



**MG2MIX**

Disclosure Report

Date Submitted: December 18th, 2025

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## Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

### B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

**This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.**

# Disclosure Questionnaire

## Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
<a href="#">Animal Products or Services</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Energy and Emissions Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Recalls</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Animal Testing

Topic	The company conducts feeding trials in the name of research and development for health/nutritional benefits.
Summary of Issue	MG2MIX is a manufacturing company that produces premixes, additive premixes, mineral feeds and nutritional specialties to be incorporated into animal feeds. They conduct feeding trials internally to evaluate nutritional performance (feed intake, growth, feed conversion, etc.), using authorized nutrients and additives specifically intended for animal nutrition. The animals are housed in groups in facilities approved by the French veterinary authorities, and their welfare is monitored daily, including mortality rates, which remain below national averages.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Approximately 40 nutritional trials are conducted each year. The R&D budget represents 1.5% of the company's annual revenue in 2024.
Impact on Stakeholders	Animal testing and experimentation is widely used to develop new agricultural products and to test the safety of other products. Many of these experiments can cause pain to the animals involved or reduce their quality of life in other ways.
Implemented Management Practices	<p>MG2MIX indicates that while in vitro studies are conducted in parallel, the comprehensive evaluation of animal nutrition requires in vivo assessment to account for full physiological processes and inter-organ interactions. Prior to any feeding trial, computer simulations and laboratory-based in vitro analyses are used to pre-screen new plant materials, zootechnical additives, or raw materials. Only candidates demonstrating clear potential progress to animal feeding trials, where palatability and performance effects are assessed.</p> <p>The company further states that it applies statistical power analyses, drawing on more than 20 years of research farm data, to ensure that the minimum number of animals necessary is used while maintaining scientific validity.</p> <p>To ensure humane and ethical treatment, the following measures are implemented:</p> <ul style="list-style-type: none"> <li>Optimal housing conditions: clean litter, appropriate</li> </ul>

	<p>temperature, humidity, and stocking density according to species and development stage.</p> <ul style="list-style-type: none"><li>• Regulated lighting: to respect natural activity and rest cycles.</li><li>• Environmental enrichment: structures and materials that encourage exploration and natural behavior.</li><li>• Trained personnel: all handling (weighing, sampling, observation) is performed by experienced staff, minimizing restraint and stress.</li><li>• Close monitoring: animals are observed daily; performance and welfare indicators (weight, feed intake, mobility, behavior) are recorded weekly.</li><li>• If any distress or abnormal condition is observed, the animal is withdrawn from the trial, treated, and reintegrated into the normal production flow.</li></ul>
<b>Management Comments</b>	<p>"For 36 years, MG2MIX feeding trials have primarily focused on nutritional performance and aim to improve animal health, for example, through the development of natural alternative products to medicinal treatments. These trials are conducted in accordance with international animal welfare standards (EU Directive 2010/63/EU and the World Organisation for Animal Health) and are non-invasive. The trials are carried out in partnership with professional farmers accredited by the French veterinary authorities. The R&amp;D team is composed of staff holding certified qualifications in animal experimentation, ensuring that the trial protocols do not cause pain or adversely affect the quality of life of the animals involved."</p>

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# **Disclosure Questionnaire Statement**

## **Disclosure Questionnaire Category: Animal Products and Services**

**MG2MIX** is involved in the production or sale of animal products and services, meaning that they are more likely to have significant impacts on the environment and animal welfare. Certified B Corps are required to make transparent their involvement in such industries.

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).

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# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Energy and Emissions Intensive Industry

**MG2MIX** is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).

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# **Disclosure Questionnaire Statement**

## **Disclosure Questionnaire Category: Recalls**

**MG2MIX** reported conducting 3 mandatory and 38 voluntary recalls in the past five years, representing 0.24% of the company's products for the same period. When a product is recalled, various stakeholders such as customers, suppliers, investors, commercial partners, and local communities may face negative impacts, including health and safety risks, financial losses, loss of trust, damage to credibility, and other inconveniences. Certified B Corps must make their recalls transparent under their B Corp Profile.



April 2025

## MG2MIX - Business Operations in Russia & Belarus

In response to Russia's invasion of Ukraine, B Lab has implemented additional requirements for companies with business operations in Russia and/or Belarus. As MG2MIX has business operations in Russia or Belarus, the company is required to meet such requirements outlined below in order to move forward with certification.

B Lab is implementing a **phase-in approach** composed of **(1) requirements applicable immediately and (2) requirements to be met by recertification**.

### 1. Respond to questionnaire (Annex I)

B Lab will require companies with operations (including subsidiaries and business partners) in Russia or Belarus to respond to the questionnaire in Annex I. The questions assess a company's ability to implement heightened human rights due diligence in line with UNGP and UNDP's guide on conflict-affected areas. The questions are designed to assess companies' ability to analyze changes in this context and to act accordingly, their willingness to ensure their own human rights commitments are respected, and their ability to identify tipping points, or stages of the conflict that would trigger specific decision-making by the company.

### 2. Implement heightened due diligence

B Lab will require for companies to publicly commit to have implemented heightened due diligence by the date of their next recertification, or within 36 months, whichever is later. Heightened due diligence is an **internationally-recognized best practice** and B Lab recognizes that implementing it meaningfully takes time. Within corporate contexts, the level of maturity on heightened human rights due diligence remains low and requesting companies to implement adequate processes in a short time would invariably lead to inadequate application, be irresponsible and/or result in claims of green/cause-washing.

With the publication of this disclosure, B Lab confirms that the company is currently meeting the above requirements. The company's responses to the Questionnaire can be reviewed below. If you or someone you know is aware of any specific practices of this company related to their Business Operations in Russia or Belarus that have had a negative impact, and that may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).

## Company Responses to Questionnaire

### Company Reaction to Russian invasion of Ukraine

MG2MIX has one employee in Russia. At the time of the escalation of the conflict between Ukraine and Russia in February 2022, the company decided to maintain its operations in Russia for several reasons:

- The European Union imposed a range of restrictive export measures on Russia; however, the animal nutrition sector, in which the company operates, benefited from an exemption (Annex NC 3917 10: Goods exported strictly for the production of food products intended for human consumption in Russia).
- The project to establish a subsidiary had been in progress for several months with a French agent who had transitioned from a previous position to join the company. This relationship has been built over nearly 15 years, as MG2MIX had previously collaborated with this individual as a pig farming manager before offering him the opportunity to create and manage the Russian subsidiary. The goal of establishing this subsidiary was to enable the company to be autonomous in registering and marketing its products without relying on distributors.

In line with the company's values, it was decided to maintain operations in Russia and allow the employee to continue working. To ensure that the company's activities do not infringe upon human rights, an ethical code has been developed and shared with both the employees and Russian clients.

The company operates in 59 different countries worldwide. For most of these countries, the technical and commercial teams may be required to travel. Therefore, a risk assessment matrix has been created and is actively managed to evaluate various risks, including human, geopolitical, and natural risks, and to take appropriate action when a verified risk arises.

For instance, in response to the Russia-Ukraine conflict, access to the premises of their subsidiary in Belgorod, near the Ukrainian border, was immediately suspended. The company maintains ongoing communication with the employee through weekly messages and calls.

Similarly, the company stays in close contact with clients to ensure that financial transactions comply with its ethical code. These payments remain authorized, as banks have confirmed that this is a longstanding and trusted business relationship. More broadly, financial transactions originating from countries under compliance monitoring are systematically verified by banks before authorization. This approach ensures that operations remain aligned with the company's values and principles regarding human rights.

The exemption granted by the European Union regarding the export of the company's products for animal feed allows the company to operate while ensuring that it does not contribute to the war effort. However, as a general rule, the risk matrix and the associated action plan include measures to verify that the company's activities do not support any war effort. The company's ethical code stipulates the immediate and irrevocable termination of business activities in the event of the mobilization of its employees. However, in the case of Russia, the employee holds French nationality and cannot be mobilized.

Since the escalation of the conflict between Russia and Ukraine, the company has strengthened its governance to oversee activities in conflict zones more effectively. The risk matrix is reviewed and discussed by the governing body every six months, and an internal representative has been appointed to monitor geopolitical developments regularly and initiate emergency decisions when necessary.

Furthermore, the company's governance has decided to maintain only a minimal level of activity to ensure the continued payment of employee salaries and to preserve the commercial network the company has built over several years in Russia. As a result, all technical and commercial team travel has been suspended, leading to a significant decline in revenue—over 80% from 2020 to 2023.

Due to the ongoing conflict, the company has expanded its monitoring efforts on a global scale to adopt a more proactive approach to human rights crises. This includes monitoring operation countries and prospective countries where their teams may travel. The company has also strengthened its processes to better regulate business travel, relying on tools developed by the French government, such as the "Fil d'Ariane," which allows employees to register online.

Continuous dialogue with stakeholders—employees, distributors, and customers—is essential for understanding how the situation is evolving and how the company can best support them. Monitoring the evolution of high-risk zones is crucial for making relevant decisions in case of escalation, which is why this topic is systematically addressed in each executive committee meeting.

## **Human Rights Due Diligence**

In the event of a new conflict affecting one of the company's operational areas worldwide, the company has expanded its global monitoring capabilities through a risk assessment matrix. This allows for consultation with the Board of Directors to determine whether employee travel is permitted and whether the company should continue business activities with clients, all while ensuring compliance with human rights standards.

Additionally, the company has implemented a customer information request form for all new clients, enabling the bank to verify their reliability. As part of this process, new clients are required to provide details such as a list of their shareholders and all relevant identification documents.

The management team reviews the company's risk management table annually to assess whether to maintain or discontinue operations in high-risk or conflict zones. Before making any decisions, the company evaluates the implications for its stakeholders and consults them as part of the decision-making process. If a new conflict arises or there is an escalation in a high-risk zone during the year, the regional sales team must alert the management team so that the crisis management process can be activated.

Although the company does not have a dedicated human rights team due to its size, it has established processes and assigned responsibilities to ensure that human rights considerations are taken into account, whether during conflict escalation in regions where the company's products are exported or in the case of new commercial developments. More specifically:

- The company maintains a classification of its countries of operation based on their human rights risk levels.
- Responsibility for monitoring conflict zones has been assigned to regional sales staff.

- The risk assessment matrix is reviewed every six months by the management team.
- The company has implemented a crisis management process for cases of conflict escalation.
- The company has drafted and approved an ethical code in partnership with employee representative teams to clarify their position and various mechanisms for all employees.

Currently, the company's policy regarding the development of new activities in high-risk zones takes into account the risks associated with the countries in which they plan to operate. If the risk is deemed critical and there are no employees in the area, the company reserves the right to halt business activities.

The company strives to avoid developing activities in high-risk areas whenever possible, primarily to protect employees, but also to maintain operations that align with the company's values and human rights standards. This is facilitated by the ethical code established and the risk management tools tailored to the countries in which they engage.