



2022-2023 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

Our Group is committed to embedding our value chain in a dynamic of performance and resilience and finding better ways of living together. Our approach obviously mainly aims to address the Group's employees by highlighting some particularly remarkable developments, but also to reach out to agricultural stakeholders in order to demonstrate our commitment to the transformation of agricultural models by supporting farmers through the complex challenges of the European Green Deal.

Our mission illustrates our commitment "To be the partner of the agricultural world, bringing innovative solutions to rise to the challenges of the future", and also the challenge of sustainable development.

For the fifth year running, this report embodies our determined contribution to this challenge. Our CSR approach is structured to facilitate reading and dissemination, but it remains a sincere approach that is based on our daily work, taking into account increasingly pronounced social, environmental and societal concerns.

The commitment of all our employees to make CSR a collaborative and cross-cutting corporate project, accompanying transformations, will continue to be promoted on a daily basis. It should be noted that ESG (Environment, Social, Governance) management has been strengthened, through 3 strategic programs:

- E - "Environmental footprint"
- S - "Social - QWL"
- G - "Sustainable agriculture"

The structure of our annual CSR report has changed in order to allow you to discover, for each of the programs, and related sustainability issues, our performance, our commitments and concrete actions over the year, but also the trajectory and roadmap we have defined.

Enjoy!

CONTENTS

Governance	3
Business model	5
Materiality matrix	9
Environment program: Environmental footprint	12
Climate change mitigation	13
Energy transition	17
Adaptation to climate change	21
Waste management and circular economy	25
Biodiversity protection	29
Social program: Social - QWL	34
Health, Safety and QWL	35
Inclusion, equality, diversity	41
Attractiveness, development of skills and employee loyalty	45
Governance program: Sustainable agriculture	52
Transition of agricultural models	53
Food and health safety	57
Appendices	63

GOVERNANCE OF THE RAGT GROUP

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

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
Natacha Alaux, Secretary-General

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

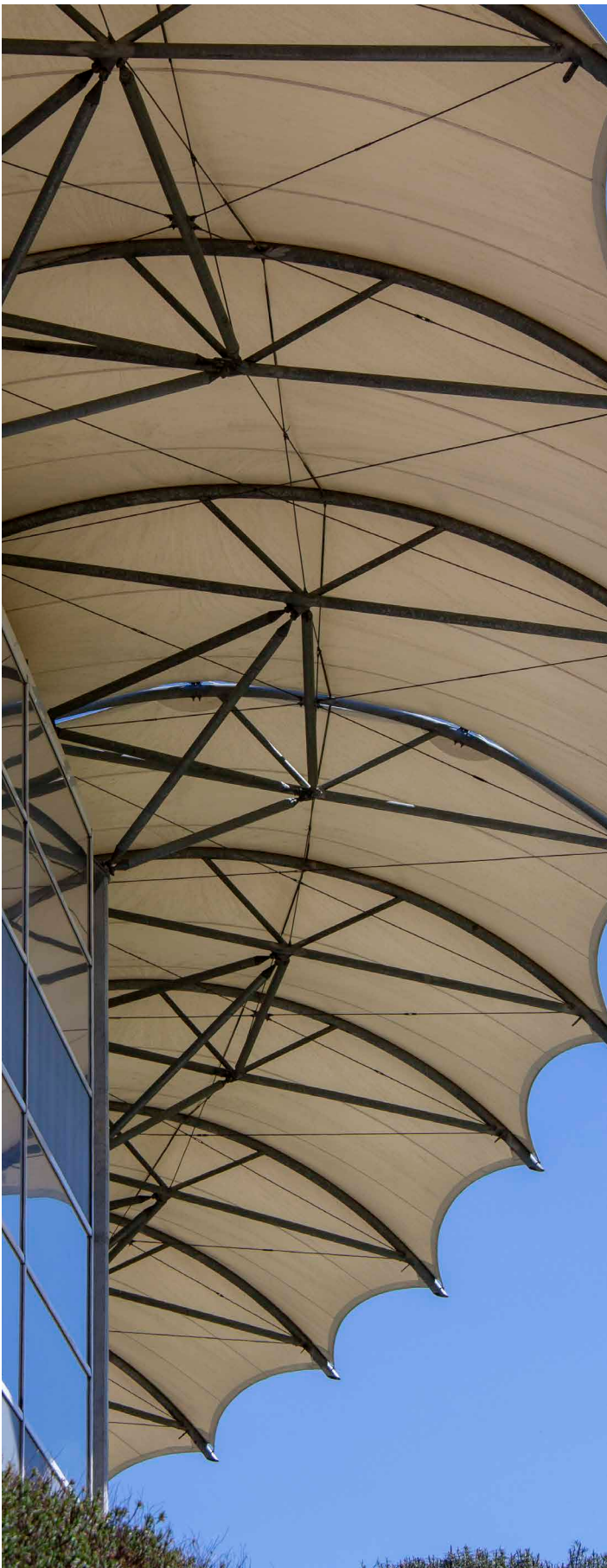
Bertrand Malaval, Administrative and Financial Director of Plateau Central

Damien Robert, Managing Director, Semences
François-Olivier Cailleau, Deputy Managing Director, Semences

Sébastien Chatre, Managing Director, RAGT 2n
Olivier Lucas, Value Creation Director, Semences
Ludovic Lopez, Administrative and Financial Director, Semences

This Group Executive Committee, a cross-cutting steering body handling Group policy and actions (including policies described in this non-financial performance report) supports the management committees of other divisions and meets once a month.

The Group's CSR approach is deployed via the Human Resources (HR) division, through project coordination involving the HR division's management, two project team members, and more than fifty contributors across all business lines.



BUSINESS MODEL VALUE CHAIN

Rouergue, Auvergne, Gévaudan, Tarnais,
the four regions from which RAGT derives its origin.

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

them with quality products, promoting and supporting livestock and crop production.

Our human values

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

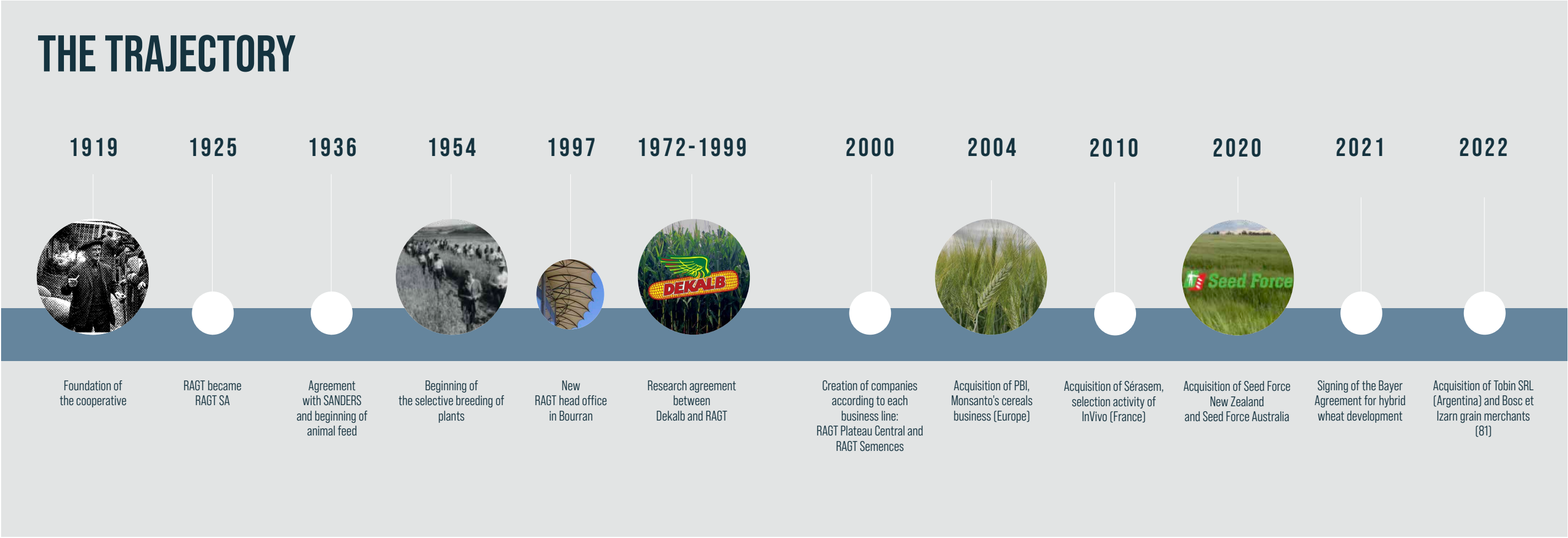
- professionalism, rigour, work
- modesty, mutual respect and also
- ambition, audacity and authenticity

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

RAGT, a century of passion for agriculture and innovation

Created in 1919 by farmers for farmers, the RAGT Group has set itself the objective of ensuring their training, disseminating new technical advances, providing

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
70 Employees

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

OPERATIONS & QUALITY

2 ACTIVITIES
① Field production
② Factory seed production

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
75% of seed production (in-field) IN FRANCE

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

OUR MISSION:

BE A PARTNER OF THE AGRICULTURAL WORLD, BRINGING INNOVATIVE SOLUTIONS TO RISE TO THE CHALLENGES OF THE FUTURE.

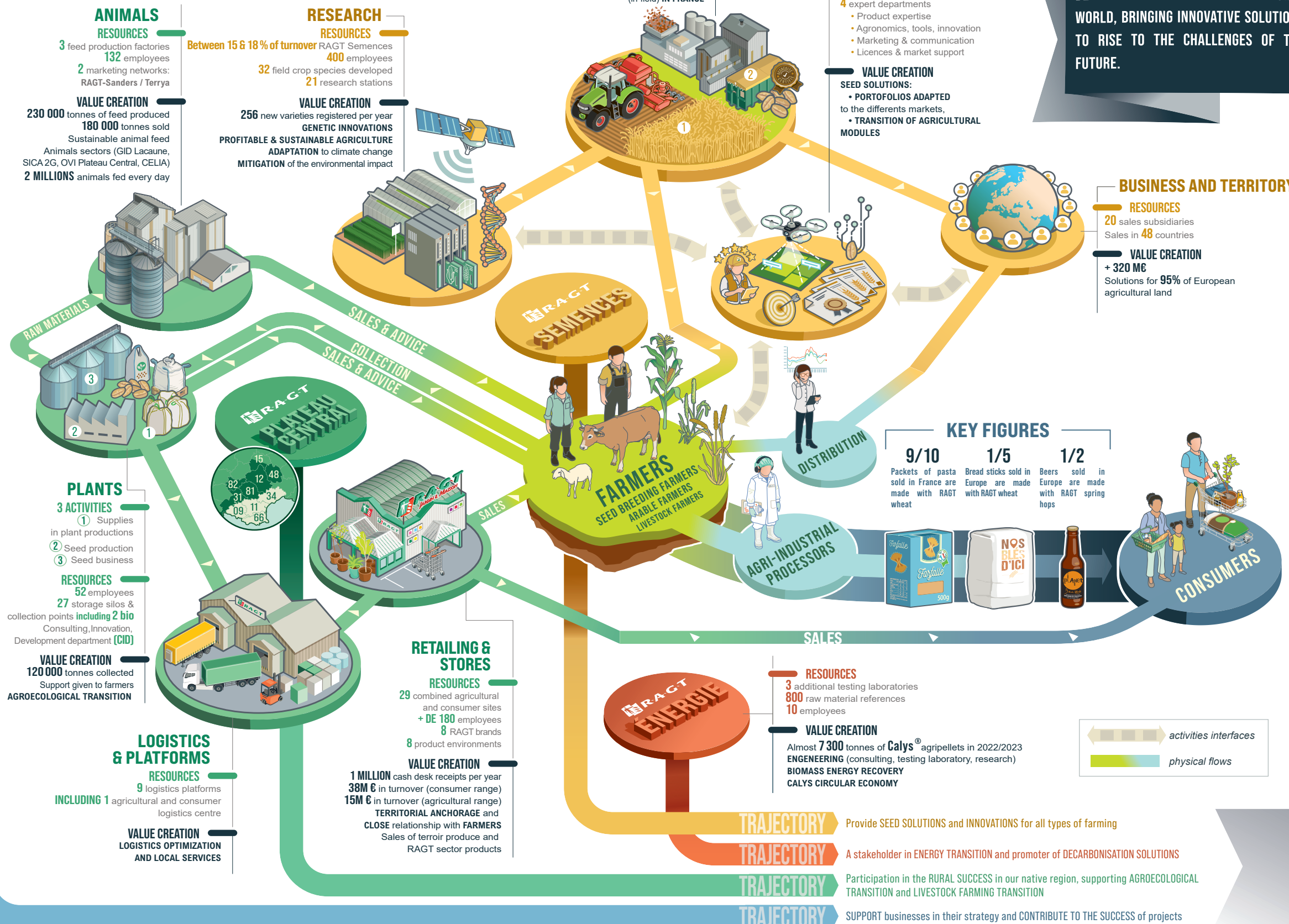
BUSINESS AND TERRITORY

RESOURCES
20 sales subsidiaries
Sales in 48 countries

VALUE CREATION
+ 320 M€
Solutions for 95% of European agricultural land

KEY FIGURES

9/10 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

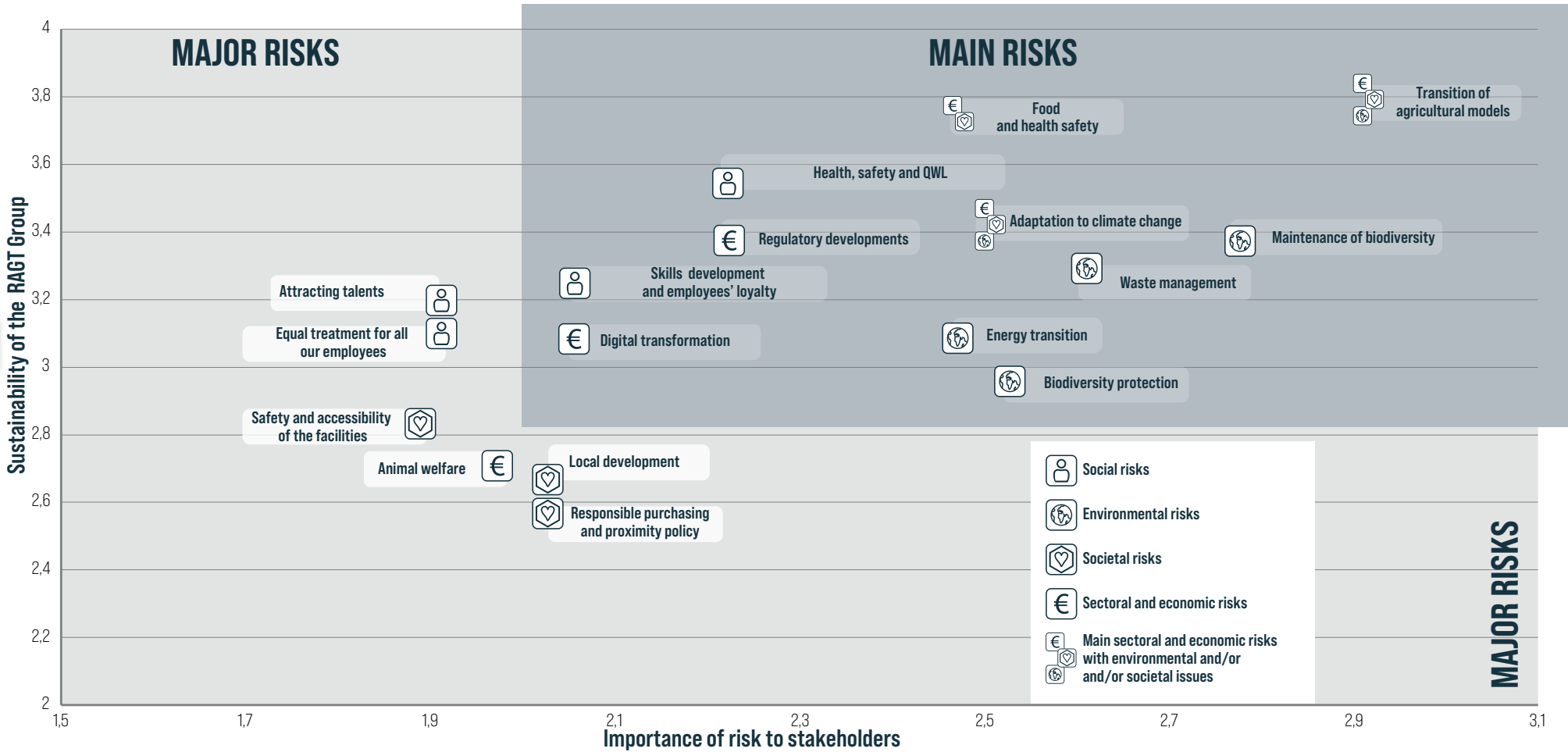


MATERIALITY MATRIX

OUR ESG 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 2018-2019. 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 the 2025-2026 financial year. New risk prioritisation is therefore scheduled for the 2024-2025 financial year with the application of the principles of dual materiality (impact materiality and financial materiality).

As such, and in view of emerging CSR issues, the sustainability issues addressed so far are EVOLVING. i.e.:

- The challenges of "regulatory changes" and "Digital Transformation" are no longer treated as a "core risk" as regulatory compliance is sought for all sustainability issues and digitalisation, a cross-cutting

objective embedded in all RAGT projects;

- A new challenge: "Inclusion, equality, diversity" describing in particular our disability policy;
- The issue of "Skills development and employee loyalty" is broadened to include issues of attractiveness and employer brand;
- The following risks are renamed:
 - Environmental protection => Climate change mitigation
 - Control of energy consumption => Energy transition
 - Climate hazards => Adaptation to climate change
 - Biodiversity conservation => Biodiversity protection
 - Health, safety and working conditions => Health, safety and QWL



1 | ENVIRONMENTAL FOOTPRINT



CLIMATE CHANGE MITIGATION

P. 13 TO 16



ENERGY TRANSITION

P. 17 TO 20



ADAPTATION TO CLIMATE CHANGE

P. 21 TO 24



WASTE MANAGEMENT AND CIRCULAR ECONOMY

P. 25 TO 28



BIODIVERSITY PROTECTION

P. 29 TO 32

1.1 | CLIMATE CHANGE MITIGATION

The carbon footprint is a material issue for the RAGT Group. Faced with the challenge of global warming, the agricultural world has a role to play in mitigating it. 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 by agroecological transition. The RAGT Group, as a partner of the agricultural world, feels fully involved.



KPI: REDUCTION OF GHG EMISSIONS SCOPES 1, 2 & 3
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 Seeds is carried out in France)
Unit: tCO2e

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.

Although it is not a regulatory obligation, by the end of 2024, the RAGT Group undertakes 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 over the following years (scope 3 in year 2). The Group also aims to define a decarbonisation trajectory for scopes 1 and 2, in line with the Paris Agreements from 2025 (within the 1.5 °C scenario), which will then be monitored.



TRAJECTORIES AND OBJECTIVES					
Years	End 12/2024	End 12/2025	End 12/2026	End 12/2027	End 12/2028
Annual GHG emission reduction targets – Perimeter: France	Provide a Carbon Stocktake Scopes 1 and 2	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 Scope 1, 2, 3	Monitor the trajectory Scope 1, 2, 3
		Provide a Carbon Stocktake Scope 3	Provide a decarbonisation trajectory Scope 3		

OUR COMMITMENTS AND ACTIONS FOR 2022-2023 AT A GLANCE

Reducing our carbon footprint

- Actions initiated regarding scopes 1 and 2:
 - Actions of the Energy Working Group – See “Energy Transition” issue
 - RAGT France Group’s CSR newsletter entitled “Acting together – Episode 1: Reducing our energy consumption”: information on France’s energy efficiency plan; key RAGT and national figures; best practices to be adopted on all sites
 - Group head office – Bourran site: total replacement of the site’s heating and air conditioning devices for a more efficient solution (1st OPERAT declaration made pursuant to the tertiary decree); installation of electric / hybrid vehicle charging stations.
- Actions initiated regarding scope 3:
 - RAGT Energie: supplier of decarbonisation solutions for industrial heating systems through its two business lines (Calys Agropellets and Engineering)
 - Joint work between Plateau Central / Semences on a 1st identified lever: Multi-Service Cover Crops (MSCCs)
 - A strengthened partnership between the RAGT Group and the French Young Farmers’ Union (Jeunes Agriculteurs - JA) creating a low-carbon think tank and working group
 - A collaboration with Bayer as part of their Ag4Climate project aimed at improving the control of GHG emissions in agriculture (avoidance/sequestration), articulated around two areas: MSCCs in crop rotations and the collection of digital carbon capture data on pilot farms (RAGT identified as an expert and cover crop supplier)
 - Willingness to build and implement a “low-carbon” strategy throughout our value chain: for example, the value creation department of RAGT Semences

is actively working on a multi-criteria evaluation method for its solutions. With this method, RAGT solutions can be evaluated under 2 carbon criteria (emissions reduction and capture). Teams train on the subject and explore tools such as “Carbon Extract” developed by “Agrosolutions”

- Subsidiaries focus:
 - > RAGT Australia: sponsorship of two projects on the study of soil health and carbon sequestration; RAGT provides the necessary varieties
 - > RAGT New Zealand: seed packaging change under study:
- Context: absence of a national recycling channel for polyethylene bags
- Opportunity: rebranding from Seed Force to RAGT NZ (New Zealand)
- Objective: study of the transition to paper bags (a more sustainable alternative) so far used only for blends (customer survey to assess quality, handling and durability criteria).

Carrying out our first stocktake of greenhouse gas emissions (BEGES) and defining a decarbonisation trajectory

- In the 2020-2021 financial year, the “operations and quality” activity of RAGT Semences had carried out groundwork on how to account for GHG emissions, thus acting as a starting point and feedback for future work.

ROADMAP

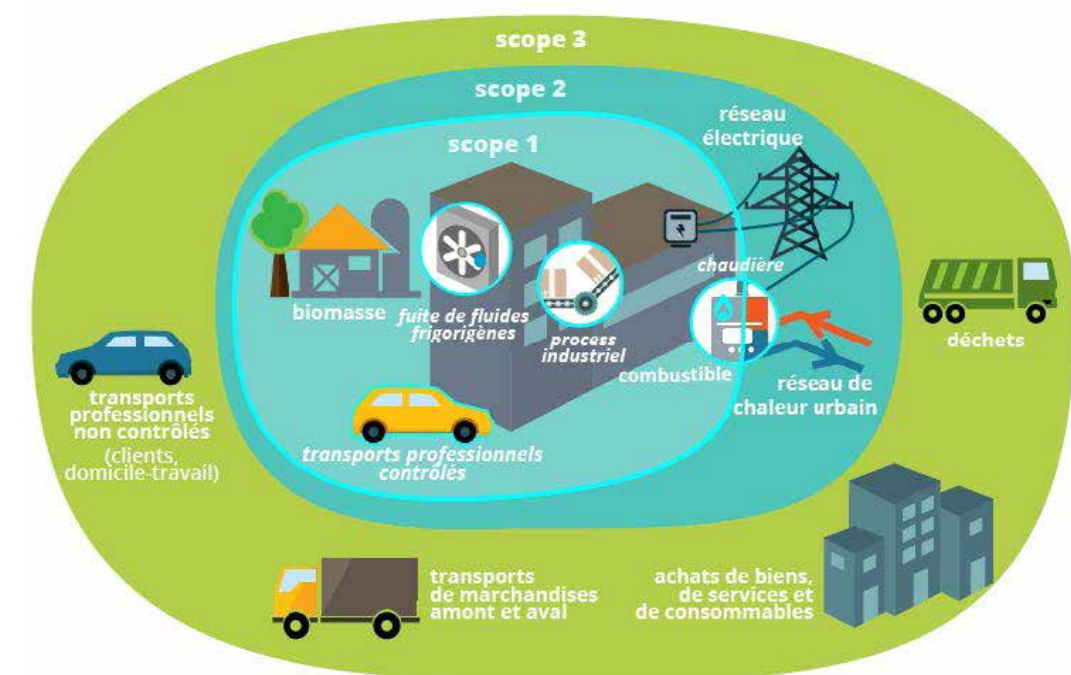
BEGES – 2024-2025 and moving forwards

- The first action to be taken is the appraisal and scoping of the project for the 2023-2024 financial year (choice and configuration of the solution, reverse scheduling, budget, identification of project stakeholders (resources yet to be defined), etc.).
- Raising the awareness of the project’s internal stakeholders will be a prerequisite. They will be invited to participate in a Climate Fresco type action. On this occasion, the trajectory defined in this document will be shared.
- Finally, a project launch meeting organised no later than the end of June 2024 will bring together all contributors and deliver a first training action on BEGES (emission scopes, carbon accounting methodology, tool, etc.).

Continuation of actions initiated on scopes 1, 2 and scope 3 – financial year 2023-2024

Implementation of the LOM Act: greening of the RAGT vehicle fleet

Decarbonisation value chain: partnerships with agri-industry players – medium / long term



*French version

1.2 ENERGY TRANSITION

Consume less, consume better and consume differently (self-consumption): the objective of all the Group's companies to reduce operating costs, increase performance, but also contribute nationally and globally to energy efficiency goals (scarcity of resources) and the reduction of GHG emissions.



KPI: ENERGY TRANSITION	2018-19	2019-20	2020-21	2021-22	2022-23
Annual energy consumption (electricity + gas) (in kWh) of RAGT France representative industrial sites per tonne manufactured (seeds and animal feed) <i>(RAGT France representative industrial sites: RAGT Semences Molinières; RAGT Semences Estillac; Prodial Albi; Prodial Rignac; Promash. Scope representing on average 65% of the annual electricity consumption and 85% of the annual gas consumption of RAGT France sites)</i>	/	/	/	/	655 kWh / tonne of seed 65.5 kWh / tonne of feed
Tonnes of Calys agripellets (RAGT Energie)	509 T	564 T	253 T	2,320 T	7,299 T
TRAJECTORIES AND OBJECTIVES TARGET SCORES	2022-23		2023-24		
Annual energy consumption (electricity + gas in kWh) of RAGT France representative industrial sites per tonne manufactured	/		A new indicator; a reduction goal (as a %) will be set for 2024-25		
Tonnes of Calys agripellets (RAGT Energie)	7,299 T (target exceeded)		10,000 T		

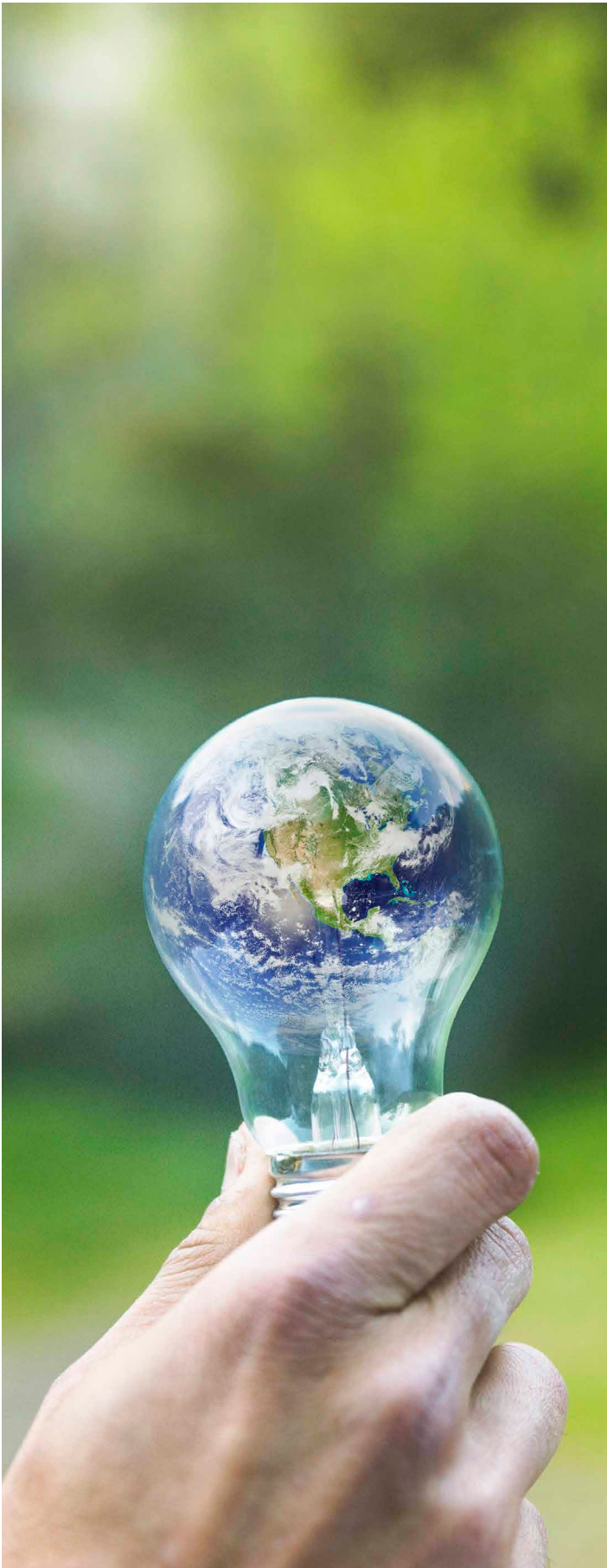
OUR COMMITMENTS AND ACTIONS FOR 2022-2023 AT A GLANCE

Articulating the energy policy and decarbonisation trajectory

- Progress report on the work of the Energy Working Group at the end of the financial year:
 - A still effective energy working group with 1 energy project manager
 - A RAGT France Group electricity framework contract signed for 2024 and 2025
 - RAGT 2n Annœullin, Prodial Albi and Rignac establishments brought into the RAGT France Group gas framework contract (end of contract: end of 2024)
 - An effective monitoring and reporting process
 - A renewable energy pilot project under study in France: installation of photovoltaic panels at the Prodial food manufacturing plant located in Albi.

Taking action for the energy recovery of plant biomass and the decarbonisation of industrial heating systems

- RAGT Semences: strong research focus on species and varieties adapted to methanisation.
- RAGT Energie, a stakeholder in French energy transition [Zoom].



Q | ZOOM

RAGT ENERGIE,
A STAKEHOLDER IN FRENCH
ENERGY TRANSITION

Since its creation in 2006, RAGT Energie has been a key stakeholder in research and consulting in biomass energy recovery, recognised in particular through its patented Calys concept. RAGT Energie brings industrialists and communities seeking to green their heating network a solution that consumes less fossil fuel (> 50% renewable energy on the network). With its 70 high-rise towers, more than 180,000 workers and nearly 4 million m² heated, the heating and air conditioning system of the La Défense business district began energy renovation work in 2022. Previously using heavy oil, Idex La Défense, the site's main heat network provider identified Calys agripellets as a solution to significantly reduce the district's energy impact. Made from raw materials of agricultural origin (green waste, rapeseed or maize straw, sunflower husks, olive stones, vine shoots), this fuel has many advantages:

- reducing the carbon footprint: besides waste recovery, agricultural residues are harvested within a limited local radius and then transported by train

- contribution to the development of the region: the ashes from combustion will be recovered locally through spreading plans to fertilise the soil
- catalyst for the local economy: job creation for the collection, packaging and delivery of agripellets

RAGT Energie is also supporting the energy transition of the Compagnie parisienne de chauffage urbain (CPCU) and the city of Grenoble.

ROADMAP

Articulating the energy policy and decarbonisation trajectory

- Implementation of a pilot renewable energy project – SHORT/medium term
- External support in the form of an energy audit on a representative industrial site under study – IN THE medium term
- "Energy" policy to be aligned with the future decarbonisation trajectory, including the orientations in terms of renewable energy – End of December 2025
- Monitoring of the implementation of Act No. 2023-175 dated 10 March 2023 – Outdoor solar shade car parks – Regulatory deadline 2028.

RAGT Energie, a stakeholder in French energy transition

- Continuation of ongoing projects: Idex La Défense, CPCU, City of Grenoble
- Development of the Calys® solution in industrial projects (decarbonisation of industrial facilities)
- Work on and monitoring in the fields of application of BIOCHAR (heat treatment of biomass) which is a new energy and ecological transition solution, in which the Group will be able to take a significant part, in particular on land uses but also filtration and coal replacement. A standard on the subject is being drafted.

INSIGHT



NICOLAS LECAT
Managing Director
RAGT Plateau Central
Pilot of the
energy working group

Energy issues are paramount in our activities the drastic rise in energy costs has significantly impacted the agricultural sector. In view of the impact on our production costs at the beginning of 2022, the Group Management Committee decided to set up an energy working group across RAGT's various businesses. The primary objective was to identify and evaluate the different contracts for the supply of natural gas, propane gas, electricity and biomass that fuel RAGT's activities. The next stage was to identify ways of optimising supplies and diversifying them, including renewable energies.

“The work carried out over 2022-2023 made it possible to lay the foundations of a Group energy policy: mutualisation, cross-cutting approach and management. This working group, involving the Divisions of our industrial activities, meets regularly to define and monitor our energy transition approach. The analysis of renewable energy began with the drafting of an audit based on the photovoltaic pilot project at the Albi plant from 2023-2024. Watch this space...”

1.3 | ADAPTATION TO CLIMATE CHANGE

Under the impact of climate change, agriculture is disrupted with consequences for food safety as well as market activity, 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.



KPI: ADAPTATION TO CLIMATE CHANGE	2019-20	2020-21	2021-22	2022-23
Proportion (as a %) of turnover of RAGT Semences invested in research (RAGT 2n)	17.4%	17.2%	15.6%	15.8%
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%	44%

TRAJECTORIES AND OBJECTIVES TARGET SCORES	2022-23	2023-24 and subsequent years
Proportion (as a %) of turnover of RAGT Semences invested in research (RAGT 2n)	≥ 15% [objective reached]	Between 15 and 18% (new target range defined)
Proportion of qualified drought-tolerant varieties produced and marketed by RAGT Semences and its sales subsidiaries in the varietal portfolio	42.6% [objective reached]	44%

OUR COMMITMENTS AND ACTIONS FOR 2022-2023 AT A GLANCE

Developing hybrid wheat seeds

– The partnership set up between RAGT and Bayer in April 2021 aimed at jointly developing hybrid wheat varieties by 2026 has reached its halfway point. A first so-called preparatory phase made it possible to create and test several thousand types of hybrid wheat. The collaboration on genetic innovation (yields, tolerance to biotic and abiotic stresses, etc.) is extended to digital, plant cover, biostimulants, etc. The results obtained in 2023 on hybrids are very promising and confirm that we can bring more agronomically competitive varieties to market.

Proposing varieties adapted to environmental issues

- Continuation of RAGT 2n Weather and GAU Envirotype projects detailed in the 2021-2022 CSR report
- OPLIT range for 2024 sowing: new range of RAGT maize varieties that optimises yield and adapts to limiting factors.

Increasing the proportion of drought-tolerant varieties [Zoom]



Q | ZOOM

INCREASING THE PROPORTION OF DROUGHT-TOLERANT VARIETIES

After 2050, the lack of water should be felt and the effect of high temperatures should be more pronounced. Through genetics and agronomy, agriculture will seek to select species that are tolerant to so-called abnormal seasonal temperatures and to anticipate the periods when the temperature risk is highest (shift in sowing dates, earlier varieties). RAGT Semences already provides solutions to cope with periods of drought in particular. Let us take the practical example of maize. Beyond growing maize in water-deprived situations, the Stressless H2o range meets farmers' need to optimise yield regardless of year-round conditions. It includes varieties that have both genetic predispositions to limiting conditions while guaranteeing a level of performance in normal and optimal situations. It makes it possible to highlight solutions through

specific technical cultivation routes adapted to identified geographical contexts.

- Use of StressLess H2o varieties in the context of increasingly delicate irrigation management (quotas - remote plots - end to early irrigation, etc.)
- The StressLess DRY range is a selection of varieties particularly well adapted to a given context in southwest France. It uses early varieties sown as early as March with the aim of having a plant developed before the summer drought and thus harvesting to standard in early September while minimising drying costs and facilitating the establishment of a straw cereal.

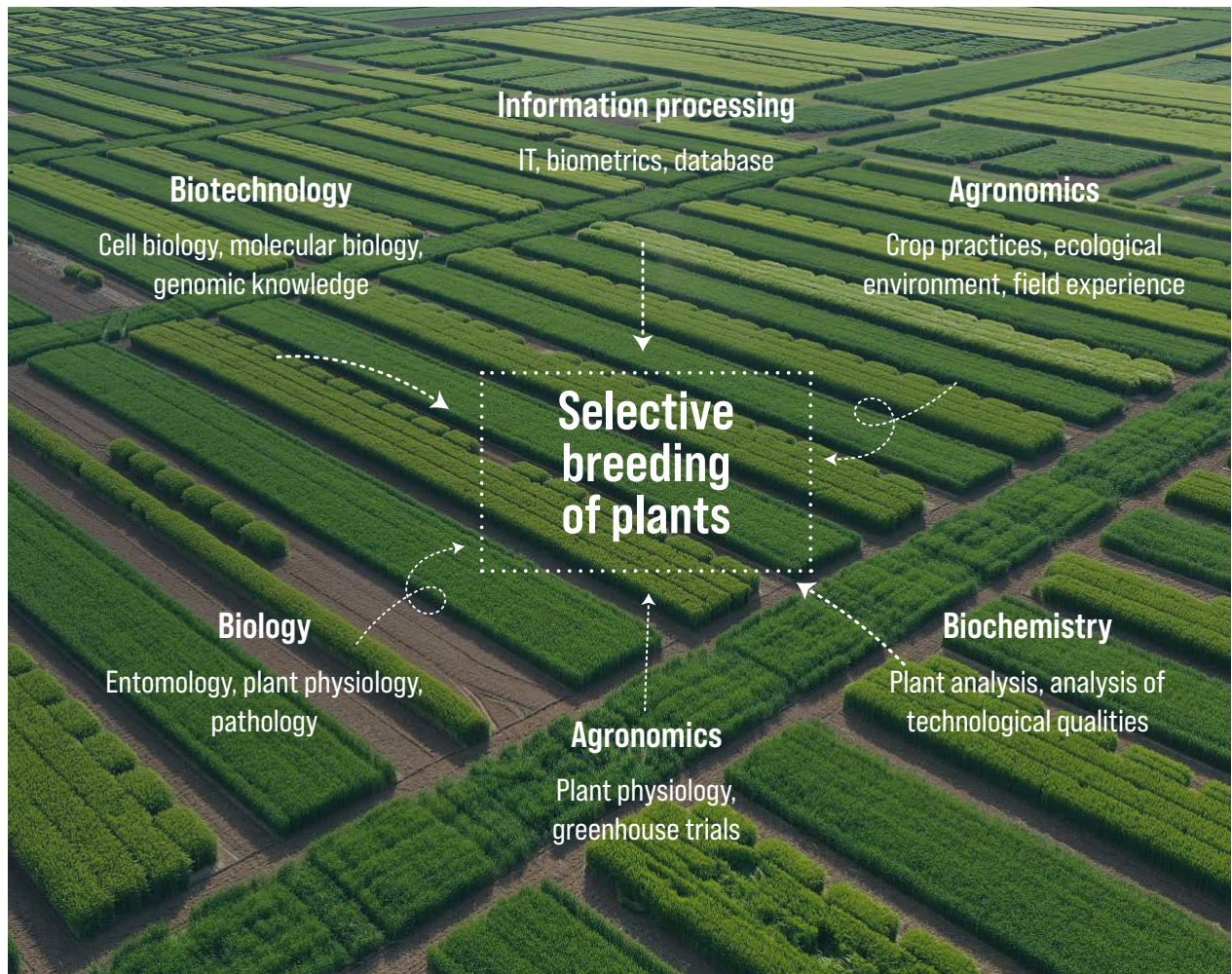
ROADMAP

CID (Consulting, Innovation, Development) service training offer:

- new training on adaptation to climate change – financial year 2023-2024.

Implementation of a winning project of the Seed Business Innovation Challenge held over 2022-2023:

- "ENVIRAGT - typical environments for RAGT" which aims to more precisely evaluate the adaptation of varieties under different well characterised conditions and thus optimise their commercial potential.



1.4 | WASTE MANAGEMENT AND CIRCULAR ECONOMY

Breaking with the linear model of "extract, manufacture, consume, discard" and developing circular economy: a material challenge for RAGT Energie, which works on the energy recovery of plant biomass (co-products). 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 nearly fifteen specialists on the subjects of health, safety and the environment drives our waste management policy.



KPI: RAGT GROUP WASTE*1	2019	2020	2021	2022
Proportion (as a %) of hazardous waste produced over the year	3%	5%	4%	2.3%
Recovery rate (%) of waste generated over the year	95%	94%	97%	95%

*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
2022: no exclusions (100% of activities in France)

TRAJECTORIES AND OBJECTIVES	Target score
Proportion (as a %) of hazardous waste produced over the year	≤ 5%
Recovery rate (%) of waste generated over the year	Between 95 and 100%

OUR COMMITMENTS AND ACTIONS FOR 2022-2023 AT A GLANCE

Maintaining a low share of hazardous waste and increasing the recovery rate

- Internal audit on waste management as part of the annual health, safety and environment cross diagnostics – See "health, safety and QWL" issue:
 - 4 RAGT establishments audited in 2023
 - Audited requirements: organisation of waste management defined in situ; sorting instructions; waste monitoring log; reduction actions; fight against food waste; effective recycling channels; circular economy measures; staff awareness; operational control in case of accidental pollution.

Taking part in waste management and extended producer responsibility schemes

- Voluntary contribution to the still relevant ADIVALOR scheme through the mobilisation of our network of RAGT Plateau Central and Terrya stores to collect the various waste from farmers in our region of origin
- Agreement with Valoralim – Collection and recycling of empty packaging of animal nutrition products **[Zoom]**.



Q | ZOOM

AGREEMENT WITH VALORALIM, COLLECTION AND RECYCLING OF EMPTY PACKAGING OF ANIMAL NUTRITION PRODUCTS

"On February 27, 2023, for the International Agricultural Show, the animal nutrition sector represented by its three unions (AFCA-CIAL, La Coopération Agricole Section Nutrition animale and SNIA) signed the official launch of VALORALIM, an ad hoc structure, created in partnership with ADIVALOR.

This initiative is supported by all representatives of the agricultural world [...] VALORALIM will collect eco-contributions from marketers to finance the collection and recycling program entrusted to ADIVALOR and will support actions to improve the eco-design of packaging for animal nutrition products. [...]

Packaging collections, organised by ADIVALOR and its partners, will begin in the autumn of 2023 and will pool flows with pre-existing channels (collection points and similar collection instructions, identical collection dates). The stated goal is to achieve an average

collection rate of 60% and a recycled/collected packaging rate of 80%".

For more information, see the full press release: <https://www.adivalor.fr/docs/sharedoc/1082/communiquede-presse-valoralim-sia-27-fevrier-20231.pdf>

ROADMAP

- Maintaining a low share of hazardous waste and a recovery rate close to 100 %
 - Continued internal audits including the evaluation of waste management in France
 - Monitoring of the 2024 French Finance Act – Postponement of the obligation to issue and receive electronic invoices
- Taking part in waste management and extended producer responsibility schemes
 - Citeo – eco-organisation approved by the French

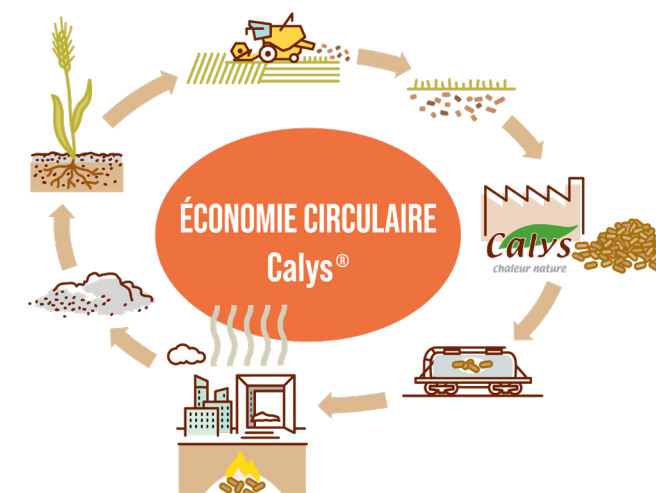
State for the printed paper waste sector (effective memberships of RAGT Semences and RAGT Plateau Central): obligation to develop a prevention and eco-design plan – regulatory deadline of 15 October 2023

- Valoralim: in-house work sequence in autumn 2023 combining logistics, trade and distribution of RAGT Plateau Central stores in order to set up the implementation scheme.

INSIGHT



MATTHIEU CAMPARGUE
Director, RAGT Energie



* French version

The business model of Calys is structured around the energy recovery of agricultural by-products collected in the field or in primary processing industries. Our business is to transform waste into a standardised fuel via formulation and additivition. Agricultural waste is therefore collected, qualified, formulated to be transformed into fuel, recovered as energy in heating networks and/or industries and the waste from this combustion - ash - returns to the ground to act as an amendment for future crops. Through this model, RAGT Energie operates and develops a territorial circular economy.

1.5 | BIODIVERSITY PROTECTION

Biodiversity is the living tissue of our planet, the basis of productivity of all forms of agriculture (rational, sustainable, conservation, regenerative, biological, conventional, etc.). 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.



KPI: BIODIVERSITY PROTECTION	2017	2018	2019	2020	2021	2022
CEPP (Certificate of phytopharmaceutical product savings) coverage ratio (rate of reaching the number of CEPPs to be collected)	8.3%	9.2%	11.7%	20.3%	22.3%	30.8%
TRAJECTORIES AND OBJECTIVES	2023					
TARGET SCORES						
CEPP coverage ratio (achievement rate of the number of CEPPs to be collected)	32.0%					

OUR COMMITMENTS AND ACTIONS FOR 2022-2023 AT A GLANCE

Innovating and promoting savings in plant protection product solutions

- Work on the development of new CEPP action sheets (Certificate of phytopharmaceutical product savings) including in collaboration with the interprofession.
 - For example, "GENECARE MILDIQU", a new action sheet validated in December 2022:
 - > 12 varieties on the action sheet varietal list (to learn more about our Genecare varieties, see our previous 2021-2022 CSR report p.15)
 - > First CEPP action sheet drafted to support a seed treatment (1 to 2 active materials less applied in the factory) and thus reduce the risk of resistance of Mildew to this treatment
 - > Target: south-west France (strong mildew pressure)
- New framework agreement between RAGT Plateau Central and the Aveyron Chamber of Agriculture:
 - The aim, for each of the parties, is to define their intervention with farmers for enhanced complementary action and interactions

- Purposes:
 - > Facilitation of exchanges on agroecological practices and delivery of solutions to farmers
 - > Implementation of joint studies and trials
 - > Access by RAGT Plateau Central to a sustainable agriculture observatory in the Aveyron department
 - > Definition of roles in phytosanitary advice (role devolved entirely to the Chamber of Agriculture 12 via the CSP (Conseil Stratégique Phyto - Phyto Strategic Council: 2 mandatory CSPs over 5 years for the renewal of certiphyto). On this point, RAGT Plateau Central customers were encouraged via technical sales advisers to approach the Aveyron Chamber of Agriculture in order to carry out an evaluation of their plant protection practices by the end of 2024.

Find the media produced by RAGT: <https://www.youtube.com/watch?v=uc0RkXh480Q>.

Optimising crop production by promoting pollination [Zoom]



Q | ZOOM

OPTIMISING CROP PRODUCTION BY PROMOTING POLLINATION

868 is the number of "Nos miels d'ici" honey jars sold in the 2022-2023 financial year in the RAGT Jardin and Maison stores. The sales confirm our customers' adherence to "Nos miels d'ici" which, after "Nos blés d'ici" flour and "Planet" beer, complete the range of products offered by RAGT aimed at showcasing our know-how. Designed in a 100% local and sustainable approach,

"Nos miels d'ici" honey is covered by a charter commitments between farmers, bee-keepers and RAGT for the protection of local biodiversity. In this project initiated by Bee RAGT (an internal collaborative and cross-cutting program dedicated to pollination), the honey is the result of a partnership between farmers

and bee-keepers from Aveyron and Tarn who, with RAGT, wish to provide a solution for natural pollination and the protection of pollinators.

At the start of 2023, 5 farmers and 2 bee-keepers were involved in the process. It is promising and should see a significant increase in volumes from the 2nd financial year.

ROADMAP

Continued work on the development of CEPP (Certificate of phytopharmaceutical product savings) action sheets

– See "Transition of agricultural models" issue - under study is the the "Regeneration Index" (IR) tool of the "Pour Une Agriculture du Vivant" (PADV) movement.

Development of "Nos miels d'ici"

INSIGHT

RAGT Semences, as a seed and breeding company, is particularly attentive to the preservation of plant biodiversity. By the very nature of the 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.

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

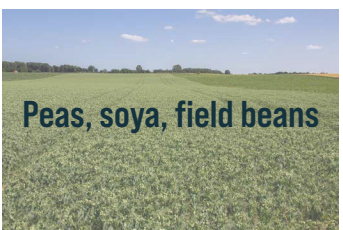
- 650 multiplied varieties
- More than 20 cold rooms to store and preserve seeds
- 20,000 hectares of seed production.



Maize, sorghum



Straw cereals



Peas, soya, field beans



Rape, sunflower



Forage crops, soil and health plants, lawns



2 | SOCIAL, QUALITY OF WORK LIFE



HEALTH, SAFETY AND QWL

P. 35 TO 40



INCLUSION, EQUALITY, DIVERSITY

P. 41 TO 44



ATTRACTIVENESS, SKILLS DEVELOPMENT AND EMPLOYEE LOYALTY

P. 41 TO 50

2.1 | HEALTH, SAFETY AND QWL

Our health and safety policy is the prime vehicle for our CSR approach, a cross-functional and participatory company project. It involves are many challenges: ethical, social (social climate, working conditions, motivation, productivity, turnover, etc.), economic (occupational accident/ illness contributions, absenteeism) and regulatory. Working on "managed safety" and the "vigilance attitude" means finding in-house tools and support so that operational practices are under tighter control of the managerial line but also reducing the number of accidents where the human factor is involved. Ultimately, it positively influences teams, organisations, and business processes.



KPI: RAGT GROUP FRANCE HEALTH AND SAFETY*1	Dec 2019	June 2020	Dec 2020	June 2021	Dec 2021	June 2022	Dec 2022	June 2023
Frequency rate 2 (TF2) = number of occupational accidents reported with and without work stoppage for 1 year "x 1,000,000 / number of hours worked for 1 year	29.7	24.4	12.9	17.1	27.6	28.1	26.3	29.9
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	/	/	/	/	/	/	/	0.67
Claims frequency rate = number of claims reported to the insurer / total number of vehicles, trucks and machinery insured			0.19		0.18		0.16	
1 Change in scope from 24-25 for TF2 and TG (Severity Rate): RAGT Group (100% of the geographical scope). The number of hours worked is calculated as follows: Average Full Time Equivalent Staff (FTE) 1,607 hours (per year).								

The accident rate is monitored on a daily basis by each activity and the RAGT France health and safety performance (Frequency Rate 2 – TF2 and TG (Severity Rate) – TG over 12 rolling months) presented to the Group Management Committee on a semi-annual basis (2 snapshots taken throughout the year: one at the close of the financial year on 30 June and at the close of the calendar year at the end of December). The results are also communicated annually to the Supervisory Board, which reflects the interest shown by shareholders. The results and target scores communicated therefore correspond to a photo at a given moment, regardless of the subsequent decisions of the CPAM (French Social Security) at the end of their investigation or the outcome of the litigation initiated.

The following developments should be noted in the 2022-2023 CSR report:

- TF1 (only occupational accidents with recorded leave) gives way to TF2
- Change in TG calculation method: *number of days off work following an occupational accident (excluding commuting accidents) for 1 year x 1,000 / number of hours worked for 1 year instead of the sum of days off work associated with occupational accidents with stoppage occurring over the 12-month period* 1,000 / number of hours worked for 1 year*



TRAJECTORIES AND OBJECTIVES TARGET SCORES*1 (FINANCIAL YEARS)	2022-23	2023-24	2024-25
Frequency rate 2 (TF2)	New indicator	27.5	25 Another objective: to produce TF2 on the RAGT Group scope
Severity rate (TG)	New indicator	A target will be set next year for financial year 24-25	
TARGET SCORES (CALENDAR YEARS)	2021	2022	2023
Claims frequency rate	/	Between 0.13 and 0.15 (target achieved)	2022 target renewal: between 0.13 and 0.15
*1 Target scores at the end of June 2024 and at the end of June 2025: RAGT France Group scope			

OUR COMMITMENTS AND ACTIONS FOR 2022-2023 AT A GLANCE

Improving safety and working conditions

- Safety management
 - Rituals: systematic safety status check in Group Management, SA and Semences bodies
 - Monthly health and safety communication entitled "What if we talked about safety?" disseminated at Group level (France + international subsidiaries)
 - Subsidiary focus - RAGT New Zealand: external audit of our establishment in Christchurch carried out by the health and safety consulting company IMPAC at the end of 2022. Actions taken over 2022-2023 as a result of this audit
 - > Part-time internal resource to work on identified action priorities and resolution of points raised at the end of 2022
 - > Change of the health and safety management system, including the centralisation of procedures and the management of responsibilities for the health and safety of individuals through to the Subsidiary Manager
 - > New evaluation scheduled for the end of 2023 by IMPAC to measure progress
 - Subsidiary focus - RAGT Australia: Employee and Family Assistance Program:
 - > Targeted mental health program deployed with the intervention of a provider that employees can call upon in case of need for assistance, support (psychological, conflict resolution, etc.)
 - > Participation in monthly workshops on communication and interpersonal skills (soft skills)
 - Holding of the first health and safety round tables **[Zoom]**.
- Risk prevention and steering:
 - Social dialogue: contribution of staff representatives to the annual update of the RAGT social and economic unit's Single Occupational Risk Assessment Document
 - Road hazards: RAGT road safety guide deployed

and sales forces trained by Centaure

- Dissemination of a "risk flash": sharing of synthetic and visual feedback by email (relating to accidents or near misses), which can be used by managers for operational safety briefs with their teams.

- Regulatory compliance:
 - Deployment of cross-security diagnostics **[Zoom]**.

Promoting the practice of physical activity and sport within the company

- Company clubs:
 - 3 clubs for the 2022-2023 financial year (skittles, tennis, pétanque) with 47 employees in Aveyron
- CECIFOOT (visual deprivation) soccer tournament:
 - Raising awareness of a dozen volunteer employees on disability and sponsoring of a CSR project for students of the vocational bachelor's degree in quality management - CCI Rodez.
- Sponsorship:
 - Every year, we develop a supportive sponsorship approach with about forty clubs and sports associations in the departments of Aveyron, Tarn, Lozère and Haute Garonne (football, rugby, handball, basketball, tennis, bowling, running, etc.). Willingness to support the initiatives of these clubs that contribute to local dynamism
 - Financial and material support for a sports action undertaken each year, mainly running (2021-2022: Eiffage Millau Viaduct Race - 23 participants; 2022-2023: Ekiden Rodez - 6).

Q | ZOOM

HOLDING OF THE FIRST HEALTH AND SAFETY ROUND TABLES

On 28 November 2022, the launch meeting of the new 2022-2025 health and safety policy of the RAGT Group, France perimeter, was held. Following this event, the very first health and safety round tables was initiated on 12 June 2023, a new appointment was set for the members of the Management Committees and the RAGT France community of health and safety advisers (nearly fifteen advisers).

The objectives were clear: to achieve a milestone in the deployment of the 3-year policy over the period and to facilitate discussions on common issues, but also to share best practices. 15 speakers (all business lines put together) co-hosted the round tables by

presenting their actions and initiatives on topics such as onboarding and safety training of new employees or the Group's disability policy. This first edition brought together more than 40 participants connected by conference call.

The date of the next edition is set for 12 June 2024. The willingness to renew this appointment is clearly displayed and could even gain momentum in the coming years with an RAGT SAFETY DAY for all employees.

Q | ZOOM

DEPLOYMENT OF
CROSS-SAFETY
DIAGNOSTICS

In order to periodically assess the regulatory compliance of all the activities of the RAGT France Group, a new method, included in the 2022 cross-cutting health and safety plan, was developed by a dedicated working group and tested in July 2022 at the Promash feed manufacturing plant.

During the year 2023, the health and safety advisers of the RAGT Group - France perimeter - will carry out a total of 4 cross-safety diagnostics, respectively the Damiatte silo, the Jardin et Maison store in La Primaube (carried out on 29/06/23), the La Courtade research centre and the Estillac seed manufacturing plant.

The principle is as follows: a health and safety adviser of one site will carry out the safety diagnosis of another site over one to two days. They will therefore bring an outside expert's viewpoint. This method is intended to be fluid and pragmatic. It encourages exchanges between advisers in order to pool best practices.

It will feed into the construction of the health and safety roadmap for each activity, as well as the RAGT Group's annual cross-cutting health and safety plan for France through the identification of priorities for actions common to the activities.

This will be completed by the ongoing integration of this diagnosis of environmental requirements; it should be noted that waste management is already evaluated in 2023.

ROADMAP

Improving safety and working conditions

- Definition of the roadmap for the deployment of the Group health and safety policy over the entire geographical scope of RAGT Semences (international subsidiaries) - Under development with General Management
- In-house safety training for employees provided at least on induction by the Manager or followed by e-learning, via our HR information system tool (HRIS - Talentsoft) (under development - accessibility expected before summer 2024)
- Review of the formalisation of everyone's roles in the health and safety approach (deadline at the end of 2023) and accessibility of internal safety training for managers (summer 2024) via our HRIS tool
- "Isolated work" prevention: launch of a working group (from September 2023)

- Analysis of our PSR (Psychosocial Risks) /QWL (Quality of Work Life) prevention approach in order to better organise it and make it more efficient.

Promoting the practice of physical activity and sport within the company

- Organising at least one annual sporting event, a means of transmitting RAGT's values and convictions (e.g.: race for diversity, steps challenge, paralympic sports, etc.) - Medium-term action
- Company clubs: willingness to expand to other sports over the next few years (handball, basketball, etc.).

INSIGHT

The essence of our 2022-2025 RAGT Group Health and Safety Policy:

- A new direction: relaunch proactive risk management (act before the accident)
- One goal: develop a safety / prevention culture regardless of the job held, which firstly involves strengthening management around health and safety topics (managed safety)
- A 3-year roadmap:
 - Structured around 3 strategic programs:
 - > Safety management
 - > Risk prevention and steering
 - > Regulatory compliance

- To be developed over the entire geographical scope of the RAGT Group
- Including an annual progress report to the Supervisory Board in April.

In France, this policy is implemented through a cross-cutting annual plan, implemented by a steering committee that brings together the health and safety representatives of the Business lines and which is shared with our staff representatives.

2.2 | INCLUSION, EQUALITY, DIVERSITY

To guarantee the diversity of its teams, RAGT evaluates and recruits profiles based solely on their skills and knowledge. Individual differences are therefore considered as levers for performance and innovation. 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 a societal commitment of RAGT. 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 the RAGT social and economic unit's companies subject to the Employment Obligation for Workers with Disabilities (OETH). It is calculated each year at the end of the "OETH" declarations made in DSN (Nominative Social Declarations).

KPI: INCLUSION, EQUALITY, DIVERSITY	2021	2022
Employment rate of workers with disabilities	4.2	4.1
Professional equality index between men and women	85/100	87/100

TRAJECTORIES AND OBJECTIVES	Target scores*1
Employment rate of workers with disabilities	6% [target not reached in 2022]
Professional equality index between men and women	> 85/100 [target reached in 2022]

*1 The target scores are aligned with the thresholds set by the regulations. They are nevertheless ambitious for RAGT.

OUR COMMITMENTS AND ACTIONS FOR 2022-2023 AT A GLANCE

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

- Professional inclusion - Recruitment:
 - Development of partnerships: Cap Emploi, Fondation OPTEO (Association in charge of several ESATs - supported employment workplaces - in Aveyron), #Supported Employment platform
 - Reception of people in immersion internship on previously identified positions
 - RAGT's disability policy is now systematically addressed during the hiring process
 - Jobs redesigned to include the following: "RAGT is committed to diversity through the implementation of an inclusive recruitment policy, in particular for people with disabilities"
- Keeping in employment:
 - First supervised trial tested in 2022-23 resulting in an internal mobility
- Use of the supported sector
 - Awareness-raising of management committees on the use of the supported employment sector (EA/ESAT)
- Training and awareness:
 - Training of the HR division and disability advisers
 - Information note on the RQTH (Recognition of Disabled Worker status) relayed periodically on the HR intranet
 - Disability policy presented during onboarding seminars for new hires
 - Theme selected for the first edition of the health and safety round tables on 12 June (interface for exchanges with management bodies)

• RAGT Handipoursuite challenge, an impactful action [Zoom].

Combating all forms of exclusion and discrimination

- RAGT joins the "les entreprises s'engagent" club [Zoom]
- Youth employment:
 - Recruitment of at least 35 young people under apprenticeship or professionalisation contracts
 - Participation and/or organisation of 12 recruitment events
- Workers with disabilities:
 - Organise at least 3 "Duodays" to coincide with European Week for the Employment of People with Disabilities
 - Hiring 3 people with disabilities through a professional immersion scheme by the end of 2023.

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 and outside school holidays, reduction of travel constraints.

Q | ZOOM

RAGT HANDIPOURSUITE CHALLENGE, AN IMPACTFUL ACTION

At the end of June 2023, RAGT launched its Handipoursuite Challenge for French employees. This action was part of an overall action plan led by the HR division and co-constructed with Agefiph and Cap Emploi 12. All employees in France with a professional email address received an invitation to participate in a simple, fun and fast game, developed by Agefiph, to:

- test their knowledge about employment and disability
- erase a certain number of prejudices

The goal was clear: to develop our direct employment rate of workers with disabilities by promoting a welcoming / caring disability company culture!

The Handipoursuite challenge was a real success with more than 250 games played!

The 10 employees with the highest scores were invited to become # progress activators alongside RAGT and to join a workshop and discussions on our disability policy at the end of September 2023. The program included a social / meeting event around a thematic " CSR breakfast" and a practical workshop in sub-groups to capitalise on collective intelligence.

To learn more about the Handipoursuite Challenge: <https://www.handipoursuite.fr/app/#/lebonprofil>

RAGT JOINS THE “LES ENTREPRISES S’ENGAGENT” CLUB

The RAGT Group has joined the French community of companies committed to an inclusive society and a sustainable world, initiated by the President of the Republic in 2018. Local "Les entreprises s'engagent" clubs create spaces for cooperation between state services and companies to support the move to action by offering the tools and means allowing everyone to act at their own level. RAGT can now benefit from the group's collective actions and actively participate in events organised by the Aveyron/Tarn club (geographical location of the Group's holding company) led by the FACE foundation. Over the 2022-2023 financial year, RAGT was present at a thematic breakfast - disability and business support - which allowed us to subsequently initiate new partnerships. Find our commitments for 2023 on the online platform (<https://lesentreprises-sengagent.gouv.fr>), at a glance:

- Youth employment:
 - Recruitment of at least 35 young people under apprenticeship or professionalisation contracts
 - Participation and/or organisation of 12 recruitment events
- Workers with disabilities:
 - Organise at least 3 "Duodays" to coincide with European Week for the Employment of People with Disabilities
 - Welcome 3 people with disabilities through a professional immersion scheme by the end of 2023

ROADMAP

Promoting professional inclusion and retention of workers with disabilities in their jobs:

- Disability-themed CSR breakfast – End of September 2023
- SEEPH 2023 (European Disability Employment Week - 3rd week of November):
 - Participation in the Disability / Employment forum in Rodez on 21/11/23
 - DUODAY action (<https://www.duoday.fr>) on 23/11/23
- Structuring a process for monitoring the effective renewal of RQTH (Recognition of Disabled Worker status) contracts coming to the end of their validity, by beneficiaries
- Implementation of PMSMP (Workplace Scenario Periods) campaigns aligned with our seasonal recruitment campaigns in collaboration with Cap Emploi 12.

Combating all forms of exclusion and discrimination:

- FACE membership for 2024 - Public utility foundation, the FACE Foundation is a space combining the strengths of public, private and associative stakeholders. Since 1993, it has brought together one of the largest French networks of companies committed to promoting the inclusion of the most vulnerable audiences
- Renewal of the Simulation Recruitment Method in collaboration with Pôle Emploi (recruitment without CV) tested in 2020 at the Molinières seed manufacturing plant.

Acting in favour of professional equality:

- Renegotiation of the provisions of the company agreement in force with a view to its renewal: scheduled for the end of 2024 as part of the Social and Economic Unit's Social Agenda agreement.

INSIGHT

On 27 February 2020, the management of the RAGT social and economic unit and the trade union organisation Force Ouvrière (FO) signed a new 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 RAGT Human Resources Division. To be more attractive means attracting 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 means retaining talent, reducing turnover, stabilising processes and organisations, but also capitalising on investment in hiring.



KPI: ATTRACTIVENESS, SKILLS, LOYALTY	2018	2019	2020	2021	2022-23
Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT social and economic unit	82.5%	82.4%	82.4%	81.4%	83.7%* ¹
Proportion (as a %) of payroll allocated to training (RAGT social and economic unit)	2.7%	2.8%	3.0%	3.4%	3.3%
	2018-19	2019-20	2020-21	2021-22	2022-23
Average number of work-study apprentices during the year (RAGT France)	16	21	23	24	30
Proportion (as %) of the number of internal transfers on the number of permanent contracts at the end of the financial year* ² (RAGT France)	/	/	6.5%	9%	5.5%* ³

*¹ Indicator produced during the financial year for the 2022-23 CSR report

*² Evolution of the indicator: evolution (as %) of the number of internal mobilities compared to the previous financial year within the 2021-22 CSR report

*³ In the 2021-22 financial year, reorganisations within the business lines led to more internal mobility opportunities



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.

TRAJECTORIES AND OBJECTIVES TARGET SCORES CALENDAR YEARS	2022	2023
Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT social and economic unit	≥ 2021 score (objective reached)	New target score: 82%
Proportion (as a %) of payroll allocated to training (RAGT social and economic unit)	4.15 (objective not reached)* ¹	Maintained proportion observed over previous years
TARGET SCORES IN FINANCIAL YEARS	2022-23	2023-24
Average number of work-study apprentices during the year (RAGT France)	Between 25 and 30 (objective reached)	35
Proportion (as %) of the number of internal transfers on the number of permanent contracts at the end of the financial year (RAGT France)	New indicator	Target score: ≥ 6 %
* ¹ 2022 was marked by postponed training courses due to a lack of incumbent staff, mainly within the scope of our industrial activities.		

OUR COMMITMENTS AND ACTIONS FOR 2022-2023 AT A GLANCE

Becoming more attractive

- Definition of an employer brand strategy **[Zoom]**
- Actions in favour of local employment and territorial presence (in terms of the location of our activities): Participation in more than twenty job fairs to promote our trades.

Developing our employees' business skills

- A first optimised skills development plan: plan built and deployed from the new HRIS tool
- RAGT Semences Business School: objective achieved
- end of the organisation of training sessions
- Start of a new training plan for the sales forces of RAGT Plateau Central
- Platform for creating internal training content including e-learning content: deployment of a pilot project
- Subsidiary focus – "LEARN & THRIVE" process deployed by RAGT New Zealand: Annual planning, development and performance review process for staff:
 - It allows each individual at RAGT NZ to build a performance and development plan in consultation with their manager in February
 - This is followed up by a series of individualised and ongoing measures and two structured reviews in June and November to assess progress against the plan
 - The objectives targeted: efficiency in daily work, achievement of individual and annual objectives in accordance with the company's strategy and objectives, which are behaviours aligned with

- our values, effective communication with the managerial line
- RAGT 2n Masterclass **[Zoom]**.

Welcoming an increasing number of work-study apprentices

- Annual "internships and work-study" campaign presented in the 2021-2022 CSR report renewed.

Enabling 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

DEFINING OUR EMPLOYER BRAND STRATEGY

In 2022, more than half of French companies faced recruitment difficulties according to a study by the Banque de France. This situation leads companies to attach increasing importance to their employer brand in order to be more attractive. In this context, the RAGT Group has launched strategic thinking on its employer brand led by the communications and public relations division in close collaboration with the human resources division. In February 2023, a survey was conducted among some sixty employees during the induction seminar on the topics of recruitment, life at RAGT and internal communications. The next step is the formulation of our "employer promise". It will illustrate and reinforce concrete actions already in place within the Group. Our HR digital presence, particularly on the world's leading professional social media, LinkedIn, makes it possible to present the news of our Business

line and highlight key figures in order to better present the Group and the career paths to potential candidates. Thanks to the Group's internal newsletter, "Le Fil RAGT", we share the Group's news, initiatives and a new section will soon focus on new hires and acknowledge retiring employees.

Q | ZOOM

RAGT 2N
MASTERCLASS

RAGT 2n sets up its own training course with the opening of Masterclass. It concerns the field of research, which is experiencing recruitment difficulties and a strong hiring dynamic, and more particularly the plant breeding professions. Entitled "RAGT 2n Masterclass" and initiated by RAGT 2n management, this course takes place over a period of 12 to 18 months and offers the opportunity to discover several professions on several sites in France and to access a permanent contract at the end of the course. It has several objectives:

- capture young talents who are not trained in the research field and offer them an ambitious induction and training program by working in our teams

- anticipate future recruitments by training Masterclass students in order to be available as soon as the targeted positions are opened

- and also build loyalty among our young employees by showing them our profession and spirit of entrepreneurship.

For more information and testimonials (tutor / masterclass trainee), watch our video:

<https://youtu.be/ZxUcFYW7JOE>

ROADMAP

Becoming more attractive

- Formalising the employer promise.

Developing our employees' business skills

- Construction of indicators on the evaluation and the effectiveness of training - Medium-term action.
- Implementation of the prevention passport (new regulatory tool).

Welcoming an increasing number of work-**study apprentices**

- Reflection on the facilitation of a community of apprentices: event and/or networking – Medium-term action.

Enabling access to professional mobility

- Pension reform: prevention of professional burn-out / career management – Long-term action.

INSIGHT



AURÉLIE MASSY-GENESTIE
HR Manager

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"*.

"At a time when the recruitment of new employees is becoming increasingly difficult, actions aimed at developing the attractiveness of the group and its territories have become essential. The employee experience component of the employer brand is a major focus. Today, the Group's strong investment in skills development is a real driver of employee motivation and loyalty. In addition, professional training and the internal mobility policy are valuable tools to enhance the Group's agility, to develop, to better adapt it to the new challenges of the market, and to be generally more efficient. Strengthening human capital requires continuing our actions to develop our HR and managerial practices through an adapted HR policy consistent with our values."



3 | SUSTAINABLE AGRICULTURE



**TRANSITION OF
AGRICULTURAL MODELS**
P. 53 TO 56



FOOD AND HEALTH SAFETY
P. 57 TO 62

3.1 | TRANSITION OF AGRICULTURAL MODELS

In favour of sustainable agriculture. The transition of agricultural models is reflected in a change in food supply and agricultural practices. Nowadays, this adjustment 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 towards the agroecological transition.



KPI:TRANSITION OF AGRICULTURAL MODELS	2018-19	2019-20	2020-21	2021-22	2022-23
Evolution (in %) of the number of HEV (High Environmental Value) certified farms at the end of RAGT Plateau Central support (with regard to the previous financial year)	/	/	/	58 certified farms	+47% (85 certified farms)
Proportion (as a %) of turnover of soil and health plants out of total seeds marketed (proportion calculated from turnover)	2.9%	3.0%	3.1%	3.0%	2.6%

TRAJECTORIES AND OBJECTIVES	2022-23	2023-24
Evolution (in %) of the number of HEV (Haute Valeur Environnementale - High Environmental Value) certified farms at the end of RAGT Plateau Central support (with regard to the previous financial year)	New indicator	Maintaining the number of HEV certified farms
Proportion (in %) of soil and health plants on all marketed seeds (share calculated from turnover)	3 % (objective not achieved)	RENEWAL OF THE objective 2022-23: 3%

OUR COMMITMENTS AND ACTIONS FOR 2022-2023 AT A GLANCE

Supporting the agroecological transition in the Occitanie Region

- Support of RAGT Plateau Central for HEV (High Environmental Value) certification: 89 farms monitored over the 2022-2023 financial year with the involvement of 3 technical advisers
- Provision of annually-reviewed training for farmers
- Water resource: test of an irrigation aid tool (ARVALIS model combined with satellite images)
- "LIA" Public Interest Group (GIP): The TRANSITIONS GIP, now renamed LIA (Link, Innovation and Agroecology), is the continuation of the agroecological platform of the Lycée d'Auzeville. The GIP, created in 2022, is led by the DRAAF, the Water Agency and the Regional Council and is tasked to be their "design office" on all agroecology / societal / regional environmental issues. The NPM (Négoce Pyrénées Méditerranée) Committee has been a member of the GIP since the beginning of 2023 to allow us to monitor the work and any conclusions that will be drawn from it. Benoit Frayssine and Nicolas Lecat (Managing Director of RAGT Plateau Central) are the representatives for NPM at the LIA. More information here: <https://www.gip-lia.fr/>
- RAGT Plateau Central involved in "Agroecological Transition" projects alongside other NPM businesses:
 - > "AGLAE" project, the agroecological practices repository: RAGT Plateau Central produced two feedbacks on farmers' experience, to be found on <https://occitanie.chambre-agriculture.fr/agroenvironnement/agroecologie/aglae/>
 - > "ADOPTAE" project aimed at sharing best practices on plant cover in field crops: facilitation by RAGT Plateau Central of a plant cover showcase.

Bringing solutions to rise to the challenges of the future

- Genetic innovation/seed solution: RAGT is the first seed company to market a wheat variety with tolerance to BYDV (Barley Yellow Dwarf Virus). The 1st variety was RGT Wolverine in Great Britain then in Europe and in France, RGT Tweeteo. (See 2021-22 CSR report p.15)
- Subsidiaries focus:
 - RAGT Seeds (UK): "GENSERUS" range (Genetic security against virus) which groups together several varieties resistant to BYDV transmitted by an aphid. In England, insecticide treatment is systematic and the most expensive
 - Multi-criteria evaluation (economic, societal, environmental criteria) of RAGT Seeds solutions: SYSTERRE tool currently being studied
 - "Create Cover": the project in partnership with Bayer continues to deliver this DST (Decision Support Tool) on the choice of plant cover in crop rotation
 - Seed Technologies - Fortify Biostimulants:
 - Reminder of the benefits: secure implantation; root development; enhanced vigour; resistance to abiotic stress
 - History: Fortify maize in 2018, sorghum in 2019, sunflower in 2020, organic in 2021, forage crops planned for 2024
 - Key figures: 5,000 trial micro-plots in 2023 and more than 80 products tested since 2014
 - 2022-23 update: effort on bird repellent (alternative to KORIT chemical treatment), 3rd consecutive year of trials, 15 trials conducted
 - Faced with the volatile fertiliser market and the European 2030 reduction targets for chemical fertilisers: implementation of an experimentation phase in France for the Fertiless Nitrogen range over financial year 2022-23. The objective is to acquire data aimed at less nitrogen-demanding varieties
 - Seeds innovation challenge: Sowing the future [Zoom].

Q | ZOOM

SEEDS INNOVATION
CHALLENGE: SOWING THE
FUTURE

Sowing The Future is the name given to the innovation challenge launched in 2022-2023 by RAGT Semences, all countries and activities combined. It has two objectives: firstly to promote a more participatory and collaborative culture of innovation; secondly to identify initiatives related to the RAGT Semences strategy: Performance, Resilience, Partnership and Solution. Sowing The Future spanned 3 months with a five-step process. In March 2023, employee initiatives were filed on a dedicated digital platform (more than 100 submitted). The finalists were revealed in mid-April. On this date and until the beginning of May, all employees were able to discover and enrich them with their comments. In the first fortnight of May, about twenty experts from all the departments of the Business line gave a score to the finalists. Finally, the Coordination Committee was heavily involved, and supported by input from employees and experts, announced the winners in early June. As Laurent Guerreiro put it, "the winning initiatives will be supported by the management team, and we will do everything necessary to implement them". Discover the winning projects:

- RESILIENCE category: development of robotics in seed production
- SOLUTION category: reduction of nitrogen fertilisation
- PARTNERSHIP category: strong partnerships with agricultural education
- PERFORMANCE category: more precise assessment of variety adaptation under different conditions
- Special award: retarded germination solution

With five winners, Sowing The Future is a success in terms of the number and quality of projects, by the involvement of all countries and all activities of RAGT Semences. Now it's time for implementation!

ROADMAP

Supporting the agroecological transition in the Occitanie Region

- Sustainable Agriculture Contract (CAD), a support system for farmers targeting agroecological transition, supported by the Occitanie region:
 - Purpose: to mainstream the agroecological transition of the region's agri-food sectors
 - RAGT Plateau Central selected for the 2022-2023 financial year as a support structure that can carry out this support following a call for applications launched by the region
 - Planned implementation for 2023-2024
 - Benefit of a validated CAD (sustainable agriculture contract) for the farmer: easier access to financial aid from the region and technical support on agroecological transition
 - The support system (in 4 days):
 - > An inventory of the operation based on 4 sustainability areas: viability of the operation; respect for natural resources; quality of life of the farmer; autonomy and resilience
 - > A transition trajectory with regard to the beneficiary's project and indicators
 - > A five-year action plan to achieve better sustainability of the operation
- Facilitation of our farmers' association (see agri-ethical sector *Nos blés d'ici*) around common

specifications aligned with the agroecological transition with an assessment tool still to be defined (= structuring of agroecological sectors)

- Membership of "Pour Une Agriculture du Vivant", the movement for the agricultural transition under study, proposing the IR (Regeneration Index), an agronomic tool to manage the agroecological transition of a farm, with 5 evaluation points:
 - > Work intensity and soil cover
 - > Carbon and nitrogen cycle
 - > Phytosanitary management
 - > Biodiversity; and agri-forestry
 - > Knowledge building & sharing
- Membership in 2023-2024 of the Agro-Occitania CSR collective charter (charter coordinator: AREA Occitanie /Agricultural cooperation Occitanie)
- Strategic areas of plant CID (Consulting, Innovation, Development) service: agronomic data; alternative solutions; optimisation of fertilisation; sectoral approaches; adaptation to climate change.

Bringing solutions to rise to the challenges of the future

- Implementation of the 5 winning projects of Sowing The Future
- Strategic areas of the recovery activity: seed technologies / solutions; agronomy; multi-criteria CSR assessment; digital tools.

INSIGHT

Feedback on reorganisations within the Seeds and Plateau Central Businesses, described in the 2021-2022 CSR report.

RAGT Semences- creation of the "value creation" activity

The value creation division has an "agronomy, innovations and tools" department having formalised a brand new activity program in 2022-2025, with one objective: the development and the deployment of innovative solutions to enhance RAGT multi-species genetics. This program is based on the implementation of a process ranging from the identification of innovations to the

design of the commercial offer in project mode.

RAGT Plateau Central: a new distribution organisation

Agricultural distribution is now organised around 2 hubs: animal and plants. The plant division includes an agronomic and innovation referent, which is supported by a team of 3 environmental and construction technical advisers. 6 priority work themes have been defined and for each of them, the means to be implemented, a schedule covering the next three years, and tracking indicators.

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.



KPI: DURALIM PRODIAL MEMBERSHIP	2019	2020	2021	2022
Proportion of our bulk raw materials from France (grown and processed in France) in the manufacture of our feed	74%	73%	72%	78%*1
Proportion of our feed production containing medicinal products	3.4%	3.4%	2.6%	0.4%*2
*1Variation observations: - Rapeseed: Imports difficult due to the war in Ukraine - Beet molasses: all our purchases were made from French raw materials - Alfalfa: historically we have bought everything in Spain. In 2022, purchases were also made in France - Tracked soya: we have deliberately favoured French products with the development of new tools in France at the expense of imports - Sunflower HP (High Pro): the proportion of French sunflower was higher due to the difficulty of importing from Ukraine *2 Since May 2022, Prodial Rignac no longer makes feed containing medicinal products				



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 in year n-1		
Proportion of our feed production containing medicinal products	≤ result in 2021 (objective achieved)	New target score: ≤ 1%		
Proportion of non-deforesting soya supplies (deliveries) /soya supplies for French livestock sector needs (New indicator for signatories of the food manufacturers' manifesto = concerns the Prodial and Promash companies)	/	50%*1	75%	100%
*1From 1 January to 31 December 2023, at least 50% of total soya 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 2022-2023 AT A GLANCE

Maintaining Quality certifications and accreditations

- RAGT Semences:
 - PGRP: Phytosanitary Risk Management Plan
 - PPE: European Phyto Passport
- RAGT Plateau Central:
 - Phytosanitary approval RAGT Plateau Central/Terrya
 - Organic certifications
 - Feed manufacturing plants RCNA (Animal Nutrition Certification Standard) + STNO ("Non-GMO Nourished < 0.9%" Technical Base) + STNE (Equine Nutrition technical base - Promash only)
 - 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).

Committing to sustainable livestock feed

- Signing of the food manufacturers' manifesto by the Prodial and Promash companies: commitment to 100% sustainable soya supply with a goal of zero deforestation by 2025 (see trajectory and objectives section)
- Participation in the work of the SNIA (National Union of Animal Nutrition Industrialists) CSR Commission: development of a CSR guide for food manufacturers.

Signing up to a protein plan

- Continuation of the projects developed in the 2021-22 CSR report:
 - Proléal (new tool for crushing rapeseed at the Prodial Albi plant): start of the new unit planned for the summer of 2023, which will allow us to collect rapeseed and bring added value to cereal farmers in Occitanie; produce non-GMO local rapeseed oil and meal and participate in the reduction of soya meal imports; diversify the activity on the existing industrial site; reduce the carbon footprint related to the transport of rapeseed, meal and oil
 - Nos protéines d'ici: structuring of a soya and field bean sector to supply local proteins to the "Lou Paillol" lamb sector
- Proteinov **[Zoom]**
- FILEG, the production and upgrading of grain legumes in Occitanie **[Zoom]**.

Structuring sustainable sectors throughout our value chain

- Local, sustainable and fair sectors, labelled "Agri-éthique" (*Nos blés d'ici*) **[Zoom]**.



As part of the France Plan Relance (French Recovery Plan), the Protein Plan was launched by the public authorities to increase national plant protein production. With a budget of 100 million euros, it includes a major research, development, innovation and transfer component. The RAGT Group is fully in line with this dynamic and, in early 2022, launched the Proteinov approach, which aims to structure work on plant protein and thus define the Group's strategy in this area. This exchange platform brings together employees from RAGT Semences, RAGT Plateau Central and RAGT 2n and makes it possible to pool efforts in the fields of experimentation, marketing and communication. Led within RAGT Semences by two experts, Cyril Gallien and Cécile Hebrard Marty, it should allow the seed profession to dive deep into topics not previously explored, to consolidate skills, knowledge and provide solutions around plant protein. To carry out this large-scale project, Lucie Enjalbert joined RAGT Semences in October 2022 for a two-year work-study contract.

Her mission: participate in a multi-species project on the theme of plant protein (on-farm self-consumption,

processed animal nutrition, human nutrition) in collaboration with product and market managers, with the aim of positioning an innovative offer on the protein market:

- Deepening the contextual elements, closing the market study (consumption, species, territories)
- Participating in the construction of the action plan (protein quality, new agronomic practices, decision support tools, etc.)
- Launch of an action plan with the implementation and monitoring of experiments (field trials, data analysis, etc.).

Find the video of the Seeds Business [Protein Autonomy Solution] here: https://www.linkedin.com/posts/ragt-semences_protazinevaezgaeztales-planprotazines-agriculture-activity-7120046053994676224-p8FL?utm_source=share&utm_medium=member_ios

Q | ZOOM

FILEG, THE PRODUCTION AND PROMOTION OF GRAIN LEGUMES IN OCCITANIE

LOCAL, SUSTAINABLE AND FAIR TRADE SECTORS, "AGRI-ÉTHIQUE"- LABELLED (NOS BLÉS D'ICI)

Legumes have an important role to play in agroecological transition. They accompany the change in agricultural practices towards a more sustainable model. FILEG's main mission is to foster the conditions necessary for partnership between upstream (production) and downstream (processing and marketing) stakeholders, in order to structure a value-creating legume sector, both for human food and animal feed in Occitanie, the leading French legume seed producing region. The FILEG collective now brings together more than 70 regional stakeholders - cooperatives, businesses, food companies, chambers of agriculture, seed companies, local authorities, research centres, technical institutes, associations, inter-branch organisations. Represented by Nicolas Lecat, RAGT is a member of the Board of Directors and participates in the work on the varietal research component (RAGT 2n) and on the agricultural component (RAGT Plateau Central) to address issues such as strengthening protein autonomy in livestock farming and the search for high-protein legume and oilseed varieties.

Through the *Nos blés d'ici* approach launched in 2021, RAGT Plateau Central has sought to structure a soft wheat sector in the Tarn and Aveyron regions in collaboration with the Calvet flour mill in Rignac (12). From field production (farmers' association created) to the processing mill, all stakeholders are committed to the approach and meet a production specification based on agronomic innovation. Building on this sectoral structuring work, in the spring of 2023, RAGT Plateau Central obtained the "Agri-éthique" label for *Nos blés d'ici*. Agri-éthique is a fair trade label, 100% French, launched in 2013 by the Cavac cooperative in Vendée. Under Agri-éthique wheat, the label brings together the sector's stakeholders - bakers, farmers, millers - who mutually commit to a volume of cereals, and a fixed price for a contractual period of 3 years.

ROADMAP

Committing to sustainable livestock feed

- Promash's membership of Duralim for 2024:
 - Commitment no. 1: recognise, support and enhance the quality and safety of ingredients (raw materials, pre-mixes and additives) of animal feed and animal products, guaranteed by voluntary and collective
 - Commitment no. 2: adopt responsible professional practices within the company and in dealings with stakeholders, according to a demanding regulatory framework
 - Commitment no. 3: contribute to the implementation of the commitment made in 2018 to achieve 100% sustainable supplies of animal feed with, for plant raw materials, a non-deforestation and non-conversion goal
 - Commitment no. 4 (animal feed college): improve the environmental performance of animal feed and animal production

- Revival of annual reporting to Duralim on our actions carried out in connection with the 4 commitments described above for the Prodial and Promash companies.

Signing up to a protein plan

- Performance indicator based on protein autonomy under study for the 2023-2024 CSR report.

RAGT Plateau Central - plant hub

- Facilitation of a producers' association (created for the "Nos blés d'ici" sector) and market watch / studying opportunities for structuring agroecological sectors.

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 around food safety and food sovereignty" of our Business lines:

RAGT Semences



70% French production



28,000 tonnes delivered

RAGT Plateau Central



Livestock nutrition:
228,000 tonnes of feed produced



Collection and marketing:
110,000 tons
Grain brokerage: 38,000 tons

INDICATOR DASHBOARD

2022 - 2023

Goal	Commitments	Values	Indicator Name	Scope of activities	Time perimeters
Energy transition	Articulating the energy policy and decarbonisation trajectory	2022-23: 655 kWh / tonne of seed 65.5 kWh / tonne of feed	Annual energy consumption (electricity + gas) (in kWh) of RAGT France representative industrial sites per tonne manufactured (seeds and animal feed) <i>(i) new indicator</i>	RAGT France representative industrial sites: RAGT Semences Molinières; RAGT Semences Estillac; Prodial Albi; Prodial Rignac; Scope representing on average 65% of the annual electricity consumption and 85% of the annual gas consumption of RAGT France	2022-23
	Taking action for the energy recovery of plant biomass and the decarbonisation of industrial heating systems	2018-19: 509 T 2019-20: 564 T 2020-21: 253 T 2021-22: 2,320 T 2022-23: 7,299 T	Tonnes of Calys agripellets sold	RAGT Energie	2018-19 2019-20 2020-21 2021-22 2022-23
Adaptation to climate change	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%	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
	Increasing the proportion of drought-tolerant varieties	2019-20: 36% 2020-21: 37% 2021-22: 44% 2022-23: 44%	Proportion of qualified drought-tolerant maize varieties produced and marketed by RAGT Semences and its sales subsidiaries in the maize varietal portfolio (in doses)	RAGT Semences (Value creation department)	2019-20 2020-21 2021-22 2022-23
Waste management and circular economy.	Maintaining a low share of hazardous waste and increasing the recovery rate	2019: 3% 2020: 5% 2021: 4% 2022: 2.3%	Proportion (as a %) of hazardous waste produced over the year	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 2022: no exclusion	2019 2020 2021 2022
	Maintaining a low share of hazardous waste and increasing the recovery rate	2019: 95% 2020: 94% 2021: 97% 2022: 95%	Recovery rate (%) of waste generated over the year	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 2022: no exclusion	2019 2020 2021 2022
Biodiversity protection	Innovating and promoting savings in plant protection product solutions	2017: 8.3% 2018: 9.2% 2019: 11.7% 2020: 20.3% 2021: 22.3% 2022: 30.8%	CEPP coverage ratio (rate of reaching the number of CEPPs to be collected)	RAGT France Group*	2017 2018 2019 2020 2021 2022
Health, Safety and QWL	Improving safety and working conditions	Dec. 2019: 29.7 June 2020: 24.4 Dec. 2020: 12.9 June 2021: 17.1 Dec. 2021: 27.6 June 2022: 28.1 Dec. 2022: 26.3 June 2023: 29.9	Frequency rate 2 (TF2)* 2 = 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"	RAGT France Group*	2019 2019- 20 2020 2020- 21 2021 2021- 22 2022 2022- 23
<i>(i) new indicator to replace TF1</i>					

Goal	Commitments	Values	Indicator Name	Scope of activities	Time perimeters
Health, Safety and QWL	Improving safety and working conditions	2022-23: 0.67	Severity rate (TG)* 3 = 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"	RAGT France Group*	2022- 23
			<i>(i) change in calculation method</i>		
	Improving safety and working conditions	2020: 0.19 2021: 0.18 2022: 0.16	Claim frequency rate= number of claims declared to the insurance company / total number of vehicles, trucks and equipment insured	RAGT France Group*	2020 2021 2022
Inclusion, equality, diversity	Promoting professional inclusion and retention of workers with disabilities in their jobs	2021: 4.2% 2022: 4.1%	Employment rate of workers with disabilities <i>(i) corrections made on 2021-22 report</i>	RAGT Companies with Obligation to Employ Disabled Workers (OETH)	2021 2022
	In favour of professional equality	2019: 61/100 2020: 76/100 2021: 85/100 2022: 87/100	Professional equality index between men and women <i>(i) new indicator</i>	RAGT social and economic units**	2019 2020 2021 2022
Attractiveness, development of skills and employee loyalty	Promote the employment of permanent staff	2018: 82.5% 2019: 82.4% 2020: 82.4% 2021: 81.4% 2022-23: 83.7%	Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT social and economic unit	RAGT social and economic units**	2018 2019 2020 2021 2022-23
	Developing our employees' business skills	2018: 2.7% 2019: 2.8% 2020: 3.0% 2021: 3.4% 2022: 3.3%	Proportion (as a %) of payroll allocated to training	RAGT social and economic units**	2018 2019 2020 2021 2022
	Welcoming an increasing number of work-study apprentices	2018-19: 16 2019-20: 21 2020-21: 23 2021-22: 24 2022-23: 30	Average number of work-study apprentices during the year	RAGT France Group*	2018-19 2019-20 2020-21 2021-22 2022-23
	Enabling access to professional mobility	2020-21: 6.5% 2021-22: 9% 2022-23: 5.5%	Proportion (as a %) of the number of internal transfers on the number of permanent contracts at the end of the financial year <i>(i) change in the indicator</i>	RAGT France Group*	2020-21 2021-22 2022-23
Transition of agricultural models	Supporting the agroecological transition in the Occitanie Region	2022-23: +47%	Evolution (in %) of the number of HEV (High Environmental Value) certified farms at the end of RAGT Plateau Central support (with regard to the previous financial year)	Plateau Central	2021-22 2022-23
	Bringing 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%	Proportion (as a %) of turnover of soil and health plants out of total seeds marketed (in turnover)	RAGT Semences and its sales subsidiaries (Sales division) RAGT Plateau Central and Terrya	2018-19 2019-20 2020-21 2021-22 2022-23
Food and health safety	Committing to sustainable livestock feed	2019: 74% 2020: 73% 2021: 72% 2022: 78%	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
	Committing to sustainable livestock feed	2019: 3.4% 2020: 3.4% 2021: 2.6% 2022: 0.4%	Proportion of our feed production containing medicinal products	Prodial (Feed production)	2019 2020 2021 2022

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

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

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

Evolution of indicator dashboard versus 2021-2022 CSR report:

- Deletion of the Nutriscore indicator because the carbon indicator is under construction
- Removal of the Prodial supplier certification rate on a quality benchmark because 100% of the goal has been achieved
- Removal of the % of the workforce participating in at least one professional organisation because the "regulatory changes" risk is no longer considered as a "main risk" for the RAGT Group

MANDATORY ITEMS

So-called "mandatory" information	2022-2023 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 ESG programs: • E - "Environmental footprint" • S - "Social - QWL" • G - "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 valuation of seeds and agricultural by-products, the decommissioning of seeds, and reintegration into manufacturing processes. Seeds not used by farmers are also returned to our factories (seed buybacks). 4- Our commitments to respect animal welfare and responsible, fair and sustainable feed are introduced by the "Transition of agricultural models" 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.

So-called "mandatory" information	2022-2023 RAGT non-financial performance report
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" sustainability 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 "

NOTES



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