



ESG Report 2024

syngenta

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About this report

This document is the Environmental, Social and Governance Report (“ESG Report”) 2024 for **Syngenta AG group** (‘we’, ‘our’), also referred to as ‘**Syngenta AG**’, ‘**Syngenta**’, and ‘**the company**’ in this report. The information and data contained in this report relate to the activities within this scope unless otherwise specified.

This ESG Report is structured to comply with the Swiss sustainability reporting requirements set forth in the Swiss Code of Obligations, the Swiss Ordinance on Climate Disclosures, and the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour. 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.

Relevant 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 in the respective disclosures. A separate document, Basis of Preparation: ESG Report 2024, available on the Syngenta AG website, is published alongside this report with more detailed information on definitions, scope and reporting processes relating to the key performance indicators (KPIs) outlined in this report.

All 2024 data presented in this report covers the period from **January 1 to December 31**, aligned with the Syngenta AG group Financial Report. The reporting period for FY22 data included in the “Non-financial performance summary” remains unchanged and continues to cover the period from October 1 to September 30, unless stated otherwise. No retroactive changes to the FY22 data have been performed. The selected non-financial performance indicators aggregated as of and for the year ending December 31, 2024 have been externally assured. No events occurred between December 31, 2024 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 2024 is April 29, 2025.

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

1. Organizational profile

1.1 Syngenta Group

In 2020, Syngenta AG group, Sinochem Agriculture, and ADAMA 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 the Syngenta Group website.

1.2 Syngenta Crop Protection and Syngenta Seeds

Syngenta Crop Protection develops and produces herbicides, insecticides, fungicides, biostimulants, 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 business units of Syngenta Group: Syngenta Crop Protection, Syngenta Seeds, and the operations of Syngenta AG group, which are part of Syngenta Group China. On December 17, 2024, Syngenta completed the sale of certain subsidiaries based in China to Syngenta Group Co. Ltd. Unless otherwise stated, Syngenta subsidiaries in China have been included for the purpose of this report. Syngenta AG group delivered USD 17 billion in sales in 2024.

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 2024, can be found in Syngenta AG group's Financial Report 2024, 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 the Syngenta Group website.

1.4 Our business model and stakeholder engagement

Syngenta business model

Syngenta is an agtech 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 and advanced seed breeding and trait technology to address insect, disease, weed and environmental stress on crops. Syngenta works with many stakeholders, including but not limited to research institutions and universities, farmers and suppliers, agricultural extension services and NGOs.
- **Production:** production of active ingredients and intermediate chemicals, formulation, fill and pack, production of seeds, as well as production of seedlings and finished plants within our flowers business. Syngenta works with many suppliers and toll manufacturers.
- **Commercial:** product management, marketing and sales, 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:** seed genetics, breeding, and traits, as well as product placement and agronomic services.
- **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 ethical and fair labor work practices
- Collaborative research and knowledge sharing

For more information about Syngenta's business model, refer to the Syngenta Group website and the Syngenta Group ESG Report 2024.

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 teams work hand in hand with farmers to provide them access to effective solutions and ensure they reap the full benefits of Syngenta’s products and services and use them most effectively.
- **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](#))
- **International organizations, institutions and multilateral fora:** Syngenta engages in consultations, policy dialogues, and positioning on relevant issues.
- **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 assessment](#)).

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, and/or participates in projects or committees. Syngenta also partners and works closely with NGOs and other civil society organizations and supports external initiatives, such as the United Nations Global Compact.

<ul style="list-style-type: none"> • Avenir Suisse • British-Swiss Chamber of Commerce • Business at OECD^a • Center for Corporate Reporting (CCR) • Cool Farm Alliance • Crop Life International • economiesuisse • GlobalG.A.P. • ICC Switzerland • International Seed Federation 	<ul style="list-style-type: none"> • Science Based Targets Network • scienceindustries • Sustainable Agriculture Initiative (SAI) Platform • Sustainable Agriculture Network • Sustainable Food Lab • Swiss Malaria Group • Swiss Society for Phytiatry • SwissHoldings • Swiss-Seed • Swiss-American Chamber of Commerce 	<ul style="list-style-type: none"> • Swiss-Chinese Chamber of Commerce • The Sustainability Consortium • Together for Sustainability (TfS) • Wageningen Economic Research • World Business Council for Sustainable Development (WBCSD) • World Economic Forum • World Environment Center
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^a Non-member nominated by economiesuisse

2. Non-financial reporting approach

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 2024" 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 Focus on Quality

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 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 Syngenta Group ESG Report 2024).

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, we used the criteria established in COSO's Internal Control – Integrated Framework (2013). Syngenta has an internal control environment in place, supported by sound reporting processes and systems, clearly defined accountabilities and detailed documented procedures. We also have Sustainability Reporting Guidelines to direct non-financial reporting activities and train the individuals involved in reporting.

External assurance

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

As of 2024, KPMG AG (Switzerland) is the independent assurance provider for Syngenta AG for non-financial reporting. KPMG AG is also the auditor of the consolidated financial statements of Syngenta AG. KPMG AG has issued a limited assurance report on Syngenta's selected non-financial performance indicators disclosed in the Non-financial performance summary provided on page [39](#). KPMG AG's independent assurance report is included on page [48](#).

2.2 Materiality assessment

Syngenta Group conducted its first materiality assessment in 2023. This materiality assessment replaced the previous materiality assessment conducted by Syngenta AG in 2021 and informs Syngenta AG’s ESG reporting. The Syngenta Group materiality assessment identified 20 topics and 72 sub-topics as potentially relevant. As outlined below, the topics have been prioritized into three tiers. The four topics classified as Tier 1 (high impact) topics represent material topics that are actively measured and evaluated for performance. Tier 2 (medium impact) and Tier 3 topics are those that are monitored to maintain the trust and confidence of our stakeholders and reinforce our standing as a responsible business. The list below also indicates the disclosures related to Tier 1 and 2 topics.

More details on the materiality assessment can be found in the Syngenta Group ESG Report 2024, as well as the Syngenta Group Materiality Assessment Report 2023 located on the Syngenta Group website.

Topic	Disclosure
Tier 1 – Material topics	
Agricultural technology	3.11 Innovation in agriculture
Biodiversity	<i>Refer to the Syngenta Group 2024 ESG Report</i>
Climate change and greenhouse gases	3.2.1 GHG emissions
Product safety and responsibility	<i>Refer to the Syngenta Group 2024 ESG Report</i>
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	<i>Refer to the Syngenta Group 2024 ESG Report</i>
Resource efficiency and waste management	3.2.2 Energy 3.2.5 Waste
Rural prosperity and poverty reduction	<i>Refer to the Syngenta Group 2024 ESG Report</i>
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	

In 2024, Syngenta conducted a double materiality assessment (DMA) aligned with the European Sustainability Reporting Standards (ESRS) in preparation for the upcoming reporting requirements. The results of this assessment will be made available in due course.

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, 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.

Disclosures in accordance with the Swiss Ordinance on Climate Disclosures are incorporated under the [GHG emissions](#) section of the report.

A summary of the basis of preparation for the reported key performance indicators (KPIs) can be found in the respective disclosures. A more detailed description can be found in the document entitled Basis of Preparation: ESG Report 2024 located on the Syngenta AG website.

Each disclosure describes the topic and how it is reported at Syngenta. Disclosures that include KPIs also explain how performance is tracked, and progress is measured.

In 2023, Syngenta Group launched its Sustainability Priorities, which are comprised of four priorities, each with a clear set of targets. The new Sustainability Priorities are reported in the Syngenta Group ESG Report 2024. Consequently, regenerative agriculture and safe and responsible use commitments are no longer addressed in this report and are now included in the Syngenta Group ESG 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.

To enhance accuracy and maintain consistency over time, figures from previous years may 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.

For more information, 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 are five guiding principles focusing 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 breakthrough sustainable and regenerative innovation by the end of 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's carbon footprint) count toward the target.

The Syngenta 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 Syngenta 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.

Through engagements with external stakeholders, Syngenta aims 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.

Key performance indicators

Syngenta measures progress toward this commitment through **Investment in sustainable agriculture breakthroughs** defined as the amount of investment that directs resources toward products, services, programs, partnerships, and capital expenditures that offer a clearly differentiated sustainability benefit as outlined in the Sustainability Investment Criteria. The total reported is the cumulative investment in five

categories: CP R&D, Seeds R&D, operations, in-country projects (i.e., regenerative agriculture projects), and other investments (e.g., mergers and acquisitions, joint ventures, partnerships and other initiatives).

Reporting period: January 1 – December 31	2024	2023
Sustainable innovation		
Investment in sustainable agriculture breakthroughs (\$m)	254	273

For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#).

In 2024, Syngenta invested USD 254 million in sustainable agriculture breakthroughs. Approximately 80 percent of the investment originated from the investments in CP and Seeds R&D. This is followed by investments in mergers and acquisitions, joint ventures, and other partnerships.

Syngenta continued to increase investment in Biologicals research and development. Biologicals are agricultural technologies that harness nature to protect and improve the health of crops. Biocontrols, biostimulants, and nutrient use efficiency products complement conventional agricultural inputs, offering farmers greater flexibility to manage pests and diseases, address abiotic stress, and enhance nutrient use efficiency and soil health. Biologicals are crucial for supporting regenerative agriculture and helping agriculture shift towards more sustainable farming practices.

The cumulative investment in sustainable agriculture breakthroughs since 2020 reached USD 1.85 billion as of December 31, 2024, which accounts for 92.5 percent of the USD 2 billion target Syngenta aims to invest in sustainable agriculture breakthroughs by the end of 2025.

3.2 Environmental matters

3.2.1 GHG emissions

Topic description

Climate change is one of the biggest challenges facing food systems, 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 greenhouse gas (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 78 percent of Syngenta’s emissions are attributable to the Crop Protection business and 22 percent to the Seeds business, with corporate functions and shared activities representing less than 1 percent.

Our Climate goals

In 2019, Syngenta AG committed to reducing its scopes 1, 2 and 3 GHG emissions intensity by 68 percent (based on value added) by 2030, from a 2016 baseline. This reduction target was validated by the Science Based Targets initiative (SBTi) as being consistent with the pathway to limit global warming to well below 2°C.

In 2024, Syngenta AG realigned its target with a new Syngenta Group target to reduce scope 1 (own operations) and scope 2 (energy purchases) emissions by 38 percent on an absolute basis by 2030 versus a 2022 baseline. The new target builds upon our achievements since 2016 and is underpinned by detailed roadmaps. Additional information can be obtained from the ‘Climate transition plan’ section below.

Syngenta continues to report on progress against the 2016 baseline as part of its SBTi commitment and is also working on updating its scope 3 target and expects to publish it during 2025.

Climate governance

Syngenta AG is part of Syngenta Group and is therefore subject to the Group's governance mechanisms, including but not limited to climate change mitigation. For information regarding Board oversight and Management's role with regard to climate change mitigation, refer to the Syngenta Group ESG Report 2024 under the following section: "Corporate Governance".

In 2024, Syngenta Group established a Climate Operating Model that sets clear rules, roles and accountabilities across the Group in terms of climate governance, the establishment of reduction targets, transition plans, and the consistent reporting of scope 1, 2, and 3 emissions. The Climate Operating Model also outlines the roles and responsibilities of the Group functions and the respective business entities across Syngenta Group. To complement the Climate Operating Model, Syngenta Group is developing a climate policy to be published in 2025.

Climate risks and opportunities

Syngenta conducted a climate-related risk and opportunity assessment, encompassing both physical and transition risks. The results of this have enabled Syngenta to begin integrating climate risk considerations into existing processes and organizational structures.

Syngenta has implemented a comprehensive risk management process within its Crop Protection business, which incorporates physical risk assessments. Critical internal Syngenta facilities and around 250 strategic supplier sites have been assessed to understand where each may be exposed to natural risks, including those associated with climate change. Each site is analyzed to determine potential exposure to flood, hail, tsunami, and storm surge risks using external risk data and artificial intelligence. Mitigating actions are then implemented to reduce the likelihood or impact of such risks occurring. As a result, Syngenta can identify operational vulnerabilities caused by climate change and define the corresponding strategies to mitigate potential risks.

In 2025, Syngenta plans to update and expand its climate risk assessment as a means to identify and implement additional measures to integrate climate considerations into its governance structure and operational practices.

Climate-related opportunities are considered in business objectives and strategy development processes. Syngenta supports farmers deal with the impacts of climate change by actively pursuing innovation and offering farmers products that can help them adapt to climate change. Syngenta continues working towards the investment target of USD 2 billion in the development of products, services, programs, partnerships as well as capital expenditures that offer a clearly differentiated sustainability benefit or are breakthrough technologies enabling a step change in sustainability by the end of 2025 (see [Innovation in Agriculture](#)).

Climate transition plan

All relevant functions across Syngenta are collaborating to develop roadmaps that identify strategic greenhouse gas emissions reduction actions in each area of operation. Together, these roadmaps are part of a comprehensive company-wide transition plan that will enable successful achievement of the company's climate goals. The following sections highlight key elements of the transition plan and outline the progress achieved to date.

Driving sustainable operations at manufacturing sites (scope 1 and scope 2)

The Syngenta HSE Code of Practice on Environmental Sustainability requires all Syngenta operations to be aware of their resource usage and to implement programs to conserve natural resources, minimize

environmental impact, and adopt more sustainable practices. This includes greenhouse gas emissions reduction.

Syngenta Crop Protection manufacturing sites account for 73 percent of Syngenta's corporate Scope 1 and 2 footprints. Each manufacturing site owns and manages the implementation of a site-specific transition plan, providing quarterly progress updates to senior management teams. These site-specific transition plans typically include energy consumption efficiency measures, local implementation of the company-wide renewable electricity sourcing strategy (see below), optimization of thermal energy generation, and reduction of specific process emissions.

A roadmap to low carbon electricity (scope 2)

Syngenta is implementing a company-wide sourcing strategy that combines establishing long-term Power Purchase Agreements (PPAs) with on-site renewable electricity generation where possible. Currently, 55 percent of our electricity demand across all our sites comes from renewable sources, with contracts secured that are anticipated to further significantly increase the share over the next 1-3 years.

Understanding and reducing Supply Chain impacts (scope 3)

Syngenta's scope 3 emissions account for 96 percent of its corporate carbon footprint, with the largest contribution coming from embodied emissions of materials sourced by our active ingredient supply chains (scope 3 Cat.1). Supported by centralized subject-matter experts, individual supply chain managers are accountable for all of the climate impacts of the products they manage, alongside financial and operational performance. Working with cross-functional teams, they are responsible for developing and delivering an emissions-reduction roadmap for each of their active ingredients.

Engagement with suppliers is crucial for the successful development and delivery of these supply chain roadmaps. In its Supplier Code of Conduct, Syngenta communicates its expectation that suppliers understand and measure the environmental impact of their operations, including greenhouse gas emissions, and that they set targets and identify and implement improvement opportunities throughout their operations. Through an extensive supplier engagement program, Syngenta on-boards suppliers to the company's climate goals and works together with them to develop a detailed understanding of the carbon footprint of supplied products and of associated emissions reduction opportunities, which can contribute to the respective supply chain roadmap.

During 2024, Syngenta developed initial carbon reduction roadmaps for 19 key active ingredient supply chains, engaging over 100 suppliers in the process. As a result, approximately 27 percent of Syngenta's scope 3 emissions (excluding barter activities) reported in 2024 are based on product-specific carbon footprint data that has been provided by suppliers or through modeling, a step-change increase from approximately 3 percent in 2023. Further supply chains and suppliers will be added in 2025.

Syngenta Seeds teams partner with growers to implement regenerative agriculture practices into seed production, simultaneously reducing farm-level climate impact and, by extension, the carbon footprint of Syngenta's supply chain while maintaining seed quality competitive pricing for customers. These initiatives not only significantly reduce climate impacts at the farm level, supporting Syngenta's upstream decarbonization efforts, but also generate valuable insights to inform Syngenta's regenerative innovation and help establish best practices for the broader seeds industry.

Syngenta Seeds' targeted initiatives across its network of around 115,000 growers in five regions began showing significant results in 2024. Approximately 90 percent of Syngenta's field crops seed production hectares implemented crop rotation and 50 percent employ reduced tillage practices. Looking ahead, Syngenta aims to expand the adoption of precision fertilizer application and cover crops.

Collaboration to achieve climate goals

In addition to engagement with individual partners, Syngenta contributes to industry sector and cross-sectoral initiatives addressing the challenges associated of measuring and reducing carbon emissions.

Syngenta played an active role in the development by Together for Sustainability (TfS) of their Product Carbon Footprint guideline, a global standard for the chemical industry that was first released in 2023, and in 2024 was involved in establishing a platform that enables product carbon footprint data to be shared between chemical industry customers and suppliers. Syngenta is also a member of the World Business Council for Sustainable Development Partnership for Carbon Transparency (WBCSD PACT), working to harmonize methodologies and enhance collaboration on emissions reduction across business sectors.

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 relating to 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.

In 2016 and between 2020 and 2023, Syngenta AG reported on 13 out of the 15 scope 3 categories. Starting in 2024, it has streamlined to report 6 categories for Crop Protection and Seeds (Cat. 1, 2, 3, 4, 5, and 10). These categories account for over 95 percent of Syngenta's scope 3 emissions and are the categories that Syngenta can and plans to influence. The categories will be subject to periodic review to determine whether any significant changes have occurred in the underlying activities that would result in other scope 3 categories crossing Syngenta's materiality threshold.

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. Supplier data is included where available and where it has been determined that data is representative. Syngenta continuously looks for ways to increase the accuracy of our scope 3 emissions reporting and ensure that reported changes are 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.

From 2023 environmental data reported covers the period January 1 – December 31. The calendar year values are calculated based on actual performance data, plus estimates for October – December. Syngenta uses Capitalized Fixed Costs (CFC) to calculate Q4 values within our CP manufacturing operations to ensure that changes in manufacturing volumes are reflected in the calculated emissions. This approach may overlook emissions reductions attributable to Q4 production efficiencies, potentially resulting in understating the actual progress made. To address this, Syngenta will complete its planned transition to full calendar year reporting in 2025, such that reporting is based on actual data for the full period January 1 – December 31. As part of this transition, Syngenta will review the calendar year estimates where

variations could be expected and will validate actual data for the period January 1 – December 31 to determine whether any restatement is required.

For further information, refer to the “Notes” in the [Non-financial performance summary](#).

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

Reporting period: January 1 – December 31	2024	2023
Greenhouse gas emissions: Scope 1 + 2		
Total scope 1 emissions (000s tonnes of CO₂e)	406	394
Own operations	317	308
Company vehicles	89	86
Total scope 2 emissions (000s tonnes of CO₂e)	195	210
Purchased energy	195	210

For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#).

Absolute scope 1+2 emissions decreased by 0.4 percent compared to 2023. The continued deployment of the renewable electricity procurement strategy ensured that the significant scope 2 reductions achieved in 2023 were maintained, with further reductions resulting from a combination of reduced energy consumption and the use of steam sources with a lower carbon footprint. For example, an in-process waste heat recovering system was commissioned at the Kaisten manufacturing site in Switzerland, which will deliver a reduction in steam related emissions of up to 1,000 tonnes CO₂e/year.

Reporting period: January 1 – December 31	2024	2023
Greenhouse gas emissions: Scope 3		
Total scope 3 emissions (000s tonnes of CO₂e)	14,096	14,612
Scope 3 CO ₂ e emissions, excl. barter activities	9,140	9,550
Scope 3 CO ₂ e emissions: barter activities	4,957	5,062
Total scope 3 emissions by category (000s tonnes of CO₂e)	14,096	14,612
Cat. 1 Purchased goods and services	11,684	11,779
Cat. 2 Capital goods	239	245
Cat. 3 Fuel and energy related activities	112	95
Cat. 4 Upstream transportation and distribution	1,138	975
Cat. 5 Waste generated in operations	540	416
Cat. 10 Processing of sold products	383	451
Scope 3 emissions in other categories	<i>not material</i>	652

The scope 3 emissions are not directly comparable to previous years due to the inclusion of more representative emissions data and improvements in calculation methodology, as well as streamlining scope 3 reporting to six categories in 2024. Syngenta is conducting a re-baselining exercise and will likely restate previous years' scope 3 emissions in its 2025 ESG report, following recently published guidance from WBCSD's PACT initiative. This restatement will inform Syngenta's updated scope 3 target in 2025, ensuring it is based on meaningful, representative data.

Overall, the total scope 3 emissions for the six reported categories increased from 13.96 million tonnes of CO₂e in 2023 to 14.1 million tonnes of CO₂e in 2024, an increase of 1 percent. The scope 3 emissions, excluding barter activities, for the six reported categories increased by 2.2 percent from 8.9 million tonnes of CO₂e in 2023 to 9.1 million tonnes of CO₂e in 2024. The increase was mainly driven by improvements in calculation methods as outlined below. This was largely offset by decreases in production volume of Seeds and Crop Protection products.

Improvements in Scope 3 emissions data and calculation methods

Improving the accuracy of emissions data is a key priority for Syngenta. Syngenta continuously reviews the scope 3 calculation process to obtain better, more granular data and to improve calculation methods. With more representative data Syngenta can ensure that efforts are targeted in the most impactful parts of the business and that improvements delivered through the execution of the transition plan can be accounted for. Scope 3 reporting is compiled through a combination of many sources of data, and there can be multiple reasons for changes from year to year. Syngenta is committed to providing clear and transparent information about updates to its scope 3 footprint. Changes in Syngenta's 2024 reported scope 3 emissions relating to improved data accuracy for the six categories reported are explained below (excluding barter activities).

- **Assigning more accurate emission factors:** Syngenta refines its scope 3 emissions quantification by updating emission factors from secondary databases with more specific data when available. In 2024, this process led to a 0.9 percent increase in Syngenta's reported emissions.
- **Obtaining Supplier Product Carbon Footprint (PCF) data:** Syngenta's supply chain teams have obtained Product Carbon Footprint (PCF) data from key suppliers, replacing generic emission factors with more accurate, supplier-specific data. This not only improves accuracy but provides the foundation on which to track and account for suppliers' improvements over time. The amount of Syngenta's scope 3 emissions based on supplier PCF data increased from 1 percent in 2023 to 16 percent in 2024, resulting in an overall increase in Syngenta's reported scope 3 emissions of 4.5 percent.
- **Incorporating modeled emissions data:** Syngenta has improved its emissions data by developing models to estimate key materials' production emissions based on internal knowledge, literature and from engagements with relevant suppliers. This approach provides more accurate data than generic emissions factors. The total amount of Syngenta's scope 3 emissions based on modeled data increased from 1 percent in 2023 to 11 percent in 2024, leading to a 6 percent overall increase in Syngenta's reported scope 3 emissions.
- **Improving calculation methodology:** Syngenta improved its scope 3 calculation methodology in 2024. Some tolled materials were reclassified as purchased materials, moving emissions from Scope 3.10 to 3.1 and removing previous tolling-related reductions. This increased overall reported emissions by 7 percent but improved data accuracy. Additionally, Scope 3 Category 3.3 now includes previously unreported emissions from renewable electricity purchases, causing a minor increase (<1 percent) in Scope 3 emissions.
- **Excluding out-of-scope activities:** In 2024, Syngenta stopped reporting Seeds activities in China, as these are no longer in the scope of the company's activities. In the future these impacts will be accounted for under Syngenta Group China (part of Syngenta Group) and covered in the Syngenta Group ESG Report. This change resulted in a minor reduction (less than 1 percent) in Syngenta's 2024 reported scope 3 emissions.

Syngenta continues to report on scope 3 emissions, recognizing the inherent limitations in data availability and accuracy. In 2025, Syngenta plans to further enhance scope 3 emissions data quality through increased supplier engagement and extended use of modeled data. These improvements in data capture may lead to refinements in current year figures and will help guide Syngenta's transition plan. Syngenta's reporting reflects the most accurate assessment possible with the information available at the time of reporting.

Reporting period: January 1 – December 31	2024	2023
Greenhouse gas emissions: change since 2016 baseline		
Absolute CO₂e emissions from scope 1+2+3 sources:		
Emissions (000s tonnes)	14,698	15,216
Change since 2016 baseline	86%	93%
Absolute CO₂e emissions from scope 1+2 sources:		
Emissions (000s tonnes)	602	604
Change since 2016 baseline	-33%	-33%
Absolute CO₂e emissions from scope 3 sources:		
Emissions (000s tonnes)	14,096	14,612
Change since 2016 baseline	102%	109%

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During 2024, the absolute scope 1+2 emissions decreased by 33 percent since 2016, while absolute scope 3 emissions increased by 102 percent in the same period. This reduction in scope 1+2 emissions reflects the implementation of the renewable electricity procurement strategy, starting in 2023, as well as energy consumption and efficiency improvements and the use of lower-carbon steam sources. Some emissions have also been shifted from scope 1+2 to scope 3 due to changes in sourcing of particular materials. Representing approximately 96 percent of Syngenta’s total absolute emissions, scope 3 emissions increased to 14.1 million tonnes of CO₂e in 2024 from 6.99 million tonnes of CO₂e in 2016. As outlined above, this change in scope 3 emissions relates to increased purchase volumes as well as changes in the accounting methodology.

Reporting period: January 1 – December 31	2024	2023
Greenhouse gas emissions: Intensity-based		
Intensity-based CO₂e emissions from scope 1+2+3 sources:		
Emissions intensity (g/\$sales)	866	793
Emissions intensity (g/\$value added)	2,412	2,210
Change since 2016 baseline (based on value added) SBTi	92%	76%
Intensity-based CO₂e emissions from scope 1+2 sources:		
Emissions intensity (g/\$sales)	35	32
Emissions intensity (g/\$value added)	99	88
Change since 2016 baseline (based on value added) SBTi	-31%	-39%
Intensity-based CO₂e emissions from scope 3 sources:		
Emissions intensity (g/\$sales)	830	761
Emissions intensity (g/\$value added)	2,313	2,123
Change since 2016 baseline (based on value added) SBTi	108%	91%

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Compared to the 2016 baseline and the SBTi goals, intensity-based CO₂e emissions from scope 1+2+3 sources have risen by 92 percent based on value added. This intensity value is calculated based on FY24 sales and value added (gross profit). Sales saw a 12 percent decrease compared to 2023 but a 33 percent increase since 2016. Gross profit dropped by 11 percent and 3 percent compared to 2023 and 2016 respectively. Syngenta’s intensity-based CO₂e emission from scope 1+2 sources declined by 31 percent compared to the 2016 baseline, mainly due to reduced absolute emissions.

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 resource usage, implement programs to conserve natural resources, reduce impact on the environment, and adopt more sustainable practices. Among other environmental sustainability subjects, these requirements cover energy use and energy reduction.

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

Key performance indicators

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

For more information on any changes in methodology, KPI definitions or restatements refer to the "Notes" in the [Non-financial performance summary](#).

In 2024, intensity-based energy consumption increased by 14 percent and absolute energy consumption increased by 2 percent compared to 2023.

Total scope 1 energy consumption increased by 143 TJ, which is linked to the 4 percent increase in fuel consumption, primarily driven by an increase of natural gas consumption coming from increasing seed production.

3.2.3 Air emissions

Topic description

Air emissions from chemical manufacturing can contain 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 who could be 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

Reporting period: January 1 – December 31	2024	2023
Air emissions		
Air emissions intensity (g/\$sales)	0.067	0.051
Air emissions (tonnes)	1,137	988
Nitrogen oxides (NO _x)	470	456
Sulphur oxides (SO _x)	5	7
Non-Methane Volatile Organic Compounds (NMVOCs)	272	241
Particulate matter	384	278
Ammonia (NH ₃)	4	3
Acid Chloride (HCl)	3	3

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For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#)

Most of Syngenta’s air emissions were generated by processes related to the manufacturing of crop protection products. In 2024, the intensity-based value of reported air emissions increased by 30 percent, and their absolute value increased by 15 percent. This rise was mainly driven by a 38 percent increase in tonnes of particulate matter reported due to enhanced reporting and measurement data, largely stemming from Formosa seeds plant in Brazil. As a result of improved air emissions monitoring and data collection methodologies at certain sites, not all year on year-on-year values are directly comparable.

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 Syngenta’s 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 its 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’ environmental performance through its Supplier Sustainability Program, which includes 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 prioritizes best practices in selecting growing areas and advising on the implementation of water management technologies.

Key performance indicators

Reporting period: January 1 – December 31	2024	2023
Water		
Water usage intensity from own operations (liters/\$sales)	2.1	1.8
Water usage from own operations (million cubic meters)	35.5	34.1
Origin of water withdrawn:		
Surface fresh water (million cubic meters)	5.4	4.8
Groundwater (million cubic meters)	9.5	9.5
Water obtained from a third party (million cubic meters)	20.6	19.8
Saline water (million cubic meters)	0.0	0.0

For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#).

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 and production fields and greenhouses, as well as for equipment cleaning and the treatment formulation when processing seeds. Formulation, fill and pack (FF&P) sites use water for the cleaning of tanks and piping during production changeovers between formulations. Cooling constitutes most of the water consumed by Syngenta’s active ingredient plants. Water is also used throughout the value chain, with suppliers using water in both the manufacturing of molecules and for growing seeds, whilst customers mainly use water for growing crops.

In 2024, water usage intensity usage increased by 17 percent, and absolute water usage increased by 4 percent, respectively, in line with seasonal variations. 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 Syngenta’s active ingredient site in Monthey, Switzerland, represents about 80 percent of the water obtained from third parties and about 45 percent of the total water usage of Syngenta. This water is primarily used for cooling purposes.

Reporting period: January 1 – December 31	2024	2023
Wastewater effluents		
Industrial wastewater discharge intensity (liters/\$sales)	0.6	0.55
Industrial wastewater discharge (million cubic meters)	10.2	10.5
Direct discharge of uncontaminated cooling water (million cubic meters)	19.6	17.5
Total on-site treated wastewater (million cubic meters)	5.6	5.1
Primary treatment (million cubic meters)	2.5	1.9
Secondary treatment (million cubic meters)	0.1	0.3
Tertiary treatment (million cubic meters)	2.9	2.9
Discharge to the environment without treatment (million cubic meters)	3.8	2.9
Discharge to a third party without treatment (million cubic meters)	19.1	19.8
Other routes or treatment types (million cubic meters)	0.2	0.0

In 2024, intensity-based industrial wastewater discharges increased by 9 percent and absolute industrial wastewater discharge decreased by 3 percent compared to 2023. The direct discharge of uncontaminated cooling water increased by 12 percent due to variations in weather patterns. The total on-site treated wastewater increased by 10 percent in line with an increasing 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 its Supplier Sustainability Program, Syngenta assesses its chemical suppliers on their environmental performance, which includes reviewing waste management practices.

Key performance indicators

Reporting period: January 1 – December 31	2024	2023
Waste		
Total waste intensity from own operations (g/\$sales)	23.7	18
Total waste from own operations (000s tonnes)	402	347
Hazardous waste intensity from own operations (g/\$sales)	13.2	10.0
Hazardous waste from own operations (000s tonnes)	225	192
Recycled and re-used (000s tonnes)	46	56
Incinerated (000s tonnes)	144	109
Landfill (000s tonnes)	10	10
Other (000s tonnes)	25	17

Non-hazardous waste intensity from own operations (g/\$sales)	10.4	8.1
Non-hazardous waste from own operations (000s tonnes)	177	155
Recycled and re-used (000s tonnes)	81	80
Incinerated (000s tonnes)	34	19
Landfill (000s tonnes)	54	51
Other (000s tonnes)	9	5

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For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#).

In 2024, intensity-based and absolute waste from own operations increased by 32 percent and 16 percent, respectively. Absolute hazardous waste increased by 17 percent. Absolute non-hazardous waste increased by 14 percent.

The reported increase in the total hazardous and non-hazardous wastes is primarily due to the inclusion of the disposal of write-off materials from seeds and crop protection products. Write-off of products is highly variable from year to year. Such variability is contingent upon, but not limited to, market conditions, storage capacity, and holding times. By improving the coverage and including write-off materials, total waste from own operations increased in 2024 by 16 percent. On a like-for-like basis, total hazardous and non-hazardous wastes have not materially changed compared to the previous year. As a result of this improvement in reporting the figures for waste are not comparable with previous years.

3.3 Employee matters

3.3.1 Employee engagement and development

Topic description

Syngenta’s diverse workforce is an important driver in achieving its goals and ambitions. The achievement of Syngenta’s strategy rests on its ability to attract, develop, and engage the right talent. To this end, Syngenta is committed to creating an optimal and inclusive work environment, fostering employee belonging, satisfaction, well-being, and performance, which are key to its overall 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 workers’ 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 (science, technology, engineering and mathematics) skills, while the Syngenta Learning Edge platform delivers personalized learning experiences.

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

Engagement

Syngenta fosters a culture of open communication and continuous improvement through various engagement initiatives, such as 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 Syngenta values and contribute significantly to business performance. Additionally, Syngenta conducts regular employee engagement surveys to gauge its workforce’s needs, sentiment, 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 covers physical, mental, financial, and social well-being, and is 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

Reporting period: January 1 – December 31 (All figures are as of December 31 of each year)	2024	2023
Employment		
Permanent employees	30,625	33,813
Europe, Africa and Middle East	13,182	13,627
North America	4,508	4,691
Latin America	6,567	7,429
Asia Pacific	6,369	8,066

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15,16

Temporary employees	3,031	3,384	15,16
Europe, Africa and Middle East	539	659	
North America	18	37	
Latin America	2,236	2,431	
Asia Pacific	239	257	
Part-time employees	993	990	17
Europe, Africa and Middle East	956	950	
North America	9	11	
Latin America	0	0	
Asia Pacific	28	29	
Turnover rate	14.4%	9.8%	17,18

For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#).

In 2024, the number of permanent and temporary FTEs experienced a reduction across all operating regions. This workforce reduction was primarily attributable to the implementation of strategic optimization initiatives, governance restructuring efforts, and the realization of operational synergies. The regional differences in part-time contracts reflect market labor practices, driven by local regulations. The overall turnover rate increased from 9.8 percent to 14.4 percent in 2024, driven by the aforementioned strategic workforce optimization initiatives.

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, 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 Global Leadership Team (GLT) and the Board of Directors of Syngenta Group. 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 senior leaders representing Syngenta Group’s four business units and group-level functions, which includes Syngenta AG.

Accountability for DEI in Syngenta AG sits with its leadership team, who set priorities 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 across its 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 Syngenta’s 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 has been successfully implemented and has shown positive results. Syngenta uses an online dashboard that provides consistent gender and generational pay data, facilitating detailed analyses by work level, job function, and performance. Syngenta’s HR Workday system is equipped with analytical tools that assist line managers in evaluating their team’s pay data throughout the compensation cycle, fostering more equitable pay decisions. Furthermore, the company created targeted training material and guidance for recruiters and hiring managers to prevent pay disparities during hiring, promotions, or job transitions.

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

Key performance indicators

In 2024, both the overall percentage of female employees and the percentage of female employees in management roles remained stable at 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 remained stable overall and increased for male employees by 5.4 percent, while it decreased 1.3 percent for female employees. The increase of male part-time employees happened mainly in Switzerland. The turnover rate for female employees has increased to 13.1 percent from 9.8 percent in 2023. For male employees, the rate increased to 15.0 percent from 9.9 percent in 2023.

Reporting period: January 1 – December 31 (All figures are as of December 31 of each year)

	2024	2023
DEI		
Permanent employees	30,625	33,813
Female	10,038	10,874
Male	20,489	22,828
Undeclared	99	111
Temporary employees	3,031	3,384
Female	596	847
Male	716	1,100
Undeclared	1,719	1,437
Part-time employees	993	990
Female	740	750
Male	252	239
Undeclared	1	1
Turnover rate	14.4%	9.8%
Female	13.1%	9.8%
Male	15.0%	9.9%
Undeclared	13.1%	9.0%
Percentage of female employees:		
All employees	33%	33%
Management roles	28%	28%
Senior management	21%	21%

For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#).

As part of the commitment to DEI, Syngenta actively analyzes salary information to understand and manage gender pay differences. The global raw mean gender pay gap has improved from -2.51 percent in 2023 to -2.22 percent in 2024. The 2023 figure is post-compensation cycle, which ends in March of the following calendar year. Syngenta proactively addresses pay transparency by analyzing current and upcoming legislation to ensure compliance across its global operations. Efforts include developing a standardized methodology for assessing pay gaps, preparing for the EU Pay Transparency Directive and other relevant laws, and planning pilot programs for public pay reporting, employee right to information, and salary range transparency.

3.3.3 Health and safety

Topic description

At Syngenta, safety is a core value. Syngenta has a responsibility to operate responsibly and securely across all its operations. From occupational health and safety, including occupational safety, process safety and road safety, Syngenta aims to protect its 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

Syngenta's HSE Policy and Standards provide the basis for effectively managing Health, Safety and Environment (HSE) within the company. They set out HSE accountabilities for all employees, including management and the HSE function, and outline 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. The HSE function 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.

Syngenta Group has set an average Lost-time injury rate (LTIR) target equal to or less than 0.15 in the period 2025-2030 and continues implementing safety programs to reach this target. Syngenta also has the ambition of zero fatalities on any Syngenta site and 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 and/or town halls and holds Safety Pause meetings every year to ensure that all employees are considering health and safety in the workplace.

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 Syngenta's 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 performance, including process safety. 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.

Reporting period: January 1 – December 31	2024	2023	
Occupational Health and Safety			
Recordable fatalities	0	1	21
Fatalities due to injuries	0	1	
Own employees	0	1	
Directly supervised contractors	0	0	
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	0.000	0.002	21
Recordable fatality rate due to occupational illness per 200,000 hours	0.000	0.000	21
Cases of recordable injuries	172	130	21,22
Own employees	119	96	22
Directly supervised contractors	53	34	22
High-consequences injuries	30	3	
Recordable injury rate per 200,000 hours	0.31	0.23	21,22
Own employees	0.29	0.23	
Directly supervised contractors	0.34	0.23	
Lost time injury rate (LTIR) per 200,000 hours	0.18	-	21,23
Recordable high-consequence injury rate per 200,000 hours	0.05	0.01	21
Cases of recordable occupational illness	2	12	21
Own employees	1	6	
Directly supervised contractors	1	6	
Recordable occupational illness rate per 200,000 hours	0.0036	0.0212	21
Own employees	0.00	0.01	
Directly supervised contractors	0.01	0.04	
Recordable injury and illness rate (IIR) per 200,000 hours	0.31	0.25	21,22

For more information on any changes in methodology, KPI definitions or restatements refer to the "Notes" in the [Non-financial performance summary](#).

In 2024, Syngenta’s injury and illness rate (IIR) increased to 0.31. The increase was driven by a rise in motor vehicle-related incidents, including field worker transportation and motorcycle use by marketing developers in India and Bangladesh. A special focus on road safety, particularly with regard to workforce transportation and telematics usage in motorcycles, will be implemented in 2025. There was a decrease in occupational injuries across the Crop Protection manufacturing operations, mainly as a result of the implementation of behavior-based programs and human factors engineering principles. During 2024, there were no recordable fatalities.

Reporting period: January 1 – December 31	2024	2023	
Road and Process Safety			
Critical events:			
Motor vehicular incident rate per million kilometers	1.04	1.02	24
Motor vehicular incidents	464	433	24
Motor vehicle injury rate per million kilometers	0.25	0.14	24 ²⁴
Motor vehicle injuries	110	59	24
Process safety events rate per 200,000 hours (medium and high actual)	0.11	0.12	25
Process safety events (medium and high actual)	64	70	26
Process safety incident severity rate (PSISR)	0.15	0.19	27
Distribution safety incidents	394	412	
Significant unplanned or uncontrolled releases to the environment	1	4	28

In 2024, the company recorded 464 motor vehicular incidents, an increase from the 433 cases recorded in 2023. The number of injuries due to motor vehicular incidents also increased. The increase was mainly the result of one field worker transport event and from motorcycle incidents. As part of the current Driving Safety Strategy, several initiatives were launched, including a set of worker transport company standards to improve the management of vehicles and the selection process of suppliers. Additionally, enhancements to the motorcycle telematics program will be implemented with the aim of increasing the active user base, which will facilitate early identification of riders exhibiting a high-risk profile, enabling the implementation of pre-emptive actions aimed at optimizing driving behavior.

In 2024, 64 medium and 0 high actual process safety events were recorded, a decrease compared to 68 medium and 2 high actual process safety events in the previous year. The process safety events recorded were attributed to equipment malfunction and suboptimal human performance. All events were escalated and investigated for root causes, and action plans were reviewed with the site management and functional leadership.

One significant unplanned or uncontrolled release to the environment was reported in 2024. The event was due to the malfunction of an underground drain. The event was escalated, investigated for root causes, and the action plan 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 its operations and across its 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 value 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 5, 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 responsibly. 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.

In 2024, Syngenta expanded its due diligence gap assessment as part of its broader effort to ensure compliance with the Swiss Ordinance on Due Diligence and Transparency duties related to Conflict Minerals and Child Labor (DDTrO). This expansion broadened the focus on child labor to encompass human rights more comprehensively, aiming to identify policy and process gaps throughout the company and its value chain. 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 OECD Due Diligence Guidance for Responsible Business Conduct (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 regard 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 employs a range of instruments, from awareness raising, training, and capacity building to stakeholder engagement and scaling up best practices to implement meaningful change across multiple focus areas by 2025. In 2024, three new partners joined the project, demonstrating expanded industry collaboration and a shared commitment to its goals.

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. Syngenta takes action where issues arise in its operations. Where issues are linked to third-party operations, Syngenta 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 approximately 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 vulnerable to exploitation and unfair labor practices. To address this, Syngenta implemented the Fair Labor Program (FLP) in 2004, starting in India. Developed with the Fair Labor Association, the program aims to ensure fair labor standards throughout Syngenta's seed supply farm network, seeking to eliminate child labor, harassment, abuse, and other exploitative practices. Since its inception, the program has expanded to cover nearly all of Syngenta's seed producing countries (see [Supply chain](#)).

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

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

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 [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 115,000 small, medium and large farms in 37 countries to multiply the high-quality seeds that Syngenta sells to its customers.
- **Crop protection (CP) supply chain:** From producers of basic commoditized chemistries to advanced custom manufacturers of fine chemistries and packaging, and global logistics providers, Syngenta works with more than 800 suppliers globally to procure the products and services required to manufacture crop protection products.
- **Flower supply chain:** The network of approximately 40 owned and third-party commercial flower farms in over 15 countries produces flower seeds, cuttings, and young plants.

These direct procurement supply chains face diverse challenges. Agricultural work in the seed supply chain is arduous 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.

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

These supply chains also represent the most significant portion of Syngenta's carbon footprint. 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 its supply chain.

Management approach

Syngenta expects suppliers to adhere to and comply with the standards set forth in the Syngenta Group Code of Conduct (principles 5, 22-24) and the 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 seeks to evaluate 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 within 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. As part of efforts to strengthen its monitoring capabilities, Syngenta developed a new tool for audit planning and tracking non-compliances and remediation plans which will be put into effect in 2025.

The company engages with its CP suppliers through the Supplier Sustainability Program, which includes on-site audits by Syngenta teams, and/or external audits and online EcoVadis-supported assessments conducted through the chemical industry's sector initiative Together for Sustainability (TfS), 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 has developed an action plan to further strengthen its due diligence processes for its CP supply chain, with an emphasis on human rights and environment to ensure that potential risks are systematically identified and addressed.

Syngenta's flower business requires all Syngenta-owned farms to maintain GlobalG.A.P. and GlobalG.A.P. Risk Assessment on Social Practice (G.R.A.S.P.) certification or equivalent. 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. Syngenta also requires 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.

Syngenta's indirect procurement suppliers are key partners in driving innovation and enhancing sustainability. The company has established sustainability focus areas for each indirect procurement category, which guide both buyers and suppliers in making responsible purchasing decisions. These priorities include, amongst others, transitioning to greener consumables in R&D centers, implementing a total cost of ownership approach for engineering equipment, and reducing the carbon footprint of fleet management.

Conflict minerals

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

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 its key direct procurement supply chains: seeds, crop protection, and flowers. The coverage of the Syngenta Fair Labor Program pertains to the calendar year in which the fields are sowed/planted, which is generally the year before the reporting period.

Reporting period: January 1 – December 31	2024	2023
Supplier sustainability and fair labor programs		
Suppliers included in sustainability and fair labor programs	99.9%	99.5%
Coverage of Syngenta Fair Labor Program:		
Syngenta seed producing countries	95%	97%
Seed supply farms	100%	99.7%
of which: farms monitored	19%	18%
Coverage of Supplier Sustainability Program:		
Chemical suppliers	94%	93%
Formulation, fill and pack tollers	83%	80%
Packaging manufacturers	95%	68%
Logistics service providers	77%	-
Commercial flower farms with valid GlobalG.A.P. certification	91%	94%
Commercial flower farms with valid G.R.A.S.P. assessment	100%	100%

29
29
30
30,31

For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#).

In 2024, the percentage of suppliers covered by Syngenta’s sustainability and fair labor programs slightly increased to 99.9 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 chain

As of last year, almost 100 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 25 percent to over 115,000 farms in 2024. These new supplier farms are mainly located in Indonesia. The seed supply chain represents 99 percent of all direct procurement suppliers targeted by Syngenta’s sustainability and fair labor programs.

The Syngenta FLP is in place in 95 percent of its seed producing countries (35 out of a total of 37), with Peru added to the program in 2024. Australia and New Zealand are new production countries that are still not part of the program. As part of the Group’s sustainability priorities, Syngenta aims to expand the scope of the program to seed processing countries and cover all seed producing and processing countries with the FLP by the end of 2025. The percentage of farms undergoing internal monitoring was 19 percent as of the end of 2024.

Crop protection supply chain

In 2024, the percentage of suppliers included in the Sustainability Program increased across all categories due to a combination of a decrease in the supplier base and the extended coverage in external supplier assessment programs.

The percentage of chemical suppliers and the formulation, fill and pack tollers included in the Supplier Sustainability Program increased by 1 and 3 percent, respectively. The packaging suppliers’ category saw the most significant improvement, with 95 percent of packaging suppliers included in the program in 2024 compared to 68 percent in 2023. This was a result of increased engagements by regional procurement teams.

Starting in 2024, the logistics service providers have been included in the program, with 77 percent of suppliers in scope having completed an EcoVadis assessment.

Commercial flower farms

In 2024, the percentage of farms with valid GlobalG.A.P. certification decreased to 91 percent compared to 94 percent in 2023. The total number of farms in scope for GlobalG.A.P. reduced to 33 farms from 36 in

2023. One hundred percent of Syngenta commercial flower farms maintained valid G.R.A.S.P. or equivalent social practice assessment this year. The number of farms in scope reduced to 11 farms compared to 12 farms in 2023. There are also 12 third-party farms, which are outside the scope for reporting, having a valid G.R.A.S.P. certification in place.

3.4.3 Community engagement

Topic description

Engaging with communities is integral to how Syngenta operates. We support and partner 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 Group’s Charitable Contributions Policy outlines the minimum standards for philanthropic donations and non-commercial sponsorships, focus areas and governance. Syngenta Group’s 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.

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.

Reporting period: January 1 – December 31	2024	2023
Community engagement		
Corporate community investment (\$m)	21	25

For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#).

In 2024, community investments totaled USD 21 million, of which USD 16.7 million were invested via the Syngenta Foundation for Sustainable Agriculture (SFSA). The remaining amount was invested across all regions, with Asia Pacific representing 34 percent, followed by North America at 30 percent, Latin America at 20 percent, and Europe, Africa and the Middle East at 16 percent. Community investments were primarily concentrated in India, the United States, Brazil, Ukraine, and Canada. The total investment amount decreased by approximately USD 4 million compared to 2023. The 16 percent reduction was primarily due to the phasing out of financial support to the SFSA, which ceased its activities at the end of 2024.

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

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 the 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 and other key compliance-related topics such as anti-bribery and corruption, competition law, respectful workplace, and conflicts of interest.

All Syngenta employees must avoid conflicts of interest when conducting business as stipulated in the guidelines provided by the 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. 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.

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

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

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

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

Reporting period: January 1 – December 31	2024	2023
Corporate conduct		
Employees submitting Code of Conduct commitment	30,173	28,794
Completion rate	100%	100%
New hires completing compliance onboarding training	97.4%	92.7%
Compliance cases reported	613	589
of which: substantiated cases of bribery and corruption	2	3

32
17
33

For more information on any changes in methodology, KPI definitions or restatements refer to the “Notes” in the [Non-financial performance summary](#).

In 2024, 30,173 employees submitted their Code of Conduct commitment, an increase of 4.8 percent over the previous year, with a completion rate of 100 percent for employees in scope.

The rate of new hires who completed the compliance onboarding training increased by 4.7 percentage points to 97.4 percent. The training comprises five ethical compliance topics: Code of Conduct, anti-bribery and corruption, competition law, conflicts of interest, and respectful workplace.

The 4 percent increase in the number of compliance-related cases was driven by a continued focus on ethical behavior and a respectful workplace. Instances of non-compliance wherein senior personnel are implicated as perpetrators are distinctly identified and reported to the Syngenta Ethics Board, thereby ensuring comprehensive awareness and uniform application of measures. There were 2 substantiated cases of bribery and corruption reported in 2024.

3.5.2 Responsible lobbying

Topic description

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

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

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 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 made by the company where legally permissible or by the Syngenta Political Action Committee (PAC), which is wholly funded by voluntary contributions from full-time employees and Board members with US citizenship or permanent resident alien status and is governed by a 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](#).

3.5.3 Enterprise risk management

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

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

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

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

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

In preparation for the upcoming reporting requirements, Syngenta has further aligned its double materiality assessment methodology with the ERM framework and developed new scoring criteria in line with Syngenta Group's risk management guideline.

For more information on the ERM framework and accountabilities, refer to Syngenta Group ESG Report 2024.

4. Non-financial performance summary

The data provided in this section is for the Syngenta AG group. Starting in 2023, the reporting period is **from January 1 to December 31**. The reporting period for FY22 remains unchanged and continues to cover the period from October 1 to September 30, unless stated otherwise. 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 2024, 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. KPMG AG has issued a limited assurance report on Syngenta’s selected 2024 Non-financial performance summary. It is provided on page [48](#).

The Non-financial performance summary was approved by the Board of Directors of Syngenta AG on April 24, 2025 for publication on April 29, 2025.

Sustainable agriculture

Reporting period: January 1 – December 31	2024	2023	2022
Sustainable innovation			
Investment in sustainable agriculture breakthroughs (\$m)	254	273	289

* FY22 reporting period for investments in CP and Seeds R&D, and 'other' investments (e.g., M&A, JV, Partnerships) is October to September. Investments in operations and in-country projects are for the period January to December.

Environmental matters: GHG emissions

Reporting period: January 1 – December 31	2024	2023	2022	
Greenhouse gas emissions				2
Intensity-based CO₂e emissions from scope 1+2+3 sources:				
Emissions intensity (g/\$sales)	866	793	585	11
Emissions intensity (g/\$value added)	2,412	2,210	1,404	11
Change since 2016 baseline (based on value added) SBTi	92%	76%	12%	10
Intensity-based CO₂e emissions from scope 1+2 sources:				
Emissions intensity (g/\$sales)	35	32	41	11
Emissions intensity (g/\$value added)	99	88	99	11
Change since 2016 baseline (based on value added) SBTi	-31%	-39%	-30%	10
Intensity-based CO₂e emissions from scope 3 sources:				
Emissions intensity (g/\$sales)	830	761	544	11
Emissions intensity (g/\$value added)	2,313	2,123	1,304	11
Change since 2016 baseline (based on value added) SBTi	108%	91%	17%	10
Absolute CO₂e emissions from scope 1+2+3 sources:				
Emissions (000s tonnes of CO ₂ e)	14,698	15,216	11,684	
Change since 2016 baseline	86%	93%	48%	10
Absolute CO₂e emissions from scope 1+2 sources:				
Emissions (000s tonnes of CO ₂ e)	602	604	827	
Change since 2016 baseline	-33%	-33%	-8%	10
Absolute CO₂e emissions from scope 3 sources:				
Emissions (000s tonnes of CO ₂ e)	14,096	14,612	10,857	5,6,7
Change since 2016 baseline	102%	109%	55%	10
Total scope 1 CO₂e emissions (000s tonnes of CO₂e)	406	394	499	3
Own operations	317	308	420	
Company vehicles	89	86	79	
Total scope 2 CO₂e emissions (000s tonnes of CO₂e)	195	210	328	4
Purchased energy	195	210	328	
Total scope 3 CO₂e emissions (000s tonnes of CO₂e)	14,096	14,612	10,857	5,6,7
Scope 3 CO ₂ e emissions, excl. barter activities	9,140	9,550	10,857	8
Scope 3 CO ₂ e emissions: barter activities	4,957	5,062	n/a	
Total scope 3 emissions by category (000s tonnes of CO₂e)				5,6,7
Cat. 1 Purchased goods and services	11,684	11,779	8,695	
Cat. 2 Capital goods	239	245	230	
Cat. 3 Fuel and energy related activities	112	95	152	
Cat. 4 Upstream transportation and distribution	1,138	975	548	
Cat. 5 Waste generated in operations	540	416	127	
Cat. 10 Processing of sold products	383	451	469	
Scope 3 emissions in other categories	<i>not material</i>	652	636	9

Environmental matters: Energy

Reporting period: January 1 – December 31	2024	2023	2022
Energy			
Total energy intensity (MJ/\$sales)	0.50	0.44	0.47
Total energy (TJ)	8,556	8,413	9,419
of which: renewable energy consumed	23%	18%	7%
Consumption of fuel (TJ)	5,067	4,851	5,475
Biomass (TJ)	249	321	183
Oil (TJ)	200	222	334
Gas (TJ)	3,831	3,505	4,045
Other non-renewable fuel (TJ)	787	803	913
Consumption of purchased or acquired energy (TJ)	3,511	3,564	3,949
Electricity (TJ)	2,365	2,343	2,485
of which: renewable electricity	55%	51%	17%
Steam (TJ)	1,141	1,217	1,456
of which: renewable steam	0%	0%	2%
Other (TJ)	5	4	8
of which: other renewable energy	0%	0%	0%
Consumption of self-generated non-fuel renewable energy (TJ)	42	34	24
Geothermal (TJ)	21	22	16
Solar (TJ)	21	12	8

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Environmental matters: Air emissions

Reporting period: January 1 – December 31	2024	2023	2022
Air emissions			
Air emissions intensity (g/\$sales)	0.067	0.051	0.047
Air emissions (tonnes)	1,137	988	942
Nitrogen oxides (NO _x)	470	456	331
Sulphur oxides (SO _x)	5	7	16
Non-methane Volatile Organic Compounds (VOCs)	272	241	304
Particulate matter	384	278	282
Ammonia (NH ₃)	4	3	5
Acid chloride (HCl)	3	3	4

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Environmental matters: Water and wastewater effluents

Reporting period: January 1 – December 31	2024	2023	2022
Water			
Water usage intensity from own operations (liters/\$sales)	2.1	1.8	1.9
Water usage from own operations (million cubic meters)	35.5	34.1	37.0
Origin of water withdrawn:			
Surface fresh water (million cubic meters)	5.4	4.8	4.1
Groundwater (million cubic meters)	9.5	9.5	10.8
Water obtained from a third party (million cubic meters)	20.6	19.8	22.2
Saline water (million cubic meters)	0.0	0.0	0.0
Wastewater effluents			
Industrial wastewater discharge intensity (liters/\$sales)	0.6	0.55	0.52
Industrial wastewater discharge (million cubic meters)	10.2	10.5	10.3
Direct discharge of uncontaminated cooling water (million cubic meters)	19.6	17.5	21.2
Total on-site treated wastewater (million cubic meters)	5.6	5.1	5.5
Primary treatment (million cubic meters)	2.5	1.9	2.3
Secondary treatment (million cubic meters)	0.1	0.3	0.1
Tertiary treatment (million cubic meters)	2.9	2.9	3.1
Discharge to the environment without treatment (million cubic meters)	3.8	2.9	4.0
Discharge to a third party without treatment (million cubic meters)	19.1	19.8	20.7
Other routes or treatment types (million cubic meters)	0.2	0.0	0.1

Environmental matters: Waste

Reporting period: January 1 – December 31	2024	2023	2022
Waste			
Total waste intensity from own operations (g/\$sales)	23.7	18	19
Total waste from own operations (000s tonnes)	402	347	383
Hazardous waste intensity from own operations (g/\$sales)	13.2	10.0	10.4
Hazardous waste from own operations (000s tonnes)	225	192	208
Recycled and re-used (000s tonnes)	46	56	85
Incinerated (000s tonnes)	144	109	101
Landfill (000s tonnes)	10	10	7
Other (000s tonnes)	25	17	15
Non-hazardous waste intensity from own operations (g/\$sales)	10.4	8.1	8.7
Non-hazardous waste from own operations (000s tonnes)	177	155	174
Recycled and re-used (000s tonnes)	81	80	93
Incinerated (000s tonnes)	34	19	21
Landfill (000s tonnes)	54	51	54
Other (000s tonnes)	9	5	6

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

Reporting period: January 1 – December 31 (All figures are as of December 31 of each year)	2024	2023	2022	
Employment and DEI				14
Permanent employees	30,625	33,813	32,761	15,16
by region:				
Europe, Africa and Middle East	13,182	13,627	13,222	
North America	4,508	4,691	4,585	
Latin America	6,567	7,429	7,158	
Asia Pacific	6,369	8,066	7,796	
by gender:				
Female	10,038	10,874	10,292	
Male	20,489	22,828	22,378	
Undeclared	99	111	92	19
Temporary employees	3,031	3,384	3,717	15,16
by region:				
Europe, Africa and Middle East	539	659	880	
North America	18	37	59	
Latin America	2,236	2,431	2,519	
Asia Pacific	239	257	261	
by gender:				
Female	596	847	821	
Male	716	1,100	1,001	
Undeclared	1,719	1,437	1,895	19
Part-time employees	993	990	963	17
by region:				
Europe, Africa and Middle East	956	950	930	
North America	9	11	9	
Latin America	0	0	0	
Asia Pacific	28	29	24	
by gender:				
Female	740	750	745	
Male	252	239	217	
Undeclared	1	1	1	19
Turnover rate	14.4%	9.8%	11.3%	17,18
Female	13.1%	9.8%	10.8%	
Male	15.0%	9.9%	11.6%	
Undeclared	13.1%	9.0%	10.9%	19
Percentage of female employees:				
All employees	33%	33%	32%	
Management roles	28%	28%	27%	
Senior management	21%	21%	22%	20

Employee matters: Health and safety

Reporting period: January 1 – December 31	2024	2023	2022	
Health and safety				14
Recordable injury and illness rate (IIR) per 200,000 hours	0.31	0.25	0.31	21,22
Recordable injury rate per 200,000 hours	0.31	0.23	0.29	21,22
by region:				
Europe, Africa and Middle East	-	0.28	0.36	
North America	-	0.21	0.29	
Latin America	-	0.22	0.27	
Asia Pacific	-	0.14	0.25	
by contractual relationship:				
Own employees	0.29	0.23	0.28	
Directly supervised contractors	0.34	0.23	0.34	
Lost time injury rate (LTIR) per 200,000 hours	0.18	-	-	21,23
Recordable high-consequence injury rate per 200,000 hours	0.05	0.01	0.01	21
Cases of recordable injuries	172	130	156	21,22
by contractual relationship:				
Own employees	119	96	109	22
Directly supervised contractors	53	34	47	22
High-consequences injuries	30	3	7	21
Recordable occupational illness rate per 200,000 hours	0.0036	0.0212	0.0200	21
by region:				
Europe, Africa and Middle East	-	0.02	0.01	
North America	-	0.02	0.04	
Latin America	-	0.03	0.03	
Asia Pacific	-	0.01	0.01	
by contractual relationship:				
Own employees	0.00	0.01	0.02	
Directly supervised contractors	0.01	0.04	0.01	
Cases of recordable occupational illness	2	12	8	21
Own employees	1	6	7	
Directly supervised contractors	1	6	1	
Recordable fatality rate due to injuries per 200,000 hours	0	0.002	0.004	21
Recordable fatality rate due to occupational illness per 200,000 hours	0	0.000	0.000	21
Recordable fatalities	0	1	2	21
Fatalities due to injuries	0	1	2	
Own employees	0	1	0	
Directly supervised contractors	0	0	2	
Fatalities due to occupational illness	0	0	0	
Own employees	0	0	0	
Directly supervised contractors	0	0	0	
Critical events:				
Motor vehicular incident rate per million kilometers	1.04	1.02	1.55	24
Motor vehicular incidents	464	433	620	24
Motor vehicle injury rate per million kilometers	0.25	0.14	0.16	24
Motor vehicle injuries	110	59	65	24
Process safety events rate per 200,000 hours (medium and high actual)	0.11	0.12	0.13	25
Process safety events (medium and high actual)	64	70	70	26
Process safety incident severity rate (PSISR)	0.15	0.19	0.32	27
Distribution safety incidents	394	412	242	
Significant unplanned or uncontrolled releases to the environment	1	4	1	28

Social matters

Reporting period: January 1 – December 31	2024	2023	2022
Supplier sustainability and fair labor programs			
Suppliers included in sustainability and fair labor programs	99.9%	99.5%	99.5%
Coverage of Syngenta Fair Labor Program:			
Syngenta seed producing countries	95%	97%	91%
Seed supply farms	100%	99.7%	99.7%
of which: farms monitored	19%	18%	20%
Coverage of Supplier Sustainability Program:			
Chemical suppliers	94%	93%	94%
Formulation, fill and pack tollers	83%	80%	71%
Packaging manufacturers	95%	68%	71%
Logistics service providers	77%	-	-
Commercial flower farms with valid GlobalG.A.P. certification	91%	94%	95%
Commercial flower farms with valid G.R.A.S.P. assessment	100%	100%	100%
Community engagement			
Corporate community investment (\$m)	21	25	25

* FY22 Corporate community investment is for the period January to December.

Business conduct matters

Reporting period: January 1 – December 31	2024	2023	2022
Corporate conduct			
Employees submitting Code of Conduct commitment	30,173	28,794	25,283
Completion rate	100%	100%	99.9%
New hires completing compliance onboarding training	97.4%	92.7%	93.3%
Compliance cases reported	613	589	417
of which: substantiated cases of bribery and corruption	2	3	1

* FY22 Corporate conduct KPIs are for the period January to December.

4.1 Notes

¹ 2023 value was restated to include previously missing data related to an M&A transaction in scope for reporting.

² 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 CO₂e. For 2022, scope 1, 2 and 3 emissions are for the period October to September.

³ Scope1 emissions reported exclude emissions from biomass combustion in line with the GHG protocol. In 2024, the emissions from biomass combustion were 0.46k CO₂e.

⁴ Syngenta reports scope 2 emissions using a market-based approach.

⁵ Starting in 2024, Syngenta has reduced the number of scope 3 categories it reports to six categories (Cat. 1, 2, 3, 4, 5 and 10) that meet the materiality criteria and cover over 95 percent of its scope 3 emissions. The total scope 3 emissions for 2023 based on the six categories in scope for 2024 is 13,961,000 tonnes CO₂e.

⁶ 2024 values are not directly comparable to previous years due to the inclusion of more representative emissions data and improvements in calculation methodology, as well as streamlining scope 3 reporting to six categories.

⁷ 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 2024. Valagro's scope 3 emissions are estimated to be less than 0.5 percent to the Syngenta corporate carbon footprint.

⁸ The total scope 3 emissions excluding barter activities for 2023 for the six categories in scope for 2024 was 8,898,000 tonnes CO₂e.

⁹ Since 2024, Syngenta does not report emissions from categories deemed immaterial (Cat. 6, 7, 8, 9, 12, 13, 15). Category 11 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. Category 14 is not applicable as Syngenta does not have franchises.

¹⁰ A positive value indicates an increase of our environmental footprint compared to our 2016 baseline, while a negative value indicates a decrease compared to our 2016 baseline.

¹¹ The intensity value is calculated based on FY24 sales and gross profit (i.e., value added). Sales decreased 12 percent since 2023 and increased 33 percent since 2016. Gross profit decreased by 11 percent since 2023 and decreased 3 percent since 2016.

¹² 2024 values are not fully comparable as a result of improved air emissions data capture methods at certain sites.

¹³ Water usage refers to water withdrawal.

¹⁴ FY24 data excludes Organizational Unit 'China' due to a change in reporting data source, and to avoid duplication with the Syngenta Group China business unit.

¹⁵ Full-time equivalents (FTEs).

¹⁶ Permanent employees have a regular or regular fixed-term contract. Temporary employees have a temporary contract or are part of an apprenticeship program.

¹⁷ Only permanent employees are in scope of these KPIs.

¹⁸ Includes all leavers, voluntary and involuntary.

¹⁹ Employees who chose not to disclose their gender.

²⁰ Leaders in positions at the top four levels of accountability/scope within the organization.

²¹ According to US OSHA definition for injuries and illness.

²² 2023 values were restated due to the reclassification of incidents following further investigation, which took place after the data collection cut-off date.

²³ New KPI introduced in 2024.

²⁴ According to ANSI safety standards for motor vehicular events.

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

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

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

²⁸ 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.

²⁹ Includes only chemical suppliers or formulation, fill and pack tollers categorized as posing a high or medium sustainability risk.

³⁰ All packaging manufacturers and logistics service providers independently of their sustainability risk in scope.

³¹ New KPI introduced in 2024.

³² Percentage is calculated based on employees for whom completion of the Code of Conduct commitment is mandatory. Valagro is not included in the completion rate due to the migration of IT systems.

³³ The number of compliance cases reported in 2023 has been restated due to a reporting error.

5. Independent assurance report



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Independent limited assurance report on selected sustainability information of Syngenta AG

To the Board of Directors of Syngenta AG, Basel

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

- Key performance indicators disclosed in Section 4, “Non-financial performance summary” from page 39 – 45 in Syngenta’s ESG Report 2024.

Our Limited Assurance Conclusion

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

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

Understanding how Syngenta AG has prepared the Sustainability Information

Syngenta prepared the Sustainability Information based on entity-developed criteria, Standards of the Global Reporting Initiative (GRI Standard) and the Greenhouse Gas Protocol, as disclosed in the “Basis of Preparation: ESG Report 2024” published on the website www.esg-reporting.syngenta.com on April 29, 2025 (hereinafter “Reporting Criteria”). Consequently, the Sustainability Information needs to be read and understood together with the Basis of Preparation.

Inherent Limitations in preparing the Sustainability Information

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



Syngenta AG's Responsibilities

The Board of Directors of Syngenta AG is responsible for:

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

Our Responsibilities

We are responsible for:

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

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

Professional Standards applied

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

Our Independence and Quality Control

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

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

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



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

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

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

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

KPMG AG

Michael Blume
Licensed Audit Expert

Artem Chumakov

Basel, April 24, 2025

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 of the Swiss Code of Obligations and covers the due diligence and reporting obligations regarding child labor and conflict minerals pursuant to Art. 964j-l of the Swiss Code of Obligations and the Swiss “Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labor (DDTrO).”

Non-financial topic	Section in this report
Non-financial matters content according to Art. 964b of the Swiss Code of Obligations	
Description of the business model	1.4 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	3.4.3 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
	3.5.3 Enterprise risk management
Main performance Indicators	4 Non-financial performance summary
References to national, European or international regulations	About this report
Coverage of subsidiaries	About this report
Child labor and conflict minerals disclosures according to Art. 964j-l of the Swiss Code of Obligations and the DDTrO	
Child labor	3.4.1 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	Syngenta provides a range of GHG emissions data (including but not limited to Scope 1 emissions) and supportive narrative on how we manage these emissions under section 3.2.1 GHG emissions of this report. The following KPI has not been disclosed: <i>Percentage of Gross global Scope 1 emissions covered under emissions-limiting regulations.</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	Syngenta discloses air emissions in section 3.2.3 Air emissions 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	Syngenta discloses a range of energy specific KPIs in section 3.2.2 Energy of this Report. Furthermore, Syngenta provides supportive narrative on energy reduction initiatives. Syngenta does 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	Syngenta discloses a number of water-related KPIs section 3.2.4 Water and wastewater of this Report. Syngenta does 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	Syngenta discloses hazardous waste generated section 3.2.5 of this Report. Syngenta does not disclose the percentage recycled. Hazardous waste is defined according to local legislation. If a definition is not available, sites are encouraged to follow EU or US EPA legislation.		

COMMUNITY RELATIONS			
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	DISCLOSED	Chapter 3.4.3
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	Syngenta discloses a number of occupational safety-related KPIs in section 3.3.3 of this Report. Syngenta provides a breakdown of fatalities in direct employees and contract employees, and the overall fatality rate. The employee/contractor breakdown for the fatality rate is not disclosed.		

PRODUCT DESIGN FOR USE-PHASE EFFICIENCY			
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	NOT DISCLOSED	See Notes
NOTES	Syngenta provides supportive narrative and a range of KPIs in sections 3.1.1 <i>Innovation in agriculture</i> of this report but does not disclose revenue from products designed for use-phase resource efficiency.		

SAFETY AND ENVIRONMENTAL STEWARDSHIP OF CHEMICALS			
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	NOT DISCLOSED	
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	PARTIAL	See Notes
NOTES	For more information, refer to the Syngenta ESG Report 2024 under the section "Safe and responsible use of products". Syngenta does 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	Syngenta provides supportive narrative on a number of topics related to the management of the legal and regulatory environment under sections 1.4 Stakeholder Engagement and 3.5.2 Responsible Lobbying. Syngenta does not provide narrative on specific corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry.		

MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT			
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR) - The entity shall describe incidents with a severity rating of 1 or 2, including their root cause, outcomes, and corrective actions implemented in response	DISCLOSED	Chapter 3.3.3
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 – Swiss Climate Ordinance

The sections referenced in this index comprise our disclosure in accordance with the Swiss Ordinance on Climate Disclosure under Art. 964b. Syngenta supports the recommendations of the Task Force on Climate-related Financial Disclosures (June 2017) and has been working to ensure that the climate related disclosures are produced in accordance with the recommendations.

GOVERNANCE	REFERENCE
a) Describe the board's oversight of climate-related risks and opportunities	Chapter 3.2.1
b) Describe management's role in assessing and managing climate-related risks and opportunities	Chapter 3.2.1
Notes	<i>Syngenta AG is part of Syngenta Group and is therefore subject to Group level governance mechanisms, including but not limited to climate change. In this report, Syngenta provides information regarding climate governance (section 3.2.1 GHG emissions). For more information on Board oversight and Management's role with regard to climate change, refer to the Syngenta Group ESG Report 2024 under the following section: "Corporate Governance".</i>

STRATEGY	REFERENCE
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	Chapter 3.2.1
b) Describe the impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning	Chapter 3.2.1
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Chapter 3.2.1
Notes	<i>Syngenta AG is part of Syngenta Group and is therefore subject to Group level strategic decisions. In this report, Syngenta provides a wide range of information regarding strategy (sections 3.1.1 Innovation in Agriculture and 3.2.1 GHG emissions). For more information on climate strategy, refer to the Syngenta Group ESG Report 2024 under the following sections: "Syngenta Group Sustainability Priorities" and "Climate change and greenhouse gases".</i>

RISK MANAGEMENT	REFERENCE
a) Describe the organization's processes for identifying and assessing climate-related risks	Chapter 3.2.1
b) Describe the organization's processes for managing climate-related risks	Chapter 3.2.1
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Chapter 3.2.1 Chapter 3.5.3
Notes	<i>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. In this report, Syngenta provides a summary of its risk management processes. For more information, refer to the Syngenta Group ESG Report 2024 under the following sections: "Syngenta Group Sustainability Priorities", "Climate change and greenhouse gases", "Corporate Governance", and "Enterprise risk management".</i>

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 3.2.1
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 3.2.1
Notes	<i>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 of air emission KPIs. Syngenta AG is part of Syngenta Group and is therefore subject to Group level strategic decisions, including climate-related targets. This report discloses Syngenta AG specific KPIs and progress against targets. For information regarding greenhouse gas emission KPIs and reduction targets at the Group level, refer to the Syngenta Group ESG Report 2024 under the following sections: "Syngenta Group Sustainability Priorities", and "Climate change and greenhouse gases".</i>

6.4 GRI

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

General disclosures		
GRI 2: General Disclosures 2021		
The organization and its reporting practices	DISCLOSURE	REFERENCE
2-1 Organizational details	DISCLOSED	<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	<i>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, Syngenta does not provide a list of all 150 subsidiaries.</i>	
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>
2-16 Communication of critical concerns	DISCLOSED	<i>3.4.1 Human rights 3.5.1 Corporate conduct</i>
2-17 Collective knowledge of the highest governance body	DISCLOSED	<i>See Notes below</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	<i>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 Syngenta Group ESG Report 2024 under the following section: "Corporate Governance". Syngenta does not disclose indicators 2-18 to 2-21.</i>	
Strategy, policies and practices	DISCLOSURE	REFERENCE
2-22 Statement on sustainable development strategy	DISCLOSED	<i>See Notes below</i>
2-23 Policy commitments	DISCLOSED	<i>See Notes below</i>
2-24 Embedding policy commitments	DISCLOSED	<i>See Notes below</i>
2-25 Processes to remediate negative impacts	DISCLOSED	<i>See Notes below</i>
2-26 Mechanisms for seeking advice and raising concerns	DISCLOSED	<i>3.5.1. Corporate conduct</i>
2-27 Compliance with laws and regulations	DISCLOSED	<i>3.5.1. Corporate conduct</i>
2-28 Membership associations	DISCLOSED	<i>1.4 Membership associations</i>
Notes	<i>2-22: Syngenta AG is part of Syngenta Group and is therefore subject to Group level strategic decisions. In this report, Syngenta provides a wide range of information regarding strategy (section 3.1 Sustainable Agriculture). For strategy-related information, refer to the 2024 Syngenta Group ESG Report under the following sections: "CEO Statement" as well as "Syngenta Group Sustainability Priorities".</i>	

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 the Syngenta Group ESG Report 2024 under the section "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	See Notes below
416-1 Assessment of the health and safety impacts of product and service categories	DISCLOSED	See Notes below
Own Disclosure: Safe use training	DISCLOSED	See Notes below
Notes For information regarding product safety and responsibility, refer to the Syngenta Group ESG Report 2024 under the section "Safe and responsible use of products".		

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