



2023-2024 CSR REPORT

RAGT, a partner of the agricultural world,
bringing innovative solutions to rise to the
challenges of the future



EDITORIAL

by Laurent Guerreiro
Chairman of the Executive Board

“Being the partner of the agricultural world, bringing innovative solutions to meet the challenges of tomorrow” remains the Group’s mission and will guide us on a daily basis.

Our CSR approach is first and foremost aimed at the Group’s employees but also aims to support the Group’s mission and therefore to reach out to stakeholders in the agricultural world.

Our Group has published a non-financial annual report for the past six years. Each year, CSR becomes clearer and more visible and a means of creating value for RAGT. This report demonstrates our determination to contribute to all areas of sustainable development, which appear important to our Group.

Our CSR strategy and priorities are also clarified and reflected in funding. We have embedded CSR performance indicators into the credit agreement negotiated with our financial partners between 2023 and 2028. To date, two indicators have been defined: one on the reduction of greenhouse gas emissions, the other on the reduction of occupational accidents. A third indicator will be integrated from financial year 2024-25 and will focus on the contribution of our company to agricultural transitions. RAGT aims for an “impact financing” or “sustainably-linked loan” classification where applicable.

The momentum of this progress must continue in order to deal with:

- changes in our environment (political, economic, socio-cultural, technological, environmental and legal), the expectations of our stakeholders and the challenges facing the agricultural world
- and the ambitions and orientations of the Group’s Business Lines

To this end, value creation, risk management and adapting our organisation will be our strategic areas of work over the next few years.

To rise to these challenges, we can rely on the strength of an independent, financially strong Group, absolutely convinced of the relevance of our contributions. However, nothing will be possible without your daily work and the innovative developments of the RAGT teams, for which I congratulate personally.

Enjoy!

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GOVERNANCE OF THE RAGT GROUP

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



Laurent Guerreiro
Chairman of the Executive Board



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



Damien Robert
Member of the Executive Board
Managing Director, RAGT Semences



Sébastien Chatre
Member of the Executive Board
Managing Director, RAGT 2n Deputy Managing Director, RAGT Semences

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 Executive Board, shareholder liaison and institutional representation of the company.



Daniel Segonds
Chairman of the Supervisory Board

CSR GOVERNANCE

In addition, in 2022, a new body, called the “Group Management Committee” was set up consisting, at the year’s close, of:

Laurent Guerreiro, Chairman of the Executive Board

Nicolas Lecat, Managing Director, Plateau Central, member of the Executive Board

Damien Robert, Managing Director, Seeds business line, member of the Executive Board

Sébastien Chatre, Managing Director RAGT 2n and CEO Seeds business line, member of the Executive Board

Natacha Alaux, Secretary-General

François-Olivier Cailleau, Deputy Managing Director, Seeds business line

Olivier Lucas, Value Creation Director, Seeds Business line

Guillaume Tamet, Group Administrative and Financial Director

Bertrand Malaval, Administrative and Financial Director of Plateau Central

Ludovic Lopez, Administrative and Financial Director, Seeds Business Line

This Group Management Committee, a cross-cutting steering body handling Group policy and actions, supports the management committees of other Business lines and meets once a month.

The role of this committee is to lead the CSR strategy in the Group's various Business lines, as defined by the Executive Board. It is therefore informed and consulted on material sustainability issues, policies, actions, indicators and targets.

Five years after the Group's commitment to non-financial reporting, which initiated the construction and development of our CSR policy, a CSR division was set up within the organisation of RAGT SA in September 2023. Maxime CARRIE is in charge of this new CSR division. This division continues its cross-cutting work with all of the Group's activities and is closely partnering with the HR division on health, safety and working conditions, the social pillars of our CSR policy.



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.

Our human values

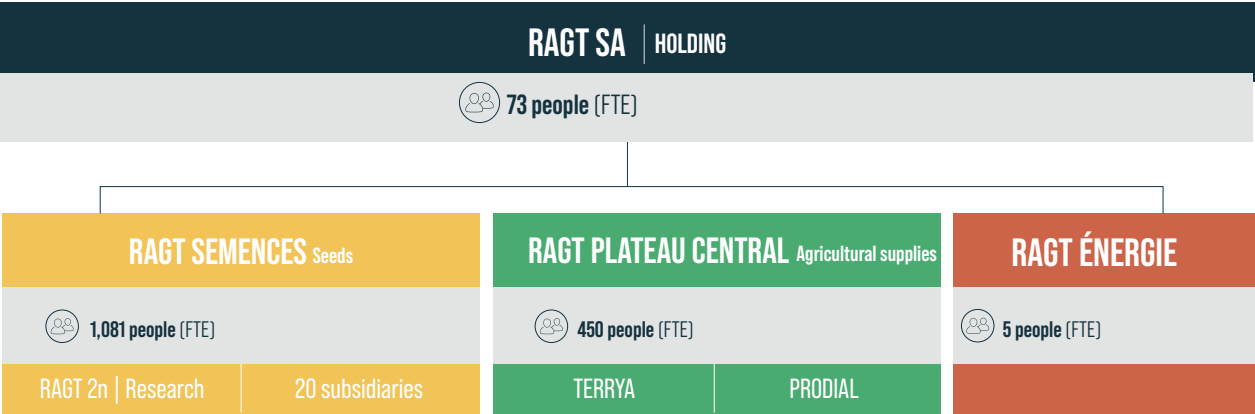
As our frame of reference states, the adherence of individuals to the values highlighted within the group:

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

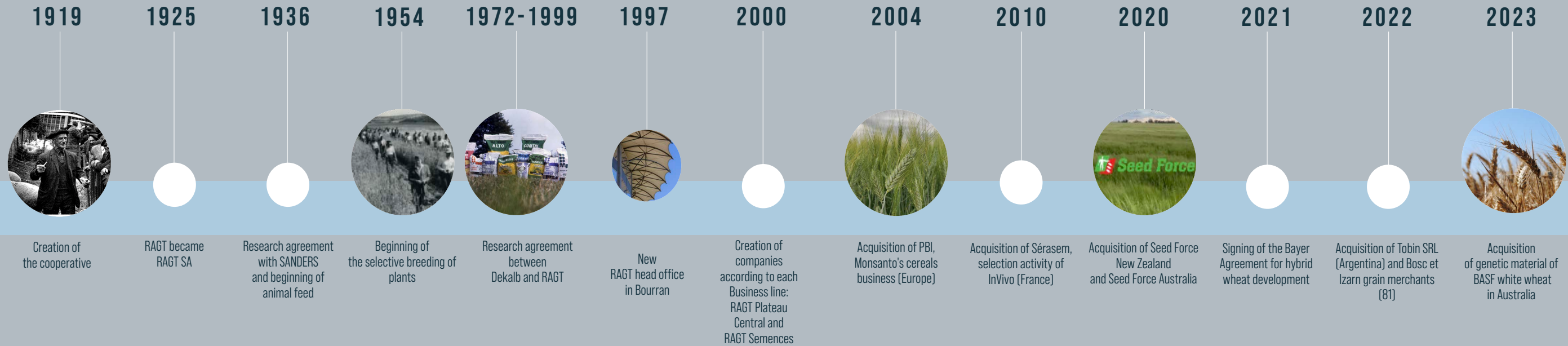
is recognised as an important element of the company's project, while ensuring a diversity of personalities on which the group's life depends.

CORPORATE ORGANISATION CHART

A group employing 1,609 people (full-time equivalent - FTE)



THE TRAJECTORY





RAGT SA is the Group's holding company grouping together the following support lines:

HR



Legal & Insurance



ISD/DT



Tax



Finance



Communication & Public relations



CSR



RESOURCES
7 Employees

VALUE CREATION
Development of immaterial assets
Each business line, at its own level, takes into account social, environmental and societal concerns.

OPERATIONS & QUALITY

4 ACTIVITIES

- 1 Field production
- 2 Factory seed production
- 3 Seed quality control
- 4 Customer delivery

RESOURCES

20 000 hectares produced in 22 countries
850 seed breeding farmers in France
7 industrial sites in Europe

VALUE CREATION

28 000 tonnes delivered
CERTIFICATIONS & ACCREDITATIONS
70% of seed production (in-field) IN FRANCE

ANIMALS

RESOURCES

3 feed production factories
2 marketing networks:
RAGT-Sanders / Terrya

VALUE CREATION

231 000 tonnes of feed produced
186 000 tonnes sold
Sustainable animal feed
Animals sectors (GID Lacauene, SICA 2G, OVI Plateau Central, CELIA)
2 MILLIONS animals fed every day

RESEARCH

RESOURCES

18% of turnover RAGT Semences
400 employees
32 field crop species developed
23 research stations

VALUE CREATION

256 new varieties registered per year
GENETIC INNOVATIONS
PROFITABLE & SUSTAINABLE AGRICULTURE
ADAPTATION to climate change
MITIGATION of the environmental impact

BUSINESS AND TERRITORY

RESOURCES

20 sales subsidiaries
Sales in 48 countries

VALUE CREATION

+ 329 M€
Solutions for 95% of European agricultural land

KEY FIGURES

4/5 Packets of pasta sold in France are made with RAGT wheat
1/5 Bread sticks sold in Europe are made with RAGT wheat
1/2 Beers sold in Europe are made with RAGT spring hops

CONSUMERS

activities interfaces
physical flows

VALUATION

ACTIVITY

Interface with Research,
Operations and quality activities, Business

RESOURCES

4 expert departments
• Product expertise
• Agronomics, tools, innovation
• Marketing & communication
• Licences & market support

VALUE CREATION

SEED SOLUTIONS:
• PORTFOLIOS ADAPTED to the different markets,
• TRANSITION OF AGRICULTURAL MODULES

SALES

RESOURCES

3 additional testing laboratories
800 raw material references
5 employees

VALUE CREATION

Almost 13 500 tonnes of Calys® agripellets in 2023/2024
ENGINEERING (consulting, testing laboratory, research)
BIOMASS ENERGY RECOVERY
CALYS CIRCULAR ECONOMY

TRAJECTORY

Provide SEED SOLUTIONS and INNOVATIONS for all types of farming

TRAJECTORY

A stakeholder in ENERGY TRANSITION and promoter of DECARBONISATION SOLUTIONS

TRAJECTORY

Participation in the RURAL SUCCESS in our native region, supporting AGROECOLOGICAL TRANSITION and LIVESTOCK FARMING TRANSITION

TRAJECTORY

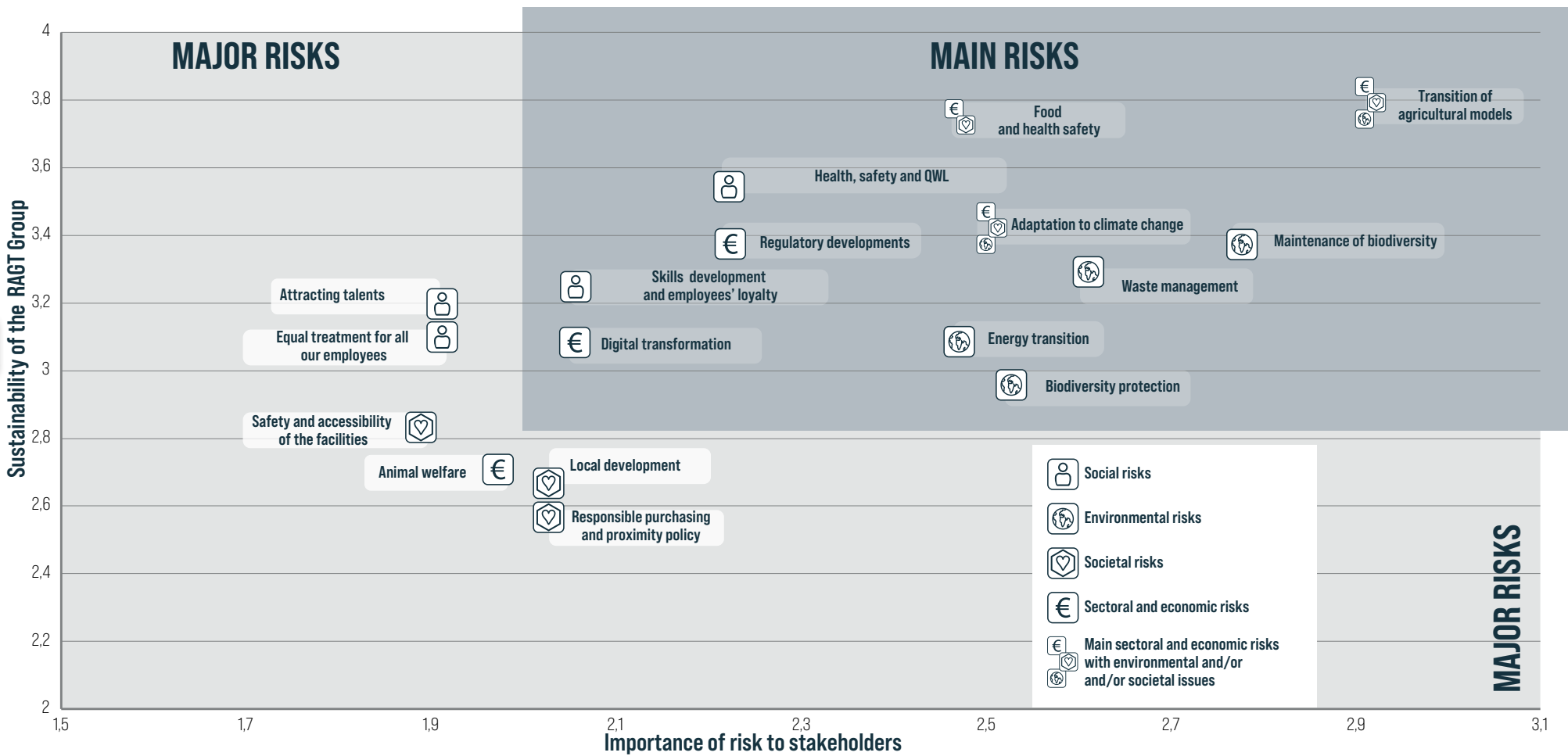
SUPPORT businesses in their strategy and CONTRIBUTE TO THE SUCCESS of projects

MATERIALITY MATRIX

OUR CSR PROGRAMS

Our 3 CSR strategic directions

ENVIRONMENT PROGRAM
Environmental footprint
- Climate change mitigation - Energy transition - Adaptation to climate change - Waste management and circular economy - Biodiversity protection
SOCIAL PROGRAM
QWL
- Health, safety and QWL - Inclusion, equality, diversity - Attractiveness, development of skills and employee loyalty
GOVERNANCE PROGRAM
Sustainable agriculture
- Transition of agricultural models - Food and health safety



The materiality matrix makes it possible to view the result of the risk prioritisation work carried out in 2018-19. It highlights the 11 main risks affecting the sustainability of the RAGT group in the short and medium term while considering the importance of these risks for our stakeholders.

Work is underway on the integration of the CSRD (Corporate Sustainability Reporting Directive) regulation which will be applicable from 2025-26. New risk prioritisation is therefore scheduled with the application of the principles of dual materiality (impact materiality and financial materiality).

In the meantime, the matrix is reviewed annually. Note the following changes in relation to the prioritisation carried out in 2018-19:

- The "Regulatory changes" and "Digital transformation" issues are no longer approached as a main risk;
- A new challenge has been identified: "Inclusion, equality, diversity";
- The "Climate change mitigation" issue now includes "Energy transition".



1 | ENVIRONMENTAL FOOTPRINT



CLIMATE CHANGE MITIGATION

P. 13 TO 18



ADAPTATION TO CLIMATE CHANGE

P. 19 TO 22



WASTE MANAGEMENT AND CIRCULAR ECONOMY

P. 23 TO 26



BIODIVERSITY PROTECTION

P. 27 TO 30

1.1 | CLIMATE CHANGE MITIGATION

Faced with the challenge of global warming, the agricultural world has a role to play in its mitigation. In its National Low-Carbon Strategy (SNBC), France has defined guidelines to achieve its goal of carbon neutrality by 2050. Agriculture can contribute to the achievement of objectives by reducing its emissions, by its potential for carbon sequestration in agricultural soil but also through agroecological transition. The RAGT Group, as a partner of the agricultural world, feels fully involved in this approach. This issue also includes the theme of energy transition: Consume less, consume better and consume differently (self-consumption / Reduce operating costs linked to energy / Increase performance and margins / Contribute nationally and globally to energy efficiency goals and the reduction of GHG emissions.



#1: REDUCTION OF SCOPE1, 2 & 3 GHG EMISSIONS Scope: 100% of the activities of Plateau Central, RAGT SA, RAGT Energie, and the French activities of the Seeds Business - Semences - (given that 70% of the production of RAGT Semences is carried out in France)		2023-24
Scope 1 and 2 GHG emissions ^{*1} [k tCO2e]		7.6 k tCO2e
ENERGY TRANSITION	2022-23	2023-24
#2: ANNUAL ENERGY CONSUMPTION (ELECTRICITY + GAS) (in kWh) of RAGT France representative industrial sites ^{*2} per tonne manufactured (seeds and animal feed)	655 kWh / tonne of seed	696 kWh / tonne of seed
	65.5 kWh / tonne of feed	62 kWh / tonne of feed
#3: TONNES OF CALYS AGRIPELLETS SOLD (RAGT ENERGIE)	7,229 T	13,540 T ^{*3}

^{*1} Within the framework of the definitions of ADEME and Association Bilan Carbone, the monitoring of greenhouse gas emissions from scopes 1, 2 and 3 corresponds to:

- Scope 1: direct emissions from fixed or mobile facilities located within the organisational perimeter. Included are: (i) direct emissions from stationary combustion sources, (ii) direct emissions from mobile combustion sources, (iii) direct emissions from non-energy processes, (iv) fugitive direct emissions, and (v) emissions from biomass.
- Scope 2: indirect emissions associated with the production of electricity, heat or steam imported for the company's activities.
- Scope 3: all other indirect greenhouse gas emission items of a company namely: upstream, downstream freight transport, commuting, visitor and customer travel, business travel, property purchases and fixed assets, waste management, upstream leasing assets, service purchases, use of products sold, downstream leasing assets, end-of-life of products sold, investments and other indirect emissions.

^{*2} RAGT France representative industrial sites:

- 2023-24: RAGT Semences Molinières; RAGT Semences Estillac; Prodial Albi; Prodial Rignac

^{*3} The increase in tonnage is linked to a development of the activity and in particular to the start-up of the IDEX - La Défense boiler plant.

Although it is not a regulatory obligation, by the end of 2024, the Group has committed to produce its very first BEGES (Stocktake of Greenhouse Gas Emissions) on a reduced scope (French activities: scopes 1 and 2) with the objective of expanding the scope of accounting for emissions).

TRAJECTORIES & OBJECTIVES					
Years	End 12/2024	End 12/2025	End 12/2026	End 12/2027	End 12/2028
Annual GHG emission reduction targets – Scope: France	Provide a BEGES Scopes 1 and 2 (objective achieved)	Provide a decarbonisation trajectory Scope 1 and 2 (within the 1.5 °C scenario)	Monitor the trajectory of Scope 1 and 2	Monitor the trajectory of Scope 1, 2, 3	Monitor the trajectory of Scope 1, 2, 3
		Provide BEGES Scope 3	Provide a decarbonisation trajectory Scope 3		
Tonnes of Calys agripellets sold (RAGT Energie)		2024-25 objective: 20,000 T			

OUR COMMITMENTS AND ACTIONS FOR 2023-2024

Reduce our carbon footprint

- RAGT Group – Launch of the BEGES project:
 - Contract signed with a consulting firm: support by two climate engineers and provision of a collaborative digital platform facilitating the collection of data and the calculation of our emissions
 - Launch of the BEGES project in early June 2024 with an initial data collection on Scopes 1 and 2 (emissions related to our energy consumption and fuel purchases), mainly involving the accounting / management control teams
- Plateau Central - Prodiol Food Manufacturing Plants:
 - Study and preparation of the photovoltaic panel installation site at the Albi plant (RAGT Group's ENR pilot project):
 - > Installation of a 499 MWh photovoltaic production plant (2,360 m² of photovoltaic panels), planned for summer 2025
 - > Beforehand, replacement of the old existing roof (Everite asbestos) with new waterproof steel (3,200 m² of reconditioned roof)
 - > Annual production, representing 8% of the site's annual electricity consumption
 - CEEs (Energy Saving Certificates) obtained for investment in a new low-energy burner technology (Prodiol Albi factory boiler plant)
 - Conversion of part of the handling machinery fleet (from thermal energy to electrical energy) as part of the periodic renewal (over 2023-24: reception of 3 electrical handling trolleys + 1 electrical lifting platform)
- RAGT Semences "Operations and Quality" activity: advice on energy transition strategy (support mission entrusted to EDF):
 - Scope of study chosen: Molinières and Estillac seed manufacturing plants

- Several workshops carried out: consumption; local production/energy mix; decarbonisation; mobility (fleet + staff)
- 3 recommendation plans: a forward-looking energy mix/better and less consumption/sustainable mobility
- Subsidiary focus - RAGT Seeds UK - Switch to geothermal (heat pump) for greenhouse heating of the site based in Ickleton:
 - Benefits:
 - > Reduction of carbon footprint (use of renewable heat instead of gas)
 - > Reduced operating costs by increasing energy efficiency (4 kWh production by consuming only 1 kWh of electricity)
 - > Heat pumps can be reversed to produce cool air in the summer (cooling of greenhouses)
 - Between 2016 (the installation of the new system) and the present day:
 - > 8 individual greenhouses heated / cooled with a renewable heat source vs 4 greenhouses in 2016
 - > Estimated annual production: 488,379 kWh

Contribute to the decarbonisation of agriculture and the planet

- RAGT Semences – Value creation activity: promoting RAGT genetics to downstream agribusinesses.
 - Use of the "Carbon Extract" tool to assess the carbon impact of our seed solutions based on two criteria:
 - > emissions reduction (mainly related to nitrogen fertilisation management)
 - > carbon storage/sequestration -> For example; in straw cereals, we can reduce the carbon footprint by 25-30% with our genetics (straw cereal varieties, intermediate crops and companion plants, inclusion of protein crops in the rotation)

- Training of French sales forces on carbon and MSCCs (Multi-Service Cover Crops)
- RAGT Energie, a provider of decarbonisation solutions for industrial heating systems through its two business lines (Calys Agripellets and Engineering):
 - Continuation of the Idex La Défense, CPCU, city of Grenoble projects (see CSR reports 2022-23 and 2021-22)
 - Calys®, RAGT Energie's certified sustainable agripellet (one of the first French pellets to meet the requirements of the European RED II directive): obtaining ISCC-UE sustainability certification (supply chain certification guaranteeing energy and industrial companies the sustainability of their supply and their contribution to the reduction of GHG emissions)
 - Development of new materials from biomass to meet industry's need for decarbonisation of industry (e.g. launch of a research program for wood pellets made from hardwood resources)
- RAGT x French Young Farmers' Union (Jeunes Agriculteurs - JA) National Partnership: (partnering since 2018 as part of the Terres Innovantes endowment fund): update on the work undertaken and renewal of the agreement for the next three years. It specifically provides for the continuation of the discussion carried out for 3 years by a low-carbon working group, the testing of innovative practices with young volunteer farmers.
- Status to date of the RAGT x Bayer partnership (Ag4Climate project):
 - Context: project led by Bayer's Europe team, which is positioning itself as a trusted third party to support agri-food businesses in defining their roadmap for decarbonising their value chain
 - 1 line of work: MSCCs (Multi-Service Cover Crops) in crop rotations
 - RAGT acts as an expert and supplier of plant cover crops (knowledge input)



OUR COMMITMENTS AND ACTIONS FOR 2023-2024

Contribute to the decarbonisation of agriculture and the planet (continued)

- RAGT 2n: Research program on species and varieties suitable for biomethanisation:
 - As a sorghum breeder, our program initially focused on developing grain varieties
 - In 2007, we opened a selection section dedicated to the creation of varieties suitable for silage but also for so-called industrial uses such as biomethanisation to meet growing demand, particularly in Germany at that time
 - This line of work was also at the heart of the ANR "Biomass For the Future" (BFF) project, involving private and public research, to which RAGT 2n contributed for more than 5 years. It has made it possible to explore and develop genetic resources, provide better understanding of the composition of biomass and acquire qualification tools to identify the best candidates for biomethane production

- Les Gazons de France, an expert on lawns and best sports ground maintenance practices was asked by the French Rugby Federation to develop a CSR guide:
 - the guide for rugby clubs in France (under development)
 - Several topics covered: Decrease in inputs; Choice of grasses according to the nature of the soil and the geographical area; Mowing heights; Water management; Tips for protecting the pitch during training ...

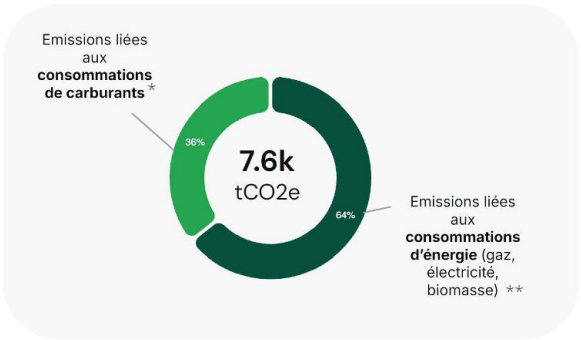


ROADMAP

- Produce the stocktake of Scope 3 GHG emissions 2023-24 - end 2025
- Carry out the photovoltaic panel installations at the Prodial Albi plant and study the opportunities for new renewable energy projects on other Group sites - 2024/25 and 2025/26
- Investments envisaged following the energy transition strategy consultancy (Operations & Quality activity - RAGT Semences) - in the medium/long term:
 - Covering of skip yards
 - Air recycling of dryers
 - Gradual replacement of our gas burners with heat pumps
 - Covering of car parks with solar canopies
- Installation of charging stations
- Promotion of solutions (RAGT Semences) to decarbonise our value chain
- Building partnerships with downstream agribusinesses (structuring sectors that meet societal and consumer expectations)
- Study the greening opportunities open to the RAGT vehicle fleet

INSIGHT

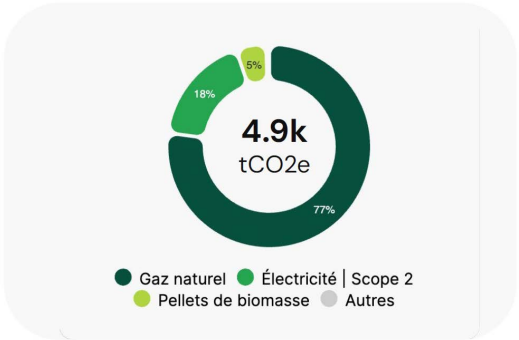
Total emissions scopes 1 and 2 RAGT France



* Emissions from fuel consumption

** Emissions related to energy consumption (gas, electricity, biomass)

Emissions linked to energy consumption



Extract from the report: RAGT Group - 2023 - Greenhouse gas emissions report

1.2 | ADAPTATION TO CLIMATE CHANGE

Under the impact of climate change, agriculture is disrupted with consequences on agricultural production and on markets, against a backdrop of population growth and resource saving (water, energy, soil). Agriculture must adapt, reducing the vulnerability of crops by making them less sensitive and more resilient. This adaptation firstly demands the improvement of varieties (genetic innovation/seed solution), but also a change in farming practices.



ADAPTATION TO CLIMATE CHANGE	2019-20	2020-21	2021-22	2022-23	2023-24
Proportion (as a %) of turnover of RAGT Semences invested in research (RAGT 2n)	17.4%	17.2%	15.6%	15.8%	18.7%
Proportion of qualified drought-tolerant maize varieties produced and marketed by RAGT Semences and its sales subsidiaries in the maize varietal portfolio (in doses)	36%	37%	44%	42.5% (i) correction made on 2022-23 report	42%
TRAJECTORIES AND OBJECTIVES TARGET SCORES					
Proportion (as a %) of turnover of RAGT Semences invested in research (RAGT 2n)	Between 15 and 18% (Objective achieved for 2023-24)				
Proportion of qualified drought-tolerant maize varieties produced and marketed by RAGT Semences and its sales subsidiaries in the maize varietal portfolio (in doses)	44% (Objective not achieved for 2023-24)				

OUR COMMITMENTS AND ACTIONS 2023-2024

Develop hybrid wheat seeds

– The research program conducted in partnership continues to progress according to the defined roadmap, which sets out a number of ambitions

Propose varieties adapted to environmental issues

- GIE "pea BOOST" bringing together 3 breeders including RAGT:
 - Objective: to improve the resistance of this species (peas) to climate change and make it more competitive (tolerance to diseases, improved performance in terms of yields)

Increase the proportion of drought-tolerant maize varieties

- RAGT Australia & New Zealand: Identification and development of 2 strains of endophytic ryegrass fungi giving varieties in symbiosis with these strains the ability to more effectively control soil insect pests and tolerate drought better.
- As a historical player in maize breeding, RAGT Semences is committed to offering concrete and innovative solutions to farmers in order to meet the challenges of agriculture today and tomorrow.
 - 1st solution (historical): StressLess H2o, the range of varieties offering the double guarantee:
 - > Efficiency under water-restricted conditions
 - > Performance under normal to optimal conditions
 - New concept launched on the French market in 2023-24: OPLIT for OPTimise my potential & adapts to LImiTing factors in my region. This range of varieties is built around 3 major pillars: agronomic safety, stress tolerance (biotic & abiotic) and regularity of performance in order to secure the farmer's income.

Support farmers on the issue of "Adapting to climate change"

- New training provided by the CID (Consultancy – Innovation – Development) department of RAGT Plateau Central on 2023-24: "Climate change: Act today to produce tomorrow" (1 day)
 - Targeted skills:
 - > Role and impact of agriculture on climate change
 - > Future climate definition and forecasts
 - > Own the overseeding technique
 - > Understand and identify the different drivers on the farm to deal with climate change
 - 3 training sessions carried out and 33 farmers in our region of origin trained in 2023-24



Q | ZOOM

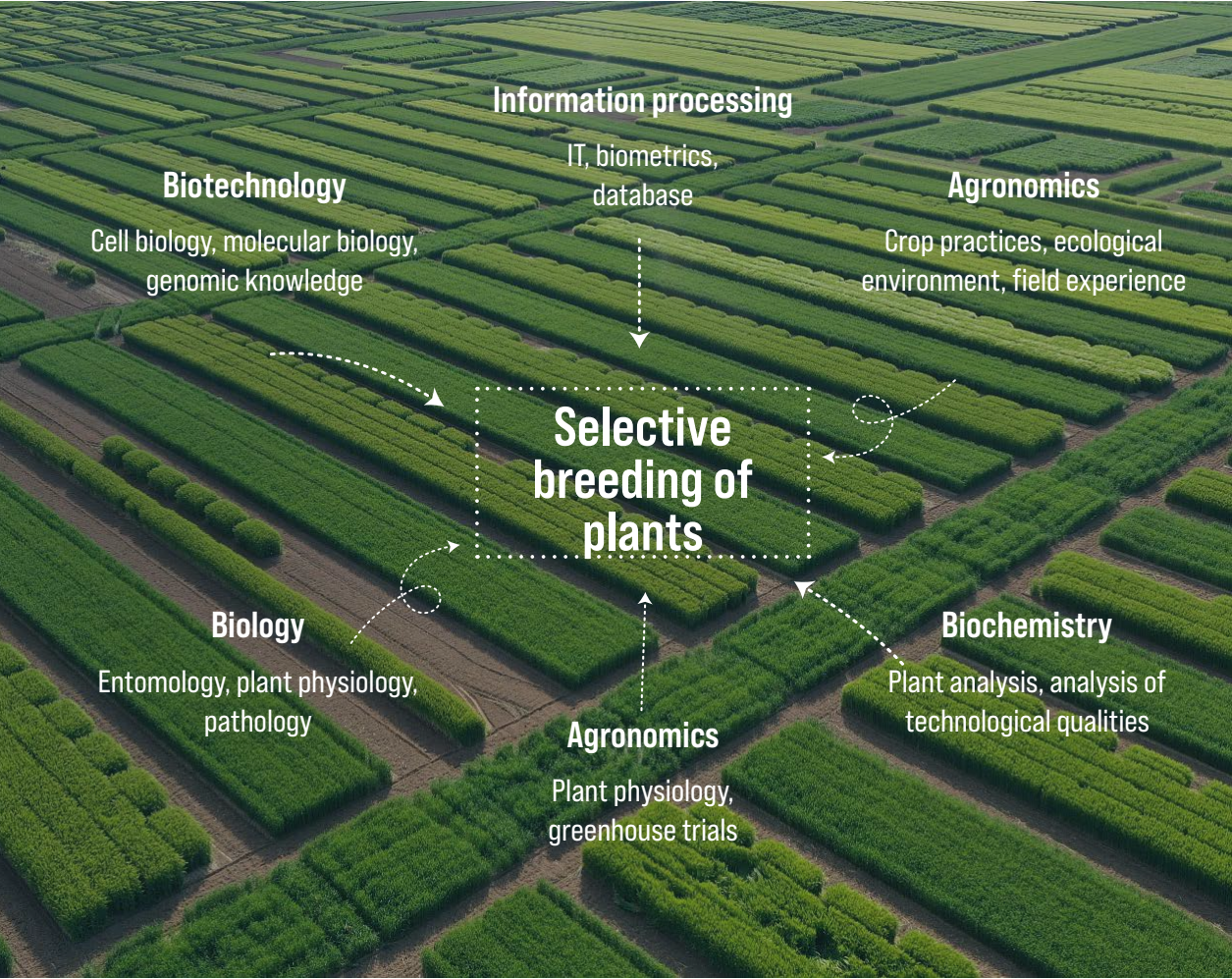
"SOWING THE FUTURE" WINNING PROJECT: "ENVIRAGT"

In 2023, RAGT Semences launched its first innovation challenge called "Sowing The Future". This challenge was held over 3 months, identified 100 initiatives to ultimately reward one winner per category (Resilience, Solution, Partnership, Performance). The winner in the performance category is called ENVIRAGT for Envirotyping RAGT. Led by a multidisciplinary team of 8 employees, the ENVIRAGT project aims to characterise more precisely the environments in which varieties are selected, evaluated and cultivated. For Research, this makes it possible to predict the behaviour of varieties in different environments while integrating the effects of climate change. On the experimental side, it is necessary to describe the environments to identify the success factors (genetic, environmental). RAGT Semences is increasingly present in new territories with diversified environmental constraints. It is currently

impossible to roll out trials everywhere where RAGT Semences is developing commercially. The ENVIRAGT project therefore proposes a better characterisation of the environments to meet all these challenges, from the creation of more efficient varieties to their marketing in adapted geographical areas to express the full potential of genetics, despite possible climatic hazards. In the medium term, the project could also be directly adopted by farmers via a decision support tool allowing them to anticipate the risks that apply to crops and understand the effects of climate, soil and technical route to assess yields and losses, in order to make the right decisions, at the right time.

ROADMAP

- Implement the "ENVIRAGT" project according to the defined trajectory
- Contribute to GIE PEA BOOST



1.3 | WASTE MANAGEMENT AND CIRCULAR ECONOMY

Break with the linear model of "extract, manufacture, consume, discard" and develop circular economy: a material challenge for RAGT Energie, which works on the energy recovery of plant biomass. The RAGT Group works to reduce and recover the waste produced, making it possible on the one hand to reduce operating costs and on the other hand to limit its environmental footprint and guarantee the availability of resources over time. On a daily basis, a community of some fifteen or so in-house environmental specialists work on the subjects of health, safety and the environment to drive our waste management policy.



RAGT GROUP WASTE ^{*1}	2019	2020	2021	2022	2023
Proportion (as a %) of hazardous waste produced over the year	3%	5%	4%	2.3%	4.4%
Recovery rate (%) of waste generated over the year	95%	94%	97%	95%	96%
^{*1} Scope exclusions: 2019: Excluding LGDF / Terrya / Prodial Rignac / Promash 2020: Excluding RAGT SA Bourran / Rignac site (Prodial / Terrya) / St Radegonde site (Promash / Terrya) 2021: Excluding Promash					

TRAJECTORIES AND OBJECTIVES TARGET SCORES	
Proportion (as a %) of hazardous waste produced over the year	≤ 5% (objective achieved in 2023)
Recovery rate (%) of waste generated over the year	Between 95 and 100% (objective achieved in 2023)

OUR COMMITMENTS AND ACTIONS 2023-2024

Reduce our waste and increase its recovery, maintain a low proportion of hazardous waste

- Implementation of a new tool for processing supplier invoices:
 - Companies that have deployed the tool over 2023-24: RAGT Plateau Central, Terrya, RAGT 2n, RAGT SA and RAGT Semences (France scope)
 - Fully paperless management of supplier invoices from receipt to archiving: more than 50,000 digital invoices per year for all the Group's accounting departments
 - Advance compliance with the obligation from 1 September 2026 of introducing electronic invoicing for all business-to-business sales transactions in France
 - Decrease in the environmental footprint (no more paper invoices; no more invoice printing)
 - Other benefits: standardisation of processes across all business lines, increased efficiency and reduced cost of processing an invoice

Take part in waste management and extended producer responsibility schemes

- Valoralim – Collection and recycling of empty packaging of animal nutrition products **[Zoom]**





In France, each year, 8% of the products sold by the animal nutrition sector are marketed with packaging. Their use by farmers generates +/- 7,000 tonnes of empty packaging. This mainly consists of paper and/or plastic bags, big bags, buckets, cans and plastic drums. In order to meet this major challenge of recovering used packaging, Valoralim was created in February 2023. Now bringing together companies in the animal nutrition sector (manufacturers of animal nutrition products, suppliers and distributors) and farmers, it collects and recycles empty packaging of livestock nutrition products.

A major player in animal nutrition in Occitanie, RAGT Plateau Central has naturally supported Valoralim since its creation. Two collections are organised per year, in May and January. RAGT Plateau Central counts 40 possible collection points, agricultural stores and depots. The first collection organised in May 2024 collected empty animal nutrition packaging from 4 sites (Alban, Beauvais sur Tescou, La Primaube

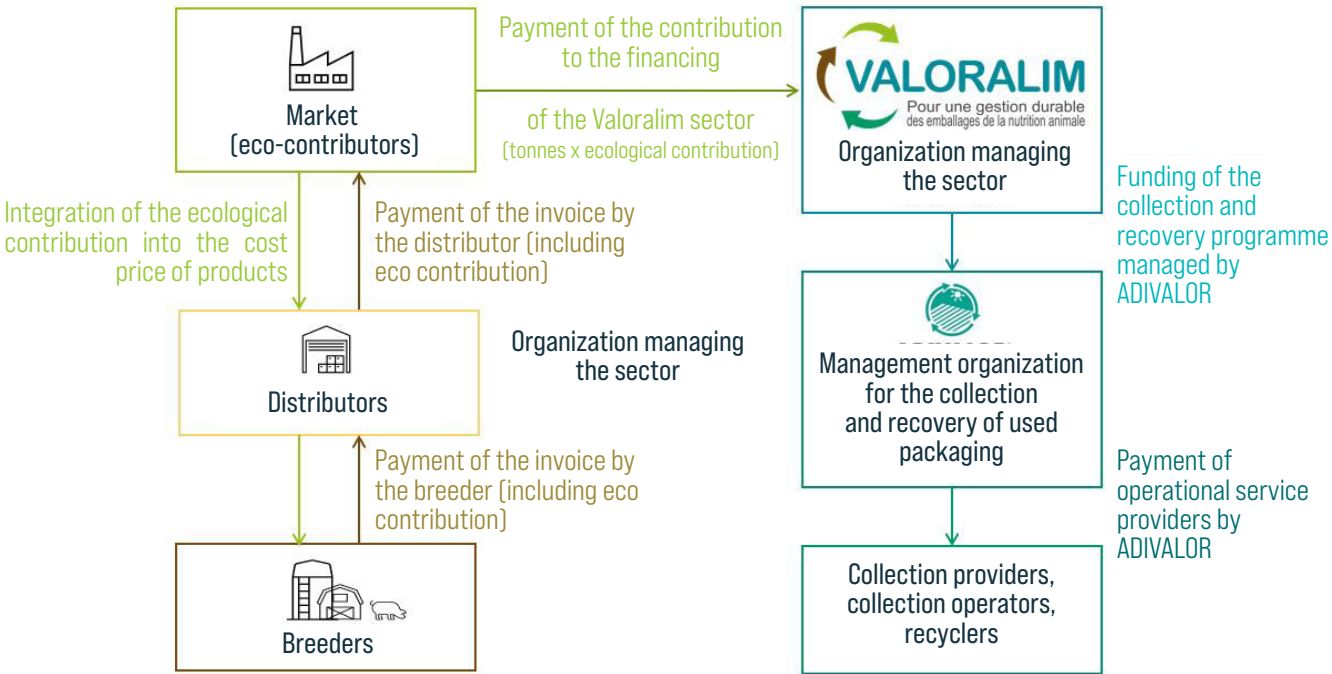
and Montbazens]. Sales teams and warehouses are mobilised to make this approach known to farmers. A communication plan has been set up (press inserts, SMS campaign, on-site Adivalor communications kit). Since 1 July 2023, to finance the collection program, organised by Adivalor, a partner of Valoralim, companies in the sector have applied an eco-contribution on the sale of their packaged products. This eco-contribution is defined per tonne of animal nutrition products and according to the type of packaging. Valoralim has been assigned as the entity in charge of collecting it from manufacturers. The entire agricultural sector is organised in such a way that it costs the farmer nothing.

ROADMAP

- Maintain a low share of hazardous waste and a recovery rate close to 100%
- Continued internal audits including the evaluation of waste management in France
- Active monitoring of waste management and extended producer responsibility schemes

INSIGHT

Valoralim diagram



1.4 | BIODIVERSITY PROTECTION

Biodiversity is the living tissue of our planet, the basis of productivity of all forms of agriculture. The agricultural world has a responsibility to protect soils and create favourable conditions for biodiversity. There are many challenges involved: soil fertility, plant nutrition, pollination, crop protection, carbon sequestration, natural water reservoir, erosion limitation, etc.



BIODIVERSITY PROTECTION	2017	2018	2019	2020	2021	2022	2023		
CEPP (Certificate of phytopharmaceutical product savings) coverage ratio (rate of reaching the number of CEPPs to be collected) (Phytosanitary Product Savings Certificates)	8.3%	9.2%	11.7%	20.3%	22.3%	30.8%	38.9%		
TRAJECTORIES AND OBJECTIVES TARGET SCORES		End 06/2025		End 06/2026		End 06/2027		End 06/2028	
CEPP (Certificate of phytopharmaceutical product savings) coverage ratio		Progression in reaching the number of CEPPs to be collected							
Evolution of the number of hectares of "agroecological crops" (minimum score of 40/100 of the Renegeration Index - RI) of the total Effective Agricultural Area of the producer association "Nos grains d'ici" created by RAGT Plateau Central		3,000 hectares generated (effective gricultural area)		4,000 hectares generated (effective gricultural area)		5,000 hectares generated (effective agricultural area)		6,000 hectares generated (effective agricultural area)	

Q | ZOOM IN FAVOUR OF LIVING AGRICULTURE

RAGT Plateau Central is an actor in the agroecological transition in its region of origin.

To strengthen its actions with cereal farms from the 2024-2025 financial year, RAGT Plateau Central will join the Movement for Living Agriculture (PADV) through a "committed" membership: <https://agriculturedivivant.org/>

This pilot project reflects RAGT Plateau Central's commitment to a soil regeneration approach.

This progress approach is based on 3 strands:

- Acculturate downstream players in its agroecology value chain
- Support the transition and creating sustainable agroecological sectors
- Actively participate in PADV, a cooperation and innovation movement that engages all stakeholders in the agricultural and food ecosystem in the transformation towards a resilient and value-creating model through agroecology

The Regeneration Index (IR), created by PADV and the result of scientific and field collaboration, is the common foundation of the transition. It makes it possible to quickly and easily assess the agroecological performance of farms and sectors. Developed around 3 agronomic levels (soil, plants & animals, landscape), and a real agronomic compass, it is already used by thousands of farmers, dozens of cooperatives, companies and financing bodies to structure agroecological sectors and finance the transition. Designed as a progressive approach, this tool allows all stakeholders to benefit from a common reference framework to initiate the transition of agricultural

practices, develop and promote them.

The IR will be used by the Life Science Technicians of the Plant Division of RAGT Plateau Central (trained in the tool by PADV) to assess and advance the agroecological performance of the total effective agricultural area (all crops combined) of the "Nos grains d'ici" association (created by RAGT Plateau Central – Métier du grain, as part of the structuring of the "Nos blés d'ici" soft wheat sector - see zoom in CSR report 2022-23).

RAGT aims to develop innovative techniques and practices in regenerative agriculture:

- Soil preservation (soil cover, reduced tillage, etc.)
- Creation of favourable conditions for biodiversity (crop diversification, etc.)
- Knowledge building & sharing (Agronomic training, etc.)
- Carbon and nitrogen cycle (intermediate cover crops, limitation of nitrogen protoxide emissions, etc.)
- Reduction of IFTs (Treatment Frequency Indices)

The PADV approach is a pilot project intended to measure the positive impact of the RAGT Group on a limited scope which is the Plateau Central Business Line's local area. In the same scope, it must help:

- on the one hand, develop the association of farmers and the structuring of agroecology sectors with downstream stakeholders;
- and on the other hand, measure our results in terms of agroecological transition in order to build on the Group's scope in the longer term.

OUR COMMITMENTS AND ACTIONS FOR 2023-2024

Promoting regenerative agriculture

- Training of a life science technician in PADV's IR (Regeneration Index), within the Innovation and Development Consulting Department (CID) of the Plant Division of RAGT Plateau Central
- Definition of the pilot project and the associated trajectory (see section above)

Innovate and promote savings in plant protection product solutions

- Rapeseed:
 - GreenMix, an alternative solution for pollen beetle control
 - > A ready-to-sow mixture with, in one bag, 7% of a very early flowering rapeseed variety (RGT WINDOZZ – 100,000 seeds) and 92% of variety of interest (RGT CEOS – 1.5m seeds) + 1% of Egyptian clover
 - > The very early flowering variety will protect the variety of interest through a pest attraction effect and avoid treatment (insecticide in spring), which leads to better protection of auxiliary insects.
 - > Mix validated by a CEPP action sheet
 - GENECARE TUYV: resistant to TUYV virus (transmitted by aphids) to avoid insecticide treatment
- Sunflower:
 - 16 RAGT varieties on the CEPP action sheet
 - We are continuing our work and our approach by extending it to the sustainable management of mildew throughout the region. GeneCare's complete and innovative genetic constructs comprise the major strengths of our sunflower range. They are a real asset in the fight against mildew, and make it possible to alternate and perpetuate both chemical and genetic struggles, because varieties with this type of profile do not need to be treated. Thanks

to its research efforts, RAGT 2n is able to offer an increasing number of GeneCare varieties with different resistance profiles in order to preserve their effectiveness against mildew as much as possible. The development of these varieties is a continuation of the work to introduce the CEPP sheet because it reduces the use of seed treatments.

- Target: large southern half of France through to the Centre which was little impacted by this problem until this year (a rising and constantly evolving problem)



ROADMAP

- Regenerative agriculture - 2024-25:
 - Finalise the "committed" membership of RAGT Plateau Central to PADV over the fiscal year 2024-25
 - Carry out a diagnosis (calculation of the Regeneration Index) on all "Nos Grains d'ici" farms
 - Contractualise and promote the PADV approach (agroecological progress contracts) with farmers who are already members of the "Nos grains d'ici" association
 - Support farmers in the transition (identification of agronomic levers, multi-performance)
- In the medium to long-term:
 - Structure new agroecological sectors with downstream processors in our value chain
 - Continued work on the development of new CEPP action sheets and on the updating of the varietal lists of action sheets already filed

INSIGHT

RAGT Semences, as a seed and breeding company, is particularly attentive to the preservation of plant biodiversity. By the very nature of its business. RAGT 2n, the research division of RAGT Semences, contributes to safeguarding the genetic diversity of more than 32 field crop species. Genetic material is stored and maintained to generate genetic variability, genetic diversity for the future and address tomorrow's issues.

2 key figures illustrate our direct action on the protection and creation of favourable conditions for biodiversity

- 650 multiplied varieties
- More than 20 cold rooms to store and preserve seeds



Maize, sorghum



Straw cereals



Peas, soybean, field beans



Rape, sunflower



Forage crops, soil and health plants, lawns



2

SOCIAL QUALITY OF WORK LIFE



**HEALTH, SAFETY
AND QWL**

P. 33 TO 38



**INCLUSION, EQUALITY,
DIVERSITY**

P. 39 TO 42



**ATTRACTIVENESS, SKILLS DEVELOPMENT
AND EMPLOYEE LOYALTY**

P. 43 TO 48

2.1 | HEALTH, SAFETY AND QWL

Occupational health and safety is a corporate priority, a fundamental that must be found in all managerial acts. It is also a sign of professionalism, a value upheld within the RAGT Group. Several issues are involved:

- Ethics: respect the commitments made within the shareholders' agreement
- Social: improve the quality of life and working conditions, a real lever for the overall performance of the company (social, operational, economic), develop the employer brand (loyalty and attractiveness of talent)
- Regulatory: meet the employer's general health and safety obligation so as not to be exposed to several risks (inexcusable misconduct, civil and criminal liability, formal notice, decision to cease activity, etc.)
- Managers: manage men and women and behaviours, positively impact organisations and company processes
- Economic: reduce the costs of occupational accidents and diseases, improve productivity and the company image (markets, sustainable finance, etc.)



FOR THE FINANCIAL YEAR	2019-20	2020-21	2021-22	2022-23	2023-24
Frequency rate 2 (TF2) = number of occupational accidents reported with and without work stoppage for 1 year (exclusion of commuting occupational accidents) x 1,000,000 / number of hours worked for 1 year	RAGT France = 24.4	RAGT France = 17.1	RAGT France = 28.1	RAGT France = 29.9	RAGT Group = 21.64 RAGT France = 23.48 (i) Promash excluded as from 2023-24
Severity rate (TG) = number of days off work following an occupational accident (excluding commuting accidents) for 1 year* 1,000 / number of hours worked for 1 year * The number of hours worked is calculated as follows: Average equivalent headcount (Full-time) * 1,607 hours (per year)	/	/	/	RAGT France = 0.67	RAGT Group = 0.64 RAGT France = 0.86 (i) Promash excluded as from 2023-24
DURING THE CALENDAR YEAR		2020	2021	2022	2023
Claims frequency rate = number of claims reported to the insurer / total number of vehicles, trucks and machinery insured		0.19	0.18	0.16	0.17

Accidentology is tracked on a daily basis by each activity. The frequency rate and the severity rate of occupational accidents with and without work stoppage (TF2 / TG) are measured monthly over 12 rolling months and tracked by the Group and Business Line management. The results are also presented annually to the Supervisory Board, which reflects the interest shown by shareholders. Historic outcomes correspond to a snapshot at a given moment, regardless of the subsequent decisions of the CPAM (French Social Security) at the end of its investigation or the outcome of the litigation initiated.

It should be noted that since 2023-24, TF2 and TG are now measured over the entire scope of the RAGT Group (France activities + international subsidiaries).



TRAJECTORIES AND OBJECTIVES TARGET SCORES (FINANCIAL YEARS)	2023-24	2024-25
Frequency rate 2 (TF2)	RAGT France TF2 ≤ 27.5 (objective achieved)	TF2 RAGT France ≤ 25 A trajectory with annual reduction targets for the RAGT Group TF2 will be defined for the period 2025-2028
Severity rate (TG)	/	A trajectory with annual targets for reducing the RAGT Group TG will be defined for the period 2025-2028
TARGET SCORES (CALENDAR YEARS)		
Claims frequency rate	Between 0.13 and 0.15 (objective not achieved 2023)	

OUR COMMITMENTS AND ACTIONS FOR 2023-2024

Improving safety and working conditions

- “Health and Safety Management” program:
 - Implementation of monthly health and safety reporting covering the scope of the RAGT Group (France + international subsidiaries)
 - Start of external support to develop a “safety culture” involving the mobilisation of managers and aimed at preventing risks related to the health and safety of employees
 - Launch of the 1st RAGT safety award at the annual health and safety meeting, bringing together all Group and Business Line Management bodies, facilitating the sharing/pooling of health and safety initiatives within the Group
 - Facilitation of internal webinars (1 per quarter) with French managers, called “RAGT health and safety webmeetings”, to inform, train and support managers (managerial expectations, procedures, instructions and Group health and safety tools, etc.)
 - Occupational health: introduction of a new HR procedure for “management of long work stoppages”. Its construction involved the referring occupational physicians for the RAGT socio-economic unit, with the aim of preventing professional withdrawal and facilitating the return to work
- “Risk prevention and steering” program
 - Annual update of the Single Occupational Assessment Document
 - Dissemination of a “risk flash” to Group managers: sharing of synthetic and visual feedback on experience by email (relating to accidents or near misses)
 - Prevention of psychosocial risks: RAGT France employees have access to a listening, counselling and psychosocial support service (free, immediate, confidential and unlimited); 1st awareness-raising action for managers on psychosocial risks; training of two psychosocial risk/QWL advisers to support

managers and employees in a situation of distress/suffering at work; facilitation of a round table of all Group and Business Management bodies dedicated to the themes of QWL and the prevention of psychosocial risks

- Testing and validation of a Lone Worker Protection solution for field activities (research, seed production, etc.)
- Induction safety training: creation and publication of e-learning content accessible by employees from the HRIS (Human Resource Management Information System) training platform on a pilot perimeter of 3 establishments (RAGT Bourran head office – RAGT Semences Les Molinières manufacturing plant – RAGT 2n Annœullin Research Centre)

– “Regulatory compliance” program:

- Secure the Molinières seed manufacturing plant by a sprinkler system: project running over several years, in response to a request from the insurer and with the aim of securing property and people (fire risk and asbestos removal)
- Continuation of cross-safety diagnostics on the Group’s French sites (see CSR report 2022-23)

Promote the practice of physical activity and sport within the company

- Creation of a new company club (soccer): coverage of the cost of the sports permit, registrations for championships and equipment for a team of 15 employees
- Organisation of a sport-health event to coincide with the 2024 Olympic Games **[Zoom]**

Q | ZOOM

SPORT & HEALTH YEAR AT RAGT

In this Olympic year 2024, sport and health were more relevant than ever. The relationship between the RAGT Group and sport goes back a long way. The RAGT Group has always wanted to combine its values with those of sport (historical partnership from 2012 to 2017 with the Tour de France; more than 40 so-called citizen sponsorship partnerships conducted each year; 5 corporate teams registered in 2024). As part of its approach to preventing psychosocial risks/ quality of life and working conditions, RAGT launched the RAGT Sport & Health Challenge on 26 April 2024. An in-house challenge between all Group employees and accessible via a mobile application. This challenge had several highlights: a collective sport and health action called “Tous ensemble” (“All together”) organised in each RAGT site and a digital challenge (quiz, challenges) called “Tous connectés” (“All connected”). The first action known as “All together” was organised by a dozen sites in France and abroad. Activities such as yoga, 3x3 basketball, Nordic walking, Basque pelota, a relay on first aid routines were enjoyed in a spirit of good humour and sharing. 220 employees joined the “All connected”

challenge, some of whom demonstrated their daily sporting practice and we were able to discover real athletes with impressive track records. Sport remains a means to improve quality of life and working conditions within the RAGT Group. As indicated above, a new company club was set up this year, a soccer team with already about twenty players enrolled.

https://www.linkedin.com/posts/ragt_entreprise-ragt-sport-activity-7207313364446777349-p5TF?utm_source=share&utm_medium=member_desktop

https://www.linkedin.com/posts/ragt_eiffage-millau-ragt-activity-7244316237441167360-CnY6?utm_source=share&utm_medium=member_desktop

ROADMAP

- Review in 2024-25 of our health and safety policy for 2022-2025 and developing a new roadmap for 2030
- Management set up on a pilot perimeter within the Group: training of the complete hierarchical line; organisation and management of Safety Inspections in the field
- Definition and implementation of a new RAGT Group health and safety standard aimed at preventing risks related to machine interventions (machine lockout/tagout procedure)
- Continued analysis of our PSR /QWL (Quality of Work Life) prevention policy in order to better organise it and

make it more efficient

- Set up of site renovation projects, identified as priorities, incorporating an improvement in working conditions

INSIGHT

The Executive Board has formalised a multi-year policy, the one in progress over the period 2022-2025, rolled out each year in France through a plan itself built around 3 strategic programs:

- Health and Safety Management in the workplace
- Occupational risk prevention and steering
- Regulatory compliance

Implementation is ensured by a Group Health – Safety – Environment (HSE) steering committee composed of Group and Business Line HSE Managers, more broadly involving on-site health and safety officers, activity departments, site managers and managers. This plan is also shared with personnel representatives.

Our approach is based on fundamentals / essentials developed in recent years, which today constitute our Group standards.

The Group is committed to deploying an ambitious and continuously improving health and safety approach. Improving our results can only be achieved with strong commitment of teams in the field to identify issues, report information and propose appropriate solutions.



2.2 | INCLUSION, EQUALITY, DIVERSITY

To guarantee the diversity of the teams, we evaluate and recruit profiles in terms of their skills and knowledge alone, so the diversity of the profiles is considered an asset. An inclusive policy makes it possible to fight against all forms of discrimination and to develop a sense of belonging and cohesion. It is also one of the Group's societal commitments. Professional equality contributes to the motivation of our employees and increases their productivity. These are all keys to success, for the attractiveness and retention of talent.



The professional equality index between men and women of the RAGT social and economic unit is published each year on our ragt.fr website under "our commitments". The score is the sum of the results obtained on the following indicators:

- Pay gap
- Individual pay rise gap
- Promotions gap
- Indicator of employees having received a pay rise in the year following their return from maternity leave or adoption
- The number of employees of the under-represented sex among the top ten earners.

The employment rate of workers with disabilities represents the average employment rate of RAGT France's companies subject to the Employment Obligation for Workers with Disabilities (OETH) (covering more than 20 employees).

INCLUSION, EQUALITY, DIVERSITY	2021	2022	2023
Employment rate of workers with disabilities	(i) error in the rate calculation method for 2021 and 2022 presented in CSR report 2022-23 (not recalculated for CSR report 2023-24)		3.6%
Professional equality index between men and women	85/100	87/100	87/100
TRAJECTORIES & OBJECTIVES	Target scores*1		
Employment rate of workers with disabilities	6% (objective not achieved in 2023)		
Professional equality index between men and women	> 85/100 (objective achieved in 2023)		
*1 The target scores are aligned with the thresholds set by the regulations. They are nevertheless ambitious for RAGT.			

OUR COMMITMENTS AND ACTIONS 2023-2024

Promote professional inclusion and retention of workers with disabilities in their jobs

- Our actions in terms of integrating Disabled Workers into our workforce and raising awareness among employees to obtain or make known their RQTH (Recognition as a Disabled Worker) are reflected in our results: + 16 new beneficiaries of the disabled worker employment obligation recorded in 2023
- Moving forward from the "Handipoursuite" challenge organised in 2022-23 (see zoom report 2022-23): organisation of a workshop in a CSR breakfast format with the big winners and invitation of Cap Emploi 12. The result of this in-house collaborative work helped to input the disability action plan for 2024
- To coincide with European Week for the Employment of People with Disabilities 2023:
 - On 21/11/23: participation of our Recruitment team in the Disability / Employment forum in Rodez
 - 23/11/2023: 16 duos created as part of the national Duoday system **[Zoom]**
- Implementation of the partnership with OPTEO (Association in charge of several ESATs - supported employment workplaces - in Aveyron): 5 trainees inducted and 1 secondment contract concluded during the financial year

Q | ZOOM

DUODAY

Raising awareness among employees, setting up specific support mechanisms for disabled workers and developing partnerships with specialised local stakeholders are all concrete actions carried out during the financial year as part of the Group's disability policy. After the Handipoursuite challenge held in June 2023 (see CSR report 2022-2023), the RAGT Group wanted to take part in a national initiative called DuoDay. On 23 November 2023, we welcomed disabled workers to discover different jobs within the company, thanks to the involvement of volunteer tutors, to discover our careers (support functions, stores, logistics, research). These "duos for a day" are an opportunity to meet to change perspectives, overcome prejudices and - why not ? - create a vocation and future collaborations. In order to share this adventure with as many people as possible, a clip was posted on LinkedIn. DuoDay is here to stay and was renewed in 2024 with at least the same number of duets as the previous year.

https://www.linkedin.com/posts/ragt_duoday-handicap-activity-7138530355719938048-e-Mc?utm_source=share&utm_medium=member_desktop

OUR COMMITMENTS AND ACTIONS FOR 2023-2024

Combat all forms of exclusion and discrimination

- The Group joined a network of companies that fight against all forms of exclusion and, in 2024, joined Face Aveyron Tarn (non-profit foundation; a space combining the strengths of public, private and associative stakeholders to promote the inclusion of the most vulnerable persons through employment):
 - As an example, we welcomed a group of young people looking for guidance and eager to discover a profession (Ecole de la 2ème Chance – E2C Rodez Agglomération) at the Les Molinières seed manufacturing plant by producing a "career clip" to be found below: https://www.youtube.com/watch?v=tX_epKYFvzs
- In addition, the RAGT Group is a member of the "les entreprises s'engagent" club (see zoom report 2022-23), a French community of companies committed to an inclusive society and a sustainable world, for which Face Aveyron Tarn is the local facilitator
 - Appraisal of 2023 commitments:
 - > Recruit 35 #Young people in #Work-study programs: objective almost achieved with an average number of 32.5 work-study students in 2023-24
 - > Form 3 duos for #Duoday: goal exceeded with 16 duos created!
 - > Welcome 3 disabled workers in #Professional Immersion: objective achieved with the induction of 3 trainees from the OPTEO foundation
- Participation in the "from the stadium to employment" event in 23/09/23, an innovative sporting event to recruit in an original way, organised by France Travail:
 - A morning of collective athletics practice (without revealing who is the recruiter and who is the job seeker): The activities are designed in such a way

as to highlight professional, human and relational qualities. The central idea is that recruiters and candidates can discover themselves in a different light, without the formal filter of the professional interview and CV

- An afternoon of recruitment: Employers and job seekers discover each other when their anonymity is lifted in a job dating session organised by France Travail on the positions offered.

– Set up of a housing social commission with the elected representatives of the works council of RAGT socio-economic units:

- All RAGT France employees can benefit from housing assistance, offered by Action Logement, a national scheme funded by private sector and agricultural companies with more than 10 employees

In favour of professional equality

- Same recruitment process for men and women, with selection criteria based solely on skills, experience and qualifications
- Equal access to different jobs, including positions of responsibility and/or management
- Equal access to vocational training, training schedule with a focus on Tuesdays and Thursdays, when possible, and outside school holidays, reduction of travel constraints.

ROADMAP

- Promote professional inclusion and retention of workers with disabilities in their jobs:
 - Renew our participation in National Duoday in 2024
 - Organise an "Employment Disability" event at head office located in Rodez, in collaboration with our partners (Cap Emploi, France Travail, PRESTAL (occupational health service), OPTEO Foundation), open to disabled workers looking for a job or internship
 - Raise awareness among managers to remove bias and facilitate the inclusion of workers with disabilities in our workforce
 - Facilitate administrative procedures for applying for or renewing a RQTH (Recognition as a Disabled Worker)
- Combat all forms of exclusion and discrimination:
 - Renew our participation in the "from the stadium to employment" event organised by France Travail in 2024
- Seize any opportunity to contribute to collective actions for inclusion led by the network of committed companies/ Face Aveyron Tarn

INSIGHT

On 27 February 2020, the management of the RAGT social and economic unit and the trade union organisation signed a collective agreement on professional equality between men and women and quality of work life, with a mandatory renegotiation scheduled for the end of 2024.

Through this agreement, RAGT commits to:

- professional equality between men and women
- balancing work and personal life.
- adapting workstations
- professional inclusion and retention of workers with disabilities

2.3 ATTRACTIVENESS, DEVELOPMENT OF SKILLS AND EMPLOYEE LOYALTY

The development of human assets, a major challenge for the Human Resources Division. To be more attractive means appealing to external profiles to meet human resources needs. Developing skills means better supporting the Business lines in their development, growth and innovation strategy. For our employees, it means guaranteeing their employability. Ensuring our employees' loyalty comes down to retaining talent, reducing turnover, stabilising processes and organisations, but also capitalising on investment in hiring.



FOR THE FINANCIAL YEAR	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT Group	/	/	/	/	85.8%	87.7%
Average number of work-study apprentices during the year (RAGT France)	15.5	21.42	22.5	23.67	29.75 (including 0.5 in a RAGT 2n masterclass contract)	32.5 (including 2.5 in a RAGT 2n masterclass contract)
Proportion (as a %) of the number of internal transfers that occurred during the year, on the number of permanent contracts at the beginning of the year	/	/	6.5%	9%	5.5%	5.6%
<i>*Our definition of internal mobility: any change of position or evolution of a position 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.)</i>						
DURING THE CALENDAR YEAR	2018	2019	2020	2021	2022	2023
Proportion (as a %) of payroll allocated to training	2.7%	2.8%	3.0%	3.4%	3.3%	3.8% ^{*1}
Average number of hours of training per employee and gender (New indicator)	/	/	/	/	/	14 hours for women and 17.3 hours for men



TRAJECTORIES & OBJECTIVES	TARGET SCORES
Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT Group	≥ 85% (Objective achieved for 2023- 24)
Average number of work-study apprentices during the year (RAGT France)	Maintain a constant proportion of work--study apprentices compared to the average annual FTE headcount of RAGT France: 2.5% (Objective achieved in 2023-24 with a proportion equal to 2.7%)
Proportion (as a %) of the number of internal transfers that occurred during the year, on the number of permanent contracts at the beginning of the year	≥ 6 % (Objective practically achieved for 2023-24)
Proportion (as a %) of payroll allocated to training	Maintained average proportion observed over previous years (Objective achieved for 2023)
Average number of hours of training per employee and gender	A new indicator: an objective will be set for 2024-25

*1: the variation in the result compared to year n-1 is explained by a smaller difference between "achieved" and the provisional training plan

OUR COMMITMENTS AND ACTIONS FOR 2023-2024

Become more attractive

- Actions in favour of local employment and territorial presence (in terms of the location of our activities): Participation in more than twenty job fairs and presentations in schools to promote our trades
- Negotiation in progress of a new working time agreement with the representative trade union delegation in order to improve attractiveness and loyalty
- Signing of an agreement on the availability of volunteer firefighters between RAGT SA (and its subsidiaries) and the SDIS of Tarn (Departmental Fire and Rescue Service), on the same basis as the agreement signed in 2016 with the SDIS of Aveyron
- Establishment of a LinkedIn editorial committee to improve the visibility of our actions

Develop our employees' business skills

- Introduction of a performance management policy, with the implementation of a more transparent and objective process, more motivating, more demanding and more attractive:
 - Definition of SMART objectives (Specific, Measurable, Achievable, Relevant, Temporarily defined) at least for employees benefiting from a proportion of individual variable remuneration, according to a methodology common to all with imposed criteria
 - Review of the performance evaluation process (annual paperless and joint interviews) and implementation on a pilot basis
 - Progressive deployment on the Group's scope, with user guides (evaluator/evaluee), training provided by videoconference (e.g. on the definition of smart

objectives), FAQs (Frequently Asked Questions) and HR guidelines including best practices

- Deployment of a new HRIS module dedicated to skills and career management (including the introduction of a paperless common professional interview document and 6-year assessment)
- Establishment of a Training Commission - RAGT socio-economic works council
- New training available to employees:
 - E-learning training, initially offered on the themes of health and safety at work
 - Individual training focused on personal development/communications
 - 9Training on project culture, to gain efficiency in project management and project portfolios
 - Seed training taken by cross-cutting trades/support services to continue to provide solutions and services meeting their needs



OUR COMMITMENTS AND ACTIONS 2023-2024

Welcome an increasing number of work-study apprentices

- Annual "internships and work-study" campaign presented in the 2021-22 CSR report renewed
- Induction of work-study students:
 - Implementation of coordinated actions with "Action Logement" to facilitate their access to housing
 - Facilitation of the community by the work-study students of the HR and CSR Divisions (RAGT SA)
- RAGT 2n Masterclass report – See zoom CSR report 2022-23:
 - Our 1st student of the RAGT 2n Masterclass has signed their permanent contract (to date our conversion rate into permanent contract is 100%)
 - 2 new students every 6 months (1 arriving in January and a 2nd in July)
 - A new recruitment pool is up and running!

Enable access to professional mobility

- Any employee applying for a vacant position is systematically interviewed, unlike external applications which can be screened after studying the CV and required skills
- Implementation of a new HR process for managing long leave periods, developed in cooperation with occupational health services, to prevent professional withdrawal
- First supervised trial tested in 2022-2023 (testing, during a period of work leave, of a proposal for reclassification by the employer, supervised by the general practitioner, the occupational physician and the Health Insurance's medical adviser) resulting in supervised internal mobility.

Q | ZOOM

WORK-STUDY APPRENTICESHIP AT RAGT

The Group is welcoming an increasing number of work-study apprentices. Over the last two financial years (2022-23 and 2023-24), on the France scope, we counted about thirty work-study contracts (apprenticeship or professionalisation contract). To structure, attract and support the recruitment of new talent, the HR Division runs an annual "work-study and internship" campaign in February. The Recruitment team then accompanies managers in their projects/recruitment through to September before the arrival of apprentices during the summer. The feedback from managers on this support is positive because it structures their approach, defines the key periods to collect the maximum number of applications and receive these candidates in good conditions. In the 2023-2024 financial year, work-study students who are working or have worked on this pathway within the Group were asked to talk about it. Indeed, the profile of two of them was published in the internal newsletter called Le Fil RAGT in September 2023. One of them told us the following: "Work-study is an experience, a foretaste of professional life. It allows you to develop

skills, to meet people". An external communications campaign on the RAGT Group's LinkedIn account was published in September.

https://www.linkedin.com/posts/ragt_alternants-ragt-alternance-activity-7199333247128862720-YzAu?utm_source=share&utm_medium=member_desktop

In addition to the growing number of work-study contracts, we should also underscore the conversion rate, namely 1 in 5 contracts converted into permanent contracts between June 2022 and January 2023, i.e. 3 work-study students permanently joined the workforce.

ROADMAP

- Work on a multi-year skills development plan (identification of training needs in 2024 for 2025 and 2026) on a pilot basis
- Implementation of an HR "people review" process that embeds training needs identification campaigns, salary review, performance evaluation and professional mobility (talent management) in the medium/long term
 - Change of ATS (recruitment software) to improve the attractiveness of the job portal (employer brand), for the optimisation and reliability of application tracking, for the expansion of the portal to international subsidiaries, and the automation of personal data management (GDPR Regulation)
- In line with the agreement reached in 2023-24 relating to the expansion of the RAGT socio-economic unit's scope: develop and harmonise social achievements
- Within a job reference system, consolidation of job

sheets including a job description and details of the missions, accessible to all from the HRIS

- Negotiation of a Time Saving Account (CET)
- Study opportunities to open new Masterclasses on professions under stress (recruitment shortage)
- Continue our actions in favour of work-study programs and school partnership by formalising an agreement with the IUT (technological university) of Rodez
- Develop better working time management through training, support and tools for managers under the guidance of the HR Division

INSIGHT

Our reference framework stipulates that *"the human factor is an essential element 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"*.

The 2023-24 CSR report mentions collective bargaining on various social issues. These negotiations with the trade union representative of employees are conducted within the framework of a social agenda defined over 3 years (2023-2025), structuring and promoting the Group's social dialogue.



3 | SUSTAINABLE AGRICULTURE



TRANSITION OF AGRICULTURAL MODELS

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FOOD AND HEALTH SAFETY

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3.1 | TRANSITION OF AGRICULTURAL MODELS

The transition of agricultural models seems essential to meet the needs and expectations of consumers and also aims to limit the impact on the environment, from field to fork, in line with the challenges of the European Green Deal. RAGT Semences selects, produces and sells improved seeds throughout the world, providing practical solutions to downstream players (distribution, agribusiness, consumers, etc.). RAGT Plateau Central supports, supplies and advises farmers in our region of origin, Occitanie in southwest France, including solutions on the agroecological transition and livestock transition.



TRANSITION OF AGRICULTURAL MODELS	2021-22	2022-23	2023-24
Evolution of the total number of HVE-certified (High Environmental Value) farms after RAGT Plateau Central support (for an initial audit or certification renewal audit)	58 certified farms	139 certified farms (86 audits over the year / +140% new customers)	154 certified farms (53 audits over the year / +11% new customers)
Evolution of the total number of farms supported by RAGT Plateau Central to obtain a CAD (Sustainable Agriculture Contract) with the Occitanie Region (new indicator)			10 CADs filed in the Region
Proportion (as a %) of soil and health plants on all marketed seeds (proportion calculated from turnover)	3.0%	2.6%	3.3%
TRAJECTORIES AND OBJECTIVES	2022-23	2023-24	2024-25
Evolution of the total number of HVE-certified (High Environmental Value) farms after RAGT Plateau Central support (for an initial audit or certification renewal audit)	New indicator	Maintaining the number of HVE-certified farms/	
Evolution of the total number of farms supported by RAGT Plateau Central to obtain a CAD (Sustainable Agriculture Contract) with the Occitanie Region (new indicator)			30 CADs filed in the Region (i.e. + 20 CADs in 24/25)
Proportion (as a %) of soil and health plants on all marketed seeds (proportion calculated from turnover)	3% (objective not achieved)	RENEWAL OF THE objective 2022-23: 3% (objective achieved)	3.4%

OUR COMMITMENTS AND ACTIONS 2023-2024

Support the agroecological transition in the Occitanie Region

- Support and training of farmers by experts from the CID (Consultancy – Innovation – Development) department of RAGT Plateau Central:
 - support for ISO certification
 - support in obtaining a Sustainable Agriculture Contract **[Zoom]**
 - enriched CID training offer
- RAGT Plateau Central "CAP JEUNE" scheme:
 - assistance system to support new installations (Animal Production/Plant Production), set up some twenty years ago
 - signing by the farmer of the "CAP JEUNE" charter for a period of 3 years, containing:
 - > The definition of the project to be supported by RAGT Plateau Central (co-drafted with the farmer)
 - > The choice of services (in the list of "YOUNG CAP" services available). For example:
 - help with support for HVE certification
 - help with the use of demedication solutions
 - help with the use of biostimulants and foliar fertilisation
 - > Reciprocal commitments (in return for the services offered, the farmer commits to a supplying a defined amount to RAGT Plateau Central)
 - New in 2023: Half-day intervention by an expert from the CID department in the presence of the technical sales representative, in order to support the installation project;
 - In 2023-24: 36 CAP JEUNE files (ditto in 2022-23)
- "Nos blés d'ici" wheat – flour – bread day organised by RAGT Plateau Central and Moulin Calvet in Aveyron: invitation to farmers and bakers having signed up to the Agri-Ethique label (the Agri-Ethique team was also present that day), set up by RAGT Plateau Central and a network of farmers (brought together in the "Nos grains d'ici" association)

Bring solutions to rise to the challenges of the future

- Various projects initiated in seed technology in 2023-24:
 - Coating and weighting technologies to improve sowing performance
 - Biocontrols: tests still underway to find an alternative to the KORIT phytosanitary treatment (bird repellent)
 - Fortify Range of Growth Stimulation Treatments: Fortify forage launch Autumn 2024
 - Physical technologies to disinfect the seed and avoid chemical treatment (gas [ozone], steam, cold plasma, microwave, high frequency, vacuum, etc.)
 - Seed agglomerate or coating to facilitate spreading at the right distance when broadcast sowing:
 - > Broadcast sowing consists of sowing plant cover with the cereal using a spreader about 10 days at most before harvest
 - > Post-harvest straw is crushed and provides protection for the cover plants and facilitates their development
 - > This breaks the following pattern: I harvest -> I plough in the stubble -> I sow my cover crop; it saves time and money for the farmer
- CSR evaluation (of triple performance) of RAGT Semences solutions using the "SYSTERE" tool, a multi-criteria evaluation tool:
 - Environmental: IFT (Treatment Frequency Index...)
 - / Social: workload and breakdown in the farmer's year / Economic
- Continuation of the winning projects of the "Sowing the future" challenge - see zoom CSR report 2022-23

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CONTRACT FOR SUSTAINABLE AGRICULTURE (CAD)

The Sustainable Agriculture Contract (CAD) is a system introduced by the Occitanie Region to encourage farmers to engage their farm in an agroecological transition approach and therefore to embed sustainability in Occitanie agriculture.

The benefit for the farmer is therefore to receive technical support to initiate this transition with, as a strong incentive, facilitated access to financial aid from the Region.

In response to a call for applications, RAGT Plateau Central has positioned itself in 2022-2023 as a support structure. This support is formatted by the region into 4 total days which are divided into:

- An initial stage of 2.5 days in year 1, consisting of an inventory of the operation and the definition of an action plan spread over 5 years,
- A mid-term review (0.5 days) for the follow-up of the action plan,

- A final assessment in year 5 (1 day) to conclude.

In the 2023-2024 financial year, the RAGT Plateau Central Development Consulting Department (CID) supported 10 farmers. These 10 CAD files were all validated by the Region, which demonstrates the proactivity and professionalism of the RAGT Plateau Central teams in supporting farmers towards the agroecological transition.

Value creation is primarily expected by RAGT Plateau Central through the agronomic levers that will be put in place for this transition.

The aim is to support about 20 farms (20 CADs) every financial year, to be monitored through a new non-financial indicator.

ROADMAP

- RAGT Plateau Central:
 - Membership in 2024-25 of the "Pour une Agriculture Du Vivant" movement (Regenerative Agriculture) and facilitation of the association of producers "Nos grains d'ici" around common specifications aligned with the agroecological transition – see "Biodiversity protection" issue
 - Continue to take part in the projects of the Occitanie LIA (Interconnecting, Innovation & Agroecology) GIP-RAGT Plateau Central Action Plan for 2024-25:
 - > Set up 3 experimental sites on the reduction of phytosanitary products/water pollution
 - > Facilitate a showcase on cover crops and a showcase on the Cereals / Sunflower system
- Seed production activity of the RAGT Plateau Central Laboutarié site: development of leguminous surface areas (seed multiplication) – See "FILEG – Seed legume production and promotion sector in Occitanie" zoom in the CSR report 2022-23
- RAGT Semences:
 - Development in 2024-25 of the Decision Support Tool on the choice of plant cover in crop rotation

INSIGHT

To support the transition of agricultural models, each Business line has acquired agronomy / innovation expertise. Below is a summary of the strategic areas and work topics:

CONSULTING – INNOVATION – DEVELOPMENT (CID) DEPARTMENT – RAGT PLATEAU CENTRAL	"AGRONOMY – TOOL – INNOVATION" DEPARTMENT – RAGT SEMENCES VALUE-CREATION ACTIVITY:
– Acquisition of agronomic data to improve economic and environmental performance – Integration of alternative methods to decrease IFTs (Treatment Frequency Indices) – Development of efficient fertilisation techniques – Support for sectoral approaches – Popularisation of climate change-resistant crop routes and crops – Active monitoring of the transformation of agricultural models	– Development and deployment of innovative solutions to promote multi-species RAGT genetics through 5 strategic areas: • Seed technologies: Proposal, in collaboration with the Operations and Quality activity, of innovative seed technologies associated with RAGT genetics • Promotion of genetics • Systemic agronomy • Agricultural / agri-food CSR: Demonstrate, via multi-criteria assessment, that our solutions are capable of addressing CSR issues (e.g. decarbonisation) • Digital tools

3.2 | FOOD AND HEALTH SAFETY

Faced with the challenges of climate change and population growth, more than ever, agri-food stakeholders and sectors have the responsibility to find solutions that will feed nearly 10 billion people in 2050, while producing more, better and with limited and local resources.

+ CSR KPIS

DURALIM PRODIAL MEMBERSHIP	2019	2020	2021	2022	2023
Proportion of our bulk raw materials from France (grown and processed in France) in the manufacture of our feed	74%	73%	72%	78%	75%
Proportion of our feed production containing medicinal products	3.4%	3.4%	2.6%	0.4%	0.35%
Proportion of non-deforesting soybean supplies in total soybean deliveries (seeds, cakes, oils and hulls)	/	/	/	/	53% (new indicator)



TRAJECTORIES AND OBJECTIVES - TARGET SCORES	2022	2023	2024	2025
Proportion of our bulk raw materials from France (grown and processed in France) in the manufacture of our feed	Target score: > 66% (objective achieved)	New target score: ≥ result year n-1 (objective not achieved by 2023)		
Proportion of our feed production containing medicinal products	≤ result in 2021 (objective achieved)	Decline in the manufacture of food containing drug products to reach 0% in 2025		
Proportion of non-deforesting soybean supplies in total soybean deliveries (seeds, cakes, oils and hulls)	/	50%*1 (objective achieved)	75%	100%

*1From 1 January to 31 December 2023, at least 50% of total soybean deliveries (seeds, cakes, oils and hulls) must:
- either demonstrate that they come from areas with a low risk of deforestation (France, United States, etc.)
- or, if they come from areas at risk of deforestation (Brazil, Argentina), present non-deforestation and non-conversion guarantees compatible with the "Responsible Soya" guidelines of FEFAC - European Feed Manufacturers' Federation

OUR COMMITMENTS AND ACTIONS FOR 2023-2024

Maintain Quality certifications and accreditations

- RAGT Semences (Operations & Quality activity):
 - PGRP: Phytosanitary Risk Management Plan
 - PPE: European Phyto Passport
- Plateau Central :
 - Phytosanitary approval RAGT Plateau Central / Terrya (Management by the Quality - Hygiene - Safety - Environment Department of the Plateau Central Business Line)
 - Organic certifications
 - Feed manufacturing plants RCNA (Animal Nutrition Certification Standard) + STNO ("Fed with Non-GMO foods Technical Base <0.9%")
 - RAGT Plateau Central collection silos and Terrya trading company: CSA-GTP certification (Charte Sécurité Alimentaire – Good Trading Practice), which covers the collection, storage, marketing and transport of cereals, oilseeds and protein crops

Commit to sustainable livestock feed

- As part of Prodial's membership of Duralim and the food manufacturers' manifesto signed last year: 1st report to Duralim on our 2023 soybean deliveries by Prodial's Purchasing & Procurement department
- Participation in the work of the SNIA (National Union of Animal Nutrition Industrialists) CSR Commission

Sign up to a protein plan

- Protéinov (see zoom, CSR report 2022-23) :
 - Context reminder:
 - > Internal project in line with the European strategy (European Green Deal) and the national strategy for the development of plant proteins (main objectives: reduce imports, develop protein

autonomy, support food transitions)

> Project launched in 2022 as part of the France Recovery Plan, led by two product experts from the Value Creation activity of RAGT Semences + 1 reinforcement through a 3-year work-study contract, also involving employees from RAGT Plateau Central and RAGT 2n

• Actions completed:

> Study of the protein market on the European scale and identification of the RAGT Semences range
> Drafting of a white paper on plant protein for internal and external use

> Proléal Project **[Zoom]**

• Ongoing activities:

> Protocol of combinations of straw cereals and protein crops, aimed at developing a low-input wheat sector with high technological value (protein content):

- Pairs of worked species: wheat pea / triticale-field beans
- Decrease in lodging: supporting effect of the cereal in particular on peas
- Reduction of diseases on protein crops: by dilution effect
- Increase in cereal protein level
- No competition between species

> Forage protein quality project (animal nutrition)

• Perspectives: develop a Decision Support Tool for diagnosing protein autonomy on the farm (animal production)

Structure sustainable sectors throughout our value chain

- As part of its local agricultural sector approaches, RAGT Plateau Central (Grain Business) demonstrates its contribution to the construction of a more resilient and environmentally friendly agricultural system, thereby meeting the expectations of consumers for ethical, sustainable products and fair remuneration for farmers:

- Soft wheat sector stored without insecticide (Bread Festival/Batigne Flour Mill)
- Soft wheat sector "Nos blés d'ici", "Agri éthique" label (Calvet / Maury mills) – See zoom CSR report 2022-23
- High quality durum wheat sector - 100% French production (Carrefour / Alpina Savoie)





The animal feed manufacturing plant in Albi (Prodial) was given a new animal feed manufacturing plant in early 2024. The Proléal project became a reality: RAGT Plateau Central now carries out cold crushing of rapeseed. Prodial's goal with this new manufacturing line is to crush 8,000 tonnes of rapeseed annually to extract 2,800 tonnes of oil and 5,000 tonnes of meal. Late June: 1,600 tonnes of rapeseed were crushed allowing the extraction of 900 tonnes of oil and 1,613 tonnes of meal. The waste from this process is partly recycled in the process as raw materials. A reflection is launched to improve the overall recycling of waste in the process cycle for 2024/25.

To explain this project, we consulted in-house stakeholders.

"The process makes it possible to extract the 30% of oil that makes up a rapeseed", explains Nicolas Lecat, Managing Director of RAGT Plateau Central. In addition, this transformation generates a co-product that is rapeseed meal, particularly rich in proteins. This meal will be fully used for the manufacture of animal feed at the same site in Albi and Rignac.

As for the oil that will be extracted, it will be resold... *"There will be no marketing in our stores,"* says Nicolas Lecat, "this unprocessed oil is not consumable in human food as it is". *"Proléal fully meets the short supply channel challenge that limits the carbon footprint. All rapeseed production will come from Occitanie and mainly from the Tarn",* summarises Olivier Combernoux, Head of Grain at RAGT PC. *"For a use of proteins in livestock feed that we manufacture on site and which is mainly consumed in Aveyron,"* adds Matthieu Pousthomis, Sales Director, RAGT Plateau Central.

ROADMAP

- Maintain our quality certifications and accreditations
- Develop our sectoral approaches (rapeseed, milling wheat, durum wheat, soya, etc.) to make it the spearhead of the Grain Business activity
 - Develop crops in value-added sectors
 - Adapt rotations according to the needs of the market and downstream sectors (rapeseed, sorghum, etc.)
 - Regenerative agriculture upskilling as part of RAGT Plateau Central's membership in the PADV "Pour une Agriculture Du Vivant" movement (productions under PADV specifications integrating agroecological criteria) – See "Biodiversity protection" issue
- Continuation of projects under the "Proteinov" approach
- As part of Prodial's membership of Duralim:
 - Signing of the new Duralim 2024 charter
 - Participation in the working groups set up for the implementation of the new Duralim roadmap (soybean and deforestation; decarbonisation and other environmental impacts; sovereignty/local solutions, etc.)

INSIGHT

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

Partnerships with stakeholders upstream and

downstream of our activities are also sought, including for the structuring of sustainable sectors that meet consumer expectations.

Some key figures on food safety and food sovereignty of our Businesses:

RAGT Semences



70% French production



28,000 tonnes delivered

RAGT Plateau Central



Livestock nutrition:
231,000 tonnes of feed produced



Collection and marketing:
186,000 tonnes
Grain brokerage: 120,000 tonnes

INDICATOR DASHBOARD

2023-2024

Issue	Commitments	Values	Indicator Name	Scope of activities	Time perimeters
Climate change mitigation		2023-24: 7.6 ktCO2e	Scope 1 and 2 GHG emissions (i) new indicator	100% of the activities of Plateau Central, RAGT SA, RAGT Energie, and the French activities of the Seeds Business - Semences - (given that 70% of the production of RAGT Semences is carried out in France)	2023-24
	Reduce the carbon footprint of our activities	2022-23: 655 kWh / tonne of seed 65.5 kWh / tonne of feed 2023-24: 696 kWh / tonne of seed 62 kWh / tonne of feed	Annual energy consumption (electricity + gas) (in kWh) of RAGT France representative industrial sites per tonne manufactured (seeds and animal feed)	RAGT France industrial sites Scope representing on average 75% of the annual consumption of the Group's French sites	2022-23 2023-24
	Contribute to the decarbonisation of agriculture and the planet	2018-19: 509 T 2019-20: 564 T 2020-21: 253 T 2021-22: 2,320 T 2022-23: 7,299 T 2023-24: 13,540 T	Tonnes of Calys agripellets sold	RAGT Energie	2018-19 2019-20 2020-21 2021-22 2022-23 2023-24
	Proposing varieties adapted to environmental issues	2018-19: 18% 2019-20: 17.4% 2020-21: 17.2% 2021-22: 15.6% 2022-23: 15.8% 2023-24: 18.7%	Proportion (as a %) of turnover of RAGT Semences invested in research (RAGT 2n)	RAGT Semences and RAGT 2n	2018-19 2019-20 2020-21 2021-22 2022-23 2023-24
Adaptation to climate change	Increase the proportion of drought-tolerant maize varieties	2019-20: 36% 2020-21: 37% 2021-22: 44% 2022-23: 42.5% 2023-24: 42% (i) corrections made on 2022-23 report	Proportion of qualified drought-tolerant maize varieties produced and marketed by RAGT Semences and its sales subsidiaries in the maize varietal portfolio	RAGT Semences (Value creation department)	2019-20 2020-21 2021-22 2022-23 2023-24
Waste management and circular economy	Reduce our waste and increase its recovery, maintain a low proportion of hazardous waste	2019: 3% 2020: 5% 2021: 4% 2022: 2.3% 2023: 4.4%	Proportion (as a %) of hazardous waste produced over the year	RAGT France **	2019 2020 2021 2022 2023
	Reduce our waste and increase its recovery, maintain a low proportion of hazardous waste	2019: 95% 2020: 94% 2021: 97% 2022: 95% 2023: 96%	Recovery rate (%) of waste generated over the year	RAGT France **	2019 2020 2021 2022 2023
Biodiversity protection	Innovate and promote savings in plant protection product solutions	2017: 8.3% 2018: 9.2% 2019: 11.7% 2020: 20.3% 2021: 22.3% 2022: 30.8% 2023: 38.9%	Proportion (as a %) of the number of CEPPs obtained in relation to the legislator's goal	RAGT France**	2017 2018 2019 2020 2021 2022 2023

Issue	Commitments	Values	Indicator Name	Scope of activities	Time perimeters
Health, Safety and QWL	Improving health, safety and quality of work life and working conditions	2023-24: RAGT Group TF2: 21.64 - RAGT France TF2: 23.48 (i) Promash excluded as from 2023-24 Historical performance of RAGT France: 2019-20: 24.4 2020-21: 17.1 2021-22: 28.1 2022-23: 29.9	Frequency rate 2 (TF2) = number of occupational accidents reported with and without work stoppage for 1 year (exclusion of occupational accidents / "1,000,000 / number of hours worked for 1 year" (i) change in the indicator	RAGT group*	2023-24
		2023-24: RAGT group: 0.64 - RAGT France TG: 0.86 (i) Promash excluded as from 2023-24 Historical performance of RAGT France: 2022-23: 0.67	Severity rate (TG) = number of days off work (connected to an occupational accident - exclusion of commuting accidents) for 1 year" * 1,000 / "number of hours worked for 1 year" (i) change in the indicator	RAGT group*	2023-24
		2020: 0.19 2021: 0.18 2022: 0.16 2023: 0.17	Claim frequency = number of claims declared to insurance company/total number of insured vehicles, trucks and machinery	RAGT France**	2020 2021 2022 2023
	Promote professional inclusion and retention of workers with disabilities in their jobs	2023: 3.6%	Employment rate of workers with disabilities	RAGT France companies subject to the obligation to employ disabled workers (with more than 20 employees)	2023
Inclusion, equality, diversity	In favour of professional equality	2019: 61/100 2020: 76/100 2021: 85/100 2022: 87/100 2023: 87/100	Professional equality index between men and women	RAGT social and economic units***	2019 2020 2021 2022 2023
	/	2022-23: 85.8 2023-24: 87.7	Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT Group (i) change in the indicator	RAGT group*	2022-23 2023-24
Attractiveness, development of skills and employee loyalty	Develop our employees' business skills	2018: 2.7% 2019: 2.8% 2020: 3.0% 2021: 3.4% 2022: 3.3% 2023: 3.8%	Proportion (as a %) of payroll allocated to training	RAGT social and economic units***	2018 2019 2020 2021 2022 2023
		2023: 14 hours for women and 17.3 hours for men	Average number of hours of training per employee and gender (i) new indicator	RAGT social and economic units***	2023
	Welcome an increasing number of work-study apprentices	2018-19: 15.5 2019-20: 21.42 2020-21: 22.50 2021-22: 23.67 2022-23: 29.75 (including 0.5 RAGT 2n Masterclass) 2023-24: 32.50 (including 2.5 RAGT 2n Masterclass)	Average number of work-study apprentices during the year	RAGT France**	2018-19 2019-20 2020-21 2021-22 2022-23 2023-24
	Enable access to professional mobility	2020-21: 6.5% 2021-22: 9% 2022-23: 5.5% 2023-24: 5.6%	Proportion (as %) of the number of internal transfers that occurred during the year, on the number of permanent contracts at the beginning of the year	RAGT France**	2020-21 2021-22 2022-23 2023-24

INDICATOR DASHBOARD

2023-2024

Issue	Commitments	Values	Indicator Name	Scope of activities	Time perimeters	
Transition of agricultural models	Support the agroecological transition in the Occitanie Region	2021-22: 58 certified farms 2022-23: 139 certified farms (86 audits over the year / +140% new customers) 2023-24: 154 certified farms (53 audits over the year / +11% new customers)	Evolution of the total number of HVE-certified (High Environmental Value) farms after RAGT Plateau Central support (for an initial audit or certification renewal audit) <i>(i) change in the indicator</i>	RAGT Plateau Central	2021-22 2022-23 2023-24	
		2023-24: 10 CADs filed in the Region	Evolution of the total number of farms supported by RAGT Plateau Central to obtain a CAD (Sustainable Agriculture Contract) with the Occitanie Region <i>(i) new indicator</i>	RAGT Plateau Central	2023-24	
	Bring solutions to rise to the challenges of the future	2018-19: 2.9% 2019-20: 3.0% 2020-21: 3.1% 2021-22: 3.0% 2022-23: 2.6% 2023-24: 3.3%	Proportion (as a %) of turnover of soil and health plants out of total seeds marketed (in turnover)	RAGT Group *	2018-19 2019-20 2020-21 2021-22 2022-23 2023-24	
	Food and health safety	Commit to sustainable livestock feed	2019: 74% 2020: 73% 2021: 72% 2022: 78% 2023: 75%	Proportion of our bulk raw materials from France (grown and processed in France) in the manufacture of our feed	Prodial (Feed production)	2019 2020 2021 2022 2023
			2019: 3.4% 2020: 3.4% 2021: 2.6% 2022: 0.4% 2023: 0.35%	Proportion of our feed production containing medicinal products	Prodial (Feed production)	2019 2020 2021 2022 2023
2023: 53%			Proportion of non-deforesting soybean supplies in total soybean deliveries (seeds, cakes, oils and hulls) <i>(i) new indicator</i>	Prodial (Feed production)	2023	

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 Group: RAGT France companies + Semences subsidiaries abroad

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

** RAGT socio-economicunit (calendar year 2023): RAGT SA / RAGT Semences / RAGT 2n / RAGT Plateau Central / Prodial / RAGT Energie

MANDATORY ITEMS

So-called "mandatory" information	2023-2024 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 within the "Climate Change Mitigation" issue.
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 revolve around 3 strategic programs: · "Environmental footprint" · "Social - QWL" · Sustainable agriculture 2- Our commitments to the circular economy are developed within the "Waste management and circular economy" issue 3- Our commitments to the fight against food waste and food insecurity are introduced by the "Adaptation to climate change" and "Waste management and circular economy" issues. Food waste is taken into account by all our activities, through the recovery of seed and agricultural by-products, the decommissioning of seed, 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" issue and more specifically by the "Food and health safety" issue. Animal welfare is not developed as a "main" risk for this non-financial performance report, beyond the materiality matrix.
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 in the Strategic Social QWL Program.
Actions to combat discrimination and promote diversity.	This information is developed within the "Inclusion, equality, diversity" issue.
Indirect or direct emissions related to upstream and downstream transport activities, accompanied by a plan to reduce these emissions.	See trajectory defined for the "Climate Change Mitigation" issue.
Promotion of the practice of physical activity and sport within the company.	This information is developed in the following issue "Health, Safety and QWL"



Partner of the agricultural world, bringing innovative solutions to rise to the challenges of the future