

2021-2022

NON-FINANCIAL

PERFORMANCE

REPORT



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EDITORIAL

| RAGT has set itself the target of being the partner of the agricultural world, a creator of innovative solutions to meet the challenges of the future.

RAGT is strengthening its vocation as a provider of solutions for agricultural stakeholders. Today and tomorrow, we will increase our efforts to help all the components of the agricultural world - and more particularly farmers - to better master the economic, climate, regulatory and societal issues they face. This new focus will require scaling up all existing skills and know-how within the Group's various businesses and activities in order to deliver complete and adapted solutions.

Despite successive crises, the Covid-19 epidemic, war in Ukraine, energy crisis and inflation, RAGT and its staff have never stopped developing, remaining collectively aware of the immense challenges ahead. This shared commitment is a real source of pride.

This difficult context of course impacts the agricultural world, which is under pressure, having to respond - among other things - to the challenges of food sovereignty, protein autonomy, carbon neutrality and climate change.

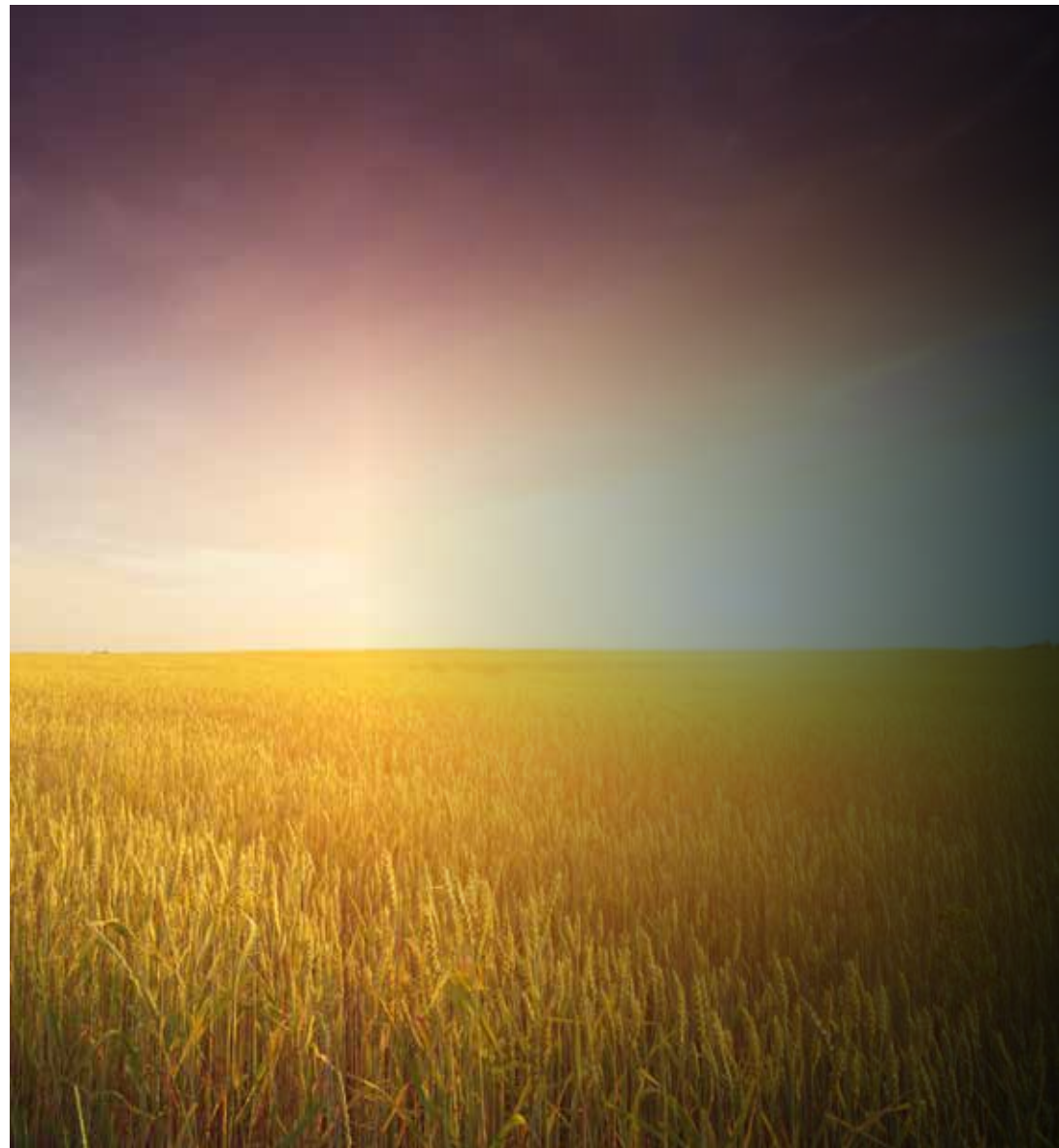
Our CSR approach, which we have been structuring over the past 4 years, takes on its full meaning in view of the dynamic trajectory our Group is taking. Our CSR strategy, although inseparable from corporate strategy, revolves around three equally important directions:

- Promoting agriculture adapted to structural market and climate change
- Taking action to improve our environmental footprint
- Protecting our employees and developing their skills

We are convinced that it is possible to reconcile economic performance and sustainability. As you will see in the following pages in our 25 detailed commitments, it is our daily mission.

Laurent GUERREIRO

Chairman of the Executive Board



GOVERNANCE

The RAGT company has a dual mission. Firstly, it leads and manages the group, by defining and monitoring its strategy and general policy. Secondly, RAGT provides its subsidiaries and sub-subsidiaries with administrative assistance in the following areas: legal, accounting and tax, IT, human resources, communication and public relations, real estate expertise and insurance. To fulfil its missions, since 2001, RAGT has set up governance composed of a Supervisory Board and an Executive Board. This mode of administration and management provides a clear separation between the management and control functions.

| The Executive Board

The Executive Board manages and steers the company on a daily basis. It is vested with the broadest powers to act in all circumstances on behalf of the Company. Only the Chairman of the Executive Board has the legal power to represent the company with regard to third parties.

On Friday 17 December 2021, the Supervisory Board of the RAGT Group appointed Laurent Guerreiro as Chairman of the Group's Executive Board. A member of the Board since 2015 and Managing Director of RAGT Semences since 2017, he takes over from Claude Tabel, who is retiring and will continue his actions in the seed sector.

Laurent Guerreiro claims his affinity with his predecessors. He intends to pursue the action taken by Daniel Segonds followed by Claude Tabel, the previous chairs.

"We need to change agricultural models. in line with high societal expectations. RAGT will continue to provide solutions to farmers in all regions. The RAGT Group has a rich pool of talent and its organisation, both at RAGT Plateau Central and RAGT Semences, has been designed so that it has the means to achieve its ambition", explained Laurent Guerreiro.

Summary of our CSR approach as seen by our Board (members since December 2021).



Laurent Guerreiro
Chairman of the Executive Board
Managing Director of RAGT Semences

"Bringing improved seeds that meet current and future environmental standards through genetic innovation".



Nicolas Lecat
Member of the Executive Board
Managing Director of RAGT Plateau Central

"Supporting all farmers to meet the objectives of profitable and sustainable agriculture characterised by the transition of agricultural models".

| The Supervisory BOARD

The Supervisory Board exercises permanent control over the management of the Company by the Executive Board. The Chairman of the Supervisory Board carries out three main, specific tasks. These cover the relationship and sharing of strategy with the Management Board, shareholder liaison and institutional representation of the company.



Daniel Segonds
Chairman of the Supervisory Board

"Our Group's dynamic trajectory allows us to create around forty new sustainable and attractive jobs each year. This is perhaps the best illustration of our social responsibility".

| CSR governance

In addition, in 2022, there is a new body, called the “Group Management Committee”, consisting of:

Laurent Guerreiro – Chairman of the Executive Board

Natacha Alaux – Secretary general

Nicolas Lecat – Managing director, Plateau Central, member of the Executive Board

Bertrand Malaval – Administrative and financial director, Plateau Central

François-Olivier Cailleau – Deputy managing director, Semences

Sébastien Chatre – Managing director, RAGT 2n

Olivier Lucas – Value Creation director, Semences

Ludovic Lopez – Administrative and financial director, Semences

This Group Management Committee, a cross-cutting steering body handling Group policy and actions (including policies described in this non-financial performance report) supports the management committees of other divisions and will meet once a month. The Group's CSR approach is deployed via the Human Resources (HR) division, through project coordination involving the HR division's management, two project team members, and more than fifty contributors across all business lines.



BUSINESS MODEL / VALUE CHAIN

| Rouergue, Auvergne, Gévaudan, Tarnais,

the four regions from which RAGT derives its origin.

The RAGT Group has been known for a long time in Rouergue and neighbouring areas. It is also known by many farmers throughout France and beyond its borders. Indeed, the RAGT Group, a regional company born in Aveyron where its roots are still very much alive, has reached out to major international markets over the decades. The Group retains an original and strong shareholding, mostly historical, structure which remains anchored in the agricultural world.

RAGT, a century of passion for agriculture and innovation

Created in 1919 by farmers for farmers, the RAGT Group has set itself the objective of

ensuring their training, disseminating new technical advances, providing them with quality products, promoting and supporting livestock and crop production.

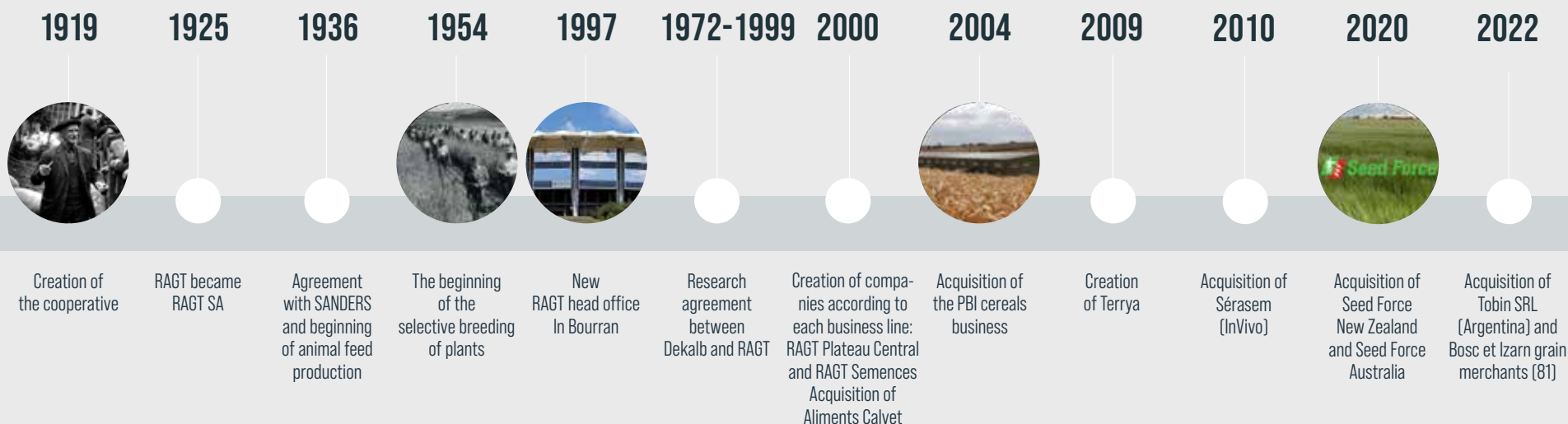
Our human values

As our frame of reference states, the adherence of individuals to the values highlighted within the group:

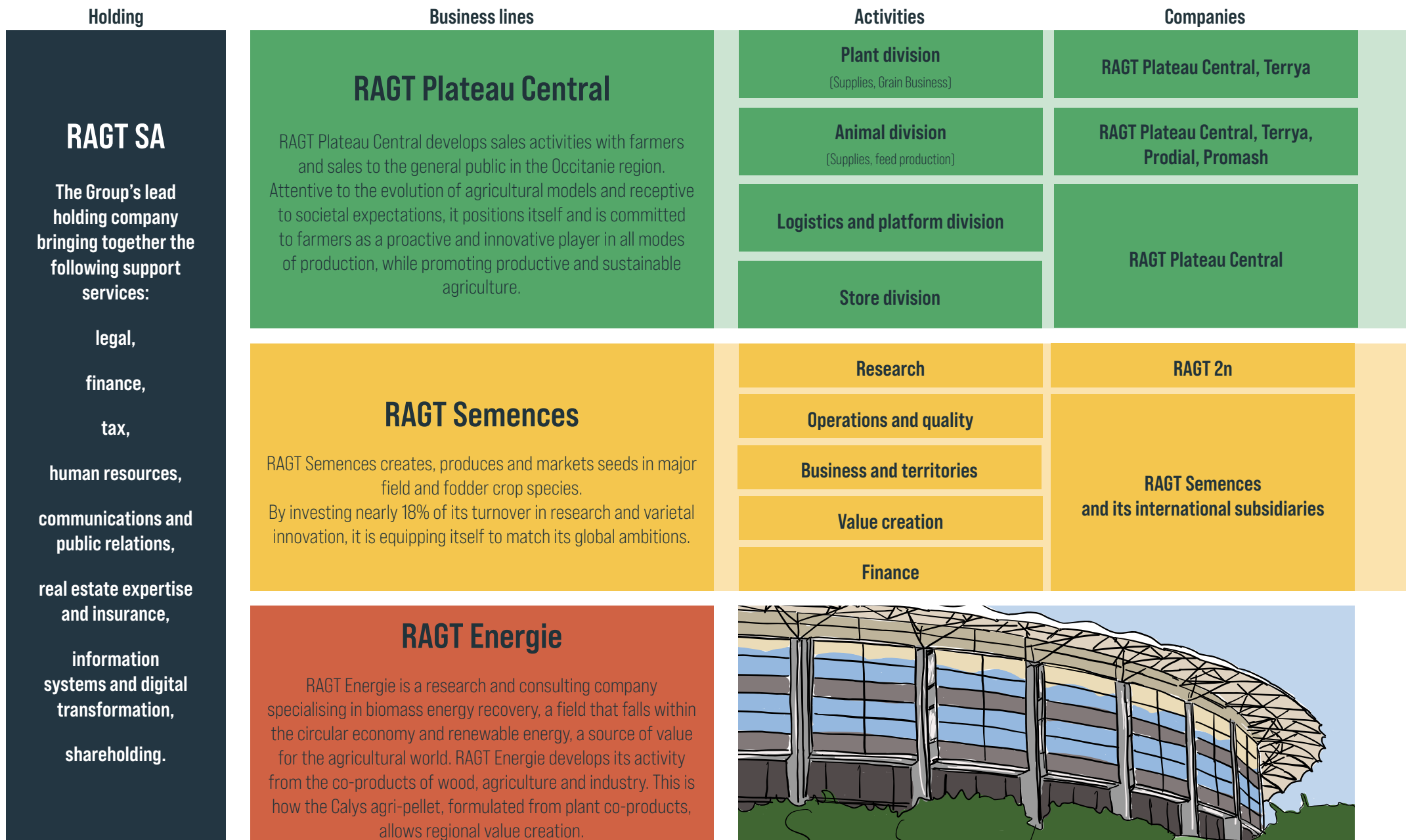
- professionalism, rigour, work
- modesty, mutual respect and also
- ambition, audacity and authenticity

is recognised as an important element of the company's project, while ensuring a diversity of personalities on which the group's life depends.

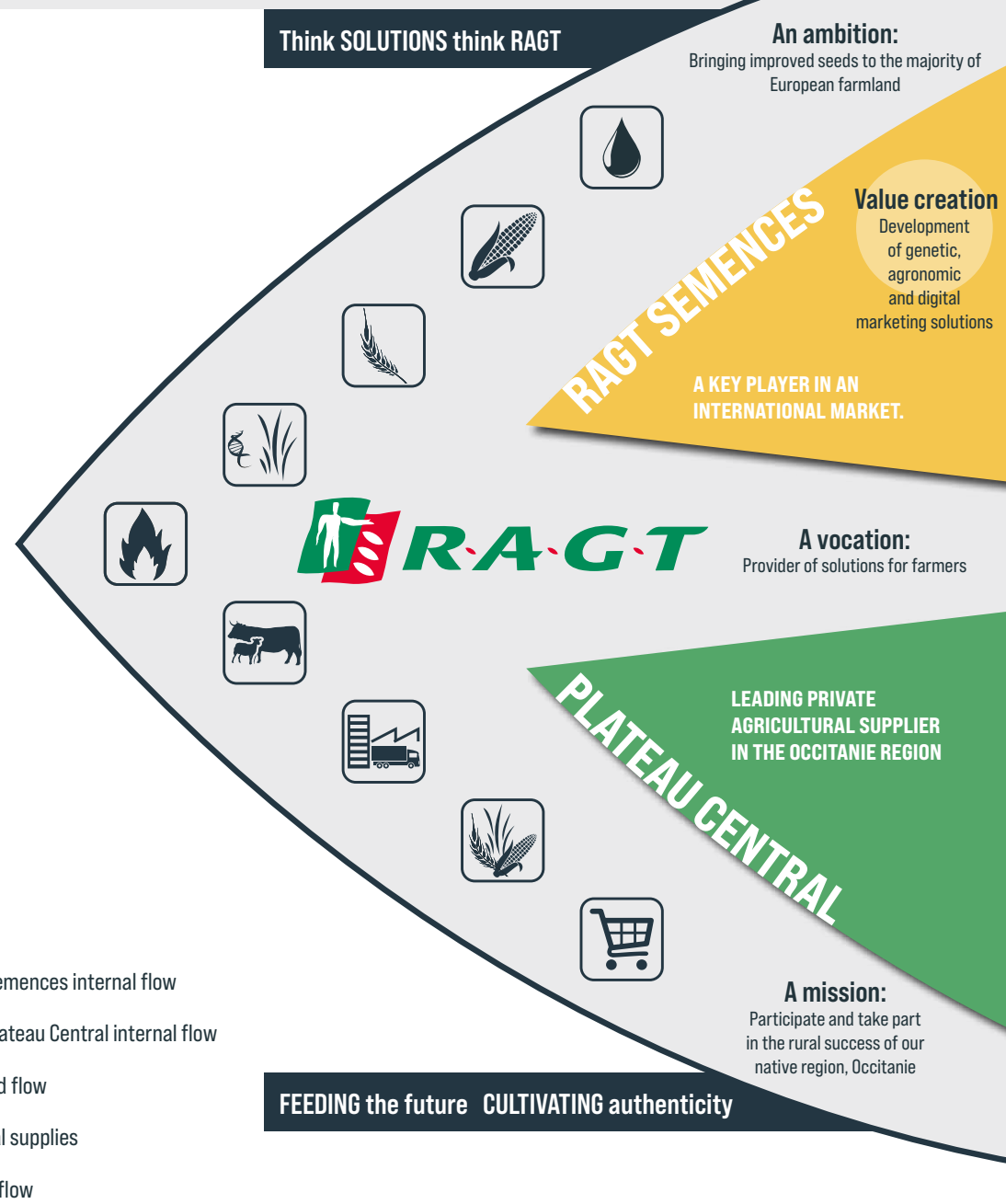
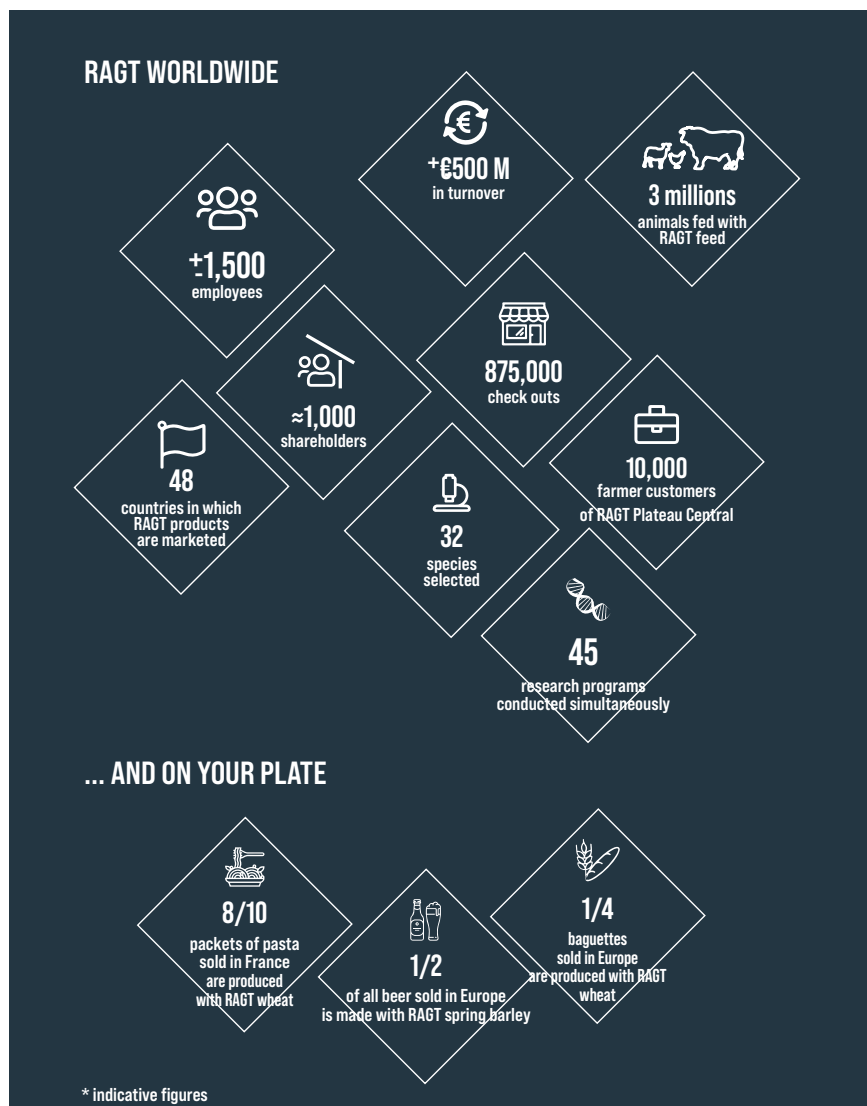
THE TRAJECTORY

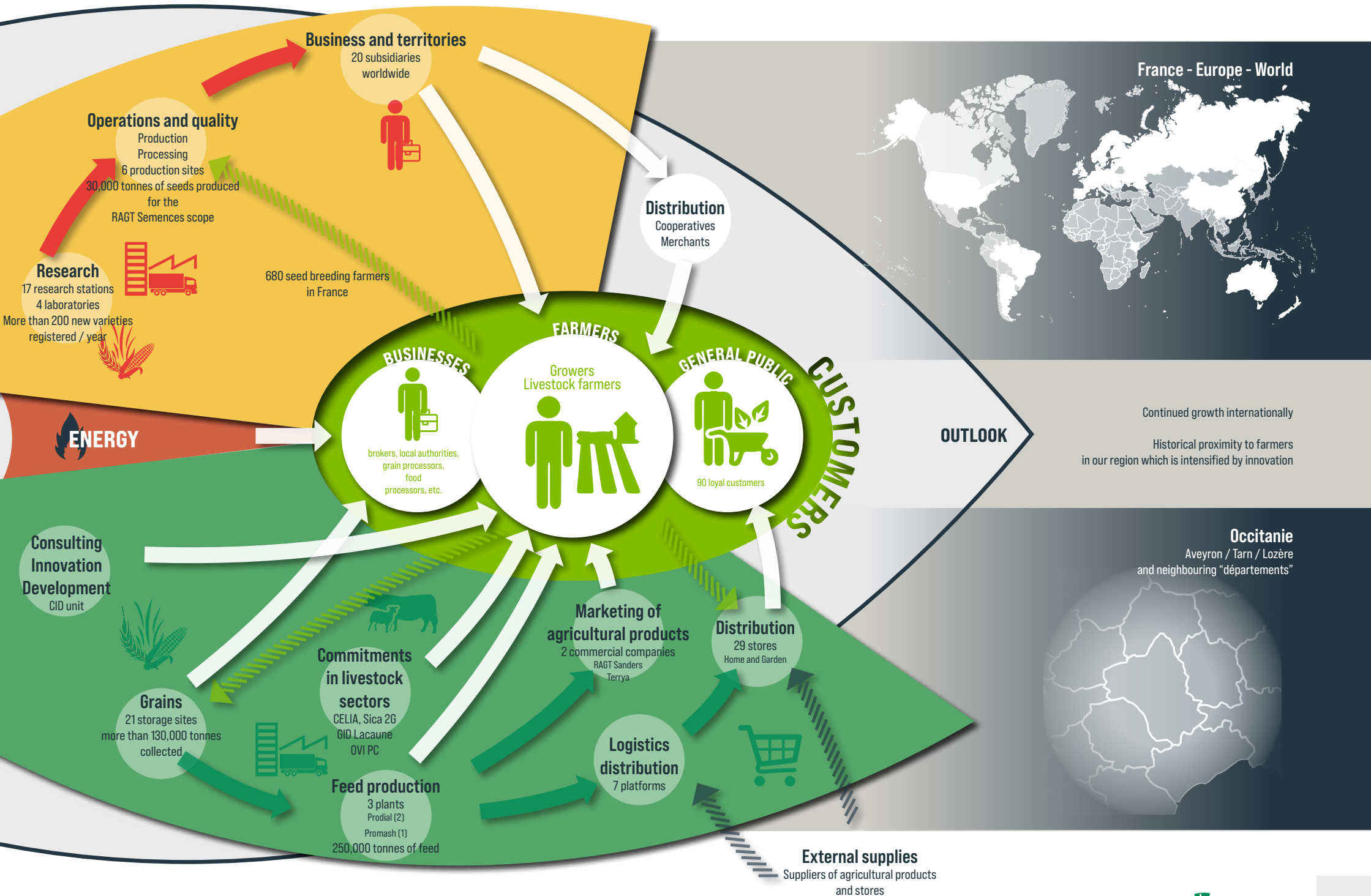


| AN INDEPENDENT AND INTERDEPENDENT GROUP



BUSINESS MODEL/ VALUE CHAIN





MATERIALITY MATRIX OF THE RAGT GROUP

The materiality matrix makes it possible to view the result of the risk prioritisation work carried out during the 2018-2019 fiscal year (methodology described in the 2018-2019 non-financial performance report). It highlights the 11 main risks (CSR issues) affecting the sustainability of the RAGT group in the short and medium term while considering the importance of these risks for our stakeholders.

We are planning an update of our matrix for 2022-2023 to take into account emerging CSR issues.

On this basis, the editorial structure developing each of the main risks has been designed as follows:

- A description of the risk.
- A description of our policy of our commitments to manage risk. We are committed to continuously improving the formalisation of our policies and associated objectives.
- A presentation of our results followed by performance indicators.

Our 3 CSR strategic directions

Promoting agriculture adapted to structural market and climate change

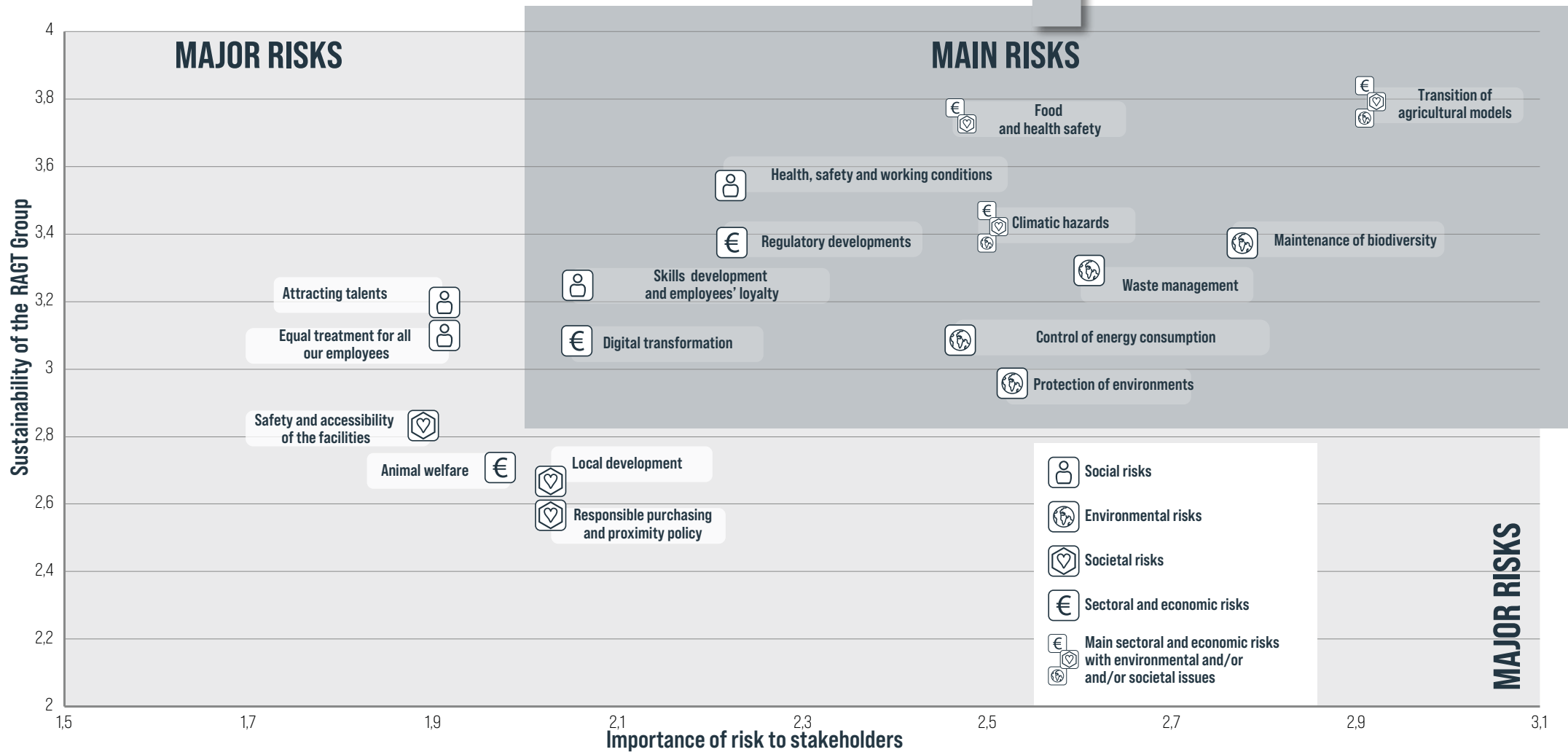
- Transition of agricultural models
- Food and health security
- Climatic hazards
- Digital transformation
- Regulatory developments

Taking action to improve our environmental footprint

- Maintenance of biodiversity
- Control of energy consumption
- Waste management
- Protection of environments

Protecting our employees and developing their skills

- Health, safety and working conditions
- Development of skills and employees' loyalty



An aerial photograph of a landscape. In the center, there is a large, irregularly shaped area of dense, dark green trees. This forested area is surrounded by a network of thin, dark lines that represent roads or field boundaries. The surrounding land is a lighter, yellowish-green color, indicating agricultural fields. The overall image has a slightly grainy texture and a warm, golden-yellow tint.

PROMOTING AGRICULTURE ADAPTED TO STRUCTURAL MARKET AND CLIMATE CHANGE

TRANSITION OF AGRICULTURAL MODELS

| Description of the risk

The transition of agricultural models results in a modification of the food supply and of agricultural practices, in line with the needs and expectations of society and consideration for the environment (use of inputs, soil erosion, reduction of cultivated areas, etc.).

To meet consumer expectations, the transparency of agri-food manufacturers and producers becomes essential (origin, sector, sustainable practices, nutritional values, etc.).

We also observe increasingly high stakeholder expectations (reduction of nuisances, control of discharges/pollution, reduction of plant protection products, etc.), but also a tightening of legislation on conventional agriculture (regulation on plant protection products) and a change in farmer support policies.

Faced with this, many farmers are increasingly sensitive to triple performance (economic, environmental, societal) and are reviewing their farming practices to ensure the sustainability of their farm.

The RAGT Group, with 100 years of knowledge of agricultural markets, must contribute to this transition in order to:

- satisfy its stakeholders,
- not weaken the relationship of trust between the sectors, farmers and consumers,
- ensure the sustainability of its activities.

| Our policy

The Group's objective is to support all farmers towards profitable and sustainable agriculture.

While the RAGT Group tends to strengthen its vocation as a "solutions provider", the agricultural world is currently facing unprecedented challenges in terms of their complexity and diversity. These include economic, climate, regulatory and societal pressures. The synergy between RAGT Semences and the Plateau Central contributes to providing innovative solutions to farmers to respond to this transition of agricultural models. Our two businesses have undergone organisational changes in 2021-2022, including the creation of the value creation activity for RAGT Semences and the structuring of the agricultural distribution of Plateau Central into two divisions: animal division and plant division. Our commitment: "Bringing solutions to rise to the challenges of the future".

Through the research, production, manufacture and marketing of seeds in 32 species of field crops and fodder worldwide, RAGT Semences offers varietal solutions and growing alternatives to meet the expectations of farmers. For several years, a strong focus has been put on high potential multi-service cover crops. RAGT Semences is also strengthened by external growth with the acquisition of Tobin, an Argentinian seed company specialising in sorghum, in 2021-2022.

See our commitments below: see "Developing multi-service cover crops"; "Protecting crops through genetic innovation".

Plateau Central is keen to preserve the privileged relationships it has established with farmers throughout its history. Our sales forces support more than 10,000 farmers in RAGT's native territory. The CID (Consulting, Innovation, Development) department participates through its expertise, advice and training, in the development of the notion of sustainability on farms, in particular through HVE (High Environmental Value) and AB (Organic Farming) certifications.

**Evolution (as a %) of turnover
of our organic range,
compared to the previous year**

2020-2021	2021-2022
+17.3%	+11.5%

Difference with figures in the 2022-2023 non-financial performance report (a new target will be set for the next one)

DEVELOPING MULTI-SERVICE COVER CROPS

In crop rotation, intercropping is the period between harvesting one main crop and sowing the next. Cover crops can then be planted to act on different components of the environment, water, air, soil and biodiversity, through what are called ecosystem services. Most often, these crops are not harvested, they are ploughed in or left on the surface of the soil.

For many years, RAGT Semences has been offering varieties and mixes that meet different challenges facing farmers and produce these different ecosystem services: soil cover (anti-erosion), management of weeds, pests and pathogenic fungi, storage of organic matter and carbon in the soil and soil fertilisation.

Over the past two years, the agricultural world has been confronted with major disruptions such as climate change which reduces yields or a sharp increase in input prices intrinsically linked to the rise in the cost of energy. Faced with these fluctuations, farmers must show resilience, the ability to adapt. multi-service cover crops then become very valuable for farmers. Indeed, some agri-ecological practices improve the resilience of farms: the decrease in the evaporation of water from the soil due to soil cover and the improvement of water infiltration promote mineralisation, which translates into better soil fertility. At the same time, the elimination of tillage and addition of plant cover, even of short duration, make it possible to store carbon in the soil. Soil cover with well-selected species limits competition from weeds, thus reducing the use of herbicides. Soil and health crops can also become an alternative to the removal of insecticidal or fungicidal active ingredients in the medium term. Presented in the previous non-financial performance report, the Green Pack solution continues to develop. Its packaging has evolved to better meet the needs of farmers. 1 pack now covers 4ha [hectares].

This solution consists of a high-performance rapeseed variety, a very early flowering rapeseed variety and the combination of two legumes, Egyptian clover and lentils. The combination with legumes allows the restitution of 25 to 35 units of nitrogen, a reduction in competing weed pressure and a decrease in the impact of cabbage stem flea beetles and terminal bud weevils on rapeseed. Mixing with a very early rapeseed variety is an alternative method of controlling meliethes. Very early rapeseed attracts these pests and lets the primary variety express its full potential with at least one insecticide treatment avoided. In parallel, we develop 2 mixes of legumes combined with rapeseed for about 1,000 ha.



Proportion (as a %) of turnover of soil and health plants out of total seeds marketed by RAGT Semences and its subsidiaries, RAGT Plateau Central and Terrya

2022-2023 target: 3.0%

2019-2020
3.0%

2020-2021
3.1%

2021-2022
3.0%

PROTECTING CROPS THROUGH GENETIC INNOVATION

Genecare

RAGT, as a seed company, provides genetic solutions for crop protection, to face various agricultural challenges: reduction of the use of plant protection products, reduction of inputs, fight against pathogens. To obtain highly resistant varieties, our research strategy is based on the principle of pyramiding (cumulating several major resistance genes). These genes are added to so-called minor genes corresponding to the tolerance provided by the genetic background of each variety.

Two decisive benefits of Genecare:

- efficiency: it acts as a bulwark, a robust protection against parasites.
- durability: the pyramidal aspect complicates the circumvention of all resistance genes and ensures the sustainability of Genecare varieties.

In previous non-financial performance reports, we presented Genecare varieties in rapeseed and sunflower. In the 2021-2022 financial year, the straw cereals division developed Genecare varieties for the three major cereal species: soft wheat, durum wheat and triticale.

- Soft wheat: 6 varieties (RGT Vivendo, RGT Lexio, RGT Perkussio, RGT Rosasko, RGT Cusko, RGT Letsgo)
- Non-durum wheat: 3 varieties (RGT Anvergure, RGT Belalure, RGT Kapsur)
- Triticale: 4 varieties (RGT Gwendalac, RGT Rutenac, RGT Omeac, RGT Centsac)

Tobin

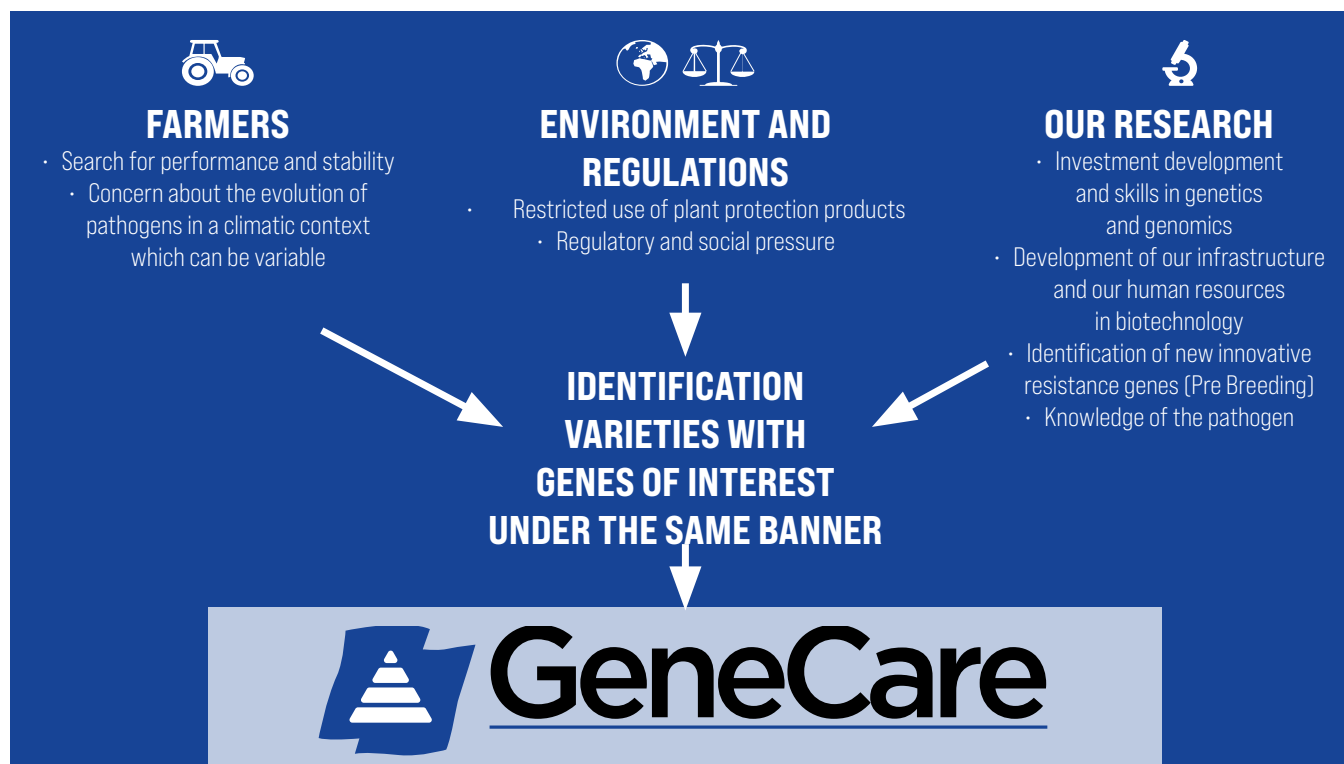
Our genetic innovation is also reinforced by the external growth of the RAGT Group.

In 2021-2022, RAGT Semences completed the acquisition of Tobin, an Argentinian seed company. This family business, which upholds values similar to those of the RAGT Group and

which, like RAGT, has developed its business through research, now excels throughout Latin America. About thirty people have joined the RAGT Argentina subsidiary, whose team now consists of 40 employees.

Beyond the marketing of different species (sunflower, corn, alfalfa, etc.), Tobin is above all recognised for its know-how in sorghum, a water-saving and more heat-tolerant species. The diversity and high technicality of its genetic material make it one of the major players in its territory. Nearly 75% of sorghum sales are expected to be accounted for by Tobin in 2022-2023.

also provides access to several new technologies to secure production, including genetic tolerance to a virus causing high yield losses. The wide range of genetic material developed by Tobin will also benefit other regions around the world. RAGT Semences subsidiaries will soon be able to benefit from sorghum varieties with major innovative traits.



SUPPORTING FARMERS IN THE HIGH ENVIRONMENTAL VALUE APPROACH

Launched in 2012, following the Grenelle de l'environnement (2007), environmental certification is a three-tiered voluntary approach aimed at making farms sustainable. The High Environmental Value (HVE) is the highlight (level 3), implying obligations of results and not only of means (level 2), while level 1 meets applicable regulatory prerequisites. As of 1 January 2022, 4.4% of the Effective Agricultural Area in France was certified HVE, with a high proportion of winegrowers, 75% of the 25,000 certified farms operating in this sector.

Closely involved with its customers, the CID department of RAGT Plateau Central, from 30 June 2022, supported 100 farmers engaged in the HVE certification process, 60 of whom had already obtained certification. In parallel with this support, the CID service presents a new training course in its 2021-2023 catalogue: "Steering in changes in farming practices to meet HVE requirements". As part of the 2023 CAP (Common Agricultural Policy) and in view of the different societal expectations related to the environment, more and more farmers are thinking about the orientation of their farm. This training aims to shed light on the challenges of HVE level 3 certification, to understand the steps, the mechanism and the information required by certification. It is intended to be practical and also presents testimonies of breeders committed to the HVE approach.

RAGT Semences and its Les Gazons de France subsidiary are also involved in the HVE initiative. In spring 2022, they launched the Midivert Bio range, which supplements the grassing range available to winegrowers/fruit tree growers, including the Vitigreen range, presented in the previous non-financial performance report. The presence of the RGT Nuance Bio variety in this composition allows strong development of rhizomes (underground stems), which brings more resistance to drought, stronger regeneration and water savings.

Since 2017, the Labbé Act has prohibited the use of chemical

plant protection products by local authorities for the maintenance of green spaces and roads. Individuals are also affected by this Act, because since 1 January 2019, they can no longer buy, use or store these products. Since 1 July 2022, the ban on the use of chemical plant protection products has extended to most public and private spaces (camp-sites, cemeteries, apartment blocks or office spaces, etc.) and applies to all users. Gazons de France strives to offer its professional customers solutions for zero use of plant protection products. As part of integrated biological protection, they advocate integrated pest management via honey-producing mixtures sown in flowering strips. They allow auxiliary insects to live, protect plants from pests and contribute to sustainable development. An insect "hotel" can be set up nearby to allow the wintering of insects.

"Located in the heart of Aveyron, in the natural region of Le Ségal, my farm consists of Aubrac cows who originate from north of the 'département' on the natural region of the same name, the Aubrac. I love this breed. I aim to produce quality meat on a farm on a human and artisanal scale. Labelled Bleu Blanc Coeur, I decided two years ago to pursue my commitment to sustainable and responsible agriculture through HVE certification. RAGT Plateau Central accompanied me throughout the process, guaranteeing personalised follow-up, an understanding of my needs and expectations. I was one of the first in Aveyron to obtain HVE certification in beef cattle".

Damien Bosc, Aubrac cattle farmer



BRINGING SOLUTIONS TO RISE TO THE CHALLENGES OF THE FUTURE

"Being the partner of the agricultural world, a creator of innovative solutions to meet the challenges of tomorrow", is the RAGT Group's mission.

To accomplish this, the 2021-2022 financial year was marked by reorganisations within the two main divisions:

RAGT Semences: creation of the "value creation" activity

The "value creation" activity must position RAGT as a provider of solutions.

Our goal is to capitalise on our specificity: to be a multi-species seed manufacturer, with more than 30 species selected, covering practically all species of field crops.

The search for innovative solutions requires pooling diverse expertise, and cross-functionality within RAGT Semences, which also needs to be developed with Plateau Central.

The Value Creation Division will have an "agronomy, innovations and tools" department which will be responsible for leading and coordinating our development of solutions by combining agronomic, genetic, seed and digital technology approaches.

This organisation, effective from 2022-2023, must allow us to develop new areas of value creation by supporting the sale of our seeds (seed technology, technical management, combinations of species or crop practices, decision support systems, etc.).

Plateau Central: a new distribution organisation

The agricultural sector is undergoing structural changes. The practices and expectations of our customers are changing. In order to meet new challenges, pursue the growth of the agricultural activities of the business line, be able to bring inno-

vation, integrate downstream expectations and develop agricultural sectors, agricultural distribution is organised around 2 divisions: animal and plant.

The plant division includes an agronomy and innovation technical adviser, who will work closely with the "agronomy, innovations and tools" department of RAGT Semences.

From 2022-2023, they will be responsible for deploying new technical, agronomic and digital solutions in order to develop added value within the territory's sectors. They will also help to broaden the skills of field teams that guide farmers in making the right decisions regarding their production system in economic, environmental and societal terms.

Zoom – 3rd edition of "InnovTech RAGT":

RAGT's crop platform attracted several hundred visitors on 15 and 16 June 2022 in Ciran (37).

Distributors and farmers came to discover the genetic innovations and solutions proposed by RAGT to meet current and future agricultural challenges through 18 workshops.

Zoom - RAGT and JA: a partnership based on innovation in agriculture

The RAGT group and the French Young Farmers' Union (JA - Jeunes Agriculteurs), partners since 2018, have decided to continue their collaboration. A new 3-year agreement, signed in February 2022, provides that RAGT will participate in the reflections initiated by the union in the areas of the environment, animal production and field crops. It also formalises a network

of young volunteer farmers to test innovations proposed by RAGT Semences.

This second phase also includes new objectives and commitments. In particular, it establishes close collaboration on the issue of carbon capture and its recovery by farmers. A dedicated bipartisan working group is being set up.

"Faced with the new challenges of the agricultural world, the RAGT Group intends more than ever to stick as close as possible to the reality on the ground in order to provide the solutions that farmers are looking for. RAGT Semences is already working in this direction with RAGT Plateau Central in the Occitanie region and our partnership with JA will allow us to develop comprehensive solutions on all types of land and for all types of agriculture", explained Laurent Guerreiro, Chairman of the RAGT Executive Board.



FOOD AND HEALTH SAFETY

| Description of the risk

Food and healths safety are two separate issues, respectively “feeding current and future populations” and “guaranteeing a high quality, safe to eat product”. Yet these two challenges go hand in hand: high quality, high quantity production, in accordance with requirements and expectations, while ensuring the remuneration of all players in the value chain and transparency of production modes.

Regarding food safety, the Covid-19 pandemic and the crisis in Ukraine put food sovereignty and protein autonomy at the heart of France's concerns.

A quality approach is essential today to avoid incurring the following risks:

- non-satisfaction of customers resulting in loss of markets
- regulatory non-compliance: penalties, formal summons, etc.
- safety: presence of mycotoxins in our seeds, deterioration, etc.

The RAGT Group, through its positioning within several sectors, is aware of these risks, which can affect the trusting relationship that ties us to our suppliers and customers.

| Our policy

The RAGT Group makes accessibility, safety and quality of its products (human and plant food) one of its main priorities and operational requirements throughout its value chain.

Our various activities take determined steps to comply with normative standards and strict specifications, recognised downstream (quality assurance), in addition to compliance with regulatory requirements.

New organisations emerged in 2021-2022:

- for RAGT Semences: the quality approach is now managed by the Operations Department (called “operations and quality”);
- for Plateau Central: a QHSE (Quality, Health, Safety, Environment) department ensures cross-functional coordination for all the business line's activities.

The Group's objective is clear: to guarantee a high level of quality through the maintenance of certifications obtained and the continuous improvement of its processes.

RAGT is involved in France's national strategy for the development of plant proteins.

Finally, we constantly work on the development of sustainable sectors, to meet multiple challenges: local production (development of territorial economic fabric), sustainable supplies (reduction of the carbon impact, fight against deforestation, etc.), ethical farming approach (fair remuneration of farmers, local employment, environmental and animal welfare), etc. We are convinced that it is essential to take part in the structuring of local ecosystems, sustainable, equitable and value creators. Find our commitments below.



SIGNING UP TO A PROTEIN PLAN

it remains strongly dependent on imports. In order to regain food sovereignty and protein autonomy, at the end of 2021, the French State launched a national strategy for the development of plant proteins. This plan focuses on 3 priorities within two years and is already under way and funded through the France Recovery plan to:

1. reduce our dependence on imports of protein-rich materials, especially soy beans imported from third countries;
2. improve the feed autonomy of livestock, in farms, regions and sectors;
3. develop a range of local products in terms of pulses (lentils, chickpeas, beans, etc.).

RAGT is taking part in this process and wishes to position itself as a protein player in particular meeting requirements for food and animal feed.

In 2021, RAGT 2n and RAGT Plateau Central responded to the call for projects by the national strategy for plant proteins. RAGT Plateau Central submitted several industry-structuring projects to FranceAgriMer, including “Proléal” and “Nos protéines d’ici”.

Proléal:

Proléal aims to equip the Prodial plant in Albi with a rapeseed grinding tool. The press will extract oil from the seeds (about 35 litres per 100 kg), from which comes the cake, a protein-rich solid matter. The start-up of the unit is planned for the summer of 2023 and requires an investment of more than €1.4 million in total. This new unit will enable us to:

- collect rapeseed and give added value to cereal farmers in the Occitanie region;
- produce non-GMO local rapeseed oil and cake and help reduce imports of soy bean cake;

- diversify business on the existing industrial site;
- reduce the carbon footprint associated with the transportation of rapeseed, cake and oil.

Fileg:

RAGT is a member of the Board of Directors of the Fileg project, which consists of establishing a production and recovery network for seed legumes in the Occitanie region.

www.fileg.org

Nos protéines d’ici:

We are launching a project to structure a soy bean and field bean sector to supply local proteins to the “Lou Paillo” lamb sector. The application was selected by FranceAgriMer as part of the recovery plan. It will concern our Promash factory based in Rodez.

We are also carrying out a project called “Nos colza d’ici” with the aim of reducing the carbon impact by producing rapeseed locally.

RAGT Semences develops 32 species and has a unique and complete portfolio of species rich in vegetable protein: soy, peas and field beans. An historical breeder for more than 50 years in these three species, RAGT has set itself several objectives to support farmers and sectors to meet the challenges of the recovery plan:

- improve the competitiveness of the crop for farmers and sectors;
- improve nutritional values for the food and animal feed supply chains;
- provide innovative traits of varietal resistance to deal with biotic and abiotic stresses.

In this way, RAGT 2n has submitted 5 research projects to France AgriMer. To date, 3 projects are still under appraisal and in the 2021-2022 financial year, 2 projects were accepted, namely:

- **the VIPEA project:**

improved resistance of protein peas to viruses and aphids (in 2020, France experienced high aphid infestation with fewer insecticide treatment solutions).

- **the GPS4GXE project:**

implementation of a breeding method to accelerate the genetic gain of spring peas for high performance in terms of yield and protein yield.

- **Proteinov:**

in order to structure long-term work on the protein within the RAGT Group, a cross-cutting approach (RAGT Plateau Central, RAGT Semences, RAGT 2n) called “Proteinov” was launched in early 2022. Led internally by two experts on the subject, its tasks are to identify the projects implemented at Group level, set up additional action plans, launch projects, monitor them and coordinate the communication plan for 2023. In October 2022, a work-study apprentice was also recruited for 3 years to coordinate the Proteinov’ approach.

To find out more, see the videos of RAGT Semences on plant proteins:



https://www.youtube.com/watch?v=c830hJqS_lg
<https://www.youtube.com/watch?v=JwvP4gQEvgQ>

COMMITTING TO SUSTAINABLE LIVESTOCK FEED

Prodial has been a member of the Duralim association since January 2017 (French collaborative platform).

By signing up to a common charter for members, we are committed to sustainable livestock feed:

- **COMMITMENT No.1:** recognise, support and enhance the quality and safety of ingredients (raw materials, pre-mixes and additives) of animal feed and animal products, guaranteed by voluntary and collective schemes. – See “Prodial supplier certification rate on a quality reference system” indicator
- **COMMITMENT No.2:** adopt responsible professional practices within the company and in dealings with stakeholders, according to a demanding regulatory framework
- **COMMITMENT No.3:** contribute to the implementation of the commitment made in 2018 to achieve 100% sustainable supplies of animal feed with, for plant raw materials, a non-deforestation / and non-conversion goal. – See “Proportion of our bulk raw materials grown and processed in France in the manufacture of our feed” indicator

We are also taking action to reduce the proportion of our feed containing medicinal products. Since May 2022, the Prodial site located in Rignac no longer manufactures them.

We anticipate an update of our commitments over the next year at the end of Duralim discussions. We want to act continuously and “provide our company with the guarantee that the raw materials used in animal feed are produced in compliance with environmental, social and economic criteria”.

Prodial supplier certification rate on a quality reference system 2022-2023 target: 100%

2019-2020	2020-2021	2021-2022
76%	98%	99.5%

Proportion of our bulk raw materials grown and processed in France in the manufacture of our feed 2022-2023 target: 66%

2019	2020	2021
74%	73%	72%

Proportion of our feed containing medicinal products Target 2022-2023: ≤ 2020-2021 result

2019	2020	2021
3.4%	3.4%	2.6%

Since May 2022, Prodial Rignac no longer manufactures feed containing medicinal products.

ANTICIPATING THE IMPACT OF THE CRISIS IN UKRAINE

At the beginning of Russia's aggression against Ukraine, all our attention was focused on the safety of our staff and their families.

“A few days before the start of the war, RAGT management decided to offer all our colleagues on site the possibility of gathering with their loved ones in a place where they could be safe from danger, in case of an invasion. Of the 33 employees of the commercial subsidiary, 16 moved to this place located in the west of the country with their families. Those who were prevented from going there for personal reasons nevertheless remained in constant contact with the team. After 3 months spent there, the whole Kyiv team returned to the offices of the subsidiary. From the outset of the conflict, our colleagues in the subsidiaries of Ukraine's neighbouring countries have indicated their readiness to welcome Ukrainian staff and their families. RAGT Poland, RAGT Hungary and RAGT Romania anticipated the arrival and accommodation of possible refugees and helped a lot in the organisation of evacuations of our staff's families”.

Guillaume Mourgues, Country Director for Eastern Europe

We have implemented a continuity plan for our research activities and therefore have not broken the cycle of generations of selection that is so important in our business. Our procedure for safeguarding genetic material worked and a copy has been kept in cold rooms in France. We transferred most of the activity (sunflower, maize, sorghum) to Western Europe (Poland, Hungary, Romania), with the addition of additional experimental sites. Part of the Ukrainian research team was able to leave the country and take refuge in France, live in safety while continuing to work on their research projects.

“We are not behind schedule in our selection programs. We must highlight the courage and commitment of our Ukrainian teams and colleagues from other countries to achieve what was achieved this year in war conditions. It was unimaginable!”

Sébastien Chatre, RAGT 2n Managing Director



To find out more: <https://www.duralim.org/>

DEVELOPING LOCAL, SUSTAINABLE AND EQUITABLE SECTORS

Taking long-term action by contributing to local agriculture while protecting the environment are the primary characteristics of an ethical farming approach that is beneficial to all, farmers who control the price of their crops to consumers who benefit from supportive, local and quality products.

A committed local economic player, in 2021, RAGT Plateau Central created a local soft wheat sector in partnership with the Calvet milling plant based in Rignac [12]. The flour sector project came to fruition in the summer, supported by comprehensive partnership.

From field production to miller-processor, the sector brings together committed farmers in Tarn and Aveyron who respect production specifications based on agronomic innovation and ecological transition, established by the experts of RAGT Plateau Central (CID and Métier du grain), with varieties of RAGT Semences wheat. The collected grains are then ground in Rignac by the Calvet mill. Membership of the Agri-ethics label has been signed. It is the first French fair trade label.



- #1 GARANTIR LA JUSTE RÉMUNÉRATION DES AGRICULTEURS
- #2 PRÉSERVER L'EMPLOI LOCAL
- #3 AGIR POUR L'ENVIRONNEMENT ET LE BIEN-ÊTRE ANIMAL

From the miller to the consumer, this approach was confirmed on 11 October 2021 by the commercial launch of the flour called “Nos blés d’ici”. 100% local flour; sustainable farming committed to respecting the environment and promoting biodiversity; traceability from field to plate. Available in bags of 1 and 5 kg in the 29 RAGT Jardin and Maison stores, this flour has been a great success with customers since its launch.

It supplements the “Goût terroir” range, which consists of products highlighting RAGT’s know-how, including Planet beer made from the RGT Planet barley variety. Soon, this range will

be completed by honey from local production, promoting the relationship between farmers and bee-keepers to provide a natural pollination solution.

It should also be noted that the “Nos blés d’ici” wheat is used to make the Mandarelle, the emblematic cake of the city of Rodez.



CLIMATE HAZARDS

| Description of the risk

The seeds we develop are by definition living entities. Plants interact with the environment in which they grow and need to adapt to the various abiotic stresses that may arise (water stress, cold, temperature variations, sunlight deficit, etc.)

Climatic hazards are now very real and more frequent (drought, storm, hail, periods of frost, etc.), and have major consequences on crops: difficulty in rooting, lower yields, destruction of crops, lower quality of production, etc.

Taking these risks into account in our research programs is essential to meet three objectives:

- proposing high-performance varieties adapted to the geographical areas in which they will be marketed
- anticipating future constraints and needs (a selection cycle lasts between 8 and 10 years)
- continuing to feed the world's population.

| Our policy

The RAGT Group's ambition is to provide improved seeds to the majority of the world's agricultural land in an ever-changing climate context. This leads us to focus on different pedoclimatic contexts and thus to propose adapted varieties (see "Proposing varieties adapted to environmental issues" and "Increasing the proportion of drought-tolerant varieties").

This commitment is expressed by:

- strong investment in research: 17.2% of the turnover of RAGT Semences
- 45 research programs on 32 field crop species
- More than 200 new varieties registered per year
- 17 research stations, or nearly 400 employees
- New cutting-edge technologies used

We aim to protect crops against different stresses (water stress, cold, diseases, pests, etc.) by offering a varietal portfolio that secures the harvest for farmers (volumes, yields) and guarantees quality for industrialists and end consumers. In an innovative approach, the RAGT Group **is setting up partnerships to pool expertise and promote progress**, including the signing of an agreement with Bayer (see "Developing hybrid wheat seeds").

We are also working to reduce the effects of climate hazards on our seed production by developing plant cover to limit the effect of water stress in production. We are also considering crop insurance to support farmers' efforts.

Proportion (as a %) of turnover of RAGT Semences invested in RAGT 2n research
2022-2023 target: $\geq 15\%$

2019-2020	2020-2021	2021-2022
17.4%	17.2%	15.6%



DEVELOPING HYBRID WHEAT SEEDS

On 20 April 2021, RAGT and Bayer entered into an exclusive partnership to jointly develop hybrid wheat varieties. The two companies, which seek to meet the new needs of farmers across Europe, are pooling their strengths by combining Bayer's leading position in wheat crop protection, and its cutting-edge digital solutions, and RAGT's leading position as a straw grain seed producer in Europe with unique and original innovative genetics.

With this agreement, RAGT is setting itself a challenge and ambitious objectives: to offer varieties better suited to climate change, to new agricultural practices, consumer expectations and to secure farmers' incomes. Genetics is highlighted by the ability of both partners to provide a set of innovative solutions to these problems.

A hybrid plant is the result of the crossing of two fixed lines, which makes it possible to combine, in the same plant, the valued characteristics (agronomic or technological) of those

two plants.

RAGT has been working on hybrid wheat for years. Lucie Griffe, a selector, is based at the research centre in Ickleton, England and has dedicated more than 5 years to it.

"We have set up two strategies", explained Lucie Griffe. "On the one hand, we produce hundreds of experimental hybrids to understand how hybrids function and respond to the environment. On the other hand, in the greenhouse, we are developing the first generation of hybrids operating by cytoplasmic male sterility (CMS) mechanisms, that is to say plants where one of the parents does not produce pollen".

It is actually this sterility system that will make it possible to produce hybrids on a very large scale in the future for farmers. This is how we will obtain the "hybrid vigour" sought to meet challenges. ***"We test them in different environments and compare them with their parents to see if there is an improvement in characteristics such as yield, as well as better***

adaptability to the environment (diseases, stress, etc.) or their baking quality". The ongoing work will validate the best combinations and promote premium hybrids with unique and stand-out characteristics of currently cultivated lines.

We are aware that it will be difficult to meet all agricultural constraints through "genetics" alone. We are therefore currently working on the design of packs that, in addition to elite genetics, will combine innovations from new farming practices using cover plants, control tools and new biostimulants.



PROPOSING VARIETIES ADAPTED TO ENVIRONMENTAL ISSUES

The research activity of RAGT Semences is continuing its plans to develop new technology to improve the characterisation of test sites (different pedoclimatic contexts) and thereby propose efficient varieties adapted to the geographical areas in which they will be marketed. This new technology is also developed in order to optimise experimentation networks, and therefore test varieties only in relevant environments.

Let us look at some examples of technologies developed:

RAGT 2n Weather:

This is a decision support system for monitoring the maize crop cycle and calculating the optimal harvest date. At start-up, this tool ran only on climate data. Soil data covering the entire RAGT 2n and Technical Development Department (SDT) network of experiments are now integrated into the tool. Four employees of the Research

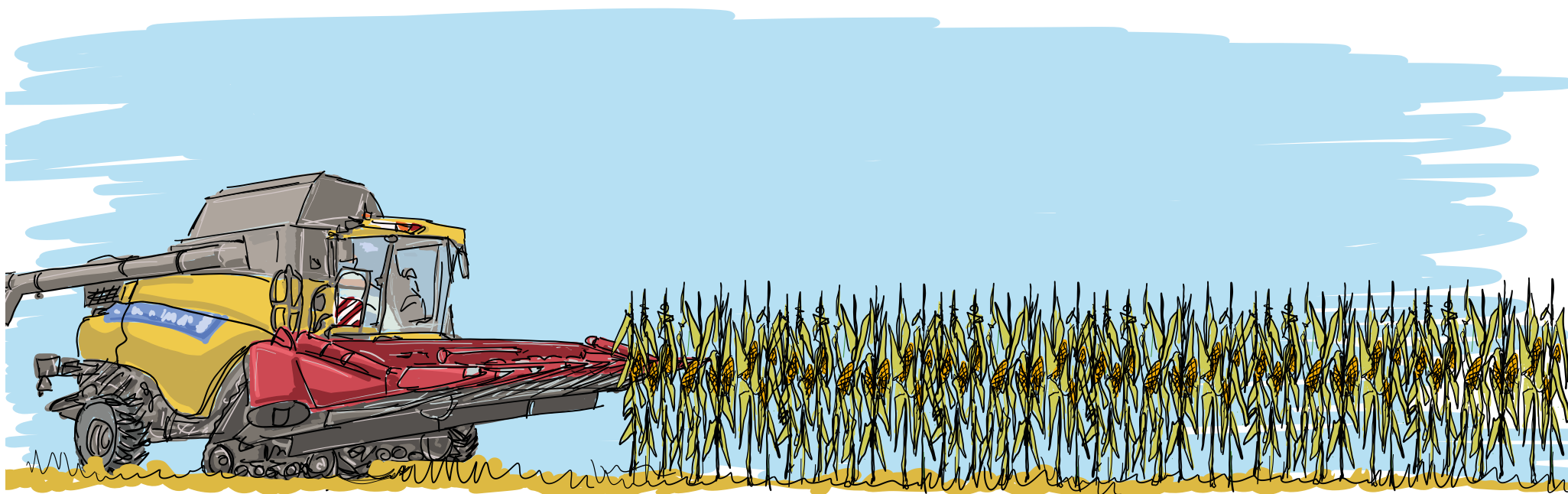
activity moderate the tool on a daily basis, which is used by the experimental teams and the sales team of RAGT Semences maize France. The Plateau Central plant division is also studying how to build on this internal tool with Plateau Central customers. It is planned to open it to other species but the timetable still needs to be defined.

GAU envirotype:

This is a tool used to evaluate varieties of the Hungarian breeding program, a country where climatic stresses are very strong (continental climate and very little widespread irrigation). The objective is to combine climate and soil data, in order to draw up water appraisals for each experiment. With this method, it is possible to classify each of the network tests under different water stress scenarios. For the breeder, the objective is to identify the most suitable vari-

ety for stress scenarios that are most representative of the target market. Eventually, this could be linked to future water stress scenarios due to climate change. Other stresses are studied beyond drought tolerance, such as cold, high temperatures, low radiation (little sunlight), behaviour in reaction to disease.

To improve the accuracy of this type of study, other technologies are also being explored, such as connected rain gauges, the use of drones for complex measurements/scoring (e.g. biomass volume, water stress, etc.).



INCREASING THE PROPORTION OF DROUGHT-TOLERANT VARIETIES

Drought can be defined as a water deficit over a relatively long period of time compared to a baseline. However, there are several types of drought (Météo France, 2014):

- Meteorological drought corresponds to a prolonged rain-fall deficit;
- Hydrological drought occurs when lakes, rivers or ground-water show abnormally low levels;
- Agricultural drought is characterised by a water deficit in the topsoil (between 1 and 2 m deep), enough to alter the normal development of vegetation.

In order to increase the resilience of their agricultural system to drought, the first lever on which farmers can act is plant material. The choice of varieties and crop species, but also crop rotations make it possible to obtain a more resilient system in drought conditions.

Despite a very humid year in 2021, therefore not very favourable to the Stressless range, RAGT 2n research and RAGT Semences value creation activity are working together to offer more water-efficient varieties. In 2021-2022, a new approach was tested on maize cultivation based on crop management and varietal selection adapted to the specific regional contexts identified.



Western sector (slopes):

Lengthen a short rotation (sunflower/wheat) in dry crops



Southern Loire sector:

Reduce the number of irrigation runs on certain plots (to save water)



Centre sector:

Same context as the Western sector
Introduce a maize crop on drier plots and harvest it when it is as dry as possible.

Based on this contextual analysis and the identification of objectives, appropriate technical management is put in place (date and density of sowing, fertilisation, seeding-harvesting material) to ensure a profitable crop. Each context requires a precise varietal choice with adapted precocity and a selection resulting from a specific experiment.

RAGT Semences also provides plant solutions adapted to more restrictive contexts in nitrogen fertilisation. Through the Fertiless Nitrogen range, RAGT Semences identifies maize that is more nitrogen-efficient and offers varieties that ensure high potential under normal nitrogen fertilisation conditions and during nitrogen fertilisation under stress (up to 50%).

Proportion (%) of qualified drought-tolerant varieties produced and marketed by RAGT Semences and its commercial subsidiaries

in the varietal portfolio

2022-2023 target: 42.6%

2019-2020	2020-2021	2021-2022
36%	37%	44%

Sales assumptions have been revised downwards for 2022-2023 due to the current geopolitical context and the estimated decline in harvests.



DIGITAL TRANSFORMATION

| Description of the risk

In previous non-financial performance reports, the risk was focused on the digitisation of our customer ranges. In view of the evolution of the IS (Information System) strategy of the RAGT Group, the risk is changing for this non-financial performance report. We are now addressing the digital transformation plan of the RAGT Group's processes. Given this development, we do not have a performance indicator for this first year.

Today, digital transformation affects all sectors of activity. Every company, regardless of its size and activity, is faced with the following challenges:

- optimising processes
- increasing responsiveness, agility and performance
- satisfying its stakeholders
- improving the environmental footprint

The RAGT Group's activities increasingly demand software solutions adapted to their needs and specificities in ever-changing markets. Management of the quantities of data generated by the various activities also feeds into this reflection.

In addition, we note interconnections between the Group's activities on cross-cutting issues.

| Our policy

In 2020-2021, we initiated an audit of the IS strategy (Information System) and its organisation with the support of Acadys, a digital strategy audit and consulting firm.

These reflections led us, until the end of 2021, to deliver an IS/DTN (Digital Transformation) plan, and a master plan (3 strategic directions rolled out in strategic programs) for a budget of several million euros.

Summary of our IS/DTN plan:

- A scope covering the Information Systems Department (ISD) expanded to Digital Transformation (DTN). Its role: to coordinate the Group's digital transformation, in particular through its management plan in liaison with each Division's Management.
- A reorganised IT department to better anticipate and respond to business needs:

- an infrastructure department (network, telephony, security)
- an operations and support department (hotline, developers)
- an applications department (business solutions)
- cross-functional support (IS security, IS architecture)

- A newly created digital transformation unit:
 - Business Relationship Manager (BRM), interfacing between business lines and technology and capable of intervening on business-specific projects
 - strategic program managers who coordinate the programs included in the master plan, consisting of several projects.

Below are 2 illustrations of projects carried out over the year including one in the HR transformation program and the other in the Plateau Central program.



TRANSFORMING THE HRMS

Tribu is the name given to the major project initiated by the HR department to provide the Group with new tools and thus respond more effectively to the demands of its various interlocutors.

Two publishers were selected following a process conducted with the help of ConvictionsRH. One to meet France's needs in terms of administrative management, payroll and time/activity management (Cegedim) and the other to manage the training, salary and career policy for all Group employees in France and abroad (Cegid - Talentsoft).

The first concrete step forward for the Tribu project: the

switch to the new payroll tool from January 2022, with the digitisation of pay slips, but also a new absence management tool for employees and managers in France.

In March 2022, new features emerged: the HR core. It is a database for all employees that concerns France, as well as subsidiaries abroad. It is used to centralise a large amount of information in real time. This tool will harmonise HR management at the Group level. It will act as a foundation for other modules coming up in the next fiscal year, such as the "training" module.

This core project for the Group makes it possible to digitise a

number of HR processes and encourage us to think about how to optimise these processes. To be continued...

TRIBÜ



TRANSFORMING THE LOGISTICS SUPPLY AND TRADE ERP

Launched in May 2020, the NILAC (Nouvelle Informatique Logistique Procurement et Commerce) project aims to equip RAGT Plateau Central with a new management tool, intended to replace the one that had been running since the 1980s. The switch-over is scheduled for the end of 2022.

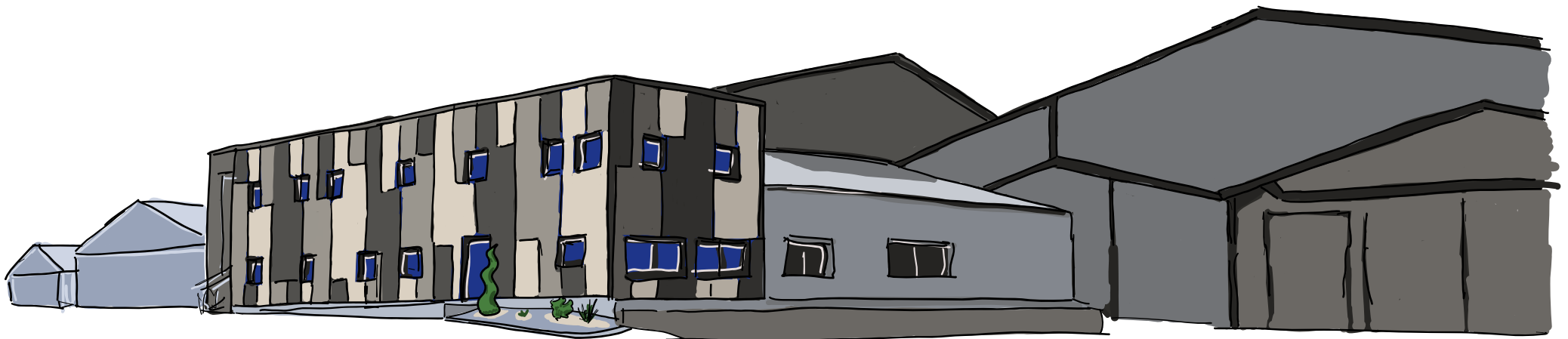
"The NILAC project consists of installing Kalicéa ERP (Enterprise Resource Planning) to manage the RAGT Plateau Central and Terrya companies. This information system makes it possible to supply, store, order, transport and invoice professional customers (excluding the general public).

The advantage of a modern tool configured to the specificities of our activity, is to supply nearly 10,000 references as close as possible to 7,000 customers through our 40 storage sites (platforms and stores) in 6 'départements' (Aveyron, Tarn, Lozère, Cantal, Tarn and Garonne, Haute-Garonne), with a minimum level of storage and logistics costs (transport).

This ERP must also make it possible to manage quotas (in seeds for example) and give customers the opportunity to position themselves on a price with a purchase contract (highly inflationary fertiliser market).

250 people will use this information system (store sales staff, sales representatives, warehouse staff, buyers and suppliers, logistics managers, management controllers and accountants). They are trained by the 18 key users who have been involved for the past 18 months, alongside the ISD/DTN and the publisher, in describing the processes and configuring this information system, for a total cost of €1.5 million".

Bertrand Malaval, Administrative and Financial Director of Plateau Central



REGULATORY DEVELOPMENTS

| Description of the risk

It is necessary to keep abreast of regulatory projects and their evolution, in order to adapt the company's products, services, processes and facilities. This also makes it possible to grasp all related opportunities (opening of markets, for example).

Poor knowledge of regulatory requirements or a lack of anticipation could harm the financial health of the company (loss of our approvals and impacts on activities, costly compliance, regulatory sanction, lack of competitiveness, etc.).

Finally, anticipating regulatory changes also feeds into the company's strategy and therefore increases agility and performance.

| Our policy

RAGT will strengthen its vocation as a provider of solutions for the benefit of farmers. We will also help them understand the regulatory issues they face. As such, the RAGT Group opts for a strong interprofessional commitment

(Union Française des Semenciers for RAGT Semences, Fédération du Négoce Agricole and Syndicat National de l'Industrie de la Nutrition Animale for RAGT Plateau Central, etc.), allowing it to keep abreast of developments, carry out sectoral benchmarking and find common solutions to the difficulties encountered. RAGT Group employees are aware of the importance of keeping an active watch over their areas of expertise, but also of the importance of participating in the various professional organisations.

In-house technical advisers have been identified within the various sites and activities of the RAGT Group. In particular, they are responsible for regulatory monitoring, regulatory

compliance assessment and the maintenance of compliance of activities and installations.

| Our commitments

ANTICIPATING CHANGES IN CSR REPORTING

The RAGT Group's CSR project team is closely monitoring future regulatory developments in non-financial reporting. A new European directive, the Corporate Sustainability Reporting Directive (CSRD), aims to replace the 2014/95/EU Non-Financial Reporting Directive (NFRD) from 1 January 2024. These developments should impact our 2024-2025 non-financial performance report.

Major changes include:

- the principle of double materiality. That is to say, the merger of financial and non-financial risks during risk prioritisation. Economic, social, environmental and societal performance are inseparable. We will need to publish a so-called "integrated" report instead of the management report and the non-financial performance report appended to it;
- standardised indicators at the European level;
- Consideration of sustainability factors/ESG (Environment, Social, Governance) criteria when reporting.

In order to better anticipate these future developments, we regularly communicate with our Independent Third Party (ITP), the Saint Front firm, in charge of the annual audit of our non-financial performance report.

We plan to update our materiality matrix for the 2022-2023 non-financial performance report to take into account the strategic directions defined by the Group Management Committee, but also to factor in emerging CSR issues.

Our materiality matrix needs to be redesigned for the 2024-2025 non-financial performance report (factoring in dual materiality), taking into account changes made by the CSRD in the 2023-24 non-financial performance report.

**% of the RAGT Group's workforce
(scope: France) participating in at least
one professional or interprofessional
organisation among the 72 identified
2022-2023 target: % ≥ 2021**

2019	2020	2021
7.4%	8.7%	8.1%

A close-up photograph of a bright green tree frog perched on a nest. The nest is constructed from a dense, tangled mass of dark brown, fibrous material, possibly moss or lichen, and is filled with numerous small, bright yellow eggs. The frog is positioned behind the nest, looking towards the right. The background is a soft, out-of-focus blur of green and brown, suggesting a forest environment.

**TAKING ACTION TO IMPROVE
OUR ENVIRONMENTAL FOOTPRINT**

MAINTAINING BIODIVERSITY

| Description of the risk

Biodiversity is the basis of all forms of agriculture. Beyond the growing expectations of associations, local residents and local authorities, the disappearance of ecosystems could lead to a decrease in harvests (loss of yields and quality), and more generally bring agricultural production to technical standstills that could prove very damaging in the long term. The issues here are soil protection, pollinating insects, controlling weeds and protecting crops; but also maintaining crop biodiversity, the main resource for breeders and essential for genetic progress.

| Our policy

With regard to soil and biodiversity preservation, the RAGT Group promotes the development of conservation agriculture and the use of alternatives to plant protection products (see “Innovating and promoting savings in plant protection product solutions”).

The RAGT Group also works for the preservation of pollinating insects, which are essential for the pollination of crops, which is a key production factor (see “Optimising crop production by promoting pollination”).

Finally, RAGT Semences, as a seed company, is particularly attentive to the preservation of plant biodiversity. By the very nature of its activities, RAGT 2n, the research arm of RAGT Semences, contributes to safeguarding the genetic diversity of more than 40 field crop species.



INNOVATING AND PROMOTING SAVINGS IN PLANT PROTECTION PRODUCT SOLUTIONS

The RAGT Group is committed to finding solutions (excluding plant protection products) to meet Ecophyto objectives (regulation on the sustainable use of pesticides to limit the use of plant protection products). A real synergy between RAGT Plateau Central and RAGT Semences makes it possible to provide concrete answers to this societal and environmental issue through various levers and fields of action:

- biostimulants and biocontrols
- decision support system
- consulting (excluding plant protection products), training, certification
- agricultural equipment, storage
- varieties resistant to bio-aggressors
- crop cultivation methods

A new regulation has reinforced the CEPP (Certificate of Savings for Plant Protection Products) scheme, which, since 2016, obliges distributors to promote or implement actions aimed at professional users to reduce the use, risks and impacts of these products. Effective since 1 January 2021, the separation of sales and consulting aims to guarantee the independence of the advice given to farmers and thus reduce the use of plant protection products. The implementation of this regulation introduces an obligation of means but also the need for distributors to participate in the development and promotion of CEPP action sheets. To achieve this objective, each company must appoint a CEPP advisor. Within RAGT Plateau Central, Pascal Pringault, Sales Director, is responsible for this mission. The sales technicians of RAGT Plateau Central, Terrya, promote these "CEPP" action sheets. Through the CID (Consulting, Innovation and Development) department, farmers are supported through advisory actions (excluding plant protection prod-

ucts) and training such as "Control the quality of spraying to reduce the impact of plant protection products" and "Develop changes in farming practices to meet HVE requirements".

RAGT Semences plays a leading role in achieving the objectives set by the law. In 2021-2022, RAGT Semences added varieties to existing action sheets (10 plant covers in annual cultivation, 3 covers in perennial crops, vines and trees, 8 new GreenPack references: rapeseed package + rapeseed companion plants + meligethe trap, 1 new reference in rapeseed companion plants, 9 in soft wheat with resistance to bio-aggressors and lodging). In a new decree published in 2021, the standardised action sheet of the CEPP scheme, "varieties with partial resistance to the TuYV virus", now includes 59 qualified varieties with partial resistance to the TuYV virus. The action aims to limit insecticidal treatments against the green peach aphid, a vector of the virus responsible for turnip yellow virus (TuYV) on rapeseed. Of these varieties, 6 are RAGT Semences varieties (Dial, Coogan, Picasso, Tempo, Matisse, RGT Paradizze) and we are waiting for additional feedback on the RGT Ozzone variety at the end of 2022.

In parallel, RAGT Semences submitted 3 new CEPP action sheets:

- to do away with anti-mildew seed treatment with mildew-resistant sunflower varieties
- to do away with an insecticide against the click beetle in maize through a maize-based bait strategy
- use of a variety of soft winter wheat resistant to BYDV (Barley Yellow Dwarf Virus) to limit the use of insecticide treatments

These forms could not be validated by the CEPP committee at their first reading.

Those regarding click beetle bait maize and mildew-resistant sunflower will be re-filed in October 2022.

Proportion (as a %) of the number of CEPPs obtained in relation to the legislator's goal by 2021

2022-2023 target: 18.5%

The decrease in the target is linked to an increase in the number of CEPPs to be reached in 2022, without there being any more solutions available proposed by RAGT in terms of new action sheets.

2019	2020	2021
11.7%	20.3%	22.3%

OPTIMISING CROP PRODUCTION BY PROMOTING POLLINATION

Bee RAGT is the name given to our collaborative program, responsible for initiating, federating, and piloting all projects capitalising on pollination.

In 2021-2022, Bee RAGT focused on the structuring of a local honey sector in the “départements” of Aveyron and Tarn.

This is how the “Nos miels d’ici” charter was born. The primary objective is to introduce hives in crops and thus foster dialogue between farmers and bee-keepers.

How does it actually work?

- For RAGT: the aim is first of all to connect farmers from our network with partner bee-keepers
- For farmers: it involves making plots available and adopting best agricultural practices set out in the charter, so as not to disrupt the activity of the hives

- For bee-keepers: their role is to supervise these hives

Based on what findings?

- Farmers: pollination is a key factor of production that is not very or insufficiently exploited, especially since the establishment of a hive usually incurs an additional cost
- Bee-keepers: their difficulties in finding locations for their hives

- Environmental: preserving pollinating insects and contributing to the maintenance of biodiversity

The launch is scheduled for next year, mainly based on sunflower and rapeseed crops.

Through Bee RAGT, we also engage in other projects to support our employees and farmers on topics related to pollinating insects, such as hive openings or seed production testing.

How can our charter fit in with the organisation of a sustainable sector?

- Economic: promoting better crop yields and consistent crop quality
- Societal: consuming local honey from more sustainable agriculture



CONTROL OF ENERGY CONSUMPTION

| Description of the risk

Controlling energy consumption (electricity, gas, fuel) and using renewable energies amounts to:

- ensuring business continuity in times of energy crisis
- reducing operating and transport costs
- contributing nationally and globally to energy efficiency and greenhouse gas (GHG) emission reduction targets
- gaining energy efficiency and competitiveness
- improving the image of the company (more virtuous image) and meeting the expectations of stakeholders
- complying with your carbon quotas
- fighting the depletion of natural resources

This range of threats and opportunities demonstrates the importance of paying special attention to energy consumption.

| Our policy

Energy issues are paramount in our activities and recent events have had major consequences in the sector.

In view of the impact on our production costs at the beginning of 2022, the Group Management Committee, meeting on 9 March 2022, decided to set up an **energy working group across RAGT's various businesses.**

The primary objective was to identify and evaluate the different contracts for the supply of natural gas, propane gas, electricity and biomass that fuel our activities. The next stage was to find ways of optimising supplies and diversifying them, including renewable energies (photovoltaic, etc.).

A project manager was appointed who reports monthly to the Group Management Committee on the progress of the work. The main orientations may be specified in the 2022-2023 non-financial performance report.

This work is an extension of the environmental reporting implemented for the fourth year in a row, reinforcing the management of energy consumption and waste management for all of the Group's French establishments.

In addition, **RAGT is committed to continuously researching all processes and actions in order to reduce its consumption.** Finally, **RAGT Energie, a subsidiary of the Group, pursues its vision: to participate in the territorial energy transition by giving value to agricultural by-products** – See commitment below.

Annual electricity consumption (in MWh) of the RAGT Group's French industrial sites per tonne of finished products (representing on average 75% of the annual consumption of the Group's French sites)

2019
76 MWh

2020
73 MWh

2021
79 MWh

A new indicator, the target will be set for the 2022-2023 non-financial performance report



ENTERING A CIRCULAR ECONOMY THROUGH RECYCLING OF ENERGY FROM BIOMASS

Biomass is defined as all organic materials directly derived from living beings, accessible on a renewable and sustainable basis: dedicated crops, by-products and crop residues as well as residues from various activities (paper mills, sawmills, organic fraction of industrial, household and agricultural waste, etc.). RAGT Energie was created with the aim of enhancing the by-products of plants. This is how Calys was designed, a combustible pellet that meets the challenges of energy transition.

Paris Heat Network - La Défense

The Enertherm dealer, in charge of heating and air conditioning for a large part of the business district of La Défense in the Hauts-de-Seine was looking to move towards less fossil fuel-intensive heating. Previously using oil, Idex La Défense identified the Calys agri-pellet solution to significantly reduce the energy impact of the neighbourhood. Made from raw materials of agricultural origin (green waste, rapeseed or maize straw, miscanthus, walnut shell, olive kernels, vine shoots), this fuel has many advantages:

- reducing the carbon footprint: we are looking for agricultural residues to be harvested within a limited local radius and then transported by train.
- contribution to the development of the region: the ashes from combustion will be recovered locally through spreading plans to fertilise the soil.
- catalyst for the local economy: job creation for the collection, packaging and delivery of agri-pellets.

Work on converting the boilers has already begun and the start of operation is scheduled for autumn 2022. Matthieu Campargue, Director of RAGT Energie is present on site every week to monitor the progress of the work.

Other projects

RAGT Energie is also working on another project in the Paris region with CPCU (Compagnie Parisienne de Chauffage Urbain). In 2021-2022, tests on 2,200 T (tonnes) of Calys were carried out and proved to be successful. An order of 15,000 T is planned for 2023 increasing to 40,000 T in 2024. To fulfil this order, RAGT Energie will rely on its external production network.

Since 1 July 2021, an order has transposed the bioenergy sustainability criteria component of the European directive on the promotion of renewable energies, or Red II. The aim is to ensure a minimum level of environmental requirements for all renewable energies produced from biomass: biofuels and bioliquids, electricity, heat and cooling, solid fuels and biogas production. Until then, only biofuels and bioliquids were covered by criteria of sustainability of raw materials, reduction of greenhouse gas emissions and energy efficiency. RAGT Energie is certified as an auditing body for industrial companies. The objective is to study the sustainability of biomass.

Tonnes of Calys agri-pellets sold

(royalties included)

2022-2023 target: 7,000 T

2019-2020	2020-2021	2021-2022
564 T	253 T	2,320 T



WASTE MANAGEMENT

| Description of the risk

The preservation of natural resources, threatened by human activities, is essential to maintain our activities.

It seems necessary to break with the linear model of economic activities [extract, manufacture, consume, discard] through circular economy practices to limit consumption and waste of resources [raw materials, water, energy].

Acting for a sustainable management of resources and reducing its waste production in order to:

- reduce waste treatment costs
- fight waste
- contribute to the availability of resources over time, for the sustainability of our activities and to enable future generations to meet their needs

Finally, it is also a market opportunity for RAGT Energie.

| Our policy

The RAGT Group's policy is expressed in three areas:

1. **implementing responsible waste management with the objectives of maintaining a low proportion of hazardous waste and increasing the recovery rate of all waste produced (see indicators);**
2. being proactive in supporting our various stakeholders in their waste management (example of actions: ADIVALOR sector, see 2019-2020 non-financial performance report);
3. being part of a circular economy approach by valuing the resources of our territories and our activities (example of actions: RAGT Energie projects, see previous page).

The actions developed in the previous non-financial performance report are still relevant and ongoing. The Health, Safety and Environment representatives remain mobilised to lead the Group's policy in the field and thus improve our performance.

Proportion (as a %) of hazardous waste produced over the year
2022-2023 target: maintain a low proportion of hazardous waste

2019	2020	2021
3%	5%	4%

Recovery rate (as a %) of waste generated over the year
2022-2023 target: increase the recovery rate of all waste produced

2019	2020	2021
95%	94%	97%



PROTECTION OF THE ENVIRONMENT

| Description of the risk

Our activities, like all human activities, generate waste. The main risk is that these discharges lead to pollution of the environment: air, water, soil and subsoil. Pollution can impact health, and in general any living being interacting with these environments (fauna, flora).

The preservation of these environments is therefore a major issue to allow current and future generations to meet their needs.

Environmental pollution can also originate from industrial disasters (fire, explosion, accidental spillage of dangerous products, etc.), as was the case during the Seveso disaster that occurred in 1976 in northern Italy.

A proven industrial risk generating established pollution can greatly impact the company:

- damage to the health and/or safety of employees and residents
- shutdown
- formal summons issued by DREAL (Direction régionale de l'environnement, de l'aménagement et du logement)

- costs of repair ("polluter pays") and refurbishment of facilities
- pollution relayed by public opinion and the media: impact on the image of the company
- stakeholder policy (shareholders), etc.

The fight against global warming has become a priority for the planet: on a global scale, COP 21 highlighted the urgency of action. Many states have committed to limiting global warming to +1.5°C. Faced with this challenge, agriculture, which is also particularly affected by climate change, has a role to play. France has defined a National Low-Carbon Strategy (SNBC) for the implementation of a low-carbon economy, setting a carbon neutrality target for 2050. In this context, agriculture can contribute to the achievement of the climate goals of the SNBC, in particular through its potential for carbon sequestration in agricultural soils.

| Our policy

The Group's objective is primarily regulatory compliance and, more specifically, compliance with all the regulatory requirements applicable to our Classified Environmental Protection Installations. This policy is reflected in a specific organisation, led by technical advisers, in charge of regulatory monitoring, self-monitoring of discharges, operational control, prevention of emergency situations, as well as relations with stakeholders (DREAL, associations, local residents, etc.). **The Group provides the necessary means for each branch of activity to prevent and reduce the various forms of pollution. RAGT is committed to building and implementing a "low-carbon" strategy.** The Group's two main divisions work in synergy, especially on the first identified lever: multi-service cover crops.

Finally, with regard to transport, RAGT is pursuing its actions to reduce the environmental footprint of its supplies (GHG emissions), in particular by preferring French origin.



IMPLEMENTATION OF A LOW CARBON STRATEGY

Multi-service cover crops

Agricultural levers with “high carbon storage potential” include multi-service cover crops that are not intended to be harvested or consumed but do not leave the soil bare between two crops. RAGT Semences has been selecting varieties and mixtures that have met these objectives for several years. The installation of temporary grasslands for periods of three to five years also significantly increases soil carbon stocks. In France, grasslands represent the largest area in terms of crops, twice as much as wheat, 4 times as much as maize, or 12 million hectares. RAGT is the French leader in grassland genetics with a very large species pool and has 4 research stations specialised in forage crops with 20 people dedicated to research.

The partnership between RAGT and the French Young Farmers' Union (JA - Jeunes Agriculteurs)

RAGT partners with other agricultural stakeholders to design and initiate actions in response to the National Low-Carbon Strategy. In December 2021, RAGT and the Young Farmers Union (JA) renewed their partnership. New objectives and commitments are set out in this second agreement, with a special emphasis on low carbon. In 2021-2022, a JA/RAGT low-carbon think-tank and working group was set up to discuss technical and practical levers to develop optimal solutions to reduce GHG emissions and strengthen carbon storage in the ground.

Partnership with Bayer

RAGT also participates in the Ag4Climate program, spearheaded by Bayer. This agricultural program aims to help downstream value chains (e.g. processors, collectors) achieve their carbon neutrality commitment, through verified carbon credit purchases by farmers who implement respectful practices. RAGT acts as technical support for multi-service cover crops (MSCC). The objective of this project by 2021-2023 is to improve the control of greenhouse gas emissions in agriculture (avoidance / sequestration). This project is structured around 2 work directions:

- the development of the use of MSCCs in rotations to:
 - improve organic carbon sequestration of soil
 - develop joint benefits for the farmer (soil health, biodiversity, etc.)
- Collection of digital carbon capture data on Bayer pilot farms in 5 countries.

RAGT provides technical expertise (test protocols, recommendations, etc.) and supplies mixtures of MSCCs for the project via its Joordens subsidiary. In addition, RAGT and Bayer are developing a digital decision support system (DDS), “CreateCover”, to optimise rotation and enjoy all the benefits of plant cover.



MAINLY SOURCING RAW MATERIALS OF FRENCH ORIGIN

"The Proxiscore is used on the entire range of bulk feed. It is a real USP to stand out from the competition. It meets current societal expectations, the needs of farming customers who are looking for products with the lowest possible environmental footprint. The approach is part of RAGT's policy of providing solutions to meet the challenges of tomorrow. Nevertheless, the current crisis is disrupting the potential USP of the Proxiscore. This is also confirmed in organic sales. Other topics such as extrusion and the protein plan are being studied by RAGT to meet these challenges of tomorrow".

Anthony Censi, Expert Market Manager, RAGT Plateau Central



Proportion (as a %) of each score on all feed manufactured by Prodial and marketed by RAGT Sanders
(excluding feed purchased and then marketed, as is feed manufactured by Promash)

2022-2023 target: Proportion (as a %) of the Proxiscore on all feed manufactured by Prodial and marketed by RAGT Sanders

Score A	Score B	Score C	Score D	Score E
64.0%	20.3%	9.9%	5.8%	0%



The calculation method

All raw materials are given a score:

Occitanie and neighbouring regions	French (+ bordering countries)	Imported, processed in France	Imported from Europe	Imported from rest of the world
100	80	60	40	20

The formulation gives an average score to the food

Between 80 and 100	Between 60 and 80	Between 40 and 60	Between 20 and 40	Between 0 and 20

No extra cost on feed.

The customer is able to make an informed choice.



**PROTECTING OUR EMPLOYEES
AND DEVELOPING THEIR SKILLS.**

HEALTH, SAFETY AND WORKING CONDITIONS

| Description of the risk

The commitment and mobilisation of RAGT Group employees are essential to the success of our activities. We are responsible for making sure that this mobilisation is carried out while preserving their health and safety and in good working conditions. This commitment to employee protection is reinforced by a demanding regulatory context. Ethical, economic (contributions for work accidents/occupational diseases, absenteeism), regulatory and social issues (social climate, working conditions: motivation, productivity, quality, turnover, employee loyalty) can affect the proper functioning and success of the RAGT Group's activities.

| Our policy

In spring 2019, the Executive Board formalised the first ever health and safety policy of the RAGT Group targeting 2019-2022. This policy, deployed over the last 3 financial years, has allowed us to rethink a number of fundamentals, but above all to facilitate synergy between the Group's various businesses through a common roadmap and project mode.

The Group's objective remains the same: reduce the frequency and severity of accidents, measured via the two performance indicators opposite.

This internationally ambitious policy has been implemented in France since the beginning of 2022, through a Program for the Prevention of Occupational Risks and the Improvement of Working Conditions, known as PAPRI Pact.

Over the year, major cross-cutting projects have focused on:

- the review of committee procedure/health and safety leadership at all levels (Group, business lines, activities, sites)
- strengthening safety induction for new hires
- the construction of a "safety diagnostic" tool to periodically assess the level of regulatory compliance of the Group's activities
- strengthening the management of single occupational risk assessment documents
- prevention of confined space interventions
- prevention of road risks

Since January 2022, a new transversal body to steer through PAPRI Pact and monitor its deployment within the divisions has been created: the Group Health and Safety Steering Committee (STEERCO). This STEERCO brings together quarterly the business and Group health and safety advisers (HR division).

Finally, during the first half of 2022, a health and safety management review was held by the Group Management Committee to assess the progress made over the last three years and our current level of maturity. New orientations have been defined for 2022-2023, 2023-2024 and 2024-2025, which may be specified within our next non-finance performance report.

A new milestone is set for the end of June 2025: "building a so-called preventive Group management system, by re-launching a proactive risk management approach".

Accident frequency rate (number of accidents with work stoppage * 1,000,000 / number of hours worked)

2022-2023 target: downward trend

2019	2020	2021
18.3	9.0	17.9

Accident severity rate (number of accidents with work stoppage * 1,000 / number of hours worked)

Target by the end of 2022: Accident severity rate ≤ 0,30

2019	2020	2021
0.30	0.33	0.48

INVESTING IN AND IMPROVING SAFETY AND WORKING CONDITIONS

In 2021-2022, RAGT Semences' Spanish subsidiary, RAGT Iberica, acquired a new factory consisting of 8,380 m² of buildings, located a few kilometres from Palencia. It started up in June 2022.

With a capacity of 10,000 tonnes (wheat, durum wheat, barley, oats, rye, triticale, vetches, peas), RAGT Iberica will be able to cover nearly 90% of its production with this new facility.



<https://www.youtube.com/watch?v=BdVZvdqloBU>

The HSE (Hygiene Safety Environment) France department of the “operations and quality” activity was also involved in this project, and travelled to Palencia to bring its expertise.

Looking back, the challenge of building a new factory in less than 2 years was ambitious. And yet, despite the Covid-19 crisis, the challenge was met.

Each year, RAGT invests to improve the health, safety and working conditions of employees. For the next few years, a major project awaits the Molinières plant, the main seed manufacturing plant in France: the installation of a sprinkler system on part of the site (safety of property and people, industrial risk, sustainability of the operation).



PREVENTING ROAD RISKS

We presented the broad outlines of the Road Risk Prevention Program (PPRR) of the RAGT Group in the 2020-2021 non-financial performance report.

A kick-off meeting of our PPRR was held in April 2022, co-chaired by the HR division – Health and Safety – and the Legal and Insurance divisions, to which the Sales Departments, managers of the RAGT fleet and health and safety advisers were invited.

This discussion was an opportunity to share:

- PPRR's objectives:
 - reducing accidents and the number of claims
 - strengthening prevention to avoid any serious road accidents
- The internal toolbox, at the end of the financial year, consisted of the following:
 - periodic reporting on internal road accidents and claims
 - a range of training courses (Centaure courses run by the Groupama insurance company)
 - documentation of claims and road accident management processes at RAGT
 - a tool/form for carrying out an annual vehicle audit campaign

Balancing theory and practice, the Centaure training course addresses in detail all the prevention concepts to be applied on a daily basis to limit risks (behaviour, vehicle, environment, organisation and regulation). Trainees learn, through practice in real conditions, to control their vehicle when there is loss of traction, perform emergency braking, carry out avoidance movements, etc. Trainees take the course with their own vehicle thus benefiting from several control points.

This training is covered by the 2022 skills development plan for about fifty itinerant staff. The sessions will continue in 2023, primarily for the sales forces of the RAGT Group, the personnel category most exposed to road risks.

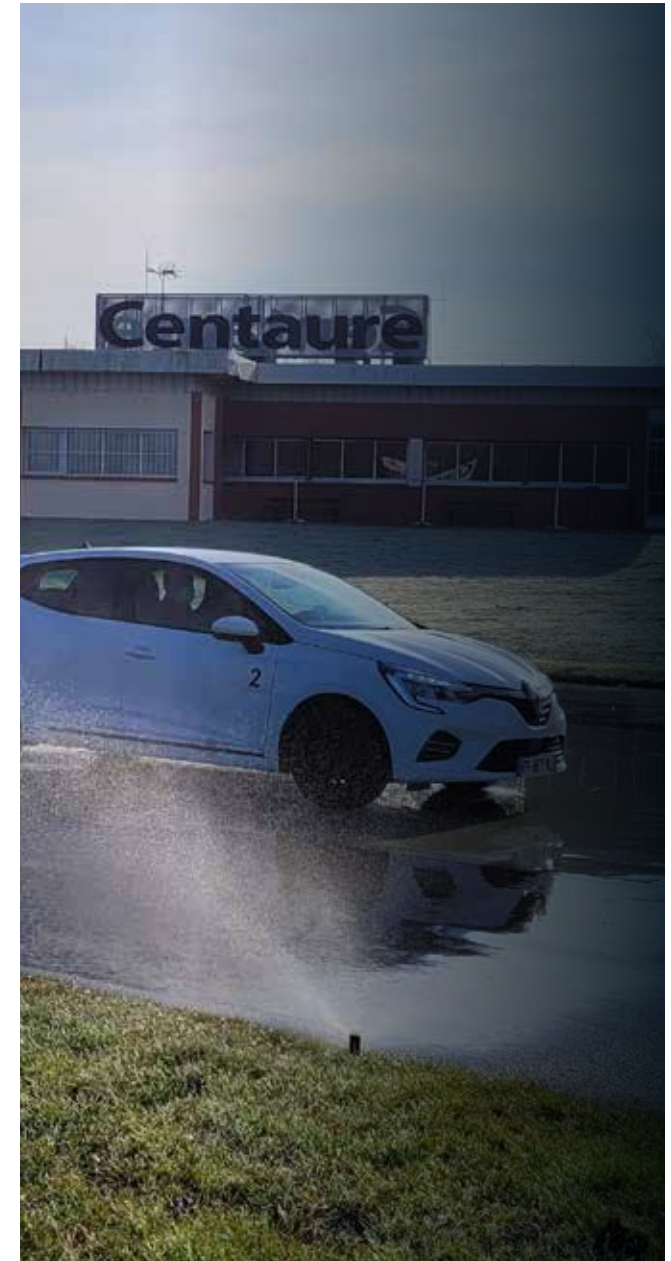
An RAGT road safety guide is also being prepared.

Claim frequency rate (= number of claims /total number of insured vehicles, trucks and machinery)

2022-2023 target: between 0.13 and 0.15

2020
0.19

2021
0.18



PROMOTING PROFESSIONAL INCLUSION AND RETENTION OF DISABLED WORKERS IN THEIR JOBS

In line with the “employment and disability” campaign, conducted in 2020, presented within the 2020-2021 non-financial performance report, we performed a “diagnostic action” during the year with the support of AGEFIPH (Fund Management Association for the Professional Inclusion of Disabled Workers). The purpose of this audit was to help us identify the levers for improvement, both on the direct employment of disabled workers and on indirect employment with the protected sector.

On the basis of feedback from the Ergotec firm, commissioned by the AGEFIPH, we worked on a short, medium and long term action plan. Several areas of work have been identified:

- The occupational inclusion of disabled workers
 - communicating more externally about RAGT's inclusive policy
 - strengthening our partnership with Cap emploi
- Retention of disabled workers in employment
 - continuing to adapt workstations in liaison with occupational medicine
 - encouraging employees to discuss the subject in an annual interview
- Accompanying employees in the recognition of their disability
 - simplifying administrative procedures
 - periodically renewing the "employment and disability" campaign and awareness-raising actions on the RQTH (Recognition as a Disabled Worker) process
- Development of subcontracting with businesses exclusively employing and supporting persons with disabilities.

We plan to roll out this action plan over the next few years, and eventually reach our employment target of 6% disabled workers.

Employment rate of disabled workers 2022-2023 target: 6%

2020
4.9%

2021
4.8%



DEVELOPMENT OF SKILLS AND EMPLOYEES' LOYALTY

| Description of the risk

The know-how, professionalism, rigour, audacity and authenticity that everyone brings to the RAGT Group every day needs to be developed and highlighted. Failure to act on maintaining and upgrading skills would expose the Group, beyond regulatory issues, to a loss of knowledge leading to a decline in innovation, productivity and a deterioration in the quality of our products and services. Developing the skills of employees means giving ourselves the opportunity to achieve the company's objectives. It also means being attractive to new talents and creating new jobs in various sectors of activity, some of which are cutting-edge. It is also important to monitor the weight of regulatory training, which can limit the proportion of professional training. Finally, the loyalty of our staff and the feeling of belonging to the Group and its identity represent a major challenge.

| Our policy

The Executive Board is committed to training its staff, maintaining and increasing the skills of all employees, in a more pronounced regulatory context and through advanced internationalisation of its activities. To meet these human challenges, the RAGT Group has decided to set up a new, efficient and targeted HRMS: See "Developing our employees' business skills".

With the support of the HR – training division, a skills development plan is drawn up each year based on the needs expressed during interviews with managers and their teams. The specific needs of the divisions and those related to the

applicable regulatory requirements are identified in this way. Approximately €1 million is allocated each year to achieving our objectives.

RAGT aims to provide solutions to support all agricultural sectors. To achieve this mission, the Group must acquire new skills, by hiring employees, receiving more and more work-study students but also through internal mobility so that everyone can continue to pursue their career within the RAGT Group (see "Welcoming an increasing number of work-study apprentices" and "Enabling access to professional mobility").

Our frame of reference also sets out the following: "The human factor is an essential part of the RAGT project, and the company's logo illustrates this concern. (...) The human factor will also always be promoted in the company's development projects as well as in its daily life. The employment of permanent staff will therefore be a major concern in all of the company's projects".

Employee loyalty is cultivated on a daily basis in line the Group's values (see page 6).



Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT social and economic unit
2022-2023 target: % ≥ 2021

2019	2020	2021
82.4%	82.4%	81.4%

RAGT frequently resorts to temporary work due to the very seasonal nature of the Group's activity.

DEVELOPING OUR EMPLOYEES' BUSINESS SKILLS

The development of our employees' business skills requires an effective HRMS tool. Launched in spring 2021, the Tribu project is designed to equip the RAGT Group with more tailored HR resources to meet our challenges and satisfy the various demands of stakeholders (managers, management controllers, auditors, etc.).

One of the first Core HR modules to be rolled out in 2021-2022 was the training module. Managers in the various RAGT business lines can now directly declare the training needs of their employees online. Through a comprehensive online catalogue of training courses, employees consult those that can meet their current aspirations and correspond to their wishes for professional development and competence. Practical workshops have been proposed to facilitate the use of this new digital tool. They will be followed by salary review tools and in 2023, those associated with career / talent management.

Proportion (as a %) of payroll allocated to training 2022-2023 target: 4.15%

2019	2020	2021
2.8%	3.0%	3.4%

WELCOMING AN INCREASING NUMBER OF WORK-STUDY APPRENTICES

welcome an increasing number of work-study apprentices at RAGT.

At the end of March 2022, the HR – recruitment division sent all managers summary notes presenting the "internship" and "work-study" schemes, as well as a recruitment form to be completed, making it possible to identify the needs for work-study and short-term or long-term internships.

Thus, the HR – recruitment division is able to support managers in their projects/recruitments, but also to anticipate them and better respond to spontaneous requests from students.

Through this annual campaign, managers are made aware of the benefits of work-study programs:

- training a future employee, teaching them the job, integrating them into the life and culture of the company
- meeting the needs of their company (projects)
- reducing the amount of the apprenticeship tax for companies with more than 250 employees
- developing new skills and contributing to the training of new generations

Our target for 2021-2022 has been met. Our ambitions are revised upwards for next year.

Average number of work-study students during the year 2022-2023 target: between 25 and 30

2019-2020	2020-2021	2021-2022
21	23	24

ENABLING ACCESS TO PROFESSIONAL MOBILITY

Within the RAGT Group, we work to allow all employees to join an internal professional mobility project*.

The Group's employment portal is the go-to for:

- discovering our activities
- consulting and applying online for all our job offers in France and abroad
- joining our network by subscribing to email alerts

It is accessible internally as well as externally: <https://ragt-fr.jobs.net/>

Any employee can refer to it to look for mobility or internal development opportunities.

Our policy states that any employee applying for a job offer is systematically interviewed, unlike external applications which can be screened after studying the CV and required skills.

If that application does not match the vacancy, it is also possible to submit a spontaneous application.

Finally, any employee retains the opportunity to request a career interview with the HR – recruitment, mobility project facilitator. A skills assessment can also be proposed.

As part of the Tribu (Human Resources Information System)

project, the launch of a new “careers / talents” module is scheduled for 2023, which will further boost our mobility access policy.

*Any change of position or evolution of a function within the company or the Group. Mobility can be vertical (promotion = moving to a position with greater responsibilities) or horizontal (moving from one position to another with the same level and status). When the workplace changes, internal mobility is referred to as geographical mobility.

Within the RAGT Group, we establish our own job classification via the method set out in our collective agreement. We exclude from the indicator any modification of the job reference system (e.g. harmonisation of job titles).

Testimony of Pauline Chirac, who has benefited from internal mobility:

“I joined the RAGT group in June 2016, recruited to the position of international financial controller within the Seeds division. In a constantly changing environment, linked to the strong external growth of the group abroad, this experience allowed me to discover the RAGT Semences and to put into practice the reflexes acquired previously during my years in external audit. More recently, eager to take on new responsibilities, I asked the HR department for a career interview during which I was able to express my aspirations. At the end of 2021, attentive to internal development opportunities, I submitted an online application for the position of Accounting Manager and Credit Manager at RAGT Plateau Central. At the end of the recruitment process, I was finally selected. Originally from Aveyron and a granddaughter of farmers, I am proud to be able to continue my professional adventure within a group whose values I hold dear”.

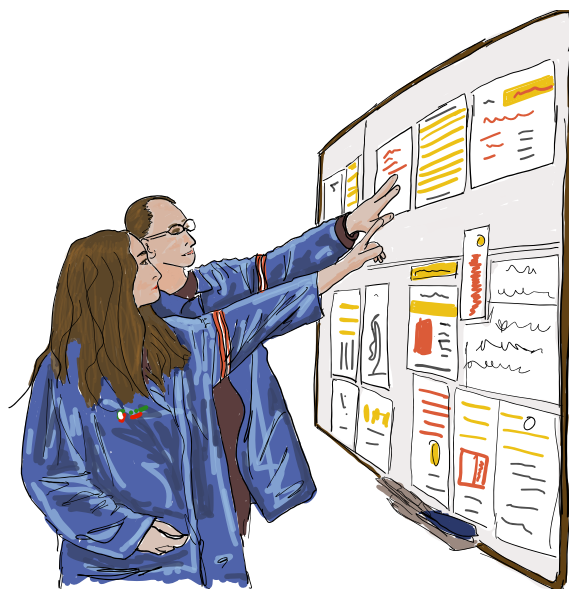
Evolution (as a %) of the number of internal mobilities compared to the previous year

2021-2022
+45%

New indicator (the target will be set for the next non-financial performance report)

The indicator is calculated only on the population on permanent contracts.

In the 2021-2022 financial year, reorganisations within the business lines led to internal mobility opportunities.



APPENDICES

| TABLE OF INDICATORS 2021-2022

Risks	Commitments	Values	Indicators' name	Scope of activities
Transition of agricultural models		20/21: +17.3% 21/22: +11.5%	Evolution (as a %) of turnover of our organic range, compared to the previous year	RAGT group
	Developing multi-service cover crops	18/19: 2.9% 19/20: 3.0% 20/21: 3.1% 21/22: 3.0%	Proportion (as a %) of turnover of health and soil plants out of total seeds marketed	RAGT Semences and its sales subsidiaries RAGT Plateau Central and Terrya (Sales Department)
Food and health safety	Committing to sustainable livestock feed	19/20: 76% 20/21: 98% 21/22: 99.5%	Prodial supplier certification rate on a quality reference system	Prodial (Feed production)
	Committing to sustainable livestock feed	2019: 74% 2020: 73% 2021: 72%	Proportion of our bulk raw materials grown and processed in France in the manufacture of our feed	Prodial (Feed production)
	Committing to sustainable livestock feed	2019: 3.4% 2020: 3.4% 2021: 2.6%	Proportion of our feed production containing medicinal products	Prodial (Feed production)
Climate hazards		18/19: 18% 19/20: 17.4% 20/21: 17.2% 21/22: 15.6%	Proportion (as a %) of turnover of RAGT Semences invested in research	RAGT Semences and RAGT 2n
	Increasing the proportion of drought-tolerant varieties	19/20: 36% 20/21: 37% 21/22: 44%	Proportion of qualified drought-tolerant varieties produced and marketed by RAGT Semences and its sales subsidiaries in the varietal portfolio	RAGT Semences (Sales department)
Regulatory developments		2019: 7.4% 2020: 8.7% 2021: 8.1%	% of the RAGT Group's workforce scope in France, participating in at least one professional or interprofessional organisation among the 72 identified	RAGT France Group *

Risks	Commitments	Values	Indicators' name	Scope of activities
Maintaining biodiversity	Innovating and promoting plant protection product savings solutions	2017: 8.3% 2018: 9.2% 2019: 11.7% 2020: 20.3% 2021: 22.3%	Proportion (as a %) of the number of CEPPs obtained in relation to the legislator's goal by 2021	RAGT France Group *
Control of energy consumption	Managing our energy consumption	2019: 13,466 MWh i.e. 76 kWh / tonne of finished products	Annual electricity consumption (in MWh) obtained in relation to the legislator's goal by 2021	Industrial sites of the RAGT France Group (representing on average 75% of the Group's annual consumption) Excluding Lutz and Prodial Rignac sites
		2020: 13,455 MWh, i.e. 73 kWh / tonne of finished products		
	Entering a circular economy through recycling of energy from biomass	2021: 14,450 MWh, i.e. 79 kWh / tonne of finished products		
Waste management		18/19: 509T 19/20: 564T 20/21: 253 T 21/22: 2,320 T	Tonnes of Calys agri-pellets sold (royalties included)	RAGT Energie
		2019: 3% 2020: 5% 2021: 4%	Proportion (as a %) of hazardous waste produced over the year	"2019: RAGT France group* Excluding LGDF / Terrya / Prodial Rignac / Promash 2020: RAGT France group* Excluding RAGT SA Bourran / Rignac site (Prodial / Terrya) / St Radegonde site (Promash / Terrya)" 2021: RAGT France Group (excluding Promash)

Risks	Commitments	Values	Indicators' name	Scope of activities
Waste management		2019: 95% 2020: 94% 2021: 97%	Recovery rate [%] of waste generated over the year	“2019: RAGT France group* Excluding LGDF / Terrya / Prodial Rignac / Promash 2020: RAGT France group* Excluding RAGT SA Bourran / Rignac site (Prodial / Terrya) / St Radegonde site (Promash / Terrya)” 2021: RAGT France Group (excluding Promash)
Protection of the environment	Mainly sourcing raw materials of French origin	Score A: 64.0% Score B: 20.3% Score C: 9.9% Score D: 5.8% Score E: 0.0%	Proportion (as a %) of each score on all feed manufactured by Prodial and marketed by RAGT Sanders (excluding feed purchased and then marketed, as is feed manufactured by Promash)	RAGT Sanders (agricultural distribution)
Health, safety and working conditions		2019: 18.3 2020: 9.0 2021: 17.9	Accident frequency rate (number of accidents with work stoppage * 1,000,000 / number of hours worked)	RAGT France Group *
		2019: 0.30 2020: 0.33 2021: 0.48	Accident severity rate (number of accidents with work stoppage * 1,000 / number of hours worked)	RAGT France Group *
	Preventing road risks	2020: 0.19 2021: 0.18	Claim frequency rate (= number of claims declared to the insurance company) / total number of vehicles, trucks and equipment insured)	RAGT France Group *
	Promoting professional inclusion and retention of disabled workers in their jobs	2020: 4.9% 2021: 4.8%	Employment rate of disabled workers	RAGT Companies with Obligation to Employ Disabled Workers (OETH)
Development of skills and employees' loyalty		2019: 82.4% 2020: 82.4% 2021: 81.4%	Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT social and economic unit	RAGT social and economic units**

Risks	Commitments	Values	Indicators' name	Scope of activities
Development of skills and employees' loyalty	Developing our employees' business skills	2019: 2.8% 2020: 3.0% 2021: 3.4%	Proportion (as a %) of payroll allocated to training	RAGT social and economic units**
	Welcoming an increasing number of work-study apprentices	19/20: 21 20/21: 23 21/22: 24	Average number of work-study apprentices during the year	RAGT social and economic units**
	Enabling access to professional mobility	21/22: +45%	Evolution (as a %) of the number of internal mobilities compared to the previous year	RAGT France Group *

The RAGT Group aims to continuously improve its policies, as well as its scope of CSR Reporting/Consolidation, as part of the deployment of other consolidated Reporting across the Group.

* RAGT France Group: RAGT SA / RAGT Energie / RAGT Plateau Central / Prodial / Terrya / Promash / RAGT Semences / RAGT 2n / Les Gazons de France

** RAGT social and economic units: RAGT SA / RAGT Energie / RAGT Plateau Central / Prodial / RAGT Semences / RAGT 2n

Evolution of indicator dashboard versus 2020-2021 non-financial performance report:

Transition of agricultural models:

- The 4 indicators relating to soil and health plants have been consolidated with the following indicator: proportion (as a % of turnover) of soil and health plants out of total seeds marketed.
- Abolition of indicators relating to training actions provided by the CID service, taking into account that a more comprehensive performance indicator for risk is produced

Food and health safety:

- Refocusing of indicators around our commitment to the sustainable feeding of farm animals (Duralim charter).

Digital transformation:

- The risk is evolving for this non-financial performance report. We are now addressing the digital transformation plan of the RAGT Group's processes. Given this development, previous indicators are not renewed so we do not have a performance indicator for this first year.

Control of energy consumption:

The indicator has changed to indicate annual electricity consumption (in MWh) by RAGT Group's French industrial sites per tonne of finished products.

It should be noted that French industrial sites represent 75% of the annual consumption of the RAGT Group France.

Waste management:

- The result indicator on the volume of waste generated (in tonnes) over the year disappeared because it did not reflect the Group's performance on this risk.

Health, safety and working conditions:

- 2 new performance indicators (claims frequency rate; employment rate of disabled workers) connected to two new commitments, respectively, "preventing road risks" and "promoting professional inclusion and retention of disabled workers in their jobs"

Development of skills and employees' loyalty:

- 1 new commitment - "enabling access to professional mobility" - for which performance is measured through the evolution (as a %) of the number of internal mobilities.

COMPULSORY ITEMS

Ordinance No. 2017-1180 of 19 July 2017 on the publication of non-financial information by certain large companies and groups of companies, provides for so-called "mandatory" information. The table below describes to what extent this information has been developed within our non-financial performance report with regard to the risk prioritisation work:

So-called "mandatory" information	2021-2022 RAGT non-financial performance report
The effects on climate change arising from the company's activity and the use of the goods and services it produces	This information is developed under "Taking action to improve our environmental footprint"
Societal commitments in favour of: 1- sustainable development, 2- the circular economy, 3- the fight against food waste, the fight against food insecurity, 4- respect for animal welfare and responsible, fair and sustainable food.	1 - Our corporate social commitments to sustainable development are: • promoting agriculture adapted to structural market and climate change • taking action to improve our environmental footprint • protecting and developing the skills of our employees, 2 - Our commitments to the circular economy are developed within the "Waste Management" risk. 3 - Our commitments to the fight against food waste and food insecurity are introduced by the "Climate hazards" risk. Food waste is taken into account by all our activities, through the valuation of seeds and agricultural by-products, the decommissioning of seeds, and reintegration into manufacturing processes. Seeds not used by farmers are also returned to our factories (seed buybacks). 4 - Our commitments to respect animal welfare and responsible, fair and sustainable feed are introduced by the "Transition of agricultural models" risk and more specifically by the "Food and health safety" risk. The prioritisation of tasks means that animal welfare is not developed as a so-called "main" risk for this non-financial performance report.
Collective agreements concluded in the company and their impact on the economic performance of the company as well as on the working conditions of employees.	This information is introduced by the following two social risks: • "Health, safety and working conditions", • "Development of skills and employees' loyalty".
Actions to combat discrimination and promote diversity.	Like animal welfare, the risk of "Ensuring equal treatment for all our employees" did not emerge as "main" risk for our Group, at the end of the prioritisation work.

| NOTES

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