



ESG Report

2023

Syngenta AG group

Bringing plant potential to life

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About this report

This document is the Environmental, Social and Governance Report (“ESG Report”) 2023 for **Syngenta AG group**, also referred to as ‘**Syngenta**’ 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 structured to comply with the new Swiss sustainability reporting requirements, set forth in article 964a et seqq. Swiss Code of Obligations and related Ordinances. A Swiss Code of Obligations content index has been included in the Content Indexes chapter.

This ESG report also references the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD) and the Global Reporting Initiative (GRI) through content index tables to meet external stakeholder expectations on transparency.

More detailed information about KPIs, changes in KPI definitions, reporting periods and data collection processes, accounting methodologies, and any restatements are presented in the “Non-financial performance summary” section and throughout the document. A separate document Basis of Preparation: ESG Report 2023, available on the Syngenta AG website, is published alongside this report with more detailed information on definitions, scope and reporting processes relating to the KPIs outlined in this report.

Starting with the FY23 ESG Report, all 2023 data presented in this report covers the period from **January 1 to December 31** to align with the Syngenta AG Financial Report. The reporting period for FY21 and FY22 data included throughout this report remains unchanged and continues to cover the period from October 1 to September 30, unless stated otherwise. No retroactive changes to the FY22 and FY21 data have been performed. The selected non-financial performance indicators aggregated as of and for the twelve months ending December 31, 2023 have been externally assured. No events occurred between December 31, 2023 and the date on which this ESG Report was approved by the Board of Directors of Syngenta AG that would require adjustments to our Non-financial performance summary or other disclosures in this ESG Report.

The publication date of this Syngenta AG group ESG Report 2023 is April 29, 2024.

Should you have any questions, please contact us at: sustainability.syngenta@syngenta.com

1 Organizational profile

1.1 Syngenta Group

Syngenta Group was launched in 2020, when Sinochem Agriculture, ADAMA and Syngenta AG group came together to create Syngenta Group. Syngenta Group Co. Ltd. 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

For more information regarding Syngenta Group corporate governance, including the composition of the Board of Directors, composition of the Committees of the Board and the composition of the Syngenta Group Leadership Team, refer to Syngenta Group's website.

1.2 Syngenta Crop Protection and Syngenta Seeds

Syngenta Crop Protection develops and produces herbicides, insecticides, fungicides, biological controls, and seed treatments that promote strong and healthy plant growth.

Syngenta Seeds offers a broad portfolio of crops, with a particular focus on corn, soybean, sunflower, cereals, and vegetables. Its flower business is active in bedding and pot plants. Syngenta Seeds offers one of the industry's broadest germplasm pools and a strong pipeline of next-generation traits, built through a collaborative, on-farm approach to product development, strong customer focus, and an innovative global research and development program.

1.3 Syngenta AG group

Syngenta AG group covers the following operations of Syngenta Group: Syngenta Crop Protection, Syngenta Seeds and operations of Syngenta AG group, a part of Syngenta Group China. Syngenta AG group delivered USD 19.2 billion in sales in 2023.

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 2023, can be found in Syngenta AG's Financial Report 2023, available on the Syngenta website. For Syngenta Group governance-related matters, including the composition of the Board of Directors, Committees of the Board, and the Syngenta Group Leadership Team, refer to Syngenta Group's website.

1.4 Our business model and stakeholder engagement

Syngenta business model

Syngenta is an ag-tech company 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.

What Syngenta does:

- **Research and development:** crop protection discovery and innovation, advanced seed breeding, and addressing 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 flowers. Syngenta works with many suppliers and toll manufacturers.
- **Commercial:** product management, marketing and sales, as well as distribution. 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, employee engagement, business integrity, and upholding human rights and multi-stakeholder dialogue. Syngenta works with many stakeholders, including but not limited to industry associations, government and regulatory authorities, NGOs and IGOs.

What Syngenta offers:

- **Crop protection:** herbicides, insecticides, fungicides, seed treatment, biologicals, and crop enhancement.
- **Seeds:** seeds and traits.
- **Grower** services and programs, as well as digital agriculture.

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 decent work practices
- Research and knowledge sharing

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

Engaging with stakeholders

Syngenta engages with stakeholders to understand their concerns and expectations, bring its knowledge to relevant discussions and provide its perspective on important issues for Syngenta's business and the industry sector. Syngenta's stakeholders include a wide range of players, such as:

- **Growers:** Syngenta uses satisfaction surveys, and Syngenta teams work directly with farmers to ensure they reap the full benefits of Syngenta's products and services and use them correctly.
- **Industry:** Syngenta engages with peers through industry associations.
- **Capital markets:** Syngenta regularly communicates and meets with investors, bondholders and rating agencies.
- **Non-governmental organizations (NGOs):** Syngenta partners with local, regional and global NGOs.
- **Employees:** Syngenta communicates regularly with employees and uses local workshops and surveys to gauge their views (See [Employee engagement and development](#))
- **Governments:** Syngenta responds to consultations, puts forward its position on relevant issues and engages in dialogue on policies and regulation (See [Responsible lobbying](#))
- **Communities:** Syngenta supports and partners with communities in which it operates (See [Community engagement](#))

Syngenta conducts stakeholder research to understand consumers' perception of topics associated with the agtech industry. Syngenta also performs regular materiality assessments to evaluate stakeholder concerns and expectations (See [Materiality analysis](#)).

Membership associations and organizations

Syngenta engages with different industry associations, membership associations and advocacy organizations relevant to its business activities. The table below lists examples of Syngenta's engagement in such associations and organizations, where Syngenta AG holds a position in the governance body, participates in projects or committees, or provides funding beyond routine membership duties. Syngenta also partners and works closely with NGOs and other civil society organizations and supports a wide range of external initiatives.

<ul style="list-style-type: none"> • British-Swiss Chamber of Commerce • CropLife International • economiesuisse^a • International Chamber of Commerce Switzerland^a • Global Business Initiative on Human Rights^b • GlobalG.A.P. 	<ul style="list-style-type: none"> • Science Based Targets Network • Scienceindustries^a • Sustainable Agriculture Network • Sustainable Food Lab • Swiss Malaria Group • Swiss Society for Phytiatry 	<ul style="list-style-type: none"> • SwissHoldings^a • Swiss-Seed • Swiss-American Chamber of Commerce • Swiss-Chinese Chamber of Commerce • The Sustainability Consortium

For the engagement at the Syngenta Group level, refer to the Syngenta Group ESG Report.

^a Also at Syngenta Group level

^b Discontinued in 2024

2 Non-financial reporting practice

Corporate non-financial information enhances understanding of a company's activities, challenges 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 goals.

Complementary to this ESG Report, Syngenta publishes the “Basis of Preparation: ESG Report 2023” to provide more detailed information on definitions, scope, and reporting processes relating to the performance indicators outlined in the [Disclosures](#) section of this report.

2.1 Internal Controls and External Assurance

Internal controls over non-financial reporting

Syngenta has established internal controls for reporting non-financial information in its ESG Report. The Syngenta Group Board of Directors and management are responsible for establishing and maintaining adequate internal controls over non-financial reporting. Syngenta's internal controls are designed to assure Syngenta Group's Board of Directors and management on the reliability of non-financial reporting and the fair presentation of the information published in the ESG Report's Non-financial performance summary. The Syngenta AG group ESG Report, including the [Non-financial performance summary](#), is reviewed by the Sustainability Committee of the Syngenta Group Board of Directors and approved by the Board of Directors of Syngenta AG before publication. (See the Governance section of the 2023 Syngenta Group ESG Report)

All internal controls, no matter how well designed, have inherent limitations and therefore may not prevent or detect misstatements. In designing internal controls for non-financial reporting, Syngenta used the criteria established in COSO's Internal Control – Integrated Framework (2013). Syngenta implemented an internal control environment supported by sound reporting processes and systems, clearly defined accountabilities, and detailed documented procedures. Syngenta also developed a Sustainability Reporting Guideline to direct its non-financial reporting activities and trained the individuals involved in reporting.

External assurance

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

PricewaterhouseCoopers AG (PwC), Switzerland, an independent assurance provider, issued a limited assurance opinion on Syngenta's selected non-financial performance indicators disclosed in the Non-financial performance summary provided on page [44](#). PwC's independent assurance report is included on page [53](#).

Subsequent events

The Syngenta Group Board decided to phase out its financial support to the Syngenta Foundation for Sustainable Agriculture (SFSA). As a result, the SFSA will close its headquarters in Switzerland by the

end of 2024. Financial plans for 2024 assume charitable contributions to the SFSA in line with previous years to allow for an orderly wind-down of activities.

2.2 Materiality analysis

Syngenta Group conducted the first materiality assessment in 2023. This materiality assessment replaces previous materiality assessments conducted at Syngenta AG in 2021. The materiality assessment undertaken in 2023 by Syngenta Group identified 20 potentially relevant topics, of which four were classified as material (Tier 1 below). More details on the materiality assessment can be found in the Syngenta Group ESG Report 2023, as well as Syngenta Group Materiality Assessment Report 2023, which has description of the methodology and the process to assess the different non-financial risks and impacts of all identified topics.

In this report, a number of topics from our materiality assessment are discussed, as outlined below.

Topic	Disclosure
Tier 1 – Material topics	
Agricultural technology	3.1.1 Innovation in agriculture
Biodiversity	3.1.2 Regenerative agriculture practices
Climate change and greenhouse gases	3.2.1 GHG emissions
Product safety and responsibility	3.1.3 Safe and responsible use of products
Tier 2	
Business ethics and corporate governance	3.5.1 Corporate conduct
Community and stakeholder relations	3.4.3 Community engagement
Employee empowerment	3.3.1 Employee engagement and development 3.3.2 Diversity, equity and inclusion
Employee health, safety and well-being	3.3.3 Health and safety
Food security	
Labor standards and human rights	3.4.1 Human rights 3.4.2 Supply chain
Natural ecosystem conversion	
Regenerative agriculture and soil health	3.1.2 Regenerative agriculture practices
Resource efficiency and waste management	3.2.2 Energy 3.2.5 Waste
Rural prosperity and poverty reduction	
Water conservation and management	3.2.4 Water and wastewater
Economic and geopolitical pressures	
Tier 3	
Animal welfare	
Consumer demand shifts	
Policy and regulations on agricultural inputs	
Security management	

3 Disclosures

The disclosures of this ESG Report are organized into five focus areas. Focus area one is aligned with Syngenta's strategy and external stakeholder expectations. Focus areas 2-5 address the Swiss Code of Obligations sustainability reporting requirements, Art.964b:

1. **Sustainable agriculture:** Help shape the future sustainability of agriculture and deliver solutions that make farmers more resilient to climate change and help rural communities prosper.
2. **Environmental matters:** Manage our environmental footprint and maintain the highest standards in our operations.
3. **Employee matters:** Attract and retain talent while creating a safe environment that stimulates innovation, personal performance, and development.
4. **Social matters:** Ensure that human rights, fair labor, and sustainability standards are respected within our operations and across our value chains, while benefiting the communities and economies wherever Syngenta operates.
5. **Business conduct matters:** Maintain the highest standards across Syngenta's business and go beyond regulatory compliance.

A summary of the basis of preparation for the reported KPIs can be found in the respective disclosures. A more detailed description can be found in the document entitled Basis of Preparation: ESG Report 2023.

Each disclosure describes the topic and how it is handled at Syngenta. Disclosures that include key performance indicators (KPIs) also explain how performance is tracked and progress is measured.

In 2023, Syngenta retired its Good Growth Plan and stopped reporting on the commitments and some of its key performance indicators (KPIs). In 2024, Syngenta Group launched the Sustainability Priorities, which are made up of four priorities, each with a clear set of targets. The plan is to report on new sustainability priorities in the FY24 ESG Report. For more information on the Group Sustainability Priorities, refer to the Syngenta Group ESG Report 2023.

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.

To enhance accuracy and maintain consistency over time, figures from previous years can be adjusted. Restatements are carried out when material changes in reporting standards and methodologies occur, or when previous values need correction or reclassification. Results of an internal investigation may trigger reclassification of cases concluded after the data collection cut-off date.

PricewaterhouseCoopers AG (PwC), Switzerland, an independent assurance provider, issued a limited assurance opinion on Syngenta's selected non-financial key performance indications disclosed in the Non-financial performance summary provided on page [44](#). The summary brings together the performance data presented in the following pages. PwC's independent assurance report is included on page [53](#).

For more information, please refer to the [About this report](#) section of this report.

3.1 Sustainable agriculture

3.1.1 Innovation in agriculture

Topic description

Farmers large and small face increasing problems caused by climate change, soil erosion and biodiversity loss. They must also adapt to evolving consumer expectations and perceptions of agricultural technology, and navigate increasing restrictions on tools and techniques. Innovations are needed to address these challenges in ways that 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 output quality while reducing agriculture's impact on natural ecosystems and improving food availability. Innovations such as digital technologies also improve efficiencies along the food value chain, reducing food loss and waste.

Management approach

The Principles of Sustainable and Responsible Agriculture set out a framework that helps Syngenta to focus on continuously improving the sustainability of agriculture. They describe Syngenta's approach to empowering farmers and supporting the development of agricultural systems that function within planetary boundaries, and promote the rights, health and well-being of all. There five guiding principles focus on the interaction between technology, knowledge, farmers and the local environment.

Syngenta intends to accelerate innovation for farmers and nature by investing USD 2 billion in sustainable agriculture breakthroughs by 2025. It also aims to further improve the way crops are grown and protected and work with partners to find solutions that address interconnected environmental, societal, and economic challenges.

Syngenta is investing to deliver benefits to farmers, society, and nature today and in the future. It applies its Sustainability Investment Criteria, a five-step assessment process, to decide on its investments. Only investments that provide breakthrough technologies or have clear benefits enabling a step change in sustainability (e.g., increased quality and nutritional value of crops, improved water-use efficiency, carbon sequestration, or reduction of Syngenta Group's carbon footprint) count toward the target.

The Sustainability Functional Guidance Document helps systematically embed sustainability in core Crop Protection (CP) research and development (R&D) processes. The document describes the key functional activities that must be undertaken by all parts of the organization involved in new active ingredient R&D programs. The Sustainable Agriculture Excellence Academy, in collaboration with educational institutions helps Syngenta to enhance the capabilities of its people and to better integrate sustainability practices into product development, marketing, regulatory and other functions.

Syngenta continuously engages with and seeks input from diverse external stakeholders to address sustainability trade-offs and dilemmas linked to new technologies. Through this engagement, Syngenta wants to strengthen the company's value proposition, increase alignment with new societal and market needs, and build stronger collaboration with partners along the value chain.

For related information in this report, see [Regenerative agriculture practices](#) and [Safe and responsible use of products](#).

Key performance indicators

Syngenta measures progress toward its ambition through the **Investment in sustainable agriculture breakthroughs** defined as an amount of investment that directs resources to breakthrough outcomes as outlined in the Sustainability Investment Criteria. The total reported is the cumulative investment in five categories: CP R&D, Seeds R&D, operations, in-country projects (i.e., soil health, biodiversity, and residues projects), and ‘other’ investments (e.g., mergers and acquisitions, digital initiatives).

Read more in the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements or KPI definitions, refer to the “Notes” in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022 *
Sustainable innovation		
Investment in sustainable agriculture breakthroughs (\$m)	244	289

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

In 2023, Syngenta invested USD 244 million in sustainable agriculture breakthroughs. About three-quarters of the investment originated from the investments in CP and Seeds R&D. The ‘other’ investments account for less than a quarter of the total and are mainly driven by the deferred payment for the acquisition of Valagro, a leading biological company acquired in 2020.

As part of CP R&D investments, TINIVION® technology was introduced, offering effective insect control while minimizing environmental impact. This technology is safe for pollinators and beneficial insects, compatible with Integrated Pest Management (IPM), and can be applied to flowering crops. Furthermore, the development of TYMIRIUM® technology for seed treatment and soil applications continued in 2023. By protecting the root biomass and preserving a range of life forms in the soil, this technology helps farmers improve crop productivity and resilience to stress conditions, and enhance agroecosystem conservation.

The cumulative investment since 2020 reached USD 1.57 billion, which accounts for 78 percent of the USD 2 billion target Syngenta aims to invest in sustainable agriculture breakthroughs by 2025.

3.1.2 Regenerative agriculture practices

Topic description

Regenerative agriculture is an outcome-based food production system that nurtures and restores soil health, protects the climate, water resources, and biodiversity, and enhances farms' productivity and profitability. It comprises a range of techniques supported by innovative technologies that can combat the challenges caused by climate change by restoring the health of soil and protecting the land's ecosystem.

Regenerative agriculture practices include minimum or no till that minimize soil disturbance, the use of diverse crops in time and space to enhance biodiversity, the use of cover crops, alley cropping, or leaving plant residues in the field to keep plants in the ground year-round, and the management and precision application of soil nutrients, water, weed and pest control through optimized application of biological and chemical inputs. Integrating livestock where possible and controlling farm machinery traffic also help conserve soil structure and fertility.

There is increasing demand for products that are produced using regenerative practices. Syngenta can provide solutions and support for regenerative agriculture practices.

Management approach

The Syngenta Group Code of Conduct (principle 15) outlines that Syngenta Group endorses the principles of conservation and sustainable use of biological diversity and the fair and equitable sharing of benefits arising from genetic resources set out in the Convention on Biological Diversity (“Biodiversity Convention”), adopted in Rio de Janeiro at the Earth Summit in 1992, and the Cartagena Protocol. In addition, in the Principles for Sustainable and Responsible Agriculture, Syngenta expresses its ambition to improve soil health for climate change-resilient agriculture, support the development of agricultural practices and provide products and services that help farmers enhance biodiversity and ensure connectivity in agricultural landscapes.

Supported by Syngenta’s R&D programs, Syngenta’s portfolio of products and services helps farmers adopt regenerative practices. Syngenta develops crop protection products that require smaller amounts of product and are more effective. For example, herbicides help growers adopt conservation tillage, leaving the plants’ roots in the soil for better compaction and enhanced organic matter. Syngenta also focuses on producing more productive seeds that are adapted to the changing climate and help overcome resistant pests and diseases. Improving the efficiency and productivity of food production systems through better soil management and crop technologies may also reduce greenhouse gas emissions. Syngenta’s biologicals offer farmers additional solutions to manage pests and diseases, address abiotic stresses, and enhance nutrient use efficiency and soil health. Syngenta’s digital solutions aim to improve yields and profitability through precise crop protection and seeding prescriptions.

In addition to providing products and services to tackle soil health challenges, Syngenta contributes to raising awareness about the challenges facing modern agriculture and to promoting the adoption of sustainable soil management practices with customers, growers large and small, other stakeholders in the food chain, and policymakers.

Syngenta’s Soil Health Research Center in Stein (Switzerland) enhances Syngenta’s research capabilities, focusing on how new innovative technologies can promote healthy soil systems and productive crops. The center brings together knowledge across many areas such as agronomy, crop protection-related disciplines, crop physiology, environmental chemistry, chemical ecology, and microbial ecology.

Addressing the biodiversity challenge requires a strategic approach, including the management of less productive farmland alongside fields and waterways to create corridors that connect wildlife habitats. These multifunctional field margins enable sustainable intensification on more productive land, support the reintroduction of local species, and act as buffers for soil and water conservation. Through its Operation Pollinator program, Syngenta has been helping farmers promote pollinating insects on commercial farms for over 15 years. The program uses specially selected wildflowers to attract pollinators and increase biodiversity.

Syngenta is working with research partners and technology startups to gain a more precise and comprehensive understanding of life forms in agricultural landscapes. It uses traditional sampling methods in combination with modern digital tools and technologies to assess the presence and abundance of species in and beyond the field, above and below ground.

Regenerative agriculture projects are generally part of the local strategic agenda and are implemented following assessments conducted with external stakeholders such as universities, government bodies, farmer organizations, NGOs, or food chain partners.

Biodiversity parameters measured by the LIVINGRO™ program, a research initiative that promotes regenerative agriculture practices by focusing on biodiversity improvement and soil health enhancement, are more comprehensive than in typical agricultural trials. For example, they assess the impact of specific agronomic protocols on all types of above and below ground insects, focusing on beneficial insects, such as pollinators and natural enemies of insect pests. Together with science partners, Syngenta is collecting extensive data to support the development of protocols that will help farmers enhance biodiversity and profitability.

For the seed supplier network, requirements on the use of good agricultural practices are part of Syngenta's regular engagement with seed suppliers. Syngenta aims to increase the production area utilizing erosion prevention practices (e.g., cover crops, margins/grass strips, no/minimum till, and contour farming based on local conditions) and to take additional steps to improve pollinator habitat.

For related information in this report, see [Innovation in agriculture](#) and [Safe and responsible use of products](#).

Key performance indicators

In 2023, a new KPI was introduced to replace the previous KPI on soil conservation and biodiversity enhancement measures. The new KPI (*Hectares of farmland benefited by regenerative agriculture practices*) reports on the hectares of farmland benefited by regenerative agriculture practices. The main difference between this KPI and the previous KPI reported below (*Hectares of farmland benefited by soil conservation and biodiversity enhancement measures*) is the enhanced scope of the new KPI as it includes hectares benefited from the use of products targeting an improvement in soil and plant health.

Read more in the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the “Notes” in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022	*
Regenerative agriculture practices			
Hectares of farmland benefited by regenerative agriculture practices (m)	9.9	-	2
Hectares of farmland benefited by soil conservation and biodiversity enhancement measures (m)	-	6.0	
of which: Soil conservation measures (m)	-	4.7	
of which: Biodiversity enhancement measures (m)	-	1.3	

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

In 2023, the scope of regenerative agriculture hectares was broadened. In addition to soil conservation and biodiversity enhancement projects, to now encompasses farmland hectares that benefited from products aimed at improving soil and plant health. The number of hectares that benefited from using such products was 2.3 million in 2023. A total 157 projects across 40 countries contributed to the remaining 7.6 million hectares of farmland benefited from the implementation of soil conservation and biodiversity enhancement measures.

3.1.3 Safe and responsible use of products

Topic description

Farming is one of the world's largest and most important sources of employment, and each year farm workers suffer from work-related accidents, including some caused by exposure to chemicals because of improper handling, either accidentally or due to a lack of knowledge on the safe use, storage, and disposal of crop protection products. Also, unacceptable traces of crop protection products could remain in crops destined for food or feed and/or in the environment (e.g., water streams, soil, animals) if not applied correctly.

Syngenta's products are vital to allow farmers to grow the world's food, and they must be made, transported, and used safely. For this reason, Syngenta is committed to the responsible and ethical management of its products throughout their life cycle.

As a producer of crop protection products, Syngenta is concerned about the potential impact crop protection residues could have on natural ecosystems and human health if products are not appropriately applied. By advising farmers on good agriculture practices, Syngenta is helping them improve compliance with residue requirements and protect people and the environment.

Management approach

As stated in the Syngenta Group Code of Conduct (principle 19) and the Principles for Sustainable and Responsible Agriculture, ensuring that its products are used correctly is a priority and integral to Syngenta's business model to protect not only the health and safety of farm workers and the public but also the environment. Syngenta works with customers, contractors, users, and other stakeholders to achieve this.

The focus on safety starts at the beginning of the product lifecycle before products reach the market. Syngenta undertakes comprehensive assessments throughout the research and development (R&D) process. This assessment covers issues associated with all stages of development – from concept through to final use and consumption. Syngenta's comprehensive human safety data is used by regulators to exhaustively assess any potential risks to product users and food and feed consumers. At the same time, Syngenta's environmental safety data also assures regulators that the product will not adversely affect soil, water, air, flora or fauna.

All crop protection products, including Highly Hazardous Pesticides (HHP), are rigorously tested, safety assessed, and approved for use according regulators' label instructions before to being placed on the market. The United Nations Food and Agriculture Organization (FAO) defines HHPs, and Syngenta is a signatory to the FAO International Code of Conduct on Pesticide Management. Syngenta regularly reviews its product portfolio and manages HHPs and all its products. Syngenta provides extensive stewardship support and advice to customers to help them use Syngenta's products in accordance with regulatory requirements.

Suitable product stewardship measures are fundamental to ensuring that products are used safely. Such measures are especially important in low-income countries. Syngenta has a long record of product stewardship. Syngenta reinforces its target to train 8 million farm workers on safe use every year and the launch of an enhanced incident management system, AIDA, that monitors health incidences associated with our product use and enables a process of continuous improvement. Syngenta adheres to the FAO

and World Health Organization, which have an International Code of Conduct on Pesticide Management that sets out the responsibilities of pesticide companies with respect to stewardship.

Syngenta works with partners to further reduce residues in crops without impacting farmer productivity while continuing to improve soil health and prevent soil erosion. To drive progress against the commitment to innovation, Syngenta is accelerating the R&D of CP products with preferable residue characteristics, offering protocols, services, and tools that optimize the amount of pesticides used.

As an R&D company, Syngenta also develops application technologies such as special nozzles and closed application systems that ensure the correct application of products, and the safety of operators and the environment. Syngenta not only offers farmers technology but also provides them with training and easy-to-understand guidance on the safe and environmentally sound use, handling and disposal of products and personal protection.

In developed markets, industry authorities often provide training and guidance to users. In countries where this guidance does not exist, Syngenta trains growers on the safe handling of products. In some areas, low literacy levels can make it challenging to read product labels or understand directions for use. Face-to-face training is complemented by safety messages on crop protection products through various media, including picture-based training, actor-led dramas, and TV and radio programs. Syngenta also provides specialist information to growers through the online platform Pesticidewise.

Syngenta has established product toxicovigilance programs, which include agreements with poison centers or hospitals to provide attending patients with 24/7 medical advice on the treatment of health effects following the misuse of pesticides, whether accidental or intentional. The information collected from reported incidents serves to improve proactive stewardship programs and provides information for regulatory submission dossiers. In addition, Syngenta frequently trains physicians on the treatment of pesticide-related incidents.

For related information in this report, see [Regenerative agriculture practices](#) and Syngenta's online platform, Pesticidewise.

Key performance indicators

Syngenta reports on the number of people (i.e., farm workers, farm owners, smallholders, product distributors, and employees) trained on the responsible handling and use of crop protection products. Training sessions focus on the Syngenta 5 golden rules on the safe use of crop protection products.

Read more in the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the "Notes" in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022 *
Safe and responsible use of products		
People trained on safe and responsible use (m)	13.2	12.9
of which: Smallholders (m)	10.2	10.1

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

In 2023, Syngenta trained 13.2 million people on the responsible handling and use of crop protection products, including 10.2 million smallholder farmers, representing a 2 percent and 1 percent respective

increase compared to 2022. The slight increase in the number of people and smallholders trained is due to the growing reach of Syngenta's training and outreach programs in Asia Pacific, which, together with China, account for 98 percent of people and 99 percent of smallholders trained. India, Bangladesh, and China represent about 90 percent of people trained on safe and responsible use this year.

3.2 Environmental matters

3.2.1 GHG emissions

Topic description

Climate change is one of the biggest challenges, and its effects are already evident with more extreme weather patterns, more severe weather events and greater environmental degradation.

As a manufacturer of agricultural inputs, Syngenta's activities generate GHG emissions. Syngenta's supply chain accounts for about 90 percent of Syngenta's total carbon footprint, while 10 percent of emissions come from Syngenta's operations. Approximately 70 percent of Syngenta AG's emissions are attributable to the Crop Protection business, 20 percent to the Seeds business, and the remaining 10 percent primarily stem from corporate functions and shared activities.

Management approach

Validated by the Science Based Targets initiative (SBTi), Syngenta aims to reduce the intensity of its scope 1, 2 and 3 carbon footprint by 68 percent based on value added by 2030 compared to the 2016 baseline. This target is consistent with reductions required to limit global warming to well below 2°C compared to pre-industrial levels.

To achieve the 2030 carbon intensity reduction target, Syngenta is focusing on improving the efficiency of its manufacturing processes, designing and implementing site-based energy-saving programs, increasing the share of renewable sources of energy, and partnering with its crop protection and seed suppliers to reduce their carbon footprint. The environmental sustainability requirements outlined in the HSE Code of Practice on Environmental Sustainability ensure that Syngenta operations are aware of their resources usage and implement programs to conserve natural resources, minimize environmental impact, and adopt more sustainable practices. These requirements cover various aspects of environmental sustainability, including greenhouse gas emissions and reduction.

Syngenta's supplier Code of Conduct outlines what Syngenta expects of its suppliers. Syngenta expects them to measure their operations' environmental impact, set targets and minimize their impact, and identify and deliver improvement opportunities.

Syngenta focuses on the supply chains of products with a significant carbon impact. Working with key suppliers to those supply chains, Syngenta obtains Product Carbon Footprint data and understands the critical carbon hotspots. Where suppliers need the capability to quantify the footprint of their products, Syngenta works with them to assess the climate impact of their products. Having understood the key contributors, Syngenta engages with them to discuss and identify improvement opportunities within their supply chains or at their own sites. Opportunities, such as energy sourcing, energy efficiency, waste

optimization, upstream material sourcing, and process efficiency are explored further with the aim of developing a shared roadmap for carbon reduction.

Syngenta also collaborates with suppliers and peers in the chemical industry to address the challenge of tracking and reducing carbon emissions. Syngenta has contributed to developing global standards for the chemical industry as part of the work undertaken by the Together for Sustainability (TfS) initiative. In 2023, TfS released the Product Carbon Footprint guideline for chemical products, which comprises of set of standards to enable companies to consistently report the footprint of the products they make. Syngenta is now supporting the work of TfS in developing a platform for sharing product carbon footprint data between customers and suppliers within the chemical industry. In addition, Syngenta is working to optimize its business travel and logistics network.

More information on how Syngenta manages climate-related matters, including governance, strategy, risks and opportunities, and detailed performance information, can be found in our CDP Climate Change submission 2023.

For related information in this report, see [Innovation in agriculture](#) and [Supply chain](#).

Key performance indicators

To measure progress toward the SBTi goals, Syngenta reports carbon intensity based on value added (defined as gross profit) as well as performance indicators for scope 1 (i.e., direct emissions from owned or controlled sources), scope 2 (i.e., indirect emissions from the generation of purchased energy), and scope 3 (i.e., indirect emissions that occur in the value chain).

Syngenta also reports carbon intensity based on sales for comparison purposes and in alignment with the environmental performance indicators presented in other Sustainable Operations 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) reporting tool from data collected from Syngenta sites. Scope 2 emissions are reported in line with the market-based hierarchy of emission factors as set out in the GHG Protocol Scope 2 Guidance.

Scope 3 emissions are estimated using a hybrid approach of spend-based and average data methods, depending on the type of process or material described. Syngenta continuously looks for ways to increase the accuracy of our scope 3 emissions reporting. Syngenta aims to make it more representative of actual changes in its processes. Improvements in methodology sometimes lead to year-on-year values in specific scope 3 categories not being fully comparable. In 2023, Syngenta made improvements in specific categories as outlined in the footnotes in the [Non-financial performance summary](#). These methodology changes are estimated to have a cumulative impact of approximately 11 percent on the overall scope 3 emissions reported in 2022. Syngenta also continued its efforts to collect supplier data to further improve the calculation method. Additional supplier emission factors were used in the calculation, replacing database emission factors.

KPIs measuring progress toward the SBTi-approved carbon reduction target are labeled as **SBTi**.

Read more in the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the “Notes” in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022	
Greenhouse gas emissions: Scope 1 + 2			
Total Scope 1 emissions (000s tonnes of CO₂e)	394	499	5
Own operations	308	420	5
Company vehicles	86	79	7
Total Scope 2 emissions (000s tonnes of CO₂e)	210	328	8
Purchased energy	210	328	

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

Absolute scope 1+2 emissions decreased by 27 percent compared to 2022. The decrease in scope 1+2 emissions in 2023 was due to decreased production and grid decarbonization. However, the emissions related to the vehicle fleet increased by 9 percent compared to 2022 because of a rise in the reported vehicle use in some regions.

About two-thirds of Syngenta's scope 1+2 emissions are generated by its active ingredient (AI) sites. In 2023, the absolute reduction of the emissions generated by the AI sites declined by about a third compared to 2022. About half of this reduction was the result of a decline in production and scope shifts, while the other half was driven by, among other things, green electricity purchases and efficiency gains in the consumption of steam.

Reporting period: January 1 – December 31	2023	2022	
Greenhouse gas emissions: Scope 3			
Total Scope 3 emissions (000s tonnes of CO₂e)	14,612	10,857	9
Scope 3 CO ₂ e emissions, excl. trading activities	9,550	10,857	
Scope 3 CO ₂ e emissions: trading activities	5,062	n/a	
Total Scope 3 emissions by category (000s tonnes of CO₂e)	14,612	10,857	9
Cat. 1 Purchased goods and services	11,779	8,695	10
Cat. 2 Capital goods	245	230	
Cat. 3 Fuel and energy related activities	95	152	11
Cat. 4 Upstream transportation and distribution	975	548	12
Cat. 5 Waste generated in operations	416	127	13
Cat. 6 Business travel	65	60	
Cat. 7 Employee commuting	14	14	
Cat. 8 Upstream leased assets	74	70	
Cat. 9 Downstream transportation and distribution	31	48	
Cat. 10 Processing of sold products	451	469	
Cat. 11 Use of sold products	Not applicable		14
Cat. 12 End-of-life treatment of sold products	437	0.0	
Cat. 13 Downstream leased assets	0.2	0.2	
Cat. 14 Franchises	Not applicable		15
Cat. 15 Investments	31	444	16

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

Due to changes in methodology and inclusion of trading activities, scope 3 emissions for 2023 are not comparable with previous years. These changes resulted in about a 35 percent increase in scope 3 emissions compared to 2022. However, on a like-for-like basis (excluding trading), Syngenta's absolute scope 3 emissions decreased by 12 percent. The decline was driven by a decrease in purchased goods and services (category 1) as a result of lower production volumes due to lower Crop Protection sales.

Emissions from purchased goods and services (PGS) represented over 80 percent of this year's total absolute scope 3 emissions. While emissions related to Crop Protection decreased in line with decreases in sales and raw material purchases, emissions related to Seeds were higher due to both increased purchase volumes and due to a calculation method change. However, the biggest driver of change is the inclusion of trading activities in the category. Without this inclusion, emissions from PGS would have decreased by 16 percent compared to 2022. Consistent with the method change, part of the emissions included under Investments (category 15) was moved to the category PGS, causing a 93 percent reduction in category emissions.

In 2023, the calculation method for fuel and energy related activities (category 3) was changed to use reported fuel volumes rather than relying on the previous spend-based method. The emissions from this category decreased by 38 percent compared to 2022. This decrease was mainly the result of methodology changes and a reduction in fuel use.

Inclusion of trading activities was also the main driver of the increase in the emissions related to upstream transportation and distribution (category 4). Without this inclusion, emissions from this category decreased by 35 percent in line with lower sales.

Emissions related to downstream transportation and distribution (category 9) declined by 35 percent due to a reduction in the volume of material transported, in line with reductions in purchasing and sales.

Emissions for category Waste generated in operations (category 5) increased mainly due to a change in calculation method, which now uses reported volumes of waste in terms of hazard status and disposal type, rather than the previous spend-based method. It also partially increased due to an increase in reported quantities of incinerated hazardous waste.

Emissions from end-of-life treatment of sold products (category 12) increased significantly. Previously only emissions from the disposal of waste seeds were included in this category. In 2023, a method to estimate emissions from the disposal of packaging was developed and incorporated in the calculations, resulting in the observed increase.

Reporting period: January 1 – December 31	2023	2022	*
Greenhouse gas emissions: change since 2016 baseline			
Absolute CO₂e emissions from scope 1+2+3 sources:			
Emissions (000s tonnes)	15,217	11,684	5
Change since 2016 baseline	93%	48%	6
Absolute CO₂e emissions from scope 1+2 sources:			
Emissions (000s tonnes)	604	827	5
Change since 2016 baseline	-33%	-8%	5,6
Absolute CO₂e emissions from scope 3 sources:			
Emissions (000s tonnes)	14,612	10,857	
Change since 2016 baseline	109%	55%	6

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

Absolute scope 1+2 emissions decreased by 33 percent since 2016, while absolute scope 3 emissions increased by 109 percent in the same period. Representing about 96 percent of our total absolute emissions, scope 3 emissions increased to 14,612k tonnes of CO₂e in 2023 from 6,994k tonnes in 2016. As outlined above, this change in scope 3 emissions was a result of changes in the accounting methodology.

Reporting period: January 1 – December 31	2023	2022	*
Greenhouse gas emissions: Intensity-based			
Intensity-based CO₂e emissions from scope 1+2+3 sources:			
Emissions intensity (g/\$sales)	793	585	4,5
Emissions intensity (g/\$value added)	2,210	1,404	4,5
Change since 2016 baseline (based on value added) SBTi	76%	12%	6
Intensity-based CO₂e emissions from scope 1+2 sources:			
Emissions intensity (g/\$sales)	32	41	4,5
Emissions intensity (g/\$value added)	88	99	4,5
Change since 2016 baseline (based on value added) SBTi	-39%	-30%	5,6
Intensity-based CO₂e emissions from scope 3 sources:			
Emissions intensity (g/\$sales)	761	544	4
Emissions intensity (g/\$value added)	2,123	1,304	4
Change since 2016 baseline (based on value added) SBTi	91%	17%	6

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

Compared to the 2016 baseline and the SBTi goals, intensity-based CO₂e emissions from scope 1+2+3 sources have risen by 76 percent based on value added. This intensity value is calculated based on FY23 sales and value added (gross profit). Sales saw a 4 percent decrease compared to 2022 but a 50 percent increase since 2016. Gross profit dropped by 17 percent compared to 2022 but grew by 10 percent since 2016. Syngenta's intensity-based CO₂e emission from scope 1+2 sources declined by 39 percent compared to 2016 baseline due to a combination of reduced absolute emissions and an increase in value added.

3.2.2 Energy

Topic description

To limit global warming, the world must use energy efficiently while embracing clean energy sources. Energy management is important in reducing carbon emissions in Syngenta's operations.

Management approach

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 resources 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.

For related information in this report, see [GHG emissions](#).

Key performance indicators

For KPI definitions, read the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the “Notes” in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022	*
Energy			17
Total energy intensity (MJ/\$sales)	0.44	0.47	4,5
Total energy (TJ)	8,413	9,419	5
of which: renewable energy consumed	18%	7%	5,18
Consumption of fuel (TJ)	4,851	5,475	5,19
Biomass (TJ)	321	183	
Oil (TJ)	222	334	
Gas (TJ)	3,505	4,045	5
Other non-renewable fuel (TJ)	803	913	19
Consumption of purchased or acquired energy (TJ)	3,564	3,949	19
Electricity (TJ)	2,343	2,485	
of which: renewable electricity	51%	17%	18
Steam (TJ)	1,217	1,456	
of which: renewable steam	0%	2%	19
Other (TJ)	4	8	
of which: other renewable energy	0%	0%	19
Consumption of self-generated non-fuel renewable energy (TJ)	34	24	19,20
Geothermal (TJ)	22	16	19,20
Solar (TJ)	12	8	19

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

In 2023, intensity-based energy consumption decreased by 7 percent and absolute energy consumption decreased by 11 percent compared to 2022, in line with the production decline. The decline was primarily driven by a steeper decrease in production than revenues.

Total fuel consumption decreased by 11 percent, primarily driven by a substantial reduction in consumption of gas, as well as oil and other non-renewable fuels. This decline was partially offset by a 75 percent increase in biomass consumption. Overall, the decrease in fuel consumption was driven by the decline in production because of lower Crop Protection sales compared to the preceding year. Consumption of purchased or acquired energy decreased by 10 percent due to both a decline in production and a switch to renewable energy. In 2023, the percentage of renewable energy and renewable electricity increased to 18 percent and 51 percent respectively compared with 7 percent and 17 percent in 2022 due to the implementation of a low-carbon electricity strategy across all Syngenta Crop Protection sites.

3.2.3 Air emissions

Topic description

Air emissions from chemical manufacturing can contain several substances that can have a negative impact on people and the environment. Syngenta aims to ensure the health and safety of its employees and others potentially affected by Syngenta's activities.

Management approach

As stated in the HSE Policy and Standards, Syngenta actively promotes environmental protection, including controlling air pollution. Syngenta monitors and improves performance on its sites through a tailored HSE management system. All Syngenta sites must ensure that air emissions from static equipment, or processes, or use of refrigerant gases, are measured and managed. The air emissions requirements outlined in the HSE Code of Practice on Air Emissions define what Syngenta operations must do to ensure that air emissions are adequately understood and managed appropriately. This is needed to ensure regulatory compliance, minimize potential liabilities, promote sustainability and maintain business continuity. In its operations, Syngenta monitors emissions from process sources and emissions from freon and other global warming gases.

For related information in this report, see [GHG emissions](#).

Key performance indicators

For KPI definitions, read the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the "Notes" in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022	*
Air emissions			
Air emissions intensity (g/\$sales)	0.051	0.047	4
Air emissions (tonnes)	988	942	
Nitrogen oxide (NO _x)	456	331	
Sulphur oxide (SO _x)	7	16	
Non-methane Volatile Organic Compounds (VOCs)	241	304	
Particulate matter	278	282	
Ammonia (NH ₃)	3	5	
Acid chloride (HCl)	3	4	

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

Most of Syngenta's air emissions were generated by processes related to the manufacturing of crop protection products. In 2023, the intensity-based value of other air emissions increased by 9 percent, and their absolute value increased by 5 percent. This rise was mainly driven by a 38 percent increase in tonnes of NO_x reported due to enhanced reporting and measurement data, and was offset by a 21 percent decrease in non-methane VOCs, which declined in line with production.

3.2.4 Water and wastewater

Topic description

For Syngenta, effectively managing water and wastewater is integral to its commitment to sustainable agriculture, ensuring the company can fulfill the current and future needs of farmers, consumers, and the environment. Water availability is crucial for economic development, particularly in rural areas where agriculture is the main source of livelihood. Treating wastewater ensures communities have access to safe drinking water, sanitation, and agriculture.

Management approach

As stated in our HSE Policy and Standards, Syngenta actively promotes environmental protection, including the appropriate management of water and wastewater through the tailored HSE management system. Syngenta monitors and improves performance on its sites. Syngenta manufacturing sites continuously look for ways to optimize and, if possible, reduce water use. Syngenta is also working to improve water efficiency in our supply chain, where most of Syngenta's water consumption takes place.

As outlined in the internal HSE Code of Practice on Water Resources and Supply, all Syngenta sites must ensure water supplies, including those from groundwater and surface water, are managed appropriately, and water quality is suitable for the intended use. The HSE Code of Practice on Wastewater outlines that the sites must also ensure that wastewater is managed appropriately from generation until final discharge. This includes process effluents, sanitary wastewater and stormwater discharges.

Syngenta assesses its chemical suppliers on their environmental performance through its Supplier Sustainability Program, including water and wastewater management practices. For its seed supplier network, requirements on using good agricultural practices are part of the regular engagement with them. Syngenta provides water management training to growers using irrigation and prioritize best practices in selecting growing areas and advising on implementation of water management technologies.

Key performance indicators

For KPI definitions, read the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the "Notes" in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022	*
Water			21
Water usage intensity from own operations (liters/\$sales)	1.8	1.9	4
Water usage from own operations (million cubic meters)	34.1	37.0	
Origin of water withdrawn:			
Surface fresh water (million cubic meters)	4.8	4.1	22
Groundwater (million cubic meters)	9.5	10.8	
Water obtained from a third party (million cubic meters)	19.8	22.2	22
Recovered rainwater (million cubic meters)	-	-	23
Saline water (million cubic meters)	0.0	0.0	

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

Water is a critical component for both Seeds activities and Crop Protection manufacturing plants. In Seeds' operations, water is used for plant irrigation in R&D fields and greenhouses, as well as for equipment cleaning and the treatment formulation when processing seeds. FF&P sites use water for the cleaning of tanks and piping during production changeovers between formulations. Cooling constitutes most of the water consumed the Group'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, whilst customers mainly use water for growing crops.

In 2023, both water usage intensity and absolute water usage decreased by 4 percent and 8 percent respectively in line with a decline in production. The increase in surface freshwater withdrawal was driven by increased cooling and irrigation needs due to weather conditions on some of Syngenta's sites. The water usage from our active ingredient site in Monthey (Switzerland) represents about 86 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	2023	2022	*
Wastewater effluents			
Industrial wastewater discharge intensity (liters/\$sales)	0.55	0.52	4
Industrial wastewater discharge (million cubic meters)	10.5	10.3	
Direct discharge of uncontaminated cooling water (million cubic meters)	17.5	21.2	
Total on-site treated wastewater (million cubic meters)	5.1	5.5	24
Primary treatment (million cubic meters)	1.9	2.3	24
Secondary treatment (million cubic meters)	0.3	0.1	24
Tertiary treatment (million cubic meters)	2.9	3.1	24
Discharge to the environment without treatment (million cubic meters)	2.9	4.0	24
Discharge to a third party without treatment (million cubic meters)	19.8	20.7	24
Other routes or treatment types (million cubic meters)	0.0	0.1	24

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

In 2023, both intensity-based and absolute industrial wastewater discharges increased by 7 percent and 2 percent respectively compared to 2022. However, the direct discharge of uncontaminated cooling water decreased by 17 percent due to variations in weather patterns and declines in production. The total on-site treated wastewater decreased by 6 percent in line with a decline in production. Importantly, a reduction of 27 percent in the discharge to the environment without treatment was a result of Syngenta's continues improvement projects and decreased production.

3.2.5 Waste

Topic description

Despite industrial efforts to reduce, recycle and reuse waste, the manufacturing, formulation and packaging of chemical products generate non-recoverable waste, whilst the production of seeds does so at a lesser extent. At Syngenta, the ambition is to maximize the efficient use of resources while reducing waste and minimizing the impact on the environment.

Management approach

As stated in the HSE Policy and Standards, Syngenta actively promotes environmental protection, including waste management. Syngenta monitors and improves the respective performance on its sites through its tailored HSE management system.

As outlined in the internal HSE Code of Practice on Waste, all Syngenta sites must manage waste appropriately from generation until final treatment or disposal. To reduce its waste footprint, Syngenta focuses its efforts on improving process efficiency. This is particularly important when introducing new products and designing the manufacturing processes at the product development stage, before large-scale production starts. Syngenta also seeks opportunities to significantly reduce the volume of packaging waste, focusing on reducing plastics and increasing collection schemes.

Through our Supplier Sustainability Program, Syngenta assesses its chemical suppliers on their environmental performance, which includes reviewing waste management practices.

Key performance indicators

For KPI definitions, read the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the “Notes” in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022	*
Waste			
Total waste intensity from own operations (g/\$sales)	18	19	⁴
Total waste from own operations (000s tonnes)	347	383	
Hazardous waste intensity from own operations (g/\$sales)	10.0	10.4	⁴
Hazardous waste from own operations (000s tonnes)	192	208	
Recycled and re-used (000s tonnes)	56	85	
Incinerated (000s tonnes)	109	101	
Landfill (000s tonnes)	10	7	
Other (000s tonnes)	17	15	
Non-hazardous waste intensity from own operations (g/\$sales)	8.1	8.7	⁴
Non-hazardous waste from own operations (000s tonnes)	155	174	
Recycled and re-used (000s tonnes)	80	93	
Incinerated (000s tonnes)	19	21	
Landfill (000s tonnes)	51	54	
Other (000s tonnes)	5	6	

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

In 2023, intensity-based and absolute waste from own operations decreased by 6 percent and 9 percent respectively in line with a decline in production. Absolute hazardous waste decreased by 8 percent due to reduced production. The variation in hazardous waste disposal methods was primarily driven by changes in the production portfolio on one of the active ingredient sites. Absolute non-hazardous waste decreased by 11 percent due to reduced production.

3.3 Employee matters

3.3.1 Employee engagement and development

Topic description

Syngenta's employees must possess the skills and knowledge necessary to implement Syngenta's strategy, especially as technological advancements shift the landscape of required skills and intensify competition for skilled professionals.

Syngenta is committed to fostering a workplace where employees feel valued, aligned with Syngenta's goals, and motivated to contribute to Syngenta's success. Syngenta also upholds the freedom of association and collective bargaining rights, recognizing their importance for fair labor relations and work conditions.

Management approach

Syngenta's people-related ambitions, including a commitment to respect applicable worker's rights, are outlined in the Syngenta Group Code of Conduct (principles 22-24). All employees are expected to live up to these commitments. The Syngenta Labor Standards provide guidance in support of implementing this ambition.

Internally, Syngenta's management approach to employee engagement and development is described in associated policies, which provide a standard, global framework for managing strategies and day-to-day activities. They enable a consistent approach to these topics across Syngenta.

Recruitment

Syngenta globally advertises job openings, prioritizing internal candidates where possible before seeking external talent. Syngenta connects with graduates at job fairs and offers specialized programs to cultivate a robust candidate pipeline. The transparent compensation framework is performance-based and competitive, blending financial and non-financial incentives like development programs for young professionals, and global mobility, which are essential for retention and recruitment.

Performance and development

Syngenta provides career development programs in a dynamic, collaborative environment, empowering 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 skills, while the 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.

Engagement

Syngenta frequently hosts townhalls, leader-led sessions, and focus groups, offering employees deeper insights into Syngenta's strategy, culture, and values, while also addressing current issues and collecting

valuable feedback. The global recognition program, Val-You, allows employees to commend peers who exemplify our values and contribute significantly to our business performance. Additionally, Syngenta conducts regular employee engagement surveys to gauge our workforce's needs, opinions, and suggestions, ensuring their voices are heard and acted upon.

Well-being

Syngenta maintains a strong commitment to employee well-being. The "Ways to well-being" program that covers physical, mental, financial, and social well-being, complemented by local resources such as flu vaccinations, gym access, and healthy food options. Syngenta supports this initiative with ongoing well-being campaigns, webinars, training sessions, and assistance from certified Mental Health First Aiders. Additionally, employees can access a comprehensive Employee Assistance Program (EAP) for round-the-clock counseling and support.

Collective bargaining

As stated in the Syngenta Group Code of Conduct and the Syngenta Labor Standards, Syngenta recognizes employees' rights to become members of relevant labor unions and/or other employee organizations and bargain collectively. No employee or employee representative will be subject to discharge, discrimination, harassment, intimidation, or retaliation for exercising their right to associate or bargain collectively. Where the right to freedom of association and collective bargaining is restricted under law, the company allows the development of parallel means for independent and free association and bargaining.

For related information in this report, see [Diversity, equity and inclusion](#).

Key performance indicators

For KPI definitions, read the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the "Notes" in the [Non-financial performance summary](#).

In 2023, the number of permanent FTEs increased in all regions, although the rise was partly mitigated by a reduction in hiring activities in second half of 2023. The change in the reporting period impacted the number of temporary employees as most of them are seasonal workers. Part-time employees are located mainly in Europe. As our flexible working arrangements are applicable across all Syngenta sites globally, the regional differences in part-time contracts can be explained by market labor practices, driven by local regulations. The overall turnover rate decreased from 11.3 percent to 9.8 percent in 2023, and the voluntary attrition rate fell from 8.1 percent to 6.6 percent in 2023. Both decreases align with general labor market movements and are comparable with the rates reported in 2021.

Reporting period: January 1 – December 31 (All figures are as of December 31, 2023)		2023	2022	*25
Employment				26
Permanent employees		33,813	32,761	27,28
Europe, Africa and Middle East		13,627	13,222	
North America		4,691	4,585	
Latin America		7,429	7,158	
Asia Pacific		8,066	7,796	
Temporary employees		3,384	3,717	27,28
Europe, Africa and Middle East		659	880	
North America		37	59	
Latin America		2,431	2,519	
Asia Pacific		257	261	
Part-time employees		990	963	28,30
Europe, Africa and Middle East		950	930	
North America		11	9	
Latin America		0	0	
Asia Pacific		29	24	
Senior managers		321	328	30,33
Europe, Africa and Middle East		52%	51%	
North America		26%	25%	
Latin America		12%	13%	
Asia Pacific		11%	12%	
Turnover rate		9.8%	11.3%	30,31
Attrition rate		6.6%	8.1%	30,32

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

3.3.2 Diversity, equity and inclusion

Topic description

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 customers, the markets where Syngenta operates and the communities it serves. Syngenta values diversity, equity, and inclusion as reflected in the Syngenta Group Code of Conduct, the Diversity, Equity and Inclusion Policy (updated in January 2024), and Syngenta's corporate values.

Management approach

Syngenta actively recruits people who reflect the broad range of cultures, beliefs, and backgrounds of the communities where Syngenta operates and the customers it serves.

Diversity, Equity and Inclusion (DEI) is sponsored by the Syngenta Group Leadership Team and the Syngenta Group Board of Directors. The Syngenta Group DEI Council is responsible for defining strategic priorities, facilitating the development of DEI practices, triggering the implementation of initiatives, and monitoring progress. The Council is chaired by the Executive Vice President of Sustainability and Corporate Affairs and is composed of 12 senior leaders representing Syngenta Group's four business units and group-level functions.

Accountability for DEI sits with leadership teams in Group functions and business units. They set priorities and activate and sponsor specific DEI initiatives within their areas of responsibility. Syngenta's DEI framework focuses on five strategic levers: diverse workforce, inclusive workplace, equity of treatment, leadership accountability, and industry impact.

Some examples of measures that Syngenta has taken:

- Syngenta offers flexible working arrangements.
- Syngenta signed the values embedded in the UN LGBTI Standards of Conduct for Business and LGBTIQ Agreement, which Syngenta actively promotes by hosting regular pride campaigns and webinars and raising awareness on the importance of allyship.
- Syngenta adopted the UN Women's Empowerment Principles to promote gender equality and women's empowerment in the workplace, marketplace, and community.
- Syngenta trains its leaders and employees on unconscious bias, cultural, gender, generational diversity, inclusive leadership, and how to identify and address behavior that undermines inclusion.
- Syngenta has global and regional voluntary Employee Resource Groups to support and connect communities with common interests such as gender equity, racial equity, mental health, young professionals, disability inclusion, neurodiversity, cultural diversity, and LGBTQIA+ colleagues.
- Syngenta has certified Mental Health First Aiders on our sites and equips line managers with tools to recognize when a team member is experiencing mental distress.
- Syngenta measures progress using KPIs and employee pulse surveys.

Equal pay is also part of our larger DEI agenda, ensuring equal pay for work of equal value. In 2021, Syngenta developed a framework and plan using quantitative and qualitative measures to promote pay equity. This framework was implemented successfully across Syngenta Crop Protection, Syngenta Seeds, and Syngenta Group Functions, showing positive results. Syngenta uses an online dashboard that provides consistent gender 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.

For related information in this report, see [Employee engagement and development](#).

Key performance indicators

For KPI definitions, read the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the "Notes" in the [Non-financial performance summary](#).

In 2023, both the overall percentage of female employees and the percentage of female employees in management roles increased by one percentage point to 33 percent and 28 percent respectively. The latter reflects measures to foster a stronger representation of women in management. The number of part-time employees increased by 2.8 percent, and the increase was 10 percent for male and 1 percent for female employees. The increase of male part-time employees happened mainly in Switzerland. The turnover rate for female employees has decreased to 9.8 percent from 10.8 percent in 2022. For male employees, the rate fell to 9.9 percent from 11.6 percent in 2022. There were minor changes in the number of nationalities and their geographical distribution, including managerial roles.

Reporting period: January 1 – December 31 (All figures are as of December 31, 2023)		2023	2022	*25
DEI				26
Permanent employees		33,813	32,761	27,28
Female		10,874	10,292	
Male		22,828	22,378	
Undeclared		111	92	29
Temporary employees		3,384	3,717	27,28
Female		847	821	
Male		1,100	1,001	
Undeclared		1,437	1,895	29
Part-time employees		990	963	28,30
Female		750	745	
Male		239	217	
Undeclared		1	1	29
Turnover rate		9.8%	11.3%	30,31
Female		9.8%	10.8%	
Male		9.9%	11.6%	
Undeclared		9.0%	10.9%	29
Attrition rate		6.6%	8.1%	30,32
Female		6.3%	8.1%	
Male		6.7%	8.1%	
Undeclared		6.3%	7.6%	29
Percentage of female employees:				30
All employees		33%	32%	
Management roles		28%	27%	
Senior management		21%	22%	33
Number of nationalities:				30
All employees		127	125	
Management roles		67	69	
Senior management		37	37	33

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

As part of the commitment to DEI, Syngenta is actively analyzing salary information to understand and manage gender pay differences. The global raw mean gender pay gap has improved from -2.86 percent in 2022 to -2.02 percent in 2023. The quantitative target was to bring all business units and areas down to below 5 percent raw pay gap by 2024. While Syngenta is overall below the 5 percent level, the company still wants to focus on areas above 5 percent. The company is working closely with country teams to get local certification where relevant. Many countries have already embedded equal pay requirements in their legal frameworks (e.g., Spain, Switzerland, France), and additional countries are following suit (e.g., Israel, Portugal).

3.3.3 Health and safety

Topic description

At Syngenta, safety is a top priority. Syngenta has a responsibility to operate responsibly and securely across all our operations. From occupational health and safety, including occupational safety, process safety and road safety, Syngenta aims to protect our employees, contractors, partners, the environment,

and the local communities where it operates. Through the effective management of health and safety, Syngenta not only prevents harm to people, but also secures its social license to operate.

Management approach

The HSE Policy and Standards provide the basis for the effectively managing Health, Safety and Environment (HSE) at Syngenta. They set out HSE accountabilities for all employees, including management and the HSE function. It outlines what needs to be done to achieve the expected HSE behaviors and practices. HSE is supported by the Syngenta Global Leadership Team (GLT) and the Syngenta Group Board of Directors. The GLT is responsible for ensuring HSE performance across the company. HSE regularly reports to the GLT on HSE performance.

The HSE Policy and Standards are underpinned by a tailored HSE management system, which ensures a structured and consistent approach to managing HSE risks. The GLT is accountable for governing the HSE management system and ensuring that the management structure and adequate resources are available. An effective HSE management system benefits employee health, well-being, and productivity. Compliance with this system is actively monitored through local assessments and audits to improve performance.

Goal Zero is our vision of zero harm to people and zero safety incidents across our operations. Syngenta sets an interim injury and illness rate (IIR) target of 0.25 and continues implementing safety programs to reach this target. Syngenta also has the ambition of having zero fatalities on any Syngenta site. Syngenta aims to maintain very high standards of health and safety. One of the ways Syngenta does this is by ensuring every employee understands their responsibilities and feels empowered to speak up and stop unsafe work. Syngenta raises awareness around safety issues in regular Safety Shares in team meetings or town halls and holds a Safety Pause every year.

The company proactively addresses risks in its operations by integrating safety into business processes. Learning from events, Syngenta drives continuous improvement in its safety standards and performance and aims for zero safety incidents.

All employees are required to complete mandatory online training on our HSE Policy and Standards. Syngenta also develops safety competency to ensure that employees and contractors have the necessary skills to undertake their work safely and without harming their health or the environment.

The HSE management system requires all sites to assess the need for well-being programs. The company offers a range of well-being programs tailored to local needs, such as sports centers, healthy nutrition options at staff restaurants, health checks, family counseling services and access to legal advice. The provision of breastfeeding rooms is also increasing. To keep employees safe, healthy, comfortable, and productive while carrying out their jobs, Syngenta provides ergonomics risk assessments, advice, and training to its employees at all types of facilities.

Anyone working for or on behalf of Syngenta is expected to uphold the same health and safety standards as our employees. Expectations for contractors managed directly by Syngenta, such as security services or contracted employees, are outlined in the HSE Policy and Standards. Expectations for third parties are outlined in the Supplier Code of Conduct. Syngenta provides them with relevant information and ensures adequate management control systems are in place.

Syngenta monitors its suppliers' occupational health and safety, including process safety, performance. Through the Supplier Sustainability Program, the company assesses its chemical suppliers. Through the

Fair Labor Program, Syngenta monitors its seed suppliers. Commercial flower farms are required to have a valid GlobalG.A.P. certification. (See [Supply chain](#))

Key performance indicators

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). The injury and occupational illness KPIs figures cover both own employees and directly supervised contractors in a consolidated way.

Read more in the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the “Notes” in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022	*
Occupational Health and Safety			
Recordable fatalities	1	2	34
Fatalities due to injuries	1	2	
Own employees	1	0	
Directly supervised contractors	0	2	
Fatalities due to occupational illness	0	0	
Own employees	0	0	
Directly supervised contractors	0	0	
Recordable fatality rate due to injuries per 200,000 hours	0.002	0.004	34
Recordable fatality rate due to occupational illness per 200,000 hours	0.000	0.000	34
Cases of recordable injuries	120	156	34
Own employees	85	109	
Directly supervised contractors	35	47	
High-consequences injuries	3	7	
Recordable injury rate per 200,000 hours	0.21	0.29	34
Own employees	0.20	0.28	
Directly supervised contractors	0.24	0.34	
Recordable high-consequence injury rate per 200,000 hours	0.01	0.01	34
Cases of recordable occupational illness	12	8	34,35
Own employees	6	7	35
Directly supervised contractors	6	1	
Recordable occupational illness rate per 200,000 hours	0.02	0.02	34,35
Own employees	0.01	0.02	35
Directly supervised contractors	0.04	0.01	
Recordable injury and illness rate (IIR) per 200,000 hours	0.23	0.31	34,35
First aid cases	603	421	34

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

In 2023, Syngenta achieved an injury and illness rate (IIR) of 0.23, below our 0.25 target. The IIR reduction was driven by a combination of a 20 percent decrease in recordable events (-32 cases) coupled with a 6 percent increase in working hours. Almost all injuries sustained in 2023 were caused by chemical exposure, hand injuries, motor vehicle incidents, or slips, trips and falls. The decrease in recordable events was partly due to the implementation of safety programs, such as road and occupational safety programs, digital transformation of the HSE processes and systems, and development of the competency

framework for HSE professionals. The increase in working hours was mainly due to acquisitions of new businesses and partially due to higher commercial and field operations activity triggered by the higher level of inventories.

During 2023, there was one recordable work-related fatality of Syngenta's own staff (off-site). As a result, Syngenta's zero-fatality target was not met in 2023. A Syngenta Crop Protection member of staff passed away because of injuries sustained during a road collision following a visit to a dealer location. Syngenta conducts thorough investigations of each incident to understand the underlying causes. The findings result in immediate actions and long-term strategies to prevent recurrence.

Reporting period: January 1 – December 31	2023	2022	*
Road and Process Safety			
Critical events:			
Motor vehicular incident rate per million kilometers	1.02	1.55	36
Motor vehicular incidents	433	620	36
Motor vehicle injury rate per million kilometers	0.14	0.16	36
Motor vehicle injuries	59	65	36
Process safety events rate per 200,000 hours (medium and high actual)	0.12	0.13	37
Process safety events (medium and high actual)	70	70	38
Process safety incident severity rate (PSISR)	0.19	0.32	39
Distribution safety incidents	412	242	
Significant unplanned or uncontrolled releases to the environment	4	1	40

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

In 2023, the company recorded 433 motor vehicle incidents, a decrease from the 620 cases recorded in 2022. The number of injuries due to motor vehicle incidents also declined. The improvement was the result of the implementation of Syngenta's driving safety strategy, including a Fleet Management System, an update of the Code of Practice on Driving Safety and the implementation of a telematics program for Syngenta's car fleet in Europe, Africa and the Middle East and Asia Pacific regions.

In 2023, 70 medium and high actual process safety events were recorded, two of which were classified as high actual. These two events were registered at crop protection manufacturing sites in the UK and the US. Both were the result of overfill and were contained on-site. No injuries to own staff or contractors were sustained as a result. All events were escalated, and action plans were reviewed with the site management and functional leadership.

Four significant unplanned or uncontrolled release to the environment were reported in 2023. All four were due to loss of containment on sites in the UK and France. Events were investigated, and action plans were reviewed accordingly.

3.4 Social matters

3.4.1 Human rights

Topic description

Syngenta has a responsibility to ensure that human rights are respected within their operations and across their value chains.

No matter where it operates, Syngenta is committed to upholding the principles set out in the Universal Declaration of Human Rights and the International Labor Organization's core conventions. Syngenta seeks to further improve its performance in line with the United Nations Guiding Principles on Business and Human Rights. Syngenta has been a signatory of the United Nations Global Compact since 2009.

Syngenta focuses its efforts where it believes its activities pose a higher risk to human rights, and where it can engage stakeholders, particularly those who work and live in an agricultural context. Syngenta recognizes that its impact on human rights goes beyond its direct operations and extends to the supply chain, product usage, and the communities in which the company operates.

Management approach

The commitment to human rights and fair labor practices, as well as the positions on child labor, forced, bonded, and compulsory labor, are outlined in the Syngenta Group Code of Conduct (principles 22-24), the Principles for Sustainable and Responsible Agriculture and the Syngenta Labor Standards. All employees are expected to live up to this commitment.

Respect for human rights is embedded in doing business and is supported by functional teams.

Syngenta recognizes that the impact on human rights goes beyond direct operations and expects third parties to conduct business legally and ethically. The Supplier Code of Conduct outlines these expectations, including compliance requirements related to child labor, forced, bonded, and compulsory labor. These requirements are integrated into the supplier contracts.

To comply with the Swiss Ordinance on Due Diligence and Transparency duties related to Conflict Minerals and Child Labor (DDTrO) and other upcoming supply chain due diligence legislations, in 2023, the company conducted a human rights due diligence gap assessment with a focus on child labor to identify gaps in supply chain policies and processes and potential improvement areas. Syngenta has developed an action plan to strengthen its due diligence processes in line with the United Nations Guiding Principles on Business and Human Rights and the relevant OECD Guidelines. (See also [Supply chain](#))

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

As outlined in various sections of this report, Syngenta has policies, procedures, and programs to prevent potential violations or non-compliance. Syngenta monitors its practices through risk-based due diligence processes and/or targeted interventions. It takes action where issues arise in its operations, and where issues are linked to third-party operations, it uses its influence to encourage third-party actors to prevent, mitigate, and address them.

A grievance mechanism allows internal and external stakeholders to voice concerns about possible wrongdoings anonymously. The helpline, managed by an independent third party, is available online and by phone 24/7 in 24 languages. Access to the Syngenta Compliance Helpline is communicated through the Syngenta Group Code of Conduct and Syngenta Supplier Code of Conduct. Any suspected human rights violation or non-compliance is appropriately investigated, and corrective actions are implemented.

Syngenta employs third-party security service providers at around 160 sites. Security arrangements adhere to national laws, professional standards, and international human rights codes, including the International Code of Conduct for Private Security Service Providers (ICoCA) and the Voluntary Principles on Security and Human Rights. Syngenta's Corporate Security team is trained on human rights best practices and potential violations and ensures that local staff is trained on appropriate de-escalation measures in case of conflict. The team also investigates all incidents involving the use of force by public or private security services acting on behalf of Syngenta.

Syngenta Fair Labor Program

People working in agriculture production are particularly exposed to potential exploitation and unfair labor practices. For this reason, the Syngenta Fair Labor Program (FLP) aims to ensure fair labor standards throughout Syngenta's seed supply farm network, such as no child labor, harassment, or abuse. The program began in India in 2004 and was developed with the Fair Labor Association. It has now expanded to almost all of Syngenta's seed producing countries (See [Supply chain](#)).

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

If violations or non-compliances are discovered, appropriate mitigation measures are put in place and, based on the severity of non-compliance and the likelihood of reoccurrence, remediation plans are developed. Syngenta works with internal and external stakeholders to determine the root causes of non-compliance and remediate them in a timely and preventative manner. Syngenta representatives check if actions have been completed – to ensure non-compliance has been corrected and systemic change implemented to prevent reoccurrence.

The IMS includes a confidential grievance procedure for farm workers to report harassment or abusive behavior, through hotline numbers and post office box addresses, among other means. All allegations are documented and immediately investigated by a qualified individual.

For related information in this report, see [Safe and responsible use of products](#), [Supply chain](#), [Health and safety](#) and [Corporate conduct](#).

3.4.2 Supply chain

Topic description

Syngenta operates in complex supply chain networks across the globe. Its key direct procurement activities are in the seed, crop protection and flower supply chains:

- **Seed supply chain:** Syngenta works with over 90,000 small, medium and large farms in about 35 countries to multiply the high-quality seeds Syngenta sells our customers.
- **Crop protection supply chain:** From producers of basic commoditized chemistries to advanced custom manufacturers of fine chemistries, Syngenta works with more than 700 suppliers in more than 30 countries worldwide to procure the chemicals required to manufacture crop protection products. The company also works with suppliers of packaging and other direct materials, as well as with formulation, fill and pack tollers.
- **Flower supply chain:** The network of about 40 owned and third-party commercial flower farms in over 15 countries produces flower seeds, cuttings, and young plants.

These supply chains face diverse challenges. Agriculture work in the seed supply chain is heavy and often involves long working hours in conditions that carry many risks, including exposure to hazardous chemicals, machinery and the climate. In the chemical supply chain, despite advanced health and safety prevention practices in chemical production, improper handling of chemicals could still have adverse consequences for humans and the environment.

These supply chains also represent the most significant portion of our carbon footprint. This is why working with the suppliers to identify and deliver improvements is critical to achieving the company's carbon reduction goal.

Syngenta is committed to ensuring fair labor, safe working conditions and high environmental standards across our supply chain.

Management approach

Syngenta expects suppliers to uphold the standards in our Syngenta Group Code of Conduct (principles 22-24) and Supplier Code of Conduct.

Syngenta's supplier relationship management approach enables the company to manage suppliers effectively, while focusing on the most critical suppliers to maximize value and reduce risks in the supply chain. Syngenta engages in regular, open dialogue with suppliers to develop strong, positive relationships in the marketplace. Syngenta employees engaging with suppliers undergo training on ethical procurement practices, risks associated with purchasing in certain categories, and requirements for conducting due diligence and driving improvements.

To assess and improve the suppliers' standards, the company monitors their performance through audits and assessments. These are either conducted by Syngenta teams or in collaboration with partners. When gaps are identified, the company supports suppliers in making the required improvements.

When engaging with a new supplier, and before entering or renewing contracts, the company evaluates the different sustainability-related risks to which the supplier might be exposed. To do so, Syngenta requests and collects information about suppliers' policies, management processes and practices on topics such as HSE and fair labor.

To ensure the seed suppliers meet fair labor standards, the Syngenta Fair Labor Program monitors labor practices on the farm network to ensure high health and safety standards, no forced and child labor, fair compensation and working hours, freedom of association, and collective bargaining as well as no discrimination, harassment, and abuse. In case of non-compliance, a multifunctional steering team, including specialists from HSE, HR, Legal, and Procurement, suggests corrective actions. External stakeholders (e.g., farmers, subcontractors, labor agencies, or NGOs) are also involved in the process when relevant. Syngenta uses the five-why methodology for root-cause analysis to ensure the action plan addresses the fundamental source of the issue. The action plan should then result in a sustainable change to remediate non-compliance.

The company engages with its chemical suppliers through the Supplier Sustainability Program, which includes on-site audits by Syngenta teams and audits or online EcoVadis-supported assessments conducted through the chemical industry's Together for Sustainability (TfS) initiative, which follows the principles of the United Nations Global Compact, Responsible Care® and the International Labor Organization. Syngenta works with its suppliers to address any areas for improvement highlighted during the audits and assessments. It engages with chemical suppliers to increase transparency and to drive actions to improve their carbon footprint. Syngenta is currently reviewing the due diligence processes for its chemical supply chain, emphasizing child labor risk to ensure that potential child labor risks are systematically identified and addressed.

Syngenta's flower business requires all Syngenta owned farms maintain GlobalG.A.P. and GlobalG.A.P. Risk Assessment on Social Practice (G.R.A.S.P.) certification. GlobalG.A.P. is the worldwide standard for good agricultural practices and G.R.A.S.P. assesses social practices on the farm, addressing specific aspects of workers' welfare, and covering topics such as labor and human rights, representation of workers, and the protection of children and young workers. They also require all third-party suppliers in scope to maintain GlobalG.A.P certification and will be extending the requirement for G.R.A.S.P. or equivalent social certifications in the next two years.

Conflict minerals

As part of the ambition to uphold human rights in its operations and supply chain, Syngenta complies with the international human rights standards and national laws wherever it operates. Syngenta takes all the due diligence obligations in its supply chain and constantly assesses the conformity of our 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.

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 the appropriate risk mitigation measures and requests suppliers to adopt appropriate standards and fulfill their due diligence obligations on mineral supply chains. Suppliers are required to notify Syngenta of any direct or indirect use of conflict minerals (3TG) in products supplied to Syngenta.

For related information in this report, see [Health and safety](#), [Human rights](#) and [Corporate conduct](#).

Key performance indicators

Syngenta reports on the coverage of sustainability and fair labor programs in our key direct procurement supply chains: seeds, crop protection and flowers.

Read more in the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the “Notes” in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022	*
Supplier sustainability and fair labor programs			
Suppliers included in sustainability and fair labor programs	99.5%	99.5%	
Coverage of Syngenta Fair Labor Program:			
Syngenta seed producing countries	97%	91%	
Seed supply farms	99.7%	99.7%	
of which: farms monitored	18%	20%	
Coverage of Supplier Sustainability Program:			
Chemical suppliers	93%	94%	41
Formulation, fill and pack tollers	80%	71%	37
Packaging manufacturers	68%	71%	42
Commercial flower farms with valid GlobalG.A.P. certification	94%	95%	
Commercial flower farms with valid G.R.A.S.P. assessment	100%	100%	

* FY23 reporting period is from January 1 to December 31. The previous reporting year (FY22) was from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore the two periods are not fully comparable.

In 2023, the percentage of suppliers covered by Syngenta’s sustainability and fair labor programs remained at 99.5 percent. Coverage cannot reach 100 percent due to fluctuations in the supply chains and exceptional delays in audits and assessments beyond Syngenta’s control.

Seed supply

As last year, in 2023, 99.7 percent of the seed supply farms were part of the Syngenta Fair Labor Program (FLP). Driven by the shift to areas with smaller farms, the total number of seed supply farms increased by 19 percent to reach 91,822 farms in 2023. These new supplier farms are mainly located in Indonesia. The seed supply chain represents 99 percent of all suppliers targeted by Syngenta’s sustainability and fair labor programs.

The Syngenta FLP is in place in 97 percent of our seed producing countries (34 out of a total of 35), with only Peru included in the program in 2024.

The percentage of farms undergoing internal monitoring slightly decreased to 18 percent due to fewer farms being monitored in Europe and North America.

Chemical suppliers, formulation fill and pack tollers and packaging manufacturers

In 2023, the percentage of chemical suppliers included in the Supplier Sustainability Program fell slightly to 93 percent. The number of chemical suppliers decreased by less than 1 percent.

The percentage of high- and medium-risk formulation, fill and pack tollers included in the program decreased slightly from the previous year. In 2023, the company reviewed the prioritization of the tollers across all regions. It moved some of them from low to medium priority, which resulted in a 13 percent increase in total high and medium risk formulation, fill, and pack tollers compared to 2022. Also, the number of TfS audits increased, resulting in an overall increase in tollers covered by the Supplier Sustainability Program.

The total number of packaging suppliers Syngenta is working with grew by 4 percent compared to 2022 due to a demand for new types of packaging. Given that the packaging manufacturers included in the

Supplier Sustainability Program remained the same, the percentage of packaging suppliers covered by the program dropped to 68 percent compared with 71 percent in 2022.

Commercial flower farms

In 2023, there was a decline in the percentage of farms with valid GlobalG.A.P. certification, which is now at 94 percent compared to 95 percent in 2022. The total number of farms in scope for GlobalG.A.P. reduced to 36 farms from 38 in 2022. A hundred percent of Syngenta commercial flower farms had valid G.R.A.S.P. social practice assessment this year. The number of farms in scope reduced to 12 farms vs. 13 farms in 2022. Syngenta also identified 12 third-party farms, which are outside scope for reporting, having a valid G.R.A.S.P. certification in place.

3.4.3 Community engagement

Topic description

Syngenta is a major employer with a considerable operational footprint. It works under the special attention of communities worldwide. Syngenta 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 engages with communities in various ways, including, but not limited to contributing to improving livelihoods through employment and education, sharing know-how and expertise in improving farming practices, and supporting local initiatives to address environmental issues and increase health and nutritional awareness. Syngenta also supports employees' humanitarian fundraising through matching programs and donations.

Management approach

Syngenta's pledge to community engagement is described in the Syngenta Group Code of Conduct (principle 16) and HSE Policy and Standards. As outlined in 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 approach to proactive involvement with all local communities – to align interests, increase mutual understanding, build relationships, and take joint action for mutual benefit.

Syngenta's Charitable Contributions Policy outlines the minimum standards for philanthropic donations and non-commercial sponsorships, focus areas and governance. The Humanitarian Donation Policy guides the company's response to humanitarian crises impacting the health of communities. Both policies provide a framework to bring consistency and transparency to corporate community investments.

The Syngenta Foundation for Sustainable Agriculture (SFSA) is a significant community investment. SFSA is a non-profit organization established by Syngenta AG under Swiss law. The Foundation is legally independent and has its own Board. Syngenta provides core funding and is sometimes a project partner. About half of SFSA's budget comes from third parties. SFSA aims to improve the future of smallholder farming by fostering innovations that boost productivity, income, and resilience for small-scale farmers in developing countries. SFSA collaborates with various organizations, focusing on seed access, insurance, and agricultural services. SFSA's progress and financials can be found on its website.

Key performance indicators

Corporate community investment comprises charitable contributions and humanitarian relief in the form of money, goods, know-how and/or employee time. The company's monetary contribution to the Syngenta Foundation for Sustainable Agriculture is also included.

Read more in the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the "Notes" in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022 *
Community engagement		
Corporate community investment (\$m)	25	25

* FY22 reporting period was from January 1 to December 31 for this KPI.

Community investment remained the same at USD 25 million, of which USD 19.7 million were invested via the Syngenta Foundation for Sustainable Agriculture (SFSA). The remaining was invested globally (11 percent) and across all regions, with Asia Pacific representing 47 percent, followed by North America at 32 percent, Europe, Africa and the Middle East at 5 percent, and Latin America at 5 percent.

3.5 Business conduct matters

3.5.1 Corporate conduct

Topic description

Syngenta believes that building and maintaining a culture of ethics and integrity is key to being a successful business. The Syngenta Group Code of Conduct demonstrates the ambition to build and maintain trust in Syngenta and integrate social and environmental responsibilities and ethical behavior in everything the company does. It articulates the values and behaviors a company expects leaders and employees to exhibit. It serves as a valuable reference to employees and partners to support the day-to-day decision-making.

Management approach

The Syngenta Group Ethics and Compliance Board oversees policies and standards and the implementation of the compliance framework. The Head Group Compliance and Risk Management, and Compliance and/or Legal team members within each business unit are responsible for developing, implementing and monitoring this framework.

Every year, all Syngenta employees are required to confirm their commitment to the Code of Conduct. This is done online by answering questions related to the Code of Conduct and relevant policies. Also, all new joiners are required to complete an e-learning on the Code of Conduct. Depending on their function, some employees and all new joiners must also take specific compliance-related training, such as anti-bribery and corruption, competition law, and conflict of interest.

All Syngenta employees must avoid conflicts of interest when conducting business as stipulated in the guidelines provided by our Conflicts of Interest Policy. Conflicts of interest may arise when an employee, or someone who has a close relationship with an employee, receives a direct or indirect personal or improper benefit thanks to the employee's role with Syngenta. Employees must disclose any actual, potential, or perceived conflict of interest to Syngenta via a self-disclosure tool. Once reported, the employee's line manager evaluates the situation and takes the necessary actions to ensure compliance. In case of doubt, whether a situation constitutes a conflict of interest or how to handle it appropriately, the employee's line manager is expected to consult with the HR or Legal team.

Syngenta 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 concerns. A library with anonymized, real-life cases that happened at Syngenta helps facilitate these discussions and embed the learnings in the organization.

The Compliance Resource Center on the Syngenta intranet offers materials and tools to help employees identify and manage the most common compliance risks and ethical dilemmas. For instance, 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.

Employees are encouraged to ask questions or report any breach or suspected breach of the Code of Conduct to their line manager, legal, compliance or HR teams, or by contacting the Compliance Helpline. Through the helpline, employees can report concerns on an anonymous basis if permitted by local law.

High standards of ethics and integrity also guide the company's procurement activities. Syngenta ensures that its suppliers – and Syngenta employees engaging with suppliers – meet the expectations in labor practices, business ethics, and Health, Safety and Environment. The Supplier Code of Conduct outlines the expectations of those supplying products or services to Syngenta or on Syngenta's behalf. Syngenta monitors supplier conduct through regular risk assessments and audits. (See [Supply chain](#))

For related information in this report, see [Human rights](#) and [Supply chain](#).

Key performance indicators

The company reports on the number and rate of employees who confirm their commitment to uphold our Code of Conduct and key compliance policies. Completing the annual Code of Conduct commitment process is mandatory for all employees who have a dedicated computer assigned.

Syngenta reports on the rate of new hires (permanent employees) completing the compliance onboarding training. This KPI is tracked through the global Syngenta learning management system called Learning Hub.

Reports on concerns about possible wrongdoing are received through various channels, including the Compliance Helpline, which is managed by Group Compliance. There is also a report on the number of substantiated bribery and corruption cases.

Read more in the Basis of Preparation 2023 published on the Syngenta website alongside this report. For more information on the change of methodology, restatements, or KPI definitions, refer to the "Notes" in the [Non-financial performance summary](#).

Reporting period: January 1 – December 31	2023	2022	*
Corporate conduct			
Employees submitting Code of Conduct commitment	28,794	25,283	
Completion rate	100.0%	99.9%	44
New hires completing compliance onboarding training	92.7%	93.3%	30
Compliance cases reported	651	417	45
of which: substantiated cases of bribery and corruption	3	1	46

* FY22 reporting period was from January 1 to December 31 for these KPIs.

In 2023, 28,794 employees submitted their Code of Conduct commitment, an increase of 14 percent over the previous year, with a completion rate of 100 percent.

The rate of new hires who completed the compliance onboarding training slightly decreased by 0.6 percentage points to 92.7 percent. The training comprises five ethical compliance topics: Code of Conduct, anti-bribery and corruption, competition law, conflicts of interest, and respectful workplace.

The 56 percent increase in compliance-related cases was driven by a change in the staff's overall reporting behavior following the continued launch of campaigns throughout Syngenta aimed at combating harassment. Additionally, the launch of the "Respect at Workplace" campaign and new e-learning resulted in a rise in reported cases given an increased awareness. Compliance cases in which leaders played a role as wrongdoers are separately flagged to the Syngenta Ethics Board. There were three substantiated cases of bribery and corruption reported in 2023.

3.5.2 Responsible lobbying

Topic description

Syngenta actively contributes to discussions on a variety of relevant topics. It engages on issues that advance the company's goals, support its customers, partners, and industry, and improve agricultural systems and the communities.

Syngenta participates in dialogues concerning global challenges, including but not limited to food security, climate change, and biodiversity, sharing its expertise and, perspectives and explaining the Company's contribution and perspective.

Management approach

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, bringing consistency and transparency 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. It expects appointed external agencies or industry associations conducting such activities on its behalf to be guided by the same principles.

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

Syngenta Group does not make any corporate political contributions to political parties, politicians, or candidates for a 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 mainly made 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 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 [Our business model and stakeholder engagement](#).

4 Non-financial performance summary

The data provided in this section is for the Syngenta AG group. As of 2023, the non-financial reporting period is **from January 1 to December 31**. Relevant information about changes in KPI definitions, reporting periods and data collection processes or restatements is included in the section 4.1 Notes.

A summary of the basis of preparation of the reported KPIs can be found in the respective [Disclosures](#). A more detailed description can be found in the document entitled Basis of Preparation: ESG Report 2023, published on the Syngenta website alongside this report.

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

The Non-financial performance summary combines the performance data presented in the [Disclosures](#) section of this report. PriceWaterhouseCoopers AG (PwC) has issued a limited assurance opinion on Syngenta's selected Non-financial performance summary. It is provided on page [53](#).

The Non-financial performance summary was approved for publication by the Board of Directors of Syngenta AG on April 29, 2024.

Sustainable agriculture

Reporting period: January 1 – December 31	2023	2022	2021	¹
Sustainable innovation				
Investment in sustainable agriculture breakthroughs (\$m)	244	289	546	
Regenerative agriculture practices				
Hectares of farmland benefited by regenerative agriculture practices (m)	9.9	-	-	²
Hectares of farmland benefited by soil conservation and biodiversity enhancement measures (m)	-	6.0	6.5	
of which: Soil conservation measures (m)	-	4.7	5.1	
of which: Biodiversity enhancement measures (m)	-	1.3	1.4	
Safe and responsible use of products				
People trained on safe and responsible use (m)	13.2	12.9	11.0	
of which: Smallholders (m)	10.2	10.1	6.6	

Environmental matters: GHG emissions

Reporting period: January 1 – December 31	2023	2022	2021	
Greenhouse gas emissions				1
Intensity-based CO₂e emissions from scope 1+2+3 sources:				3
Emissions intensity (g/\$sales)	793	585	585	4,5
Emissions intensity (g/\$value added)	2,210	1,404	1,377	4,5
Change since 2016 baseline (based on value added) SBTi	76%	12%	10%	6
Intensity-based CO₂e emissions from scope 1+2 sources:				
Emissions intensity (g/\$sales)	32	41	43	4,5
Emissions intensity (g/\$value added)	88	99	101	4,5
Change since 2016 baseline (based on value added) SBTi	-39%	-30%	-29%	5,6
Intensity-based CO₂e emissions from scope 3 sources:				
Emissions intensity (g/\$sales)	761	544	542	4
Emissions intensity (g/\$value added)	2,123	1,304	1,276	4
Change since 2016 baseline (based on value added) SBTi	91%	17%	15%	6
Absolute CO₂e emissions from scope 1+2+3 sources:				
Emissions (000s tonnes of CO ₂ e)	15,217	11,684	9,790	5
Change since 2016 baseline	93%	48%	24%	6
Absolute CO₂e emissions from scope 1+2 sources:				
Emissions (000s tonnes of CO ₂ e)	604	827	720	5
Change since 2016 baseline	-33%	-8%	-20%	5,6
Absolute CO₂e emissions from scope 3 sources:				
Emissions (000s tonnes of CO ₂ e)	14,612	10,857	9,070	
Change since 2016 baseline	109%	55%	30%	6
Total Scope 1 CO₂e emissions (000s tonnes of CO₂e)	394	499	419	5
Own operations	308	420	363	5
Company vehicles	86	79	57	7
Total Scope 2 CO₂e emissions (000s tonnes of CO₂e)	210	328	301	8
Purchased energy	210	328	301	
Total Scope 3 CO₂e emissions (000s tonnes of CO₂e)	14,612	10,857	9,070	9
Scope 3 CO ₂ e emissions, excl. trading activities	9,550	10,857	9,070	
Scope 3 CO ₂ e emissions: trading activities	5,062	n/a	n/a	
Total Scope 3 emissions by category (000s tonnes of CO₂e)				
Cat. 1 Purchased goods and services	11,779	8,695	6,975	10
Cat. 2 Capital goods	245	230	198	
Cat. 3 Fuel and energy related activities	95	152	182	11
Cat. 4 Upstream transportation and distribution	975	548	583	12
Cat. 5 Waste generated in operations	416	127	169	13
Cat. 6 Business travel	65	60	15	
Cat. 7 Employee commuting	14	14	11	
Cat. 8 Upstream leased assets	74	70	316	
Cat. 9 Downstream transportation and distribution	31	48	51	
Cat. 10 Processing of sold products	451	469	431	
Cat. 11 Use of sold products	not applicable			14
Cat. 12 End-of-life treatment of sold products	437	0.0	0.2	
Cat. 13 Downstream leased assets	0.2	0.2	0.5	
Cat. 14 Franchises	not applicable			15
Cat. 15 Investments	31	444	138	16

Environmental matters: Energy

Reporting period: January 1 – December 31	2023	2022	2021	1
Energy				17
Total energy intensity (MJ/\$sales)	0.44	0.47	0.50	4,5
Total energy (TJ)	8,413	9,419	8,332	5
of which: renewable energy consumed	18%	7%	12%	5,18
Consumption of fuel (TJ)	4,851	5,475	4,651	5,19
Biomass (TJ)	321	183	180	
Oil (TJ)	222	334	475	
Gas (TJ)	3,505	4,045	3,356	5
Other non-renewable fuel (TJ)	803	913	640	19
Consumption of purchased or acquired energy (TJ)	3,564	3,949	3,718	19
Electricity (TJ)	2,343	2,485	2,294	
of which: renewable electricity	51%	17%	37%	18
Steam (TJ)	1,217	1,456	1,344	
of which: renewable steam	0%	2%	-	19
Other (TJ)	4	8	43	
of which: other renewable energy	0%	0%	-	19
Consumption of self-generated non-fuel renewable energy (TJ)	34	24	-	19,20
Geothermal (TJ)	22	16	-	19,20
Solar (TJ)	12	8	-	19

Environmental matters: Air emissions

Reporting period: January 1 – December 31	2023	2022	2021	1
Air emissions				
Air emissions intensity (g/\$sales)	0.051	0.047	0.048	4
Air emissions (tonnes)	988	942	798	
Nitrogen oxide (NO _x)	456	331	359	
Sulphur oxide (SO _x)	7	16	-	
Non-methane Volatile Organic Compounds (VOCs)	241	304	-	
Particulate matter	278	282	127	
Ammonia (NH ₃)	3	5	2	
Acid chloride (HCl)	3	4	5	

Environmental matters: Water and wastewater effluents

Reporting period: January 1 – December 31	2023	2022	2021	1
Water				21
Water usage intensity from own operations (liters/\$sales)	1.8	1.9	2.0	4
Water usage from own operations (million cubic meters)	34.1	37.0	33.2	
Origin of water withdrawn:				
Surface fresh water (million cubic meters)	4.8	4.1	21.8	22
Groundwater (million cubic meters)	9.5	10.8	9.0	
Water obtained from a third party (million cubic meters)	19.8	22.2	2.2	22
Recovered rainwater (million cubic meters)	-	-	0.2	23
Saline water (million cubic meters)	0.0	0.0	0.0	
Wastewater effluents				
Industrial wastewater discharge intensity (liters/\$sales)	0.55	0.52	0.53	4
Industrial wastewater discharge (million cubic meters)	10.5	10.3	8.9	
Direct discharge of uncontaminated cooling water (million cubic meters)	17.5	21.2	21.3	
Total on-site treated wastewater (million cubic meters)	5.1	5.5	-	24
Primary treatment (million cubic meters)	1.9	2.3	-	24
Secondary treatment (million cubic meters)	0.3	0.1	-	24
Tertiary treatment (million cubic meters)	2.9	3.1	-	24
Discharge to the environment without treatment (million cubic meters)	2.9	4.0	-	24
Discharge to a third party without treatment (million cubic meters)	19.8	20.7	-	24
Other routes or treatment types (million cubic meters)	0.0	0.1	-	24

Environmental matters: Waste

Reporting period: January 1 – December 31	2023	2022	2021	1
Waste				
Total waste intensity from own operations (g/\$sales)	18	19	21	4
Total waste from own operations (000s tonnes)	347	383	347	
Hazardous waste intensity from own operations (g/\$sales)	10.0	10.4	12.6	4
Hazardous waste from own operations (000s tonnes)	192	208	210	
Recycled and re-used (000s tonnes)	56	85	85	
Incinerated (000s tonnes)	109	101	114	
Landfill (000s tonnes)	10	7	1	
Other (000s tonnes)	17	15	10	
Non-hazardous waste intensity from own operations (g/\$sales)	8.1	8.7	8.2	4
Non-hazardous waste from own operations (000s tonnes)	155	174	137	
Recycled and re-used (000s tonnes)	80	93	94	
Incinerated (000s tonnes)	19	21	7	
Landfill (000s tonnes)	51	54	28	
Other (000s tonnes)	5	6	8	

Employee matters: Employment and Diversity, equity and inclusion (DEI)

Reporting period: January 1 – December 31	2023	2022	2021	
Employment and DEI				1, 25, 26
Permanent employees	33,813	32,761	30,892	27, 28
by region:				
Europe, Africa and Middle East	13,627	13,222	12,797	
North America	4,691	4,585	4,217	
Latin America	7,429	7,158	6,698	
Asia Pacific	8,066	7,796	7,180	
by gender:				
Female	10,874	10,292	-	
Male	22,828	22,378	-	
Undeclared	111	92	-	29
Temporary employees	3,384	3,717	-	27, 28
by region:				
Europe, Africa and Middle East	659	880	-	
North America	37	59	-	
Latin America	2,431	2,519	-	
Asia Pacific	257	261	-	
by gender:				
Female	847	821	-	
Male	1,100	1,001	-	
Undeclared	1,437	1,895	-	29
Part-time employees	990	963	939	28, 30
by region:				
Europe, Africa and Middle East	950	930	-	
North America	11	9	-	
Latin America	0	0	-	
Asia Pacific	29	24	-	
by gender:				
Female	750	745	716	
Male	239	217	-	
Undeclared	1	1	-	29
Turnover rate	9.8%	11.3%	9.6%	30, 31
Female	9.8%	10.8%	9.0%	
Male	9.9%	11.6%	9.9%	
Undeclared	9.0%	10.9%	9.1%	29
Attrition rate	6.6%	8.1%	6.3%	30, 32
Female	6.3%	8.1%	6.1%	
Male	6.7%	8.1%	6.5%	
Undeclared	6.3%	7.6%	6.8%	29
Senior managers	321	328	303	30, 33
Europe, Africa and Middle East	52%	51%	54%	
North America	26%	25%	24%	
Latin America	12%	13%	11%	
Asia Pacific	11%	12%	11%	
Percentage of female employees:				30
All employees	33%	32%	31%	
Management roles	28%	27%	26%	
Senior management	21%	22%	22%	33
Number of nationalities:				30
All employees	127	125	122	
Management roles	67	69	67	
Senior management	37	37	37	33

Employee matters: Health and safety

Reporting period: January 1 – December 31	2023	2022	2021	1
Health and safety				
Recordable injury and illness rate (IIR) per 200,000 hours	0.23	0.31	0.29	34,35
Recordable injury rate per 200,000 hours	0.21	0.29	0.28	34
by region:				
Europe, Africa and Middle East	0.28	0.36	0.35	
North America	0.21	0.29	0.32	
Latin America	0.22	0.27	0.14	
Asia Pacific	0.14	0.25	0.30	
by contractual relationship:				
Own employees	0.20	0.28	-	
Directly supervised contractors	0.24	0.34	-	
Recordable high-consequence injury rate per 200,000 hours	0.01	0.01	-	34
Cases of recordable injuries	120	156	132	34
by contractual relationship:				
Own employees	85	109	-	
Directly supervised contractors	35	47	-	
High-consequences injuries	3	7	-	34
Recordable occupational illness rate per 200,000 hours	0.02	0.02	0.01	34,35
by region:				
Europe, Africa and Middle East	0.02	0.01	0.02	
North America	0.02	0.04	0.02	
Latin America	0.03	0.03	0.01	35
Asia Pacific	0.01	0.01	0.00	
by contractual relationship:				
Own employees	0.01	0.02	-	35
Directly supervised contractors	0.04	0.01	-	
Cases of recordable occupational illness	12	8	6	34,35
Own employees	6	7	-	35
Directly supervised contractors	6	1	-	
First aid cases	603	421	348	34
Recordable fatality rate due to injuries per 200,000 hours	0.002	0.004	-	34
Recordable fatality rate due to occupational illness per 200,000 hours	0.000	0.000	-	34
Recordable fatalities	1	2	3	34
Fatalities due to injuries	1	2	-	
Own employees	1	0	-	
Directly supervised contractors	0	2	-	
Fatalities due to occupational illness	0	0	-	
Own employees	0	0	-	
Directly supervised contractors	0	0	-	
Critical events:				
Motor vehicular incident rate per million kilometers	1.02	1.55	-	36
Motor vehicular incidents	433	620	-	36
Motor vehicle injury rate per million kilometers	0.14	0.16	-	36
Motor vehicle injuries	59	65	-	36
Process safety events rate per 200,000 hours (medium and high actual)	0.12	0.13	-	37
Process safety events (medium and high actual)	70	70	-	38
Process safety incident severity rate (PSISR)	0.19	0.32	-	39
Distribution safety incidents	412	242	-	
Significant unplanned or uncontrolled releases to the environment	4	1	3	40

Social matters

Reporting period: January 1 – December 31	2023	2022	2021	1
Supplier sustainability and fair labor programs				
Suppliers included in sustainability and fair labor programs	99.5%	99.5%	99.5%	
Coverage of Syngenta Fair Labor Program:				
Syngenta seed producing countries	97%	91%	91%	
Seed supply farms	99.7%	99.7%	99.7%	
of which: farms monitored	18%	20%	23%	
Coverage of Supplier Sustainability Program:				
Chemical suppliers	93%	94%	95%	41
Formulation, fill and pack tollers	80%	71%	74%	41
Packaging manufacturers	68%	71%	71%	42
Commercial flower farms with valid GlobalG.A.P. certification	94%	95%	97%	
Commercial flower farms with valid G.R.A.S.P. assessment	100%	100%	85%	
Community engagement				
Corporate community investment (\$m)	25	25	23	

Business conduct matters

Reporting period: January 1 – December 31	2023	2022	2021	43
Corporate conduct				
Employees submitting Code of Conduct commitment	28,794	25,283	26,334	
Completion rate	100.0%	99.9%	99.9%	44
New hires completing compliance onboarding training	92.7%	93.3%	-	30
Compliance cases reported	651	417	332	45
of which: substantiated cases of bribery and corruption	3	1	-	46

4.1 Notes

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- ¹ FY23 reporting period is from January 1 to December 31. The previous reporting years (FY21 and FY22) were from October 1 to September 30. Data for the previous reporting years remain unchanged and therefore FY23 is not fully comparable to FY21 and FY22.
- ² KPI introduced in 2023 to replace the KPI on soil conservation and biodiversity enhancement measures. In addition to the scope of old KPI, the new KPI includes hectares benefited from the use of products targeting an improvement in soil and plant health.
- ³ Syngenta reports greenhouse gas KPIs to measure progress toward targets set in the SBTi-approved carbon reduction target. Syngenta reports the percentage change vs. the 2016 baseline based on value added in alignment with our SBTi commitment. Total CO₂e emissions from scope 1+2+3 sources for 2016 were 7,891,000 tonnes. For 2022, scope 1, 2 and 3 emissions are for the period October to September. For 2021, scope 3 emissions are for the period July to June due to the extensive time required to collect data and calculate results.
- ⁴ The intensity value is calculated based on FY23 sales and gross profit (i.e., value added). Sales decreased 4 percent since 2022 and increased 50 percent since 2016. Gross profit decreased by 17 percent since 2022 and increased 10 percent since 2016.
- ⁵ 2022 values were restated due to a change to the heating value for natural gas, which is now comparable with the one used for calculation of 2021 data.
- ⁶ A positive value indicates an increase of our environmental footprint, while a negative value indicates a reduction.
- ⁷ Since 2022, this KPI is calculated using data collected through the new SERAM reporting tool, which led to an increase in data coverage and a higher reported value. The 2022 and 2023 values are therefore not fully comparable with previous years.
- ⁸ Syngenta reports scope 2 emissions using a market-based approach.
- ⁹ Following the acquisition of Valagro by Syngenta AG in 2020, the integration of Valagro's data systems is still ongoing. As such, the integration of Valagro in the scope 3 calculation was not yet possible in 2023. Valagro's scope 3 emissions are estimated to add around 0.4 percent to the Syngenta corporate carbon footprint.
- ¹⁰ In 2023, following the inclusion of trading activities in the category and a method update to emissions related to seeds, emissions related to category 'Purchased goods and services' increased significantly.
- ¹¹ In 2023, the calculation method for category 'Fuel- and energy-related activities' was updated to use reported volumes of fuel, replacing the previous spend-based calculation method. The method update caused the category emissions to increase.
- ¹² In 2023, following the inclusion of trading activities in the scope 3 calculation, emissions related to category 'Upstream transportation and distribution' increased due to the increased volume of transported materials included inside the calculation boundary.
- ¹³ In 2023 the calculation method for category 'Waste generated in operations' was updated to use reported volumes of waste, replacing the previous spend-based method. The method update caused the category emissions to increase.
- ¹⁴ This category is not applicable in alignment with the SBTi commitment, reflecting the absence of externally validated methodologies that consider both benefits and emissions from the use of agricultural inputs.
- ¹⁵ This category is not applicable as Syngenta does not have franchises.
- ¹⁶ In 2023, as part of the inclusion of trading activities in the calculation boundary, a number of activities that were previously included in category 'Investments' were moved to category 'Purchased goods and services', which caused the category 'Investments' emissions to reduce and, respectively, the emissions related to category 'Purchased goods and services' to increase.
- ¹⁷ Since 2022, the total energy is calculated as a sum of consumption of fuel, consumption of purchased or acquired energy and consumption of self-generated non-fuel renewable energy, minus energy sold or used by third parties. In previous years, energy sold or used by third parties was not subtracted.
- ¹⁸ Since 2022, only renewable electricity purchased via a specific renewable electricity supply contract or certificate scheme is accounted. In previous years, all renewable electricity purchased was considered.
- ¹⁹ KPI introduced in 2022 to align the reporting on energy with the CDP Climate Change questionnaire and the new SERAM reporting tool.
- ²⁰ 2022 value was restated due to a reporting error in consumption of fuel (geothermal) found at one of our sites.
- ²¹ Water usage refers to water withdrawal.

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- ²² The decrease in withdrawal of surface fresh water and the increase in withdrawal of water obtained from a third party in 2022 was due to revised reporting guidelines driven by the implementation of our new SERAM tool. Since 2022, the water usage from our site in Monthey (Switzerland) representing approximately 17 million m3 is categorized as water obtained from a third party, instead of surface fresh water as in previous years.
- ²³ Since 2022, sites were not required to report on water withdrawn from this source.
- ²⁴ KPI introduced in 2022 to align the reporting on water with the CDP Water Security questionnaire and the new SERAM reporting tool.
- ²⁵ All figures are as of December 31, 2023.
- ²⁶ Does not include entities outside of the central HR system (Workday). Depending on the contract agreement, new acquisitions have a grace period to integrate the data into the system. As of December 31, 2023, these excluded entities reported 2,078 FTEs.
- ²⁷ Full-time equivalents (FTEs).
- ²⁸ Permanent employees have a regular or regular fixed-term contract. Temporary employees have a temporary contract or are part of an apprenticeship program.
- ²⁹ Employees who chose not to disclose their gender.
- ³⁰ Only permanent employees are in scope of these KPIs.
- ³¹ Includes all leavers.
- ³² Includes only voluntary leavers.
- ³³ Leaders in positions at the top four levels of accountability/scope within the organization.
- ³⁴ According to US OSHA definition for injuries and illness.
- ³⁵ 2022 value was restated due to a reclassification of four illness cases after the completion of an investigation, which took place after the data collection cut-off date.
- ³⁶ According to ANSI safety standards for motor vehicular events.
- ³⁷ Classification is based on the ANSI/API Recommended Practice (RP) 754 standard and ICCA Responsible Care® definition.
- ³⁸ 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.
- ³⁹ 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.
- ⁴⁰ Significant unplanned releases 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.
- ⁴¹ Includes only chemical suppliers or formulation, fill and pack tollers categorized as posing a high or medium sustainability risk.
- ⁴² Includes all packaging manufacturers independently of their level of sustainability risk.
- ⁴³ FY21 and FY22 reporting periods were from January 1 to December 31 for these KPIs.
- ⁴⁴ Percentage is calculated based on employees for whom completion of the Code of Conduct commitment is mandatory. Exceptions: The completion rate in 2023 does not include Valagro subsidiary due to the current migration of IT systems. The submission of the Code of Conduct commitment was not mandatory for employees in Ukraine in 2022-2023 and in Israel in 2023, and they were therefore excluded from the scope.
- ⁴⁵ Includes all cases managed by the Group Compliance team (i.e., cases reported through the Compliance Helpline, line management, directly to Group Compliance or other channels).
- ⁴⁶ 2022 value was restated due to a reclassification of one case after the data cut-off date.

5 Independent assurance report

Independent Practitioner's Limited Assurance report on the selected 2023 key performance indicators in the ESG Report 2023 to the Board of Directors of Syngenta AG, Basel

We have been engaged by the Management to perform assurance procedures to provide limited assurance on the selected 2023 key performance indicators of Syngenta AG and its consolidated subsidiaries ('Syngenta') published in the section non-financial performance summary from page 44 to page 50 in the Environmental, Social and Governance Report 2023 ('ESG Report 2023') for the period from 1 January 2023 to 31 December 2023.

Scope and subject matter

The selected 2023 key performance indicators (including the Environmental matters: Greenhouse gas ("GHG") emissions) disclosed in the section non-financial performance summary from page 44 to page 50 in the Syngenta's ESG Report 2023 are within the scope of our limited assurance engagement ("Selected 2023 Key Performance Indicators") and represent the subject matter information.

We do not comment on, nor conclude on any prospective information nor we did perform any assurance procedures on the information other than those stated above for the reporting period 2023, accordingly we provide no assurance on other information.

Criteria

The reporting criteria used by Syngenta are described and disclosed in the "Basis of Preparation: ESG Report 2023" of Syngenta published on the website www.esg-reporting.syngenta.com on 29 April 2024⁽¹⁾. The procedures applied by Syngenta are based on the Standards of the Global Reporting Initiative (GRI standard): Universal Standards 2021, the Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard (Revised Edition) and the internal Standard Operating Procedures ('SOPs'), by which the Selected 2023 Performance Indicators are internally measured, gathered, collated and aggregated, hereafter referred to as 'the Suitable Criteria'.

Inherent limitations

The accuracy and completeness of the Selected 2023 Key Performance Indicators are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of GHG emissions is subject to inherent uncertainty because of, for example, incomplete scientific knowledge used to determine emissions factors and the values needed to combine, e.g. emissions of different gases. Our assurance report will therefore have to be read in connection with the Suitable Criteria as defined above and its specific application described in the ESG Report 2023.

Management's responsibility

The Management of Syngenta AG is responsible for the preparation and presentation of the ESG Report 2023 (including the Environmental matters: GHG emissions) in accordance with the Suitable Criteria and the description of its specific application as well as presentation. This responsibility includes designing, implementing and maintaining an internal control system related to the preparation and presentation of the ESG Report 2023 (including the Environmental matters: GHG emissions) that are free from material misstatements, whether due to fraud or error. Furthermore, the Management is also responsible for selecting and applying appropriate reporting policies and making estimates that are reasonable in the circumstances as well as for an adequate record keeping and the selection and application of the Suitable Criteria.

Independence and quality management

We are independent of the Syngenta AG in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code). We have fulfilled our other ethical responsibilities in accordance with the IESBA Code, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

PricewaterhouseCoopers AG 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.

Practitioner's responsibility

Our responsibility is to perform a limited assurance engagement and to express a conclusion on the Selected 2023 Key Performance Indicators as linked to and disclosed in the section non-financial performance summary in the ESG Report 2023 from page 44 to page 50. We conducted our engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) 'Assurance engagements other than audits or reviews of historical financial information' and ISAE 3410 'Assurance Engagements on Greenhouse Gas Statements', issued by the International Auditing and Assurance Standards Board. Those standards require that we plan and perform our procedures to obtain limited assurance whether anything has come to our attention that causes us to believe that the Selected 2023 Key Performance Indicators in the section non-financial performance summary in the ESG Report 2023 were not prepared, in all material aspects, in accordance with the Suitable Criteria described above.

Based on risk and materiality considerations, we performed our procedures to obtain sufficient and appropriate assurance evidence. The procedures selected depend on the assurance practitioner's judgement. A limited assurance engagement under ISAE 3000 (Revised) and ISAE 3410 is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement and therefore less assurance is obtained with a limited assurance engagement than for a reasonable assurance engagement.

Given the circumstances of the engagement, we performed the following procedures, among others:

- Evaluation of the application of global guidelines and the basis of preparation sections;
- Inquiries of the relevant data owners for the Selected 2023 Key Performance Indicators (including the Environmental matters: GHG emissions) in the ESG Report 2023
- Virtual visits in France and Brazil and onsite visit in the UK for areas such as Health, Safety and Environmental reporting selected based on quantitative and qualitative criteria;
- Testing the underlying data of Selected 2023 Key Performance Indicators on a sample basis for evidence supporting the non-financial performance summary relative to completeness, accuracy, adequacy, existence, validity and consistency;
- Reviewing the documentation supporting relevant data on a sample basis, including management reports and third-party documents; and
- Assessing the reporting and consolidation processes and obtaining the understanding of the related internal control system.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected 2023 Key Performance Indicators (including the Environmental matters: GHG emissions) of Syngenta AG as linked to and disclosed in the section non-financial performance summary in the ESG Report

2023 from page 44 to page 50 for the period from 1 January 2023 to 31 December 2023 are not prepared, in all material respects, in accordance with the Suitable Criteria described above.

Intended users and purpose of the report

This report is prepared for, and only for, the Board of Directors of Syngenta AG, and solely for the purpose of reporting to them on the 2023 Selected Key Performance Indicators and no other purpose. We do not, in giving our conclusion, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which our report including the conclusion may be used, or to any other person to whom our report is shown or into whose hands it may come, and no other persons shall be entitled to rely on our conclusion.

We permit the disclosure of our report, in full only and in combination with the Suitable Criteria, to enable the Management and the Board of Directors to demonstrate that they have discharged their governance responsibilities by commissioning an independent practitioner's assurance report over the 2023 Selected Key Performance Indicators in the ESG Report 2023, without assuming or accepting any responsibility or liability to any third parties on our part. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Management or the Board of Directors of Syngenta AG for our work or this report.

PricewaterhouseCoopers AG

Christophe Bourgoin

Oksana Zinchenko

Zürich, 29 April 2024

⁽¹⁾ The maintenance and integrity of Syngenta AG's website www.esg-reporting.syngenta.com and its content are the responsibility of the Management; the work carried out by the assurance provider does not involve consideration of the maintenance and integrity of the Syngenta AG's website, accordingly, the assurance providers accept no responsibility for any changes that may have occurred to the reported Selected 2023 Key Performance Indicators or Suitable Criteria in the ESG Report 2023 since they were initially presented on the website.

6 Content indexes

6.1 Swiss Code of Obligations non-financial reporting

The sections referenced in this index constitute the report on non-financial matters pursuant to Art. 964b the Swiss Code of Obligations and covers the due diligence and reporting obligations regarding child labor and conflict minerals pursuant to Art. 964j-I 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.”

Non-financial topic	Section in this report
Non-financial matters content according to the Section Six of the Swiss Code of Obligations	
Description of the business model	1.4 Our business model and stakeholder engagement
Environmental matters (incl. CO ₂ e Goals)	3.2.1 GHG emissions 3.2.2. Energy 3.2.3 Air emissions 3.2.4 Water and waste 3.2.5 Waste
Social issues	3.1.3 Safe and responsible use of products 3.4.3 Community engagement
Employee-related issues	3.3.1 Employee engagement and development 3.3.2 Diversity, equity and inclusion 3.3.3 Health and safety
Respect for human rights	3.4.1 Human rights 3.4.2 Supply chain
Combatting corruption	3.5.1 Corporate conduct
Material non-financial risks	2.2 Materiality analysis
Main performance Indicators	4 Non-financial performance summary
Coverage of subsidiaries	About this report
Child labor and conflict minerals disclosures according to the Section Eight of the Swiss Code of Obligations and the DDTrO	
Child labor	3.4.1 Human rights 3.4.2 Supply chain
Conflict Minerals	3.4.2 Supply chain

6.2 SASB

Sustainability Accounting Standards Board (SASB)'s Chemicals Sustainability Accounting Standards (version 2018-10).

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 3.2.1
NOTES	We provide a range of GHG emissions data (including but not limited Scope 1 emissions) and supportive narrative on how we manage these emissions under section 3.2.1 of this report. The following KPI has not been disclosed: <i>Percentage of Gross global Scope 1 emissions covered under emissions-limiting regulations not disclosed.</i>		
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	We disclose of air emissions in section 3.2.3 of this Report. The following KPI has not been disclosed: <i>Hazardous air pollutants (HAPs).</i>		
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	We disclose a range of energy specific KPIs in section 3.2.2. of this Report. Furthermore, we provide supportive narrative on energy reduction initiatives. We do not disclose the following indicator: <i>(2) percentage grid electricity.</i>		
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 3.2.4
NOTES	We disclose a number of water related KPIs section 3.2.4 of this Report. We do not disclose the following indicator: <i>(2) total water consumed, percentage of each in regions with high or extremely high baseline water stress</i>		
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	We disclose hazardous waste generated section 3.2.5 of this Report. We do 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 3.4.3
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 3.3.3
NOTES	We disclose a number of occupational safety related KPIs in section 3.3.3. of this Report. We breakdown fatalities in both direct employees and contract employees, and we provide the overall fatality rate, but do not provide an employee/contractor breakdown for the fatality rate.		
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	We provide supportive narrative and a range of KPIs in sections 3.1.2 <i>Innovation in agriculture</i> and section 3.1.3 <i>Regenerative agriculture practices</i> , but we do 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	We provide supportive narrative and KPI on the safe and responsible use of products under section 3.1.3, but we do not disclose the following two indicators: <i>Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances</i> , or <i>percentage of such products that have undergone a hazard assessment</i>		
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	We provide supportive narrative on a number of topics related to the management of the legal and regulatory environment under sections 1.4 Stakeholder Engagement and 3.2.5 Responsible Lobbying. We do 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 3.3.3
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 3.3.3
NOTES			

6.3 TCFD

The Task force on Climate-related Financial Disclosures (TCFD) established recommendations for voluntary climate-related financial disclosures to help financial markets better understand the material climate-related risks and opportunities to which companies are exposed, and how companies oversee and manage them.

Syngenta supports the TCFD's recommendations and has been working to ensure that the climate related disclosures are produced in accordance with the recommendations. In the following table, a summary of Syngenta's practices is provided with links to further information in this ESG Report, our CDP Climate Change submission 2023 and other resources.

GOVERNANCE		REFERENCE
a)	Describe the board's oversight of climate-related risks and opportunities	See Notes
b)	Describe management's role in assessing and managing climate-related risks and opportunities	See Notes
Notes	Syngenta AG is part of Syngenta Group and is therefore subject to Group level governance mechanisms, including but not limited to climate change. For information regarding Board oversight and Management's role with regards to climate change, refer to the 2023 Syngenta Group ESG Report under the following section: "Corporate Governance". For additional governance related information, refer to the Syngenta AG 2023 CDP Climate Disclosure.	
STRATEGY		REFERENCE
a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	See Notes
b)	Describe the impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning	See Notes
c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	See Notes
Notes	Syngenta AG is part of Syngenta Group and is therefore subject to Group level strategic decisions. In this report we provide a wide range of information regarding strategy (section 3.1 Sustainable Agriculture). For strategy related information refer to the 2023 Syngenta Group ESG Report under the following sections: "Syngenta Group Sustainability Priorities", and "Climate change and greenhouse gases". For additional information, refer to the Syngenta AG 2023 CDP Climate Disclosures.	
RISK MANAGEMENT		REFERENCE
a)	Describe the organization's processes for identifying and assessing climate-related risks	See Notes
b)	Describe the organization's processes for managing climate-related risks	See Notes
c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	See Notes
Notes	Syngenta AG is part of Syngenta Group and is therefore subject to Group level risk management processes for identifying, assessing and managing climate related risks and opportunities. For risk management related information refer to the 2023 Syngenta Group ESG Report under the following sections: "Syngenta Group Sustainability Priorities", "Climate change and greenhouse gases", "Corporate Governance", and "Enterprise risk management". For additional information, refer to the Syngenta AG 2023 CDP Climate Disclosures.	
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 3.2
b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Chapter 3.2.1
c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Chapter 3.2
Notes	Syngenta discloses a wide range of environment related indicators in this report, including but not limited to Scope 1, 2, and 3, as well as a number air emission KPIs. Syngenta is part of Syngenta Group and is therefore subject to Group level strategic decisions, including climate related targets. In this report we disclose Syngenta AG specific KPIs and progress against targets. For information regarding greenhouse gas emission KPIs and reduction targets at Group level, refer to the 2023 Syngenta Group ESG Report, under the following sections: "Syngenta Group Sustainability Priorities", and "Climate change and greenhouse gases". For additional metrics and target related information, refer to the Syngenta AG 2023 CDP Climate Disclosure.	

6.4 GRI

Statement of use	Syngenta AG group has reported with reference to the GRI Standards for the period January 1, 2023 to December 31, 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

General disclosures		
GRI 2: General Disclosures 2021		
The organization and its reporting practices	DISCLOSURE	REFERENCE
2-1 Organizational details	DISCLOSED	<i>About this report</i>
2-2 Entities included in the organization's sustainability reporting	PARTIAL	<i>See Notes below</i>
2-3 Reporting period, frequency and contact point	DISCLOSED	<i>About this report</i>
2-4 Restatements of information	DISCLOSED	<i>4. Non-financial performance summary</i>
2-5 External assurance	DISCLOSED	<i>5. Independent assurance report</i>
Notes	2-2: The report includes more than 150 subsidiaries globally and covers the following operations: Syngenta Crop Protection, Syngenta Seeds and operations of Syngenta AG group that now form part of Syngenta Group China. However, we do not provide a list of all 150 subsidiaries.	
Activities and workers	DISCLOSURE	REFERENCE
2-6 Activities, value chain and other business relationships	DISCLOSED	<i>1.4 Our Business Model</i>
2-7 Employees	DISCLOSED	<i>3.3 Employee Matters</i>
2-8 Workers who are not employees	DISCLOSED	<i>3.3 Employee Matters</i>
Notes		
Governance	DISCLOSURE	REFERENCE
2-9 Governance structure and composition	DISCLOSED	<i>See Notes below</i>
2-10 Nomination and selection of the highest governance body	DISCLOSED	<i>See Notes below</i>
2-11 Chair of the highest governance body	DISCLOSED	<i>See Notes below</i>
2-12 Role of the highest governance body in overseeing the management of impacts	DISCLOSED	<i>See Notes below</i>
2-13 Delegation of responsibility for managing impacts	DISCLOSED	<i>See Notes below</i>
2-14 Role of the highest governance body in sustainability reporting	DISCLOSED	<i>See Notes below</i>
2-15 Conflicts of interest	DISCLOSED	<i>3.5.1. Corporate Conduct</i>
	DISCLOSED	<i>3.1.3 Safe and responsible use of products</i>
2-16 Communication of critical concerns		<i>3.4.1 Human rights</i>
2-17 Collective knowledge of the highest governance body	DISCLOSED	<i>3.5.1 Corporate conduct</i>
2-18 Evaluation of the performance of the highest governance body	OMISSION	<i>See Notes below</i>
2-19 Remuneration policies	OMISSION	<i>See Notes below</i>
2-20 Process to determine remuneration	OMISSION	<i>See Notes below</i>
2-21 Annual total compensation ratio	OMISSION	<i>See Notes below</i>
Notes	2-9 to 2-14, and 2-17: Syngenta AG is part of Syngenta Group and is therefore subject to Group level governance mechanisms. For information regarding these topics, refer to the 2023 Syngenta Group ESG Report under the following section: "Corporate Governance". We do not currently disclose indicators 2-18 to 2-21.	

Strategy, policies and practices		DISCLOSURE	REFERENCE
2-22 Statement on sustainable development strategy		DISCLOSED	See Notes below
2-23 Policy commitments		DISCLOSED	See Notes below
2-24 Embedding policy commitments		DISCLOSED	See Notes below
2-25 Processes to remediate negative impacts		DISCLOSED	See Notes below
2-26 Mechanisms for seeking advice and raising concerns		DISCLOSED	3.5.1. Corporate Conduct
2-27 Compliance with laws and regulations		DISCLOSED	3.5.1. Corporate Conduct
2-28 Membership associations		DISCLOSED	1.4 Membership associations
Notes	2-22: Syngenta AG is part of Syngenta Group and is therefore subject to Group level strategic decisions. In this report we provide a wide range of information regarding strategy (section 3.1 Sustainable Agriculture). For strategy related information refer to the 2023 Syngenta Group ESG Report under the following sections: "CEO Statement" as well as "Syngenta Group Sustainability Priorities"		
	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		DISCLOSURE	REFERENCE
2-29 Approach to stakeholder engagement		DISCLOSED	1.4 Membership associations
2-30 Collective bargaining agreements		DISCLOSED	3.3.1: Collective bargaining
Notes			
GRI 3: Material Topics 2021			
Material Topics		DISCLOSURE	REFERENCE
3-1 Process to determine material topics		DISCLOSED	2.2. Materiality Assessment
3-2 List of material topics		DISCLOSED	2.2. Materiality Assessment
Notes			
Agricultural technology		DISCLOSURE	REFERENCE
3-3 Management of material topics		DISCLOSED	3.1.1 Innovation in agriculture
Own Disclosure: Sustainable agriculture breakthroughs		DISCLOSED	3.1.1 Innovation in agriculture
Notes			
Biodiversity		DISCLOSURE	REFERENCE
3-3 Management of material topics		DISCLOSED	See Notes below
304-3 Habitats protected or restored		DISCLOSED	See Notes below
Notes	For information regarding biodiversity, refer to section 3.1.2 Regenerative agriculture practices. For further biodiversity related information refer to the 2023 Syngenta Group ESG Report under the chapter "Biodiversity".		
Climate change and greenhouse gases		DISCLOSURE	REFERENCE
3-3 Management of material topics		DISCLOSED	See Notes below
305-1 Direct (Scope 1) GHG emissions		DISCLOSED	3.2.1. GHG emissions
305-2 Energy indirect (Scope 2) GHG emissions		DISCLOSED	3.2.1. GHG emissions
305-3 Other indirect (Scope 3) GHG emissions		DISCLOSED	3.2.1. GHG emissions
305-4 GHG emissions intensity		DISCLOSED	3.2.1. GHG emissions
305-5 Reduction of GHG emissions		DISCLOSED	3.2.1. GHG emissions
Notes For information regarding climate and greenhouse gases, refer to the TCFD content Index in this report.			
Product safety and responsibility		DISCLOSURE	REFERENCE
3-3 Management of material topics		DISCLOSED	3.1.3 Safe and responsible use of products
416-1 Assessment of the health and safety impacts of product and service categories		DISCLOSED	3.1.3 Safe and responsible use of products
Own Disclosure: Safe use training		DISCLOSED	3.1.3 Safe and responsible use of products
Notes			

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