in fair labor practices. The program has been redesignated as the "Labor Care Program" to more accurately reflect the Group's commitment to supporting rural communities.

In the crop protection supply chain, Syngenta has achieved its 2025 target of 75 percent of suppliers in scope holding a valid EcoVadis assessment. Syngenta reports the percentage of suppliers and tollers that have undergone an audit and/or assessment as part of its Supply Chain Due Diligence Program.

In the flower supply chain, Syngenta aims to maintain 100 percent certification coverage for both Syngenta-owned and third-party flower farms, with compliance tracked annually.

In the indirect procurement supply chain, Syngenta has achieved its 2025 target of 75 percent of suppliers with annual spend over USD 1 million holding a valid EcoVadis assessment.

Reporting period: January 1 – December 31	**2025**	2024	2023
Supplier sustainability and fair labor programs			
Coverage of Syngenta Fair Labor Program			
Syngenta seed production countries (%)	**95%**	95%	97%
Coverage of Supply Chain Due Diligence Program			
Chemical suppliers (%)	**90%**	94%	93%
Formulation, fill and pack tollers (%)	**77%**	83%	80%
Packaging manufacturers (%)	**85%**	95%	68%
Logistics service providers (%)	**73%**	77%	-
Commercial flower farms with valid GlobalG.A.P. certification (%)	**83%**	91%	94%
Commercial flower farms with valid social assessment or certification (%)	**67%**	100%	100%

Syngenta reports on the coverage of supply chain due diligence and sustainability programs in its key direct procurement supply chains: seeds, crop protection and flowers. The coverage of the Syngenta Fair Labor Program pertains to the calendar year in which the fields are sown or planted, which is generally the year before the reporting period.

The Syngenta Fair Labor Program is in place in 95 percent of its seed production countries (35 out of 37). In 2025, Australia and New Zealand were added to the program, while two countries paused audits due to operational reasons. As a result, the overall coverage percentage remained unchanged. In line with the Group's sustainability priorities, Syngenta is working to broaden the scope of the program to include seed processing countries, aiming to achieve full coverage across all seed production and processing countries by 2030.

In 2025, the percentage of suppliers participating in the Supply Chain Due Diligence Program decreased across all categories. This decline was primarily due to resource constraints that limited the number of audits performed, despite an overall increase in the total number of suppliers and tollers. The addition of new chemical suppliers who were unable to complete the sustainability assessment by year-end, along with the expansion of coverage to include all chemical suppliers irrespective of their sustainability risk level, also contributed to lower program coverage.

In 2025, the percentage of farms with valid Global G.A.P. or equivalent certification decreased to 83 percent compared to 91 percent in 2024. This decline was partly due to certification anomalies resulting from a change in audit service providers in the Netherlands. The total number of farms in scope for Global G.A.P. fell to 30 from 33 in 2024. 67 percent of commercial flower farms maintained a valid social practice assessment or certification in 2025. The number of farms in scope increased from 11 to 30 in 2025 as third-party farms are now included, while in earlier reporting periods, only Syngenta sites were in scope. This scope increase is in line with current G.A.P. requirements. This has led to a year-over-year decrease in commercial flower farms with valid social assessments or certifications and the 2025 results not being directly comparable to 2024 and 2023.

3.3 Community engagement

Engaging with communities is integral to how Syngenta operates. The company supports and partners with local communities to contribute to their socio-economic development, build mutual understanding and trust and gain support for Syngenta's business objectives.

Syngenta recognizes that its operations may have direct or indirect effects on surrounding communities and therefore seeks to engage proactively, transparently and responsibly wherever its activities interact with local stakeholders.

Strategy and policies

Syngenta's commitment to community engagement is embedded in the *Syngenta Group Code of Conduct* (principle 16) and *HSE Policy and Standards*. These frameworks set expectations for responsible behavior, open dialogue and proactive engagement with communities impacted by Syngenta's operations. As part of the HSE management system, sites are required to have a process in place to manage engagement with local communities. The *HSE Management System Guide on Community Engagement* provides a consistent, five-step approach that applies globally across all site types and geographies where Syngenta operations may affect local communities. This approach is designed to align interests, increase mutual understanding, build relationships and enable joint action for mutual benefit.

Actions

Syngenta engages with communities through structured, site-specific activities tailored to local contexts and needs. Community engagement is implemented through a five-step process that includes understanding the context and community issues, mapping stakeholders to focus areas, defining engagement program objectives, developing actionable plans and tracking progress over time. The intensity and nature of engagement are informed by community risk assessments that consider factors such as civil unrest risk, site hazard profile, history of conflict and proximity of operations to residential areas.

Across its sites, Syngenta supports community development in various ways, including contributing to livelihoods through employment and education, sharing know-how and expertise to improve farming practices and supporting local initiatives that address environmental challenges and promote health and nutritional awareness. Syngenta also contributes to humanitarian causes through employee fundraising initiatives, including matching programs and corporate donations. Engagement objectives and activities are reviewed regularly to ensure alignment with community needs, stakeholder expectations and available resources.

Engagement

Syngenta engages with a wide range of community stakeholders, including local residents and neighboring communities, local authorities, educational institutions, healthcare providers, farmers, community-based organizations and other relevant stakeholders. Engagement takes place through multiple channels and formats, such as open site days, regular meetings with community representatives, collaborative project development, educational programs, donations and sponsorships and ongoing dialogue during site visits and events. Through these engagement activities, Syngenta seeks to foster open communication, build trust and work collaboratively with communities to address shared priorities and concerns.

Channels to raise concerns

Syngenta sites maintain complaint management processes that are accessible to external community stakeholders. These mechanisms allow community members to raise concerns, provide feedback or submit complaints related to Syngenta's operations. Available channels include dedicated phone numbers, email addresses, letter boxes located at community centers, direct contact with site management and discussions during regular meetings or community events. These channels are designed to support open dialogue, timely response and the resolution of issues at the local level.

The effectiveness of grievance and engagement mechanisms is monitored locally through the number and nature of complaints received, resolution timeframes and the prevention of conflict escalation, as well as community satisfaction measured through ongoing engagement. Focus areas, priorities and targets are reviewed annually and lessons learned are integrated into future planning and engagement activities.

Metrics, performance and targets

Targets are set at the site level and defined by focus areas identified through community needs assessments, stakeholder expectations, Syngenta's ability to influence and available resources. Targets may include measurable objectives such as local employment percentages and timelines, the number of training programs delivered or the number of people benefiting from initiatives.

Syngenta reports its corporate community investment, which comprises charitable contributions and humanitarian relief in the form of money, goods, know-how and/or employee time.

Reporting period: January 1 – December 31	**2025**	2024	2023
Community engagement			
Corporate community investment (USD million)	**3.7**	21.0	24.8

In 2025, community investment totaled USD 3.7 million. The amount was invested across all regions, with Asia Pacific representing 61 percent, followed by North America at 28 percent, Europe, Africa and the Middle East at 6 percent and Latin America at 5 percent. The total investment amount decreased by approximately USD 17 million compared to 2024. The reduction was due to the phasing out of financial support of the Syngenta Foundation for Sustainable Agriculture (SFSA). Since 2024, the legacy of the SFSA has been carried forward by the Sustainable Agriculture Foundations International Association, a newly established independent organization.

3.4 Customers and end-users

Agriculture sustains the world's food supply and crop protection products play a role in enabling farmers to meet global food demand. Syngenta's customers and end-users include farmers, farm workers and distributors who handle and apply our products as part of their daily operations. If not used in accordance with labeled instructions and safety protocols, crop protection products may present health and safety risks arising from accidental exposure, improper handling or insufficient knowledge of safe use, storage and disposal requirements.

Syngenta recognizes its responsibility to ensure that its products are developed, transported and used in accordance with applicable safety standards. Syngenta is committed to the responsible stewardship of its products throughout their lifecycle to help protect human health and the environment while enabling sustainable agricultural production.

Improper application techniques or insufficient knowledge of safe handling, storage and disposal practices may result in increased risk of accidental exposure. This potential impact may affect the downstream value chain, where products are distributed, applied and used in agricultural settings by farmers and other end-users and spans to Syngenta's own operations, such as product development, stewardship and training activities.

Strategy and policies

Syngenta's approach to product safety, quality and stewardship is guided by the *Syngenta Group Code of Conduct* (Principle 19). These guidelines establish Syngenta's commitment to ethical behavior, product safety and environmental protection throughout the product lifecycle. They require the application of state-of-the-art science and technology standards, as well as collaboration with customers, contractors, users and other stakeholders to ensure the safe and responsible use of crop protection products. Syngenta also supports the Food and Agriculture Organization (FAO)'s International Code of Conduct on Pesticide Management and integrates its principles into Syngenta's stewardship programs.

Actions

Syngenta's commitment to safety starts at the initial stages of the product lifecycle, prior to any market introduction. Syngenta conducts human and environmental risk assessments throughout the research and development process, from concept through to final use. Safety assessments address risks to product users and food and feed consumers, as well as potential impacts on soil, water, air, flora and fauna. Regulatory approval is sought once Syngenta can demonstrate that products are safe for users, the environment, crops and consumers. As part of its R&D activities, Syngenta develops application technologies such as specialized

nozzles and closed application systems to help ensure correct product application to minimize the impact to operators and the environment. Training and capacity building are central to Syngenta's stewardship efforts. Syngenta provides farm workers, including farm owners, farm employees, product distributors and other stakeholders, with training on application, handling and disposal of crop protection products to help mitigate risks of misuse. Syngenta employs communication methods, including but not limited to picture-based materials, live demonstrations and broadcast media programs to ensure training is accessible to users. Syngenta also provides information to growers through the online platform Pesticidewise. Safety data sheets and product labels provide information on hazards, safe handling, application instructions and emergency response in line with applicable regulatory requirements.

Engagement

Syngenta Group Code of Conduct establishes the principles that determine how the Group engages with its key stakeholders, including end-users. Syngenta is committed to open dialogue and information sharing and works closely with customers, end-users, contractors and other key stakeholders to help ensure proper and responsible use of our products and understanding of the precautionary measures that apply throughout the product life cycle.

Incident reporting

Syngenta has processes and communication channels to enable customers and end-users to raise concerns or report incidents. Safety data sheets and product labels include emergency contact details, enabling users to seek assistance if needed.

Syngenta collects information on incidents from multiple sources including poison information centers, hospitals, governments and own employees via Syngenta's incident database, AIDA. The information collected from reported incidents helps improve stewardship programs, provides information for regulatory submission dossiers and enables a process of continuous improvement.

Metrics and targets

Under Syngenta Group's sustainability priority "Higher yields, lower impact," Syngenta is committed to increasing agricultural productivity while minimizing negative impacts on human health and the environment. This priority focuses on developing more sustainable technologies and increasingly targeted crop protection solutions that deliver enhanced benefits for nature, customers and end-users, while helping ensure products are applied correctly and responsibly to aid farmers in protecting yields. Syngenta actively contributes to this Group priority and its associated targets and ambitions, in particular the Group's target to train 17 million farm workers per year by 2030 on the safe and responsible use of crop protection products.

4. Governance disclosures

4.1 Business conduct

Maintaining a culture of ethics and integrity is essential to sustainable business success. By fostering a culture of doing the right thing, Syngenta strives to earn recognition as a responsible and trusted partner at every level — from farmers, governments and research institutions to employees, partners, suppliers and the broader society.

Syngenta's commitment to ethics and integrity is embedded in the Syngenta Group Code of Conduct. The Code integrates social, environmental and ethical responsibilities into all aspects of the business and defines the values and behaviors expected of leaders and employees. It applies to all Syngenta Group companies, including Syngenta AG and serves as a valuable reference to support employees' responsible decision-making in their daily activities.

This Code is supported by a suite of global policies, including the Conflicts of Interest Policy, which requires employees to disclose any actual, potential or perceived conflicts; the Anti-Bribery Policy, which prohibits bribery and improper inducements; the Anti-Fraud Policy, which prohibits fraudulent activities and mandates prompt reporting of suspected incidents; and the Competition Law Policy, which ensure fair and lawful market practices. These policies are reviewed regularly to ensure they remain robust and relevant.

The Syngenta Group Ethics and Compliance Board oversees policies and standards, as well as the implementation of the compliance framework. The Head Group Compliance and Risk Management, supported by the Compliance team, develops and monitors the Global Compliance Framework. Management is responsible for implementing the Global Framework and managing compliance risks across operations, with the support of the Legal team and a network of Ethics Champions.

Every year, all Syngenta employees, including the Global Leadership Team, are required to confirm their commitment to the *Code of Conduct*. This is done online by signing statements related to the *Code of Conduct* and relevant policies. In addition, all new joiners are required to complete mandatory e-learning modules on the *Code of Conduct* and other key compliance topics, including anti-bribery and corruption, competition law, cybersecurity, artificial intelligence, respectful workplace and conflicts of interest.

All employees must avoid conflicts of interest when conducting business in line with the *Conflicts of Interest Policy*. A conflict may arise when an employee or someone closely related to them, receives a direct or indirect personal or improper benefit as a result of the employee’s role at Syngenta. Any actual, potential or perceived conflict of interest must be disclosed to the employee’s line manager, who evaluates the situation and takes appropriate action to ensure compliance. When uncertainty exists, managers are expected to consult with the HR or Legal teams to ensure proper handling.

Managers and employees regularly participate in Ethics Shares. In these sessions, managers discuss relevant compliance topics with their teams and encourage people to speak up if they have questions or concerns. A library of anonymized, real-life cases from Syngenta helps facilitate these discussions and embed the learnings within the organization.

The Compliance Resource Center on the Syngenta intranet provides practical tools and materials to help employees identify and manage common compliance risks and ethical dilemmas. Resources such as the How Matters Guides, available in all commonly used languages at Syngenta, translate key ethical policies into simple lists of "Do’s and Don’ts" for easy reference in daily work.

High standards of ethics and integrity also apply to Syngenta’s procurement activities. The *Supplier Code of Conduct* sets clear expectations for labor practices, business ethics and Health, Safety and Environment for all parties supplying products or services to Syngenta or acting on its behalf. Syngenta employees engaging with suppliers are expected to ensure compliance with these standards. Supplier conduct is monitored through regular risk assessments and audits, helping to identify and address potential risks in the value chain.

Whistleblower protection and channels to raise concerns

Syngenta has established formal mechanisms that enable employees and external stakeholders to raise concerns or report suspected misconduct without fear of retaliation. Employees are encouraged to speak up by contacting their line manager, HR, Compliance or Legal teams or by using the Compliance Helpline. The

Compliance Helpline is managed by an independent third party, is available online and by phone 24/7 in 24 languages and allows concerns to be reported anonymously.

All reported concerns are assessed in line with defined investigation procedures that emphasize objectivity, independence, fair treatment of all parties and compliance with applicable laws. Where violations are substantiated, appropriate corrective or disciplinary actions are taken. Syngenta strictly prohibits retaliation against individuals who raise concerns in good faith. Access to the Compliance Helpline and speak-up mechanisms is communicated through the Syngenta Group Code of Conduct and related policies and advertised to employees via the intranet and local posters, reinforcing a culture of integrity, accountability and transparency across the organization.

Metrics, performance and targets

Syngenta aims for 100 percent completion of compliance onboarding training and the annual Code of Conduct commitment process.

Syngenta reports on the number and percentage (rate) of employees who confirm their commitment to uphold its Code of Conduct and key compliance policies. Completing the annual Code of Conduct commitment process is mandatory for all employees assigned a dedicated computer, as well as for the Global Leadership Team.

The company reports on the percentage of new hires (permanent employees) completing the compliance onboarding training.

Reports of concerns about possible wrongdoing, including cases of bribery and corruption, are received through various channels, including the Compliance Helpline, which is managed by Group Compliance. Syngenta also reports the number of substantiated bribery and corruption cases, as part of its commitment to transparency and continuous improvement in business conduct.

Reporting period: January 1 – December 31	**2025**	2024	2023
Corporate conduct			
Employees submitting Code of Conduct commitment	**99.7%**	100%	100%
New hires completing compliance onboarding training	**99.5%**	97.4%	92.7%
Concerns reported	**623**	613	589
of which: substantiated cases of bribery and corruption	**1**	2	3

In 2025, 99.7 percent of employees in scope submitted their Code of Conduct commitment, demonstrating continued high engagement with the Code of Conduct commitment process.

The rate of new hires who completed the compliance onboarding training increased by 2.1 percentage points to 99.5 percent, reflecting robust onboarding processes. The training comprises five ethical compliance topics: Code of Conduct, anti-bribery and corruption, competition law, conflicts of interest and respectful workplace.

Syngenta AG recorded 623 compliance-related cases in 2025, representing a 1.6 percent increase over the previous year. This modest increase likely indicates stabilized speak-up with total reports per 100 employees in line with the internal benchmark. It reflects the continued focus on ethical behavior and maintaining a respectful workplace environment. The Ethics Champion Network continues to expand and mature, with more than 200 Ethics Champions actively engaged across the organization, providing accessible in-person consultations on compliance and ethics matters and further strengthening engagement in remote locations.

4.2 Responsible lobbying

Syngenta actively contributes to discussions on a variety of relevant topics. It engages on issues that may advance sustainable agriculture, support its customers, partners, wider industry and improve agricultural systems and communities.

Syngenta is guided by the *Syngenta Group Code of Conduct* (principles 8 and 9) in its lobbying activities. The *Responsible Lobbying Policy* builds on the Code of Conduct and provides the global framework for team outreach, ensuring consistency, transparency and integrity across the organization. As an organization committed to collaboration, Syngenta aims to build trust among external stakeholders in its business. The policy outlines expected behavior related to lobbying and political contributions.

Syngenta conducts lobbying activities in compliance with the law and is guided by honesty, respect and transparency. These principles apply to both lobbying activities conducted directly by Syngenta and to those carried out on its behalf by external agencies or industry associations.

Syngenta actively seeks to participate in discussions and engage in open dialogue with other parties operating in or close to the agricultural sector. It does so mainly through industry associations such as CropLife International (CLI) and the International Seed Federation. Syngenta also engages directly, for example, through participation in events, involvement in working groups and responses to consultations to share the company's expertise. Key topics of engagement include social, farming and business matters. Syngenta shares its views on new developments through its policy positions and invites others to join the discussion.

Syngenta does not make any corporate political contributions to political parties, politicians or candidates for political office, with the exception of political contributions in the US. Political contributions in the US are made in line with federal, state and local laws and regulations and in compliance with our US Lobbying Policy. These political contributions in the US are made by the company where legally permissible or by the Syngenta Political Action Committee (PAC), which is wholly funded by voluntary contributions from full-time employees and Board members with US citizenship or permanent resident alien status and is governed by a US Board of Directors consisting of employees who are members of the PAC.

Syngenta reports lobbying expenditures and political contributions as required by law. In the US, for instance, all political contributions and lobbying expenditures and activities are reported to the applicable federal or state government. These reports are available online. In the EU, the company discloses political activities and contributions through the EU Transparency Register website.

For related information in this report, see Strategy, business model and value chain and Engaging with stakeholders.

5. Entity-specific disclosures

5.1 Innovation in Agriculture

Agriculture is increasingly affected by climate change, biodiversity loss, soil erosion and evolving consumer expectations. Innovation is essential to address these challenges in ways that sustainably benefit growers, consumers and the environment. Agricultural innovation enables growers to use resources, such as water, soil and agricultural inputs, more efficiently and achieve higher crop productivity and quality while reducing agriculture's impact on natural ecosystems. This also improves food availability by reducing losses from pests, disease and extreme weather and increases efficiencies along the food value chain. To enable this, Syngenta is advancing research, digital technologies and access to integrated agricultural solutions.

Sustainability considerations are systematically integrated into decision-making through the Sustainability Investment Criteria and the Sustainability Functional Guidance for Crop Protection (CP) research and development (R&D) processes, supporting the delivery of new solutions with clear and measurable environmental and social benefits. The Sustainability Investment Criteria applies a five-step assessment process to direct investments to projects that offer a clearly differentiated sustainability benefit or to breakthrough technologies that enable a step change in sustainability. The Sustainability Functional Guidance provides the key functional activities that must be undertaken by all parts of the organization involved in new active ingredient R&D programs.

Through its R&D programs, Syngenta delivers a portfolio of products, services and digital tools that enable farmers to adopt regenerative practices. Syngenta develops crop protection products that require lower application rates while delivering greater efficacy, helping farmers protect yields while reducing environmental impact. For example, herbicides can help growers adopt conservation tillage, retaining plant roots in the soil to improve soil structure, reduce compaction and enhance organic matter. Syngenta also focuses on producing high-performing seeds adapted to the changing climate conditions and capable of overcoming resistant pests and diseases. Improving the efficiency and productivity of food production systems through better soil management and crop technologies may also help reduce greenhouse gas emissions.

Syngenta's biologicals offer farmers additional, nature-inspired solutions to manage pests and diseases, address abiotic stresses and enhance nutrient use efficiency and soil health. Its digital solutions aim to improve yields and profitability for farmers through precise, data-driven crop protection and seeding prescriptions.

Through active engagement with external stakeholders, Syngenta works to strengthen its value proposition, align with evolving societal and market needs and build stronger collaboration with partners along the value chain.

Metrics, performance and targets

Syngenta established a quantitative, time-bound target to accelerate innovation for farmers and nature by investing USD 2 billion in breakthrough sustainable and regenerative innovation by the end of 2025. This target was met, with cumulative investment since 2020 reaching USD 2.07 billion. Through this commitment, Syngenta worked to further improve how crops are grown and protected and collaborated with partners to find solutions that address interconnected environmental, societal and economic challenges.

Qualifying investments contributed to breakthrough outcomes in line with Syngenta's Sustainability Investment Criteria, such as enhancing crop quality and nutritional value, improving climate resilience or adaptation, improving soil structure and reducing erosion, increasing water-use efficiency, minimizing pesticide residue levels, enabling carbon sequestration or reducing Syngenta's carbon footprint.

Progress toward the target was measured through Investment in sustainable agriculture breakthroughs, defined as the amount of investment directed toward products, services, programs, partnerships and capital expenditures that offer a clearly differentiated sustainability benefit as outlined in the Sustainability Investment Criteria. The total reported represents the cumulative investment in five categories: Crop Protection R&D, Seeds R&D, operations, in-country projects (i.e., regenerative agriculture projects) and other investments (e.g., mergers and acquisitions, joint ventures, partnerships and other initiatives).

Reporting period: January 1 – December 31	**2025**	2024	2023
Innovation in agriculture			
Investment in sustainable agriculture breakthroughs (USD million)	**218**	254	273

In 2025, Syngenta invested USD 218 million in sustainable agriculture breakthroughs, bringing cumulative investment since 2020 to USD 2.07 billion, surpassing its target of USD 2 billion investment in sustainable agriculture breakthroughs. Over 92 percent of the investment was directed to Syngenta Crop Protection and Seeds R&D, with the remainder primarily allocated to venture capital, mergers and acquisitions, as well as operations-based investments.

5.2 Portfolio Sustainability Framework

Syngenta Group developed a Portfolio Sustainability Framework (PSF) to provide increased transparency to external stakeholders on the ongoing sustainability profile of the portfolio and capture internal progress on portfolio sustainability.

Implementation of the PSF started in 2024 with the Syngenta Crop Protection business unit. This was complemented with the addition of Syngenta Seeds Field Crops in 2025. The PSF covers 58 percent of Syngenta Group sales, which includes 94 percent of total Syngenta AG sales, 100 percent of crop protection sales from Syngenta (Shanghai) Crop Protection Technology Company Limited and 100 percent of seed field crop sales from Sanbei Seeds Co., Ltd. The remaining Syngenta AG sales are from the Syngenta Vegetable Seeds and Flowers businesses, currently not in scope for the PSF. Adaptation and implementation across additional Syngenta Group business units is considered going forward.

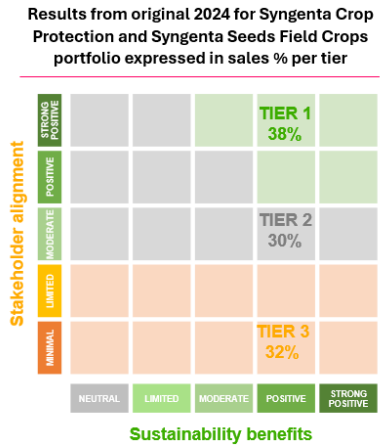
The PSF methodology is outlined in the Portfolio Sustainability Framework handbook available on the Syngenta Group website. The PSF is a scalable and data-driven framework, designed to rate a given formulated product or seed variety for a specific crop and geography.

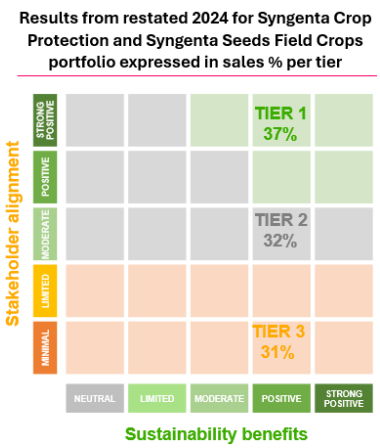
The PSF was developed considering characteristics and requirements specific to the sector, inspired by the Portfolio Sustainability Assessment guidelines set forth by the World Business Council for Sustainable Development (WBCSD), a framework widely embraced by many chemical companies, reporting tangible business benefits and progress.

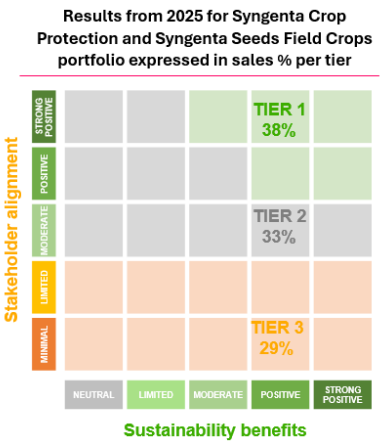
To ensure methodological rigor, the overall methodology and a sample of products undergo annual review by external consultants, Arthur D. Little (ADL). ADL was one of the co-authors of the WBCSD Portfolio Sustainability Assessment methodology published in 2018.

Measuring what matters

Consistent with 2024, the 2025 Syngenta PSF results reflect a combined profile capturing both the Syngenta Crop Protection and Syngenta Seeds Field Crops portfolios. The 2024 combined PSF profile was restated to capture additional sustainability benefits and refined estimates, including updates related to carbon emissions.







The improvement in the PSF profile year over year is driven by an increased proportion of sales from our innovation and biologicals portfolio and an improvement in carbon intensity.

Syngenta AG divested the Chinese crop protection and seed entities at the end 2024 to other Syngenta Group legal entities. To preserve comparability and PSF coverage across the Group, both the Chinese crop protection and seeds field crop sales are included in the 2025 combined profile. The 2025 portfolio for Syngenta AG only is Tier 1 38 percent, Tier 2 32 percent and Tier 3 30 percent.

As the framework becomes further embedded into the business strategy, data quality will continue to be refined and additional sustainability benefits are expected to be captured.

Target

Based on current business plans, Syngenta Group expects the proportion of tier 1 products in the Syngenta Crop Protection portfolio to reach 43 percent by 2030.

This target is based on the expected launch of new active ingredients, improvements in product mixes, new products with lower dose rates and reduction of key product carbon footprints, particularly for the Group's proprietary compounds. All of which aligns the Group's growth and investment strategy with external stakeholder expectations, including consideration of future regulatory requirements and secondary value chain standards. The development of differentiated sustainability benefits offers further growth opportunities.

Syngenta Group's internal decision criteria give overall preference to parameters that typically lead to products with higher tier positioning in the PSF. New active ingredients introduced or planned for introduction between 2022-2030 are positioned in the top tiers. The Group's approach to sustainability is in line with its business targets, with higher tier products often being more profitable overall. Syngenta aims to set targets for the combined Crop Protection and Seeds Field Crops portfolio in the second half of 2026 after the first year of including Seeds Field Crops.

Arthur D. Little's audit statement regarding Syngenta's Portfolio Sustainability Framework (PSF) methodology and results for CP and Seeds Field Crops

Audit Statement

Arthur D. Little conducted an independent audit of Syngenta's Portfolio Sustainability Framework (PSF), reviewing the methodology and results for 2025, as well as the restated 2024 results, in both Crop Protection (CP) and Field Crops Seeds. The review covered sustainability KPIs, the scoring mechanism, and the PSF tool implementation.

The audit confirmed that Syngenta's PSF is a robust, transparent, and well-balanced methodology tailored to the agricultural inputs industry, adhering to the principles of the WBCSD PSA framework while accounting for sector-specific differences. The framework supports portfolio steering and credible sustainability reporting, ensuring that products with minimal or limited stakeholder alignment are automatically excluded from Tier 1 classification.

In 2025, Syngenta improved data quality and refined its methodology, enhancing accuracy and reliability. Arthur D. Little reviewed and validated these amendments, finding that the updated PSF resulted in consistent, verifiable, and data-driven assessments.

The PSF's quantitative scoring approach covers carbon footprint, ecology scores, crop yield resilience, and additional sustainability benefits, leveraging credible external sources and internationally accepted standards. Sustainability benefits within the PSF follow a similar approach as downstream sustainability signals in the WBCSD PSA, requiring them to be direct, measurable, and significant.

A limited sample review confirmed that PSF scores were applied in accordance with the methodology.

Arthur D. Little recognizes the framework's strengths and has provided recommendations for further enhancement.

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Note: Arthur D. Little has not validated the calculations of underlying data of the PSF signals (e.g., pest pressure, traits, seed treatment, carbon footprint, EIQ, second CO_2 scale normalization factor calculation, or regenerative agriculture practices) and PAC chemical composition (e.g., active ingredient composition, product label database)

6. Appendices

6.1 Non-financial performance summary

The data provided in this section is for the Syngenta AG group. Relevant information about changes in KPI definitions, reporting periods and data collection processes or restatements is included in the Notes to the non-financial performance summary.

The general basis of preparation and the specific circumstances considered for this ESG Report are provided in the Non-financial reporting approach. A detailed description of the definitions, scope, methodology and assumptions for calculating and reporting the selected KPIs is provided in the Reporting Scope and Methodology: ESG Report 2025 document available on the Syngenta website alongside this report.

The Non-financial performance summary combines the performance data presented in the Environmental, Social, Governance and Entity-specific disclosures sections of this report. KPMG AG has issued a limited assurance report on Syngenta's selected sustainability information, provided under Independent limited assurance report.

The Non-financial performance summary was approved by the Board of Directors of Syngenta AG on April 24, 2026 for publication on April 30, 2026.

Environmental disclosures: GHG emissions

Reporting period: January 1 – December 31	2025	2024	2023	2022	
Greenhouse gas emissions: Absolute emissions					1
Absolute emissions from Scope 1+2 sources					
Emissions (000s tonnes CO_2e)	**476**	477	498	618	
Change since 2022 baseline	**-23%**	-23%	-19%	-	2
Absolute emissions from Scope 3.1 sources (excl. trading activities)					
Emissions (000 tonnes CO_2e)	**9,322**	8,401	9,650	13,381	
Change since 2022 baseline	**-30%**	-37%	-28%	-	
Absolute emissions from Scope 3 sources					
Emissions (000s tonnes CO_2e)	**13,102**	12,157	13,643	18,385	
Absolute emissions from Scope 1+2+3 sources					
Emissions (000s tonnes CO_2e)	**13,578**	12,634	14,141	19,003	
Total Scope 1 emissions (000s tonnes CO_2e)	**340**	328	331	347	3
Own operations	**229**	226	233	254	
Company vehicles	**111**	102	98	93	
Total Scope 2 emissions (000s tonnes CO_2e)	**136**	149	167	271	
Total Scope 3 emissions (000s tonnes CO2e)	**13,102**	12,157	13,643	18,385	
Scope 3 emissions: trading activities	**2,556**	2,383	2,526	3,328	4, 5
Total Scope 3 emissions by category (excl. trading activities)	**10,546**	9,774	11,117	15,057	
Cat. 3.1 Purchased goods and services	**9,322**	8,401	9,650	13,381	
Cat. 3.2 Capital goods	**171**	170	204	196	
Cat. 3.3 Fuel- and energy-related activities	**93**	94	98	111	
Cat. 3.4 Upstream transportation and distribution	**281**	332	309	469	
Cat. 3.5 Waste generated in operations	**62**	61	52	47	
Cat. 3.10 Processing of sold products	**616**	716	804	853	

Reporting period: January 1 – December 31	2025	2024	2023	
Greenhouse gas emissions: Intensity-based				6
Intensity-based emissions from Scope 1+2+3 sources				
Emissions intensity (g CO_2e/USD sales)	**799**	744	737	
Intensity-based emissions from Scope 1+2 sources				
Emissions intensity (g CO_2e/USD sales)	**28**	28	26	
Intensity-based emissions from Scope 3 sources				
Emissions intensity (g CO_2e/USD sales)	**770**	716	710	

Environmental disclosures: Other GHG emissions not included in Scope 1 emissions

Reporting period: January 1 – December 31	2025	2024	2023	2022
Other GHG emissions not included in Scope 1 emissions				
Total emissions from ozone-depleting substances (000s tonnes CO_2e)	**2**	11	20	76
Chlorofluorocarbons (CFCs)	**0**	5	18	72
Chlorocarbons and Hydrochlorocarbons	**2**	5	1	1
Other ozone-depleting substances	**0**	1	1	2

Environmental disclosures: Energy

Reporting period: January 1 – December 31	2025	2024	2023	
Energy				7
Total energy intensity (MJ/USD sales)	**0.42**	0.50	0.44	
Total energy (TJ)	**7,117**	8,556	8,413	8
of which: renewable energy consumed	**23%**	23%	18%	
Consumption of fuel (TJ)	**4,003**	5,067	4,851	
Biomass	**151**	249	321	
Oil	**104**	200	222	
Gas	**3,083**	3,831	3,505	
Other non-renewable fuel	**665**	787	803	
Consumption of purchased or acquired energy (TJ)	**3,124**	3,511	3,564	
Electricity	**2,137**	2,365	2,343	
of which: renewable electricity	**66%**	55%	51%	
Steam	**982**	1,141	1,217	
of which: renewable steam	**0%**	0%	0%	
Other	**5**	5	4	
of which: other renewable energy	**0%**	0%	0%	
Consumption of self-generated non-fuel renewable energy (TJ)	**43**	42	34	
Geothermal	**20**	21	22	
Solar	**23**	21	12	

Environmental disclosures: Pollution

Reporting period: January 1 – December 31	2025	2024	2023	
Air emissions				9, 10
Air emissions intensity (g/USD sales)	**0.052**	0.067	0.051	
Air emissions (tonnes)	**881**	1,137	988	
Nitrogen oxides (NO_x)	**485**	470	456	
Sulphur oxides (SO_x)	**9**	5	7	
Non-methane Volatile Organic Compounds (VOCs)	**237**	272	241	
Particulate matter	**141**	384	278	
Ammonia (NH_3)	**5**	4	3	
Acid chloride (HCl)	**4**	3	3	

Environmental disclosures: Water management

Reporting period: January 1 – December 31	2025	2024	2023	
Water				10
Water usage intensity from own operations (liters/USD sales)	**1.9**	2.1	1.8	
Water usage from own operations (million cubic meters)	**32.7**	35.5	34.1	11
Origin of water withdrawn:				
Surface fresh water	**4.4**	5.4	4.8	
Groundwater	**8.8**	9.5	9.5	
Water obtained from a third party	**19.6**	20.6	19.8	
Wastewater effluents				10
Industrial wastewater discharge intensity (liters/USD sales)	**0.56**	0.60	0.55	
Industrial wastewater discharge (million cubic meters)	**9.5**	10.2	10.5	
Direct discharge of uncontaminated cooling water (million cubic meters)	**19.5**	19.6	17.5	
Total on-site treated wastewater (million cubic meters)	**5.2**	5.6	5.1	
Primary treatment	**2.2**	2.5	1.9	
Secondary treatment	**0.1**	0.1	0.3	
Tertiary treatment	**3.0**	2.9	2.9	
Discharge to the environment without treatment (million cubic meters)	**3.5**	3.8	2.9	
Discharge to a third party without treatment (million cubic meters)	**18.6**	19.1	19.8	
Other routes or treatment types (million cubic meters)	**0.2**	0.2	0.0	

Environmental disclosures: Waste management

Reporting period: January 1 – December 31	2025	2024	2023	
Waste				10
Total waste intensity from own operations (g/USD sales)	**20.0**	23.7	18.1	
Total waste from own operations (000s tonnes)	**340**	402	347	
Hazardous waste intensity from own operations (g/USD sales)	**11.8**	13.2	10.0	
Hazardous waste from own operations (000s tonnes)	**201**	225	192	
Recycled and re-used	**38**	46	56	
Incinerated	**130**	144	109	
Landfill	**11**	10	10	
Other	**22**	25	17	
Non-hazardous waste intensity from own operations (g/USD sales)	**8.2**	10.4	8.1	
Non-hazardous waste from own operations (000s tonnes)	**139**	177	155	
Recycled and re-used	**69**	81	80	
Incinerated	**21**	34	19	
Landfill	**45**	54	51	
Other	**4**	9	5	

Social disclosures: Own workforce

Reporting period: January 1 – December 31	**2025**	2024	2023	
Workforce characteristics				12
Permanent employees	**30,212**	30,625	33,813	13, 14
by region:				
Europe, Africa and Middle East	**13,116**	13,182	13,627	
North America	**4,198**	4,508	4,691	
Latin America	**6,453**	6,567	7,429	
Asia Pacific	**6,445**	6,369	8,066	
by gender:				
Female	**9,915**	10,038	10,874	
Male	**20,202**	20,489	22,828	
Other or undeclared	**95**	99	111	15
Temporary employees	**2,899**	3,031	3,384	13, 14
by region:				
Europe, Africa and Middle East	**531**	539	659	
North America	**17**	18	37	
Latin America	**2,068**	2,236	2,431	
Asia Pacific	**283**	239	257	
by gender:				
Female	**615**	596	847	
Male	**778**	716	1,100	
Other or undeclared	**1,506**	1,719	1,437	15
Part-time employees	**1,020**	993	990	16
by region:				
Europe, Africa and Middle East	**986**	956	950	
North America	**10**	9	11	
Latin America	**0**	0	0	
Asia Pacific	**24**	28	29	
by gender:				
Female	**747**	740	750	
Male	**273**	252	239	
Other or undeclared	**0**	1	1	15
Turnover rate (%)	**11.7%**	14.4%	9.8%	16, 17
Female	**11.7%**	13.1%	9.8%	
Male	**11.6%**	15.0%	9.9%	
Other or undeclared	**28.4%**	13.1%	9.0%	15
Percentage of female employees				18
All employees	**33.4%**	33.3%	32.8%	
Management roles	**29.2%**	28.1%	28.0%	
Senior management	**22.5%**	21.5%	20.9%	19

Social disclosures: Own workforce

Reporting period: January 1 – December 31	**2025**	2024	2023	
Health and safety				20, 21
Lost time injury rate (LTIR) per 200,000 hours	**0.18**	0.18	-	22
Recordable injury and illness rate (IIR) per 200,000 hours	**0.27**	0.31	0.25	
Recordable injury rate per 200,000 hours	**0.27**	0.31	0.23	
by contractual relationship:				
Own employees	**0.23**	0.29	0.23	
Directly supervised contractors	**0.34**	0.34	0.23	
Cases of recordable injuries	**135**	172	130	
by contractual relationship:				
Own employees	**84**	119	96	
Directly supervised contractors	**51**	53	34	
of which: Serious injuries or fatalities (SIF)	**1**	30	3	23
Recordable occupational illness rate per 200,000 hours	**0.0079**	0.0036	0.0212	
by contractual relationship:				
Own employees	**0.0083**	0.0025	0.0143	
Directly supervised contractors	**0.0067**	0.0064	0.0412	
Cases of recordable occupational illness	**4**	2	12	
Own employees	**3**	1	6	
Directly supervised contractors	**1**	1	6	
Recordable fatalities	**0**	0	1	
Fatalities due to injuries	**0**	0	1	
Own employees	**0**	0	1	
Directly supervised contractors	**0**	0	0	
Fatalities due to occupational illness	**0**	0	0	
Own employees	**0**	0	0	
Directly supervised contractors	**0**	0	0	

Reporting period: January 1 – December 31	**2025**	2024	2023	
Road and process safety				
Critical events:				
Recordable motor vehicle injury rate per million kilometers	**0.18**	0.25	0.14	23, 24
Recordable motor vehicle injuries	**87**	110	59	23, 24
Medium and high process safety events rate per 200,000 hours	**0.15**	0.11	0.12	23, 25
Medium and high severity process safety events	**74**	64	70	23, 26
Process safety incident severity rate (PSISR)	**0.16**	0.15	0.19	27
High-severity environmental events	**3**	1	4	23, 28

Social disclosures: Workers in the value chain

Reporting period: January 1 – December 31	2025	2024	2023	
Supplier sustainability and fair labor programs				
Coverage of Syngenta Fair Labor Program				
Syngenta seed production countries (%)	**95%**	95%	97%	
Coverage of Supply Chain Due Diligence Program				
Chemical suppliers	**90%**	94%	93%	29
Formulation, fill and pack tollers (%)	**77%**	83%	80%	29
Packaging manufacturers (%)	**85%**	95%	68%	
Logistics service providers (%)	**73%**	77%	-	
Commercial flower farms with valid GlobalG.A.P. certification (%)	**83%**	91%	94%	
Commercial flower farms with valid social assessment or certification (%)	**67%**	100%	100%	30

Social disclosures: Community engagement

Reporting period: January 1 – December 31	2025	2024	2023
Community engagement			
Corporate community investment (USD million)	**3.7**	21.0	24.8

Governance disclosures: Business conduct

Reporting period: January 1 – December 31	2025	2024	2023	
Corporate conduct				
Employees submitting Code of Conduct commitment (%)	**99.7%**	100%	100%	31
New hires completing compliance onboarding training (%)	**99.5%**	97.4%	92.7%	16
Concerns reported	**623**	613	589	23
of which: substantiated cases of bribery and corruption	**1**	2	3	

Entity-specific disclosures: Innovation in agriculture

Reporting period: January 1 – December 31	2025	2024	2023
Innovation in agriculture			
Investment in sustainable agriculture breakthroughs (USD million)	**218**	254	273

Notes to the non-financial performance summary

[1] Scope 1, 2 and 3 GHG emissions have been restated for 2022-2024 due to improved data collection and calculation methods.

[2] Starting in 2025, Syngenta reports the percentage reduction in absolute GHG emissions for Scope 1 and 2 and Scope 3.1 toward its 2030 target, against a 2022 baseline.

[3] Scope 1 emissions reported exclude emissions from biomass combustion in line with the GHG protocol. In 2025, the emissions from biomass combustion were 0.28k CO2e.

[4] In the prior year, trading activities were referred to as “barter activities.” It was subsequently clarified that barter activities represent a subset of trading activities and are excluded from the Scope 3 emissions from trading activities.

[5] Scope 3 emissions from trading activities only pertain to Scope 3.1 Purchases goods and services and Scope 3.4 Upstream transportation and distribution.

[6] The intensity figures include trading activities and are calculated based on FY25 sales. Sales remained stable compared with 2024.

[7] Energy data was not restated to reflect the changes to the reporting boundaries applied to the GHG emissions figures. If the prior year data were recalculated to align with the changes to GHG emission figures, the decrease in energy consumption would have been around 1 percent.

[8] Total energy consumption is reported net of electricity generated on-site and sold to third-parties, and therefore, it may not add up to the sum of sub-categories.

[9] Year-on-year values are not directly comparable as a result of improved air emissions monitoring and data collection methodologies at certain sites.

[10] Air emissions, water, wastewater and waste data were not restated to reflect the changes to the reporting boundaries applied to the GHG emissions figures.

[11] Water usage refers to water withdrawal.

[12] 2024 and 2025 data exclude non-core entities and organizational unit ‘China’ due to a change in reporting data source and to avoid duplication with the Syngenta Group China business unit.

[13] Reported in full-time equivalents (FTEs).

[14] Permanent employees have a regular or regular fixed-term contract. Temporary employees have a temporary contract or are part of an internship or an apprenticeship program. Regular-fixed term employees in France are reported as temporary.

[15] This includes employees who chose not to disclose their gender.

[16] Only permanent employees are in scope of these KPIs.

[17] Includes all leavers, voluntary and involuntary.

[18] Percentage of active female permanent employees (headcount) among all employees, in management roles and senior management roles as of December 31.

[19] Leaders in positions at the top four levels of accountability/scope within the organization.

[20] According to the US OSHA definition for injuries and illnesses.

[21] Health and safety data reflects information known as of year-end and may change as additional information becomes available. Prior-year figures have not been subsequently adjusted in the data table.

[22] LTIR was introduced in 2024.

[23] The KPI has been renamed but remains consistent with the prior year.

[24] According to ANSI safety standards for motor vehicular events.

[25] Classification is based on the ANSI/API Recommended Practice (RP) 754 standard and ICCA Responsible Care® definition.

[26] Defined as the number of medium and high actual severity events caused by a loss of primary containment of a chemical or a loss of control of a chemical process.

[27] Based on a scale that reflects the potential impact of the incident on worker safety, the environment or property damage as defined in the ANSI/API RP 754 or ICCA Responsible Care® standards.

[28] High-severity environmental events are those losses to the environment that exceed the threshold quantities for level 1 or level 2 events, as classified according to the ICCA standard, Appendix A.

[29] In 2025, the coverage has changed to include all suppliers globally irrespective of their sustainability risk level, as such figures are not directly comparable to prior years. : All suppliers over the annual spend threshold irrespective of the risk

[30] In 2025, the scope was expanded Syngenta-owned farms to also included third-party farms. As a result, year-on-year figures are not directly comparable.

[31] Percentage is calculated based on employees for whom completion of the Code of Conduct commitment is mandatory.

6.2 Swiss Code of Obligations non-financial reporting content index

The sections referenced in this index constitute the reporting of non-financial matters pursuant to Art. 964b of the Swiss Code of Obligations and covers the due diligence and reporting obligations regarding child labor and conflict minerals pursuant to Art. 964j-l of the Swiss Code of Obligations and the Swiss "Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labor (DDTrO)."

Non-financial topic	Section in this report
Non-financial matters content according to Art. 964b of the Swiss Code of Obligations	
Description of the business model	1.3 Organizational Profile
Environmental matters (incl. CO_2e Goals)	2.1 Climate Change 2.2. Pollution 2.3 Water and wastewater 2.4 Biodiversity and ecosystems 2.5 Waste
Social issues	3.3 Community engagement 3.4 Customers and end-users
Employee-related issues	3.1 Own workforce
Respect for human rights	3.2 Workers in the value chain
Combatting corruption	4.1 Business conduct
Material non-financial risks	1.3 Organizational Profile 1.4 Double materiality assessment
Main performance Indicators	6.1 Non-financial performance summary
References to national, European or international regulations	About this report
Coverage of subsidiaries	About this report
Child labor and conflict minerals disclosures according to Art. 964j-l of the Swiss Code of Obligations and the DDTrO	
Child labor	3.2 Workers in the value chain
Conflict Minerals	3.2 Workers in the value chain

6.3 ESRS Index

This index cross-references each section of the Syngenta AG ESG Report 2025 to the applicable ESRS Set 1 disclosure(s) (Commission Delegated Regulation (EU) 2023/2772). The report is prepared "with reference to" ESRS on a voluntary basis and does not constitute full compliance with the ESRS or the CSRD (Directive 2022/2464/EU).

CHAPTER	ESRS REFERENCE(S)
1. GENERAL DISCLOSURES	
1.1 Non-financial reporting approach	
General basis of preparation	ESRS 2 BP-1
Disclosures in relation to specific circumstances	ESRS 2 BP-2
Risks and controls over non-financial reporting	GOV-5
External assurance	
1.2 Corporate governance	
Syngenta Group governance	ESRS 2 GOV-1, GOV-2
Sustainability governance	ESRS 2 GOV-1, GOV-2
1.3 Organizational profile	
Strategy, business model and value chain	ESRS 2 SBM-1
Syngenta Group sustainability priorities	ESRS 2 SBM-1
Engaging with stakeholders	ESRS 2 SBM-2
Statement on due diligence	ESRS 2 GOV-4
Enterprise risk management	GOV-5
1.4 Double materiality assessment	
Methodology	ESRS 1 Chapter 3, ESRS 2 IRO-1
Material topics and IROs	ESRS 2 SBM-3, IRO-2

CHAPTER	ESRS REFERENCE(S)
2. ENVIRONMENT	
2.1 Climate change	
Climate policy and governance	ESRS E1-2, ESRS 2 MDR-P
Climate targets	ESRS E1-4; ESRS 2 MDR-T
Climate transition plan	ESRS E1-1
Decarbonization strategy and implementation	ESRS E1-3; ESRS 2 MDR-A
Carbon removals	ESRS E1-7
Carbon pricing	ESRS E1-8
Climate risks and opportunities	ESRS 2 IRO-1
Metrics and performance	ESRS E1-6; ESRS 2 MDR-M
Energy consumption and mix	ESRS E1-5
2.2 Pollution	
Policies	ESRS E2-1; ESRS 2 MDR-P
Actions and resources	ESRS E2-2; ESRS 2 MDR-A
Pollutant emissions	ESRS E2-4; ESRS 2 MDR-M
2.3 Water management	
Policies	ESRS E3-1; ESRS 2 MDR-P
Actions and resources	ESRS E3-2; ESRS 2 MDR-A
Metrics and performance	ESRS E3-4; ESRS 2 MDR-M
2.4 Biodiversity and ecosystems	
Strategy and approach	ESRS E4-1
Actions and resources	ESRS E4-3; ESRS 2 MDR-A
2.5 Waste management	
Policies	ESRS E5-1; ESRS 2 MDR-P
Actions and resources	ESRS E5-2; ESRS 2 MDR-A
Metrics and performance	ESRS E5-4; ESRS 2 MDR-M

CHAPTER	ESRS REFERENCE(S)
3. SOCIAL	
3.1 Own workforce	
Policies	ESRS S1-1; ESRS 2 MDR-P
Engagement	ESRS S1-2
Channels to raise concerns	ESRS S1-3
Actions	ESRS S1-4; ESRS 2 MDR-A
Targets	ESRS S1-5; ESRS 2 MDR-T
Workforce characteristics	ESRS S1-6
Collective bargaining	ESRS S1-8
Diversity	ESRS S1-9
Training and development	ESRS S1-13
Health and safety metrics	ESRS S1-14; ESRS 2 MDR-M
Gender pay gap	ESRS S1-16
3.2 Workers in the value chain	
Policies	ESRS S2-1; ESRS 2 MDR-P
Engagement	ESRS S2-2
Channels to raise concerns	ESRS S2-3
Actions	ESRS S2-4; ESRS 2 MDR-A
Metrics, performance and targets	ESRS S2-5; ESRS 2 MDR-T
3.3 Community engagement	
Policies	ESRS S3-1; ESRS 2 MDR-P
Actions	ESRS S3-4; ESRS 2 MDR-A
Engagement	ESRS S3-2
Channels to raise concerns	ESRS S3-3
Metrics, performance and targets	ESRS S3-5; ESRS 2 MDR-T
3.4 Customers and end-users	
Policies	ESRS S4-1; ESRS 2 MDR-P
Actions	ESRS S4-4; ESRS 2 MDR-A
Engagement	ESRS S4-2
Incident reporting	ESRS S4-3
Target	ESRS S4-5

CHAPTER	ESRS REFERENCE(S)
4. GOVERNANCE	
4.1 Business conduct	
Policies and corporate culture	ESRS G1-1; ESRS 2 MDR-P
Supplier relationships	ESRS G1-2
Anti-corruption and anti-bribery	ESRS G1-3; ESRS 2 MDR-A
Metrics, performance and targets	ESRS G1-4; ESRS 2 MDR-M
4.2 Responsible lobbying	
General approach	ESRS G1-5, G1-6

6.4 TCFD Index

The sections referenced in this index comprise Syngenta AG disclosure in accordance with the Swiss Ordinance on Climate Disclosures. This disclosure covers the reporting period from January 1 to December 31, 2025. Syngenta affirms its adherence to the recommendations issued by the Task Force on Climate-related Financial Disclosures (June 2017) and represents that it has undertaken reasonable efforts to ensure that its climate-related disclosures contained herein have been prepared in accordance with the recommendations.

GOVERNANCE	REFERENCE
a) Describe the board's oversight of climate-related risks and opportunities	Chapter 1.2
b) Describe management's role in assessing and managing climate-related risks and opportunities	Chapter 1.2

STRATEGY	REFERENCE
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	Chapter 2.1
b) Describe the impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning	Chapter 2.1
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Chapter 2.1

RISK MANAGEMENT	REFERENCE
a) Describe the organization's processes for identifying and assessing climate-related risks	Chapter 2.1
b) Describe the organization's processes for managing climate-related risks	Chapter 2.1
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Chapters 1.3 and 2.1

METRICS AND TARGETS	REFERENCE
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Chapter 2.1
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	Chapter 2.1
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Chapter 2.1

6.5 GRI Index

Statement of use	Syngenta AG group has reported the information cited in this GRI content index for the period January 1 to December 31, 2025 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

General disclosures	
GRI 2: General Disclosures 2021	
The organization and its reporting practices	**REFERENCE**
2-1 Organizational details	*About this report* *1.3 Organizational profile*
2-2 Entities included in the organization's sustainability reporting	*1.1 Non-financial reporting approach*
2-3 Reporting period, frequency and contact point	*About this report* *1.1 Non-financial reporting approach*
2-4 Restatements of information	*1.1 Non-financial reporting approach* *6.1 Non-financial performance summary*
2-5 External assurance	*6.8 Independent limited assurance report*
Activities and workers	**REFERENCE**
2-6 Activities, value chain and other business relationships	*1.3 Organizational profile*
2-7 Employees	*3.1 Own workforce*
2-8 Workers who are not employees	*3.1 Own workforce*
Governance	**REFERENCE**
2-9 Governance structure and composition	*1.2 Corporate governance*
2-10 Nomination and selection of the highest governance body	*1.2 Corporate governance*
2-11 Chair of the highest governance body	*1.2 Corporate governance*
2-12 Role of the highest governance body in overseeing the management of impacts	*1.2 Corporate governance*
2-13 Delegation of responsibility for managing impacts	*1.2 Corporate governance*
2-14 Role of the highest governance body in sustainability reporting	*1.2 Corporate governance*
2-15 Conflicts of interest	*4.1 Business conduct*
2-16 Communication of critical concerns	*3.2 Workers in the value chain* *4.1 Business conduct*
2-17 Collective knowledge of the highest governance body	*1.2 Corporate governance*
Strategy, policies and practices	**REFERENCE**
2-22 Statement on sustainable development strategy	*1.3 Organizational Profile*
2-23 Policy commitments	*See Notes below*
2-24 Embedding policy commitments	*See Notes below*
2-25 Processes to remediate negative impacts	*See Notes below*
2-26 Mechanisms for seeking advice and raising concerns	*4.1 Business conduct*
2-27 Compliance with laws and regulations	*4.1 Business conduct*
2-28 Membership associations	*1.3 Organizational profile*
Notes:	*2-23 to 2-25: Syngenta discloses a wide range of policy-related information under each topic in this report, including processes to remediate negative impacts.*
Stakeholder engagement	**REFERENCE**
2-29 Approach to stakeholder engagement	*1.3 Organizational Profile*
2-30 Collective bargaining agreements	*3.1 Own workforce*
GRI 3: Material Topics 2021	
Material Topics	**REFERENCE**
3-1 Process to determine material topics	*1.4 Double Materiality Assessment*
3-2 List of material topics	*1.4 Double Materiality Assessment*
3-3 Management of material topics	*See notes below*
Notes:	*3-3 Management of material topics is covered under each material topics*

GRI 102: Climate change 2025	REFERENCE
102-1Transition plan for climate change mitigation	*2.1 Climate change*
102-2 Climate change adaptation plan	*2.1 Climate change*
102-3 Just transition	*3.1 Own workforce*
102-4 GHG emissions reduction targets and progress	*2.1 Climate change*
102-5 Scope 1 GHG emissions	*2.1 Climate change*
102-6 Scope 2 GHG emissions	*2.1 Climate change*
102-7 Scope 3 GHG emissions	*2.1 Climate change*
102-8 GHG emissions intensity	*2.1 Climate change*
102-10 Carbon credits	*2.1 Climate change*
GRI 103: Energy 2025	**REFERENCE**
103-1 Energy policies and commitments	*2.1 Climate change*
103-2 Energy consumption and self-generation within the organization	*2.1 Climate change*
103-4 Energy intensity	*2.1 Climate change*
GRI 305: Emissions 2016	**REFERENCE**
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	*2.2 Pollution*
GRI 101: Biodiversity 2024	**REFERENCE**
101-2 Management of biodiversity impacts	*2.4 Biodiversity and ecosystems*
GRI 401: Employment practices 2016	**REFERENCE**
3-3 Management of material topics	*3.1 Own workforce*
401-1 New employee hires and employee turnover	*3.1 Own workforce*
GRI 403: Occupational health and safety 2018	**REFERENCE**
403-1 Occupational health and safety management system	*3.1 Own workforce*
403-2 Hazard identification, risk assessment, and incident investigation	*3.1 Own workforce*
403-4 Worker participation, consultation, and communication on occupational health and safety	*3.1 Own workforce*
403-5 Worker training on occupational health and safety	*3.1 Own workforce*
403-6 Promotion of worker health	*3.1 Own workforce*
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	*3.1 Own workforce*
403-9 Work-related injuries	*3.1 Own workforce*
403-10 Work-related ill health	*3.1 Own workforce*
GRI 408: Child labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	*3.2 Workers in the value chain*
GRI 414: Supplier assessment 2016	**REFERENCE**
414-1 New suppliers that were screened using social criteria	*3.2 Workers in the value chain*
414-2 Negative social impacts in the supply chain and actions taken	*3.2 Workers in the value chain*
GRI 205: Anti-corruption 2016	**REFERENCE**
205-1 Operations assessed for risks related to corruption	*4.1 Business Conduct*
205-2 Communication and training about anti-corruption policies and procedures	*4.1 Business Conduct*
205-3 Confirmed incidents of corruption and actions taken	*4.1 Business Conduct*
GRI 416: Customer health and safety 2016	**REFERENCE**
416-1 Assessment of the health and safety impacts of product and service categories	*3.4 Customers and end-users*
Agricultural technology	**REFERENCE**
Own Disclosure: Sustainable agriculture breakthroughs	*5.1 Innovation in agriculture*

6.6 SASB Index

The sections referenced below comprise Syngenta AG's disclosure against the Sustainability Accounting Standards Board (SASB) Chemicals Sustainability Accounting Standards (version 2018-10). Reporting period from January 1 to December 31, 2025.

GREENHOUSE GAS EMISSIONS			
CODE	**ACCOUNTING METRIC**	**DISCLOSURE**	**REFERENCE**
RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	PARTIAL	*See Notes*
RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	DISCLOSED	Chapter 2.1
NOTES	Syngenta provides a range of GHG emissions data and supportive narrative on how the company manages these emissions under chapter 2.1 Climate Change of this Report. The following KPI has not been disclosed: *Percentage of Gross global Scope 1 emissions covered under emissions-limiting regulations.*		

AIR QUALITY			
CODE	**ACCOUNTING METRIC**	**DISCLOSURE**	**REFERENCE**
RT-CH-120a.1	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	PARTIAL	*See Notes*
NOTES	Syngenta discloses air emissions in chapter 2.2 Pollution of this Report. The following KPI has not been disclosed: *Hazardous air pollutants (HAPs).*		

ENERGY MANAGEMENT			
CODE	**ACCOUNTING METRIC**	**DISCLOSURE**	**REFERENCE**
RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy - The entity shall discuss its efforts to reduce energy consumption and/or improve energy efficiency throughout the production processes	PARTIAL	*See Notes*
NOTES	Syngenta discloses a range of energy specific KPIs in chapter 2.1 Climate Change of this Report. Furthermore, Syngenta provides supportive narrative on energy reduction initiatives. Syngenta does not disclose the following indicator: *(2) percentage grid electricity.*		

WATER MANAGEMENT			
CODE	**ACCOUNTING METRIC**	**DISCLOSURE**	**REFERENCE**
RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	PARTIAL	*See Notes*
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	NOT DISCLOSED	
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	DISCLOSED	Chapter 2.3
NOTES	Syngenta discloses a number of water-related KPIs in chapter 2.3 Water and wastewater of this Report. Syngenta does not disclose the following indicator: *(2) total water consumed, percentage of each in regions with high or extremely high baseline water stress.*		

HAZARDOUS WASTE MANAGEMENT			
CODE	**ACCOUNTING METRIC**	**DISCLOSURE**	**REFERENCE**
RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled - The entity shall disclose the legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste and the amounts of waste defined in accordance with each applicable framework	PARTIAL	*See Notes*
NOTES	Syngenta discloses hazardous waste generated in Chapter 2.3 of this Report. Syngenta does not disclose the percentage recycled. Hazardous waste is defined according to local legislation. If a definition is not available, sites are encouraged to follow EU or US EPA legislation.		

COMMUNITY RELATIONS			
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	DISCLOSED	Chapter 3.3
NOTES			

WORKFORCE HEALTH AND SAFETY			
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	PARTIAL	*See Notes*
RT-CH-320a.2	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	DISCLOSED	Chapter 3.1
NOTES	Syngenta discloses a number of occupational safety-related KPIs in Chapter 3.1 of this Report. Syngenta provides a breakdown of fatalities in direct employees and contract employees and the overall fatality rate. The fatality rate is not disclosed.		

PRODUCT DESIGN FOR USE-PHASE EFFICIENCY			
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	NOT DISCLOSED	See Notes
NOTES	Syngenta provides supportive narrative and a range of KPIs in Chapter 5.1 *Innovation in agriculture* of this Report but does not disclose revenue from products designed for use-phase resource efficiency.		

SAFETY AND ENVIRONMENTAL STEWARDSHIP OF CHEMICALS			
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	NOT DISCLOSED	
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	PARTIAL	See Notes
NOTES	For information on stewardship, refer to chapter 3.4 Customers and end-users of this Report and the Syngenta Group ESG Report 2025. Syngenta does not disclose the following two indicators: *Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances* or *percentage of such products that have undergone a hazard assessment.*		

GENETICALLY MODIFIED ORGANISMS			
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	NOT DISCLOSED	
NOTES			

MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT			
CODE	**ACCOUNTING METRIC**	**DISCLOSURE**	**REFERENCE**
RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	PARTIAL	*See Notes*
NOTES	Syngenta provides supportive narrative on a number of topics related to the management of the legal and regulatory environment under sections 1.3 Organizational Profile and 4.2 Responsible Lobbying. Syngenta does not provide narrative on specific corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry.		

MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT			
CODE	**ACCOUNTING METRIC**	**DISCLOSURE**	**REFERENCE**
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR) and Process Safety Incident Severity Rate (PSISR) - The entity shall describe incidents with a severity rating of 1 or 2, including their root cause, outcomes and corrective actions implemented in response	DISCLOSED	Chapter 3.1
RT-CH-540a.2	Number of transport incidents - The entity shall describe significant transport incidents, including their root causes, outcomes and corrective actions implemented in response	DISCLOSED	Chapter 3.1
NOTES			

6.7 Notice regarding materiality and double materiality assessment

This report contains a double materiality assessment ("DMA") prepared with an orientation towards the European Sustainability Reporting Standards ("ESRS"). Readers should note that the concept of "materiality" as applied in the DMA section of this report differs in definition, scope and application from the concept of materiality as applied in securities law and capital markets disclosure contexts.

For purposes of this report, a sustainability topic is considered "material" if it meets the thresholds established under the ESRS framework. The designation of a sustainability topic as "material" in the DMA section of this report does not indicate and should not be construed as indicating, that such topic: (i) constitutes a material risk factor for securities disclosure purposes; (ii) is financially material within the meaning of applicable securities laws or regulations; (iii) meets the probability, magnitude or investor-relevance thresholds applicable to material risk factor disclosure under applicable securities laws or regulations; or (iv) is reasonably likely to have a material adverse effect on Syngenta's business, financial condition, results of operations, prospects or the value of its securities.

The criteria employed to identify material topics under the ESRS DMA framework differ substantively from the criteria applied to identify material risk factors for purposes of securities disclosures. Securities law materiality determinations typically require an assessment of, among other factors, the probability of occurrence, the potential severity of financial impact, near-to-medium-term relevance and whether there is a substantial likelihood that a reasonable investor would consider the information important in making an investment decision. The DMA materiality assessment, by contrast, applies specific thresholds and stakeholder engagement processes prescribed under the ESRS framework, which may result in the identification of topics that would not satisfy the foregoing securities law materiality standards.

Accordingly, investors and other stakeholders should refer to the Company's regulatory filings and other disclosure documents prepared in accordance with applicable securities laws for information regarding risks that may be material for purposes of making an investment decision. The sustainability topics identified as material in the DMA section of this report are presented for sustainability reporting purposes only and should not be relied upon as a basis for any investment decision.

6.8 Independent limited assurance report

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Independent limited assurance report on selected sustainability information of Syngenta AG

To the Board of Directors of Syngenta AG, Basel

We have undertaken a limited assurance engagement on the following selected sustainability information (hereinafter "Sustainability Information") in the ESG report (hereinafter "ESG Report 2025") of Syngenta AG and its subsidiaries (hereinafter "Syngenta"):

- Information disclosed in Section 6.1, "Non-financial performance summary" on pages 55 - 60 of the ESG Report 2025, as of and for the year ended December 31, 2025.
- Total Scope 1 emissions, total Scope 2 emissions and total Scope 3 emissions on page 55 of the ESG Report 2025, as of and for the years ended December 31, 2022, 2023 and 2024.
- Other GHG emissions not included in Scope 1 emissions on page 56 of the ESG Report 2025, as of and for the years ended December 31, 2022, 2023 and 2024.

Understanding how Syngenta has Prepared the Sustainability Information
Syngenta prepared the Sustainability Information based on entity-developed criteria, Standards of the Global Reporting Initiative (GRI Standard) and the Greenhouse Gas Protocol, as disclosed in the "Reporting Scope and Methodology: ESG Report 2025" to be published on the website www.esg-reporting.syngenta.com on April 30, 2026 (hereinafter "Reporting Criteria"). Consequently, the Sustainability Information needs to be read and understood together with the Reporting Scope and Methodology: ESG Report 2025.

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

We do not express an assurance conclusion on information in respect of earlier periods, unless otherwise stated, or future looking information included in the ESG Report 2025, information linked from the ESG Report 2025 or any images, tables, graphs or embedded videos.

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

Syngenta's Responsibilities
The Board of Directors of Syngenta AG is responsible for:

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

Our Responsibilities
We are responsible for:

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

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

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

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

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

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

Summary of the Work We Performed as the Basis for Our Assurance Conclusion

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

- evaluation of the design and implementation of systems and processes for the collection, processing, monitoring and validation of the selected Sustainability Information, including the consolidation of data;
- inquiries of Syngenta-level personnel who are responsible for determining and consolidating disclosures and for performing internal controls, including the explanatory notes;
- inspection of selected internal and external documents to determine whether quantitative and qualitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- analytical procedures for the evaluation of data and trends of the quantitative disclosures included in the scope of the limited assurance engagement; and
- assessment of the consistency of the disclosures applicable to Syngenta with the other disclosures and key figures and of the overall presentation of the disclosures through critical reading of the ESG Report 2025.

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

KPMG AG

Artem Chumakov

Charlotte Beglinger

Basel, April 24, 2026

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