

fito
Your seeds



ANNUAL REPORT 2024



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LETTER FROM THE
MANAGEMENT
TEAM



Dear reader,

Once again, it is an honor to write the introduction to this annual report, whose goal is to clearly and visually explain what all the members of the Fitó Group around the world have accomplished during 2024 in terms of social and environmental impact.

Our mission is that everything included in this report directly contributes to achieving our purpose:

Generate sustainable wealth throughout the agri-food chain through seeds, thanks to accomplished and committed teams.

I hope that reading it is as rewarding and inspiring for all readers as it has been for me to contribute in some way to its creation.

I would like to take this opportunity to thank all my colleagues whose dedication of time and energy makes it possible for us to achieve so much together.

Warm regards and many thanks,

Elisabet Fitó
Global Corporate Director

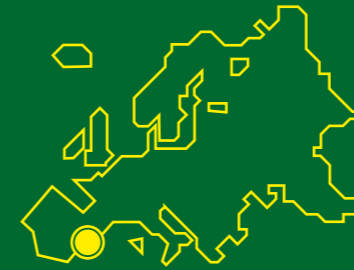


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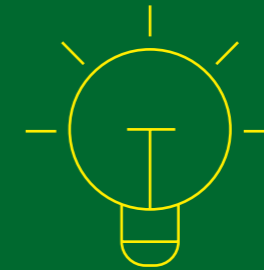
ABOUT THE
COMPANY

ABOUT THE COMPANY

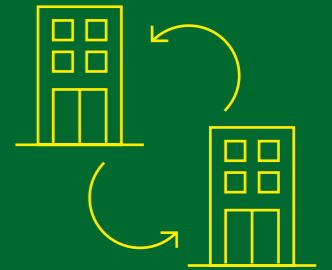
FACILITIES



Headquarters in
Barcelona



9 R&D centers of our own



10 subsidiaries of our own, 6 of which are outside the EU

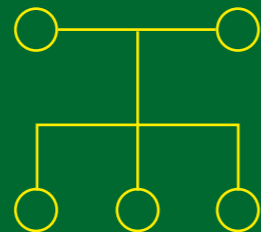
ABOUT THE COMPANY



Company founded in **1880**



100% **Family-owned**



Led by the **family's 5th generation**



The number 1 seed company in Spain

EXPERT TEAM



Sales team present in **19 countries worldwide**



56% of the workforce is 100% dedicated to **research**



Team made up of **803 people**

BUSINESS UNITS



Vegetable Seeds



Field Crops



Turf Grasses

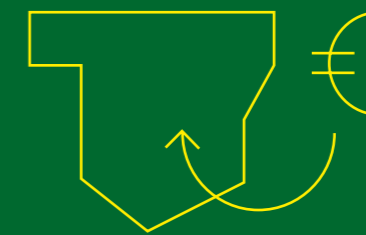


Hobby

FIGURES 2024



21% of the group's annual turnover is invested directly in **R&D programs**



69% of turnover comes from **foreign markets**



92 countries in which we have a continuous commercial presence

THE PHF GROUP

PHF S.L. is the company that owns **Semillas Fitó S.A.U.** and all its subsidiaries around the world (Fitó Group).

The Fitó Group is comprised of a parent company, based in the Poblenou neighborhood of Barcelona, and ten subsidiaries in other countries, whose strategic objective is to provide commercial, production and/or R&D support to the different business units.

SEMILLAS FITÓ, S.A.U.
(parent company)

PHF S.L.

Semillas Fitó
TURKEY

Semillas Fitó
MEXICO

Semillas Fitó
ITALY

Semillas Fitó
PORTUGAL

Semillas Fitó
FRANCE

Semillas Fitó
INDIA

Semillas Fitó
CHILE

Semillas Fitó
BRAZIL

Semillas Fitó
MOROCCO

Semillas Fitó
GREECE

The structure of Semillas Fitó reflects its strong commitment to internationalization and its global vision. Since opening its first subsidiary outside of Spain in 2001, in Antalya (Turkey), the company has steadily expanded its presence across four continents. This growth has strengthened its connection to local markets and fostered a corporate culture rooted in proximity and excellence.

Semillas Fitó, a **global company that is close to its customers.**



Headquartered in Barcelona, it has **10 subsidiaries and a direct presence in another 9 countries on four continents.** The operations centers are located in Barcelona and Lleida(Spain), Atalya (Turkey) and Bangalore (India).

HEADQUARTERS

Barcelona, Spain

SUBSIDIARIES

Antalya, Turkey
Padova, Italy
Culiacán, Mexico
Lisbon, Portugal
Lons, France
Arica, Chile
Bangalore, India
Sao Paulo, Brazil
Agadir, Morocco
Athens, Greece

OPERATIONS CENTERS

VEGETABLE SEEDS
Barcelona, Spain
Antalya, Turkey
Bangalore, India
FIELD CROPS
Barbens, Spain
Don Benito, Spain

R&D CENTERS

VEGETABLE SEEDS
Cabrera de Mar, Spain
Sant Andreu de Llavaneres, Spain
Almería, Spain
Murcia, Spain
Antalya, Turkey
Culiacán, Mexico
Sicily, Italy
Bangalore, India
FIELD CROPS
Barbens, Spain

PURPOSE, VISION AND VALUES

PURPOSE

The purpose of the Fitó Group is aligned with both the current and future needs of the organization, serving as a **key guide for its ongoing growth**. It fosters a collaborative and inclusive work environment, built on a clear, shared vision for the company's future, **what it aims to achieve and how it aspires to be recognized**.

Semillas Fitó is fully aware of its responsibility toward its stakeholders, and through its purpose, it seeks to generate value for each of them.

Generate sustainable wealth throughout the agri-food chain through seeds, thanks to accomplished and committed teams.



Generate sustainable wealth

Have a long-term vision and focus on generating value that has a global and equitable reach and a positive impact.



Throughout the agri-food chain

Aspire to have an impact beyond customers, always considering how Semillas Fitó helps all players across the agri-food chain.



Seeds

These are our essence and what Semillas Fitó specializes in. Seeds are what the company is known for, its area of strength and where it makes an impact.



Accomplished and committed teams

People are key, so priority is given to their well-being, environment and development.

VISION

Our vision reflects what we aim to achieve in the medium and long term. Taking into account the specificities and opportunities of each business unit of Semillas Fitó, the following visions have been defined:



Vegetable Seeds vision:

To be the expert partner in seeds at a global level in fruit vegetables & large seeds.



Field Crops vision:

To be one of the main players in the Euro-Mediterranean region offering competitive solutions and an efficient service.



Hobby vision:

To be the trusted and leading supplier for the amateur market.

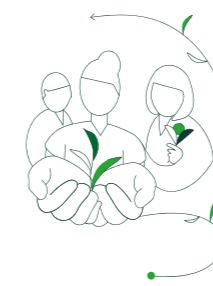
VALUES

The values of Semillas Fitó are fundamental to its identity and guide how the company and its people act. These values represent ethical principles, beliefs, behaviors, and qualities that shape both decisions and actions:



LONG-TERM VISION

We put time and effort into thinking about and planning how to build our future.



PROXIMITY

We are an accessible organization. We build trust in our customers, suppliers and colleagues.



TEAMWORK

We love what we do. We set ourselves challenges and we are agile in proposing solutions, based on our experience and knowledge.



PROFESSIONALISM

We achieve our goals collaboratively and respectfully. We always foster an atmosphere of respect, commitment and mutual assistance.

BUSINESS UNITS

The group works across four business units, classified according to the type of crop.

VEGETABLE SEEDS

EXPERTS

The Professional Vegetable Seeds division is distinguished by its specialization in 7 fruit and vegetable species (tomato, pepper, eggplant, melon, watermelon, cucumber and squash) and 3 large seeds (broad beans, green beans and sweet corn). Its objective is to develop varieties adapted to temperate, dry and tropical climates, suitable for both open-field and greenhouse cultivation.

This specialization in both crops and climatic conditions has enabled the company to gain in-depth industry knowledge. A key driver of this success is its team of experts, made up of specialists working directly in the regions where the group operates: Eastern and Western Europe, the Middle East, Africa, the Americas, and Southeast Asia.



TAILORED SOLUTIONS

The Fitó Group's mission is to create value for the agri-food sector by offering solutions adapted to the needs of all the players across the chain while always ensuring proximity to customers. To achieve this, integration between the R&D and sales teams is key to actively listen to and identify market needs.

As a result of this effort, the company has a catalog of more than 500 varieties designed for various sales channels. Its success is based on innovation, competitive genetics developed by its R&D team, and an effective promotion strategy.



VEG VALUE CHAIN



VEG INDUSTRY



VEG PRODUCTION



THREE CHANNELS: VEG PRODUCTION, VEG INDUSTRY & VEG VALUE CHAIN

In 2024, the Vegetable Seeds business unit took a significant step forward to ensure its solutions reach every stage of the agri-food chain. It reinforced its commitment to addressing the market through its three main channels: the fresh Market, agro-industry, and consumer brands that deliver added value to both clients and end consumers by engaging directly in the commercialization process. To support this, the unit underwent a reorganization into three dedicated areas: Veg Production, Veg Industry and Veg Value Chain. In 2024, as part of this restructuring, the former "Foodture" initiative has

now been integrated into the broader Vegetable Seeds unit, strengthening its channel-specific approach across the entire sales team.

Due to the significant investment in innovation, which in 2024 was 21% of the company's turnover, and the work done by the R&D programs in the 9 research and development centers, 32 new varieties were launched on the market in 2024 alone. In addition, in recent years, premium proposals have been developed under distinctive seals such as:

flavourite

Seal of flavor that sets products apart from others in the category, endorsed by sensory analysis and independent professional tastings.

SmartQ

The technology that provides peace of mind to our customers through high-quality, sustainable fruits, healthy green plants with better virus resistance and high yields.

HARBEST

Our Harbest® seeds provide benefits by facilitating the harvest process and allowing for improved results in cost and/or time.

SEEDNERGIC
Tecnología que potencia la genética

Seednergic® technology that enhances the genetic expression of each variety thanks to specific formulations for each crop.

In addition to innovation, quality assurance is a priority for the company, which offers high quality standards in all the seeds it markets.

At Semillas Fitó we are well aware of the challenge posed by the company's corporate purpose, i.e. generate sustainable wealth throughout the agri-food chain through seeds. That is why the Fitó Group is committed to creating partnerships that allow it to join forces with the aim of improving the industry together. An example of this is the company's intense involvement in industry associations, both local and international, which is extensively detailed in section "7.4. Promote partnerships to contribute to sustainability within the sector" of this report.

The Vegetable Seed unit offers **high-value solutions** for the entire agri-food chain.

EXPERTS IN YOUR FIELD

The knowledge and experience of the Field Crops team enable it to offer seeds designed to **maximize yield in every harvest**. This business unit supports farmers and distributors, providing solutions tailored to their needs, because it does **more than offer seeds, it cultivates trust**. That is why its motto is its commitment.

FIELD CROPS



This business unit specializes in the **development, production and sale of varieties of maize, sunflower, forage and sorghum**. It stands out for its expert focus, offering a wide range of products specifically adapted to dry and hot conditions, where each seed is engineered to thrive and deliver maximum yield in challenging environments.

In addition, the unit **promotes sustainability through responsible farming practices, climate-resilient varieties, and innovative solutions** that balance productivity with respect for the ecosystem.

COMMITMENT TO INNOVATION: R&D CENTER AND FITÓ CARE



R&D CENTER Cases de Barbens (Lleida, Spain). Breeding station for the development of new varieties adapted to the conditions of southeast Europe.



FITÓ CARE. Thanks to seed technology, seeds today come with treatments that protect plants in early stages and improve yield potential.

PROPRIETARY TREATMENTS: FITÓ OPTIMA AND FITÓ POWER



FITÓ OPTIMA. Solutions based on optimizing and improving the germination efficiency by enhancing the seed with a coating technology that guarantees better hydration and less seed loss during planting and until germination.



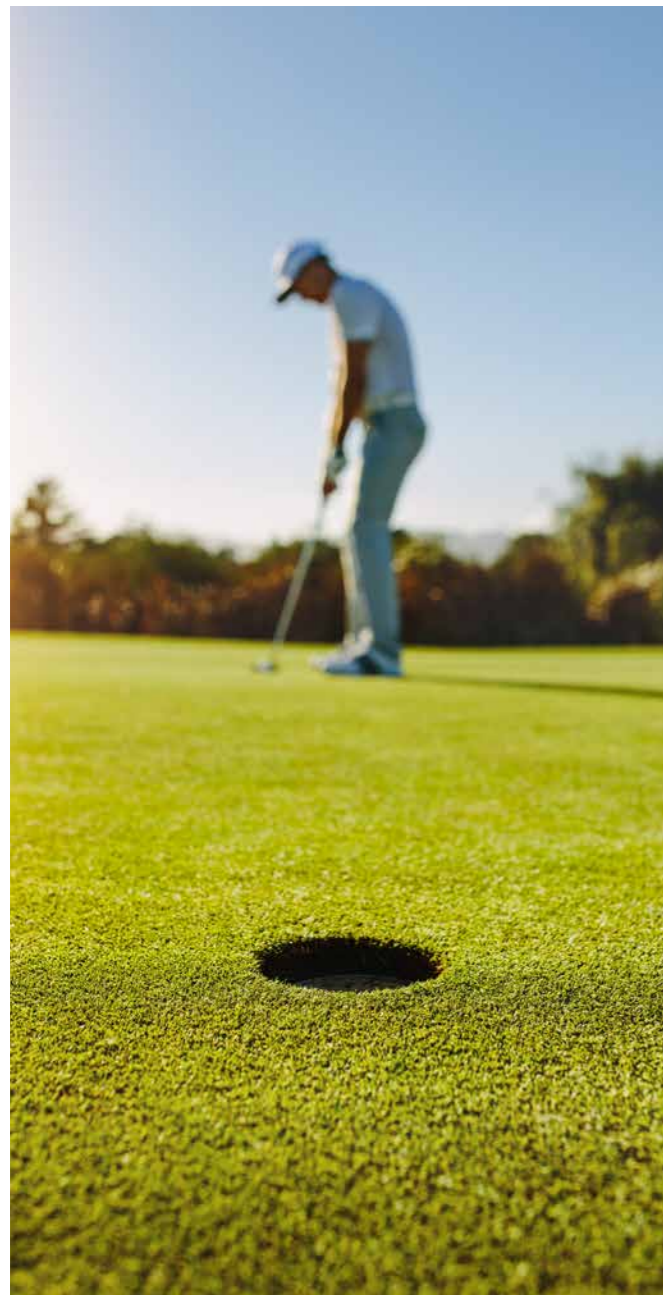
FITÓ POWER. Solutions based on boosting plant growth. They stand out for their capacity to provide enhanced yield, ensuring greater quality and better visual appearance of the plant.

FITÓMIX FORMULAS



Fitómix - Forage formulas with the Fitó guarantee. Fitómix formulas focus on increasing the profitability of your agricultural operation while ensuring a long-term sustainability relationship with the environment. The key lies in research and development efforts aimed at creating unique mixtures that maximize the nutritional value of the forage while optimizing its performance in the field.

TURF GRASSES



Business unit specializing in offering varietal solutions for the creation and regeneration of green spaces and sports fields in varying climatic conditions, with expertise in warm and dry environments.

A WIDE RANGE OFFERING SOLUTIONS FOR DIFFERENT USES.

Turf Grasses offers an extensive range of products, featuring over **60 varieties from 20 different grass species**. These include C3 seeds for temperate climates and C4 seeds, suited to warmer climates. C4 grasses are capable of growing and thriving in hot areas with limited water resources. These varieties are of increasing interest due to their **adaptability to rising temperatures and water scarcity, effects caused by climate change**. In recent years, significant efforts have been made to develop and launch a greater number of C4 varieties, and the Fitó Group now boasts one of the most extensive catalogs on the market for this type of seed.

The turf seed range also includes blends that combine 2 to 6 varieties to create synergistic effects and meet the specific needs of different customers.

Semillas Fitó provides seeds and professional advice to four main customer segments:



FOOTBALL PITCHES

Supplier to the main clubs in the Spanish, French and Italian leagues, among others.



GOLF COURSES

Partner of the most prestigious golf courses in the world.



PROFESSIONAL GARDENING

Suppliers to the most demanding municipal gardening departments.



SODS

Tailor-made products for manufacturers of instant turf.

A GROWING INTERNATIONAL PRESENCE

The Semillas Fitó Turfgrass brand is currently **very strong in Spain**, where it enjoys high recognition and is used across many sports facilities and gardens. It is also **renowned in Turkey**, particularly among major sod customers, who produce grass for sale. The brand's footprint continues to expand in Europe and North Africa, especially in **France, Italy, and Morocco**. Moreover, strong growth is being seen in South America and the Middle East, where Turf Grasses is recognized for delivering **top-quality professional seed**, proven even in the most demanding environments.

One of the most extensive catalogs on the market for **turf resistant to rising temperatures and water scarcity**.

HOBBY

Business unit specializing in the sale of a **wide range of seeds for the amateur market**. Fitó Hobby focuses on offering the best assortment of seeds, new ranges, local seeds, and on listening to the needs of its customers. The result: amateur customers will have access to a much wider range of varieties from seed, enabling them to tailor their diet or cultivate a unique and authentic garden.

Hobby is characterized by:



TRUST

Since 1880, Semillas Fitó has grown from a small family business to a multinational leader in genetic breeding, production, and seed distribution for both semi-professional and hobby growers.



QUALITY

Semillas Fitó offers modern, healthy seeds for amateur growers, ensuring excellent results in their gardens.



SPECIALIZATION

Dedicated exclusively to the world of seeds, Hobby is known for developing and marketing its own proprietary varieties. It adapts to demanding consumers and market trends.



VARIETY

It develops varieties adapted to different soils and climates, offering a wide assortment of seeds and new product lines. Fitó Hobby enables amateur customers to personalize their diet or create unique gardens with a greater variety of seeds.



It has two seed brands adapted to the needs of different audiences and sales channels:



Seeds, our main HOBBY!

Under the Fitó Hobby brand, the company offers a broad range of seeds for amateur and semi-professional growers. This includes vegetables, flowers, herbs, turf grasses, and legumes.



Seeds for growing a hobby.

Range of seeds for hobby gardeners, for sale in large DIY, gardening and food chains.

Also worth highlighting:



Driven by the search for solutions that benefit both customers and the environment, especially in regions facing water scarcity and high temperatures, Hobby is deeply committed to offering more resilient, low-maintenance options that are adapted to climate change and contribute to a better future.

New Collection of Eurogarden Shoots & Sprouts Grow new flavors!

Hobby aims to enrich the healthy eating experience starting from the garden. Shoots and sprouts introduce new flavors and textures to explore in the kitchen.



STRATEGIC OBJECTIVES

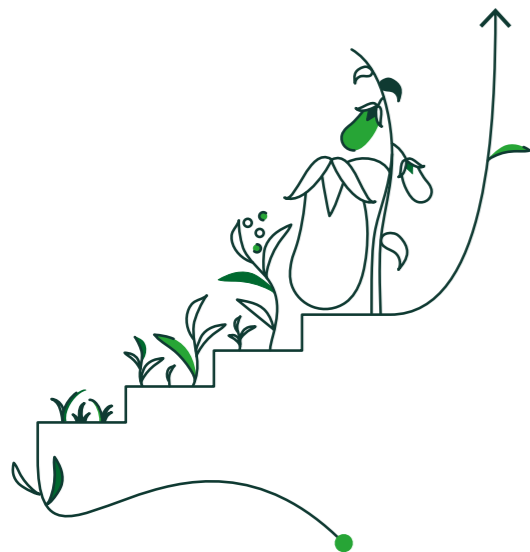
In 2022, the Fitó Group defined four strategic objectives that have guided its growth and development in recent years. These objectives play a crucial role in the company's strategy and deliver multiple benefits:

- **Unified and coherent vision:** ensures that all departments work toward the same goal, aligning global efforts and decisions.
- **Cross-functional implementation:** adopted across all business units and departments, ensuring effective integration at every organizational level.
- **Innovation and excellence:** promotes continuous improvement and innovation in products, processes, and services, boosting competitiveness.
- **Adaptability and resilience:** enables the company to anticipate market changes and respond quickly to challenges, ensuring sustainable growth.
- **Commitment and motivation:** gives employees a clear understanding of how their work impacts the company's success, fostering a strong sense of belonging.

These objectives are fully embedded in the company's strategic plans and daily operations, becoming a fundamental pillar for thriving in a dynamic and competitive environment.

Semillas Fitó's strategic objectives not only guide its growth but also reflect its **commitment to a sustainable future, where people, innovation, and positive social impact are the core pillars** of every decision.

GROWTH OF THE BUSINESS



Increase size to continue providing solutions to the agri-food chain.

This key strategic objective ensures that all business units grow in a structured way, aligned with the company's overall vision. Each year, targets are set to guide decision-making and strategic planning, supporting orderly and sustainable development.

At the end of each fiscal year, results are shared across the organization to assess progress and make adjustments where necessary. All this is done in alignment with the company's corporate values and purpose, ensuring coherent evolution focused on efficiency and innovation.

PROCESSES AND TECHNOLOGY



Standardize processes and protocols for structured growth.

In recent years, the company has experienced significant international growth, both in business volume and workforce. To ensure that this expansion continues in a structured, coherent way with a long-term vision, it is essential to have solid and efficient processes in place, without them, growth would not be sustainable. For this reason, the company has prioritized the development and implementation of processes and technologies at all levels, improving operational efficiency and providing the necessary support to every department. This strategic investment is key to continued progress and long-term success.

PEOPLE

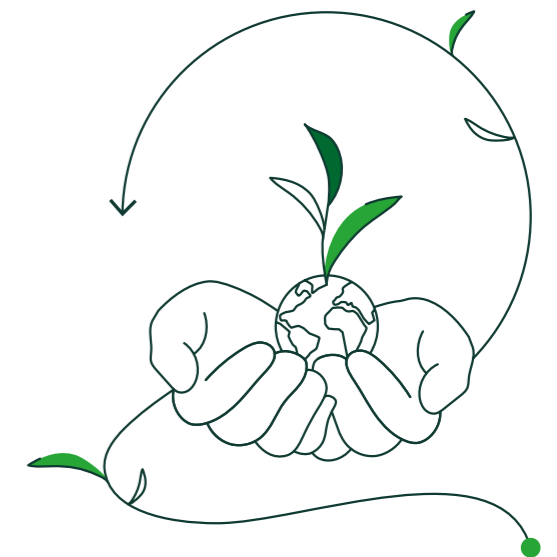


Accomplished and committed teams.

At the Fitó Group, people are a fundamental priority. The company understands that the well-being and development of its team are essential to achieving sustainable success. With this focus, the People team leads the implementation of annual action plans aimed at strengthening an organizational culture based on commitment, collaboration, and agility.

These plans are designed to foster a motivating work environment aligned with the company's values, one where everyone can grow, learn, and actively contribute their ideas. By doing so, the Fitó Group ensures that every team member is fully engaged in the organization's strategic objectives.

SUSTAINABILITY



Be a generator of sustainability throughout the agri-food chain.

Since 2022, Semillas Fitó has been committed to becoming a benchmark in sustainability, with a 2023–2026 plan that includes 20 key projects focused on reducing the carbon footprint, improving energy efficiency, and promoting employee well-being. These initiatives address environmental, human, and business-related aspects, aiming to exceed the expectations of the company's stakeholders.

The plan also drives the transformation of processes toward more responsible models aligned with the principles of the circular economy. With a collaborative approach, Semillas Fitó aims to lead the sector in sustainability, generating a positive impact both on the environment and in society.

BUSINESS MODEL

Semillas Fitó has specialized exclusively in seed production since its foundation in 1880. This is what the owners have wanted for the company throughout its history, ruling out diversifying the business as other companies in the sector have done.

The purpose of the company is to **generate sustainable wealth throughout the agri-food chain through seeds**, and this is possible by offering value propositions for all key players across the agri-food chain. This is the basis of the organization's business model, which is characterized by the **involvement of the R&D team in the process of identifying market needs throughout the chain**, together with the commercial department. In this way we ensure that the seeds meet the needs of the entire value chain.

With a commercial model based on consultative and assisted sales, hyperconnected with the R&D team, the desire to generate value throughout the chain has also led the Fitó Group to create a **highly specialized sales team for each channel**, with very technical skills to provide expert advice during the sales process. Listening to and understanding the needs of the entire chain makes it possible to create value proposals.



VALUE PROPOSITIONS THROUGH SEEDS FOR THE ENTIRE AGRIFOOD CHAIN:

1



PRODUCTION (farmer): Increased production and yield (disease resistance, more productive plants, reduced losses or discards, and adapted to the climatic and agronomic conditions of the region).

2



TRANSFORMATION (producer organizations): Product standardization that meets the strictest quality standards for commercialization in the most demanding markets.

3

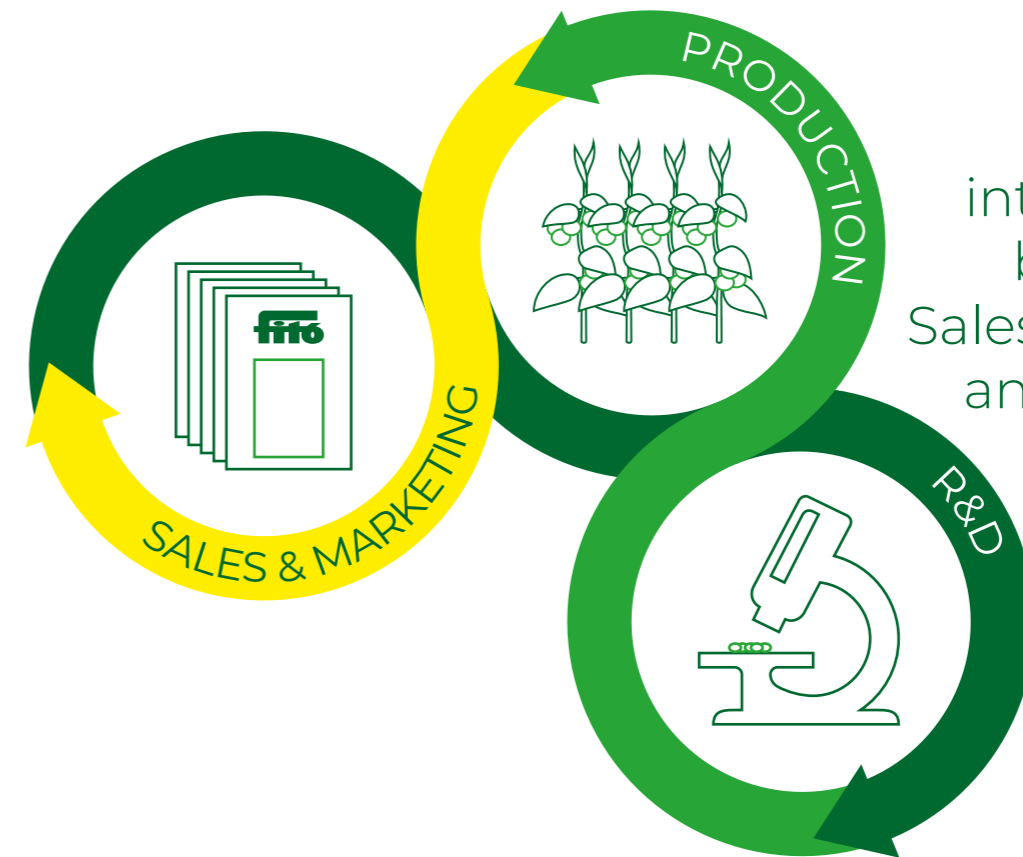


DISTRIBUTION (wholesalers and retailers): Premium brands and high quality, along with improved post-harvest handling and reduced losses.

4



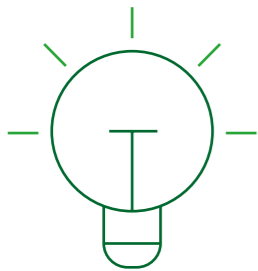
CONSUMER: Better purchasing and consumption experience through quality, diversity, and improved organoleptic qualities.



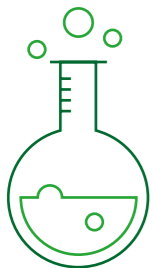
The interconnection between R&D, Sales & Marketing, and Production: **the key to success**

RESEARCH AND DEVELOPMENT

Besides an expert and R&D-specialized team, the Fitó Group has state-of-the-art facilities in biotechnology that allow the company to select parental seeds and hybrids with greater precision, variability and speed: phytopathology, cell biology and phytotrons laboratories, as well as post-harvest laboratories.



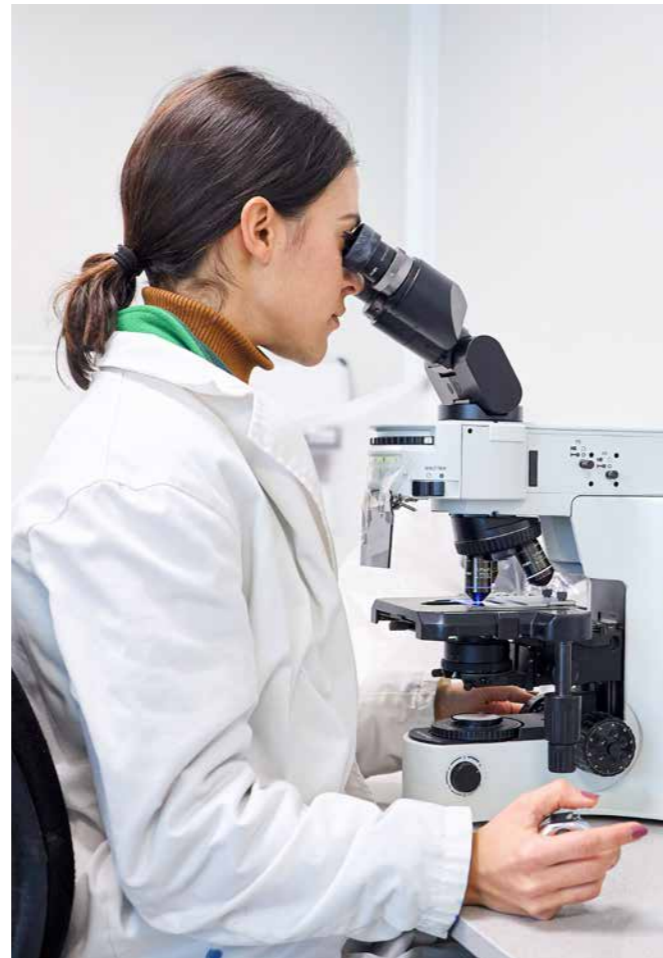
9 R&D centers of our own



56% of the workforce is 100% dedicated to research



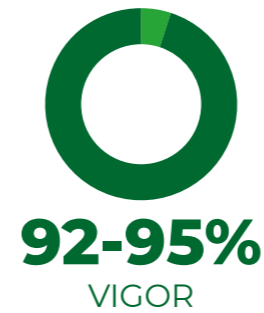
21% of the group's annual turnover is invested directly in R&D programs



PRODUCTION

The seeds are produced on the company's own or through agreements with third-party farms and are later packaged for sale. The group guarantees quality in all markets through exhaustive controls during production and in the Quality Laboratory.

High standards in the quality of the seeds we sell.



We test under the conditions that the seeds will encounter in the field, depending on each market, selecting the batches that will best adapt to each area.



We analyze all productions batch by batch.



Seeds are always stored in our own facilities under controlled humidity and temperature conditions.



Seed Borne Disease (SBD): very rigorous controls, over and above the requirements of the authorities. Moreover, between 80 and 90% of the tomatoes we produce are GSPP certified.

SALES & MARKETING

Semillas Fitó has an extensive network of expert sales technicians for customers around the world, specifically in 19 countries. Other departments such as Customer Service work together with the sales team to ensure direct support *is given to customers*.

19% of the Fitó Group's workers are exclusively dedicated to customer service. A key element at this stage of the business model is the work carried out by the Marketing & Communication team, as well as the role of the chain specialist, since they are essential for reaching every link in the agri-food chain.



The sales team is present in 19 countries around the world



92 countries in which we have a continuous commercial presence



More than 19% of the workforce dedicated exclusively to direct customer care

VARIETIES: OUR CONTRIBUTION TO THE WORLD



To achieve concrete results in the form of new plant varieties that meet these expectations, the Fitó Group has structured a Research and Development strategy based on various genetic improvement (breeding) programs for the crops offered by the organization, supported by teams of **committed experts** composed of breeders, agricultural engineers, molecular biologists, geneticists, phytopathologists, cell biologists, physiologists, field staff, laboratory analysts, and experts in international regulatory compliance. Equally important in this process is the team of channel experts (from farmer to consumer) and the experts located across the various territories where Semillas Fitó operates, who, through their daily work with key agents in each sector, provide the company with a clear and precise understanding of the needs demanded by society.

Thus, the **commercial launch of a new variety** is the result of more than five years of continuous work, carried out by a multi- and transdisciplinary team. Beneath the shell of each tiny seed lie large investments in innovation and high technology that can only astonish when one observes the impact they generate on society as a whole. This is why Semillas Fitó proudly reflects on the achievements made during 2024, with a total of 68 new products.

It is remarkable that the essence of our activity as vegetable seed breeders lies in **guaranteeing the food supply** for a population that is continuously growing, making it part of the primary sector essential for survival. And if the activity itself is important, no less important is how it is carried out, as the second fundamental pillar of our existence lies in **preserving the environment** we inhabit.

From this dual perspective, the Fitó Group focuses its activity on the development of new varieties of vegetables, cereals, legumes, and turf grass with greater productive potential, while simultaneously reducing the inputs needed for their cultivation. To do this, the varietal selection criteria include tolerance to emerging diseases as well as environmental stress factors such as salinity, drought, and cold. In addition, priority is given to selecting varieties that meet the organoleptic and nutritional demands of consumers. Because **generating sustainable wealth throughout the agri-food chain through seeds** is the goal of Semillas Fitó, the behavior of the products originating from our seeds is studied in detail, along with how they impact each link in the food chain, from planting to consumption.

VEGETABLE SEEDS

SPECIES	NEW VARIETIES IN 2024
Pepper	11
Cucumber	7
Melon	5
Tomato	5
Watermelon	2
Eggplant	1
Sweet corn	1

REGION	NEW VARIETIES IN 2024
West EMEA	18
AMERICA	7
East EMEA	4
SEA	3



With the Domizia **eggplant**, we are consolidating our commitment to the Italian market, offering early ripening, high yields, and fruits that stand out for their consistency, post-harvest quality, spineless calyx, and bright dark color throughout the cycle.



FRUIT QUALITY AND PLANT HEALTH. HIGHER PRODUCTION AND YIELD.

ADAPTATION TO DIFFERENT CLIMATIC CONDITIONS: IMPROVED PRODUCTIVITY AND YIELD



Among the contributions to the **cucumber catalog**, the most valued trait in general is the ability to adapt to various climatic conditions, which enhances productivity and yield. The **Smart Q varieties** continue to stand out for their fruit quality and plant health.

GLOCAL SOLUTIONS: TAILORED TO THE NEEDS OF EACH MARKET TYPE DEPENDING ON THE COUNTRY.



In the melon category, Semillas Fitó recognizes the importance of local preferences and works genetically to provide varieties that meet these demands. In 2024, the **cantaloupe melon** range for France was expanded: On one hand, varieties suited for local production with higher tolerance to the elevated summer temperatures. On the other, varieties for export from Spain offering great fruit uniformity and improved post-harvest handling, reducing losses. As leaders in the **white melon** market in Portugal, and driven by continuous improvement, Semillas Fitó has launched a new variety this season that enhances pulp consistency and postharvest performance, thereby improving shelf life and reducing waste, while maintaining traditional flavor. For Spain, the reference melon is the **piel de sapo** variety, with a new addition notable for its excellent postharvest conservation. This allows consumers to enjoy high-quality melons for longer with full confidence, and also expands usage occasions thanks to the flesh's suitability for fruit mixes or other dishes like salads.

Regarding **new tomato varieties**, the Fitó Group has entered markets where it previously had no presence, such as Chile and France, while enhancing offerings in key markets like Morocco and Italy. The company works on specialty types and opens new horizons for the Monterosa brand. Maintaining fruit quality throughout the entire cycle and extending shelf life are key benefits appreciated by customers using these new varieties. Plant health remains a focus, with new additions to the catalog including a variety resistant to ToBRFV and another resistant to *Cladosporium* for Morocco.

CONSISTENT QUALITY FROM START TO FINISH: HIGHER YIELDS.

TOMATOES FOR ALL AUDIENCES: FROM MASS MARKETS TO PREMIUM BRANDS.



INCORPORATION OF NEW RESISTANCES: LOWER USE OF PLANT PROTECTION AGENTS

HARBEST
VARIETIES THAT OPTIMIZE THE HARVESTING PROCESS

INCORPORATION OF LOCAL VARIETIES FOR AMERICA AND INDIA

ADAPTATION TO DIFFERENT CLIMATIC CONDITIONS



The pepper catalog has been the most successful in new varieties for 2024, covering a wide range of types, colors (for consumption green, red, orange, and yellow), and uses (fresh, spicy, processed, dried). This great diversity makes it difficult to summarize the main contributions, but some key highlights include adaptation to specific climatic conditions, whether cold or warm cycles, while maintaining fruit quality and size. The resistance package continues to improve, such as the addition of resistance to TSWV for open-field cultivation or powdery mildew for protected cultivation. Notably, a new variety has been introduced that, beyond the basic resistance package, includes resistance to both powdery mildew and nematodes. This offers an excellent alternative for organic producers or those aiming to reduce

pest and disease pressure, and thus the use of plant protection agents. Also noteworthy is the introduction of a new variety in the Harbest® range, adaptable to mechanical harvesting. This innovation enhances the sustainability of pepper cultivation for the agroindustry by improving profitability and optimizing resources during the critical harvest period, whether harvesting is manual or mechanical. For subsidiaries in America and India, entering the spicy pepper segment demonstrates the company's closeness to local needs and establishes a presence in this crop. In America, the range now covers both local consumption and export markets, with an expanded catalog.



For sweet corn, SF1280MXR improves by adding resistance to the dwarf virus.



From the broad bean catalog, it is important to mention that all varieties have incorporated Seednergetic® technology, which enhances sprouting and strengthens the root system.



Finally, still under development, the watermelon catalog adds two new varieties that offer an interesting range of pollinator and mini-seed varieties.

TURF GRASSES

Seven new varieties have been developed for industry professionals, based on Lolium perenne, Festuca arundinacea, Poa pratensis, Paspalum notatum, and Axonopus fissifolius, which improve resistance, quality, or coloration, ensuring growth even in acidic soils. Within this offering, there is a clear focus on expanding the catalog of varieties with lower water requirements, such as Pensa Pro and Brasil Pro. In terms of formulas, three new innovations have been launched, providing benefits in color and resistance. In particular, Sparring Nitro stands out by improving upon the previous variety in this segment with lower water requirements, positively impacting its management.

ADAPTED TO RISING TEMPERATURES

MORE RESISTANT TO DROUGHT OR LACK OF WATER



GREATER TOLERANCE TO WATER STRESS

HIGHER QUALITY AND YIELD

REDUCED FERTILIZER USE



FIELD CROPS

Three new forage formulas have been developed for improved soil health and protection. These solutions produce positive effects such as improving the soil's water balance, unlocking elements like potassium and phosphorus, and enhancing nitrogen fixation, resulting in fertilizer savings. For maize, the catalog has been expanded to include high-productivity and disease-resistant grain and dual-purpose grain/silage varieties. The new sunflower variety contains a high oleic acid content, delivering excellent yield performance.

NEW HEALTHY FOOD OPTIONS FOR CONSUMERS

HOBBY

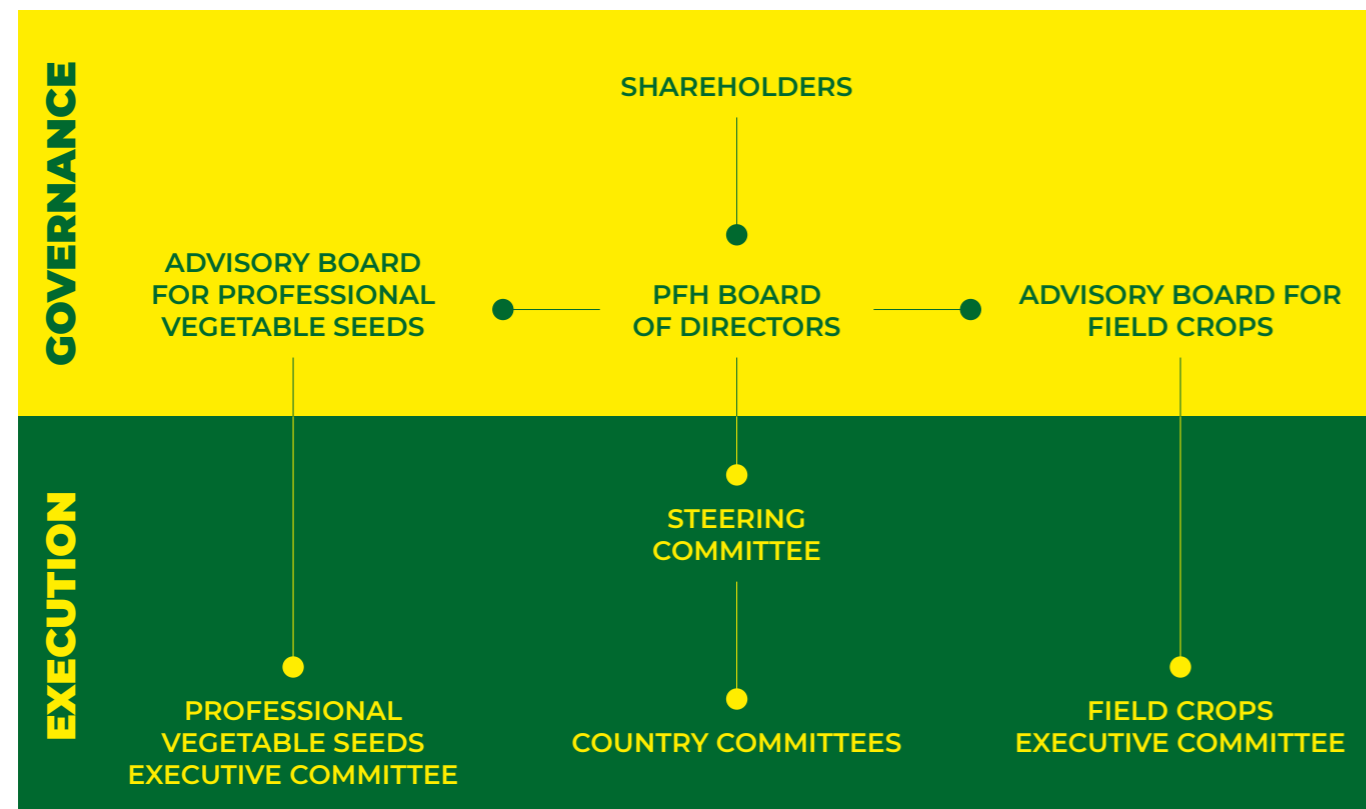
The Hobby business unit offers the market a new range of 20 varieties, including sprouts and microgreens, which provide a fresh spectrum of flavors and textures for consumption. These also deliver high nutritional value with a positive impact on health.



GOVERNING BODIES

Good corporate governance remains a key priority in the strategic plans for the coming years. This 2024 has been pivotal in consolidating governance bodies that were formally established in 2023, following the attached organizational structure.

For the first time in the company's history, a non-executive board (section in yellow) is being established. Its main role is to define a clear vision for the company's future while respecting its core essence and values. One of the main achievements has been the clear and distinct definition of the agendas for each of these governance bodies.



SHAREHOLDERS & PHF BOARD OF DIRECTORS

Frequency QUARTERLY BASIS	7 meetings in 2024	7 board members	5 men 2 women	President EDUARD FITÓ
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MAIN RESPONSIBILITIES:

- Preparation and approval of the annual accounts of all group companies.
- Assessment of new business opportunities.
- Assessment of main investments and divestments.
- Appointment or dismissal of board members.
- Appointment of family members with executive positions in the Business Group.
- Appointment of auditors.
- Definition of the purpose, vision and values of the Business Group.

STEERING COMMITTEE

Frequency WEEKLY BASIS	34 meetings in 2024	7 members	4 men 3 women	President LAIA FITÓ
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MAIN RESPONSIBILITIES:

- Designation and approval of all corporate policies globally.
- Establishment of the company's annual strategic objectives.
- Consolidation and follow-up of financial budgets at the global level, as well as validation before submission to the Board of Directors for final approval. Decision making for corrective measures, if necessary, during the current year.
- Promotion of staff development and evaluation policies.
- Ensure compliance with the new Compliance policy at a general level.
- Supervise the correct implementation of the Sustainability Plan at a global level.
- Forum where the chairpersons of the country Committees of the subsidiaries periodically report (once a year)



STEERING COMMITTEE

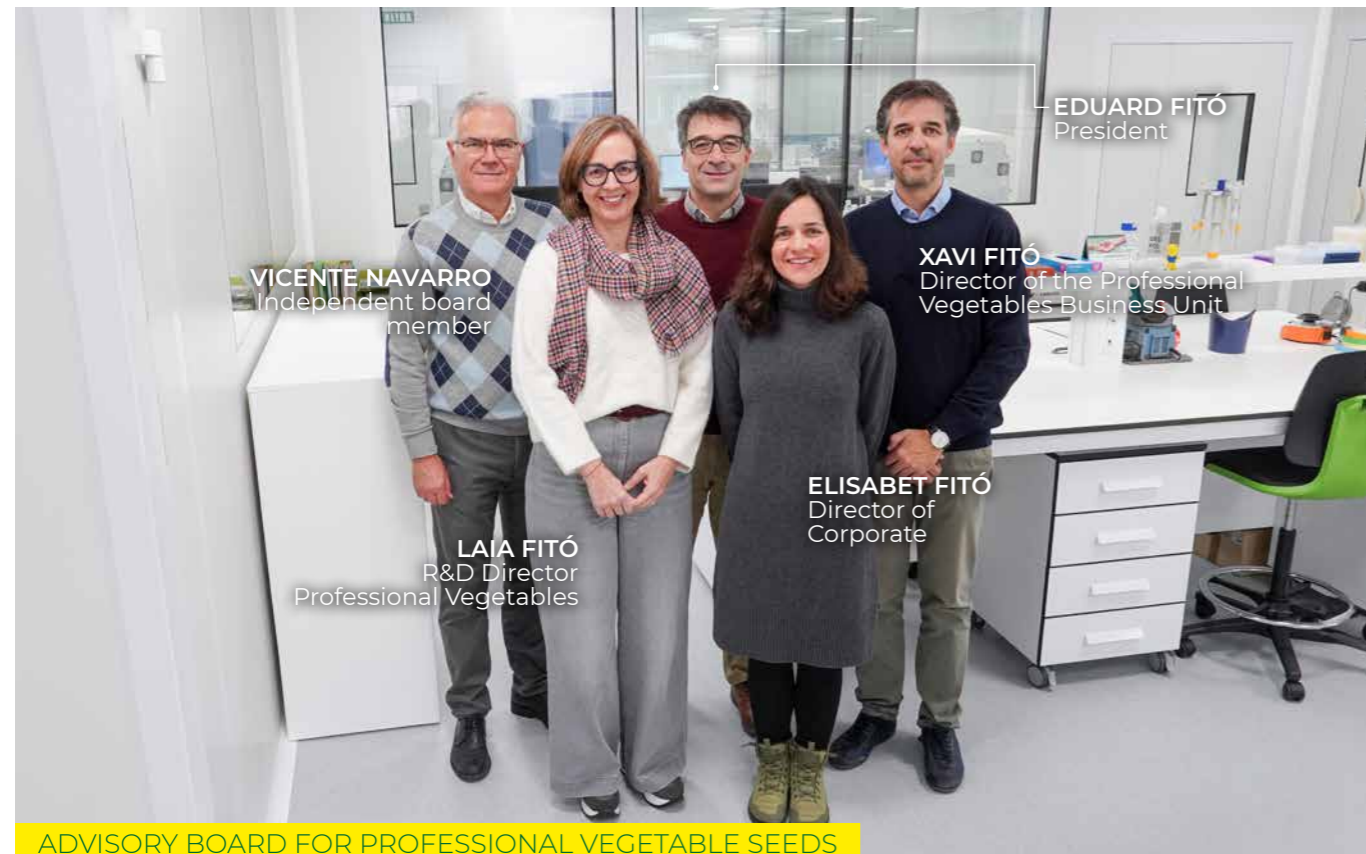
PROFESSIONAL VEGETABLES

ADVISORY BOARD FOR PROFESSIONAL VEGETABLE SEEDS

Frequency MONTHLY BASIS	8 meetings in 2024	5 board members	3 men 2 women	President EDUARD FITÓ
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MAIN RESPONSIBILITIES:

- Establish and transmit purpose, vision and values of the business unit. Ensure their fulfillment.
- Guide and validate the strategy of the Business Unit. Approve the strategic plans.
- Ensure compliance with the law and Code of Ethics of the Business Unit.
- Follow-up and control of the main financial indicators of the business unit.
- Select and supervise the management team of the business unit and the members of the Executive Committee.
- Set and evaluate the objectives of the Executive Committee for the next four years.



ADVISORY BOARD FOR PROFESSIONAL VEGETABLE SEEDS

PROFESSIONAL VEGETABLE SEEDS EXECUTIVE COMMITTEE

Frequency MONTHLY BASIS	11 meetings in 2024	8 members	6 men 2 women	President XAVIER FITÓ
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MAIN RESPONSIBILITIES:

- Proposal and implementation of the Business Unit strategy.
- Operational follow-up of the Business Unit.
- Facilitate and promote the resolution of potential conflicts.
- Ultimately responsible for the financial indicators of the Business Unit.
- Validation of work teams: proposal and approval of possible promotions and dismissals. Proposal of new positions in the organizational chart.



PROFESSIONAL VEGETABLE SEEDS EXECUTIVE COMMITTEE

FIELD CROPS

ADVISORY BOARD FOR FIELD CROPS

Frequency MONTHLY BASIS	4 meetings in 2024	6 board members	4 men 2 women	President EDUARD FITÓ
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MAIN RESPONSIBILITIES:

- Establish and transmit purpose, vision and values of the business unit. Ensure their fulfillment.
- Guide and validate the strategy of the Business Units. Approve the strategic plans.
- Ensure compliance with the law and the Code of Ethics of the Business Units.
- Follow-up and control the main financial indicators of the Business Units.
- Select and supervise the Management Team of the Business Units and members of the Executive Committee.
- Set and evaluate the objectives of the Executive Committee for the next four years.



FIELD CROPS EXECUTIVE COMMITTEE

Frequency MONTHLY BASIS	12 meetings in 2024	6 members	6 men 0 women	President EUGENIO GONZÁLEZ
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MAIN RESPONSIBILITIES:

- Proposal and implementation of the Business Unit strategy.
- Operational follow-up of the Business Unit.
- Facilitate and promote the resolution of potential conflicts.
- Ultimately responsible for the financial indicators of the Business Unit.
- Validation of work teams: proposal and approval of possible promotions and dismissals. Proposal of new positions in the organizational chart.



GOVERNANCE AT THE REGIONAL LEVEL

Good corporate governance also applies to the subsidiaries of the Fitó Group. Currently, at the regional level, the main governing bodies are the Country Committees. There are five Country Committees within the Group that oversee the governance of the five main subsidiaries of the Fitó Group. In 2024, the committees were composed of the following individuals:

TURKEY COUNTRY COMMITTEE

(From left to right) Zeynep Irkin, Factory Manager. Ali Kun, R&D Manager. Güneş Türkol Coşkuner, Corporate Partner. Cemal Etli, Turf Grass Area Manager. (Not pictured) Jordi Salvia, Chairman. Utku Ersoy, Vegetables Area Manager. Ali Levent Özgören, Field Crops Area Manager.



ITALY COUNTRY COMMITTEE

(From left to right) Gianluca Guardiano, Vegetable Sales Technician, Italy. Giovanni Fallico, Vegetable Seeds Area Manager Italy. Xavi Fitó, Director of the Professional Vegetables Business Unit Jordi Salvia, Director of Sales & Marketing Export Field Crops Mariangela Chiarella, Corporate Partner Italy.



MEXICO COUNTRY COMMITTEE

(From left to right) Juan Carlos Zazueta, Corporate Partner. Luis Miguel Bórquez, Area Manager. Juan José Arredondo, Farm Manager.

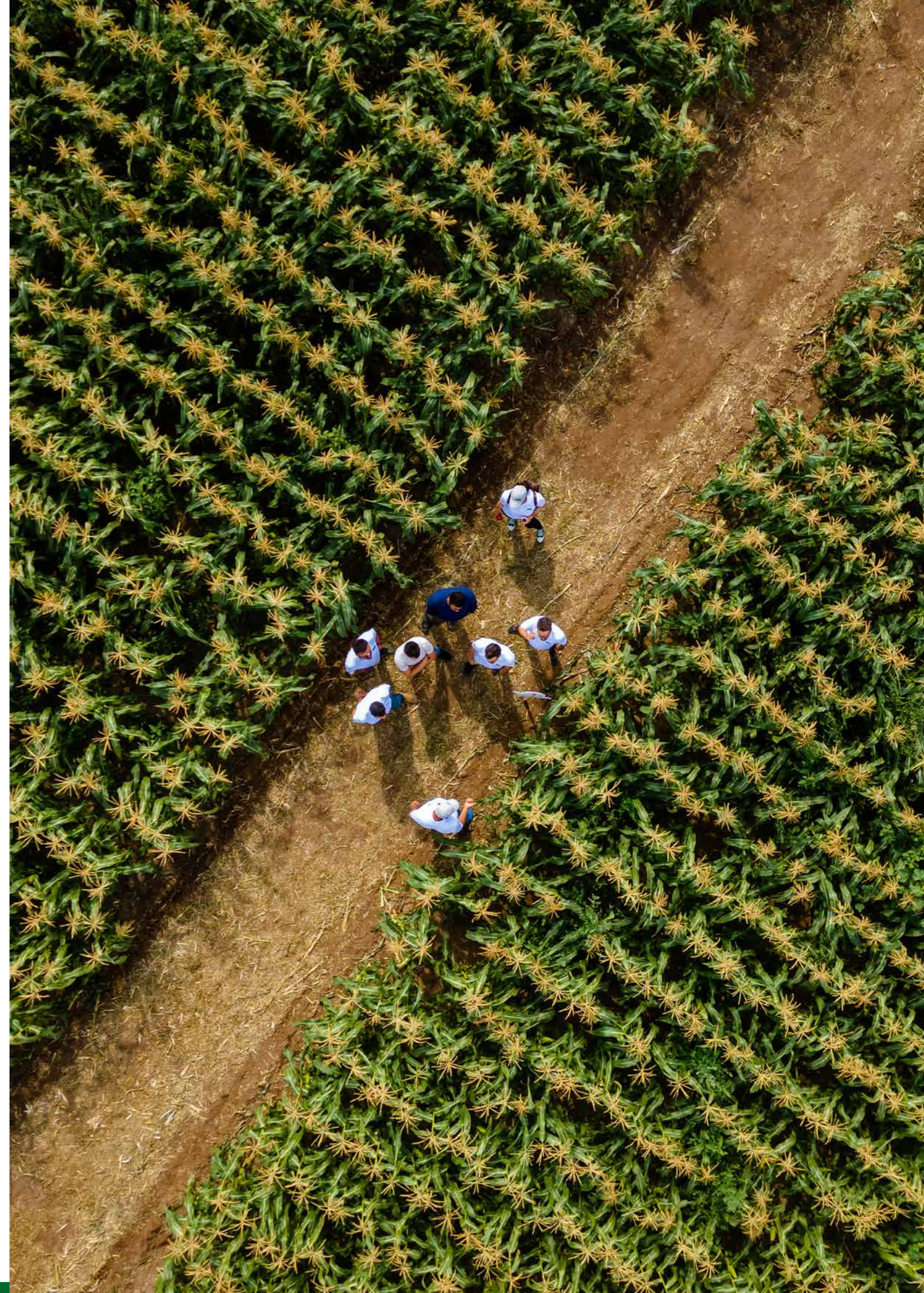
INDIA COUNTRY COMMITTEE

(From left to right)(top) Narendra Babu, Farm Manager. Enrique Roca, SEA Director. Vishnuvardhana Panchal, Operations Manager. Muzammil Noor, Corporate Partner India. (Bottom) Tarak Roy, Breeder Manager. Shaleen Chandra, Sales Area Manager Pan India. Dilip Kumar, Seed Quality and Processing Manager.



CHILE COUNTRY COMMITTEE

(From left to right) Ignacio Rodríguez, Country Manager. Catalina Vielma, Farm Manager Quillota Center. Claudia Gaete, Operational Manager. Carolina Sánchez, Corporate Partner. José Godoy, Farm Manager, Arica Center.





FACTS AND FIGURES ABOUT OUR PEOPLE

GENERAL DATA BY COUNTRY

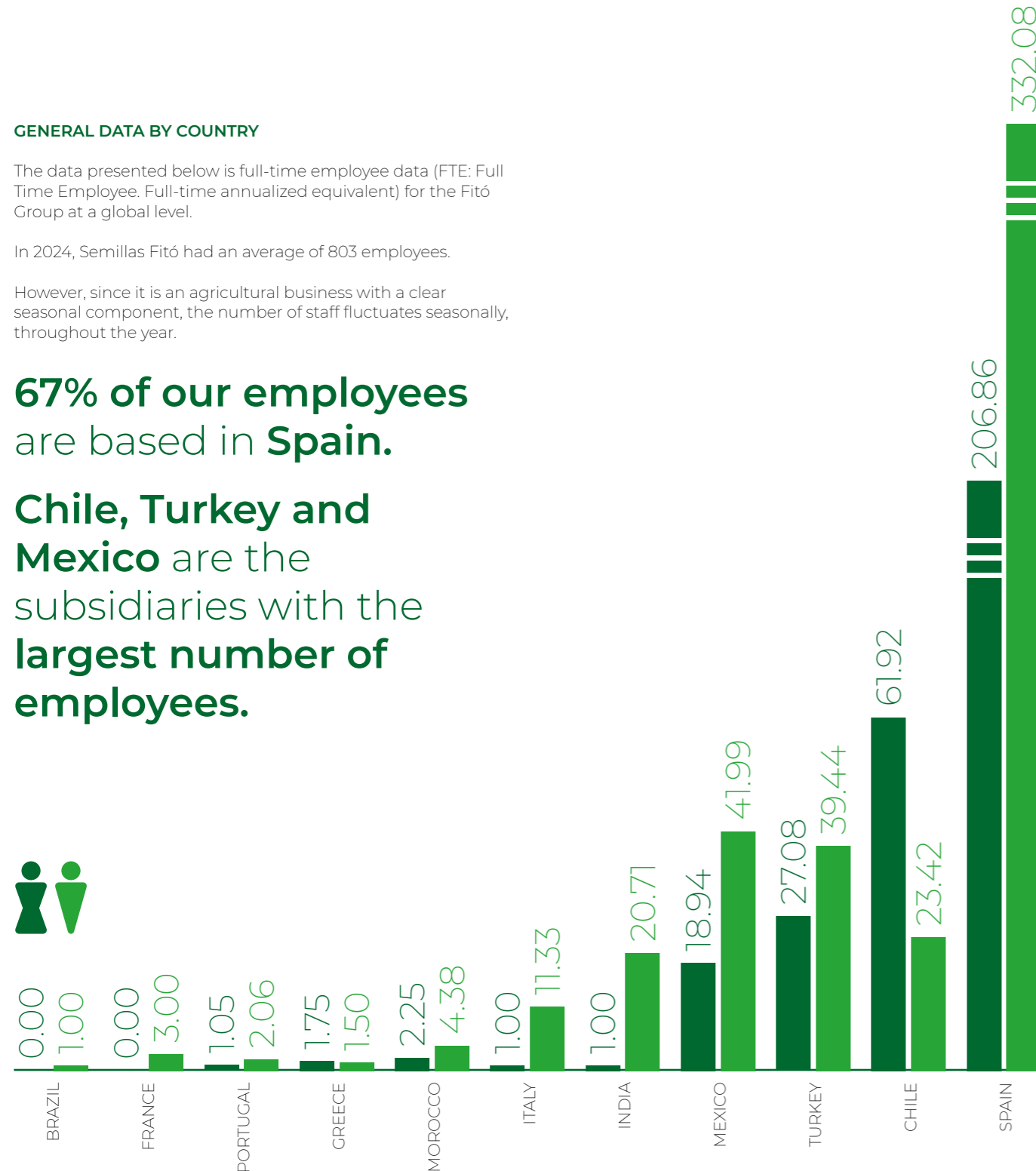
The data presented below is full-time employee data (FTE: Full Time Employee. Full-time annualized equivalent) for the Fitó Group at a global level.

In 2024, Semillas Fitó had an average of 803 employees.

However, since it is an agricultural business with a clear seasonal component, the number of staff fluctuates seasonally, throughout the year.

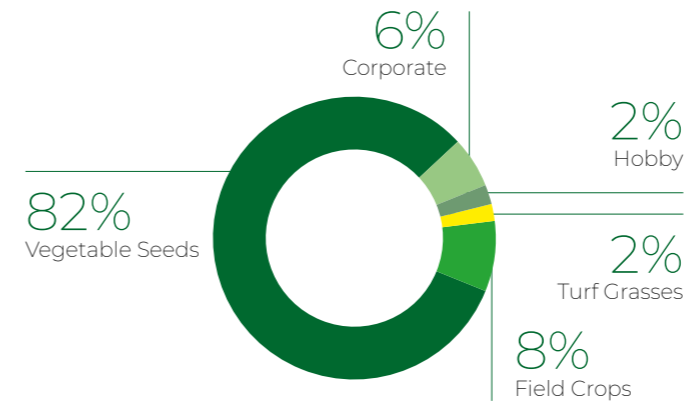
67% of our employees are based in Spain.

Chile, Turkey and Mexico are the subsidiaries with the largest number of employees.



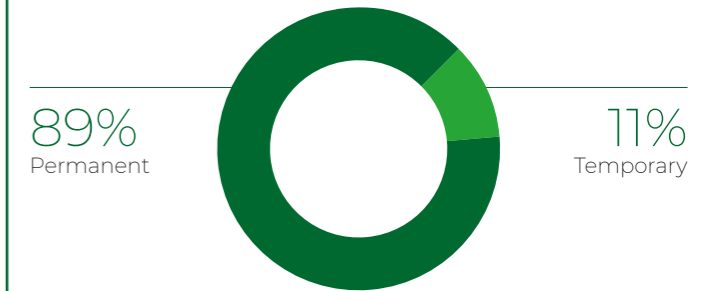
DATA BY BUSINESS UNIT

The Vegetable Seeds area is the business unit with the largest number of employees in the Semillas Fitó group at a global level.



DATA BY TYPE OF CONTRACT

Compared to 2023, the number of permanent contracts, both full-time and part-time, remains at 86%, meaning that almost 9 out of 10 employees at the company have permanent contracts.



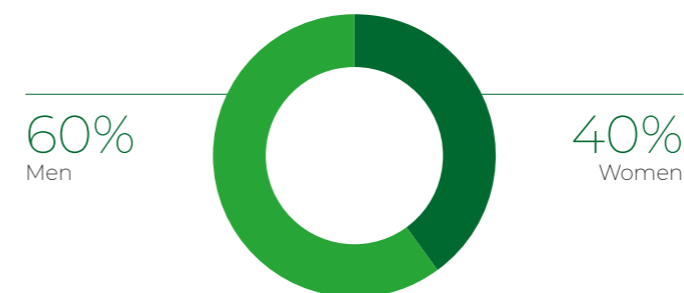
DATA BY GENDER

Almost 4 out of 10 employees are women (the same figure as last year).

The overall figure is extremely positive, taking into account the parity recommendations of the Spanish Equality Law, which requires a minimum of 40% of all genders, and bearing in mind that, historically and academically, this is a male-dominated sector.

And, in accordance with our commitments in the Equality Plan, the following measures have been implemented during 2024:

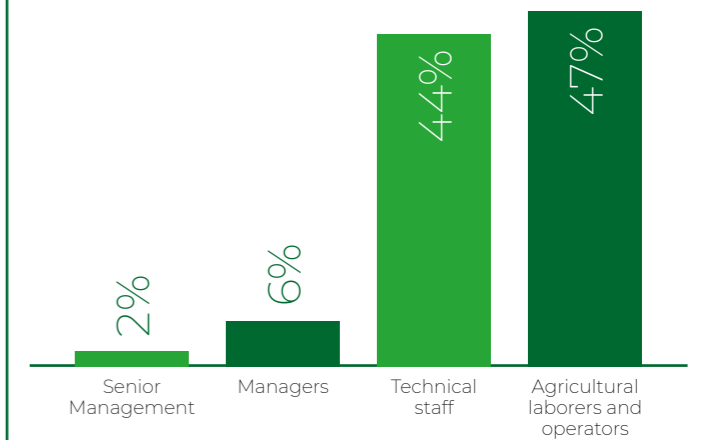
- Annual monitoring of the changes to the workforce by work center.
- Analysis of types of contracts, working hours, and schedules by gender over the last three years.
- Integration of a gender perspective into all HR-monitored KPIs.
- Remuneration record for the entire workforce.
- Annual monitoring of the changes to the workforce by work center.
- Update of the Harassment Protocol (to include LGTBI considerations).
- Sexual and gender-based harassment protocol.



DATA BY ORGANIZATIONAL LEVEL

The company's organization structure comprises the positions of directors, managers, technical staff, farm laborers and operators.

At Semillas Fitó, there are around 100 people with direct, hierarchical or functional responsibility over work teams. They coordinate, facilitate, and develop the teams of employees.

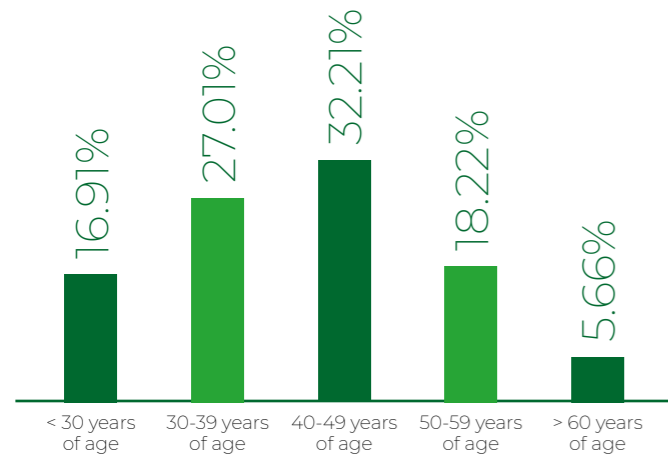


DATA BY AGE GROUP

59.21% of employees are aged between 30 and 50.

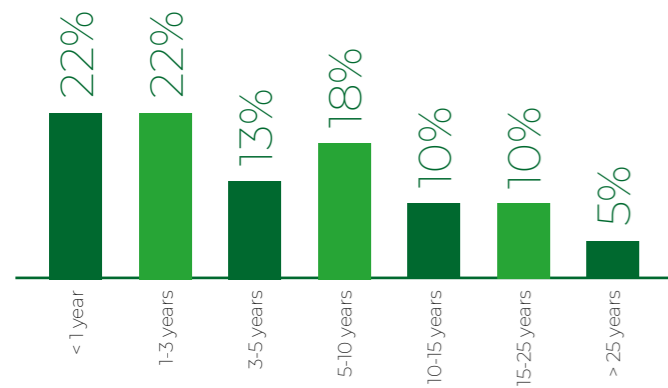
Nearly 17% of our employees are under 30 years of age.

5.66% are in a phase of preparation and transition, transferring knowledge and training teams as part of medium-term retirement planning.



DATA BY YEARS OF SERVICE

Almost 57% of our employees have less than 6 years of service due to the incorporation of talent in recent years.



DATA BY LEVEL OF STUDIES

44.82% of our employees hold a formal vocational training qualification, university degree, master's degree, postgraduate degree or PhD.

Due to the different tasks carried out within our company and in order to meet the demands of our business, our teams have different education backgrounds that adapt to the needs of the company.

PhD	2%	
Master's or postgraduate degree	4%	30%
Degree	24%	
Diploma	6%	
CGFS (Higher Vocational Training)	6%	21%
CFGM (Intermediate Vocational Training)	3%	
High school diploma	6%	
Compulsory Education	42%	
No studies	6%	49%
Not available	1%	

PARENTAL LEAVES

In 2024, there were 5 maternity leaves and 35 paternity leaves.





3

MAIN MILESTONES
2024

MAIN MILESTONES 2024

This double-page spread visually and clearly presents the main milestones achieved in 2024 at a global level. While many accomplishments could be mentioned, we have selected the four most relevant projects or milestones related to each of our strategic objectives.

For more information about Semillas Fitó's strategic objectives, please refer to the "Strategic Objectives" section of this report.

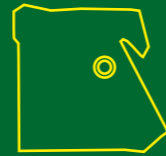
GROWTH OF THE BUSINESS



Sales growth of more than 6% globally.



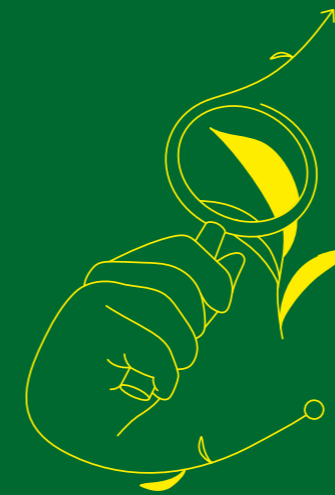
Consolidation of our international expansion, with increased presence in India and Southeast Asia, and groundwork laid for the opening of a **wholly owned subsidiary in Egypt in 2025.**



Redefinition of **the three main sales channels** for the Professional Vegetable Seeds business unit (Veg. Production, Agroindustry, and Chain), along with the **reorganization of the sales and marketing teams accordingly.**



Establishment of **new partnerships in the field of biotechnology to support pioneering innovation projects.**



PROCESSES AND TECHNOLOGY

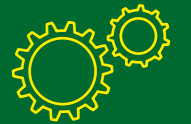
Migration to the new global IT system for the operations in work centers in Spain, Portugal and Chile.



Launch and implementation of the Kepler project, aimed at effective management of all budgeting, accounting, closing, and consolidation processes of the Fitó Group.



Launch of the Sherpa project, focused on continuous improvement of all company processes and identifying the technological support each process requires.



Launch of the Hubble project, geared towards defining metrics and indicators for tracking commercial activity.



Implementation of standard protocols in all centers to prevent the spread of seed-borne diseases.



PEOPLE



Launch of the "Fitó Academy for Leaders" program to provide training and support to the 100 people who manage teams within the Fitó Group.



Launch of the "Career Plans" program to ensure internal promotion and professional development (vertical, horizontal, international, expert).



Conducting the 2nd edition of the **Engagement and Satisfaction Survey at the global level.**



Expansion of the People department to provide more support to subsidiaries and business units.



SUSTAINABILITY

Installation of photovoltaic panels for self-supply at work centers in Chile.



Implementation of **water reuse systems** at the three farms in the province of Barcelona, reducing water and fertilizer consumption at these centers.



Design and implementation of a **proprietary Fitó methodology for calculating the ecological footprint of fruit and seed production.**



Reduction of the Fitó Group's carbon footprint thanks to the mitigation plan designed in 2023.





4

SUSTAINABILITY
CULTURE

SUSTAINABILITY CULTURE



SUSTAINABLE DEVELOPMENT GOALS



For Semillas Fitó, Corporate Social Responsibility (CSR) is a long-term commitment aimed at integrating the **social and environmental challenges** of the company, on a voluntary basis, taking into account an **open dialogue with stakeholders** and seeking a win-win relationship that generates a positive impact on the 3 Ps (*People, Profit, Planet*).

Below are the priority SDGs for the group on which the sustainability strategy is being carried out, although Semillas Fitó's actions also have an impact on most of the 17 SDGs.

This long-term commitment was embodied in 2021 with the redefinition of the Fitó Group's purpose, which has led to the consolidation of the company's commitment to the integration of sustainability in all its areas:

Generate sustainable wealth throughout the agri-food chain through seeds, thanks to accomplished and committed teams.

Since 2021, a Sustainability Committee made up of members from different Semillas Fitó departments has ensured the integration of these challenges, leading sustainability as a priority and transversal project. In 2024, this committee has been dedicated to ensuring the smooth implementation of the **Semillas Fitó Sustainability Plan 2023-2026**, launched in 2023. Previously, in 2022, a rigorous task was carried out to determine the priority Sustainable Development Goals (SDGs) for the company, based on the results of the Materiality matrix explained further in the Materiality Matrix section of this document.

The SDGs, agreed by the United Nations in 2015, are a global call to action to end poverty, protect the planet and improve the lives and prospects of people around the world. These 17 goals are comprised of 169 specific targets to be achieved by 2030.



SUSTAINABILITY COMMITTEE

The Sustainability Committee is a stable multidisciplinary working group that in 2024 was made up of:

PEOPLE



Rubén González
(HR)



Ana Mont'Alverne
(HR)



Marc Montserrat
(HR)



Dàmaris Moreno
(Corporate Communication)

PLANET



Juan Jesús Narváez
(Seed Technology)



Francisco Fernández
(Farming)



Elena Astor
(Marketing Vegetable Seeds)



Elisabet Fitó
(Director of Corporate)

PROFIT

Since 2023, work has been underway on the Group's first Sustainability Plan which brings together 20 strategic sustainability projects for the Fitó Group and which has an impact on the entire company and its environment in the areas of:

PEOPLE

The Fitó Group is committed to creating safe, fair and inclusive work environments for all people. This includes respecting labor rights, promoting diversity and equal opportunity, as well as fostering the professional and personal development of all individuals.

PLANET

Semillas Fitó wants to meet the most relevant and urgent environmental challenges. The very nature of the business is a key factor. That is why we prioritize the use of raw materials and the execution of our work activities from a responsible perspective, minimizing the possible negative effects of the organization's activities. Our aim is to reduce resource consumption and the generation of emissions, as well as to promote recycling and the circular economy.

PROFIT

The nature of the business and the Fitó Group's commitment have led the company to make innovation and continuous improvement its hallmark, while working for an equitable and sustainable economic development in the long term. This involves taking into account environmental and social factors in economic decision-making, encouraging resource efficiency and promoting responsible business models.

Sustainability Plan 2023-2026

20 PROJECTS WITH AN IMPACT

Project 01

PROMOTE LISTENING TO EMPLOYEES



Engagement survey for the entire company every two years and with a commitment to continuous improvement of all scores.

PROJECT 02

GUARANTEE INTERNAL AND EXTERNAL COMMUNICATION



- Promotion and improvement of manager-employee communication on relevant issues.
- Periodically highlight successes, projects and progress of the different functional areas and countries.
- Annual Report – Non-financial report.

PROJECT 03

IMPLEMENT THE DEVELOPMENT AND TALENT PLAN



- Periodic feedback during the first year for all new hires in all subsidiaries.
- Annual career development interview for all employees.
- Professional itineraries or career plans for the R&D, Commercial, Operations, Logistics and Corporate Services areas.
- Continuous investment in training: language courses, GoodHabit Platform and ad hoc training.
- Fitó Academy for Leaders: training in leadership for all team leaders in all countries.
- Prioritize internal promotion.

PROJECT 04

GUARANTEE EQUAL AND COMPETITIVE PAY



Comprehensive remuneration policies with monitoring of internal equality, external equality and contributions.

PROJECT 05

PROMOTE DIVERSITY AND INCLUSION



Implementation of the Equality Plan and the LISMI (Law on Social Integration of People with Disabilities) Plan (currently LGD – General Law on Disability)

PROJECT 06

PROMOTE HEALTHY WORK ENVIRONMENTS



- Commitment to 0 accidents in all work centers.
- Ensure support for Psychosocial Risks (offering emotional support to employees) incorporating social benefit measures that promote the well-being of all workers.
- Protect the current strengths of Semillas Fitó (according to the Engagement Survey) at the cultural level: psychologically safe environment, trust and a sense of belonging and well-being.

PROJECT 07

CARRY OUT THE COMPANY'S ACTIVITY IN A WAY THAT IS FAITHFUL TO ITS VALUES



- Code of Ethics.
- Compliance.
- Legislation in force in all countries where we operate.

PROJECT 08

REDUCE THE CONSUMPTION OF RESOURCES IN OUR PRODUCTION SYSTEM



Water savings in seed extraction systems.

PROJECT 09

DEVELOP VARIETIES THAT REDUCE THE ECOLOGICAL FOOTPRINT



- Varieties of cucurbits and Solanaceae resistant to emerging diseases.
- Varieties of maize with less susceptibility to the generation of mycotoxins.
- Vegetable varieties and grasses adapted to climate change: greater tolerance to water and thermal stress, etc.
- Vegetable varieties with higher fruit quality: better organoleptic (smell/taste) and nutritional properties.
- Vegetable varieties with greater viability of the fruit to avoid the generation of food loss.

PROJECT 10

INCORPORATE SUSTAINABILITY CRITERIA IN THE CHOICE OF PRODUCTS AND PROCESSES



- Introduce compostable instead of aluminum packaging.
- Eliminate plastic from bags in the Field Crops division.
- Review of communication materials.
- Substitution of seed treatment polymers with new ones that do not contain microplastics.

PROJECT 11

REDUCE FOOD WASTE



Donations of vegetable crops.

PROJECT 12

IMPROVE WASTE MANAGEMENT



- Make recycling official in all Fitó centers as in the Barcelona headquarters.
- Drafting of the Business Plan for the Prevention of Waste and Packaging (Spain).

PROJECT 13

CARBON FOOTPRINT CALCULATION AND MEASURES TO MITIGATE THE ENVIRONMENTAL IMPACT OF THE ORGANIZATION



Carbon footprint and measures to mitigate it.

PROJECT 14

EFFICIENT PHYTOSANITARY MANAGEMENT ON FARMS



SBD Project (Seed Borne Disease).

PROJECT 15

INVEST IN TECHNICAL AND HUMAN RESOURCES IN RESEARCH AND INNOVATION



- 21% of annual turnover invested in R&D.
- 5 out of 10 people dedicated exclusively to R&D.
- Be at the forefront in the acquisition of technical R&D resources.

PROJECT 16

PROMOTE SELF-SUPPLY OF ENERGY



Installation of solar panels in Semillas Fitó centers.

PROJECT 17

IMPLEMENTATION OF MORE EFFICIENT AND CLEANER TECHNOLOGIES



Acquisition of technologies that reduce shrinkage (drum priming, seedX, X-rays, vacuum packaging, etc.).

PROJECT 18

PROMOTE PARTNERSHIPS THAT CONTRIBUTE TO SUSTAINABILITY WITHIN THE SECTOR



Altruistic involvement in industry associations (ISF, ANOVE, etc.). Position members of the company in the sustainability committees of these associations.

PROJECT 19

DEVELOP AN INTERNAL POLICY FOR SPONSORSHIPS, DONATIONS AND COLLABORATIONS



Define criteria that are consistent with our values and purpose.

PROJECT 20

PROMOTE SUSTAINABLE ECONOMIC GROWTH AND DEVELOPMENT



- Achieve a global dimension, with a turnover of 140 million euros, while maintaining the values of Semillas Fitó.
- Continue with the roll-out of the purpose, vision and values in all Fitó work centers.
- Continuous workshops in all governing bodies.
- Continuous presence of the purpose, vision and values in the most relevant internal meetings.
- Prepare a company Sustainability Policy that governs this objective (HR Policy, Compliance and Environment Policy).

Sustainability is a joint project

Internal work teams have been created to develop the multiple actions linked to each of the 20 projects mentioned above. The work teams are made up of around 40 employees from different business units, areas and departments at the international level.

In order to facilitate the monitoring of the different sustainability actions carried out by Semillas Fitó, the structure of this report follows the triple bottom line framework. This means that the descriptions of the different actions are organized according to their impact on people, the planet and profit. Throughout this report, the group's contribution to each of these projects will be discussed in more detail.





5

PEOPLE
PROJECTS



PEOPLE

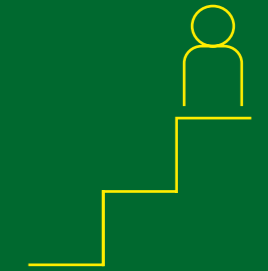
TALENT



We are a team of
803 people
(full time employees)

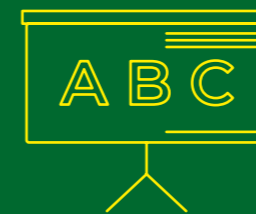


89% of contracts are **permanent**



26% of vacancies filled by **internal promotions**

DEVELOPMENT



Investment in training represents more than **1%** of the wage bill.



9,255 hours of training per year

DIVERSITY



Presence in **9 countries** with our own workforce



32.86% of the workforce reside **outside of Spain**



40.09% of the workforce are **women**



18% women in leadership positions



More than **40 nationalities**



The Fitó Group incorporates in its purpose, vision, and values the **fundamental importance of its human talent in achieving its objectives**. Its organizational culture promotes professionalism, collaboration, and proximity, building trust both internally and with customers and suppliers. At Semillas Fitó, success is recognized as the result of the combined efforts of individuals and the collective talent of the team.

In 2024, shared and cross-functional goals were established based on the three pillars: People, Planet, and Profit. The focus was on both company performance and the areas of sustainability and people. In 2025, work will continue to globally align these objectives and foster shared responsibilities.

In January 2026, the 3rd Edition of the Fitó Group's Global Engagement Survey is scheduled. In the meantime, action plans resulting from the 2nd Engagement Survey, conducted in January 2024, are being implemented.

Throughout 2024, the **Human Resources department** has continued to evolve, notably with the introduction of the Risk Prevention and Global Well-being function as a key area of focus and expertise, as well as the addition of HR Business Partner roles that are closely connected to the business, its operations, and its people. In 2025, specific objectives will be set to consolidate the entire team.

2024 has been an outstanding year for internal development and promotion, surpassing the goal of filling at least 25% of vacancies through internal promotion. The company continues to invest over 1% of its wage bill in training, supporting professional development and fostering a culture of constructive feedback through the Annual Development Interviews, which this year included all employees across the organization.

Internal communication has been improved, with a focus on **improving access to corporate information for employees who do not have computer access** (representing 50% of the workforce), as well as on **organizing communication, coordination, and global alignment events for the entire company**, such as online presentations of strategic objectives, meetings, a quarterly internal magazine, conventions, and other shared forums.

These actions are aligned with the people development objectives for the 2023–2026 period and directly contribute to efforts to achieve sustainable growth across the entire agri-food value chain.

The Human Resources department continues to implement policies and procedures that enable a unified way of working globally (shared values and internal regulations) while establishing global guidelines and respecting local specificities.

PROMOTE LISTENING TO EMPLOYEES

In 2024, the commitment to **fostering employee engagement and promoting open communication environments** was consolidated and evolved.

With a firm commitment to ensuring that the people who make up the Fitó Group feel committed and accomplished, the company continues to develop various plans to promote open communication environments.

The most notable initiatives in 2024 include the **2nd Edition of the Semillas Fitó Engagement Survey**, the creation of **meeting forums**, and the evolution and internationalization of the **People Business Partners team** within the company's People function.

ENGAGEMENT SURVEY

Following up on listening initiatives and the 1st Semillas Fitó Engagement Survey conducted in 2022, the **2nd Edition of the Semillas Fitó Engagement Survey** was carried out in 2024.

Building on the previous survey and incorporating new questions to enhance the quality and scope of feedback from our teams, Mercer once again served as the consulting firm responsible for conducting the survey.

RESULTS OF THE 2ND EDITION IN 2024

443 answers received

68% participation rate

76% engagement rate

The 2nd Edition of the Semillas Fitó Engagement Survey saw **improved participation and response rates**, while maintaining the level of engagement and enabling the company to continue **improving listening and strengthening connections with its teams**.

The company's assessment of the results of the survey conducted in 2024 is very positive. With a 76% engagement rate and a 68% participation rate, the company will carry out a new edition of the survey in 2026 to actively listen to the teams.

As in the previous edition, the results of the survey will set the agenda for the company and the People department for the next two years, establishing global work plans tailored to the needs of teams in different territories.

These work plans, as well as their evolution and priorities, have been part of the organizational agenda and priority with the aim of continuing to improve results in the coming years.



HUMAN RESOURCES BUSINESS PARTNER

Since 2022, the company has reintroduced the role of Human Resources Business Partners within the People team to strengthen closeness and listening to the internal client.

To ensure that teams feel committed and accomplished, **the process of evolving and expanding the HR Business Partner team has continued in 2024.**

With the growth of this role and its increased presence within the company, in 2024 HR Business Partners have been close to the teams, participating not only nationally but also globally in teamwork, conventions, meetings, and other activities.

The main roles of the HRBP are:

- **Contact person:** Each People Business Partner is the sole point of contact for issues arising in a business unit, area, or team, thus facilitating easy and agile communication between the manager and the individual. The company currently has several professionals in HRBP roles dedicated to different teams within different areas (sales, operations, logistics, production, research and development, corporate services, etc.), thus covering all areas of the company and all its geographical locations.
- **Personalized approach:** Each HR Business Partner understands and specializes in the challenges of their assigned area within the organization, with the aim of improving the business knowledge and engagement of the teams. In 2024, teamwork has been carried out not only at the national level but also in other regions such as Greece, Morocco, Turkey, and Italy with a focus on understanding global needs.
- **360° vision:** Each HRBP has different skills and knowledge, which go beyond the People department, allowing them to have a global perspective of the business.

GUARANTEE INTERNAL AND EXTERNAL COMMUNICATION

Communication connects people with the **vision, mission, and values** that define the company. Effective communication not only informs, but also **inspires, motivates, and aligns all employees toward common goals**. It unites departments, **facilitates coordination, and strengthens organizational culture**, creating an environment where each individual feels valued and heard.

In an increasingly dynamic and diverse business world, internal communication is key to the company's success and sustainability. The significant internationalization of Semillas Fitó, along with its wide cultural diversity and varied professional profiles, makes effective internal communication a crucial element. Under the leadership of the Corporate Communications and People departments, internal communication at Semillas Fitó is implemented with the objective of **fostering engagement and motivation, improving the employee experience, and facilitating team coordination**.

In terms of external communication, the **development of a solid corporate image** through a strong brand and coordinated external communication are fundamental to the **reputation and projection of Semillas Fitó**. The company's substantial growth in recent years, both commercially and in human capital, makes this even more important. In 2024, it has become a company priority, with the promotion of significant projects detailed below.



COMMITMENT TO A STRONGER BRAND

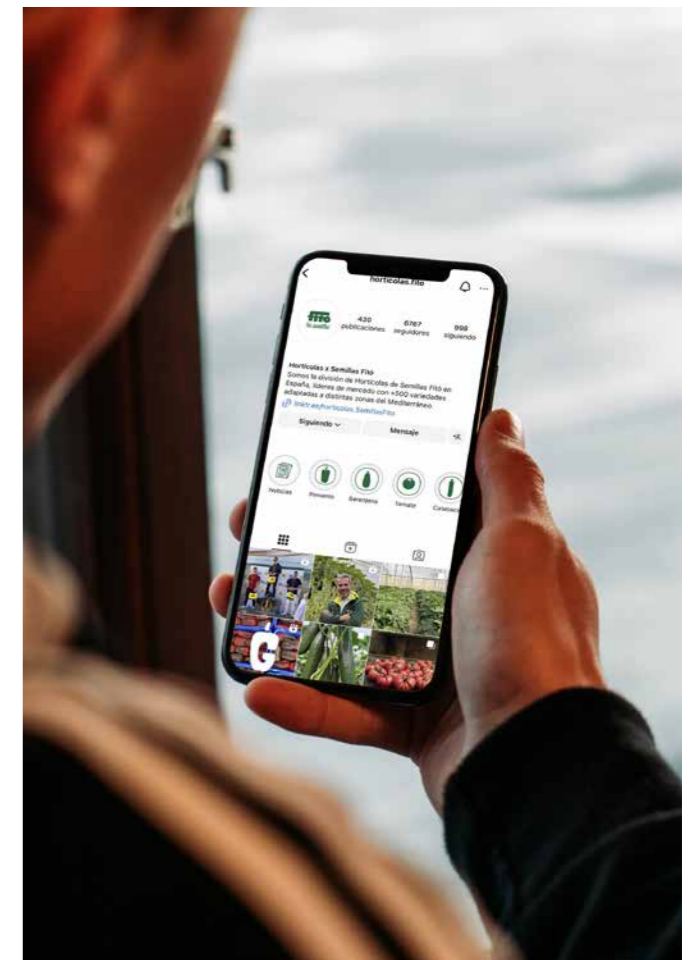
In 2024, two global projects have been launched with the goal of strengthening the Semillas Fitó brand.

First, in collaboration with an external expert provider, a **process of audit and analysis of the brand architecture has begun to redefine the corporate brand of the Fitó Group**. This project involved an in-depth study of the current brand characteristics, including its strengths and weaknesses. In 2024, the results of this audit were reviewed, and the process to improve and boost the Fitó Group's corporate brand was initiated, based on the following principles:

- Maintain the essence of the Semillas Fitó brand and its solid track record.
- Give the business units their own personality without losing a global image.
- Establish a defined brand architecture along with clear guidelines and protocols.

The result of this project will be unveiled in 2025 through a revamp of the Semillas Fitó brand to make it more faithful and consistent with the essence of the company and convey its corporate values. The result will be a cross-cutting brand that will provide tools and personality to the business units, while presenting a strong, unified image globally.

The second project launched in 2024 is a **redefinition of the digital communication strategy at both corporate and business unit levels, aimed at ensuring the Fitó brand is conveyed coherently and adapted to each market worldwide**. Similar to the brand project, this has involved an audit process in 2024, which will culminate in 2025 with the implementation of a new strategy affecting all digital communication channels of Semillas Fitó.



CONNECTED WITH FITÓ: INFORM, LISTEN, SHARE

Ensuring that what happens in the company reaches the people of Semillas Fitó is one of the company's priorities in internal communication. In addition to promoting interdepartmental communication and cascading messages from managers to their teams, and communications via email in the form of internal bulletins, the company works annually through various channels and formats to continuously share all relevant information: achievements and results, progress of global projects, strategic objectives, organizational changes... all with a commitment to transparency and proximity that characterize Semillas Fitó.



ONLINE EVENTS WITH THE STEERING COMMITTEE

In January and September 2024, two internal online events were held, open to all employees, led by the Steering Committee to share updates on the company's progress. At each digital meeting, two members of the Steering Committee spend 30 minutes sharing how Semillas Fitó is advancing regarding the group's four strategic objectives (Business Growth, People, Processes and Technology, and Sustainability).



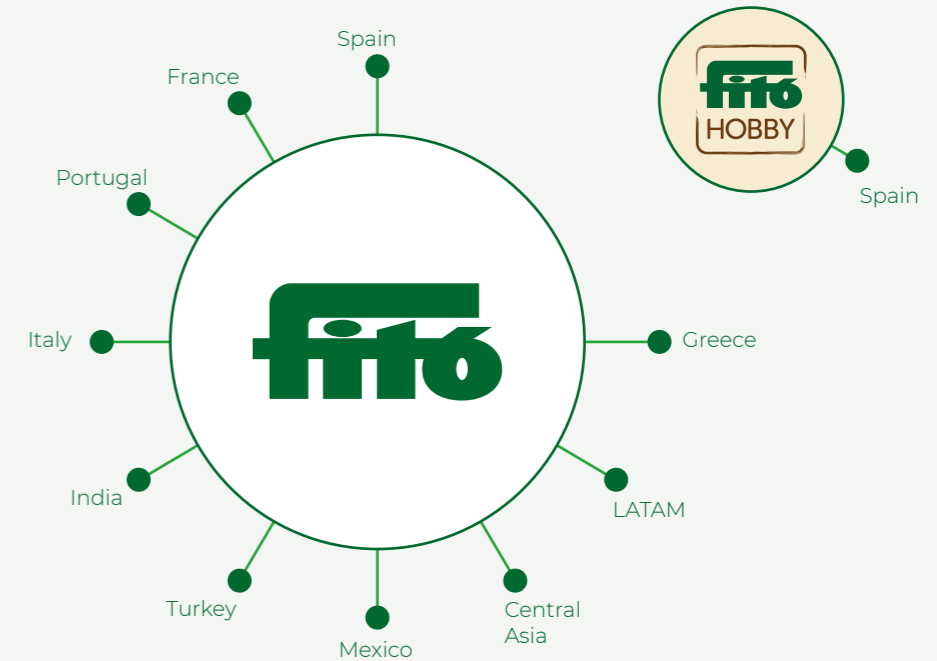
FITÓ NEWS: THE INTERNAL MAGAZINE

The internal magazine Fitó News is published four times a year and distributed in print to all work centers in Spain and digitally to the rest of the teams. It is published in Spanish, English, and Turkish.

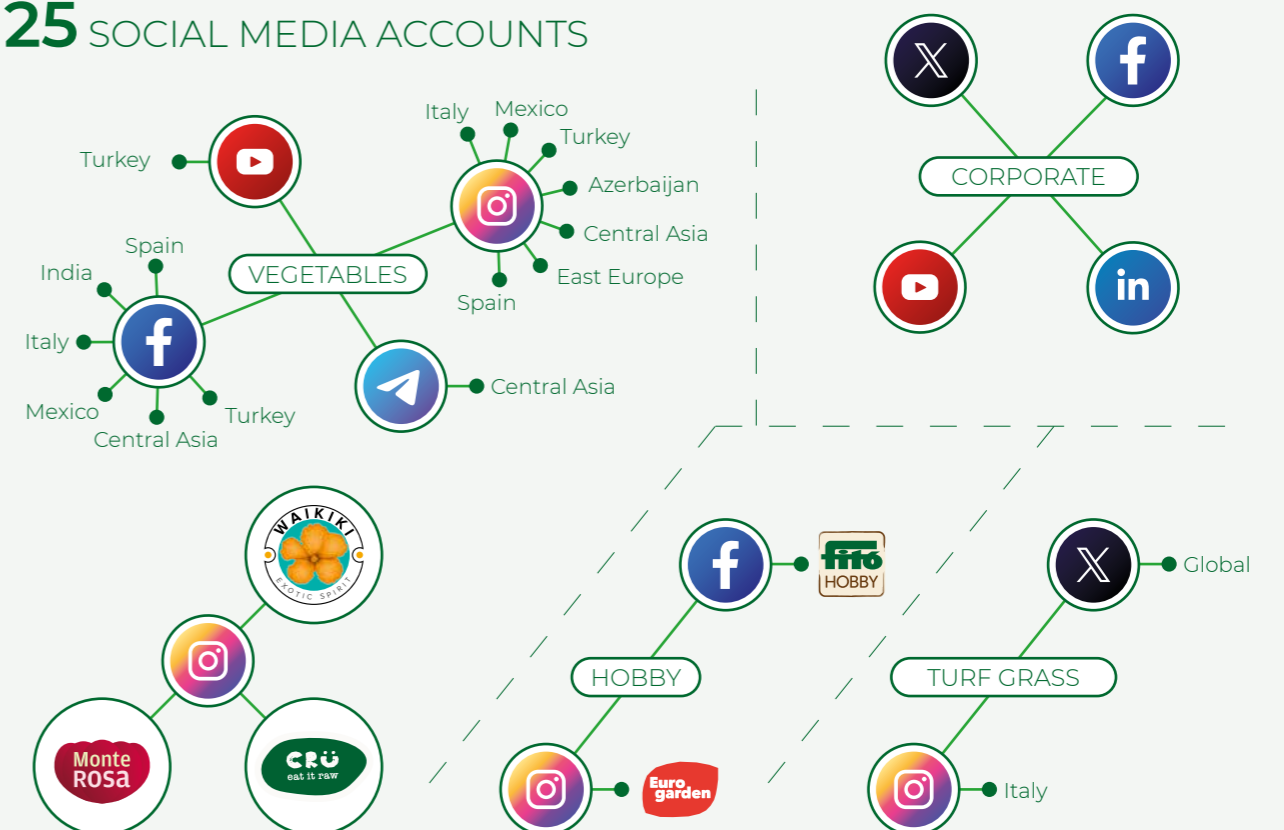
STRONG DIGITAL PRESENCE

At the digital level, Semillas Fitó is committed to proximity and follows a glocal strategy, with a presence in more than 10 countries through:

11 WEBSITES



25 SOCIAL MEDIA ACCOUNTS



ANNUAL REPORT AND EXECUTIVE SUMMARY

The Non-Financial Report itself is a powerful communication tool, both internally and externally. Given the length of the report and the technical nature of some sections, which can make it somewhat complex, the Sustainability Committee decided in 2024 to create an executive summary highlighting the main achievements and progress on sustainability over the past year at Semillas Fitó. This new format has been distributed internally to all employees to ensure the sustainability message is communicated clearly throughout the company.

Moreover, in the latest edition of this document, the information was restructured to present it according to the classification of the 20 major projects in the Fitó Group's 2023-2026 Sustainability Plan.

MEETINGS THAT SHAPE THE FITÓ EXPERIENCE

The Fitó Group believes in the power of experience to learn, connect, and strengthen teams. Internal events are a key tool for reinforcing a company's culture, fostering learning, and building stronger bonds among teams. More than just meetings, these events provide opportunities to share knowledge, align objectives, and live the corporate values firsthand. The experiential and immersive nature of these events facilitates a deeper assimilation of messages and learning, creating a lasting impact on the organization. For this reason, Semillas Fitó organizes internal conferences annually at different levels of the organization:



Vegetable Seeds Division Convention
9-11 January 2024



R&D Convention
18-21 March 2024



Corporate Partners Week
18-20 June 2024



Global Vegetable Seeds Convention
25-29 November 2024



Turf Grasses Convention
16-18 December 2024



Field Crops Convention
19-21 November 2024

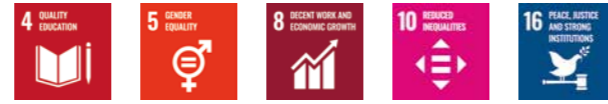
1ST GLOBAL VEGETABLE SEEDS CONVENTION

For the first time, the Vegetable Seeds sales and marketing teams gathered together for a week to celebrate a global convention for the business unit. More than 130 people met for the first time to share training sessions, talks, and team-building activities. This unique event was highly valued by the entire international team.



Based on the same vision of proximity and cohesion among teams, throughout 2024, internal visits to different departments and facilities have been organized so that colleagues from other departments, centers, business units, and even countries and subsidiaries can learn more about Semillas Fitó. More than 200 people have participated in the following visits:

- Visits to the new Quality Control Laboratory (Barcelona).
- Visits to the SeedTech and Quality Process facilities (Barcelona).
- Visits to the Turf Grasses test field (Cabrera de Mar).
- Visits to the facilities in Barcelona, Cabrera de Mar, and Sant Andreu de Llavaneres for the international attendees of the Global Vegetable Seeds Convention.



IMPLEMENT THE TRAINING AND DEVELOPMENT PLAN



The development and talent plan at Semillas Fitó has as its main objective to promote the professional growth of its employees, aligning their individual goals with the organizational objectives. This project is aimed at the entire workforce, promoting their growth through various initiatives and specific programs. Through this plan, the goal is to ensure continuous training, identify leaders for the future, and develop talent that guarantees the long-term success of the company.

To this end, an annual performance review and follow-up meetings have been implemented 4 and 8 months after new hires join the company, in order to evaluate progress and make adjustments to development plans if necessary. As part of the succession strategy, a detailed plan has been developed to identify and prepare future leaders of the organization, maintaining a solid talent pool that facilitates planning and visibility of growth opportunities. In addition, individual development plans have been implemented to personalize the support provided to each person and maximize their potential.

An annual training plan has also been designed, which includes programs such as the Fitó Academy for Leaders and the Fitó Academy for Sales, with the aim of improving the skills of the team and preparing them to take on greater responsibilities.

Semillas Fitó has established a clear strategy for the development and growth of its team, focused on internal promotion, training, talent evaluation, and improving the work environment. As part of the 2023-2026 Strategic Plan, the company seeks to increase internal promotions by more than 25%, increase investment in training, guarantee annual development interviews for the entire workforce and conduct work climate surveys every two years.



CAREER PLAN

In 2024, Semillas Fitó took a significant step forward in strengthening the professional growth of its employees by launching the various Career Plan options available within the company. This plan has been designed to provide development opportunities, identify possible growth paths and align professional development with organizational objectives.

The 2024 Career Plan reflects the company's commitment to the development of its internal talent, providing tools that facilitate career advancement, skills development, and the taking on new challenges. Since its launch, employees have had access to a structured and transparent framework that allows them to explore different development paths within the organization.

Semillas Fitó sees professional development as a strategic priority. In this regard, the Career Plan seeks to offer clear opportunities for growth, enhance key skills and align career paths with business objectives and individual aspirations. This initiative aims to retain talent, strengthen the culture of continuous learning and foster engagement and performance in an environment that promotes the maximum potential of each person.

Professional development within the company is understood as a flexible and personalized process, where each employee can choose the path that best suits their interests and abilities. To achieve this, four main growth paths have been designed:



Vertical development: allows employees to take on roles with greater responsibility within the organizational hierarchy.



Cross-functional development: facilitates movement between departments or business units, offering a broader view of the company.



International development: provides the opportunity to relocate to a Semillas Fitó subsidiary in another country, gaining experience in new markets and cultural contexts.



Expert development: allows specialization in a specific technical area, providing high added value to the organization.

CAREER PLAN COMMITMENTS

To ensure the success of the Career Plan, clear commitments have been established between the company, the employees and the leaders:

- Commitment of the company: to provide tools and resources such as clear organizational charts, accessible role descriptions and a job map that allows growth opportunities to be visualized.
- Commitment of the employee: take an active role in their own development, through continuous learning and the pursuit of professional growth.
- Commitment of the leader: act as a mentor and facilitator of their team's development, providing support, feedback, and motivation to foster the professional growth of their employees.



INTERNAL PROMOTIONS

The company is proud to report that in 2024 it exceeded its expectations, reaching a 26.09% internal promotion rate, which demonstrates the success of its development initiatives and the effectiveness of its human resources policies.

Status	Corporate	Field Crops	Vegetable Seeds	TOTAL
New hire	12	7	50	69
Functional mobility	-	-	4	4
International mobility	-	-	1	1
Promotion	2	3	8	13
TOTAL	14	10	63	87

TRAINING

At Semillas Fitó, the company understands that continuous training is key to the growth and development of human talent. In line with its strategic objectives of strengthening committed and accomplished teams, in 2024 it has consolidated its policy on training, guaranteeing a minimum investment of 1% of the total wage bill in training programs. This investment reflects its commitment to the comprehensive development of its teams, ensuring their professional and personal growth within the company.

Key areas of training:

- Language training: promotes effective communication in a globalized environment, facilitating collaboration with international teams and improving global competitiveness.
- Cross-functional training: offers programs that reinforce skills applicable in different areas and roles, ensuring a flexible and adaptable organizational structure.
- Technical training: focuses on the development of specialized knowledge in technical areas, aligned with the needs of the agri-food industry and the company's business lines.
- Soft skills training: encourages the development of essential interpersonal skills, such as leadership, teamwork, change management, and decision-making, which are key to success in a dynamic work environment.
- Mandatory training: ensures compliance with internal and external regulations, ensuring efficient operations aligned with industry best practices.

LAUNCH OF THE FITÓ ACADEMY FOR LEADERS

In 2024, Semillas Fitó launched a key training program: Fitó Academy for Leaders. This program has been designed to develop and enhance leadership within the organization, aligned with the values and strategic objectives of the company. Fitó Academy aims to train the leaders of the future, equipping them with the necessary tools to manage teams, make strategic decisions and foster a culture of innovation and excellence.

Through this initiative, Semillas Fitó reaffirms its commitment to continuous training and the development of its human capital, ensuring a solid transition into the future. The goal is to boost professional growth and leadership skills, promoting the culture, purpose and strategic objectives of the company. In addition, it seeks to prepare the teams to face new challenges and ensure an effective generational transition.

The program is aimed at individuals who lead teams and have a minimum of one year of seniority at the company and/or in a formal leadership position. An estimated 100 people are expected to participate, with the possibility of voluntary enrollment in most activities.



The methodology combines mandatory and voluntary activities. Among the mandatory activities is the 360° Leadership Circle assessment and its corresponding feedback session. On a voluntary basis, participants will have access to individual coaching processes, with a maximum of three sessions per person, and quarterly training seminars, with a maximum of ten places per quarter.

The project will be carried out between 2024 and 2027, with voluntary quarterly sessions and mandatory activities for the steering committee and other people in identified leadership roles.



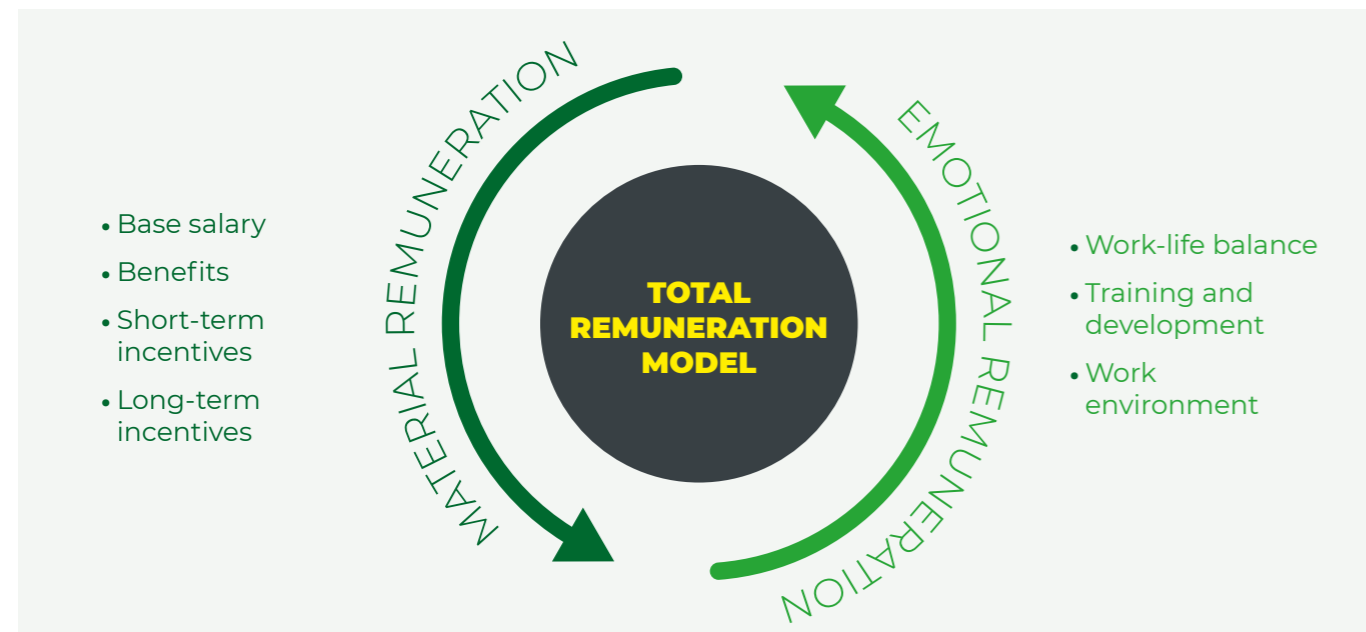


GUARANTEE EQUAL AND COMPETITIVE PAY

The Fitó Group considers equity and competitiveness in remuneration to be a **key element of its sustainability strategy and its commitment to its people**. To ensure a fair remuneration policy aligned with market standards, various initiatives have been implemented throughout 2024. These efforts aim to strengthen both **internal equity** and **external competitiveness** in remuneration, ensuring that individuals receive appropriate remuneration according to their responsibilities and the labor market context.

REFLECTION ON THE TOTAL REMUNERATION MODEL

The Fitó Group has consolidated a total remuneration model that includes fixed salary, variable pay, social benefits, and other incentives. To ensure fairness in its implementation, total remuneration charts have been created by country, allowing for detailed comparisons tailored to the specific characteristics of each region.



COMPLIANCE WITH LEGAL FRAMEWORKS

In every country where it operates, the Fitó Group ensures its remuneration structures comply with current legislation and applicable collective bargaining agreements. This reinforces the company's commitment to fair working conditions and respect for local labor laws.

INTERNAL EQUITY AND EXTERNAL COMPETITIVENESS

To assess the internal equity and external competitiveness of its remuneration policies, Fitó Group has conducted various studies:

- **Spain:** Comparison with benchmark studies such as those from ANOVE, Mercer, Michael Page, Robert Walters, Randstad, Hays, and Talent Up, along with market intelligence from recruitment partners (headhunters, LinkedIn, etc.).
- **Subsidiaries:** Remuneration studies from leading local partners, specific analyses by Mercer, and Talent Up studies, all with the aim of evaluating global trends.

ANALYSIS OF INTERNAL RECRUITMENT PROCESSES AND SALARY TABLES

With more than 100 recruitment processes annually in recent years, the Fitó Group has been able to monitor key data, enabling the creation of equitable remuneration structures. There are also salary tables for the company's six organizational levels, with up to 19 sub-levels, providing a structured framework for employees' career progression, updated annually.

EQUITY AND BUDGET REPORTS

Each budgeting process includes detailed reports on internal equity (equal pay for similar roles) and external equity (comparison with the market). In addition, gender equality analyses have been incorporated to assess the pay gap and promote corrective measures, if necessary.

PARTICIPATION OF MANAGERS IN REMUNERATION

To ensure remuneration is aligned with both market conditions and individual contribution levels (in accordance with the Annual Development Interview and the achievement, or not, of annual goals), area managers actively participate in salary decisions during the budgeting process. They are involved in decisions related to both recognition and equity adjustments.

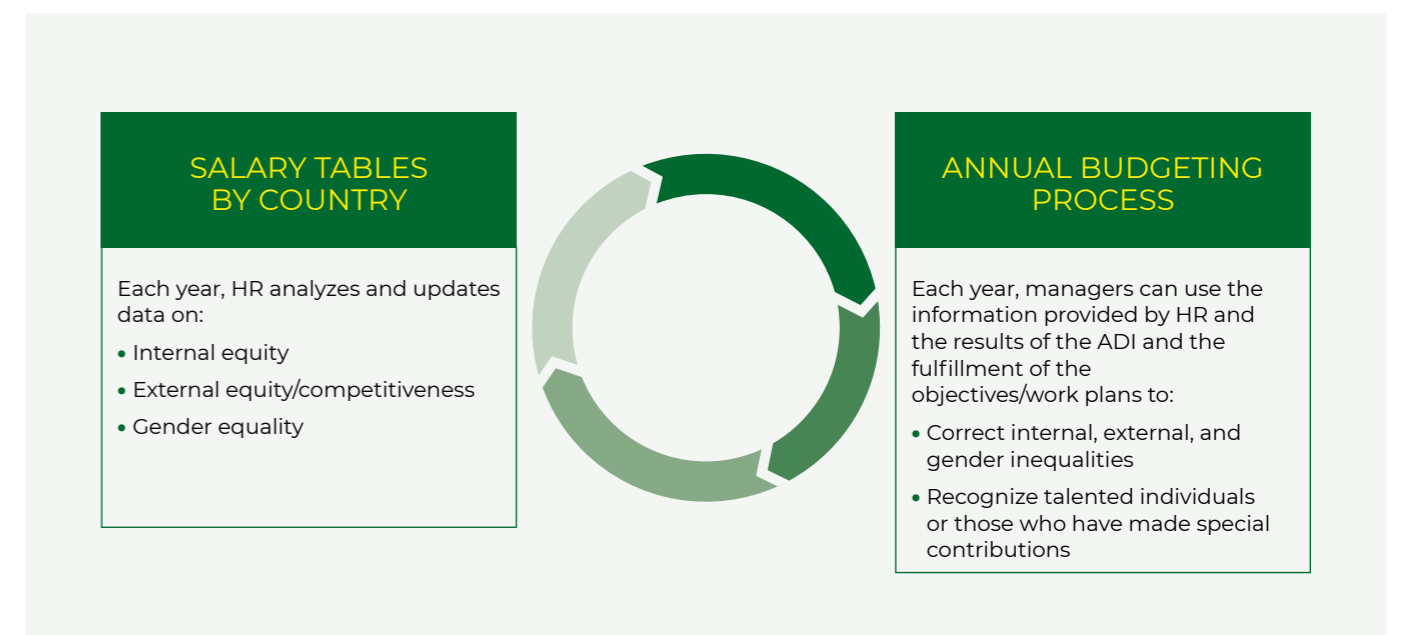
REMUNERATION TRANSPARENCY AND VISUALIZATION OF DATA

The Fitó Group has made significant progress by developing visual tools that include reports on pay gaps and salary distributions by gender and organizational level. In addition, preparations have begun to comply with upcoming European regulations that, in the coming years, will require greater transparency in salary matters. In this regard, various strategies are being explored to share relevant information without compromising data confidentiality or distorting the analysis, taking into account the limited sample size in some countries and the cultural, fiscal, and monetary differences across them.

IMPLEMENTATION OF FLEXIBLE REMUNERATION (SPAIN)

To improve quality of life, the Fitó Group in Spain has implemented a flexible remuneration plan, in accordance with favorable tax regulations. This allows employees to optimize their pay package based on personal needs. Available benefits include:

- Meal vouchers
- Childcare vouchers
- Transport vouchers
- Health insurance
- Training
- Savings plans



WORK CALENDARS

In compliance with legislation, the company maintains work calendars at its group facilities in Spain. These calendars are published annually on the company intranet and include all necessary information, such as:

- Flexible working hours during the workday where available at the work center.
- Days off for employees and compensatory rest days to adjust the annual working schedule.
- Days when working from home is permitted.

During 2024, the Fitó Group has consolidated its commitment to fairness and competitiveness in remuneration through multiple initiatives aimed at ensuring fair and market-aligned salary conditions. These actions have helped to strengthen internal equity, enhance remuneration transparency, and advance the company's alignment with upcoming European regulations on salary transparency. With these measures, the Fitó Group continues to promote a fair, equitable, and competitive work environment, in line with its global strategy of sustainability and corporate responsibility.

PROMOTE DIVERSITY AND INCLUSION



The Fitó Group recognizes **diversity and inclusion as fundamental values within its organizational culture and sustainability strategy**. During 2024, various initiatives have been implemented to strengthen a diverse, equitable, and inclusive work environment. These actions seek to enhance the representation of different groups within the company, **promoting equal opportunities and respect** for diversity in all its dimensions.

CULTURAL DIVERSITY

The Fitó Group has a team composed of people from 40 nationalities, which enriches its work environment with multiple perspectives and experiences. To make this diversity visible, charts have been created that reflect the distribution within the organization.

GENDER DIVERSITY

A detailed analysis of gender representation within the company has been conducted, with data broken down by:

Total percentage of women and men in the organization	
Men	60%
Women	40%

Since the agricultural sector is still predominantly male, it is important to highlight that this year the role of Corporate Partner has been strengthened, with a team currently composed of 80% women and 20% men.

Likewise, the People team has been consolidated, where, due to the nature of the applications, gender representation is distributed as 60% women and 40% men, thereby promoting greater equity within the organization.

Distribution by hierarchical levels	
Senior Management	2%
Managers	6%
Technical staff	44%
Agricultural laborers and operators.	47%

Initiatives have also been launched, such as:

- **Dones en Acció (Women in Action) Program:** Promoting gender equality in the workplace.

The **People** department collaborated with the **Quiero Trabajo** Foundation, supported by the **Mataró City Council Employment Service**, to participate in the “**Dones en acció**” program. This program, developed at the end of **2024**, sought to help **15 women** in vulnerable situations in the **Maresme** region to re-enter the workforce through **coaching, mentoring, CV writing, and mock interviews**. Thanks to this initiative, **four women found employment** and the rest improved their access to **recruitment processes**.



DIVERSITY BY AGE AND SENIORITY

To understand the workforce composition by age, charts have been created showing age distribution, as well as segmentation of seniority within the company in periods of 5, 10, 15 years, or more.

Data by age group	
Under 30 years of age	17%
30-39 years of age	27%
40-49 years of age	32%
50-59 years of age	18%
60 or over	6%

Data by years of service	
Less than 1 year	22%
1-3 years	22%
3-5 years	13%
5-10 years	19%
10-15 years	10%
15-25 years	10%
26 or more years	5%

INCLUSION OF PEOPLE WITH DISABILITIES

The Fitó Group promotes the inclusion of people with disabilities through various initiatives, including:

- **Prevent Foundation:** Programs for labor insertion and support for inclusion projects.
- **Job vacancies on Viterbit (recruitment platform):** Development of specific job opportunities for people with disabilities.
- **Special Employment Centers:** Promotion of responsible purchasing from companies that employ people with diverse abilities.
- **Donations** to entities linked to the integration of people with disabilities.
- **Other actions include:**
 - ▶ Facilitate that employees of Semillas Fitó with potential disabilities can bring to light their personal situations through appropriate support, allowing them to regularize their status (and to become aware of all the legal and tax advantages and benefits they can access by making their situation visible to the authorities). All of this contributes to fostering a culture against stigma and prejudice and towards the normalization of people with diverse abilities, which is seen as something positive.
 - ▶ Facilitate and promote the management of referred applications for people with other abilities as a priority.

During 2024, the Fitó Group has reaffirmed its commitment to diversity and inclusion through multiple actions aimed at promoting equity and representation within the company. These initiatives have helped strengthen the organizational culture, improve the work environment, and contribute to a more inclusive and equitable society.

PROMOTE HEALTHY WORK ENVIRONMENTS

The safety and well-being of all workers are fundamental pillars for the medium- and long-term sustainability and success of the Fitó Group. This shared objective, embraced at all levels of the company, stems from a comprehensive strategy aimed at implementing a safety and well-being system aligned with the organization's purpose.

Semillas Fitó not only aims to comply with current safety and health regulations to guarantee a safe environment but also to go beyond and begin positioning the company as a **leader in well-being and corporate social responsibility**.

In an increasingly demanding global environment, there is growing pressure on organizations to prioritize the holistic well-being (physical and mental) of their people, along with rising expectations to develop proactive safety and wellness policies, a trend that Semillas Fitó fully supports.



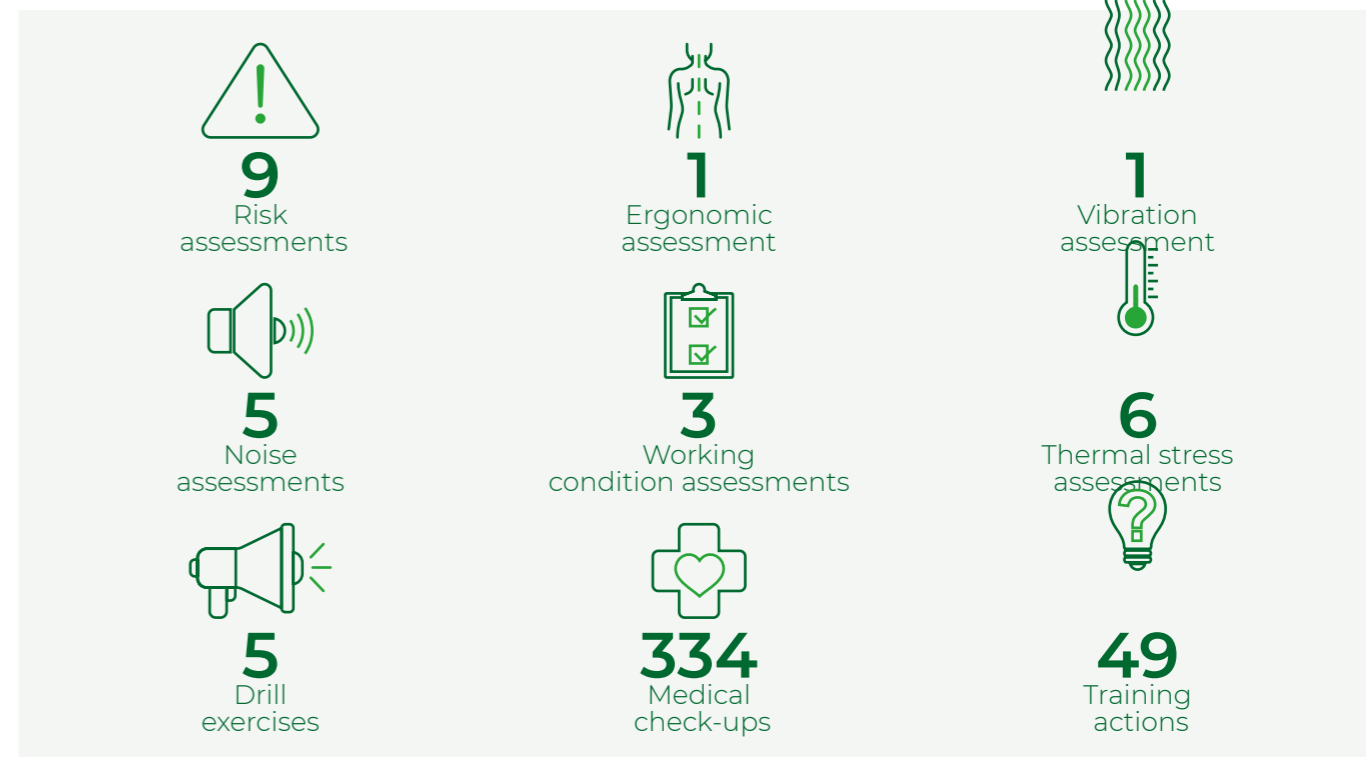
Marc Montserrat, Health & Safety Corporate and Global Manager

During the second half of 2024, the role of Health & Safety Corporate and Global Manager was introduced, a key position for the adoption of our internal occupational risk prevention policy and its integration into the company's daily management, strengthening the preventive culture as a cornerstone to achieve organizational well-being.

Likewise, the existing internal structure made up of people with ambassador roles has been maintained. These individuals can quickly and efficiently bring the principles of preventive action to the job positions in each of the operational centers. In this regard, it is very important to highlight their work, as they share their dedication to preventive tasks alongside their usual roles, and together with the cooperation of the manager of each center or work area, they are key figures for the true integration of prevention throughout the company's entire operational process.

At all Semillas Fitó work centers, continuous Risk Assessments are carried out to identify critical tasks or areas of action. Programs are implemented for raising awareness about prevention, training in safety and health, and promoting

initial and periodic health monitoring. Emergency situations are addressed by implementing procedures to minimize or eliminate risks (e.g., electrical hazards, work in confined spaces, work at heights, chemical substances, etc.).

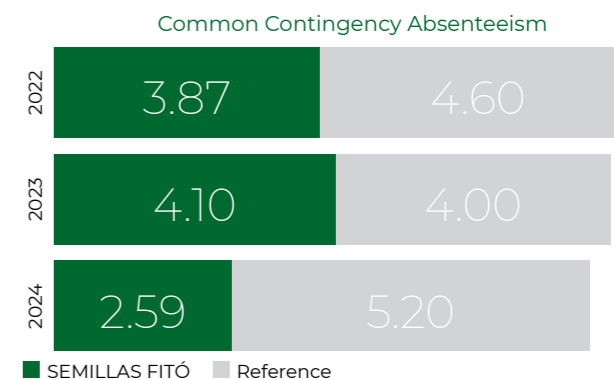


The **internal policy against workplace harassment and discrimination** of any kind and nature has been updated, creating **safe and confidential channels** for staff to report any inappropriate behavior.

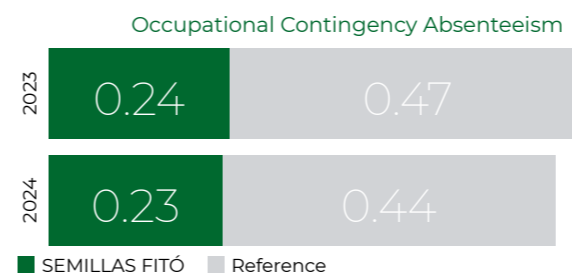
By integrating these aspects, not only is the physical and emotional health of employees protected, but a more productive and engaged work environment is also fostered, which is key to the company's long-term success.

In terms of accident data, Semillas Fitó maintains incidence rates similar to those of 2023, with a noticeable improvement in annual absenteeism, which consistently remains below the industry reference level.

With regard to absenteeism due to common contingencies, there has been a very positive trend compared to previous years, also remaining below the national reference value.



Absenteeism: rate of lost workdays in relation to total workdays
Reference: Randstad-Research-Labor Absenteeism Report, December 2024



Absenteeism: rate of lost workdays in relation to total workdays
Reference: Asepeyo - Mutual Insurance Company for Workplace Accidents and Occupational Illnesses

Semillas Fitó's objectives for 2025 are: to audit the occupational risk prevention management system through an external entity; to broaden the focus of risk assessments to include psychosocial and hygiene-related risks; to advance the implementation of all preventive processes defined in the Prevention Plan; to guide the organization toward a Preventive Culture of Well-being; and to continue prioritizing the goal of zero harm. In parallel, the aim is to incorporate the preventive standard across all subsidiaries, to align annual objectives and ensure compliance with each country's specific occupational safety regulations.

HEALTH AND SAFETY AMBASSADORS

BARCELONA



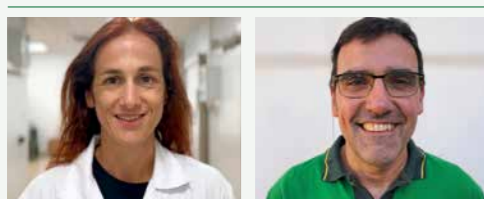
Cristina Rodríguez, Pilar García, Julio Tovar

MARESME



Juan José Sánchez, Asunción Lázaro, Oumar Sidibe

CASES DE BARBENS



Claudia Casals, Joan Carles Baró

ALMERÍA



Felipe Navarro

DON BENITO



Antonio José González

MURCIA



Manel Aranda (on their behalf)

CARRY OUT THE COMPANY'S ACTIVITY IN A WAY THAT IS FAITHFUL TO ITS VALUES

COMPLIANCE PROJECT: AN EXAMPLE OF OUR LONG-TERM VISION AND PROFESSIONALISM

RISK PREVENTION MODEL

COMMITMENT TO ETHICS AND THE FUTURE OF THE FITÓ GROUP

The Fitó Group is committed to integrity and ethics as fundamental pillars on which to build relationships of trust with customers, suppliers, and employees. The company is committed to acting responsibly, not only in its operations, but also in the management of legal and reputational risks that may arise. With this objective in mind, a Compliance Model is being developed that seeks to create a transparent and safe working environment in line with best practices in the sector.

WHAT IS THE COMPANY SEEKING TO ACHIEVE WITH THE COMPLIANCE MODEL?

- To promote a culture of compliance that is felt throughout the organization.
- To ensure compliance with regulations, both in Spain and in the countries where it operates.
- To prevent any action that could result in the commission of crimes within the organization.
- To reduce criminal risks and minimize the company's liability.

The development and implementation of the Criminal Compliance Model has been structured into five phases, and in 2024 the focus was placed on the following key actions:

- Identifying the specific risks associated with Semillas Fitó's activity in Spain.
- Analyzing situations where offenses could occur under the Spanish Criminal Code.
- Assessing the impact and likelihood of the identified criminal risks.
- Reviewing existing internal controls and verifying their effectiveness.

In this regard, to carry out this work, 25 interviews were conducted with senior management and other managers within the organization. Thanks to their dedication and involvement in the project, it has been possible to gain deeper insight into internal processes and identify the risks inherent to Semillas Fitó's operations. Once these risks were identified, an analysis was conducted to determine their likelihood, impact, and probability of occurrence. Furthermore, throughout this process, existing internal controls were evaluated to determine their effectiveness in managing these risks.

With all this information, the organization aims to define the operations that may pose a risk to the company, with the goal of implementing appropriate preventive measures.

Within this framework, work has been done to create a new Code of Ethics and to develop a training plan, which is scheduled to be implemented in 2025. In fact, at the time of writing this report (February 2025), a specific training session is already planned for the sales team. This session, scheduled for March, will be delivered globally in three languages: Spanish, English, and Turkish.

The benefits of having a solid Compliance Model are clear:

- **Improved corporate reputation:** the company strengthens trust among its customers, suppliers, and partners.
- **Reduced legal risks:** it protects against penalties and consequences that could affect business activity.
- **Promotion of an ethical culture:** it promotes values such as integrity and transparency among all members of the organization.
- **Efficient risk management:** it enables for the detection and prevention of infringements before they occur, maintaining a proactive approach.

The Fitó Group's **commitment** to regulatory compliance is **continuous and unwavering**. Through the **Compliance Model**, the company continues to work to **strengthen its culture and protect itself from potential risks, ensuring** that its operations are aligned with **the highest legal and ethical standards**.

As part of this commitment, key tools have been implemented to prevent and detect irregularities, including the Complaints Channel, an essential mechanism for ensuring transparency and ethics within the organization.



COMPLAINTS CHANNEL

THE FITÓ GROUP BELIEVES IN INTEGRITY, HONESTY, AND TRANSPARENCY IN ITS ACTIONS

The organization has integrated a communication channel into the **Internal Reporting System** (hereinafter, the Complaints Channel) as part of its **Compliance Model**.

The Complaints Channel aims to provide a secure, confidential, and accessible means for employees, collaborators, suppliers, or third parties to report improper conduct, irregularities, or non-compliance that may affect the organization, its ethics, reputation, or regulatory compliance.

This Internal Information System was published in 2023 on the corporate website (Spain and Global) in response to the enactment of Law 2/2023, of 20 February, regulating the protection of individuals who report regulatory violations and the fight against corruption. Additionally, it is part of the company's commitment to regulatory compliance, transparency, and communication as a method of preventing and detecting irregularities.

An effective Complaints Channel not only protects the company from potential legal or reputational risks but also strengthens the trust and commitment of employees and other stakeholders.



THE FOLLOWING FORMS OF COMMUNICATION HAVE BEEN ENABLED AS PART OF THE COMPLAINTS CHANNEL:

-  Calle Selva de Mar n. 111, 08019, Barcelona (for the attention of: Compliance Officer)
-  www.semillasfito.com/es-es/canal-de-denuncias/
www.semillasfito.es/es-es/canal-de-denuncias_/
-  +34 679 48 44 83

The Organization guarantees the confidentiality and secrecy of the information in communications received in good faith throughout all stages of the process for handling them.

Since 2023, Meritxell Puigpinós, Regulatory Affairs Manager, has taken on the role of Compliance Officer.

An effective Complaints Channel not only protects the company from potential legal or reputational risks but also **strengthens the trust and commitment of employees and other stakeholders**.



6

PLANET
PROJECTS



PLANET

POSITIVE IMPACT



Reduction of the organization's carbon footprint by 18%



Quantification of the **first variety that reduces the ecological footprint** in horticultural production

WASTE



Reduction of more than 800kg of plastic used in laboratories



100% of maize seed packaged in plastic-free bags



Recovery of more than 1,000 tons of vegetable waste for conversion into compost

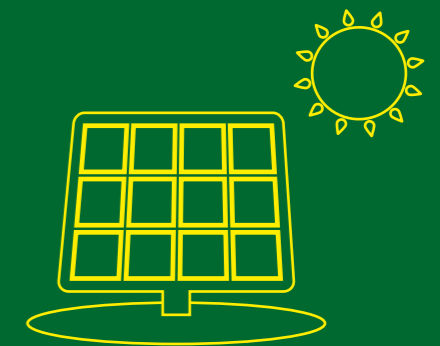


Recycling of 24.8% of generated waste

RESOURCES



Expansion of the water recirculation project to new farms



10.6% of the energy consumed is produced by the company's own photovoltaic panels



The Fitó Group's Sustainability Plan is conceived as a key tool for fulfilling its mission to generate sustainable wealth across the entire agri-food chain. In the following pages, readers will be able to explore **seven projects designed to create positive impacts in the Planet domain.**

Through this reading, you will discover actions aimed at **reducing the use of inputs in production systems**, with a focus on optimizing the water resources required by the organization.

One project also aims to bring **new vegetable varieties to market in the coming years that help reduce the ecological footprint** of the entire agri-food chain.

In addition, the document outlines initiatives to **select inputs and redesign processes from a sustainable perspective.**

The evolution of the operations initiated by the organization in previous years, related to **circular economy practices that reduce food waste**, as well as the improvements implemented in waste management, are also described.

Also included is **the assessment of the company's carbon footprint**, the measures that have made it possible to mitigate it and the areas of action for its reduction in the future.

Finally, the set of **initiatives implemented by the organization to ensure efficient phytosanitary management in its agricultural production systems** are also explained in detail.

REDUCE THE CONSUMPTION OF RESOURCES IN OUR PRODUCTION SYSTEMS

Semillas Fitó's commitment to sustainability drives the implementation of innovative solutions to optimize water and energy use across its global operations. Through the incorporation of advanced recirculation systems, the use of drainage water, and energy optimization, they are achieving significant reductions in resource consumption and environmental footprint.

RECIRCULATION SYSTEMS AND USE OF DRAINAGE WATER

At the Sant Andreu de Llavaneres station, they already have an irrigation water recirculation system that has allowed for optimized water usage, and they are currently in the process of implementing drainage water collection across all their stations. This approach allows them to reduce waste and significantly improve water efficiency.

Soon, they will begin installing UVA lamps which, combined with their chlorine dioxide generators, will enable the safe treatment and reuse of drainage water. This innovation translates into savings of more than **30% in water consumption** and a **35-40% reduction in the use of inorganic fertilizers**.

RESULTS BY OPERATIONS CENTER

Their efforts are already producing tangible results at various centers. For example, in Cabrera de Mar, water consumption has been reduced from 29,350 m³ in 2023 to 21,200 m³ in 2024, with 45% of the water coming from self-supply sources. In Llavaneres, 33% of the water used is already recovered through these systems, and in Bangalore, they have reached 26% self-sufficiency.

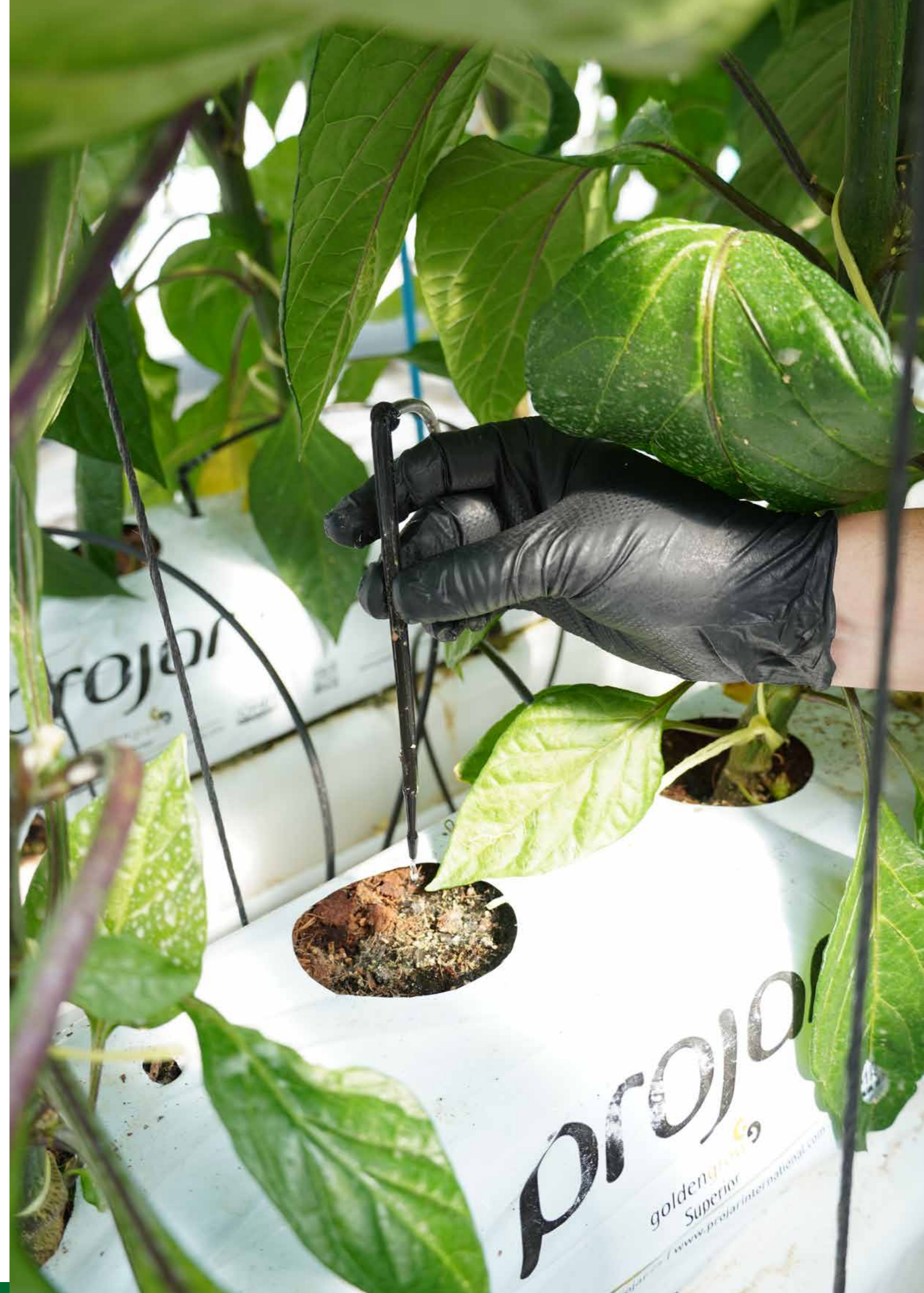
Center	Water consumption 2023 (m ³)	Water consumption 2024 (m ³)	Rain + Drainage	Self-supply sources
Les Cases de Barbens	144,000	140,000	-	0%
Cabrera de mar	29,350	21,200	9,460	45%
Sant Andreu de Llavaneres	15,000	19,610	6,500	33%
Premià de Mar	9,000	11,250	3,480	31%
Arica	37,897	31,223	-	0%
Quillota	9,973	8,598	-	0%
Antalya	9,856	11,560	-	0%
Bangalore	3,981	2,862	745	26%
El Ejido	86,494	95,279	-	0%
Culiacán	23,375	22,870	-	0%

INNOVATION IN ENERGY EFFICIENCY AND CARBON FOOTPRINT REDUCTION

In parallel with the optimization of water resources, they are implementing energy-saving screens in their greenhouses, resulting in fossil fuel savings of **more than 25%**. This measure, along with climate control systems integrated with artificial intelligence, allows them to optimally adjust environmental conditions and progressively reduce their carbon footprint year after year.

COMMITMENT TO A SUSTAINABLE FUTURE

Semillas Fitó continues to move forward with determination in its sustainability strategy. The measures adopted not only improve operational efficiency but also reinforce the company's commitment to preserving natural resources and reducing environmental impact. They will continue exploring new technologies and optimizing their processes to move toward an increasingly responsible and sustainable production model.



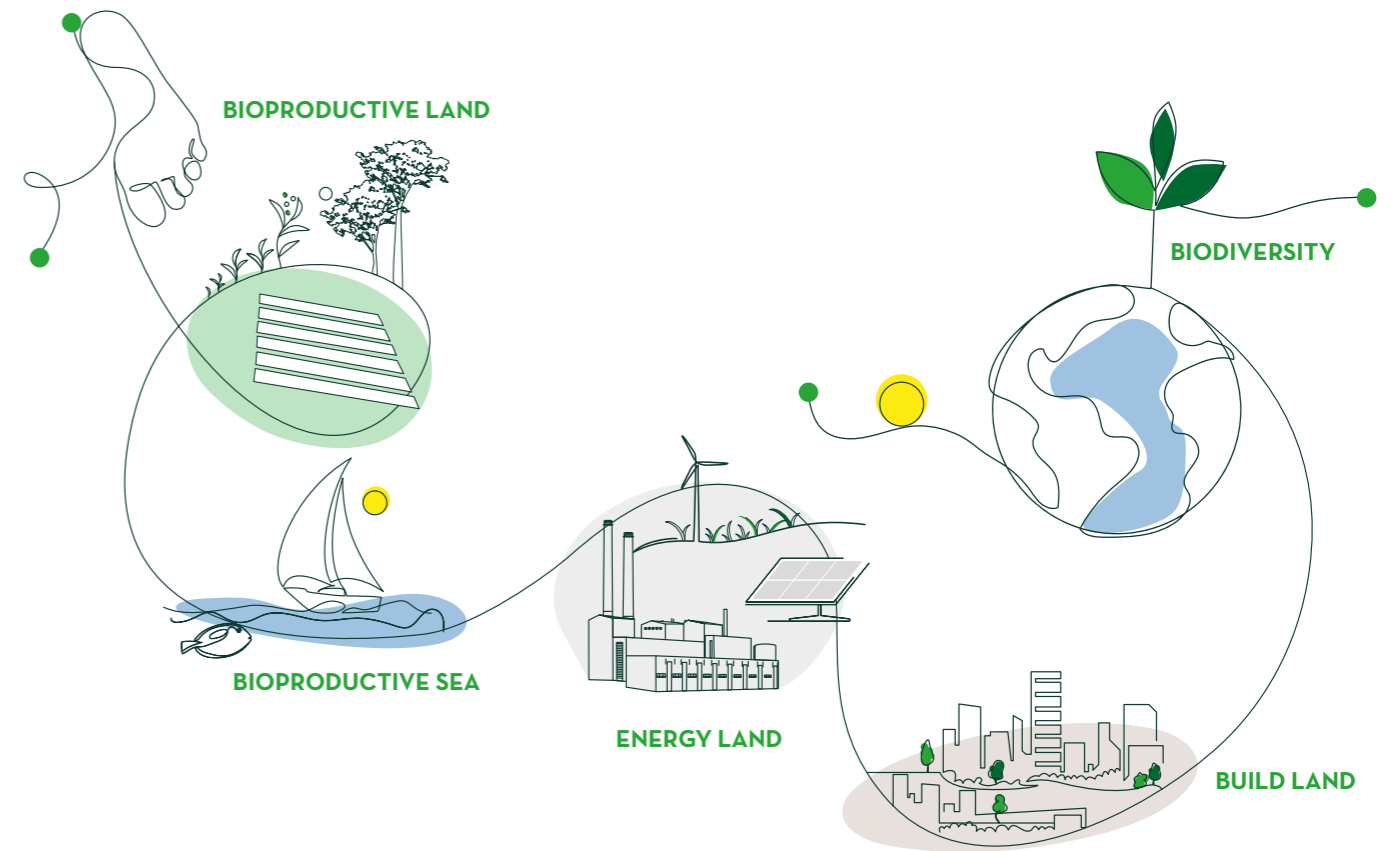
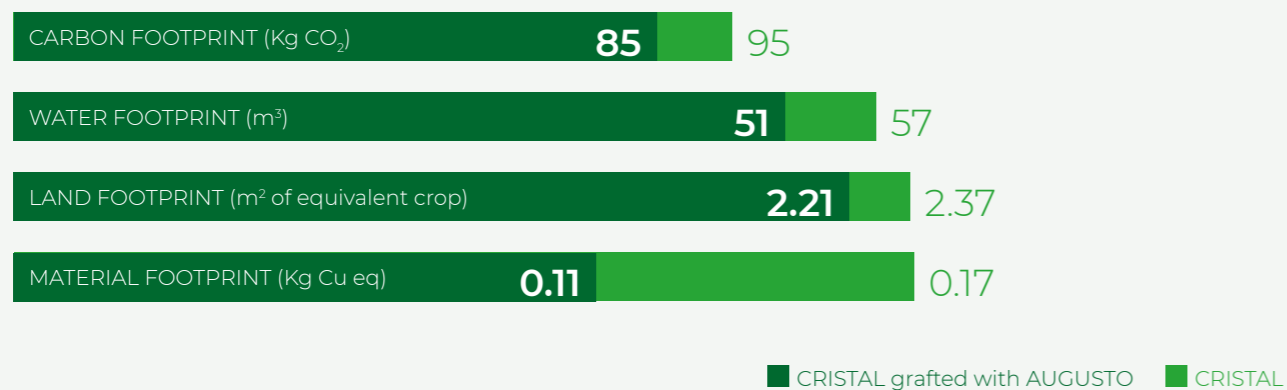
DEVELOP VARIETIES THAT REDUCE THE ECOLOGICAL FOOTPRINT

In line with the purpose of the Fitó Group "To be a generator of sustainability across the agri-food chain, through accomplished and committed teams", it has set itself the challenge of **developing plant varieties that reduce the ecological footprint during fruit and vegetable production.**

The ecological footprint of a plant variety in horticultural production is derived from a life cycle analysis of that production: from sowing to harvesting market-ready fruit. During this analysis, the resources used are quantified: water, fertilizers, plant protection agents, disinfectants, land surface, energy, and fuels. The waste generated (compostable and non-compostable) is also quantified.

The analysis of this data makes it possible to identify how certain varieties are capable of mitigating various impacts such as: carbon footprint, water footprint, land footprint, and material footprint. To carry out this calculation, the Fitó Group collaborated with the Cerdà Institute, experts in life cycle analysis. The calculation was made following the EU Commission Recommendation 2021/2279.

Below are the first tangible results of this project. During the 2024 financial year, the analysis of the ecological footprint of the Augusto vegetable variety, an eggplant rootstock, was completed. Specifically, the analysis showed that incorporating this variety into the production process of eggplants (Cristal variety) led to a reduced ecological footprint, as illustrated in the following figures:



The Fitó Group has achieved its objective set out in the 2023 annual report, regarding the **launch of varieties with a net capacity to reduce the ecological footprint in fruit production.**

The Fitó Group is currently conducting life cycle analyses on other varieties in its product portfolio. The results will be published in future editions of this annual report.



INCORPORATE SUSTAINABILITY CRITERIA IN THE CHOICE OF PRODUCTS AND PROCESSES

The goal of this project, part of the Sustainability Plan, is to optimize the use of all resources and to seek more sustainable alternatives wherever possible, with a special focus on reducing the use of plastic and aluminum.

One of the actions launched in 2023 was the gradual replacement of laminated cardboard bags containing plastic with packaging free from this material. This initiative is being carried out primarily at the Barbens (Lleida, Spain) and Antalya (Turkey) facilities. Already in 2023, 8.27% of the 1,329,848 bags sold were free from plastic, resulting in a savings of 900 kg of plastic. In 2024, the project continued, achieving the milestone of packaging 100% of corn seed in plastic-free bags.

The other material used in seed packaging is aluminum. In 2024, a new commercial policy was implemented to eliminate smaller-capacity packaging. Instead, the company shifted to higher-capacity packaging solutions. As a result, the projected increase in turnover will not lead to a proportional rise in the number of aluminum-based packages in circulation. Data on the evolution of this parameter will be published in future editions of this report.

100% of maize seed bags have been sold in plastic-free packaging.



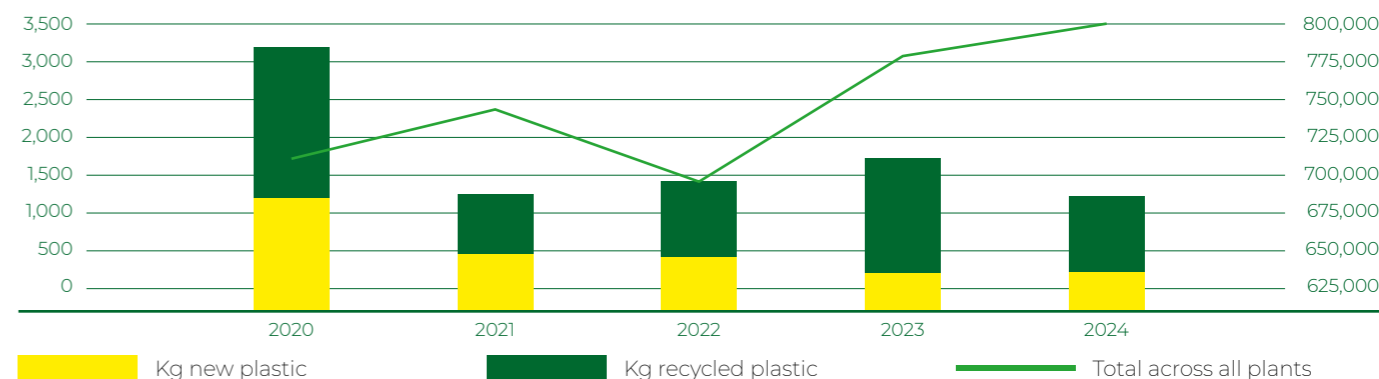
Replacement of smaller packaging with larger packaging during 2024

It is also worth noting that in 2024, an initiative began to identify compostable materials that could replace plastic components in the packaging of sachets for Semillas Fitó's Hobby business unit. By the end of 2024, this initiative concluded with the selection of a viable alternative to plastic. In 2025, the gradual replacement of this plastic component with the biocompostable alternative will begin.

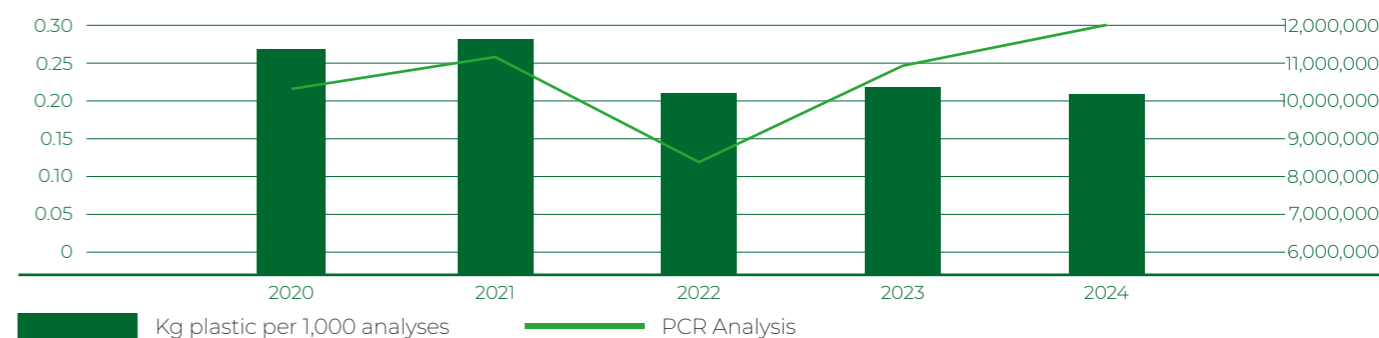
Additionally, the 2023 report mentioned the start of an initiative aimed at replacing seed treatment polymers containing microplastics with alternatives free of these substances. During 2024, a series of experimental tests were carried out to select the best alternative, concluding with the choice of a new product in December. In 2025, the implementation of this plastic-free alternative will begin at the operations centers in Barbens, Barcelona, and Antalya.

Similarly, another plastic reduction effort that has been ongoing for the past 11 years continued in the Genomics laboratory at the R&D center in Cabrera de Mar (Barcelona). This center positioned itself as a pioneer within the group by introducing sustainability criteria in its analytical processes: replacing plastic consumables with lighter-weight alternatives, reusing materials... Below is the updated data report through 2024.

USED AND RECYCLED PLASTIC FOR DNA EXTRACTION



PLASTIC USED FOR PCR ANALYSIS



From these graphs, it can be concluded that the Cabrera de Mar laboratory has managed to reduce more than 24% (487 kg) of the plastic consumed for its genomics analyses during 2024.

In line with this, other laboratories within the Fitó Group have implemented actions aimed at reducing their use of plastic consumables:

Quality Control Laboratory in Barcelona			Quality Control Laboratory in Barbens		
Implementation of a protocol for reusing Deep Well plates.	Reduction of 50%. Saving of 2,000 plates each weighing 97 grams	194 kg of plastic saved (= 2,000 lids).	Replacement of large sowing trays with lighter-weight versions.	Transition from trays weighing 50.4 g to 45.5 g each.	35 kg of plastic savings annually.
Replacement PCR lids with reusable silicone lids.	100% replaced.	2.6 kg of plastic saved (= 4,000 lids).	Replacement of small sowing trays with lighter-weight versions.	Transition from trays weighing 38.5 g to 35.3 g each.	25.6 kg reduction annually.
			Replacement of plastic bags with lighter-weight alternatives.	Transition from bags weighing 17.7 g to 8.2 g each. 10,000 bags used annually.	96 kg of plastic saved annually.

It is worth highlighting that laboratories located in Arica (Chile) and Antalya (Turkey) have begun implementing similar plastic consumable reduction and reuse practices. Metrics for these practices will begin to be reported in future editions of this report.

The combined efforts across all laboratories have resulted in a reduction of plastic consumables by 839.2 kg compared to the previous year.

REDUCE FOOD WASTE



In 2024, more than 128 tons of seed waste were recirculated as feed.

To minimize food waste, Fitó Group has integrated circular economy practices into its operational strategy. The organization has implemented two waste valorization processes to ensure a second life for by-products generated in its daily activities: seed discards that do not meet commercial quality standards, and plant residues from new variety trials conducted by the R&D department.

Regarding seed discards, this organic waste results from cleaning and calibration processes applied to seed lots from harvest through delivery to the sales channel. Fractions that fail to meet quality parameters cannot be marketed but have adequate nutritional levels to be used as animal feed. Therefore, these fractions are supplied to the agri-food sector to prevent waste.

Several varieties in Fitó Group's catalog generate this by-product, with the most significant being maize and broad beans. In 2023, the Les Cases de Barbens operations center recovered over 107 tons of broad beans and over 83 tons of maize, supplying more than 190 tons of grains for feed to the agri-food sector. **In 2024, these figures were 86.4 tons for broad beans and 41.7 tons for maize, totaling over 128 tons of seed waste recirculated as feed.**

The second type of by-product subjected to circular economy practices consists of plant waste from varietal development trials, including plant remains at the end of the cultivation cycle and leftover fruits from seed extraction. This waste is managed as compostable waste.

In 2023, the R&D centers in Barcelona (Cabrera de Mar, Premià de Mar, and Sant Andreu de Llavaneres) managed over 143 tons of compostable waste, the R&D center in El Ejido managed over 87 tons, and the operations center in Quillota (Chile) managed over 7 tons. The Quillota center began this waste management practice that year, which is noteworthy since it is carried out through private companies due to the absence of differentiated waste management services by local authorities. In total, the Fitó Group provided more than 277 tons of vegetable waste for its conversion into compost.

In 2024, the R&D centers located in the province of Barcelona recirculated more than 293 tons of compostable waste. The R&D center in El Ejido managed over 68 tons, while the one in Quillota (Chile) managed 296 tons. This notable increase at the Quillota center is because it has become an established practice throughout the entire year of 2024. Additionally, also in 2024, biocompostable waste began to be managed at the Antalya center, totaling 382 tons. **As in the case of Quillota, in Antalya the management of this waste was also carried out through private initiatives, since it is not a service offered by the local public administration. Thus, the Fitó Group as a whole recirculated more than 1,039 tons of plant waste for conversion into compost, representing an increase of 375% compared to the previous year.**

TRANSFORMING WASTE INTO RESOURCES: THE POWER OF EFFICIENT RECYCLING



In recent years, Semillas Fitó has made significant progress in its efforts to reduce the amount of waste generated from its own activities, increase the efficiency of selective collection, and promote the circular economy. These actions have not only enabled a considerable reduction in environmental footprint but have also strengthened the company's commitment to sustainability.

The main achievements are detailed below.

TOTAL REDUCTION IN WASTE GENERATION

- **Decrease in total waste generation:** Semillas Fitó has achieved a **17%** reduction in the total amount of waste generated compared to the previous year. This has been possible thanks to the promotion of operational efficiency initiatives, the reduction in the use of single-use materials, and better identification and sorting of generated waste.

INCREASE IN SELECTIVE COLLECTION

- **Recycling:** during 2024, Semillas Fitó improved the selection of waste, reducing the amount of ordinary material by **22%** compared to the previous year. This includes better sorting and separation of compostable products, paper, cardboard, and plastics, which are now managed more efficiently through the selective collection system, leading to direct savings of over approximately €30,000 in treatment costs.
- **Recycling rate:** the recycling rate is **25%** across all operations, slightly exceeding the previous year's result.

CIRCULAR ECONOMY INITIATIVES

- **Reuse of materials:** the initiatives implemented to increase recycled materials and reincorporate them back into the production cycle, reducing the need for new resources and contributing to the circular economy, are bearing fruit, achieving, for example, a **4.49%** reduction in the generation of paper and cardboard waste.

2023				
Center	Ordinary (kg)	Paper & Cardboard (kg)	Plastic (kg)	% Recycled Waste
Barcelona	75,111	40,355	16,596	43.1%
Barbens	41,460	32,580	13,250	52.5%
Almería	7,300	10,800	29,100	84.5%
Quillota	10,030	500	1,022	13.2%
Llavaneres	231,470	-	-	-
Cabrera	61,180	-	-	-
Premià	147,200	-	-	-
TOTAL	573,751	84,235	59,968	20.1%

2024				
Center	Ordinary (kg)	Paper & Cardboard (kg)	Plastic (kg)	% Recycled Waste
Barcelona	77,989	26,489	15,153	34.8%
Barbens	132,900	33,850	8,920	24.3%
Almería	6,020	17,500	30,020	88.8%
Quillota	62,120	1,500	2,922	6.6%
Antalya	-	-	6,440	-
Bangalore	-	33	1,452	-
Llavaneres	57,400	1,050	2,330	5.6%
Cabrera	40,380	-	-	-
Premià	71,200	28	21	0.1%
TOTAL	448,009	80,450	67,258	24.8%

- **Innovation projects in recycling:** Semillas Fitó is working on new technologies and processes to develop advanced recycling solutions, from extending the useful life of plastic trays to introducing biodegradable elements instead of plastic.

ENVIRONMENTAL IMPACT

- **Reduction in CO₂ emissions:** thanks to the reduction in waste and improved management of recyclable materials, Semillas Fitó has prevented the emission of more than **250 tons of CO₂**. This positive impact translates into a substantial improvement in the carbon footprint. Compared to the previous year, the improvement recorded in the reduction of paper and cardboard consumption represents a **4.5%** reduction in the number of trees felled.



Thanks to collective efforts and the implementation of an efficient system for selective collection and waste reduction, Semillas Fitó is achieving positive results in the responsible management of environmental resources, promoting development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Not only is the environmental footprint being reduced, but significant economic and social benefits are also being achieved. These achievements are just the beginning of a path toward a cleaner and more sustainable future, maintaining a commitment to continuous improvement and innovation.

MEASURES TO MITIGATE THE ENVIRONMENTAL IMPACT OF THE ORGANIZATION

The aim of this sustainability project is to reduce the impact of the organization's activities. To this end, the value of the Fitó Group's carbon footprint has been determined through the calculator of the Spanish Ministry for Ecological Transition. This analysis identifies the main areas for action within the organization to reduce this value as much as possible.

The following table shows the evolution of the values obtained for the entire Fitó Group:

EMISSIONS	kg CO ₂	g CH ₄	g N ₂ O	kg CO ₂ e
Fertilizers, amendments, burning and use of agricultural residues	1540	-	19180.58	6776.29
Fixed facilities	514556.438	31051.2	237.6	515487.6313
Road transportation	157029.081	2190.972	6032.418	158737.0592
Fugitive emissions: air conditioning and refrigeration	-	-	-	45,120.00
SUBTOTAL	673125.52	33242.17	25450.6	726120.98
Electricity buildings	-	-	-	1322408.18
SUBTOTAL	-	-	-	1322408.18
TOTAL	673125.52	33242.17	25450.6	2048529.16

*Calculated using the calculator for farms (scope 1+2) available at the following web address: <https://www.miteco.gob.es/es/cambio-climatico/temas/mitigacion-politicas-y-medidas/calculadoras.html>.
 **The scope of the calculation is as follows: a) all farms in use by the PHF Group are considered and calculated based on the items "Synthetic nitrogen fertilizers," "Final destination of crop waste," "Indirect N₂O emissions," and "Applications of lime amendments"; b) Only centers located in Spain are considered. The expense includes the piped gas supply, and a full filling of all diesel and propane gas tanks located at centers in Spain is estimated; c) Only vehicles used in Spain are considered. Additionally, for gasoline and diesel, all consumption is approximated to the vehicle type with the most unfavorable conversion factor. Agricultural vehicles are excluded; d) Only the Barcelona center consumed any of the listed refrigerants. An annual replacement is estimated; e) For centers located abroad, they are classified under the energy supplier category "Others."
 ***All exclusions of international centers are due to the lack of adaptability of the conversion factors.
 ****For upcoming editions, a methodological change is planned to include the entire organization within the scope.

A number of conclusions can be drawn from the above table. Firstly, the agricultural activities carried out on the farms have the least impact on the organization's carbon footprint. In contrast, energy consumption, the use of fuels to operate physical facilities, machinery, and vehicles, as well as the use of refrigerants, are the main contributors to the greater impact. This analysis serves as a diagnosis to guide actions that reduce the organization's carbon footprint, which will be reported in the coming years.

Furthermore, considering that the value (adapted to the new scope) of the organization's carbon footprint in 2023 was 2,508,456.04 kg CO₂ eq, a reduction of 18.43% is observed. This reduction was driven by the introduction of Guarantee of Origin certificates in the energy supply of the group's centers located in Spain. The increase in photovoltaic production for self-supply has also had a significant impact.

Together, both actions have enabled a reduction of the carbon footprint by more than 462,330.49 kg CO₂ equivalent. This amount is eco-equivalent to the carbon captured by more than 15,411 twenty-year-old Pinus halepensis trees.*****

*****Calculated based on the conversion factor published on the following website of the Spanish Ministry for Ecological Transition: <https://www.miteco.gob.es/es/cambio-climatico/temas/mitigacion-politicas-y-medidas/calculadoras.html#reduccion-de-huella-de-carbono>. (Table 201 of the National Forest Inventory 3 and Annex 2 of the publication "Conifers in the First National Forest Inventory").



EFFICIENT PHYTOSANITARY MANAGEMENT ON FARMS

At Semillas Fitó, they understand that the health of their crops and collaborators is the foundation for ensuring the quality and productivity of their seeds, in a safe environment for workers. For this reason, they have developed a comprehensive phytosanitary management strategy that combines chemical, physical, and biological controls. This approach not only optimizes the protection of their crops but also reinforces their commitment to sustainability and respect for the environment.

CHEMICAL CONTROL: PRECISION AND RESPONSIBILITY

Chemical control remains an essential tool for combating pests and diseases:

- **Management of chemical groups and safety in application:** rigorous management of chemical groups is implemented, following FRAC guidelines. This allows for strategic rotation of products to prevent the development of resistance. At the same time, the correct use of Personal Protective Equipment (PPE) by workers is ensured during the application of fungicides, insecticides, and herbicides, thus guaranteeing the safety of personnel and the integrity of the ecosystem.
- **Monitoring and analysis:** weather conditions and pest behavior are continuously monitored, allowing interventions to be adjusted and effective control to be maintained.
- **Sustainability:** the Fitó Group uses products that meet high environmental safety standards, promoting rational application and reducing dependence on chemical inputs.

Center	Number of plants	Total plant protection products (kg)	Biological plant protection products (kg)
Barbens	149,780,200	2,278	-
Cabrera	284,000	81	49
Llavaneres	243,147	105	83
Premià	84,415	65	40
Arica	225,625	20	1
Quillota	182,071	8	-
Antalya	81,807	69	37
Bangalore	79,496	60	12
El Ejido	296,745	1,204.40	462.50
Culiacán	128,015	374	218



PHYSICAL CONTROL: PREVENTIVE AND MECHANIZED STRATEGIES

Physical control involves practices that prevent the spread of pathogens through direct interventions in the cultivation environment:

- **Environment management and physical barriers:**
 - ▶ Implementation of high-density mesh screens such as 13x31 and Xsect Balance Max (44 threads/cm²) significantly reduce insect entry, acting as a first line of defense against pest invasion.
 - ▶ **Double-door** systems are used to control access and minimize the entry of external contaminants.
- **Mass capture traps:** traps designed for the mass capture of pests are employed, allowing effective and preventive reduction of their population.
- **Good agricultural practices:** cultivation techniques such as crop rotation and hygienic soil management are promoted, contributing to lowering the incidence of phytosanitary problems.

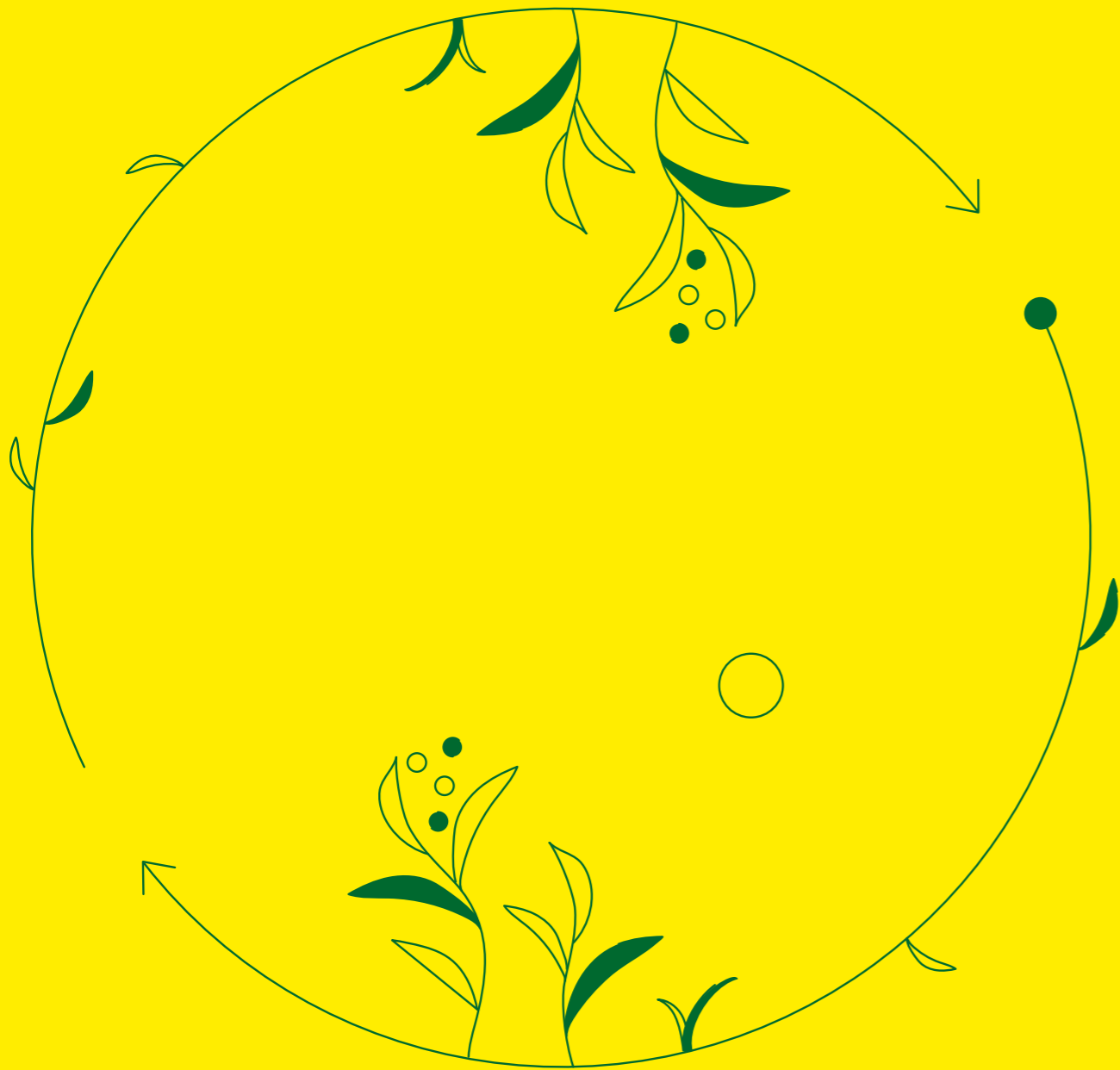
BIOLOGICAL CONTROL: NATURAL ALLIES IN THE FIELD

The use of beneficial organisms is key to maintaining ecosystem balance and providing natural defense against pests. Currently, releases of beneficial insects are carried out at all breeding stations except in India.

- **Natural enemies:** the presence of insects and antagonistic microorganisms that compete with or feed on pests is encouraged, helping keep their populations under control.
- **Pheromones and biostimulants:** biological products that act as attractants or behavior modulators of pests are used, disrupting their reproductive cycles.
- **Conservation and biodiversity hedgerows:** hedgerows created with the help of specialized personnel in auxiliary insect conservation promote plant diversity at the breeding and production stations.

Plant protection management at Semillas Fitó is based on the integration of diverse strategies that, together, allow effective and sustainable management of pests and diseases. By combining chemical, physical, and biological control, the health and quality of crops are ensured, along with a firm commitment to environmental sustainability and operational safety in the company.

This comprehensive approach positions the Fitó Group at the forefront of plant protection, enabling agile responses to sector challenges and consolidating leadership in the production of high-quality seeds.



7

PROFIT
PROJECTS



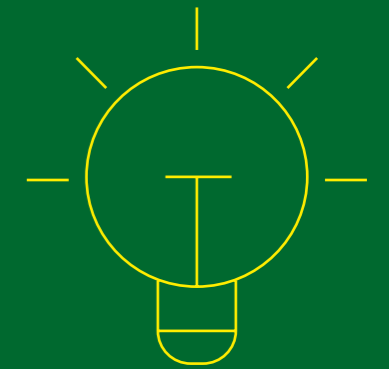
PROFIT



21% of the group's annual turnover is invested directly in R&D programs



56% of the workforce is 100% dedicated to research



9 R&D centers of our own



We collaborate with **20 local and international sectoral associations**



19 sponsorships and collaborations with associations and foundations



In sustainability, **Profit** is one of the three fundamental “Ps” alongside **People** and **Planet**. Its importance for a company lies in the fact that without financial profitability, it is not possible to sustain, in the long term, actions that protect the environment or promote social well-being. **Economic profit ensures the necessary resources to invest in sustainable innovation, take on environmental commitments, offer quality jobs, and withstand future crises.** In other words, Profit is not just an end in itself, but the driving force that enables the other dimensions of sustainability to be viable and enduring over time.

In this section, we review how our sustainable growth allows us to invest in technical and human resources for research and innovation, promote energy self-supply, implement more efficient and cleaner technologies, foster partnerships in favor of sustainability within the sector, develop an internal policy and engage in sponsorships, donations, and collaborations, and encourage sustainable economic growth and development.

INVEST IN TECHNICAL AND HUMAN RESOURCES IN RESEARCH AND INNOVATION



One of the key criteria that customers around the world consider when choosing their seed supplier is innovation. Although this may come as a surprise to those unfamiliar with the sector, the seed industry shows remarkable levels of innovation.

One of the key criteria that global customers consider when selecting their seed supplier is **innovation**.

At Semillas Fitó, a survey is conducted every two years among all customers of the Professional Vegetable Seeds business unit (latest edition: 2023), and year after year, it confirms that the **level of innovation** is the main selection criterion for most customers.

Aware of this reality, R&D investment has always been a strategic priority for the Fitó Group. At the level of the **Professional Vegetable Seeds business unit**, the largest in terms of turnover and personnel in the group, there are three highly significant milestones that are maintained every year, including in 2024:

- 26.6% of turnover has been allocated directly to R&D projects
- 5 out of 10 people are dedicated exclusively to R&D.
- In 2024, 32 new varieties have been launched on the market.

In the **Turf Grasses** business unit, the focus on genetic selection is also a priority. As a result, **90% of the current catalog** is already made up of proprietary varieties.

In more detail, some of the **most significant milestones** this year in the Professional Vegetable Business Unit are as follows:



PEOPLE

Over the past two years, special focus has been placed on developing **cross-functional work teams, responsible for creating and implementing long-term strategic plans** for each crop species.

One of the major successes of 2024 has been the appointment of new members to each team. The new structure and working approach were announced at the beginning of the year, and meetings have already begun for some species, with very positive results.



INVESTMENTS

The level of investment in resources has increased significantly in recent years. In 2024, a historic record was reached, with **four million euros invested in cutting-edge machinery and facility improvements**.



TECHNOLOGY

In 2022, the decision was made to upgrade the IT system used by the entire research team for data collection and monitoring of crops and varieties. After a thorough evaluation of all available market options, the new system was implemented in all global R&D centers, with the exception of the center in India.



INTERNATIONAL R&D CENTERS

The Group has 9 R&D centers worldwide that provide direct support to the Professional Vegetable Seeds business unit. In 2024, **development efforts continued, with a particular focus on the center in India, where three major milestones were achieved:**

- **Integration of the local R&D team** into the global R&D organization.
- **Closure of the Okra program** to focus efforts on other species that are more synergistic with Fitó Group's global research.
- **Reorganization of the local Farming team**, including the appointment of a new Farm Manager.

As a result of these changes, along with the dedication and efforts of recent years in this area, the local team in India is beginning to deliver its first results.



PARTNERSHIPS

One of the key drivers of the business strategy across all business units is the commitment to establishing long-term partnerships with key players in the sector. In the case of the Professional Vegetable Seeds business unit, this area received special attention during 2023 and 2024. Notable milestones include the establishment of various **partnerships in the field of biotechnology, particularly to support pioneering innovation projects**.

These partnerships are managed by the innovation area directors, who present proposals to the R&D Committee. This committee meets monthly to evaluate and select the most strategic collaborations.



PROMOTE SELF-SUPPLY OF ENERGY



To promote the responsible use of resources, the Fitó Group has implemented a series of measures in recent years to reduce the energy consumption of the group's companies and lower their carbon footprint. In this context, photovoltaic installations have been carried out at the Barcelona and Barbens centers, with the goal of reaching 10% energy self-supply by 2026.

To track progress toward this goal, the energy consumption in kWh of various centers over recent years is shown below:

SUMMARY	kWh 2023	kWh 2024	TYPE OF CENTER
Don Benito	110,446	123,382	Operations center
Murcia (San Javier)	23,417	19,420	Sales office and post-harvest chambers (R&D)
Almería (El Ejido)	406,872	304,987	R&D center
Cabrera	1,922,272	1,856,872	R&D center
Llavaneres	484,355	570,446	R&D center
Premià	32,348	88,222	R&D center
Barbens	1,223,249	1,077,693	Operations and R&D center
Barcelona	1,029,629	970,939	Operations center and central services
TOTAL SF SPAIN	5,232,586	5,011,962	
Culiacán – Mexico	141,078	130,973	R&D center
Bangalore – India	252,000	173,730	Operations and R&D center
Antalya – Turkey	377,380	380,241	Operations and R&D center
Arica – Chile	31,253	44,436	Operations center
Quillota – Chile	72,467	71,826	Operations center
SF TOTAL	6,106,764	5,813,168	

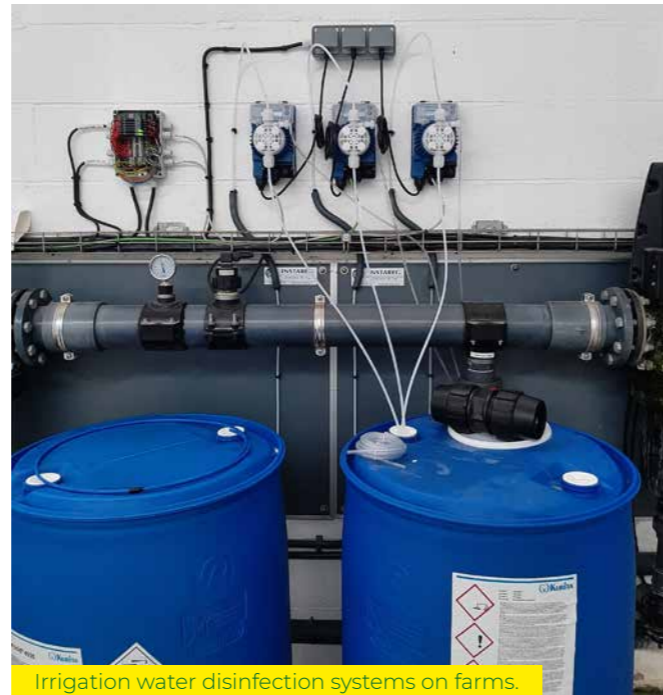
The Fitó Group self-produced 10.6% of its energy needs, achieving the 10% target set for 2026.

Photovoltaic self-production has been active at the Barcelona center since 2022 and at the Barbens center since 2023. In addition, a similar installation was implemented at the Quillota center in 2024. This consists of 86 solar panels covering an area of 273 m².

The following data reflects the self-generated and self-supplied electricity:

SELF-SUPPLY	kWh 2023	kWh 2024
Barcelona	320,202	305,902
Barbens	223,034	305,494
Quillota	-	6,697
TOTAL	543,236	618,093

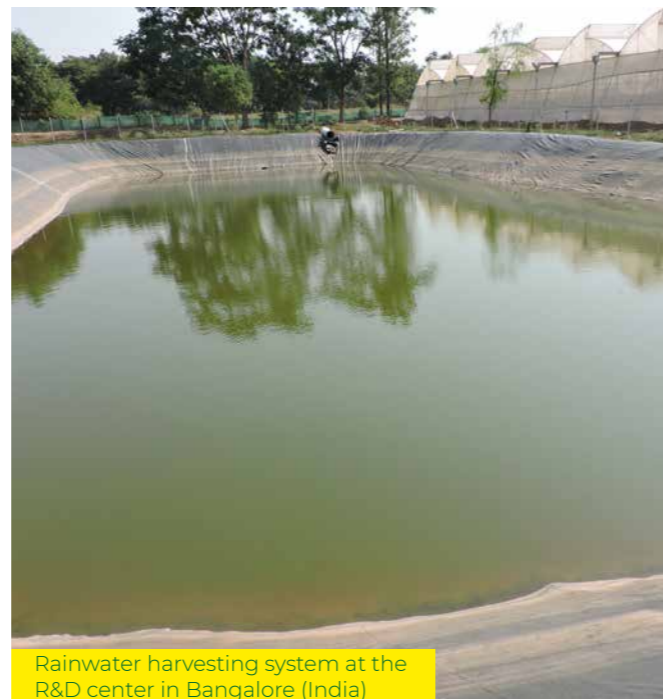
IMPLEMENTATION OF MORE EFFICIENT AND CLEANER TECHNOLOGIES



Irrigation water disinfection systems on farms.



Installation of photovoltaic panels at the Quillota center (Chile)



Rainwater harvesting system at the R&D center in Bangalore (India)



Analytical system for predicting seed germination viability

At the same time, it is worth highlighting the installation of a rainwater harvesting system at the R&D center in Bangalore (India) with a capacity of 7,900,000 liters. This investment enables the center's operations to continue during the region's dry season, avoiding six months of inactivity per year and supporting the local economy.

With regard to investments to optimize energy consumption, during 2024, the installation of 86 photovoltaic panels covering an area of 273 m², was completed in the Quillota center (Chile). These facilities have been in operation since September of that year and are expected to reach their maximum energy self-supply capacity in 2025.

The last of the investments worth highlighting is an analytical system for predicting seed germination viability. This system measures a seed's respiration capacity. If the oxygen consumption rate falls within pre-set parameters, the seed is considered viable for germination. This technology will reduce the number of germination tests needed during seed processing (such as cleaning, sizing, priming, and phytosanitary conditioning), resulting in significant savings in plastic consumables, plant substrates, and energy and water resources. These savings are expected to start materializing in 2025.

The objective of this project is to promote the implementation of new technologies across the organization that bring a dual benefit. On the one hand, these technologies offer a competitive advantage in carrying out operational or research-related processes. At the same time, they generate positive externalities by reducing the use of resources.

Thus, in 2024, three types of investments stand out: one focused on the implementation of various systems that optimize water resource management, another on the installation of photovoltaic systems, and a third on the incorporation of analytical technology that will help reduce inputs used in our product quality control routines.

With regard to the first group of investments, focused on rationalizing water consumption on the organization's farms, the installation of irrigation water disinfection systems on the Sant Andreu de Llavaneres and Cabrera de Mar farms is especially noteworthy. This investment allows for the recirculation of water and fertilizers from drainage in horticultural production systems. As a result, in the coming years, a reduction in water and fertilizer consumption is expected at both farms. This initiative is a strategic priority for the organization and is also being considered for expansion to other Fitó Group farms.

New technologies that enable us to **work better and consume fewer resources.**

PROMOTE PARTNERSHIPS THE CONtribute TO SUSTAINABILITY WITHIN THE SECTOR

In 2024, the Fitó Group took a step forward by participating in **more than 45 working groups, committees, or sections, involving more than 35 employees.**

As mentioned throughout this report, the purpose of the Fitó Group is to "Generate sustainable wealth throughout the agri-food chain through seeds, thanks to accomplished and committed teams". With this purpose in mind, a key question arises: Why does Semillas Fitó participate in industry associations?

This reflection is based on two essential pillars: **facilitating access to seeds and driving innovation.**

Moreover, developing partnerships is one of the Fitó Group's strategic pillars, and what is an association if not a partnership? With the aim of promoting collaboration, solidarity, and teamwork within the seed sector, **Semillas Fitó is present in all local and international associations that play a relevant role in the evolution of the agri-food sector.**

INTERNATIONAL	  
REGIONAL	 
NATIONAL	          

COMMITMENT AND PARTICIPATION IN ASSOCIATIONS IN 2024

This year, the Fitó Group has reinforced its commitment to associations by involving **more than 35 employees** from various departments. Some notable achievements include:

- Active participation in around 20 associations.
- Involvement in more than 45 working groups, committees or sections.
- Integration of multiple departments in this initiative, including Sales, R&D, Production, Quality Control, Regulatory, Seedtech, and Communication.



OPTIMIZING RESOURCES AND IMPROVING THE FLOW OF INFORMATION

In 2024, in addition to increasing involvement, work has been done on **optimizing resources and improving the flow of information.** In the Vegetable Seeds business unit, a project was implemented to strengthen internal organization and align communications within associations.

At the organizational level, the main areas of interest for the business unit were identified and grouped into strategic areas, each with an appointed leader. Thus, **four leaders centralize information and ensure consistency in the messages conveyed to associations:**



(From left to right) Meritxell Puigpinós, Eduard Fitó, Israel Roca, and Jordi Quilis.

STRATEGIC AREAS

The working areas are segmented into two categories based on the two pillars mentioned: facilitating access to seeds and driving innovation.

Area	Topics	Person responsible
Business	1. Sector sections (Vegetable Seeds) 2. Illegal practices in the sector	Israel Roca
Market access	1. Movement of seeds 2. Regulation and new legislation 3. Registration/Protection 4. Plant Health	Meritxell Puigpinós
Innovation	1. R&D 2. Patents 3. International Treaty on Plant Genetic Resources / Nagoya Protocol 4. SeedTech	Jordi Quilis
Corporate	1. Sustainability 2. Communication	Eduard Fitó

INTERNATIONAL COORDINATION AND ALIGNMENT

To guarantee consistency in messages and actions globally, annual meetings have been designed. The leaders of each area collect insights, feedback, and key issues from collaborators participating in different association working groups at both national and international levels. Subsequently, a joint meeting is held with all areas to share the most relevant topics and address received concerns.

Through these actions, the Fitó Group strengthens its commitment to sustainability, innovation, and the development of the seed sector, consolidating its role in shaping the future of agri-food.

NATIONAL ASSOCIATIONS



The National Association of Plant Breeders (ANOVE) is the Spanish association that brings together companies and public institutions dedicated to the generation of added value in the agri-food sector, through research, development and the exploitation of new plant varieties.

In 2024, the following people worked with this association:



Israel Roca, Vegetable Seeds Sales and Marketing Director at Semillas Fitó, has been a member of the ANOVE board of directors since 2019 and was its spokesperson in 2024.



In 2024, **Raúl Martínez**, Head of Sales of the Vegetable Seeds WEST EMEA division, was Semillas Fitó's representative in the meetings of the Vegetable and Ornamental Plant Seeds Section (SHO) of ANOVE, where sectoral issues in the field of vegetable seeds are discussed.



In 2024, **Carlos Fernández Castañeda**, Vegetable Seeds Area Manager for Andalusia and the Canary Islands, represented Semillas Fitó in Geslive, monitoring the plant variety licensing system (VegTrace).



Meritxell Puigpinós, Regulatory Affairs Manager, represented Semillas Fitó in 2024 on ANOVE's Horizontal Regulatory Affairs Committee (CHAR), where new regulations proposed at the European and national levels are addressed. In addition, she has participated in the working groups on seed movement and packaging.



In 2024, **Eugenio González**, Director of Field Crops business unit, represented Semillas Fitó in the meetings of the Maize, Oilseeds and Industrial Crops section (SMOCl), which discusses issues related to the market and seed treatments for field crops.



Eduard Fitó, President of Semillas Fitó, and **Inma Duarte**, head of Communications for Vegetable Seeds West EMEA, as part of the ANOVE Communication Committee in 2024, which promotes actions to raise public awareness of the association's work and the companies that comprise it.



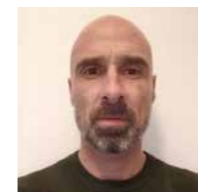
Anna Mª Viles, Quality Control Manager, represented Semillas Fitó in 2024 in ANOVE's Phytopathologists Group, where she served as Chair of the group.



Assosementi (Associazione Italiana Sementi): This is the Italian Seed Association, which represents Italian companies involved in seed research, production, and marketing.



Giovanni Fallico, Vegetable Seeds Area Manager for Italy, represented Semillas Fitó in the Vegetable Section and as a member of the Gruppo Orto WIC (Work Integrated Companies) in 2024.



Luca Dal Compare, Field Crops Area Manager for Italy, represented Semillas Fitó in the Industrial Crops Section in 2024.



AMMOL (Association Marocaine des Multiplicateurs de semences et Organismes de Lutte contre les ennemis des cultures): This is the Moroccan Seed and Plant Association, which brings together producers, importers, and exporters of seeds and planting material in Morocco. In 2024, **Adnane Bahtain**, joined the association.



UFS (Union Française des Semenciers): This is the French Union of Seed Producer, an organization that brings together French companies dedicated to the production, breeding, and marketing of seeds.



Olivier Laffargue, Vegetable Seeds Area Manager in France, continued his work representing the company before this association during 2024.



ANSEME (Associação Nacional dos Produtores e Comerciantes de Sementes): This is the National Association of Seed Producers and Distributors in Portugal. ANSEME represents professionals in the Portuguese seed sector, including producers and distributors. As associate members, the following people have collaborated as the company representatives in 2024:



Luis Hilario, Field Crops Sales Technician in Portugal, participated in the Forage Crops section.



Susana Henriques, vegetable seeds sales technician in Portugal, is part of the association's vegetable seeds section.



David Hernández, Regulatory Affairs Technician for Vegetable Seeds, provides local support from Barcelona to Luis Hilario and Susana Henriques in their association duties.



BISAB (Bitki İslahçıları Alt Birliği): This association brings together plant breeders in Turkey. Its main focus is research and development of new plant varieties, fostering innovation and protecting breeders' intellectual property rights. BISAB works to improve plant breeding capacity in the country and ensure that new varieties meet agricultural and commercial needs.



In 2024, **Ali Kün**, a pepper and eggplant breeder in Turkey, became the company's representative before this organization.



TSÜAB (Türkiye Tohumcular Birliği): It is the main organization representing seed producers in Turkey. Its goal is to coordinate and support its members in seed production, certification, and marketing, promoting quality standards and collaborating with government entities for the development of the seed sector in the country.



In 2024, **Ali Levent**, Field Crops Area Manager for Turkey, began representing the company before this entity.



ANPROS (Asociación Nacional de Productores de Semillas de Chile): Founded in 1959, ANPROS represents more than 98% of the Chilean seed industry. Its mission is to contribute to the progress and development of Chilean agriculture, representing its members in all matters related to the seed industry at the national and international level, promoting its sustainability.

The participants in 2024 were:



Ignacio Rodriguez, Country Manager in Chile, actively participates in the association's various activities, representing Semillas Fitó in the Arica and Parinacota Committee and taking part in the Vegetable Committee.



José Godoy, Farm Manager in Arica, has joined Ignacio Rodriguez on the Arica and Parinacota Committee.



Claudia Gaete, Regional Operation Manager, is the company's representative on the Vegetable Committee. She also participates in the Phytosanitary Committee.



Catalina Vielma, Farm Manager in Quillota, also participates in the association's Phytosanitary Committee.



Alejandra Leiva, Laboratory Coordinator, participates in the National Laboratory Committee.



FSII (Federation of Seed Industry of India): This organization represents the seed industry in India. Its objective is to promote the development of the Indian seed industry,



ensuring the quality and sustainability of seeds produced and marketed in the country.

Semillas Fitó has been part of the FSII since 2020, with **Enrique Roca**, Sales and Marketing Director for Southeast Asia, as the company's representative in the association since then.



TÜRK-TED (Türkiye Tohumculuk Endüstrisi Derneği): This organization represents companies operating in the seed industry, including producers, distributors, and traders. Its mission is to promote the development of a competitive and sustainable seed industry, facilitating cooperation among its members and advocating for favorable policies for the sector.



Utku Ersoy, Professional Vegetable Seeds Area Manager for Turkey, has continued representing the company before this entity, as part of the Vegetable Section of TÜRK-TED.



AMSAC (Asociación Mexicana de Semilleros A.C.): This is the association that brings together seed companies in Mexico. Its goal is to represent and defend the interests of its members, promoting the development and competitiveness of the Mexican seed sector.



Luis Miguel Bórquez, Vegetable Seeds Area Manager for Mexico, is the company's representative to the association and a member of the plant protection affairs group.



Rogelio López, Administrative Officer and Accounting Liaison at Fitó México also represents Semillas Fitó in the association and is a member of the plant protection affairs group.

REGIONAL ASSOCIATIONS



Euroseeds is the organization that represents the seed industry in Europe. Its mission is to promote research, production, and marketing of high-quality seeds, supporting innovation and sustainability in European agriculture. Euroseeds works closely with European Union institutions and other stakeholders to develop policies that benefit the seed sector. During 2024, several workers of the Fitó Group were selflessly involved in the association.

They have continued their work as follows:

Eduard Fitó, president of Semillas Fitó, has joined the Euroseeds Board.

In the Vegetable Seeds section, **Israel Roca**, Vegetable Seeds Sales and Marketing Director, actively participated throughout 2024, where he assumed the role of co-chair. He is also a member of the section's Board.

In the maize division, **Eugenio González**, Director of the Field Crops business unit, has participated in the Maize and Sorghum section.

Meritxell Puigpinós, Regulatory Affairs Manager, participates in the Vegetables section (SVO) section and is a member of the Plant Health Committee (CPH), which works on emerging regulations in Europe affecting plant health and regulatory changes in the movement of seeds. In 2024, she assumed the position of Chair of the CPH.

In 2024, new members from the Biotechnology, Breeding, Operations, and Communication teams have become involved in this association:



Jose Luis Couselo, Plant Science and Pathology Manager, has joined the Plant Breeding Innovation Committee.



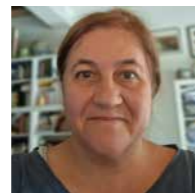
Marta Fernandez, Pre-breeding Project Lead, has joined the Plant Genetic Resources Committee.



Anna Coll, Genomics Manager, has been involved in the Research Policy and Projects Committee.



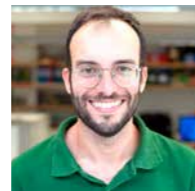
Pablo Quijada, Director of Breeding, has been involved in the Intellectual Property Rights Committee.



Samantha Guiderdone, Plant Project Lead, and **Asunción Lázaro**, Pathology Project Lead, have become involved in the Harmonised Resistance Terminology Working Group.



Lluís García, Product Manager for Large Seeds, has joined the Seed Treatment and Production Committee.



Juan Jesús Narváez, Seed Technology & Quality Process Manager, is part of the Protein Task Force group.



Inma Duarte, Communications Manager for Vegetables in WEST EMEA, has joined the Communications Committee.



APSA (Asia and Pacific Seed Alliance): This is an alliance that brings together seed associations and companies in the Asia-Pacific region. Its goal is to promote the production and trade of quality seeds in the region, fostering cooperation among members and supporting innovation in the agricultural sector. APSA organizes events and provides platforms for knowledge exchange and best practices among its members. Semillas Fitó has been a member of APSA since 2016, with **Enrique Roca**, Sales and Marketing Director in India, as an active member in the association.

INTERNATIONAL ASSOCIATIONS



The **ISF (International Seed Federation)** is the international federation representing the seed industry worldwide. Its mission is to create an environment that fosters innovation and protects breeders' investments, supporting the development of tools and approaches that facilitate access to improved seeds while balancing the need to protect these investments.

Eduard Fitó, President of Semillas Fitó, is still connected to the association, having been its president between 2019 and 2020, and is currently Chair of the Coordination Group of Value Chain.

Other collaborators involved in the ISF are: **Eugenio González**, Director of Field Crops, who represents Spain in the field crops section (wheat, maize, sunflower, soybeans and rapeseed, among others); **Anna Mª Viles**, head of Quality Control, attends the ISHI-VEG conference annually and **Juan Jesús Narváez**, Seed Technology & Quality Process Manager, member of the Sustainability (ESG) Working Group.



AiB (Anti-Infringement Bureau for Intellectual Property Rights on Plant Material): This is an international association representing the leading companies in the vegetable seed industry. Its mission is to prevent and combat infringements of its members' intellectual property rights, supporting sustainable horticulture through innovation in breeding and production of vegetable seeds.

Israel Roca, Vegetable Seeds Sales and Marketing Director, is a member of the AiB board of directors. Also participating in the association are **Giovanni Fallico**, Vegetable Seeds Area Manager for Italy, **Utku Ersoy**, Vegetable Seeds Area Manager for Turkey, and **Meritxell Puigpinós**, Regulatory Affairs Manager.



The **International Licensing Platform (ILP) Vegetables** is an organization that facilitates access to patents for innovative plant traits in the seed industry. Its goal is to promote innovation and fair competition through transparent licensing agreements between companies in

the sector. Since 2023, **Jordi Quilis** and **Meritxell Puigpinós**, have represented Semillas Fitó at meetings and events organized by this association.

DEVELOP AN INTERNAL POLICY FOR SPONSORSHIPS, DONATIONS AND COLLABORATIONS

Semillas Fitó works to establish a constant dialogue with key agents in the sector, performing and contributing value from a business model that seeks, with its purpose, to meet the demands and fulfil the expectations of the different stakeholders. All this is inspired and guided by the goals set by the SDGs to cover the 2030 agenda. The projects in which Semillas Fitó has collaborated are focused around four key pillars:



Environment



Community development and well-being



Humanitarian crisis situations



Agri-food sector

All sponsorships, collaborations, and donations comply with the following criteria:



Generate positive social impact in the community



Collaborations and strategic partnerships



Transparency and ethics

Generating sustainable wealth throughout the agri-food chain through seeds, thanks to an accomplished and committed team, makes Semillas Fitó a **generator of positive impact on social development**. The Fitó Group contributes to improving the quality of life of people in the communities where it operates by helping develop a more sustainable society.

The long-term vision is one of the company's values and, from this standpoint, it is in a privileged position to contribute to economic development in more than 10 countries. For this reason, the Fitó Group establishes relationships of mutual trust with the societies in which it operates with the **commitment to have a positive impact, to be respectful and to bring improvements to generate sustainable solutions in the medium term**.



SPONSORSHIPS, DONATIONS, AND COLLABORATIONS IN 2024



19 sponsorships and collaborations with associations and foundations

PROMOTE SUSTAINABLE ECONOMIC GROWTH AND DEVELOPMENT

The final project in the Fitó Group's 20-project Sustainability Plan focuses on the nature of the company's growth. The Board of Directors has set out clear economic growth objectives. However, it has also emphasized that this growth cannot be achieved in just any way; it must, above all, fulfill the company's purpose while remaining true to its values.

PURPOSE

Generate **sustainable wealth** throughout the agri-food chain through seeds, thanks to accomplished and committed teams.

VALUES

- Long-term vision
- Professionalism
- Proximity
- Teamwork

The commitment to sustainable growth is clear. To this end, a sustainability policy has been defined, which is summarized in the following statement of intent.

SUSTAINABILITY POLICY

This is a long-term commitment aimed at integrating the social and environmental challenges of the company, on a voluntary basis, taking into account an open dialogue with stakeholders and seeking a win-win that generates a positive impact on the 3 Ps (People, Profit, Planet).

FOCUS ON PROCESSES: THE BIRTH OF THE SHERPA PROJECT

In line with the growth the group is experiencing and its commitment to the company's unique way of being and doing, a special focus has been placed on processes in 2024. During 2022 and 2023, the company's management realized that the Fitó Group needed to conduct a **solid diagnosis of the company's internal processes, evaluating their efficiency and effectiveness on a global scale**. However, it wasn't until 2024 that this intention to focus on processes could be put into action. This year, two project leaders have been appointed, along with a management team. An external collaborator, an expert in this field, has been selected, and a four-year plan (2024–2027) has been developed with the goal of analyzing all company processes.

The project in question has been named **Sherpa Project – Your Guide to Simplicity**.

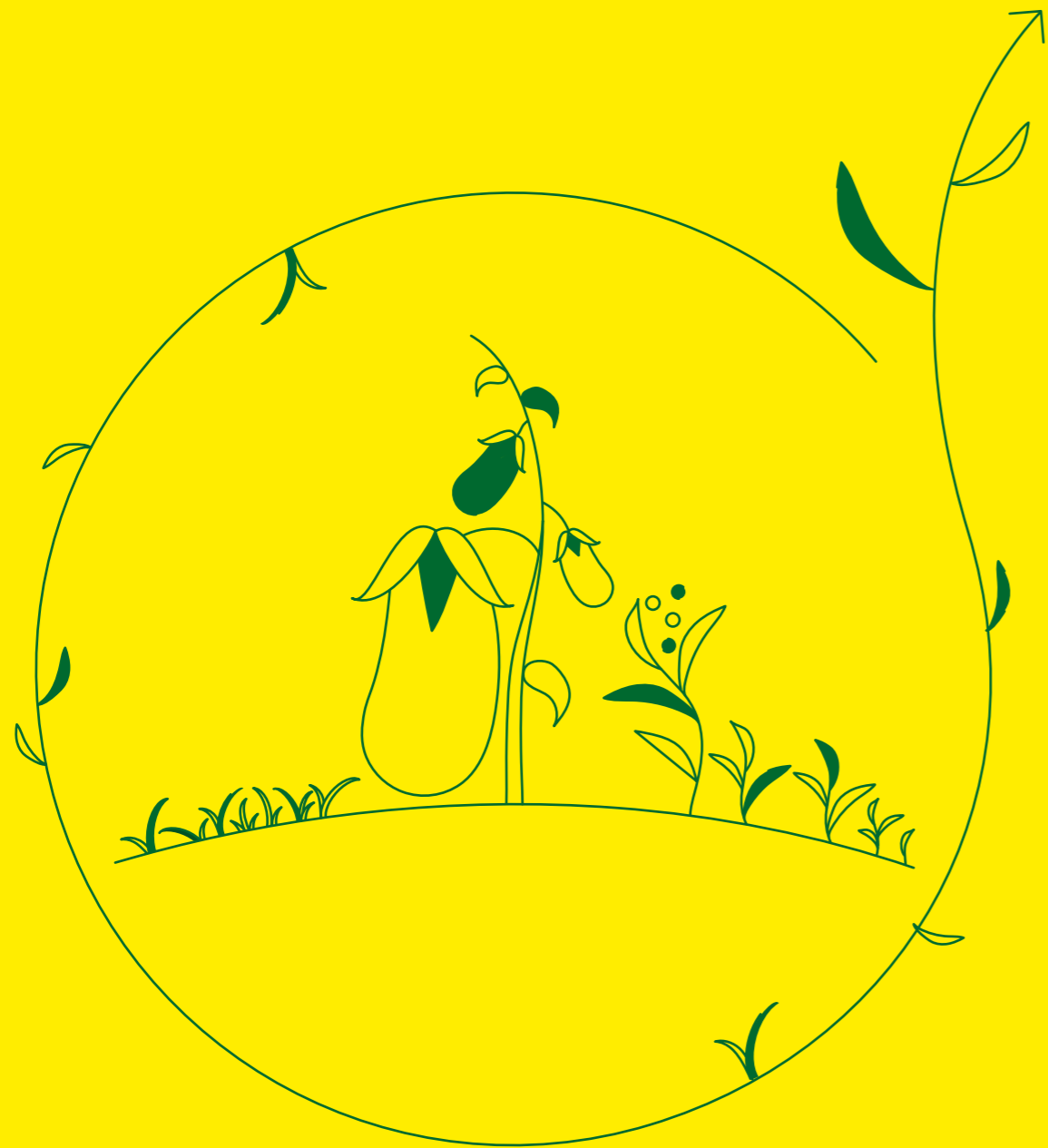
For 2024 and part of 2025, the decision was made to **focus on the Operations area**. Specifically, work has begun with the Customer Service department, which is responsible for receiving customer orders globally, entering them into the system, and managing them until the goods reach the customer and are invoiced. This team has shown clear signs of emotional strain due to outdated and inefficient processes.

In July 2024, work began with this team to thoroughly assess the initial situation regarding current processes and available technology. At the time of writing this report, the diagnosis has been completed and shared with the Steering Committee, which has approved the launch of new potential processes to be implemented during 2025.

The Sherpa Project is presented here under Objective 20 to emphasize that the management of the Fitó Group believes not all approaches to growth are acceptable. The business targets for 2027 aim to be achieved by:

- Maintaining the company's core values, and
- Respecting the needs of employees, to ensure their sense of commitment and fulfillment with the company's mission.





8

ABOUT THIS
REPORT



PURPOSE

This document is the non-financial report and annual summary of the Fitó Group, covering the period from January 1 to December 31, 2024. This is the eighth annual edition. To ensure transparency in the presentation of data, the following email address is provided for any inquiries: sustainability@semillasfito.com.

The purpose of this report is to make visible to all stakeholders, both internal and external—all externalities generated by the Fitó Group during the year 2024 in the ESG (Environmental, Social, and Governance) domain.

This document complies with the requirements of Law 11/2018 on Non-Financial Information and Diversity (LINF), which mandates that all companies with more than 250 employees (or annual turnover exceeding 40 million euros, or total assets on the balance sheet of 20 million euros) must disclose information related to environmental, social, and personnel matters, anti-corruption and anti-bribery practices, as well as due diligence processes across the supply chain and outsourcing.

For the quantification and reporting of metrics, the international GRI standard, version 2021, has been taken as the primary reference. The disclosure of data in this report is a tool for establishing comparisons within the economic sector in which the Fitó Group operates and, in addition, an essential instrument of internal management to monitor the evolution of the various actions undertaken by the organization, as well as to define the measures to optimize the implementation of projects in the ESG area.

In order to make information on ESG governance of the Fitó Group available to all stakeholders, this document and the versions of previous years are available for public consultation under "Sustainability" on www.semillasfito.com.

As appropriate, this document has undergone external assurance by an independent body, in our case, AENOR.

SCOPE AND COVERAGE

All the Fitó Group's operating and R&D centers, subsidiaries and central services, both national and international, have been included in the data monitoring and reporting exercise reflected in this document. The Fitó Group currently has 7 national and 5 international centers. In the event that any specific metric excludes any center, this is expressly indicated and justification is provided.

METHODOLOGY AND PRINCIPLES OF PREPARATION

The following methodology was used to prepare this report. First, a materiality study was first conducted to identify the ESG aspects deemed most relevant by the company's stakeholders. These priority aspects were then associated with specific targets from the United Nations 2030 Agenda Sustainable Development Goals and the related principles of the UN Global Compact. Subsequently, the Fitó Group's three-year Sustainability Plan was defined, consisting of a series of projects in order to monitor the metrics of the material aspects, based on the standardized international reference framework GRI (version 2021) and to implement actions that contribute to a positive evolution of those aspects.



Pacto Mundial
Red Española





MATERIALITY MATRIX

With the aim of structuring a sustainability plan for the Fitó Group that generates positive externalities, a study was developed that identifies the ESG aspects indicated by the organization's internal and external stakeholders as the most significant and, therefore, those in which they have expectations that Semillas Fitó will develop actions that significantly impact specific goals of the Sustainable Development Goals of the 2030 Agenda. This study was prepared under the technical advice of the Cerdà Institute.

It was structured in 4 phases:

Phase 1. Identify materiality aspects

1. Based on various sources of documentation, a list of potential ESG aspects that the Fitó Group could impact on was drawn up.

Phase 2. Verification by stakeholders

1. The list of potential ESG aspects was presented to a representation of each of the stakeholders that interact with the Fitó Group: employees, managers, shareholders, suppliers, distributors, end users (farmers), sector-specific media and public administrations
2. Each representative group selected those ESG aspects that they considered to be a priority from their own perspective.

Phase 3. Preparation of the materiality matrix

1. Sharing the results of the previous section made it possible to identify those ESG aspects that are most frequently and intensely considered by each of the groups representing the different stakeholders.

Phase 4. Prioritization of aspects and final matrix

1. The most significant ESG aspects were classified as follows:

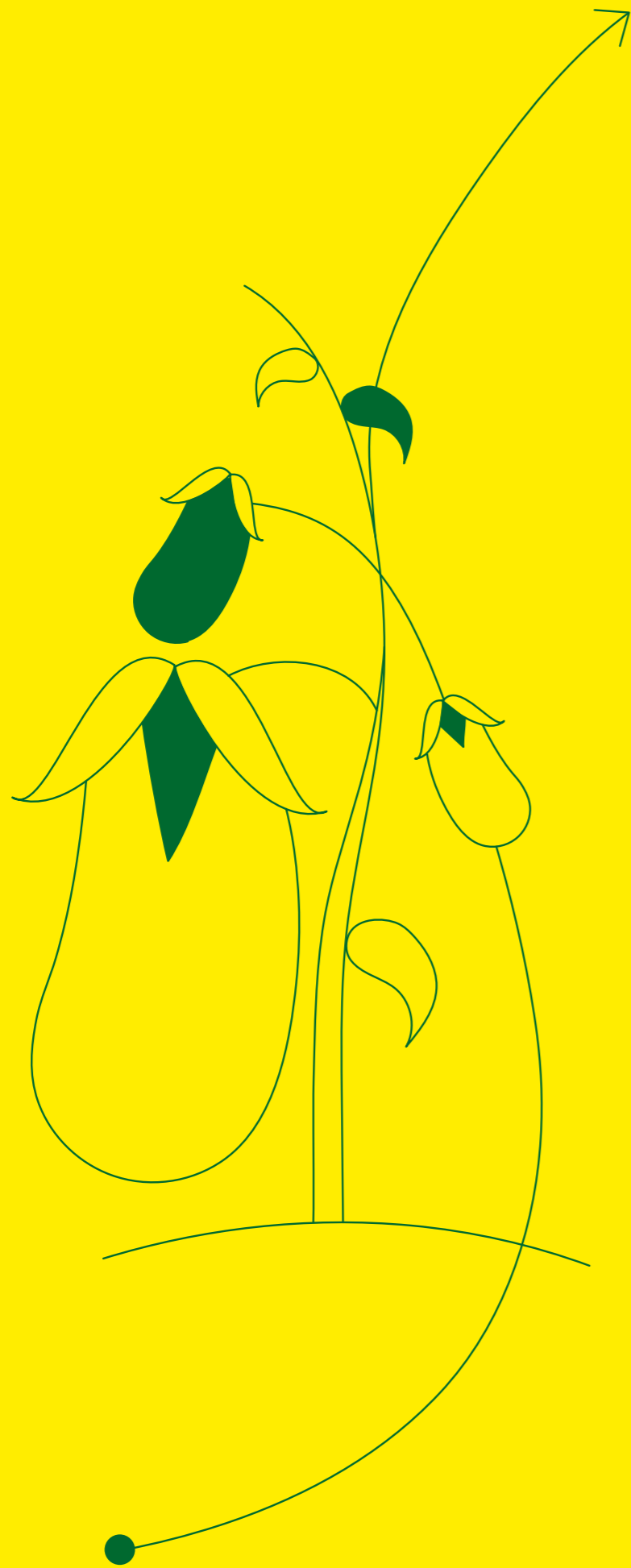
Focus	Main lines of work identified for the sustainability strategy and plan	Related material aspects
Customers	Focusing on innovation to offer the best guarantee of quality and adaptation of products and services to customer needs	<ul style="list-style-type: none"> 3 Product and service quality 8 Innovation in agriculture 9 Nutrition and food safety of products 24 Security of product supply
Workers	Promote a people-centered culture	<ul style="list-style-type: none"> 11 Health, safety and well-being of workers 12 Training and development of workers 18 Talent acquisition and retention 20 Commitment to equal opportunities
Shareholders	Accelerate digital transformation to be more efficient, more productive and to generate more value	<ul style="list-style-type: none"> 1 Creation of economic value 15 Reputation and image of the company 2 Production optimization and continuous improvement 9 Efficiency in the use of resources
Community	Be a benchmark in responsible management and commitment to society and convey this to the agents in the chain	<ul style="list-style-type: none"> 21 Respect for human rights 28 Women's rights and empowerment 25 Alignment with stakeholders and participation in public debate 22 Responsible supply chain
Social and corporate sustainability	Provide greater robustness and transparency to the current management model through the integration and standardization of processes	<ul style="list-style-type: none"> 14 Business integrity 13 Business ethics and transparency 16 Reporting and internal communication
Environmental sustainability	Move towards a more sustainable and circular business model	<ul style="list-style-type: none"> 26 Waste management and recycling 4 Sustainability and traceability of the product 6 Water management and quality 13 Adaptation and climate resilience 25 Soil contamination

Once the ESG aspects that the Fitó Group stakeholders considered a priority when establishing a framework for action were identified, the next step was to align their identification with the selection of specific targets of the Sustainable Development Goals of the 2030 Agenda.

Consequently, the materiality matrix was constituted as a fundamental tool that allowed a selection of concrete targets, fully aligned with the expectations of the Fitó Group stakeholders. The translation of ESG materiality aspects to specific targets of the Sustainable Development Goals is explained in the annexes to this document.

Once the SDG targets that the Fitó Group intends to impact were chosen, a Sustainability Plan was defined for the three-year period 2023-2026, consisting of 20 projects with the mission of generating positive externalities in these targets. Their evolution has been described in the previous pages of this report.





9

ANNEXES

GRI CONTENT INDEX AND REQUIREMENTS OF LAW 11/2018

This annual report has been prepared taking into account the requirements established by Law 11/2018 of 28 December 2018, which modifies the Commercial Code on non-financial information based on an official national or international framework. The latest version of the GRI (Global Reporting Initiative) indicators, the Sustainable Development Goals of the

2030 Agenda and the Global Compact Principles were used as the methodological reference framework. The following table details the GRI indicators used. In future years, the same indicators will be reported and their evolution will also be presented.

STANDARD	CONTENTS	CONCEPT	RELATED SDG	PAGES
GRI 1	Reporting principles	This report has been prepared in accordance with GRI 1, respecting the guidelines described therein, as listed below: Accuracy · Balance · Clarity · Comparability · Completeness · Sustainability context · Punctuality · Verifiability	-	-
	2-1 Organizational details	See "About the company - The PHF group"	-	137-139
	2-2 Entities included	See "About the company - The PHF group"	-	137-139
	2-3 Reporting period, frequency and contact point	Period: from 01/01/2024 to 31/12/2024 Frequency: yearly Contact: sustainability@semillasfito.com Report publish date: 2025	-	-
	2-4 Information update	As a result of a redefinition of the scope covered by the carbon footprint assessment, the value associated with the organization's carbon footprint reported in the previous year has been corrected to 2,508,456.04 kg CO ₂ eq.	-	-
	2-5 External assurance	See "Assurance"	-	174
	2-6 Activities, value chain and other business relationships	Activity sector of the PHF Group S.L.: (CNAE) is 4621 - Wholesale trade of cereals, raw tobacco, seeds and animal feeds. Description of the value chain: · Activities of the organization: · Operations: Research and development (varietal breeding), seed production, seed processing, seed storage, seed expedition and commercial activity (sales). · Support: Administration and management, quality control, information systems, human resources, regulatory affairs (varietal registration) and process quality. · Products of the organization: · Vegetable, cereal, legume and turf grass seeds, among others. · Markets served: · Any agricultural area worldwide with a Mediterranean or subtropical climate. · Supply chain: · Three main supplier types are distinguished: · External seed production supplier. · Agrochemical supplier. · Suppliers of various services. · Other commercial relationships: · PHF Group's products are intended for distributors and end farmers.	9	-
GRI 2	2-7 employees	See tables 1, 2, and 3	-	-
	2-8 non-employee workers	Currently being documented. To be reported in future annual reports	-	-
	2-9 Governance structure	See "About the company - Governing bodies" * The highest governance body for the management of economic, environmental and human impacts of the organization is the Steering Committee.	-	38
	2-10 Nomination and selection of the highest governance body	For the nomination and selection of the members of the highest governance body, an integrated assessment of the following criteria is taken into consideration: shareholder opinion, independence of candidates in decision-making, and candidates' competencies in risk management (economic, environmental and human). The aim is to gradually include criteria that ensure greater representation that guarantees the social diversity (gender, country, etc.) of the members of the governing body.	-	-
	2-11 Chair of the highest governance body	PHF Group's Steering Committee is chaired by the R&D Director. To mitigate potential conflicts of interest, decisions are made collectively by the members of the Steering Committee who are also shareholders of the company.	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	The highest governance body oversees the development and approval of the purpose, mission, values, strategies, policies, objectives related to sustainable development, impact assessment management and due diligence. Any modification to these requires approval by the highest governance body. The highest governance body facilitates stakeholder engagement through the materiality matrix (see "About this report - Materiality matrix).	-	-

STANDARD	CONTENTS	CONCEPT	RELATED SDG	PAGES
GRI 2	2-13 Delegation of responsibility for managing impacts	The responsibility for impact management is assumed by the highest management body.	-	-
	2-14 Role of the highest governance body in sustainability reporting	The highest governance body is responsible for reviewing and approving the information presented in this report (including material issues). This takes place during a regular meeting of the highest governance body.	-	-
	2-15 Conflicts of interest	The mechanism to avoid conflicts of interest in the highest governance body is through collective decision-making by the organization's shareholder executive staff.	-	-
	2-16 Communication of critical concerns	Critical concerns are communicated to the highest governance body via the email addresses provided for compliance and sustainability matters. During the 2024 financial year, no critical opinions were registered.	-	-
	2-17 Collective knowledge of the highest governance body	During the 2023 financial year, two expert advisory boards were formed for the vegetable seed and field crop business units.	-	-
	2-18 Evaluation of the performance of the highest governance body.	The performance of the highest governance body in managing economic, environmental and human impacts is evaluated by the Shareholders' Meeting in ordinary session.	-	-
	2-19 Remuneration policies	The remuneration of the highest governance body consists of a fixed and a variable payment. The variable payment is determined according to the achievement of objectives defined for each member of the highest governance body. The objectives are associated with the successful completion of specific projects related to the organization's ongoing strategic objectives: turnover, development of human resources, sustainable management of the organization and efficiency in process management.	-	-
	2-20 Process to determine remuneration	The process is articulated through comparative studies of internal and external salary equity associated with the position of the different roles of the highest governance body. Final approval is subject to the opinion of the organization's shareholders.	-	-
	2-21 Total annual remuneration ratio	To be reported in future annual reports.	-	-
	2-22 Statement on the sustainable development strategy	See "Sustainability Culture"	-	57-66
	2-23 Commitments and policies	See text "Annexes 9.3, 9.4, 9.5, and 9.6". See "Carry out the company's activity in a way that is faithful to its values".	-	160-173 90-92
	2-24 Incorporating commitments and policies	See "About the company- Governing bodies". See "Carry out the company's activity in a way that is faithful to its values".	-	38-45 90-92
	2-25 Processes to remediate negative impacts	See text "Annex 9.6". See "Carry out the company's activity in a way that is faithful to its values".	6, 7, 12, 13 and 15	168-173
	2-26 Mechanisms for seeking advice and raising concerns	Via the following e-mail addresses: compliance@semillasfito.com and sustainability@semillasfito.com	-	-
2-27 Compliance with laws and regulations	No cases of non-compliance with applicable laws and regulations have been detected. No sanctions were received.	-	-	
2-28 Membership of associations	See "Promote partnerships that contribute to sustainability within the sector".	17	124-131	
2-29 Approach to stakeholder engagement	See "About this report- Materiality Matrix".	-	140-142	
2-30 Collective bargaining agreements	To be reported in future annual reports.	-	-	
GRI 3	3-1 Process to determine material topics	See "About this report- Materiality Matrix". See text "Annex 9.6"	-	140-142 168-173
	3-2 List of material topics	See "About this report- Materiality Matrix". See text "Annex 9.6"	-	140-142 168-173
	3-3 Management of material topics	See "About this report- Materiality Matrix". See text "Annex 9.6"	6, 7, 12, 13 and 15	140-142 168-173

STANDARD	CONTENTS	CONCEPT	RELATED SDG	PAGES
GRI 201	201-1 Generated and distributed direct economic value	To be reported in future annual reports.	-	-
	201-2 Financial implications and other risks and opportunities of climate change	See Table A	-	148
GRI 203	203-1 Infrastructure investments and supported services	To be reported in future annual reports.	-	-
	205-1 Operations assessed based on corruption-related risks	See "Carry out the company's activity in a way that is faithful to its values".	-	90-92
GRI 205	205-2 Communicating and training about anti-corruption policies and procedures	See "Carry out the company's activity in a way that is faithful to its values". * In past years, explanatory sessions on the Compliance procedure were held for the entire organization.	-	90-92
	205-3 Confirmed corruption-related incidents and actions taken	No incidents have been detected.	-	-
GRI 206	206-1 Legal actions related to unfair competition and monopoly practices	No action was taken.	-	-
	301-1 Materials used by weight or volume	See table B. These are all non-renewable materials. The measures that the organization is taking to mitigate the impact of this activity can be found under "Incorporation of sustainability criteria in the choice of products and processes".	12	148 102-103
GRI 301	301-2 Recycled input materials used	NOT APPLICABLE	-	-
	301-3 Recovered packaging products and materials	NOT APPLICABLE	-	-
	302-1 Energy consumption within the organization	See "Promote self-supply of energy".	7, 9, 12 and 13	120-121
	302-2 Energy consumption outside the organization	To be reported in future annual reports.	-	-
	302-3 Energy intensity	The energy intensity within the organization is determined according to the following principles: · Numerator: kWh of consumption from the electricity grid and self-produced electricity, for all PHF Group centers as a whole in 2024. · Denominator: Number of plants produced in all PHF Group centers in 2024. · Energy intensity: 5,813,168 / 151,385,521 = 0,03kwh/planta	7, 9, 12 and 13	-
GRI 302	302-4 Reduction of energy consumption	· Electricity consumption in the entire organization in 2024: 5,813,168 kWh · Electricity self-supply within the entire organization in 2024 (produced by photovoltaic panels): 618,093 kWh · % reduction in energy consumption from the external grid across the organization in 2024: 10.6%.	7, 9, 12 and 13	-
	302-5 Reduction in energy requirements of products and services	To be reported in future annual reports.	-	-

TABLE A

IDENTIFIED RISK	NATURE	TYPE	DESCRIPTION (risk)	DESCRIPTION (impact)	PROBABILITY	MAGNITUDE	FINANCIAL IMPLICATIONS	MANAGEMENT METHODS
Droughts	Physical	Direct	Restrictions on irrigation water use	Reduction in cultivation area	Medium	Medium	Target market reduction	Project 9 of the Sustainability Plan
Emerging pests and pathogens	Other	Direct	Expansion of pests and pathogens from other latitudes into the target market	Loss of competitiveness of product portfolio	Medium	Medium	Target market reduction	Project 9 of the Sustainability Plan

TABLE B

CATEGORY	TYPE	PACKAGING	MATERIALS	NUMBER OF PACKAGINGS (2023)	KG (2023)	NUMBER OF PACKAGINGS (2024)	KG (2024)
Domestic	Primary	TOTAL	Low density polyethylene (LDPE)	1571012	2256.76878	1578196	2628
			Polypropylene (PP)		1075.829052		1051
			Metal		631.0218607		616
			Tinplate		0		0
			Aluminum		1596.21702		1591
Domestic	Secondary	TOTAL	Paper	146361	23265.582958	153917.72	22560
			Polypropylene (PP)		819.591		1296
			Metal		348.777		330
Salesperson	Secondary	TOTAL	Cardboard	616512	9936.116	306428	10749
			Polypropylene (PP)		599.88526		613.1327
Salesperson	Tertiary	TOTAL	Cardboard	0	16365.51177415	0	3125.46069265
			Wood		46.04530105		26.48748655
Industrial	Primary	TOTAL	Low density polyethylene (LDPE)	25684	97.65574	17266	99.8123
			Low density polyethylene (LDPE)		501.14		528.236
			Polypropylene (PP)		1299.954		1163.946
			Metal		278225		93625
			Tinplate + Steel		6542.2		2386.3

STANDARD	CONTENTS	CONCEPT	RELATED SDG	PAGES																																																								
	303-1 Interaction with water as a shared resource	To be reported in future annual reports.	-	-																																																								
	303-2 Management of impacts related to water spillage	To be reported in future annual reports.	-	-																																																								
	303-3 Water withdrawal	To be reported in future annual reports.	-	-																																																								
	303-4 Water spillage	To be reported in future annual reports.	-	-																																																								
		The information given in the section "Reduce the consumption of resources in our production systems" is presented below. Water consumption data are given in megaliters, and reference is also made to the assessment of water-stressed areas through the World Resources Institute's Aqueduct Water Risk Atlas tool, which is a global, publicly available database that maps indicators of water-related risks.																																																										
GRI 303	303-5 Water consumption	<table border="1"> <thead> <tr> <th>CENTER</th> <th>WATER CONSUMPTION (megaliters)</th> <th>GENERAL WATER RISK (Drought severity)</th> </tr> </thead> <tbody> <tr> <td>Les Cases de Barbens</td> <td>140</td> <td>2-3 (medium/high)</td> </tr> <tr> <td>Cabrera</td> <td>21.2</td> <td>2-3 (medium/high)</td> </tr> <tr> <td>Llavaneres</td> <td>19.6</td> <td>2-3 (medium/high)</td> </tr> <tr> <td>Premià</td> <td>11.25</td> <td>2-3 (medium/high)</td> </tr> <tr> <td>Arica</td> <td>31.22</td> <td>3-4 (high)</td> </tr> <tr> <td>Quillota</td> <td>8.59</td> <td>3-4 (high)</td> </tr> <tr> <td>Antalya</td> <td>11.56</td> <td>2-3 (medium/high)</td> </tr> <tr> <td>Bangalore</td> <td>2.86</td> <td>4-5 (very high)</td> </tr> <tr> <td>El Ejido</td> <td>95.27</td> <td>4-5 (very high)</td> </tr> <tr> <td>Culiacán</td> <td>22.87</td> <td>3-4 (high)</td> </tr> </tbody> </table> <p>For measures to reduce water consumption, see "Reducing the consumption of resources in our production systems".</p>	CENTER	WATER CONSUMPTION (megaliters)	GENERAL WATER RISK (Drought severity)	Les Cases de Barbens	140	2-3 (medium/high)	Cabrera	21.2	2-3 (medium/high)	Llavaneres	19.6	2-3 (medium/high)	Premià	11.25	2-3 (medium/high)	Arica	31.22	3-4 (high)	Quillota	8.59	3-4 (high)	Antalya	11.56	2-3 (medium/high)	Bangalore	2.86	4-5 (very high)	El Ejido	95.27	4-5 (very high)	Culiacán	22.87	3-4 (high)	6	98-99																							
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		The Natura 2000 Network in Spain is currently made up of 1,467 Sites of Community Importance (SCIs), included in the lists of SCIs approved by the European Commission, and 644 Special Protection Areas for Birds (SPAs), which together cover a total surface area of more than 210,000 km ² . Of this total area, more than 137,000 km ² correspond to land area, which represents approximately 27% of the Spanish territory, and around 72,500 km ² to marine area. The assessment of the areas located within or next to protected areas or areas of great value in Semillas Fitó has been carried out through the BDN tool by MAPAMA (Nature Databank of the Spanish Ministry of Agriculture, Fisheries and Food).																																																										
GRI 304	304-1 Operational sites located within or adjacent to protected areas and/or high-biodiversity areas	<table border="1"> <thead> <tr> <th>CENTER</th> <th>AREA</th> <th>NAME</th> <th>DISTANCE (km)</th> </tr> </thead> <tbody> <tr> <td>Head office / warehouse (Barcelona)</td> <td>SCI</td> <td>Collserola mountain range</td> <td>4.98</td> </tr> <tr> <td>Sant Andreu de Llavaneres (Barcelona) and Premià de Mar</td> <td>SCI</td> <td>Mountain ranges of the northern coastline Maresme Coasts</td> <td>2.05 1.82</td> </tr> <tr> <td>Cabrera de mar</td> <td>SCI</td> <td>Mountain ranges of the northern coastline</td> <td>0.34</td> </tr> <tr> <td>El Ejido (Almería)</td> <td>SCI</td> <td>Artos de El Ejido Gádor and Enix mountain range</td> <td>0.62 3.61</td> </tr> <tr> <td rowspan="4">Les Cases de Barbens (Lleida)</td> <td rowspan="4">SCI+SPAB</td> <td>Bellmunt-Almenara</td> <td>8.40</td> </tr> <tr> <td>Estany d'Ivars-Vilasana</td> <td>4.43</td> </tr> <tr> <td>Plans de Sió</td> <td>6.35</td> </tr> <tr> <td>Secans de Belianes-Preixana</td> <td>8.67</td> </tr> <tr> <td rowspan="3">Don Benito (Badajoz)</td> <td rowspan="3">SPAB (Special Protection Area for Birds)</td> <td>Almenara</td> <td>9.60</td> </tr> <tr> <td>Anglesola-Vilagrassa</td> <td>4.66</td> </tr> <tr> <td>Secans de Belianes-Preixana</td> <td>8.24</td> </tr> <tr> <td rowspan="4">Don Benito (Badajoz)</td> <td rowspan="4">SCI+SPAB</td> <td>Cornalvo and Sierra Bermeja reservoir</td> <td>16.3</td> </tr> <tr> <td>La Serena and peripheral mountain range</td> <td>8.89</td> </tr> <tr> <td>Guadalmaz river</td> <td>0.73</td> </tr> <tr> <td>Guadiana Alto-Zújar river</td> <td>3.32</td> </tr> <tr> <td rowspan="3">Don Benito (Badajoz)</td> <td rowspan="3">SPAB (Special Protection Area for Birds)</td> <td>Lesser kestrel colonies in Guareña</td> <td>1.7</td> </tr> <tr> <td>Montijo reservoir</td> <td>31.6</td> </tr> <tr> <td>Central mountain ranges and Alange reservoir</td> <td>17.9</td> </tr> </tbody> </table> <p>In future years, the situation in the centers located outside Spain will be reported.</p>	CENTER	AREA	NAME	DISTANCE (km)	Head office / warehouse (Barcelona)	SCI	Collserola mountain range	4.98	Sant Andreu de Llavaneres (Barcelona) and Premià de Mar	SCI	Mountain ranges of the northern coastline Maresme Coasts	2.05 1.82	Cabrera de mar	SCI	Mountain ranges of the northern coastline	0.34	El Ejido (Almería)	SCI	Artos de El Ejido Gádor and Enix mountain range	0.62 3.61	Les Cases de Barbens (Lleida)	SCI+SPAB	Bellmunt-Almenara	8.40	Estany d'Ivars-Vilasana	4.43	Plans de Sió	6.35	Secans de Belianes-Preixana	8.67	Don Benito (Badajoz)	SPAB (Special Protection Area for Birds)	Almenara	9.60	Anglesola-Vilagrassa	4.66	Secans de Belianes-Preixana	8.24	Don Benito (Badajoz)	SCI+SPAB	Cornalvo and Sierra Bermeja reservoir	16.3	La Serena and peripheral mountain range	8.89	Guadalmaz river	0.73	Guadiana Alto-Zújar river	3.32	Don Benito (Badajoz)	SPAB (Special Protection Area for Birds)	Lesser kestrel colonies in Guareña	1.7	Montijo reservoir	31.6	Central mountain ranges and Alange reservoir	17.9	13 and 15.	-
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	304-2 Significant impact of activities, products and services on biodiversity	See Annex 9.6.	15	168-173																																																								

STANDARD	CONTENTS	CONCEPT	RELATED SDG	PAGES																																			
GRI 305	305-1 Direct GHG emissions (scope 1)	See "Measures to mitigate the environmental impact of the organization".	13	108-109																																			
	305-2 Indirect GHG emissions related to energy (scope 2)	See "Measures to mitigate the environmental impact of the organization".	13	108-109																																			
	305-3 Other indirect GHG emissions (scope 3)	To be reported in future annual reports	13	-																																			
	305-4 Intensity of GHG emissions	The intensity of GHG emissions (scope 1 and 2) of the entire organization in 2024, with respect to the total number of employees, is reported: 2,048,529.16 kg CO ₂ eq / 820 employees = 2,498.20 kg CO ₂ eq / employee.	13	-																																			
	305-5 Reduction of GHG emissions	See "Measures to mitigate the environmental impact of the organization".	13	108-109																																			
	305-6 Emissions of substances that deplete the ozone layer (ODS)	There are no significant emissions of ozone-depleting substances.	13	-																																			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant emissions	There are no significant emissions of ozone-depleting substances.	13	-																																			
GRI 306	306-2 Management of significant impacts related to waste	See Annex 9.6. See "Incorporate sustainability criteria in the choice of products and processes". See "Reduction of food waste". See "Improve waste management".	12	168-173 102-103 104-105 106-107																																			
	306-3 Waste generated	Consolidated data are reported for the total organization. <table border="1"> <thead> <tr> <th>WASTE TYPE</th> <th>2024</th> <th>2023</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Common</td> <td>448 tons</td> <td>650.1 tons</td> <td>573.5 tons</td> </tr> <tr> <td>Plastic</td> <td>67.3 tons</td> <td>49.1 tons</td> <td>59.8 tons</td> </tr> <tr> <td>Compostable*</td> <td>1039 tons</td> <td>364.6 tons</td> <td>277 tons</td> </tr> <tr> <td>Paper and cardboard</td> <td>80.5 tons</td> <td>87 tons</td> <td>84 tons</td> </tr> <tr> <td>WEEE</td> <td>0.198 tons</td> <td>1 ton</td> <td>1 ton</td> </tr> <tr> <td>Coffee capsules</td> <td>0.11 tons</td> <td>0 tons</td> <td>0 tons</td> </tr> <tr> <td>Printer toners</td> <td>0.02 tons</td> <td>0 tons</td> <td>0 tons</td> </tr> <tr> <td>Total</td> <td>1555.3 tons</td> <td>1151 tons</td> <td>996 tons</td> </tr> </tbody> </table> <p>*The increase in 2024 is due to the implementation of waste management practices for this waste at the Quillota and Antalya centers, stemming from past initiatives. It will be progressively implemented at the remaining centers located outside the EU.</p>	WASTE TYPE	2024	2023	2022	Common	448 tons	650.1 tons	573.5 tons	Plastic	67.3 tons	49.1 tons	59.8 tons	Compostable*	1039 tons	364.6 tons	277 tons	Paper and cardboard	80.5 tons	87 tons	84 tons	WEEE	0.198 tons	1 ton	1 ton	Coffee capsules	0.11 tons	0 tons	0 tons	Printer toners	0.02 tons	0 tons	0 tons	Total	1555.3 tons	1151 tons	996 tons	12
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GRI 306	306-4 Waste not intended for disposal	Consolidated data are reported for the total organization. See TABLE C. For more information, see "Improve waste management" and "Reduction of food waste".	12	142 102 103																																			
	306-5 Waste intended for disposal	See Table d.	12	145																																			

TABLE C

WASTE	TOTAL WEIGHT OF WASTE NOT SENT FOR DISPOSAL BY ASSESSMENT METHOD								
	2024			2023			2022		
	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %
Compostable	0	1039	79	0	364.6	52.7	0	277	50.2
Re-circulation of unsaleable seeds as feed grain	128	0	9.7	190	0	27.5	130	0	23.6
Recycling	0	148.8	11.3	0	137.1	19.8	0	144.8	26.2
TOTAL	128	1187.8	100	190	501.7	100	130	421.8	100

TABLE D

WASTE	TOTAL WEIGHT OF WASTE NOT SENT FOR DISPOSAL BY MANAGEMENT METHOD								
	2024			2023			2022		
	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %
Common	0	448	100	0	650.1	100	0	573.5	100
TOTAL	0	448	100	0	650.1	100	0	573.5	100

STANDARD	CONTENTS	CONCEPT	RELATED SDG	PAGES																					
GRI 401	401-1 New employee hires and employee turnover	New hires:	8	-																					
		<table border="1"> <thead> <tr> <th>PEOPLE</th> <th><30</th> <th>30-50</th> <th>> 50</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Men</td> <td>89</td> <td>91</td> <td>9</td> <td>189</td> </tr> <tr> <td>Women</td> <td>101</td> <td>129</td> <td>23</td> <td>253</td> </tr> <tr> <td>Total</td> <td>190</td> <td>220</td> <td>32</td> <td>442</td> </tr> <tr> <td>Turnover %</td> <td>43</td> <td>50</td> <td>7</td> <td></td> </tr> </tbody> </table>			PEOPLE	<30	30-50	> 50	TOTAL	Men	89	91	9	189	Women	101	129	23	253	Total	190	220	32	442	Turnover %
PEOPLE	<30	30-50	> 50	TOTAL																					
Men	89	91	9	189																					
Women	101	129	23	253																					
Total	190	220	32	442																					
Turnover %	43	50	7																						
	401-2 Parental leave	40 employees	8	88-89																					
	403-1 Occupational health and safety management system	See "Promote healthy work environments"	8	88-89																					
	403-2 Hazard identification, risk assessment and incident investigation	See "Promote healthy work environments"	8	88-89																					
	403-3 Occupational health services	See "Promote healthy work environments"	8	88-89																					
GRI 403	403-9 Work-related injuries	<table border="1"> <thead> <tr> <th colspan="2">WORK-RELATED INJURIES</th> <th></th> </tr> </thead> <tbody> <tr> <td>Number of recordable work accidents</td> <td></td> <td>36</td> </tr> <tr> <td>· of which are fatalities due to work accidents</td> <td></td> <td>0</td> </tr> <tr> <td>· of which are work accidents with serious consequences (excluding fatalities)</td> <td></td> <td>0</td> </tr> <tr> <td>Number of occupational illnesses</td> <td></td> <td>0.00</td> </tr> </tbody> </table>	WORK-RELATED INJURIES			Number of recordable work accidents		36	· of which are fatalities due to work accidents		0	· of which are work accidents with serious consequences (excluding fatalities)		0	Number of occupational illnesses		0.00	8	-						
		WORK-RELATED INJURIES																							
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<table border="1"> <thead> <tr> <th colspan="2">TEMPORARY FIGURES</th> <th></th> </tr> </thead> <tbody> <tr> <td>Hours worked</td> <td></td> <td>1,000,000</td> </tr> <tr> <td>Recordable work accident rate</td> <td></td> <td>0.04</td> </tr> <tr> <td>Work accident fatality rate</td> <td></td> <td>0.00</td> </tr> <tr> <td>Severe work accident rate</td> <td></td> <td>0.00</td> </tr> <tr> <td>Severity index</td> <td></td> <td>0.46</td> </tr> <tr> <td>Frequency index</td> <td></td> <td>3.60</td> </tr> </tbody> </table>	TEMPORARY FIGURES			Hours worked		1,000,000	Recordable work accident rate		0.04	Work accident fatality rate		0.00	Severe work accident rate		0.00	Severity index		0.46	Frequency index		3.60				
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Frequency index		3.60																							
	403-10 Occupational ailments and illnesses	0	8	-																					

STANDARD	CONTENTS	CONCEPT	RELATED SDG	PAGES
GRI 404	404-2 Employee competency development and transition assistance programs	hours/training 9255.62 total average/hour/person 10.88 hours 2 outplacement programs (outplacement and employability) have been offered.	4	-
	404-3 Percentage of employees receiving regular performance evaluations	Total number of people N1: 0.5% Total number of people N2: 2.9% Total number of people N3: 7.9% Total number of people N4: 27.3% Total number of people N5: 20.5% Total number of people N6: 40.9%	4	-
GRI 405	405-1 Diversity of governance bodies and employees	See Table e.	8 and 10.	157
GRI 406	406-1 Incidents of discrimination and corrective actions taken	Total number of discrimination incidents during the reporting period: 0	8 and 10.	-
GRI 410	410-1 - Security personnel trained in human rights policies or procedures	Security personnel who have received formal training on the organization's specific human rights policies or procedures and their application to security: 0	-	-
GRI 408	408-1 Operations and suppliers at significant risk for incidents of child labor	The type of incidents described under this indicator has not been detected.	8 and 12.	-
GRI 409	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The type of incidents described under this indicator has not been detected.	8 and 12.	-
GRI 410	410-1 - Security personnel trained in human rights policies or procedures	See "Carry out the company's activity in a way that is faithful to its values".	8 and 12.	90-92
GRI 411	411-1 Violations of the rights of indigenous peoples	The type of incidents described under this indicator has not been detected.	8 and 12.	-
GRI 413	413-1 Operations with local community engagement programs, assessments and development	See "About this report- Materiality Matrix".	-	140-142
	413-2 Operations with significant negative impacts on local communities	See Annex 9.6.	8, 12 and 13	168-173
GRI 414	414-2 Negative social impacts in the supply chain and actions taken	See Annex 9.6.	8, 12 and 13	168-173
GRI 415	415-1 Contribution to political parties and/or political representatives	No contributions described under this indicator have been made.	-	-
GRI 416	416-2 Instances of non-compliance related to health and safety impacts of products and services.	The types of non-compliance described in this indicator have not been detected.	12	-
GRI 417	417-2 Instances of non-compliance related to product and service information and labeling	The types of non-compliance described in this indicator have not been detected.	12	-
	417-3 Instances of non-compliance related to marketing communications	The types of non-compliance described in this indicator have not been detected.	12	-
GRI 418	418-1 Complaints related to violations of customer's privacy and losses of customer data	The types of non-compliance described in this indicator have not been detected.	12	-

TABLE E

COMPOSITION OF THE BOARD OF DIRECTORS BY AGE GROUP				
PEOPLE	<30	30-50	> 50	TOTAL
Men	0	1	7	8
Women	0	1	1	2
TOTAL	0	2	8	10

TOTAL NUMBER OF EMPLOYEES BY CLASSIFICATION AND AGE GROUP				
PEOPLE	<30	30-50	> 50	TOTAL
Executive managers	0.00	5.00	14.00	19.00
Middle managers	0.00	25.99	20.29	46.28
Employees	12.04	127.73	31.23	171.00
Workers	123.68	316.60	126.17	566.45
TOTAL	135.72	475.32	191.69	802.73

TOTAL PERCENTAGE OF EMPLOYEES BY CLASSIFICATION AND AGE GROUP				
PEOPLE	<30	30-50	> 50	TOTAL
Executive managers	0%	1%	7%	2%
Middle managers	0%	5%	11%	6%
Employees	9%	27%	16%	21%
Workers	91%	67%	66%	71%
TOTAL	100%	100%	100%	100%

SUSTAINABILITY COMMITTEE, MATERIALITY STUDY AND NEXT STEPS

The coordination of the preparation of the Non-Financial Report falls under the Sustainability Committee of Semillas Fitó S.A., which collectively gathers information from the entire group. This committee is composed of the following members:

- Chair of the Committee – Corporate Director of Semillas Fitó S.A.U.
- Human resources department staff.
- Communications department staff.
- Process quality department staff.
- Seed technology department staff.
- Production and R&D department staff.
- Marketing department staff.

The committee currently consists of four women and three men.

Among the functions of the Sustainability Committee, besides preparing the Non-Financial Report, is the responsibility to structure the sustainability strategy for the 2023–2026 period (in line with the first action period for the 2030 Agenda), execute the action plan, and monitor its progress.

As a result of these functions, a materiality study was conducted in 2021. The scope of this study was national*. The first action based on the materiality study was the selection of Sustainable Development Goals (SDGs) and specific targets to contribute to, considered most important by the stakeholders of the PHF group. The actions that contribute to the selected SDG targets are tabulated in the relevant section of the report:

MATERIALITY MATRIX RANKING	3 Ps	RELATED SDG	ASSOCIATED MATERIALITY ASPECT	SDG TARGET	SUSTAINABILITY PLAN
1	Planet	SDG 12 - Responsible consumption and production	Product and service quality	12.3 - Reduce food losses.	11. Reduce food waste
1	Planet	SDG 12 - Responsible consumption and production	Product and service quality	12.2 - Efficient use of resources	9. Develop varieties that reduce the ecological footprint
1	Planet	SDG 12 - Responsible consumption and production	Product and service quality	12.2 - Efficient use of resources	8. Reduce the consumption of resources in our production systems.
2	People	SDG 8 - Decent work and economic growth	Health, safety and well-being of workers	8.8 - Promote a safe and risk-free environment for workers	6. Promote healthy work environments
3	People	SDG 4 - Quality education	Training and development of workers	4.4 - Increase the number of youth and adults who have technical and vocational skills	3. Implement the Development and Talent Plan
4	People	SDG 8 - Decent work and economic growth	Respect for human rights	8.5 - Decent work and equal pay for work of equal value	7. Carry out the company's activity in a way that is faithful to its values
5	Profit	SDG 8 - Decent work and economic growth	Creation of economic value	8.1 - Promote sustained economic growth	20. Promote sustainable economic growth and development
6	Profit	SDG 8 - Decent work and economic growth	Reputation and image of the company	8.1 - Promote sustained economic growth	19. Develop an internal policy for sponsorships, donations and collaborations
7	Profit	SDG 9 - Industry, innovation and infrastructure	Innovation in agriculture	9.5 - Enhance scientific research	15. Invest in technical and human resources in research and development
7	Profit	SDG 9 - Industry, innovation and infrastructure	Innovation in agriculture	9.4 - Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies	16. Promote self-supply of energy
7	Profit	SDG 9 - Industry, innovation and infrastructure	Innovation in agriculture	9.1 - Develop infrastructure to support economic development	17. Invest in more efficient and cleaner technologies
8	People	SDG 8 - Decent work and economic growth	Business integrity	8.8 - Promote a safe and risk-free environment for workers	6. Promote healthy work environments
9	Profit	SDG 9 - Industry, innovation and infrastructure	Production optimization and continuous improvement	9.4 - Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies	17. Invest in more efficient and cleaner technologies
10	Planet	SDG 12 - Responsible consumption and production	Business ethics and transparency	12.7 - Promote procurement practices that are sustainable	10. Incorporate sustainability criteria in the choice of products and processes
10	People	SDG 8 - Decent work and economic growth	Business ethics and transparency	8.8 - Promote a safe and risk-free environment for workers	1. Promote listening to employees
11	Planet	SDG 8 - Decent work and economic growth	Efficiency in the use of resources	12.4 - Sound management of chemicals and waste	14. Efficient phytosanitary management on farms
12	Planet	SDG 8 - Decent work and economic growth	Waste management and recycling	12.5 - Reduce waste generation	12. Improve waste management
13	Profit	SDG 9 - Industry, innovation and infrastructure	Product sustainability and traceability	9.4 - Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies	17. Invest in more efficient and cleaner technologies
14	Planet	SDG 6 - Clean water and sanitation	Water management and quality	6.4 - Efficient use of resources	8. Reduce the consumption of resources in our production systems.
15	Planet	SDG 13 - Climate Action	Adaptation and climate resilience	13.3 - Improve human capacity to mitigate climate change and reduce its effects	13. Measures to mitigate the environmental impact of the organization
16	Profit	SDG 4 - Quality education	Nutrition and food safety of products	4.7 - Promote sustainable development and sustainable lifestyles	18. Promote partnerships the contribute to sustainability within the sector
17	Planet	SDG 8 - Decent work and economic growth	Soil contamination	12.4 - Sound management of chemicals and waste	14. Efficient phytosanitary management on farms
18	People	SDG 12 - Responsible consumption and production	Alignment with stakeholders and participation in public debate	12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	18. Promote partnerships the contribute to sustainability within the sector
19	People	SDG 9 - Industry, innovation and infrastructure	Talent acquisition and retention	9.1 - Develop infrastructure to support economic development	3. Implement the Development and Talent Plan
20	Planet	SDG 12 - Responsible consumption and production	Responsible supply chain	12.7 - Promote procurement practices that are sustainable	10. Incorporate sustainability criteria in the choice of products and processes
21	Profit	SDG 8 - Decent work and economic growth	Security of product supply	8.2 - Achieve higher levels of economic productivity through diversification, technological upgrading and innovation	17. Invest in more efficient and cleaner technologies
22	People	SDG 12 - Responsible consumption and production	Reporting and internal communication	12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	2. Guarantee internal and external communication
23	People	SDG 8 - Decent work and economic growth	Women's rights and empowerment	8.5 - Decent work and equal pay for work of equal value	5. Promote diversity and inclusion
24	People	SDG 8 - Decent work and economic growth	Commitment to equal opportunities	8.5 - Decent work and equal pay for work of equal value	4. Guarantee equal and competitive inclusion

*In a later phase, a global-scope materiality study will be conducted to complement the results of the national study.

**For any questions regarding this report, please contact sustainability@semillasfito.com

***Strategic lines have been defined for a sustainability plan that brings together a series of projects expected to positively impact the indicated SDG targets.

TRACEABILITY

Content index in accordance with Law 11/2018 on non-financial information and diversity.

CONTENTS	REQUIREMENTS	LOCATION	GRI INDICATOR
GENERAL DISCLOSURES			
BUSINESS MODEL	Description of the group's business model	8.1 About this report - Purpose 8.2 About this report - Scope and coverage 8.3 About this report - Methodology 2.1 About the company - The PHF group 2.2 About the company - Our purpose 2.3 About the company - Business units	GRI 2
	Geographical presence Markets in which it operates	8.1 About this report - Purpose 8.2 About this report - Scope and coverage 8.3 About this report - Methodology 2.1 About the company - The PHF group 2.2 About the company - Our purpose 2.3 About the company - Business units	GRI 2
	Objectives and strategies	8.4 About this report - Materiality Matrix 6.1 Planet - Reduce the consumption of resources in our production systems. 7.1 Profit - Invest in technical and human resources in research and innovation 7.2 Profit - Promote self-supply of energy 7.3 Profit - Implementation of more efficient and cleaner technologies 7.4 Profit - Promote partnerships that contribute to sustainability within the sector 7.5 Profit - Develop an internal policy for sponsorships, donations and collaborations 7.6 Profit - Promote sustainable economic growth and development	GRI 3
MATERIALITY	Materiality analysis	8.3 About this report - Principles of preparation 8.4 About this report - Materiality Matrix	GRI 3
RESULTS	The results of these policies, which must include key indicators of pertinent non-financial results that allow monitoring and evaluating progress and which favor comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each issue.	8.1 About this report - Purpose Annex: GRI content index	GRI 201 to 205 GRI 301 to 306 GRI 401 to 418
RISKS*	The main risks related to these issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse effect on those areas, and how the group manages those risks, by explaining the procedures used to detect and assess them in accordance with the Spanish, European or international frameworks of reference for each matter. This should include information about the identified impacts, therefore providing a breakdown of each one, especially the main risks in the short, medium and long term.	Annex: Impact assessment and due diligence	GRI 2 AND GRI 3
ENVIRONMENTAL ISSUES			
ENVIRONMENTAL MANAGEMENT	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	5.6 People - Promote healthy work environments 5.7 People - Carry out the company's activity in a way that is faithful to its values 7.1 Profit - Invest in technical and human resources in research and innovation 7.3 Profit - Implementation of more efficient and cleaner technologies 7.6 Profit - Promote sustainable economic growth and development	GRI 3 GRI 301 to 306
	Environmental assessment or certification procedures	7.6 Profit - Promote sustainable economic growth and development	GRI 2.5 GRI 3
	Resources dedicated to the prevention of environmental risks*	Annex 9.6 Impact assessment and due diligence. Annex 9.2 Sustainability committee, materiality study and next steps 5.7 People - Carry out the company's activity in a way that is faithful to its values 7.6 Profit - Promote sustainable economic growth and development	GRI 2-12 and 2-13
	Application of the precautionary principle	2.7 About the company - Governing bodies 5.3 People - Implement training and development plan 5.6 People - Promote healthy work environments 5.7 People - Carry out the company's activity in a way that is faithful to its values 7.1 Profit - Invest in technical and human resources in research and innovation 7.3 Profit - Implementation of more efficient and cleaner technologies 7.6 Profit - Promote sustainable economic growth and development 6.6 Planet - Efficient phytosanitary management on farms Annexes 9.1, 9.2, and 9.6	GRI from 2-22 to 2-27
	Provisions and insurance for environmental risks*	The organization has public liability insurance, which can be viewed upon request by contacting sustainability@semillasfito.com .	
POLLUTION	Measures to prevent, reduce or redress emissions that seriously affect the environment; taking into account any form of air pollution specific to an activity including noise and light pollution.	6.1 Planet - Reduce the consumption of resources in our production systems 6.2 Planet - Develop varieties that reduce the ecological footprint 6.3 Planet - Incorporate sustainability criteria in the choice of products and processes 6.5 Planet - Transforming waste into resources: the power of efficient recycling 6.6 Planet - Measures to mitigate the environmental impact of the organization 6.7 Planet - Efficient phytosanitary management on farms 7.2 Profit - Promote self-supply of energy 7.3 Profit - Implementation of more efficient and cleaner technologies 7.6 Profit - Promote sustainable economic growth and development	GRI 3 GRI 301 to 306
CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT	Measures for waste prevention, recycling, reuse, other forms of recovery and disposal. Actions to fight against food waste.	6.1 Planet - Reduce the consumption of resources in our production systems 6.3 Planet - Incorporate sustainability criteria in the choice of products and processes 6.4 Planet - Reduce food waste 6.5 Planet - Transforming waste into resources: the power of efficient recycling 6.6 Planet - Measures to mitigate the environmental impact of the organization 6.7 Planet - Efficient phytosanitary management on farms 7.3 Profit - Implementation of more efficient and cleaner technologies	GRI 3 GRI 301 to 306

CONTENTS	REQUIREMENTS	LOCATION	GRI INDICATOR
ENVIRONMENTAL ISSUES			
SUSTAINABLE USE OF RESOURCES	Water consumption and water supply according to local constraints	6.1 Planet - Reduce the consumption of resources in our production systems	GRI 3 GRI 303
	Consumption of raw materials, and measures adopted for a more efficient use of them	6.1 Planet - Reduce the consumption of resources in our production systems 6.3 Planet - Incorporate sustainability criteria in the choice of products and processes 7.3 Profit - Implementation of cleaner technologies	GRI 301 GRI 306
	Energy: Direct and indirect consumption of energy. Measures taken to improve energy efficiency. Use of renewable energies	6.6 Planet - Measures to mitigate the environmental impact of the organization 7.2 Profit - Promote self-supply of energy 7.3 Profit - Implementation of more efficient and cleaner technologies	GRI 302
CLIMATE CHANGE	Greenhouse gas emissions generated by the company's activities, including the use of the goods and services it produces	6.6 Planet - Measures to mitigate the environmental impact of the organization	GRI 3 GRI 305
	Measures adopted to adapt to the consequences of climate change	6.6 Planet - Measures to mitigate the environmental impact of the organization	GRI 305
	Voluntary reduction targets established in the medium and long term to reduce greenhouse gas emissions and measures implemented to this end	6.6 Planet - Measures to mitigate the environmental impact of the organization	GRI 305
PROTECTION OF BIODIVERSITY	Actions taken to preserve or restore biodiversity	Annex 9.6 Impact assessment and due diligence	GRI 3 GRI 304
	Impacts caused by activities or operations in protected areas	Annex 9.6 Impact assessment and due diligence	GRI 304
COMPANY AND PERSONNEL ISSUES			
EMPLOYMENT	Management approach: description and results of the policies related to these issues as well as the main risks related to these issues linked to the group's activities	2.7 About the company - Governing bodies	GRI 2 GRI 3 GRI 401 to 418
	Total number and breakdown of employees by country, gender, age and professional category	5.4 People - Guarantee equal and competitive pay 5.5 People - Promote diversity and inclusion	GRI 2 GRI 3 GRI 401 to 418
	Total number and breakdown of employment contract types and average annual number of permanent, temporary and part-time contracts by gender, age and professional category	5.4 People - Guarantee equal and competitive pay 5.5 People - Promote diversity and inclusion	GRI 2 GRI 3 GRI 401 to 418
	Implementation of disconnecting from work policies	5.6 People - Promote healthy work environments	GRI 2 GRI 3 GRI 401 to 418
	Number of employees with disabilities	5.4 People - Guarantee equal and competitive pay 5.5 People - Promote diversity and inclusion	GRI 2 GRI 3 GRI 401 to 418
ORGANIZATION OF WORK	Organization of working time	5.4 People - Guarantee equal and competitive pay 5.5 People - Promote diversity and inclusion	GRI 2 GRI 3 GRI 401 to 418
	Number of hours of absenteeism	5.4 People - Guarantee equal and competitive pay 5.5 People - Promote diversity and inclusion	GRI 2 GRI 3 GRI 401 to 418
	Measures aimed at facilitating the enjoyment of conciliation and encouraging the joint exercise of these by both parents	5.4 People - Guarantee equal and competitive pay 5.5 People - Promote diversity and inclusion	GRI 2 GRI 3 GRI 401 to 418
HEALTH	Occupational health and safety conditions	5.6 People - Promote healthy work environments	GRI 2 GRI 3 GRI 401 to 418
	Workplace accidents, particularly in terms of frequency and severity, as well as occupational illnesses; broken down by gender	5.6 People - Promote healthy work environments	GRI 3 GRI 401 to 418
TRAINING	Policies implemented in the field of training	5.3 People - Implement training and development plan	GRI 404-2 GRI 404-3
	Total number of hours of training by professional category	5.6 People - Promote healthy work environments	GRI 2 GRI 3 GRI 401 to 418
UNIVERSAL ACCESSIBILITY	Universal accessibility for people with disabilities	5.5 People - Promote diversity and inclusion	GRI 2 GRI 3 GRI 401 to 418

CONTENTS	REQUIREMENTS	LOCATION	GRI INDICATOR
COMPANY AND PERSONNEL ISSUES			
EQUALITY	Measures taken to promote equal treatment and opportunities between women and men	5.4 People - Guarantee equal and competitive pay 5.5 People - Promote diversity and inclusion	GRI 3 GRI 401 to 418
	Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment	5.4 People - Guarantee equal and competitive pay 5.5 People - Promote diversity and inclusion	GRI 3 GRI 401 to 418
	Policy against all types of discrimination and, where appropriate, diversity management	5.4 People - Guarantee equal and competitive pay 5.5 People - Promote diversity and inclusion	GRI 3 GRI 401 to 418
RESPECT FOR HUMAN RIGHTS			
	Management approach: description and results of the policies related to these issues as well as the main risks related to these issues linked to the group's activities	2.7 About the company - Governing bodies 5.7 People - Carry out the company's activity in a way that is faithful to its values	GRI 2 GRI 3
IMPLEMENTATION OF DUE DILIGENCE PROCEDURES	Implementation of human rights due diligence procedures	5.7 People - Carry out the company's activity in a way that is faithful to its values	GRI 2 GRI 3 GRI 401 to 418
	Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses	5.7 People - Carry out the company's activity in a way that is faithful to its values	GRI 3 GRI 401 to 418
	Complaints about human rights violations	5.7 People - Carry out the company's activity in a way that is faithful to its values	GRI 2 GRI 3 GRI 401 to 418
	Measures implemented to promote and comply with the provisions of fundamental ILO treaties related to freedom of association and the right to collective bargaining, eliminating discrimination from the workplace, eliminating forced or compulsory labour and effectively abolishing child labour.	5.7 People - Carry out the company's activity in a way that is faithful to its values	GRI 2 GRI 3 GRI 401 to 418
FIGHT AGAINST CORRUPTION AND BRIBERY			
	Management approach: description and results of the policies related to these issues as well as the main risks related to these issues linked to the group's activities	5.7 People - Carry out the company's activity in a way that is faithful to its values	GRI 2 GRI 3 GRI 201 to 206
CORRUPTION AND BRIBERY	Measures taken to prevent corruption and bribery	5.7 People - Carry out the company's activity in a way that is faithful to its values	GRI 2 GRI 3 GRI 201 to 206
	Measures to fight money laundering	5.7 People - Carry out the company's activity in a way that is faithful to its values	GRI 201 to 206
	Contributions to foundations and nonprofit organizations	7.5 Profit - Develop an internal policy for sponsorships, donations and collaborations	GRI 2-28
INFORMATION ABOUT THE COMPANY			
	Management approach: description and results of the policies related to these issues as well as the main risks related to these issues linked to the group's activities	Letter from the Management Team - Commitment to sustainability 2.1 About the company - The PHF group: Semillas Fitó and its subsidiaries 2.2 About the company - Purpose, vision and values 9.6 Annexes - Impact assessment and due diligence	GRI 2 GRI 3
COMPANY COMMITMENTS TO SUSTAINABLE DEVELOPMENT	Impact of the company's activities on local development and employment		GRI 201 and 203 GRI 413
	Impact of the company's activities on local communities and the territory		
	Relationships with local community players and types of dialogue with them	2.5 About the company - Business model 7.4 Profit - Promote partnerships that contribute to sustainability within the sector 7.5 Profit - Develop an internal policy for sponsorships, donations and collaborations	GRI 2 GRI 3 GRI 413 GRI 414
	Partnership or sponsorship actions		GRI 2-28 GRI 3-3
CONSUMERS	Measures for the health and safety of consumers	5.7 People - Carry out the company's activity in a way that is faithful to its values	GRI 2
	Claims systems, complaints received and their resolution	6.2 Planet - Develop varieties that reduce the ecological footprint	GRI 3

**** The Health and Wellbeing initiatives specifically contribute to SDG 3 and to SDG 2 thanks to the very nature of the PHF group's business

POLICIES

SUSTAINABILITY POLICY

The Fitó Group establishes that the sustainable performance of its activities must be carried out under the following premises:

- Long-term commitment.
- Integration of the company's social and environmental challenges.
- On a voluntary basis.
- Promotion of an open dialogue with stakeholders.
- Seeking a mutually beneficial relationship that generates a positive impact on people, the planet and the business model itself.

QUALITY POLICY

The Fitó Group strives to be a leading multinational company in obtaining the varieties that meet the needs of its customers as well as acting as a driver for transformation in the agricultural sector.

To guarantee the quality of the product and service, the goal is to apply accepted industry standards to all our activities. It is for this reason that the Fitó Group has decided to adopt the guiding principles of internationally recognized Quality Management Systems, with the aim of ensuring continuous improvement.

The company's Management team has defined a Quality Policy in accordance with the mission of the organization, ensuring the participation of staff to achieve the following objectives:

- Guarantee the quality of seeds. Based on the development and implementation of best practices.
- Meet the needs and expectations of customers, ensuring the effectiveness of our products.
- Continuous improvement in the effectiveness of the processes. Achieve the loyalty of customers through a strategy of trust, proximity and cooperation.
- Operate in accordance with the company's regulatory framework and unique requirements.
- Involve staff in the management system, defining operational responsibilities.
- Work to provide an environment of freedom, respect and teamwork where the professional and personal development of employees is promoted.
- Strengthen the effective management of the company and be versatile enough to allow changes in order to bolster economic and employment stability. Be respectful in our actions with the community.

This Quality policy has been disseminated, understood and accepted as being the responsibility of all members of the organization.

RISK PREVENTION POLICY

The Fitó Group believes that occupational health and safety depends on adequate preventive management. It believes that the prevention of occupational hazards must be one of the objectives of the company, just like quality and productivity; since these three concepts are part of a whole.

It understands prevention as an action that is intrinsic to all the activities of the company, that requires the establishment of the necessary preventive measures in order to control the risks and create a preventive environment that enhances its efficiency.

It is the responsibility of the Management team to achieve these objectives and it is the obligation of the employees to act in accordance with the established procedures and the training received.

Adequate information channels must be provided so that both the staff of this organization and its suppliers adopt these principles. This will result in a better service to customers.

The occupational risk prevention system will be reviewed based on the company's technical and organizational processes, as well as the results of the consultation and participation of workers. That is Semillas Fitó is asking all the members of this organization to cooperate and support these guidelines.

With this policy, in addition to complying with current legislation, Law 31/95 on Occupational Risk Prevention, the company aims to provide the optimal working conditions for all its employees, reducing as much as possible the human injury that may be caused to people by accidents or illnesses.

The Fitó Group would like to thank you in advance for your support for this policy.

COMMITMENT AGAINST DISCRIMINATION

With this protocol, SEMILLAS FITÓ declares its **zero tolerance towards the occurrence within its entire organization of behaviors contrary** to sexual freedom and moral integrity, especially in cases of sexual harassment and/or gender-based harassment, including those occurring in the digital environment.

By adopting this protocol, SEMILLAS FITÓ wishes to emphasize its **commitment to the prevention and action against these behaviors in any of their forms**, informing all personnel providing services in its organization about its application, whether they are direct employees or come from other companies, regardless of the type of labor contract, including persons with fixed-discontinuous contracts, fixed-term contracts, or internships. Likewise, those who provide their services through secondment contracts may benefit from the above measures.

Also included are persons who, without having a labor relationship, provide services or collaborate with the organization, such as trainees, those performing non-labor internships, scholarship holders, and volunteers.

Furthermore, SEMILLAS FITÓ commits to making the existence of this protocol known, indicating the need for strict compliance, to the companies to which it assigns its own personnel, as well as to the companies from which the personnel working at SEMILLAS FITÓ come.

The obligation to observe what is established in this protocol will be stated in contracts signed with other companies.

When the alleged harasser is outside the company's direction authority, and therefore SEMILLAS FITÓ cannot fully apply the procedure, the competent company will be contacted to adopt the appropriate measures, warning that failure to do so may result in termination of the commercial relationship between the two companies.

The protocol applies to situations of harassment and other behaviors described in this document that occur during work, in connection with work, or as a result of it:

- at the workplace, including public and private spaces when they serve as the workplace;
- in the areas of the workplace where breaks are taken or meals are eaten, or where sanitary or restroom facilities and changing rooms are used;
- during travel, trips, events, or social or training activities related to work;
- in the digital environment, in communications related to work, including those conducted via information and communication technologies (virtual harassment or cyberbullying);
- in lodging provided by the employer;
- in journeys between home and workplace.

This protocol is implemented in accordance with the **European Framework Agreement** on harassment and violence at work and complies with the requirements of **ILO Convention No. 190** on the elimination of violence and harassment in the world of work; **Articles 46.2 and 48 of Organic Law 3/2007, of March 22**, for effective equality between women and men; **Article 12 of Organic Law 10/2022, of September 6**, guaranteeing comprehensive sexual freedom; **Royal Decree 901/2020, of October 13**, regulating equality plans and their registration and modifying Royal Decree 713/2010, of May 28, regarding registration and filing of collective labor agreements; and **Article 14 of Law 31/1995, of November 8**, on occupational risk prevention.

In effect, SEMILLAS FITÓ, by committing to the measures contained in this protocol, expresses and publicizes its explicit intention to adopt a proactive attitude both in preventing sexual harassment and harassment based on sex, including digital harassment, as well as any behaviors against sexual freedom and moral integrity that occur within the organization and in any of their manifestations—raising awareness and informing about behaviors not tolerated by the company—as well as promoting best practices and implementing all necessary measures to manage complaints or claims that may arise in this regard and to resolve each case accordingly.

PRINCIPLES OF THE GLOBAL COMPACT

Apart from the SDGs, this report includes a special mention of the 10 principles of the Global Compact. The 10 principles are detailed below, with an indication of where in the report each is referred to.

HUMAN RIGHTS

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.	See "Information on Profit projects"
Principle 2	Businesses must make sure they are not complicit in human rights abuses.	

LABOR STANDARDS

Principle 3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	See "Information on People projects"
Principle 4	Businesses should support the elimination of all forms of forced and compulsory labor.	
Principle 5	Businesses should support the effective abolition of child labor.	
Principle 6	Businesses should support the elimination of discrimination in respect of employment and occupation.	

THE ENVIRONMENT

Principle 7	Business should support a precautionary approach to environmental challenges.	See "Information on Planet projects"
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	

ANTI-CORRUPTION

Principle 10	Business should work against corruption in all its forms, including extortion and bribery.	See "Information on Profit projects"
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IMPACT ASSESSMENT AND DUE DILIGENCE



The Sustainability Committee is responsible for assessing the organization's impacts. To this end, it coordinates the identification of these impacts in collaboration with the heads of the different operational departments. Subsequent coordination and evaluation are carried out by a team of experts in environmental diagnosis.

This diagnosis has been conducted using a GAP analysis methodology, which allows identifying the gap between the current information security organization in the company and the recognized best practices in the industry. This is done for the preparation of the environmental issues section of this report, in compliance with the new Law 11/2018, of December 28, on Non-Financial Information and Diversity.

SCOPE

The scope of this diagnosis is based on the integration principles used for financial consolidation, considering data from the entire organization. The diagnosis covers the entirety of the Fitó Group.

ANALYSIS AND CALCULATION METHODOLOGY

The methodology used for the analysis of Semillas Fitó's results during the preparation of this Non-Financial Report was as follows:

1. Definition of the environmental aspects defined in Law 11/2018
 1. Pollution
 2. Circular economy and waste prevention and management
 3. Sustainable use of resources
 4. Climate change
 5. Protection of biodiversity
2. Identification of the activities carried out in each of the seed supply programs that generate impacts on this environmental aspect, as well as its typology. A total of 9 risks (R) have been identified out of a total of 11 activities (Act) that generate impact:
 - R1 - Environmental risk from emission of gases derived from the use of fossil fuel
 - R2 - Environmental risk from chemical spills
 - R3 - Environmental risk from emission of particles derived from seed treatment
 - R4 - Environmental risk from noise from machinery on the premises
 - R5 - Environmental risk from inadequate lighting on the premises
 - R6 - Environmental risk from non-compliance with environmental regulations
 - R7 - Environmental risk from inadequate management of hazardous and non-hazardous waste
 - R8 - Environmental risk from emissions of substances derived from agricultural production
 - R9 - Environmental risk from the use of materials in the packaging process
 - Act. 1 - Transportation of employees
 - Act. 2 - Sowing and integrated crop management
 - Act. 3 - Crop protection
 - Act. 4 - Seed protection
 - Act. 5 - Seed production
 - Act. 6 - Seed heating and drying
 - Act. 7 - Seed treatment
 - Act. 8 - Seed processing
 - Act. 9 - Laboratory analysis
 - Act. 10 - Administration, management and product distribution

3. Evaluation of the degree of risk of the environmental impact (compatible, moderate, severe and critical) estimated based on the methodology collected in the scientific reference literature for environmental impact assessments (Evaluación de Impacto Ambiental; Domingo Gómez-Orea; ISBN 9788484766438), which distinguishes four impact categories in terms of the degree of risk:

- **Compatible environmental impact:** One that has a recovery that is immediate after cessation of the activity, and does not require protective or corrective practices.
- **Moderate environmental impact:** One that has a recovery that does not require intensive protective or corrective practices, and in which the achievement of initial environmental conditions requires some time.
- **Severe environmental impact:** One in which the recovery of environmental conditions requires the adequacy of protective or corrective measures, and in which, even with these measures, recovery requires a long period of time.
- **Critical environmental impact:** One that has a magnitude that is greater than the acceptable threshold. This causes a permanent loss of the quality of environmental conditions, with no possible recovery, even with the adoption of protective or corrective measures.

A checklist is the simplest way to identify impacts. It consists of making a list of possible impacts (risks) arising from the actions of the organization's processes and analyzing whether they are compatible, moderate, severe or critical using an attribute table.

To carry out this quantitative assessment, the impact incidence (or risk incidence) is calculated using the following formula:

<p>+ Intensity (IN)</p> <p>+ Extent (E)</p> <p>+ Moment (MO)</p> <p>+ Periodicity (PR)</p> <p>+ Reversibility (RV)</p> <p>+ Recoverability (RC)</p> <p>+ Accumulation (A)</p> <p>+ Effect (EF)</p> <p>+ Persistence (P)</p> <hr/> <p>INCIDENCE (I)</p>	<p>SIGN Beneficial impact: + Detrimental impact: -</p> <p>EXTENT (E) Exceptional: 1 Partial: 2 Extensive: 4 Total: 6 Critical: +4</p> <p>PERSISTENCE (P) Brief: 1 Temporary: 2 Permanent: 4</p> <p>RECOVERABILITY (RC) Recoverable immediately: 1 Recoverable in the medium term: 2 Mitigable: 4 Recoverable in the long term: 6 Irrecoverable: 8</p> <p>MOMENT (MO) Long term: 1 Medium term: 2 Immediate: 4 Critical: +4</p>	<p>ACCUMULATION (A) Simple: 1 Cumulative: 3 Synergic: 6</p> <p>INTENSITY (IN) Low: 1 Medium: 4 High: 4 Very high: 6 Total: 10</p> <p>REVERSIBILITY (RV) Short term: 1 Medium term: 2 Long term: 3</p> <p>PERIODICITY (PR) Aperiodic or discontinuous: 1 Periodic: 2 Continuous: 4</p> <p>EFFECT (EF) Direct: 3 Indirect secondary: 2 Indirect tertiary: 1</p>
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Where each attribute means:

SIGN:

- Positive: when the impact is beneficial.
- Positive: when the impact is detrimental.

ACCUMULATION (A): The severity is measured from the moment when the impact starts to occur until it ends.

- **1.** Simple: the impact severity does not worsen over time.
- **6.** Synergic: if the impact occurs at the same time as another impact, its severity is multiplied. For example: a pollutant spilled into the water together with an increase in temperature will cause the pollution to multiply in severity.
- **3.** Cumulative: when an impact occurs and progressively worsens over time. For example: when a spill occurs, it will produce more reactions with the environment over time (without the need for more spills).

EXTENT (E): The area covered by the effect caused by the impact in the project area.

- **1.** Exceptional: < 10%
- **2.** Partial: 10 -25%
- **4.** Extensive: 25- 75%
- **6.** Total: + 75%

INTENSITY (IN): Intensity of modification. How it will modify the environment. Not to be confused with extent.

- **1.** Low
- **2.** Medium
- **4.** High
- **6.** Very high
- **10.** Total
- For example: The impact may affect 100% of the body water (total extent), but the pollution produced is low, i.e., it modifies or minimally damages.

PERSISTENCE (P): From the moment the effect begins to manifest until it disappears, or not. The time the effect lasts until it is mitigated.

- **1.** Brief: <1 year
- **2.** Temporary: 1-5 years
- **4.** Permanent: + 5 years

REVERSIBILITY (RV): When the system is capable of returning to a state similar to the previous one by itself, without having to resort to corrective measures.

- **1.** Short term: < 1 year
- **2.** Medium term: 1-5 years
- **3.** Long term: 5-10 years
- **4.** Irreversible: + 10 years

RECOVERABILITY (RC): When the system is able to return to a state similar to the previous one, through the implementation of corrective measures. Time in which the system recovers.

- **1.** Recoverable immediately: <1 year
- **2.** Recoverable in the medium term: 1-5 years
- **6.** Recoverable in the long term: 5-10 years
- **8.** Irrecoverable: + 10 years
- **4.** Mitigable: When an additional measure reduces the effect, i.e., downgrades it (to one of those previously mentioned in this section).

PERIODICITY (PR): The frequency at which the effect of that impact occurs.

- **1.** Discontinuous: The effect manifests itself unpredictably.
- **2.** Periodic: The effect manifests itself in a cyclical or recurrent way.
- **4.** Continuous: The effect manifests itself constantly over time.

MOMENT (MO): Time elapsed from the application of the action until the effect begins to manifest.

- **4.** Immediate: < 1 year
- **2.** Medium: 1-5 years
- **1.** Long: > 5 years

EFFECT (EF): It evaluates the nature of the effect with respect to the component's degree of alteration.

- **3.** Direct: Its effect has an immediate impact on some environmental factor.
- **2.** Indirect primary: When the impact is the result of interdependencies between actions on the environment.
- **1.** Indirect secondary.

Impact assessment and due diligence

RISKS	LAW INDICATOR 11/2018	ACTIVITIES THAT GENERATE IMPACT	IMPACT	GRI STANDARD	RISK ASSESSMENT	MANAGEMENT ACTION IN THE SUSTAINABILITY PLAN
R1: Environmental risk from emission of gases derived from the use of fossil fuel R2: Environmental risk from chemical spills	Pollution (CO ₂ emissions)	<ul style="list-style-type: none"> • Transport • Sowing and integrated crop management • Seed heating and drying 	Greenhouse gas emissions (GHG)	302 305	Compatible	12. Improve waste management 13. Measures to mitigate the environmental impact of the organization 14. Efficient phytosanitary management on farms
R3: Environmental risk from emission of particles derived from the seed treatment	Pollution (other causes)	<ul style="list-style-type: none"> • Seed treatment 	Other emissions	307	Moderate	6. Promote healthy work environments 12. Improve waste management 17. Implementation of more efficient and cleaner technologies
R4: Environmental risk due to noise from machinery on the premises R5: Environmental risk from non-compliance with environmental regulations	Pollution (noises)	<ul style="list-style-type: none"> • Seed processing 	Alteration of ecological interactions	307	Compatible	6. Promote healthy work environments 7. Carry out the company's activity in a way that is faithful to its values 17. Implementation of more efficient and cleaner technologies
R6: Environmental risk from inadequate lighting on the premises	Pollution (light)	<ul style="list-style-type: none"> • Seed processing 	Alteration of ecological interactions	2 302	Compatible	7. Carry out the company's activity in a way that is faithful to its values
R7: Environmental risk from inadequate management of hazardous and non-hazardous waste	Circular economy (waste)	<ul style="list-style-type: none"> • Crop protection • Seed protection • Laboratory analysis • Administration and management 	Resource depletion	306	Moderate	12. Improve waste management 14. Efficient phytosanitary management on farms
R8: Environmental risk from emissions of substances derived from agricultural production R5: Environmental risk from non-compliance with environmental regulations R9: Environmental risk from the use of packaging materials	Climate change (emissions generated as a result of the company's activities)	<ul style="list-style-type: none"> • Seed production • Product distribution 	Resource depletion	301 303 303	Compatible	7. Carry out the company's activity in a way that is faithful to its values 10. Incorporate sustainability criteria in the choice of products (packaging, gadgets, etc.) and processes (travel, digitalization, etc.) 12. Improve waste management 13. Measures to mitigate the environmental impact of the organization 14. Efficient phytosanitary management on farms 17. Implementation of more efficient and cleaner technologies
R8: Environmental risk from emissions of substances derived from agricultural production R5: Environmental risk from non-compliance with environmental regulations R4: People's safety and health risk from noise from machinery on the premises R6: People's safety and health risk from inadequate lighting on the premises	Protection of biodiversity	<ul style="list-style-type: none"> • Seed production • Seed processing 	Alteration of ecological interactions	304	Compatible	14. Efficient phytosanitary management on farms 12. Improve waste management 13. Measures to mitigate the environmental impact of the organization 17. Implementation of more efficient and cleaner technologies 7. Carry out the company's activity in a way that is faithful to its values 6. Promote healthy work environments

Table 1. Relationship between methodology used and analysis of results at the Fitó Group. Source: GRI standards, Law 11/2018 INF, drafted by the company

RISKS	QUANTITATIVE IMPACT ASSESSMENT											SIMPLE INCIDENT	
	Sign	A	E	IN	P	RV	RC	PR	MO	EF	Non-standardized	Standardized	
R1 - Environmental risk from emission of gases derived from the use of fossil fuel	-	1	2	2	2	2	2	4	1	3	19	0.25	
R2 - Environmental risk from chemical spills	-	3	4	4	4	3	2	4	2	2	28	0.48	
R3 - Environmental risk from emission of particles derived from seed treatment	-	3	2	1	4	2	4	2	1	3	22	0.33	
R4 - Environmental risk from noise from machinery on the premises	-	1	2	2	2	4	4	2	1	1	19	0.25	
R5 - Environmental risk from inadequate lighting on the premises	-	1	2	2	4	2	4	2	1	1	19	0.25	
R6 - Environmental risk from non-compliance with environmental regulations	-	1	4	4	2	2	2	1	1	1	18	0.23	
R7 - Environmental risk from inadequate management of hazardous and non-hazardous waste	-	3	4	2	4	4	4	2	2	3	28	0.48	
R8 - Environmental risk from emissions of substances derived from agricultural production	-	3	2	1	2	2	2	2	1	1	16	0.18	
R9 - Environmental risk from the use of materials in the packaging process	-	3	2	1	2	2	2	4	1	1	18	0.23	

Table 2. Environmental risk assessment the Fitó Group. Source: "Evaluación de Impacto Ambiental", Domingo Gómez-Orea, ISBN 9788484766438

Compatible	9 to 19	0 to 0.25
Moderate	19 to 29	0.25 to 0.50
Severe	29 to 39	0.50 to 0.75
Critical	39 to 49	0.75 to 1

CRIMINAL COMPLIANCE MANAGEMENT SYSTEM

Within the framework of the organization's commitment to regulatory compliance and the promotion of an ethical and responsible culture, during the 2024 fiscal year the Criminal Compliance Management System has continued to be strengthened, aligned with the provisions of the Spanish Criminal Code regarding the criminal liability of legal entities.

As part of this process, a systematic assessment of the criminal risks inherent to the company's activity has been carried out. This assessment was performed using the IAV RRPP methodology (Identification, Analysis, and Evaluation of Criminal Liability Risks for Legal Entities), which allows for a structured identification of relevant crimes, assessment of their likelihood of occurrence, and the consequences that could arise if they materialize.

Based on this assessment, the most relevant criminal risks inherent to the organization have been identified and prioritized, with particular emphasis on the following:

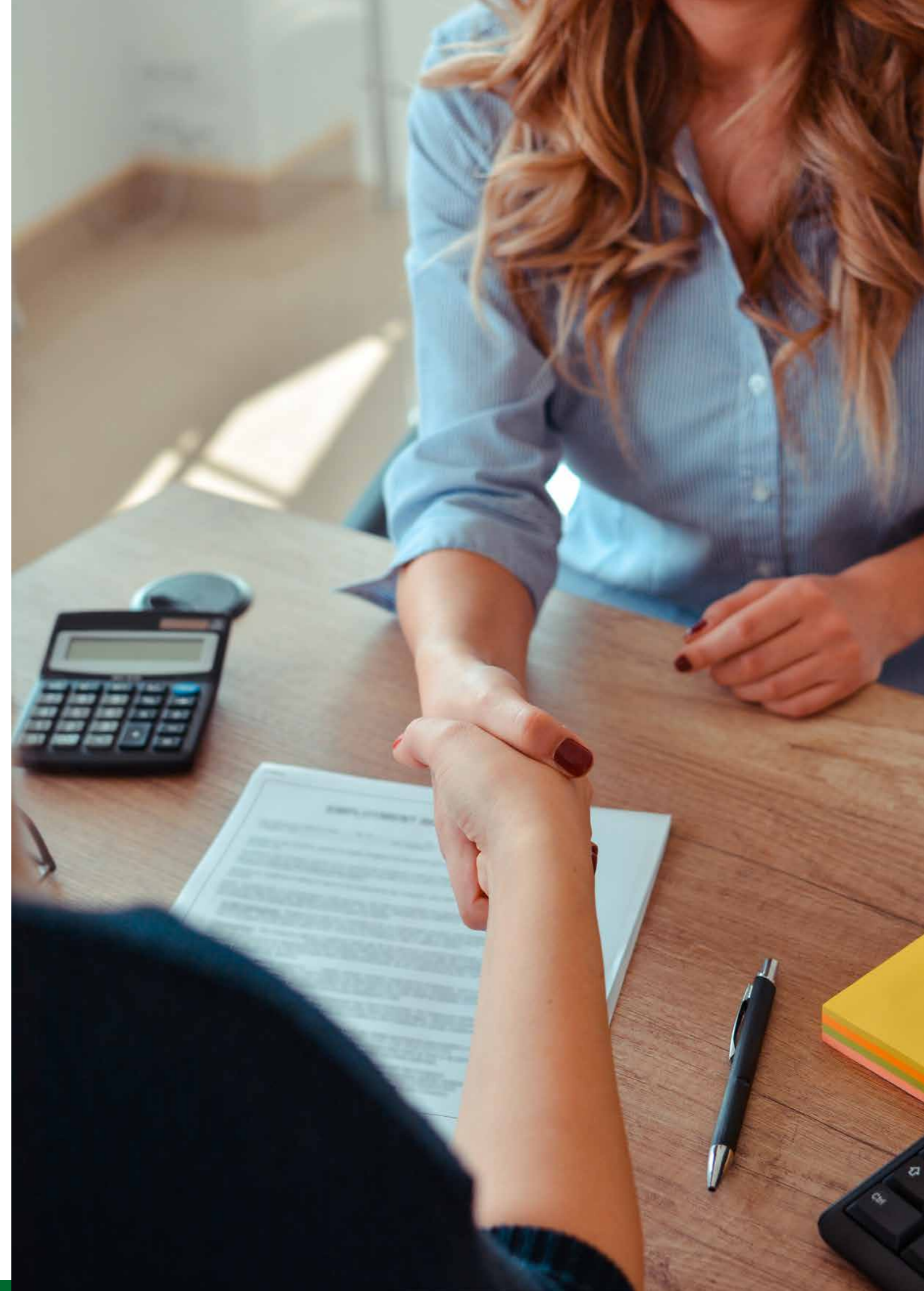
- **Corruption in business (Art. 286 bis) and Bribery (Art. 427 bis)**, both identified as the most significant risks due to the sensitivity of international commercial activities.
- **Crimes against the rights of foreign citizens (Art. 318 bis.5)**, given the presence of personnel of different nationalities and cross-border movements.
- **Fraud (Art. 251 bis)**, especially relevant in the context of contractual and commercial relationships.
- **Environmental crimes (Art. 328), influence peddling (Art. 430), and smuggling (Organic Law 12/1995)**, related to compliance with environmental and customs regulations.
- Other identified risks include crimes against industrial property, urban planning crimes, public health offenses, computer crimes, money laundering, among others.

In total, 33 crimes classified as potential sources of criminal liability for legal entities, as well as related offenses, have been evaluated, enabling the organization to establish a **criminal risk matrix** and design prevention, detection, and response measures tailored to each risk profile.

Among the implemented measures, the following stand out:



- **The update of the Code of Ethics**, clearly outlining the ethical principles and conduct rules applicable, especially regarding the risks inherent to the organization's activity. This document acts as a reference framework for the responsible behavior of all personnel.
- **The strengthening of internal controls** through the review and updating of procedures, as well as the development of new specific policies to mitigate the identified criminal risks.
- **The conducting of specific training sessions** on criminal compliance, aimed at teams with the highest exposure to identified risks.
- **The active involvement of the Compliance Officer**, responsible for supervising the system's effectiveness, proposing improvements, and acting as a channel for consultation and advice on compliance matters.

This work has not only ensured compliance with current legal requirements but has also advanced towards a more integral, responsible, and sustainable management model, thereby strengthening trust in the organization from its business and social environment.



ASSURANCE

INDEPENDENT ASSURANCE REPORT

Non-Financial Information Verification Disclosure

AENOR verification Disclosure for

PRODUCTOS HORTÍCOLAS FITÓ, S.L.


concerning the consolidated disclosure of non-financial information

Memoria Anual 2024


according to law 11/2018

for the period ending on December 31, 2024


In Madrid July 10, 2025



Rafael García Meiro
CEO



AENOR CONFIA S.A.U. C/ GÉNOVA 6, 28004 MADRID
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PRODUCTOS HORTÍCOLAS FITÓ S.L. (hereinafter the organization) with registered office at: Cl Selva De Mar 111 08019 - Barcelona - (BARCELONA) has commissioned AENOR to carry out a verification under a limited level of assurance of its Disclosure of Non-Financial Information (hereinafter NFIS) in accordance with Law 11/2018 amending the Commercial Code, the revised text of the Law on Corporations approved by Royal Legislative Decree 1/2010 of 2 July and Law 22/2015 of 20 July on the Auditing of Accounts, with regard to non-financial information and diversity (hereinafter Law 11/2018).

As a result of the verification carried out, AENOR issues this Disclosure, of which the verified NFIS forms part. The Declaration is only valid for the purpose entrusted and reflects only the situation at the time it is issued.

The purpose of the verification is to provide the interested parties with a professional and independent opinion about the information and data contained in the organization's NFIS, prepared in accordance with Law 11/2018.

Responsibility of the organization. The organization was responsible for reporting its non-financial information status in accordance with Law 11/2018. The formulation and approval of the NFIS, as well as its content, is the responsibility of its Governing Body. This responsibility also includes designing, implementing and maintaining such internal control as is deemed necessary to ensure that the NFIS is free from material misDisclosure due to fraud or error, as well as the management systems from which the information required for the preparation of the NFIS is obtained. The organisation, in accordance with the commitment formally undertaken, has informed AENOR that no events have occurred, from the date of the close of the financial year reported in the non-financial report until the date of verification, that might require corrections to be made to the report.

Verification program in accordance with ISO/IEC 17029:2019 AENOR. in accordance with the aforementioned Act, has carried out this verification as an independent provider of verification services. The verification has been developed under the principles of "evidence-based approach, fair presentation, impartiality, technical competence, confidentiality, and accountability" required by the international standard ISO/IEC 17029:2019 "Conformity assessment - General principles and requirements for validation and verification bodies".

Likewise, in the verification program, AENOR has considered the international requirements of accreditation, verification or certification corresponding to the information matters contemplated in the Law:

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- European Regulation EMAS (Environmental Verification)
- SA 8000 (international labour principles and rights in accordance with the ILO (International Labour Organization), the Universal Declaration of Human Rights and the Convention on the Rights of the Child. SAAS Procedure 200)
- Environmental Management System (ISO 14001).
- Social Responsibility Management System. IQNet SR 10 and SA8000 schemes
- Quality Management System (ISO 9001).
- Energy Management System (ISO 50001).
- Occupational Health and Safety Management System (ISO 45001).

Additionally, the criteria and information that have been taken into account as a reference to carry out the Verification Program have been:

- 1) Law 11/2018 of 28 December, which amends the Commercial Code, the revised text of the Companies Act approved by Royal Legislative Decree 1/2010 of 2 July, and Law 22/2015 of 20 July on the Auditing of Accounts, with regard to non-financial information and diversity.
- 2) Directive 2014/95/EU of the European Parliament and Council of 22 October 2014 amending Directive 2013/34/EU as regards the disclosure of non-financial information and diversity reporting by certain large companies and certain groups.
- 3) Communication of the European Commission 2017/C 215/01, Guidelines on non-financial reporting (methodology for non-financial reporting)
- 4) the international standard ISO/IEC 17029:2019 Conformity assessment - General principles and requirements for validation and verification bodies
- 5) The criteria established by the global sustainability reporting initiative in the GRI standards where the organisation has opted for this recognised international framework for disclosure of information relating to its corporate social responsibility performance

AENOR expressly disclaims any liability for decisions, investment or otherwise, based on this Declaration.

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During the verification process carried out, under a limited level of assurance, AENOR conducted interviews with the personnel in charge of compiling and preparing the Report and reviewed evidence relating to:

- Activities, products and services provided by the organization.
- Consistency and traceability of the information provided, including the process followed to collect it, sampling information about the reported.
- Completion and content of the disclosure of non-financial information in order to ensure the completeness, accuracy and veracity of its content.
- Letter of Disclosures from the Administrative Body.

The conclusions are therefore based on the results of this sample process, and do not absolve the Organization of its responsibility for compliance with applicable legislation.

The personnel involved in the verification process, the review of findings and the decision to issue this Disclosure have the knowledge, skills, experience, training, supporting infrastructure and capacity to effectively carry out these activities.

CONCLUSION

Based on the foregoing, in our opinion, there is no evidence to suggest that non-financial information included in the statement titled 'Memoria Anual 2024', published as a document included in annual Financial Directors' report and for information concerning the reporting period, year ended December 31, 2024, does not provide accurate information on the performance of PRODUCTOS HORTÍCOLAS FITO S.L. and subsidiaries consolidated in the non-financial report, in terms of social responsibility content required by Law 11/2018 regarding environmental, social and personnel issues, including the management of equality, non-discrimination and universal accessibility, human rights, the fight against corruption and bribery, and diversity, except for the following information, which is not reported: main risks related to the group's activities (except for environmental risks); consumption of raw materials (biological plant protection products, reported data that could not be verified); significant GHG emissions (the calculation does not include the use of diesel from fixed centers located abroad); total number and distribution of employees by sex, age, country, and professional classification (including freelancers and temporary employment agencies as employees); remuneration; salary gap; work-related disconnection policies; measures to facilitate work-life balance; health and safety conditions at work (except for Semillas FITO SAU); work-related accidents, particularly their frequency and severity (reported data that could not be verified); percentage of

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employees covered by a collective agreement by country; balance of collective agreements; total number of training hours broken down by professional category; universal accessibility for people with disabilities; Measures adopted to promote equal treatment and opportunities between women and men; Inclusion of social, gender equality, and environmental issues in procurement policies; Supplier monitoring and audit systems and their results; Tax information (profits earned country by country; taxes paid on profits; public subsidies received).

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LETTER OF REPRESENTATION

Carta de manifestaciones del órgano de administración de Grupo Productos Hortícolas Fitó S.L.

Dª Elisabet Fitó Baucells, Directora Corporativa, como representante del Órgano de Administración de Grupo Productos Hortícolas Fitó S.L., en relación con la verificación del contenido del Estado de Información no Financiera (EINF) correspondiente al ejercicio 2025 encargada a AENOR, a efectos de valorar su adecuación con lo establecido en la Ley 11/2018, de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad, en adelante Ley 11/2018, por la presente les manifestamos que, según nuestro leal saber y entender:

1. El Órgano de Administración es responsable del contenido y formulación del EINF y de su conformidad con lo establecido en la Ley 11/2018.
2. Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considera necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error, así como los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF referido a cuestiones medioambientales, sociales, relativas al personal, al respeto de los derechos humanos y a la lucha contra la corrupción y el soborno.
3. El EINF contiene información adecuada sobre los aspectos respecto de los que existen más probabilidades de que se materialicen los principales riesgos de efectos graves, junto con los aspectos respecto de los que dichos riesgos ya se han materializado. Los riesgos de efectos adversos se refieren tanto a las actividades propias como a las que pueden estar vinculados a nuestras actividades.
4. Toda la Información relevante para los grupos de interés ha sido reflejada fielmente en el EINF.
5. Se ha proporcionado a AENOR toda la información necesaria y acceso al personal, para evaluar la conformidad del EINF, para comprender la evolución, los resultados y la situación de la organización, y el impacto de su actividad respecto a cuestiones medioambientales y sociales, al respeto de los derechos humanos y a la lucha contra la corrupción y el soborno, así como relativas al personal, incluidas las medidas que se han adoptado para favorecer el principio de igualdad de trato y de oportunidades entre mujeres y hombres, la no discriminación e inclusión de las personas con discapacidad y la accesibilidad universal.
6. No se han producido, desde la fecha de cierre del ejercicio reportado en el EINF hasta la fecha de la verificación, ningún acontecimiento que pudiera suponer la necesidad de realizar correcciones al informe.

En Barcelona, a 30 de Mayo de 2025



Fdo: D./Dña. Elisabet Fitó Baucells

R-DTC-975.00





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