



CSR REPORT

| 2024
2025

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



EDITORIAL

by Laurent Guerreiro
Chairman of the Executive Board

“Being a partner to the agricultural world and a creator of innovative solutions to meet tomorrow’s challenges” remains the RAGT Group’s core mission. In a constantly evolving landscape, this purpose guides our decisions, commitments, and daily actions.

Our CSR approach, initially centred on our employees, is now fully integrated into our general strategy. Its ambition is to create shared value with all our stakeholders – particularly those in the agricultural sector, who are at the very heart of our purpose.

For the past seven years, we have published an annual non-financial report. This exercise, which demands rigour, transparency, and structure, has strengthened the clarity, visibility, and above all impact of our CSR initiatives. Today, CSR stands as a key driver of performance and value creation for RAGT.

This report highlights our concrete, voluntary commitments across the priority areas of sustainable development relevant to our activities. It reflects our determination to act with consistency, responsibility, and ambition.

In a world shaped by rapid climatic, technological, regulatory, and societal shifts, our ability to anticipate, adapt, and innovate is more essential than ever. Our CSR strategy is based on three pillars:

- Measuring and reducing our environmental impact
- Protecting our people and supporting their development
- Contributing to the energy transition of agricultural models

It is also embedded in our financial choices. Our credit agreement for 2023–2028 incorporates three non-financial performance indicators: reducing greenhouse gas emissions, reducing workplace accidents, and supporting agricultural transition.

We can rely on the strength of a Group that is both independent and interconnected, and above all on the daily dedication of our teams. I would like to acknowledge their professionalism, creativity, and determination, which drive RAGT forward every day.

Thank you all for your contribution. Enjoy!

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GOVERNANCE OF THE RAGT GROUP

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

The Executive Board

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



Laurent Guerreiro
Chairman of the Executive Board



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



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



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

The Supervisory Board

The Supervisory Board exercises permanent control over the management of the Company by the Executive Board. The Chairman of the Supervisory Board carries out three main, specific tasks. These cover the relationship and sharing of strategy with the Executive Board, shareholder liaison and institutional representation of the company. Claude Tabel takes over from Daniel Segonds, whose final term ended on 30 June 2025.



Daniel Segonds
Chairman of the Supervisory Board

CSR GOVERNANCE

Responsibility for CSR governance within the Group is shared across several bodies:

- The Secretary-General of the holding company: Natacha Alaux oversees the overall CSR strategy for the RAGT Group. She ensures its alignment with the company's general strategy and guarantees its integration into all governance processes.
- The Executive Board: validates strategic directions, sets priorities, and monitors the implementation of CSR commitments. The Group ExCom body referenced in the 2023-2024 report was replaced during 2024-2025 by an expanded Executive Board – a continuous evolution designed to strengthen governance maturity.

- The CSR Division: it coordinates operational actions, supports Group entities in rolling out initiatives, and monitors non-financial performance indicators.

This governance structure ensures a clear link between strategy design, oversight, and operational execution, thereby supporting an integrated and efficient CSR approach.

In the 2024-2025 CSR report, whenever the scope does not cover the Group's full consolidation perimeter, this is clearly indicated.



BUSINESS MODEL VALUE CHAIN

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

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

Our human values

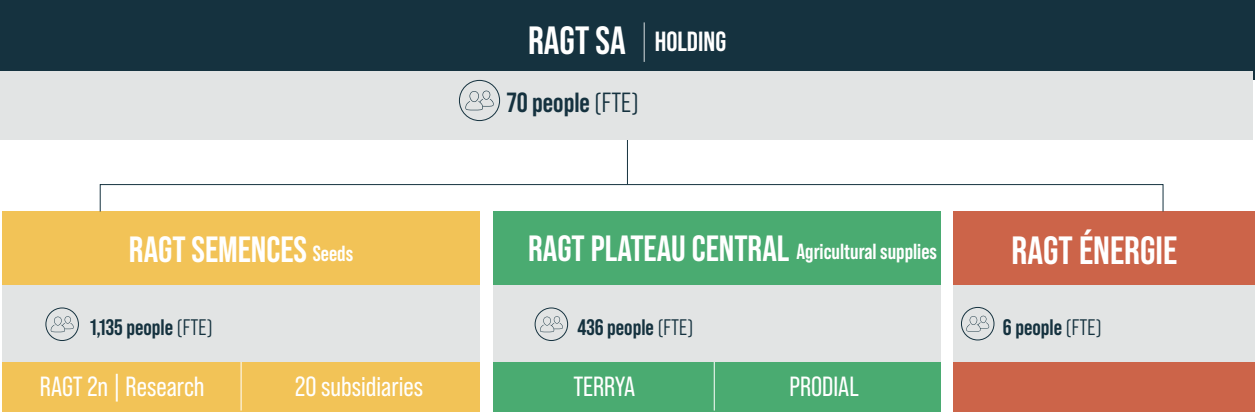
As our frame of reference states, the adherence of individuals to the values highlighted within the group:

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

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

CORPORATE ORGANIZATION CHART

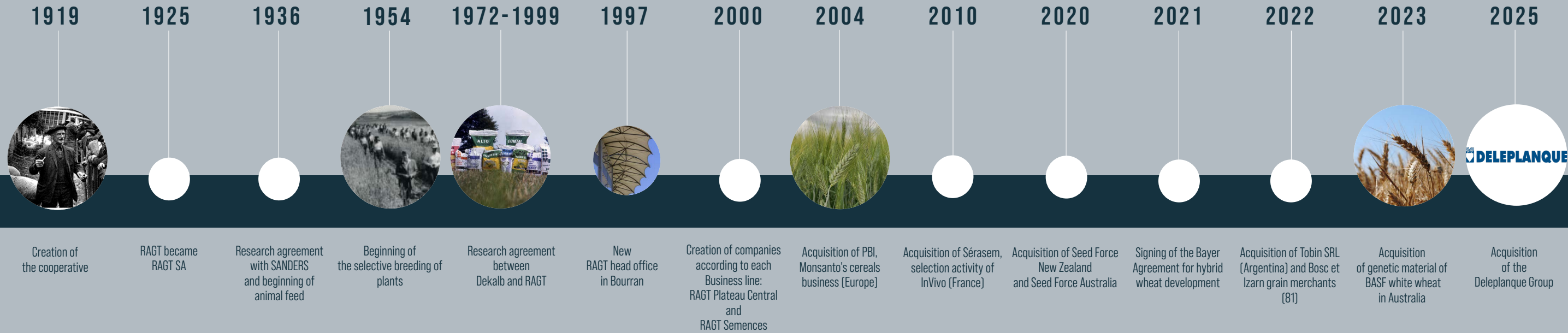
A group employing 1647 people* (full-time equivalent – FTE)



* Excluding the Deleplanque Group payroll

The 2024-2025 CSR report is drawn up on the RAGT Group scope: full consolidation scope of the Group (excluding the Deleplanque Group).

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

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

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

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

ANIMALS

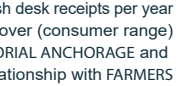
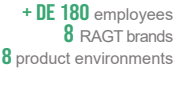
RESOURCES
3 feed production factories
2 marketing networks: RAGT-Sanders / Terrya

VALUE CREATION
232 000 tonnes of feed produced
186 000 tonnes sold
Sustainable animal feed
Animals sectors (GID Lacauze, SICA 2G, OVI Plateau Central, CELIA)
2 MILLIONS animals fed every day

RESEARCH

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

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



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.

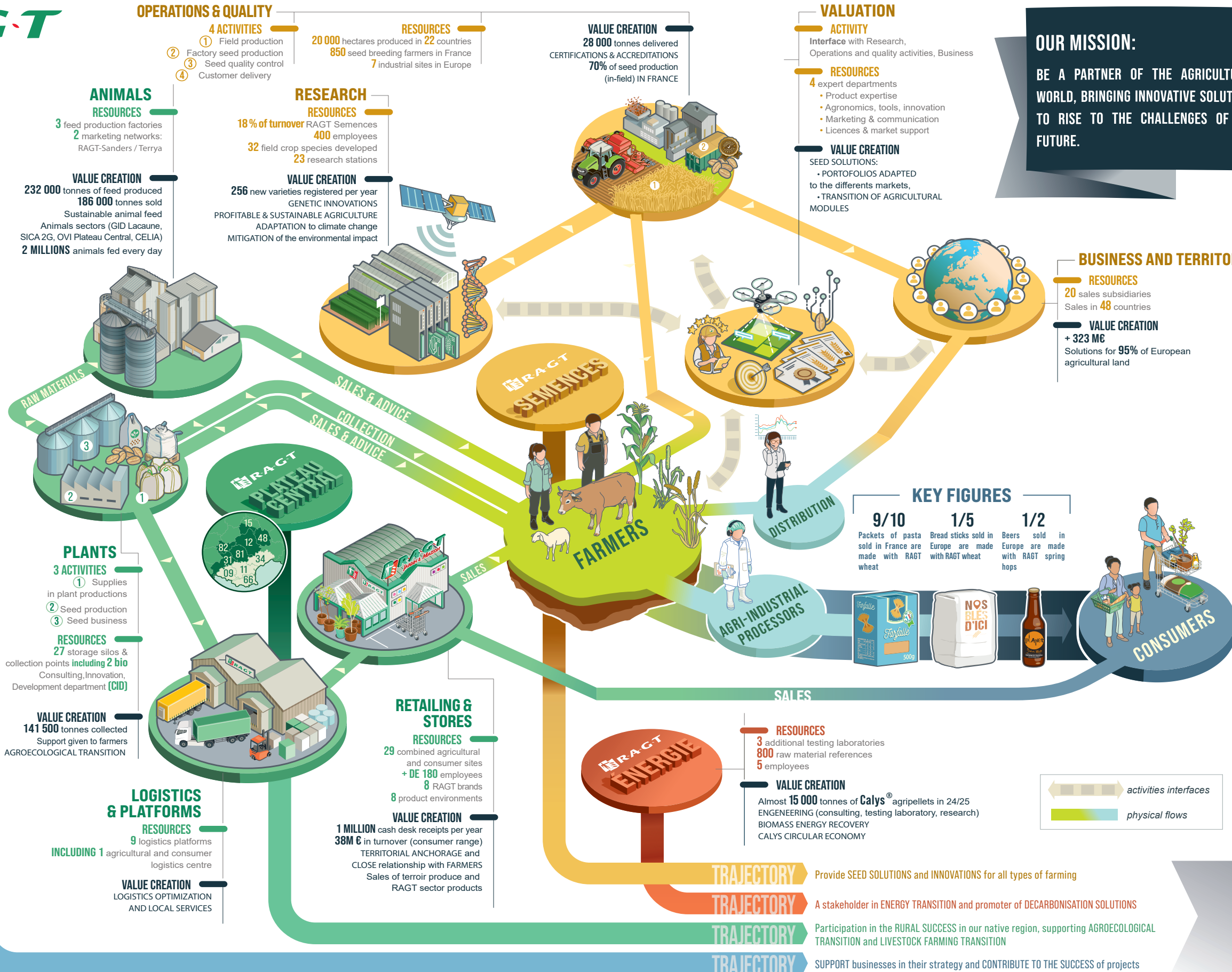
BUSINESS AND TERRITORY

RESOURCES
20 sales subsidiaries
Sales in 48 countries

VALUE CREATION
+ 323 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



activities interfaces
physical flows

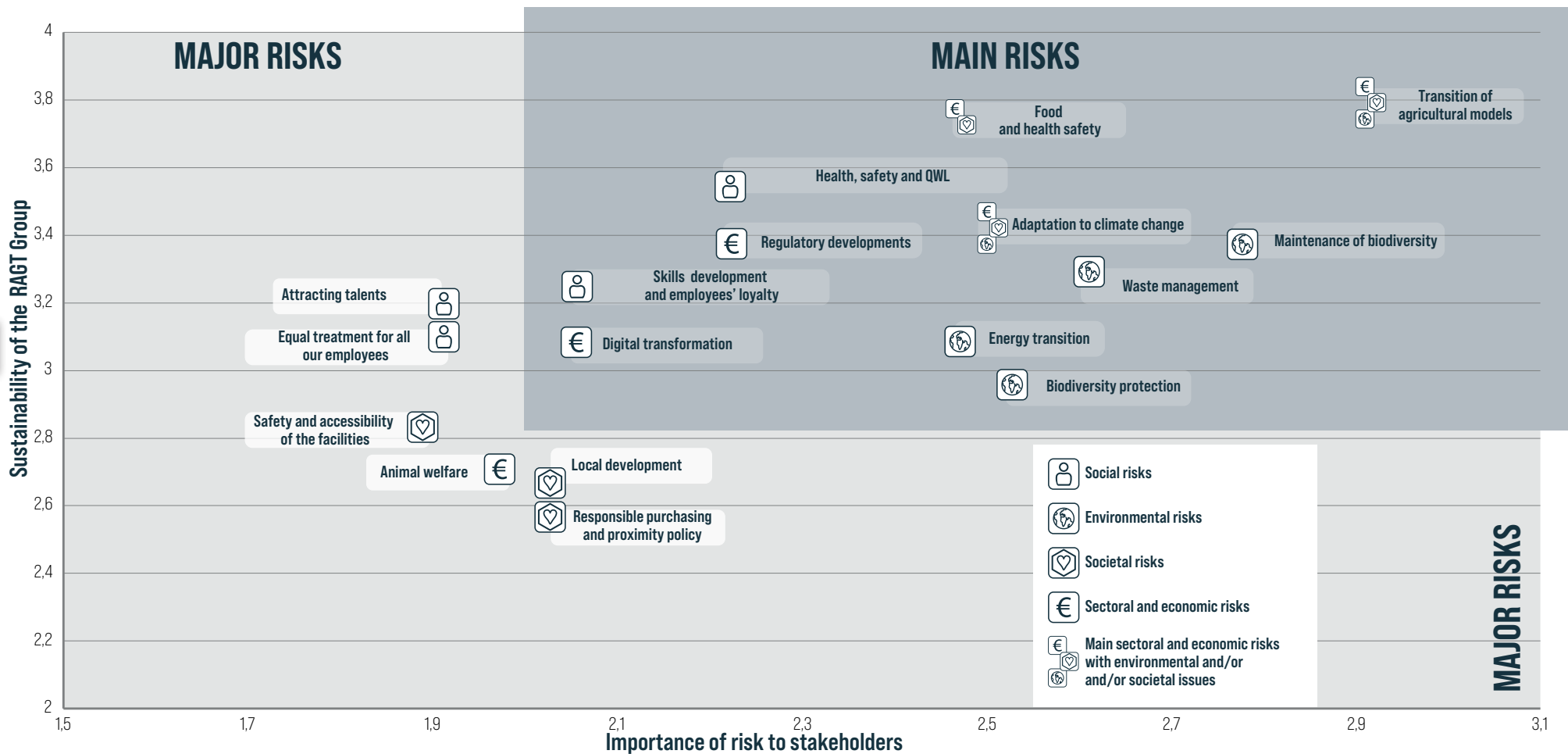
- TRAJECTORY** Provide SEED SOLUTIONS and INNOVATIONS for all types of farming
- TRAJECTORY** A stakeholder in ENERGY TRANSITION and promoter of DECARBONISATION SOLUTIONS
- TRAJECTORY** Participation in the RURAL SUCCESS in our native region, supporting AGROECOLOGICAL TRANSITION and LIVESTOCK FARMING TRANSITION
- TRAJECTORY** SUPPORT businesses in their strategy and CONTRIBUTE TO THE SUCCESS of projects

MATERIALITY MATRIX

OUR CSR PROGRAMS

Our 3 CSR strategic pillars

ENVIRONMENT PROGRAM
Environmental footprint
<ul style="list-style-type: none">- Climate change mitigation- Energy transition- Adaptation to climate change- Waste management and circular economy- Biodiversity protection
SOCIAL PROGRAM
QWL
<ul style="list-style-type: none">- Health, safety and QWL- Inclusion, equality, diversity- Attractiveness, development of skills and employee loyalty
GOVERNANCE PROGRAM
Sustainable agriculture
<ul style="list-style-type: none">- Transition of agricultural models- Food and health safety



The materiality matrix makes it possible to view the result of the risk prioritization work carried out in 18-19. It highlights the 11 main risks affecting the sustainability of the RAGT group in the short and medium term while considering the importance of these risks for our stakeholders.

Work on the integration of the CSRD (Corporate Sustainability Reporting Directive) regulation has been extended due to the postponement by the European Commission. It will apply to us from fiscal year 2027-28. New risk prioritization is therefore scheduled with the application of the principles of dual materiality (impact materiality and financial materiality).

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

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

| CSR FOCUS: DELEPLANQUE GROUP

The 2024–2025 financial year represents a major strategic milestone for the RAGT Group with the completion of the acquisition of the Deleplanque Group, including its Strube and Van Waveren entities. This merger fully aligns with our ambition to reinforce our position as a leading player in multi-species seeds, while strengthening our commitment to sustainable and responsible agriculture.

The Deleplanque Group — renowned for its expertise in varietal selection, particularly in sugar beet and vegetable beet — shares RAGT’s core values of innovation, environmental stewardship, and support for the agricultural sector. Beyond economic growth, this acquisition represents a unique opportunity to combine our expertise, intensify our research and development efforts, and enhance our positive contribution to climate, agronomic, and social challenges.

The Deleplanque Group and its Strube and Van Waveren entities officially joined the RAGT Group at the end of April 2025. As this integration only concerns the final months of the 2024–2025 financial year, the activities of the Deleplanque Group are not included within the scope of this CSR report. Their progressive integration into our CSR strategy will be closely monitored over the next financial year. However, this dedicated section aims to present their CSR approach, long-standing commitments, and the opportunities for synergy with

RAGT’s CSR strategy in the coming years.

The information below relates specifically to Deleplanque’s activities in France.

Deleplanque’s CSR approach

As a long-standing player in the seed sector, the Deleplanque Group places social and environmental responsibility at the heart of its development strategy. **What are the challenges?** To ensure its activities are carried out within a sustainable and responsible framework, while enhancing its attractiveness to all stakeholders — particularly its employees. Deleplanque’s CSR strategy is grounded in concrete commitments, supported by its Vision Blue strategic plan and recognized through independent external assessments such as EcoVadis.



A sustainable strategy: the Vision Blue plan

Launched in 2019, the Vision Blue plan represents a €30 million investment over three years, designed to sustainably guide all of the company’s activities, from varietal research to seed production and distribution. This program is structured around several priorities:

- Developing multi-tolerant varieties to reduce the reliance on plant protection products.
- Integrating innovative technologies — including robotics and assisted breeding — to improve the efficiency and accuracy of experiments.
- Offering 100% organically certified seeds, from production through to marketing.
- Promoting sustainable agricultural practices, such as crop rotation, cover crops, biomass use, and anaerobic digestion.

Today, Vision Blue forms part of a broader action plan that reflects the company’s determination to lead the way in environmental performance, social responsibility, ethics, and responsible purchasing.

External recognition and evaluation

Deleplanque’s efforts are evaluated annually by the international EcoVadis platform. EcoVadis provides a detailed assessment of CSR performance in these 4 areas. At the end of 2023, EcoVadis’ database included more than 130,000 companies evaluated in more than 180 countries and more than 220 business sectors.

- In 2023, Deleplanque France obtained a gold medal for the quality of its CSR actions.
- In 2024, it achieved the highest level of recognition with a platinum medal and a score of 82/100, positioning the company among the top 1% in its sector.

These assessments cover four areas: environment, social and human rights, ethics and responsible procurement.

Priority commitments

The Deleplanque CSR approach is expressed through three core pillars:

- Environment: varietal innovation to reduce inputs, organic certification, and contribution to the energy transition through biogas crops and renewable energy production.

- Social: improving working conditions and employee well-being, developing skills, and fostering diversity and inclusion.

- Ethics and Governance: integrating accountability into procurement processes, ensuring transparency with stakeholders, and reinforcing integrity across all activities.

Deleplanque CSR activity: a few figures for 2024

- Nearly 15% of energy consumed comes from self-produced photovoltaic power.
- 30% of employees are trained and aware of climate and environmental challenges.
- 100% of breeder-farmers have signed the Charter of Best Social and Environmental Practices
- 12% of employees trained in responsible purchasing

Outlook

The integration of Deleplanque into the RAGT Group marks the beginning of a new era of cooperation. This union brings together two complementary approaches to social responsibility, combining expertise in varietal selection, agronomic research, and sector support. Together, we aim to develop an ambitious CSR strategy focused on innovation, crop resilience, and the sustainable development of agricultural regions. This synergy will enhance our capacity to meet the economic, climatic, and social challenges facing tomorrow’s agriculture, while reinforcing our commitment as a trusted partner to farmers and the agri-food sector.





1 | ENVIRONMENTAL FOOTPRINT



CLIMATE CHANGE MITIGATION

P. 15 TO 20



ADAPTATION TO CLIMATE CHANGE

P. 21 TO 24



WASTE MANAGEMENT AND CIRCULAR ECONOMY

P. 25 TO 27



BIODIVERSITY PROTECTION

P. 28 TO 30

1.1 | CLIMATE CHANGE
MITIGATION

Climate change mitigation remains a central priority for the RAGT Group. In a context where the impacts of global warming are accelerating, the agricultural sector has a decisive role to play. It can contribute to carbon neutrality by reducing emissions, increasing soil carbon sequestration, and adopting agroecological practices. For the 2024-2025 financial year, the energy transition stands as a cornerstone of RAGT's CSR strategy. The Group is collectively committed to lowering its energy consumption, improving efficiency, and developing sustainable solutions, including self-consumption initiatives. This approach seeks to align economic performance with environmental responsibility, while actively contributing to energy efficiency targets and the reduction of greenhouse gas emissions. It reflects a continuous improvement mindset, supporting the development of more sustainable and resilient agriculture.

INDICATORS/OBJECTIVES

Commitments	Values	Indicator Name	Scope of activities	Time perimeters	Objectives
Reducing the carbon footprint of our activities	2023-24: 7.7 ktCO ₂ e	Scope 1 and 2 GHG emissions	RAGT France: 100% of the activities in France of Plateau Central, RAGT SA, RAGT Energie, the Seeds Business – Semences – (given that 70% of the production of RAGT Semences is carried out in France)	2023-24	2024-25: Providing a BEGES Scopes 1, 2 and 3 Achieved
	2023-24: 212 ktCO ₂ e	Scope 3 GHG emissions (i) new indicator			2025-26: Identifying decarbonization drivers and moving forward on a decarbonization trajectory
	2022-23: 655 kWh / tonne of seed 65.5 kWh / tonne of feed	Annual energy consumption (electricity + gas) (in kWh) of RAGT France industrial sites ^{*1} per tonne manufactured (seeds and animal feed)	RAGT France industrial sites ^{*1}	2022-23 2023-24 2024-25	2024-25: Providing BEGES Scope 3 Achieved
	2023-24: 696 kWh / tonne of seed 62 kWh / tonne of feed 2024-25: 696 kWh / tonne of seeds 60 kWh / tonne of feed				2025-26: Identifying strategic drivers to reduce our annual energy consumption in line with the decarbonization trajectory
Contributing to the decarbonization of agriculture and the planet	2022-23: 7,299 T 2023-24: 13,540 T 2024-25: 15,281 T	Tonnes of Calys agripellets sold	RAGT Energie	2022-23 2023-24 2024-25	2024-25: 20,000 T Not achieved 2025-26: 25,000 T

In 2024, RAGT conducted its first Greenhouse Gas Emissions Assessment (BEGES) covering scopes 1 and 2 in France. In 2025, the Group is continuing this momentum by extending the assessment to indirect emissions (scope 3), with the objective of gaining a comprehensive understanding of its total carbon footprint. At the same time, RAGT will define a decarbonization pathway aligned with the Paris Agreement, targeting a 1.5°C warming limitation scenario for scopes 1 and 2 by the end of the 2025-2026 financial year.

		Co2e tonnes
SCOPE 1		6,790
SCOPE 2		884
SCOPE 3		212,469
Procurement of goods and services	3.1	185,117
Capital items	3.2	12,884
Upstream freight transport and distribution	3.4	10,795
Other emissions items		3,673

^{*1}French industrial sites of the RAGT Group: RAGT Semences Molinières; RAGT Semences Estillac; Prodiol Albi; Prodiol Rignac (excluding Promash) (scope representing on average 60% of the annual electricity consumption and 90% of the annual gas consumption of RAGT France sites).



OUR COMMITMENTS AND ACTIONS 24-25

Reducing our carbon footprint

- RAGT Group – Launch of the BEGES project:
 - The RAGT Group has launched a Greenhouse Gas Emissions Assessment (BEGES) initiative. This project is in line with its commitment to carbon neutrality and its continuous improvement approach to climate strategy.
 - > June 2024: The first phase focused on data collection for scopes 1 and 2 in France, primarily involving the accounting and management control teams.
 - > June 2025: The second phase concluded the BEGES project with the collection of scope 3 data, carried out in collaboration with the CFOs of each Group entity and their teams to identify and consolidate indirect emissions data.
 - This BEGES project provides a fundamental basis for identifying decarbonization drivers and developing a future decarbonization strategy, including the definition of emissions reduction targets aligned with a 1.5°C trajectory in accordance with the Paris Agreement.
- Plateau Central – PRODIAL Food Manufacturing Plants:
 - PRODIAL Albi Renewable Energy (EnR) Project: for 2024-2025, finalization of the study and planning of the site:
 - > Asbestos removal and replacement of the existing roof with steel sheeting (September-October 2025)
 - > Reinforcement of the framework to support photovoltaic panels (October 2025)
 - > Installation of panels and electrical wiring (November 2025)
 - > Grid connection (December 2025)
 - > Effective commissioning of the plant (January 2026)
 - Transition of the material handling fleet from thermal to electrical power.
 - > In 2024-25, 3 electric forklifts were delivered and integrated into the fleet

- "Operations and Quality" activity, RAGT Semences:
 - > Energy efficiency: Improvements at the Molinières site by covering the 12-skip park – Heat recovery system and air recirculation, previously in the open air, and due to climatic hazards.
 - > Energy optimization of dryers: Installation of a dual-flow heat recovery system on Dryer No.2 in 2024-2025 (comparable to the system already installed on Dryer No.3), significantly reducing energy losses.
 - > Decarbonization: Feasibility study for installing a heat pump to replace gas with electricity.

Contributing to the decarbonization of agriculture and the planet

- RAGT Semences – Value creation activity: promoting RAGT genetics to downstream agribusinesses.
 - Carbon Extract tool: introduced in the 2023-2024 report – RAGT Semences continues to use this tool to assess the carbon impact of our solutions on the two components of the carbon footprint: the reduction of GHG emissions (mainly related to the optimization of nitrogen fertilization allowed by genetics) and the storage/sequestration of carbon in soils, in particular via intermediate crops or companion crops. The tool is exclusively used internally, to produce technical references on the low-carbon efficiency of our solutions for distributors and agri-food players. This tool is compatible with the Label Bas Carbone Grandes Cultures method, ensuring scientific rigour and independent validation of results. To date, the project that best values this work concerns the durum wheat sector with a pilot project underway for 2025-2026.
 - Training of sales forces in France and Europe in 2025 with the creation of regional reference case studies to support the dissemination of knowledge. At the European level, the "Forage and Cover Crops" teams as well as the "Cereals" teams have been trained on low-carbon transition challenges.
- RAGT Énergie: A provider of decarbonization

solutions for industrial heating systems through its two business lines (CALYS Agripellets and Engineering):

- RAGT Energy contributes to the decarbonization of industrial heating systems through its Calys agripellets>. These are certified sustainable (ISCC-EU) and compliant with the RED II directives (RED III in progress) (European directives on renewable energies). The projects carried out with Idex La Défense, CPCU (Compagnie Parisienne de Chauffage Urbain) and the city of Grenoble are gaining momentum with demand growing strongly over the next financial year. Production targeted 20,000 tonnes in 2024-2025 versus 13,540 tonnes in 2023-2024. However, actual production reached 15,281 tonnes due to the delayed commissioning of the Idex La Défense project following technical issues. Besides heating networks, RAGT Energie is developing decarbonization projects in the industrial sector to reduce scope 1 emissions.
- Development of Biochar, derived from biomass, as an alternative to fossil coal. RAGT Energie supports manufacturers who wish to decarbonize their processes with the use of biochar (reducing agent in the production of silica or steel). In agriculture, it ensures water retention and improves soil resistance to water stress. Standardization work is underway to set quality thresholds and secure technical performance.

– A hardwood biomass research program has consolidated into a real new activity for RAGT Energie as a hardwood pellet formulator. Two formulations are already operational in our plants, and three new ones will be released over the next year. Each formulation relies on a specific hardwood resource, selected according to identified needs and its sustainability. A rigorous quality control system oversees the entire process, ensuring the reliability of formulations, their performance in meeting recycling targets, and full respect for the environment.

– RAGT x JA National partnership (linked since 2018 as part of the Terres Innovantes endowment fund): renewal of the agreement in 2024 for 3 years with joint projects: in particular low-carbon working group, farmer seed competitions, experimentation with young volunteer farmers adopting innovative practices led by RAGT (see adaptation to climate change).



OUR COMMITMENTS AND ACTIONS 24-25

Contributing to the decarbonization of agriculture and the planet (continued)

- Gazons France: a strengthened partnership with the French Rugby Federation for decarbonization and biodiversity.
 - Since 2022, RAGT has been an official supplier to the French National Rugby Centre (CNR), and as of February 2024, to France Rugby, with an expanded partnership covering national teams, image rights, and player and event development. Through this partnership, 2% of the budget is donated to the FFR endowment fund to support sustainable rugby initiatives.
 - Efficient and responsible turf management:
 - > With its technical and environmental expertise, Les Gazons de France (RAGT) supports the French Rugby Federation in managing its sports infrastructure. Four CNR pitches are equipped with turn that ensure safety and performance, maintained according to environmentally friendly principles.
 - > Beyond the pitches, the partnership extends to the 20 hectares of green spaces at the Marcoussis training centre. These areas are gradually replanted with blends tailored to each zone, including bee-friendly flower mixes, enhance biodiversity, and improve the overall living environment.
 - A technical guide for all clubs:

- > As part of its decarbonization and agroecology initiatives, RAGT has co-authored a guide with the FFR titled "Tips for adapting our sports infrastructure to climate change". This document addresses essential topics such as: reduction of inputs, selection of grasses according to soil types, sustainable water management, adapted mowing heights, preservation of playing surfaces during training (*this action is related to adaptation to climate change*).
- Towards more sustainable rugby:
 - > RAGT is also contributing to the construction of the new training centre in Pantin (Montbrand), where its expertise helps reconcile high-level sporting requirements with environmental considerations.
 - > By integrating biodiversity, technical innovation, and carbon footprint reduction, Les Gazons de France and the FFR demonstrate that a sports partnership can serve as a tangible driver of ecological transition.



ROADMAP

- As part of our commitment to sustainable agriculture and a reduction in our environmental footprint, several strategic projects will be deployed in 2025/2026:
- Definition of decarbonization trajectories: Continuation of the analysis of Scope 1 and 2 emissions for 2024-25, with Scope 3 to follow. Identification of decarbonization drivers and development of trajectories aligned with the Paris Agreement (1.5 °C) for operations in France. Renewal of emissions measurement and gradual extension to the Group's full operational scope, enabling comprehensive trajectory planning across all activities over the coming years.
 - Renewable energy: Implementation of the photovoltaic panel installation project at the Prodial site in Albi, according to the established timeline and launch of an opportunity study to develop additional renewable energy projects across other Group sites.
 - Promotion of genetic solutions: Highlighting of RAGT Semences solutions that contribute to decarbonizing the value chain, particularly through the Carbon Extract

- tool following the Low Carbon Label methodology. Mobilizing strategic partnerships, such as JA (Young Farmers), to test and deploy concrete solutions directly in the field.
- Decarbonization of industrial processes: Deployment of biochar as a decarbonization driver, strengthening collaboration with manufacturers to reduce the carbon footprint of their value chains. Continued research, standardization, and industrialization of biochar technologies to sustainably improve soil resilience.
 - Sustainable mobility: opportunity study to green the RAGT Group's fleet of vehicles and machinery, aiming to reduce emissions linked to business travel and operational activities.

WORDS FROM ...

Natacha Alaux
Secretary-General, RAGT SA



“Faced with the climate challenge, companies have an essential role to play. At RAGT, we are convinced that the ecological transition must be approached with lucidity and transparency. In this spirit, in 2024 we initiated the production of our Greenhouse Gas Emissions Assessment (BEGES). Taking action to reduce emissions is our way of fully embracing our responsibility in the face of this global challenge. This BEGES represents a key step in our commitment to better understand, control, and reduce our environmental footprint.”

1.2 | ADAPTATION TO CLIMATE CHANGE

Climate change is profoundly reshaping agricultural systems, putting global food security at risk and increasing pressure on international markets. These disruptions occur alongside population growth and the growing scarcity of essential resources such as water, energy, and fertile soil. In this context, agriculture must urgently adapt to become more resilient to climate-related hazards. This transformation requires the development of crop varieties that are less vulnerable to environmental stress through innovation in plant breeding and seed research, as well as a shift in farming practices toward more sustainable models better suited to emerging constraints.

INDICATORS/OBJECTIVES

Commitments	Values	Indicator Name	Scope of activities	Time perimeters	Objectives
Proposing varieties adapted to environmental issues	2022-23: 15.8% 2023-24: 18.7% 2024-25: 18.9%	Proportion (as a %) of turnover of RAGT Semences invested in research (RAGT 2n)	RAGT Semences and RAGT 2n	2022-23 2023-24 2024-25	24/25: Between 15 and 18% of turnover Achieved 2025-26: Between 15 and 18% of turnover
Increasing the proportion of drought-tolerant maize varieties	2022-23: 42.5% 2023-24: 42% 2024-25: 48%	Proportion of qualified drought-tolerant maize varieties produced and marketed by RAGT Semences and its sales subsidiaries in the maize varietal portfolio	RAGT Semences (Value creation department)	2022-23 2023-24 2024-25	2024-25: 44% Achieved 2025-26: 48%

OUR COMMITMENTS AND ACTIONS 24-25

Developing hybrid wheat seeds

– The Research program conducted in partnership with Bayer continues to make progress toward the near-term development of hybrid wheat varieties.

Proposing varieties adapted to environmental issues

– “PEA boost” GIE: project to revive the protein pea sector in France, targeting 300,000 hectares within five years (compared with 100,000 hectares today and 800,000 hectares in the 1980s). Peas are legumes that play a key role in fixing atmospheric nitrogen. Supported by an Economic Interest Group (GIE) made up of three seed companies, including RAGT Semences, the project focuses on controlling aphanomyces (a fungal disease affecting peas) and improving varietal resilience to water stress.

– ENVIRAGT: project developing methods and tools for characterizing environments. The aim is to enable RAGT Semences to more precisely assess varietal adaptation to environmental conditions and optimize their commercial potential.

• A three-year PhD project, in partnership with the University of Queensland (supervised by Karine Chenu) and INRAE – UMR GDEC, aims to integrate envirotyping into wheat breeding programs to better anticipate varietal behaviour across environments. The PhD student will spend six months in Australia to master the APSIM crop model and methods for predicting G×E×M interactions.

• In parallel, RAGT is developing an internal calculation engine hosted on RAGT servers to carry out water audits on wheat and maize. These audits enable fine characterization of varieties in relation to

environmental conditions.

– Occitanie LIA GIP : participation of RAGT Plateau Central in this Regional Public Interest Grouping (see Transition of agricultural models)

Increasing the proportion of drought-tolerant maize varieties

– The StressLess solution provides a dual guarantee: ensuring varietal efficiency under water-limited conditions while maintaining performance in normal to optimal situations. This approach directly addresses one of the main constraints of maize production — water availability.

• The StressLess maize range includes around fifty varieties, from the earliest to the latest, to suit the diverse climates across Europe. Four new varieties were added in 2024-2025.

– OPLIT: RAGT Semences – Building on its long-standing expertise in maize breeding, RAGT Semences continues to innovate to offer farmers tailored solutions to today's and tomorrow's challenges. OPLIT (OPTimise mon potentiel – adapts to LImiTants factors) reflects this ambition by delivering maize solutions suited to diverse contexts. It is built on three pillars: agronomic safety, tolerance to biotic and abiotic stresses, and regularity of performance. Together, these pillars ensure stable and secure yields, even under restrictive conditions.

OUR COMMITMENTS AND ACTIONS 24-25

Supporting farmers in "Adapting to climate change"

- Plant CID (Consultancy – Innovation – Development) department – (RAGT Plateau Central):
 - "Climate change: agri today to produce food for tomorrow" training: One training session delivered to 3 farmers in our region of origin in 2024-25
 - Catalogue of training courses run by the CID (Consultancy – Innovation – Development) department in 2024-2027, with 4 new training courses proposed to meet the challenge of adapting to climate change:
 - > Managing irrigation with Abelio DST (decision support tool): digital drivers to improve water

- efficiency
 - > Managing nitrogen fertilization with the Abelio DST: digital drivers to improve nitrogen efficiency
 - > "Climate change: agri today to produce tomorrow"
 - > Promoting farm data through the SMAG Farmer IT tool for eco-performance improvement
- RAGT x JA (Young Farmers) Partnership: implementation in July 2024 of a project to test innovative practices among 5 young volunteer farmers to address issues of biotic and abiotic stress, plant cover implantation, management of crop rotations via decision support tools, etc. (see Zoom below).

ZOOM

RAGT and Young Farmers: a partnership to test innovative agronomic solutions

At a time when agriculture faces major challenges – adapting to climate change, ensuring sustainable practices, and maintaining economic performance – field experimentation is a key driver in preparing for the future.

With this in mind, RAGT and the Young Farmers (JA) union have formed a partnership built around a concrete objective: to test innovative agronomic solutions under real farming conditions in response to the issues raised by volunteer young farmers.

Following an analysis of the constraints encountered on their farms, this collaborative approach involves implementing trials directly on participating holdings, supported by RAGT experts from the Agronomy Innovation Tools department of RAGT Semences. The goal is to confront innovation – including varieties, seed

technologies, farming practices, and digital decision-support tools – with on-the-ground realities across a wide range of soil and climate conditions.

This is a win-win approach. For young farmers, it offers privileged exchanges with expert agronomists and a direct role in innovation. For RAGT, it provides concrete, representative feedback to refine and improve its solutions.

Beyond collecting technical data, the partnership aims to build a lasting network for knowledge exchange between young farmers and RAGT experts. Test results will be shared through collective feedback sessions to help shape the agricultural practices of tomorrow.

ROADMAP

As part of its commitment to developing genetic and agronomic solutions adapted to environmental and climate challenges, RAGT will deploy several strategic projects in 2025-2026:

- Field experimentation with young farmers: Monitoring and analysing trials conducted within the RAGT/Young Farmers partnership, with volunteers engaged in the 2025-2026 campaign.
- Varietal adaptation to contrasting environments:
 - Continuation of the ENVIRAGT project, aimed at refining varietal adaptation through the integration of envirotyping into breeding programs and the development of agronomic modelling tools.
 - Ryegrass / maize forage (or silage) rotation project: ryegrass is a difficult weed to control in cereals. This project aims to help farmers identify strategies to increase forage production in ryegrass-maize systems. Case studies in France

- Strengthening the protein pea sector: Continued collaboration within the PeaBoost GIE to improve the agronomic and environmental performance of protein peas.

WORDS FROM ...

Sébastien Chatre
Managing Director, RAGT 2n



“Climate change is no longer a hypothesis – it is a reality farmers face every day. At RAGT 2n, addressing this challenge lies at the core of our research strategy. Our responsibility as a partner is to anticipate, innovate, and adapt. In the face of drought, heat stress, and increasingly unstable growing cycles, our work is driven by genetic innovation, precise field observation, and agro-climatic modelling. We are fully committed to delivering practical, sustainable, and valuable solutions for the farmers of today and tomorrow.”

1.3 | WASTE MANAGEMENT AND CIRCULAR ECONOMY

In 2024-2025, the RAGT Group continued to strengthen its approach to sustainable waste management. Reducing waste at source and recovering by-products serve a dual purpose: improving operational efficiency while limiting our environmental footprint and preserving resources over the long term. The Group's Health, Safety and Environment expert community coordinates and oversees waste management across all sites. RAGT Énergie also reinforces its commitment to the circular economy, moving away from the traditional linear model. The recycling of plant biomass remains central to its priorities, with the dual objective of minimizing environmental impact and optimizing resource use.

INDICATORS/OBJECTIVES

Commitments	Values	Indicator Name	Scope of activities	Time perimeters	Objectives
Reducing our waste and increase its recovery, maintaining a low proportion of hazardous waste	2022: 2.3% 2023: 4.4% 2024: 2.8%	Proportion (as a %) of hazardous waste produced over the year	RAGT France **	2022 2023 2024	2024-25: < 5% Achieved 2025-26: <= 5% share of hazardous waste
Reducing our waste and increase its recovery, maintaining a low proportion of hazardous waste	2022: 95% 2023: 96% 2024: 97%	Recovery rate (%) of waste generated over the year	RAGT France **	2022 2023 2024	2024-25: Between 95 and 100% Achieved 2025/26 >= 95% recycling rate

** RAGT France: RAGT SA / RAGT Semences / RAGT 2n / Les Gazons de France / RAGT Plateau Central / Prodial Albi / Prodial Rignac / RAGT Energie

OUR COMMITMENTS AND ACTIONS 24-25

Reducing our waste and increase its recovery, maintaining a low proportion of hazardous waste

- RAGT Énergie: Continued research on the recovery of ash from agripellets. This ash is studied as a soil fertilizer, enabling it to be returned to fields and creating a virtuous, near-circular life cycle. Rich in phosphorus (P) and potassium (K) but free of nitrogen (N), it represents a valuable resource for sustainable agriculture. This R&D phase focuses on optimizing processes and ensuring the safety and agronomic effectiveness of these solutions.
- At the Bourran headquarters, individual office bins have been removed in favour of shared collection points throughout the building.
- RAGT also works with CITEO to ensure responsible management of packaging and paper while reducing waste generation. In addition, a tracking system has been introduced for large print runs, such as year-end reports.

environmental impact and supports a sustainable economy.

- The national results of the scheme demonstrate its effectiveness (2023-2024 audit):
 - > 80% of animal nutrition packaging is now covered by the scheme.
 - > 2,125 collection points were set up,
 - > 1,740 tonnes of packaging have been collected.

Taking part in waste management and extended producer responsibility schemes

- Valoralim: RAGT Plateau Central continues its collaboration with Valoralim, a collective organization dedicated to the collection and recycling of animal nutrition packaging, with the following objectives:
 - actively contribute to the Extended Producer Responsibility (EPR) scheme,
 - ensure the collection and recycling of used packaging of its products,
 - support recycling and waste-reduction targets in the animal nutrition sector,
 - promote a circular approach that reduces



ROAD MAP

As part of our commitment to responsible resource and waste management, we will pursue the following initiatives in 2025/2026:

- Recovery and circular economy – RAGT Energie: We will continue developing and optimizing biomass recovery solutions, enhancing circular cycles and resource efficiency to minimize environmental impact.
- Hazardous waste control: We aim to maintain a low proportion of hazardous waste and achieve a recovery rate close to 100% across all Group sites.
- Internal audits: We will carry on with internal audits, including evaluations of waste management in France, to identify improvement opportunities and ensure regulatory compliance.
- Engagement in EPR sectors: We will actively monitor and participate in Extended Producer Responsibility (EPR) initiatives, particularly with VALORALIM for the collection and recycling of animal nutrition packaging,

and CITEO for the responsible management of packaging and paper.



WORDS FROM ...

Matthieu Campargue
Director, RAGT Energie

“At RAGT Energie, the circular economy is not a promise — it is the core of our model. Our operations focus on recovering energy from agricultural by-products collected directly from the field or from primary processing industries. Through careful formulation and processing, these by-products are transformed into standardized fuels, which are then used locally to generate low-carbon energy for industrial and heating networks. Rooted in the principles of the circular economy, this approach simultaneously reduces environmental impact and creates value locally.”

1.4 | BIODIVERSITY PROTECTION

Biodiversity is the living foundation of our planet and the cornerstone of all forms of agricultural productivity — whether reasoned, sustainable, organic, regenerative, or conventional. Agriculture carries a responsibility to protect soils and foster conditions that support life. The challenges are many and interconnected, spanning key areas of our business: soil fertility, plant nutrition, pollination, natural crop protection, carbon sequestration, water regulation, and erosion control. Preserving biodiversity means safeguarding the balances essential for sustainable agriculture.

INDICATORS/OBJECTIVES

Commitments	Values	Indicator Name	Scope of activities	Time perimeters	Objectives
Innovating and promoting savings in plant protection product solutions	2022: 30.8% 2023: 38.9% 2024: 65.9%	Proportion (as a %) of the number of CEPPs obtained in relation to the legislator's goal*	RAGT Plateau Central as distributor and RAGT Semences as breeder and depositary of CEPP action sheets	2022 2023 2024	2024-25: Progress in reaching the number of CEPPs to be collected Achieved 2025-26: Accelerate the momentum to reach 100% of the legal objective
Promoting regenerative agriculture	2024-25: 4,030 hectares in agroecology	Evolution of the number of hectares of "agroecological crops" (minimum score of 40/100 of the Regeneration Index – RI) of the total Effective Agricultural Area of the producer association "Nos grains d'ici" (see details of the RI p.29)	RAGT Plateau Central	2024-25 (2023 campaign = agronomic year FY 2024/2025 = fiscal year following the 2023 agronomic year)	2024-25: 3,000 hectares Achieved 2025-26: 4,000 hectares

* CEPP Objective: The Phytopharmaceutical Conservation Certificates (CEPP) scheme, introduced by French lawmakers, aims to reduce the use and impact of plant protection products by encouraging distributors to promote more sustainable agricultural practices. Each distributor must achieve a quantified plant protection product savings target, measured in "standardized actions" validated by the Ministry of Agriculture.



OUR COMMITMENTS AND ACTIONS 24-25

Promoting regenerative agriculture

- In favour of Living Agriculture (PADV):
 - On 1 July 2024, RAGT Plateau Central became a “committed member” of the PADV consortium, contributing operational, economic, environmental, and societal solutions to enhance the sustainability of local agricultural systems and anticipate changes in the economic model of our activities;
 - Internal organization via a dedicated PADV steering committee and training of an employee in the “living agriculture expert” pathway;
 - Contractualization, promotion of the PADV approach and calculation of the regeneration index with 24 farms adhering to the “Nos blés d’ici” wheat contract of the Agri-Ethics sector.
 - 20 farmers out of the 24 evaluated have a satisfactory agroecological level (Regeneration Index > 40), allowing them to disseminate their practices. *Regeneration index: score out of 100 on plant cover and tillage, carbon storage, fertilization, plant protection management strategy, biodiversity and agroforestry. A score of 40+ reflects agroecological performance.*

Innovating and promoting savings in plant protection product solutions

- Continued development of CEPP action sheets (Certificates of Savings on Plant Protection Products) by RAGT Semences:
 - Maize: Implementation of specific tests under extreme conditions to test the effectiveness of biostimulants against maize pests (seedcorn maggot and click beetle), in an innovative approach to seed treatment (usually used in coating). Submission of a new CEPP sheet with additional data on farming practices to demonstrate reduced insecticide use in

compliance with CEPP criteria.

- Sunflower: 15 RAGT varieties on the CEPP action sheet; Continued selection to develop sunflower varieties resistant to several downy mildew breeds. These breeding efforts are deployed on the market through the GeneCare range of varieties enabling farmers to leverage different genetic profiles of resistance to downy mildew, for stronger, long-term protection while reducing chemical treatments. These innovative genetic constructs make it possible to limit the risks of circumvention of the pathogen and make it possible to reduce the use of anti-mildew in seed treatment, thereby contributing to enriching the CEPP scheme with new references (Sheet 119).
- Rapeseed: Standard rapeseed packs with very early flowering rapeseed are still available. The flowering gap makes it possible to attract beneficial insets to the very early flowering rapeseed and to protect the main rapeseed crop from attacks and reducing insecticide use. The main rapeseed crop also shows resistance to diseases, thereby reducing the use of plant protection products and satisfying the requirements of the CEPP scheme.
- Plant cover: Addition of new varietal references to existing CEPP sheets to enhance agronomic and environmental benefits of plant cover in cropping systems.

ROADMAP

As part of our commitment to supporting the transition to more sustainable agricultural systems, several actions will be implemented in the short and medium term.

- Regenerative agriculture: We will propose agronomic levers to pilot farms to strengthen system resilience and introduce technical innovations for farmers. We will also formalize and expand the PADV approach (agroecological progress contracts) with new farmers who are members of the Nos blés d’ici association, and promote this commitment across downstream value chains.
- Structuring of new agroecological sectors: In the medium to long term, we will build partnerships with downstream processors to develop value chains that address sustainability challenges.

- Development of CEPP sheets: We will continue developing new CEPP action sheets and enriching existing ones with new RAGT references, following a strategy focused on input reduction and the promotion of sustainable practices.

WORDS FROM ...

Serge Moncet
Plant Division Director, RAGT Plateau Central



“RAGT Plateau Central is committed to the agroecological transition in its region of origin. In 2024, we joined the “Pour une agriculture du vivant” movement, reaffirming our commitment to actively contribute to soil regeneration. The Regeneration Index (IR), developed by PADV, serves as a true compass: it provides all stakeholders with a shared framework to initiate, monitor, and promote the evolution of agricultural practices. Together with farmers engaged in this transition, we are implementing tailored solutions to build more sustainable systems that respect both soil health and biodiversity.”



2

SOCIAL QUALITY OF WORK LIFE



**HEALTH, SAFETY
AND QWL**

P. 33 TO 36



**INCLUSION, EQUALITY,
DIVERSITY**

P. 37 TO 40



**ATTRACTIVENESS, SKILLS DEVELOPMENT
AND EMPLOYEE LOYALTY**

P. 41 TO 44

2.1 | HEALTH, SAFETY AND QUALITY OF WORK LIFE AND WORKING CONDITIONS

In 2024-2025, occupational health and safety will be a major strategic priority for the RAGT Group. Aware of the human, organizational, and economic challenges involved, management has mobilized all levels of leadership to establish safety as a core pillar of the company culture. This commitment is reflected in the stronger integration of health and safety issues into managerial practices, with the objective of preventing risks, protecting employees, and sustainably improving working conditions. It follows a logic of shared responsibility, in which every manager becomes a contributor to both social and operational performance, under the leadership of the RAGT Group's health and safety officers.

INDICATORS/OBJECTIVES

Commitments	Values	Indicator Name	Scope of activities	Time perimeters	Objectives
Improving health, safety and quality of work life and working conditions	2023-24: RAGT Group TF2: 21.64 RAGT France TF2: 23.48 (i) Promash excluded as from 2023-24	Frequency rate 2 (TF2) = number of occupational accidents reported with and without work stoppage for 1 year (exclusion of occupational accidents / "1,000,000 / number of hours worked for 1 year"	RAGT group*	2023-24 2024-25	2024-25: - Publish a Group TF2 Achieved - RAGT France TF2: 25 Not achieved
	2024-25: RAGT Group TF2: 20.44 - RAGT France TF2: 26.03				2025-26: RAGT Group TF2: 24 - RAGT France TF2: 23
	Historical performance of RAGT France: 2021-22: 28.1 2022-23: 29.9				
	2023-24: RAGT group: 0.64 RAGT France SR: 0.86 (i) Promash excluded as from 2023-24	Severity rate (SR) = 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 group*	2023-24	2024-25: Defining a pathway
	2024-25: RAGT group: 0.82 RAGT France SR: 1.06				2025-26: Objective related to TF2 objective above
	Historical performance of RAGT France: 2022-23: 0.67				
	2022: 0.16 2023: 0.17 2024: 0.16	Claim frequency = number of claims declared to insurance company/total number of insured vehicles, trucks and machinery	RAGT France**	2022 2023 2024	2024-25: Between 0.13 and 0.15 Achieved 2025-26: 0.15

*RAGT Group: Group's full consolidation scope (excluding Deleplanque Group)

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

OUR COMMITMENTS AND ACTIONS 24-25

Improving health, safety and quality of work life and working conditions

- "Health and Safety Management" program:
 - Continuity of monthly health and safety reporting covering the scope of the RAGT Group (international subsidiaries + France)
 - External support in our "safety culture" approach by involving managers via Field Safety Inspections (see zoom)
- "Risk prevention and steering" program
 - Annual update of the Single Occupational Assessment Document
 - Replacement of the "Risk Flash" by the "Event Flash", an awareness-raising tool sent out by email to Group managers, aimed at sharing illustrated feedback on accidents and near misses to strengthen safety culture.
 - Prevention of RPS (Psycho-Social Risks): continuation of the listening, counselling and psychological support service (free, immediate, confidential and unlimited).
- "Regulatory Compliance" program
 - RAGT Plateau Central has undertaken renovations at the Prodial sites in Albi and Rignac to improve working conditions, strengthen team cohesion and optimize internal and external operations.
 - RAGT Semences (operations and quality) / RAGT 2n:
 - > Continuing performance of safety diagnostics within the Group (RAGT 2N carried out a cross-diagnosis at the RAGT Jardin et Maison store in Albi in October 2024)
 - > Continuation of fire safety work at the Molinières plant by the introduction of sprinkling devices

Promoting the practice of physical activity and sport within the company

- 4 in-company clubs in the 2024-25 season bringing together more than 70 employees: Five-a-side football (15), Petanque (20), Bowling (24), Tennis / Padel (12)
- Registration of "Team RAGT" in races in France and abroad (including the Eiffage Viaduc de Millau run in September 2024, Rodez Ekiden and AOK Corporate Run in Herford (Germany) in June 2025).



ZOOM

Field Safety Inspections

In April 2025, the RAGT Group rolled out a new safety approach in France: Field Safety Inspections (VSTs).

These inspections involve going directly into the field alongside teams to observe real working conditions, highlight exemplary behaviours, identify risk situations, and jointly define immediate actions to be implemented without delay. This proximity-based, listening, and co-construction approach helps strengthen safety on a day-to-day basis.

To ensure the effectiveness of the initiative, a pilot scope has been defined. Within this perimeter, members of the Executive Board and the management line have received in-depth training in the ETSCAF approach, delivered by a firm specializing in corporate safety culture.

Figures (RAGT France):

100 + managers trained in 14 training sessions
118 VSTs carried out (by 15/09/2025)

RAGT's ambition is clear: to embed safety into daily practices, strengthen individual and collective accountability, and create a safer, more efficient work environment. This approach marks a new milestone in the Group's commitment to employee health and safety by placing management at the very heart of prevention.



ROADMAP

– RAGT is preparing to formalize a new Health and Safety policy for the 2026–2030 period, in line with its commitments to prevention and quality of life at work. This policy will be supported by a roadmap built around three fundamental pillars:

- Workplace accidents: identifying preventive actions based on the actual and potential severity of accidents and near misses.

- Risks: sharing a common understanding of our major risks.

- Culture: actively engaging management and field stakeholders.

– This new momentum aims to mobilize all employees around a shared objective: acting with impact to create a safer and more responsible work environment.

– Culture Focus: VSTs for impactful action

- Field Safety Inspections (VSTs) are a key tool to strengthen the safety culture. They are based on three drivers: field observation of work situations, open dialogue with employees and immediate actions to correct risky situations. These inspections help to build trust and make safety a shared issue at all levels of the organization.

– Collaborative engagement: Each year, encourage internal initiatives by supporting the creation of new in-company clubs, proposed by staff, to strengthen social ties and team cohesion.

WORDS FROM ...

Laurent GUERREIRO
Chairman of the Executive Board



“Health and safety are core values at RAGT, supported by all our teams. Our policy, structured around a multi-year plan, aims to prevent risks, improve working conditions, and embed a safety culture at every level of the organization. This collective dynamic — driven by HSE committees, managers, local focal points, and staff representatives — is further strengthened by the launch of Field Safety Inspections in April 2025. Together, we are moving toward a safer and more efficient work environment. As we say at RAGT: safety is everyone's responsibility and a personal commitment for all.”

2.2 | INCLUSION, EQUALITY, DIVERSITY

In 2024-2025, RAGT reaffirms its commitment to diversity and inclusion. RAGT recruits based on skills and expertise, viewing individual differences as drivers of innovation and collective performance. Driven by the HR division, our inclusive policy combats all forms of discrimination while fostering a strong sense of belonging and cohesion. It also reflects RAGT's broader societal commitment. 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.

INDICATORS/OBJECTIVES

Commitments	Values	Indicator Name	Scope of activities	Time perimeters	Objectives
Promoting professional inclusion and retention of workers with disabilities in their jobs	2023: 3.6% 2024: 3.8%	Employment rate of workers with disabilities	RAGT France companies subject to the obligation to employ disabled workers (with more than 20 employees)	2023 2024	2024-25: 6% Not achieved 2025-26: 6% (threshold set by regulations)
Acting in favour of professional equality	2022: 87/100 2023: 87/100 2024: 88/100	Professional equality index between men and women	RAGT social and economic units***	2022 2023 2024	2024-25: 85 Achieved 2025-26: > 85/100 (75/100 threshold set by regulations)

*** RAGT RAGT social and economic units (since 1 January 2024): RAGT SA / RAGT Semences / RAGT 2n / RAGT Plateau Central / Prodial / RAGT Energie / Terryawo / Promash / Les Gazons de France

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

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

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

OUR COMMITMENTS AND ACTIONS 24-25

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

- In 2024-2025, RAGT recorded 16 new beneficiaries under the French employment obligation for workers with disabilities (BOETH).

- To support employees concerned, RAGT introduced a half-day paid absence to facilitate the renewal of the Recognition of the Quality of Disabled Worker (RQTH), enabling administrative procedures to be completed under the best possible conditions.

- In October 2024, RAGT hosted a Disability Employment Breakfast attended by more than 70 participants. This event raised awareness among external stakeholders about disability in the workplace, shared testimonials and best practices, and strengthened the collective commitment to inclusive employment.

- As part of European Disability Employment Week (EDW) 2024, RAGT deployed several strong initiatives: 19 November: the Recruitment team took part in the "Employment & Disability Forum" in Rodez, combining

job-dating sessions with awareness-raising activities such as quizzes. 21 November: 27 duos were created through the national DUODAY programme, encouraging exchanges between employees and people with disabilities. (See LinkedIn article for more information.)

- RAGT also continues its partnership with OPTEO, a foundation supporting the professional inclusion of people with disabilities, particularly through ESATs (Work Support Institutions and Services): :

- ESAT partnerships: agreements signed with Atelier du Rouergue for green space maintenance at the Bourran site and with another ESAT for cleaning workwear at the Estillac Semences site.
- Employee secondment: a secondment contract signed with ESAT Ceignac for 2024-2025.



OUR COMMITMENTS AND ACTIONS 24-25

Fighting all forms of exclusion and discrimination

– RAGT is a member of FACE Aveyron Tarn, an association affiliated with the national foundation FACE – Fondation Agir Contre l'Exclusion. This network of socially responsible companies works actively to promote the inclusion of vulnerable groups through initiatives such as access to employment, career guidance for young people and digital inclusion.

– RAGT is also involved in the departmental initiative "Les entreprises s'engagent", which brings together companies, public authorities and civil society around projects focused on inclusion, ecological transition and employment. (see CSR reports 2022-23 and 2023-24).

– In November 2024, RAGT participated in the "Du Stade vers l'Emploi" event held in Rodez. Supported by France Travail, this innovative program enables recruiters and job seekers to meet in a sporting environment, encouraging informal interaction and the promotion of interpersonal skills prior to job-dating interviews.

Acting in favour of professional equality

– Amendment to the agreement on professional equality and QWL: on 22 January 2025, RAGT Management and the trade union organizations signed an amendment to the agreement within the

socio-economic unit. The result of constructive social dialogue, this agreement defines concrete objectives and targeted actions to promote equity, well-being and inclusion in the workplace.

• In terms of professional equality, RAGT is committed to fair treatment in recruitment, pay, career development and access to training. Key indicators — including the Gender Equality Index — are monitored regularly to ensure transparency and continuous improvement. Awareness-raising initiatives are also implemented to combat gender stereotypes and promote an inclusive culture.

• Regarding Quality of Life at Work, the agreement provides practical measures such as adjustments to working hours, the development of teleworking, prevention of psychosocial risks, and strengthened dialogue between employees and managers. The aim is to create a work environment that respects individual needs and supports both professional and personal development.

• The agreement also includes specific measures for employees with disabilities, including a half-day paid absence for the renewal of RQTH and active participation in inclusive initiatives such as DUODAY and the "Du Stade vers l'Emploi" forum. (see commitments mentioned above).

ROADMAP

As part of a continuous improvement approach and its social responsibility strategy, RAGT is committed to strengthening working conditions, risk prevention and quality of life across its sites. The following short- and medium-term actions will be implemented:

– Promotion of professional inclusion and retention of workers with disabilities in their jobs: RAGT continues to promote inclusion by strengthening the recruitment of BOETH beneficiaries, developing partnerships with specialized stakeholders such as Cap Emploi and OPTEO, and structuring personalized support for the employees concerned. Internal awareness will also be reinforced through recurring initiatives such as DUODAY and the creation of new internal events dedicated to inclusion.

– Fighting discrimination and fostering an inclusive environment: RAGT strengthens management training on diversity and inclusion, maintains the internal alert system accessible to all employees, and pursues its involvement in territorial networks such as FACE

Aveyron Tarn and "Les entreprises s'engagent". The company also enhances the visibility of its inclusive actions through internal and external communications.

– Acting in favour of professional equality: RAGT continues to monitor the Gender Equality Index and implement targeted action plans in the event of gaps. The group promotes gender diversity in technical and agricultural roles through partnerships with educational institutions and awareness-raising campaigns.

WORDS FROM ...

Aurélie Massy Genestie
HR Manager



“Inclusion, professional equality and the fight against discrimination are core pillars of RAGT's CSR strategy. Driven by a collective commitment, these priorities are reflected in concrete actions supporting the employment of people with disabilities, diversity and Quality of Life at Work. The 2024-2025 period was marked by strong momentum in social responsibility. The signing of key agreements, our involvement in territorial networks and the mobilization of our teams all demonstrate a clear ambition: to make RAGT a responsible, inclusive and sustainable company.”

ATTRACTIVENESS, DEVELOPMENT OF SKILLS AND EMPLOYEE LOYALTY

Developing the skills of our 2,000 employees is a central priority for the Human Resources Department. Attractiveness means being able to recruit and retain the key profiles needed to support our business lines. Training supports the Group's growth, innovation and transformation. Loyalty is about securing talent, stabilizing organizations and valuing human capital over the long term. For employees, it also means safeguarding their employability in an environment of constant change.

INDICATORS/OBJECTIVES

Commitments	Values	Indicator Name	Scope of activities	Time perimeters	Objectives
/	2022-23: 85.8% 2023-24: 87.7% 2024-25: 88.4%	Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT Group	RAGT group*	2022-23 2023-24 2024-25	2024-25: 85% Achieved 2025-26: Integration of Deleplanque Group employees (450)
Developing our employees' business skills	2022: 3.3% 2023: 3.8% 2024: 3.5%	Proportion (as a %) of payroll allocated to training	RAGT social and economic units***	2022 2023 2024	2024-25: Maintained proportion Achieved 2025-26: Maintained proportion
	2023: 14 hours for women and 17.3 hours for men 2024: 12.8 hours for women and 14 hours for men	Average number of hours of training per employee and gender	RAGT social and economic units***	2023 2024	2024/ 25: new indicator 2025-26: Implementation of the Working Time agreement
Welcoming an increasing number of work-study apprentices	2022-23: 29.75 (including 0.5 RAGT 2n Masterclass) 2023-24: 32.50 (including 2.5 RAGT 2n Masterclass) 2024-25: 36.75 (including 3.75 RAGT 2n Masterclass)	Average number of work-study apprentices during the year	RAGT France**	2022-23 2023-24 2024-25	2024-25: Maintaining the number Achieved 2025-26: 30
Enabling access to professional mobility	2022-23: 5.5% 2023-24: 5.6% 2024-25: 4.2%	Proportion (as %) of the number of internal transfers that occurred during the year, on the number of permanent contracts at the beginning of the year	RAGT France**	2022-23 2023-24 2024-25	2024-25: 6% Not achieved 2025-26: Integration of Deleplanque Group employees

*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.)

*RAGT Group: Group's full consolidation scope (excluding Deleplanque Group)

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

*** RAGT social and economic units (since 1 January 2024): RAGT SA / RAGT Semences / RAGT 2n / RAGT Plateau Central / Prodial / RAGT Energie / Terrya / Promash / Les Gazons de France

OUR COMMITMENTS AND ACTIONS 24-25

Becoming more attractive

– Signing of a new working time agreement in France: As part of the 2023-2026 social agenda, and more than 25 years after the first agreement structuring working time, a new agreement was signed between Management and the representative FGTA-FO trade union organization..

- Effective from 1 January 2025, this agreement clarifies applicable working-time arrangements to ensure the best balance between regulatory requirements, operational needs and current team practices.
- It covers the main forms of work organization — annualized hours, allocation of JRTT days, annual flat-rate in days, overtime, shift work and part-time arrangements — as well as so-called “peripheral” time (breaks, changing time, travel, showers, etc.).
- A transitional period until 31 December 2025 has been established to allow teams to gradually adopt these new provisions.
- This roll-out is supported by several levers: manager training across France, monthly webinars (Web'contre RH), educational communication tools, and on-site support planned for the second half of the year.

– Actions in favour of local employment and territorial presence (in terms of the location of our activities): Participation in more than twenty job fairs and presentations in schools to promote our career opportunities.

– Deployment of a new ATS recruitment software and career website in early 2025 to enhance employer visibility and appeal. This optimized, user-friendly portal enables the publication of job offers, automated and collaborative application management, and more reliable recruitment tracking. It will gradually be rolled out to international subsidiaries, reflecting the Group's global dimension while highlighting CSR commitments and corporate culture. <https://jobs.ragt.com/fr>

– Structuring of the RAGT Group LinkedIn page and creation of a digital editorial board to ensure more

consistent and engaging communication. These actions led to a strong increase in subscribers in 2024-2025 (+20% in one year).

– Follow-up of agreements on the availability of volunteer fire-fighters, notably between RAGT SA (and its subsidiaries) and the SDIS of Tarn, in line with the agreement signed in 2016 with the SDIS of Aveyron.

Developing our employees' business skills

– Implementation of a multi-year skills development plan to strengthen know-how and proactive talent management:

- Training needs are collected via the HRIS deployed in 2024 for the 2025 and 2026 plans, initially on a pilot scope covering RAGT SA and RAGT Semences (around 100 employees).
- This system will gradually be extended to a wider population, covering more than 400 employees equipped with a computer.
- There are three possibilities for expressing needs:
 - > Training initiatives "pushed" by the ExCom
 - > Collective projects defined by managers
 - > Individual requests via the online catalogue (including the possibility to create new courses)

– Two complementary training formats have been deployed for managers involved in schedule management and on-call duties:

- A 4-hour training course focusing on the practical aspects of scheduling management.
- A one-day training session, alternating theory and practical exercises in groups.
- Between May and October 2024, 18 sessions were delivered in partnership with CEGOS, with around ten participants per session.

– The objective is to train nearly 180 managers by the end of October 2025: 100 via the half-day format and 80 via the one-day format.

- 10 x half-day sessions from 26 May to 2 October 2025: 99 managers trained
- 9 x 1-day sessions from 27 May to 1 October 2025:

OUR COMMITMENTS AND ACTIONS 24-25

80 managers trained

- Pilot sessions conducted at the end of May were followed by feedback sessions and adjustments to optimize the program and ensure its effectiveness.

These initiatives demonstrate the Group's commitment to anticipating needs, supporting managers in their organizational responsibilities, and fostering ownership of internal developments while building key skills for the future.

Welcoming an increasing number of work-study apprentices

- The annual "Internships & Work-Study" campaign has become a structured and recurring process for managers, supported by a dedicated calendar and methodology. It strengthens RAGT's attractiveness to young talent while promoting training and integration opportunities within the Group.
- In 2024-2025, RAGT created a community of work-study students, led by five apprentices from the HR, Communications and CSR teams at RAGT SA. The initiative encourages experience sharing, mutual support and engagement through tools such as a dedicated WhatsApp group and regular meetings.
- Implementation of coordinated actions with "Action Logement" to facilitate their access to housing

- RAGT 2n Masterclass: For 2024-2025, 4 new contracts were signed (2 in July 2024 and 2 in January 2025). Out of 3 contracts that ended on the previous cohort, 2 permanent contracts were signed.

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
- The HR process is followed up for managing long leave periods, developed in cooperation with occupational health services, to prevent professional withdrawal

ROADMAP

- RAGT supported the roll-out of the new Working Time Agreement. This covered the transitional period running until the end of 2025, ensuring a gradual and effective deployment across teams. In 2026, a collective review will be conducted by Management and unions to assess the impact of the agreement and identify any necessary adjustments. To further secure working-time management, RAGT will deploy the GTA tool to enable automated and reliable tracking of working hours, including alert systems to ensure compliance and promote educational use of time data.
- Implementing an HR "people review" process: RAGT continues to develop responsible talent management by strengthening the alignment between training, remuneration and career development processes through the People Review approach. This initiative aims to enhance transparency, fairness and skills development for all employees. The approach will be rolled out internationally through the deployment of

the ATS software in four languages (French, English, German and Spanish) over the coming years.

- Pursuing our social agenda: by finalizing negotiations on social protection schemes (provident and health insurance) and launching discussions on employee savings plans.
- Inducting work-study students: Organization of a first integration seminar for work-study students in France for the 2025-2026 academic year.

WORDS FROM ...

Océane Bileux
RAGT 2n selection employee, former Masterclass student



“Joining the RAGT 2n Masterclass marked a turning point in my career. The program enabled me to specialize in varietal breeding, a fascinating and strategic field for the agriculture of tomorrow. My work-study placement was a true immersion experience. I contributed to concrete projects, learned alongside committed professionals and honed my skills day after day. Now employed on a permanent contract, I fully recognize the value of this experience. It shows that with the right training and a company's trust, an opportunity can become a genuine vocation.”



3 | SUSTAINABLE AGRICULTURE



TRANSITION OF AGRICULTURAL MODELS

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FOOD AND HEALTH SAFETY

P. 51 TO 54

3.1 | TRANSITION OF AGRICULTURAL MODELS

The pace of agricultural transformation is accelerating, affecting food supply for humans and animals, farming practices, and energy use. This shift responds to growing consumer expectations and environmental imperatives, in line with the goals of the European Green Deal. RAGT Semences selects, produces, and markets improved seeds worldwide, offering practical solutions to downstream sectors including distribution, agribusiness, and consumers. At the same time, RAGT Plateau Central supports and advises farmers in the Occitanie region, helping them evolve their practices — particularly in agroecological transition and the adaptation of livestock systems.

INDICATORS/OBJECTIVES

Commitments	Values	Indicator Name	Scope of activities	Time perimeters	Objectives
Supporting the agroecological transition in the Occitanie Region	2022-23: 139 certified farms (86 audits over the year / +140% new customers)	Evolution of the total number of HVE-certified (High Environmental Value) farms after RAGT Plateau Central support (for an initial audit or certification renewal audit)	RAGT Plateau Central	2022-23 2023-24 2024-25	2024-25: Maintaining the number Achieved
	2023-24: 154 certified farms (53 audits over the year / +11% new customers)				2025-26: Maintaining a constant number of HEV certified farms
	2024-25: 151 certified farms (72 audits over the year / -1.95% new customers)				
	2023-24: 10 CADs (Sustainable Agriculture Contracts) filed in the Region	Evolution of the total number of farms supported by RAGT Plateau Central to obtain a CAD (Sustainable Agriculture Contract) with the Occitanie Region	RAGT Plateau Central	2023-24 2024-25	2024-25: A total 30 CADs filed Not achieved
	2024-25: 29 cumulative CADs filed in the Region (+19 new CADs filed)				2025-26: 39 total CADs(+ 10 CADs to be filed)
Bringing solutions to rise to the challenges of the future	2022-23: 2.6% 2023-24: 3.3% 2024-25: 4.1%	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	2022-23 2023-24 2024-25	2024-25: 3.4% Achieved 2025-26: 3.3%

OUR COMMITMENTS AND ACTIONS 24-25

Supporting the agroecological transition in the Occitanie Region

– The PADV approach and its Regeneration Index have been integrated into the “Agri-Éthique” plant sector to strengthen the system and accelerate agroecological practices. (see “Biodiversity protection”)

– Support and training of farmers by experts from the CID (Consultancy – Innovation – Development) department of RAGT Plateau Central:

- Support for HVE certification
- Support in obtaining a Sustainable Agriculture Contract
- Digital DST (decision support tool) training + water management

– RAGT Plateau Central “CAP JEUNE” scheme aimed at supporting new farm installations (Animal Production/ Plant Production: in 2024-25, 49 CAP JEUNE files, a significant increase of 29% compared to 2023-24.

– Organization of “Thematic Days” for farmers: two days dedicated to plant cover with the presence of stakeholders (CUMA Federation and the Water Agency (ADOPTAE)).

– RAGT Plateau Central works in synergy with Occitanie LIA (Lien, Innovation & Agroécologie) GIP, a regional public-interest group established by the State, the Occitanie Region, and the Adour-Garonne Water Agency. Based at the Auzerville Agricultural High School,

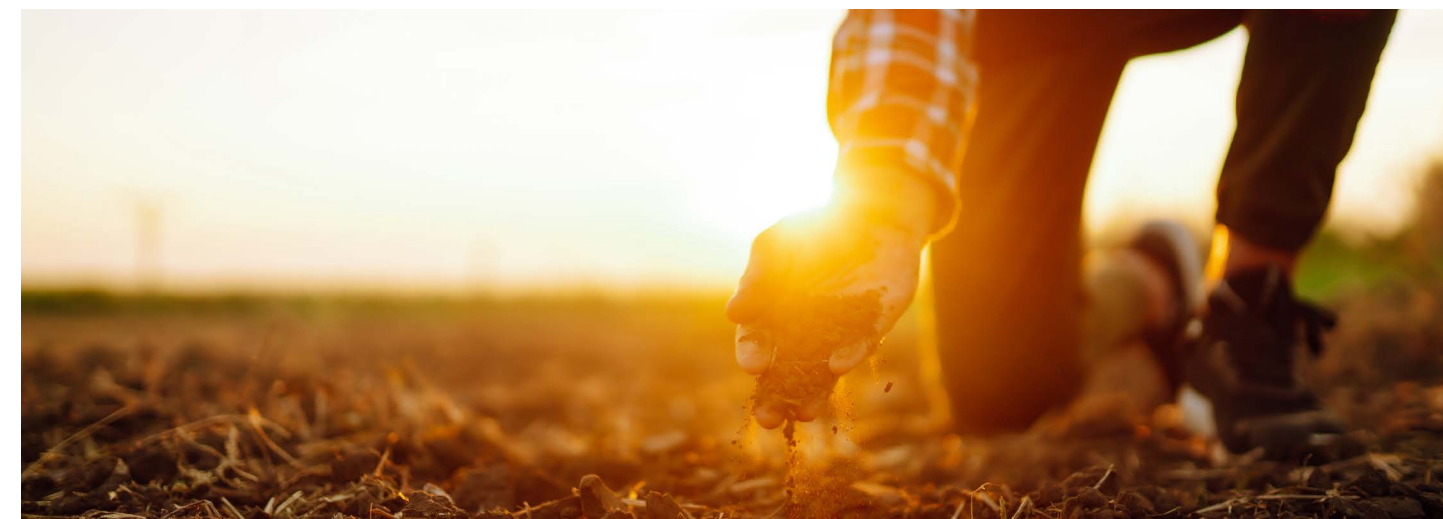
the LIA GIP accelerates agroecological transitions locally through technical support, co-expertise, and territorial innovation.

• Carrying out of genetic tests on different varieties of mustard for Gaillacois-type soils (Tarn); test on the maize weeding program

• Organization in March 2025 of a technical day in Cahuzac-sur-Vère (81): “Contributing to the efficient and sustainable management of water resources by plant cover” in connection with the ADOPTAE project presented below. The event was structured around 4 highlights:

- > From research to the field: water management, plant protection products, and plant cover in practice
- > Tools for the rapid diagnosis of soil structure
- > Local diagnosis: crop practices and water quality in the river basin
- > Visit of the “Long intercropping plant cover” showcase

– ADOPTAE project: a multi-stakeholder project lasting 3 years (2023-2025) aimed at promoting plant cover as a means of improving soil fertility and optimizing water management. RAGT Plateau Central is a project partner of the Aveyron-Tarn field crops workshop area. Learn more about ADOPTAE: <https://agriconnaissances.fr/pratiques-culturelles/couverts-vegetaux/projet-adoptae>



OUR COMMITMENTS AND ACTIONS 24-25

Bringing solutions to rise to the challenges of the future

- Seed technologies: RAGT is advancing new technologies applied to seeds — including weighting, coating, and agglomeration — to improve sowing homogeneity and facilitate crop establishment.
- Significant progress in 2024–2025, with investment in a pilot-scale mixing vessel and laboratory equipment, and the recruitment of a chemist specialized in formulation and granulation.
- Laboratory processes have been established to evaluate the quality of coated seeds, including: benchmarking of the various solutions proposed by suppliers; creation and optimization of a recipe; economic feasibility study; production management

- tool.
- Successful rapeseed weighting project. Test follow-up scheduled for sunflower.
- SYSTERRE: Evaluation of the triple performance of RAGT Seeds solutions (current project): Environmental: IFT (Treatment Frequency Index...) / Social: workload and breakdown in the farmer's year / Economic
- Sowing the future: continued development of the winning projects, in particular in the Innovation and resilience category: development of the robot (see zoom)
- RAGT – JA (Young Farmers) partnership: project to test RAGT solutions among young volunteer farmers (see Adaptation to climate change)

ZOOM

The Sowing the Future robot

As part of its commitment to sustainable innovation, RAGT Semences is advancing the development of the “Sowing the Future” robot, winner of the innovation challenge in the Resilience category. Developed in collaboration with the start-up Agreenculture, the project aims to automate targeted weeding in tall fescue crops, a species for which conventional plant protection solutions are limited.

After two years of design, a key milestone was reached with the delivery of the robot to RAGT Semences' facilities. This intelligent device, capable of detecting weeds and applying herbicide locally, is expected to:

- Reduce the physical strain of manual tasks for employees,
- Improve the quality of seed batches,
- Provide a practical solution to partner breeders

facing specific problems.

The first tests in a controlled environment were conducted in summer 2025, with full operational deployment planned for spring 2026. This project reflects RAGT Semences' dedication to responsible, innovative, and resilient agriculture.



ROADMAP

As part of our commitment to support the transition to more sustainable and resilient agricultural systems, several actions will be implemented in the short and medium term:

- Agroecological transition: Integrating the PADV regeneration index into the Agri-Ethics sector; supporting farmers through the RAGT Plateau Central CID (Consultancy – Innovation – Development) department, (HVE, Sustainable Agriculture Contracts, digital DSTs, water management); assisting young farmers installed with the CAP JEUNE system; organizing technical days on plant cover.
- Territorial partnerships and innovation: Collaborating with the Occitanie LIA GIP to test agroecological solutions; continuing the ADOPTAE project on soil fertility and water management; launching biocontrol trials in Aveyron and Tarn.

- Technologies and sustainable performance: Developing coated and agglomerated seeds; continuing the production of technical references on the sustainability of our solutions with the SYSTERRE tool; continuing the Sowing the Future robotics project; piloting RAGT solutions with Young Farmers.

WORDS FROM ...

Damien Robert
Managing Director, RAGT Semences



“The transition of agricultural models requires commitment, method, and pragmatism. At RAGT Semences, we support this evolution by leveraging agronomic innovation to create a more sustainable, resilient, and efficient agriculture. This involves rethinking technical routes, integrating environmental constraints, and responding to societal expectations, while ensuring farmers can maintain productivity and profitability. Our role is to experiment, test, and validate practical solutions alongside farmers, including farming practices, decision-support tools, plant cover strategies, and adapted varieties. In 2025, we launched a project with the Young Farmers (JA) Union to jointly test our solutions and address their real-world challenges. Step by step, together with farmers, we are building agricultural systems that are more autonomous, less dependent on inputs, and better prepared to meet future challenges.”

3.2 | FOOD AND HEALTH SAFETY

In the context of climate change and population growth, agri-food players carry greater responsibility than ever to innovate and meet a global challenge: feeding nearly 10 billion people by 2050. This requires producing more, more sustainably, and making the most of local and limited resources. Through their respective activities, RAGT's business lines are fully committed to sustainable food production.

INDICATORS/OBJECTIVES

Commitments	Values	Indicator Name	Scope of activities	Time perimeters	Objectives
Committing to sustainable livestock feed	2022: 78% 2023: 75% 2024: 76%	Proportion of our bulk raw materials from France (grown and processed in France) in the manufacture of our feed	Prodial (Feed production)	2022 2023 2024	2024-25: > result in year N-1 Achieved 2025-26: 75%
	2022: 0.4% 2023: 0.35% 2024: 0.09%	Proportion of our feed production containing medicinal products	Prodial (Feed production)	2022 2023 2024	2024-25: Discontinued in May 2025 Achieved
	2023: 53% 2024: 76%	Proportion of non-deforesting soybean supplies in total soybean deliveries (seeds, cakes, oils and hulls)	Prodial (Feed production)	2023 2024	2024-25: 75% Achieved 2025-26: 100%

OUR COMMITMENTS AND ACTIONS 24-25

Maintaining Quality certifications and accreditations

- RAGT Semences: PGRP: Plant Protection Risk Management Plan and
 - EPP: European Plant Passport
- Plateau Central :
 - Authorization for the sale of Plateau Central / Terrya plant protection products RAGT
 - Organic certifications for the distribution of products and raw materials; for production
 - Feed manufacturing plants RCNA (Animal Nutrition Certification Standard) + STNO ("Non-GMO Nourished < 0.9%" Technical Base) + STNE (Equine Nutrition technical base)
 - RAGT Plateau Central and Terrya trading company collection silo: CSA-GTP certification (Food Safety Charter — Good Trading Practice, which covers the collection, storage, marketing and transport of cereals, oilseeds and protein crops); 2BSvs for the sustainability of materials (application of the Renewable Energy Directive); Class A maize (traceability and continuous improvement of the physical and sanitary quality of maize)

National des Industriels de la Nutrition Animale) CSR commission. Structuring of the CSR approach around the RESPONS 2.0 framework, broken down into eight components: governance, implementation, human resources, production methods, territorial anchoring, environmental results, social results and economic results.

– RAGT New Zealand innovates by using the RGT18 endophyte to improve the performance of ryegrass, essential for breeding in New Zealand. This microscopic fungus protects crops from pests while ensuring safe animal feed. This development enhances grassland productivity.

– Proléal: In early 2024, the Prodial plant in Albi inaugurated a new production line as part of the Proléal project. This line enables the cold crushing of rapeseed, producing locally sourced unprocessed oil for sale and protein-rich meal used at the Albi and Rignac sites for animal feed. This initiative supports a short supply chain, and reduces the production carbon footprint.

Committing to sustainable livestock feed

- Duralim: renewed reporting to Duralim on our 2024 soybean deliveries by Prodial's Purchasing & Procurement department
- Participation in the work of the SNIA (Syndicat



OUR COMMITMENTS AND ACTIONS 24-25

Signing up to a protein plan

- PROTEINOV – ASSOCAPRO project: RAGT participates in the ASSOCAPRO project, which aims to enhance protein autonomy and food sovereignty through the development of legumes such as peas, beans, and alfalfa.
 - Studies and diagnostics: analysis of the state of protein production in Europe and expert advice on farming practices. A white paper was issued in January 2025, providing recommendations and diagnostics for the development of leguminous crops at both national and European levels.
 - Experimental phase (2022-2024): agro-economic studies on 1-hectare plots of cereal-protein crop associations, including autumn sowing, profitability analysis, and monitoring of straw cereal /protein crop systems. The studies also aim to assess potential reductions in pesticide and nitrogen use by farmers.
- PROTEINOV – DST project: RAGT is implementing a Decision Support Tool (DST) to optimize agricultural practices and improve the protein quality of forage crops.
 - Agricultural optimization: update and deployment of the DST on the RAGT site.
 - Reduction of cake imports: reducing dependence on imported cakes, often derived from GMOs.

- Protein quality of forage crops: studies on the yield and quality of annual clovers, including varieties outside the RAGT portfolio, with statistical performance analyses to guide crop practices.

Structuring sustainable sectors throughout our value chain

- RAGT is developing sectoral approaches in key crops (rapeseed, milling wheat, durum wheat, soya, etc.) to strengthen the RAGT Plateau Grain activity.
 - Responsible soft wheat sector (Moulins Soufflet): adoption of the NF V30-001 standard for traceability and insecticide-free storage (1,300 tonnes harvested in 2023-2024; 2,100 tonnes in 2024-2025).
 - Soybean sector: production of foodstuffs for human consumption (Olga – Soja Sun desserts) (69.92 tonnes over 2024-2025).
 - High quality durum wheat sector – 100% French production (Carrefour / Alpina Savoie)
 - Soft wheat sector "Nos blés d'ici", "Agriéthique" label (Calvet / Maury mills) – See zoom in CSR report 2022-23

ROADMAP

In the context of agroecological transition and heightened regulatory requirements, RAGT reaffirms its commitment to ensuring the quality, traceability, and sustainability of its value chains. Several structuring actions will be implemented in the short and medium term:

- Maintained quality certifications: Renewing and complying with existing standards and accreditations to guarantee product safety and strengthen partner confidence.
- DURALIM commitment 2024: Signing the charter and participating in working groups on key priorities, including the fight against deforestation (soy), decarbonization of value chains, protein sovereignty, and the development of local solutions.
- "Proteinov" approach: Monitoring ongoing trials and DST over the coming years, producing practical recommendations to improve protein autonomy, forage quality, and environmental performance.

- Structuring agroecological sectors: Implementing an agroecological agreement with Nutrition & Santé and integrating the Regeneration Index (IR) to help finance the agroecological transition in common wheat and promote sustainable practices across downstream sectors.

WORDS FROM ...

Nicolas Lecat
Managing Director, RAGT Plateau Central



“At RAGT Plateau Central, we are building a sustainable supply chain from field to fork. We support farmers in achieving forage and protein autonomy by improving the sourcing of raw materials for our plants, prioritizing local, traceable, and certified resources. We work alongside field crop producers to implement agroecological practices, supported by sustainable contracts with regional processors that recognize committed and responsible approaches. Our commitment is rooted in proximity to the field, built on listening, technical expertise, and the co-construction of solutions, in service of food and health security.”

The basic scope corresponds to the Group's full consolidation scope (excluding Deleplanque Group) The scope of the indicators varies on a case-by-case basis and is indicated.

INDICATOR DASHBOARD

2024-2025

Issue	Commitments	Values	Indicator Name	Scope of activities	Time perimeters
Climate change mitigation	Reducing the carbon footprint of our activities	2023-24: 7.7 ktCO2e	Scope 1 and 2 GHG emissions	100% of the activities of Plateau Central, RAGT SA, RAGT Energie, and the French activities of the Seeds Business – Semences – (given that 70% of the production of RAGT Semences is carried out in France)	2023-24
		2023-24: 212 ktCO2e	Scope 3 GHG emissions (i) new indicator		
		2022-23: 655 kWh / tonne of seed 65.5 kWh / tonne of feed			
	Contribute to the decarbonization of agriculture and the planet	2023-24: 696 kWh / tonne of seed 62 kWh / tonne of feed	Annual energy consumption (electricity + gas) (in kWh) of RAGT France representative industrial sites per tonne manufactured (seeds and animal feed)	RAGT France industrial sites Scope representing on average 75% of the annual consumption of the Group's French sites	2022-23 2023-24 2024-25
		2024-25: 696 kWh / tonne of seeds 60 kWh / tonne of feed			
		2018-19: 509 T 2019-20: 564 T 2020-21: 253 T 2021-22: 2,320 T 2022-23: 7,299 T 2023-24: 13,540 T 2024-25: 15,281 T	Tonnes of Calys agripellets sold		
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% 2023-24: 18.7% 2024-25: 18.9%	Proportion (as a %) of turnover of RAGT Semences invested in research (RAGT 2n)	RAGT Semences and RAGT 2n	2018-19 2019-20 2020-21 2021-22 2022-23 2023-24 2024-25
	Increasing the proportion of drought-tolerant maize varieties	2019-20: 36% 2020-21: 37% 2021-22: 44% 2022-23: 42.5% 2023-24: 42% 2024-25: 48%	Proportion of qualified drought-tolerant maize varieties produced and marketed by RAGT Semences and its sales subsidiaries in the maize varietal portfolio		
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% 2023: 4.4% 2024: 2.8%	Proportion (as a %) of hazardous waste produced over the year	RAGT France **	2019 2020 2021 2022 2023 2024
	Reducing our waste and increase its recovery, maintaining a low proportion of hazardous waste	2019: 95% 2020: 94% 2021: 97% 2022: 95% 2023: 96% 2024: 97%	Recovery rate (%) of waste generated over the year		

Issue	Commitments	Values	Indicator Name	Scope of activities	Time perimeters
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% 2023: 38.9% 2024: 65.9%	Proportion (as a %) of the number of CEPPs obtained in relation to the legislator's goal*	RAGT Plateau Central as distributor and RAGT Semences as breeder and depositary of CEPP action sheets	2017 2018 2019 2020 2021 2022 2023 2024
	Promoting regenerative agriculture	2024-25: 4,030 hectares in agroecology	Evolution of the number of hectares of "agroecological crops" (minimum score of 40/100 of the Regeneration Index – RI) of the total Effective Agricultural Area of the producer association "Nos grains d'ici"	RAGT Plateau Central	2024-25 (campaign carried out in 2023)
Health, Safety and QWL	Improving health, safety and quality of work life and working conditions	2023-24: RAGT Group TF2: 21.64 - RAGT France TF2: 23.48 (i) Promash excluded as from 2023-24 2024-25: - RAGT Group TF2: 20.44 - RAGT France TF2: 26.03 Historical performance of RAGT France: 2019-20: 24.4 2020-21: 17.1 2021-22: 28.1 2022-23: 29.9 2023-24: 24.37	Frequency rate 2 (TF2) = number of occupational accidents reported with and without work stoppage for 1 year (exclusion of occupational accidents / "1,000,000 / number of hours worked for 1 year"	RAGT group*	2023-24 2024-25
		2023-24: - RAGT Group SR: 0.64 - RAGT France SR: 0.86 (i) Promash excluded as from 2023-24 2024-25: - RAGT Group SR: 0.82 - RAGT France SR: 1.06 Historical performance of RAGT France: 2022-23: 0.67 2024-25: 0.86	Severity rate (SR) = 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"		
Inclusion, equality, diversity	Promoting professional inclusion and retention of workers with disabilities in their jobs	2023: 3.6% 2024: 3.8%	Employment rate of workers with disabilities	RAGT France companies subject to the obligation to employ disabled workers (with more than 20 employees)	2020 2021 2022 2023 2024
	Acting in favour of professional equality	2019: 61/100 2020: 76/100 2021: 85/100 2022: 87/100 2023: 87/100 2024: 88/100	Professional equality index between men and women	RAGT social and economic units***	2019 2020 2021 2022 2023 2024
Attractiveness, development of skills and employee loyalty	/	2022-23: 85.8% 2023-24: 87.7% 2024-25: 88.4%	Proportion (as a %) of permanent contracts in the annual average full-time equivalent workforce of the RAGT Group	RAGT group*	2022-23 2023-24 2024-25
	Developing our employees' business skills	2018: 2.7% 2019: 2.8% 2020: 3.0% 2021: 3.4% 2022: 3.3% 2023: 3.8% 2024: 3.5%	Proportion (as a %) of payroll allocated to training	RAGT social and economic units***	2018 2019 2020 2021 2022 2023 2024

INDICATOR DASHBOARD

2024-2025

Issue	Commitments	Values	Indicator Name	Scope of activities	Time perimeters
Attractiveness, development of skills and employee loyalty	Developing our employees' business skills	2023: 14 hours for women and 17.3 hours for men 2024: 12.8 hours for women and 14 hours for men	Average number of hours of training per employee and gender	RAGT social and economic units***	2023 2024
	Welcoming an increasing number of work-study apprentices	2018-19: 15.5 2019-20: 21.42 2020-21: 22.50 2021-22: 23.67 2022-23: 29.75 (including 0.5 RAGT 2n Masterclass) 2023-24: 32.50 (including 2.5 RAGT 2n Masterclass) 2024-25: 36.75 (including 3.75 RAGT 2n Masterclass)	Average number of work-study students during the year	RAGT social and economic units***	2018-19 2019-20 2020-21 2021-22 2022-23 2023-24 2024-25
	Enabling access to professional mobility	2020-21: 6.5% 2021-22: 9% 2022-23: 5.5% 2023-24: 5.6% 2024-25: 4.2%	Proportion (as %) of the number of internal transfers that occurred during the year, on the number of permanent contracts at the beginning of the year	RAGT France**	2020-21 2021-22 2022-23 2023-24 2024-25
Transition of agricultural models	Supporting the agroecological transition in the Occitanie Region	2021-22: 58 certified farms 2022-23: 139 certified farms (86 audits over the year / +140% new customers) 2023-24: 154 certified farms (53 audits over the year / +11% new customers) 2024-25: 151 certified farms (72 audits over the year / 1.95% new customers)	Evolution of the total number of HVE-certified (High Environmental Value) farms after RAGT Plateau Central support (for an initial audit or certification renewal audit)	RAGT Plateau Central	2021-22 2022-23 2023-24
		2023-24: 10 CADs (Sustainable Agriculture Contracts) filed in the Region 2024-25: 29 CADs (Sustainable Agriculture Contracts) filed at the end of June 2025 / +190% new CADs	Evolution of the total number of farms supported by RAGT Plateau Central to obtain a CAD (Sustainable Agriculture Contract) with the Occitanie Region	RAGT Plateau Central	2023-24 2024-25
	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% 2023-24: 3.3% 2024-25: 4.1%	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 2023-24 2024-25
Food and health safety	Committing to sustainable livestock feed	2019: 74% 2020: 73% 2021: 72% 2022: 78% 2023: 75% 2024: 76%	Proportion of our bulk raw materials from France (grown and processed in France) in the manufacture of our feed	Prodial (Feed production)	2019 2020 2021 2022 2023 2024
		2019: 3.4% 2020: 3.4% 2021: 2.6% 2022: 0.4% 2023: 0.35% 2024: 0.09%	Proportion of our feed production containing medicinal products	Prodial (Feed production)	2019 2020 2021 2022 2023 2024
		2023: 53% 2024: 76%	Proportion of non-deforesting soybean supplies in total soybean deliveries (seeds, cakes, oils and hulls)	Prodial (Feed production)	2023 2024

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

*RAGT Group: Group's full consolidation scope (excluding Deleplanque Group)

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

*** RAGT social and economic units: RAGT SA / RAGT Semences / RAGT 2n / RAGT Plateau Central / Prodial / RAGT Energie / Terrya / Promash / Les Gazons de France (since 01/01/2024)

MANDATORY ITEMS

So-called "mandatory" information	2024-2025 RAGT non-financial performance report
The effects on climate change arising from the company's activity and the use of the goods and services it produces	This information is developed within the "Climate Change Mitigation" issue.
Societal commitments in favour of: 1- sustainable development, 2- the circular economy, 3- the fight against food waste, the fight against food insecurity, 4- respect for animal welfare and responsible, fair and sustainable food.	1- Our corporate social commitments to sustainable development revolve around 3 strategic programs: · "Environmental footprint" · "Social – QWL" · Sustainable agriculture 2- Our commitments to the circular economy are developed within the "Waste management and circular economy" issue 3- Our commitments to the fight against food waste and food insecurity are introduced by the "Adaptation to climate change" and "Waste management and circular economy" issues. Food waste is taken into account by all our activities, through the recovery of seed and agricultural by-products, the decommissioning of seed, and reintegration into manufacturing processes. Seeds not used by farmers are also returned to our factories (seed buybacks). 4- Our commitments to respect animal welfare and responsible, fair and sustainable feed are introduced by the "Transition of agricultural models" issue and more specifically by the "Food and health safety" issue. Animal welfare is not developed as a "main" risk for this non-financial performance report, beyond the materiality matrix.
Collective agreements concluded in the company and their impact on the economic performance of the company as well as on the working conditions of employees.	This information is introduced in the Strategic Social QWL Program.
Actions to combat discrimination and promote diversity.	This information is developed within the "Inclusion, equality, diversity" issue.
Indirect or direct emissions related to upstream and downstream transport activities, accompanied by a plan to reduce these emissions.	See trajectory defined for the "Climate Change Mitigation" issue.
Promotion of the practice of physical activity and sport within the company.	This information is developed in the following issue "Health, Safety and QWL"
Actions carried out to strengthen the relationship between the Nation and the Armed Forces, as well as support for engagement in military reserves.	THIS information is not covered in the 2024/2025 CSR report.



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