



ANNUAL REPORT 2022



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1. LETTER FROM THE MANAGEMENT TEAM

COMMITMENT TO
SUSTAINABILITY



Dear reader,

This report covers all the actions, intentions and aims of the Productos Hortícolas Fitó business group - owner of Semillas Fitó and all its subsidiaries - providing a clear reflection of the company's genuine commitment to sustainability.

Fortunately, over the last few decades, the pressure and demands placed on companies in terms of economic, social and environmental sustainability have gradually increased. Since

OUR PURPOSE

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

the approval in 2015 of the 17 Sustainable Development Goals by the United Nations, people are becoming more and more aware that achieving the social and environmental goals which currently occupy the agendas of governments can only be achieved through the joint efforts of all the agents involved,

including administrations, civil society and the private sector.

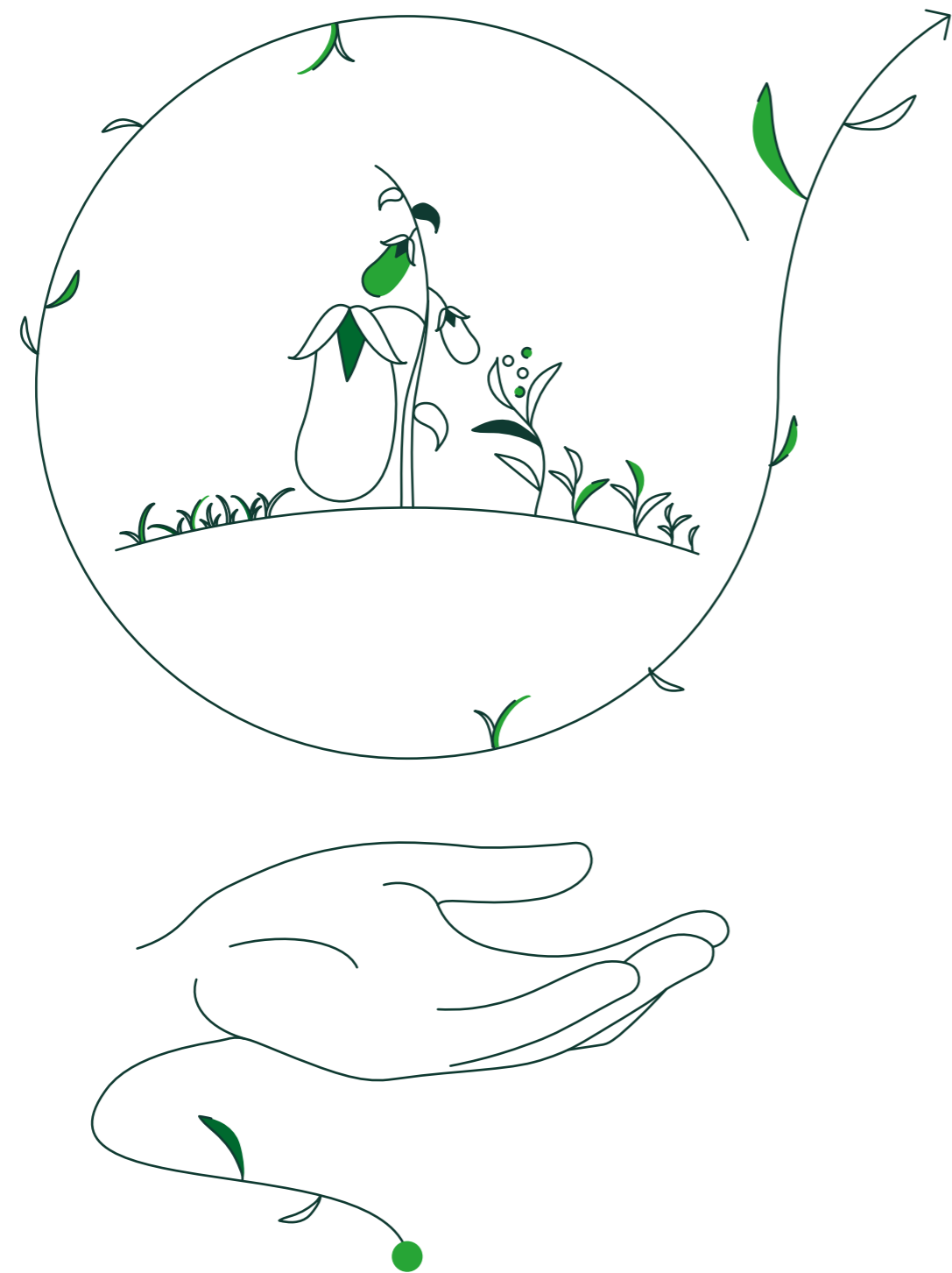
We at Semillas Fitó have accepted this challenge. The purpose of the company was redefined by its owners, and validated by its Management team, in 2021 and it has been conveyed to the entire organization during 2022. This verbalization has very explicitly highlighted the company's commitment to holistic sustainability.

Our purpose, the reason for which we work day to day, is a desire to create sustainable wealth. We understand wealth as being everything that has value (economic and social) and sustainable as being something that endures over time.

I hope you enjoy reading this report as much as we have enjoyed writing it.

Warm regards,

Elisabet Fitó
Director of Corporate



2. ABOUT THIS REPORT



SCOPE AND COVERAGE

Regarding its scope and coverage, this report presents all relevant data from the group's operations and R&D centres, both national and international. This will provide the reader with a clear picture of the group's worldwide activity in 2022. The group has 7 national and 5 international centres. In those specific points where only the data for Spain has been included rather than for all the subsidiaries for one reason or another, this is explicitly stated.

METHODOLOGY

In terms of methodology, the report details the various actions implemented in order to achieve the targets of the SDGs, following the principles of the Global Compact. To quantify the impact of these actions, the reference measurement system based on GRI indicators is used.

PURPOSE

This annual report is the sixth integrated report published by **Grupo Productos Hortícolas Fitó, S.L** (hereinafter PHF), and is for the year 2022 and the situation of the PHF group as of 31 December 2022. Any additional information, queries, suggested improvements or comments can be sent to: sustainability@semillasfito.com

The main purpose is to clearly and visually present all those activities that PHF has carried out during 2022, at least from a social, environmental and governance point of view.

This report is aimed at complying with **Law 11/2018 on Non-Financial Information and Diversity (LINF)**, which was definitively published in the Official State Gazette (BOE) in 2018, and which requires all companies with a certain volume of turnover and/or number of workers to disclose the actions they have carried out in the current year regarding five issues: Environment, Corporate and staff issues, Respect for human rights, Fight against corruption and bribery, Society. This report was prepared in accordance with the GRI Standards: core option. The disclosure of these actions contributes to measuring, supervising and managing the performance of companies and their impact on society. Additionally, the information included in the non-financial information statement will be assured by an independent provider of assurance services, in our case, DPMC. All companies within the PHF group, including Semillas Fitó, are the subjects of the information provided in this report.

Even before the entry into force of Law 11/2018, Semillas Fitó used to publish its annual report which included the main milestones achieved during the previous year. This information can be consulted on the Semillas Fitó website (www.semillasfito.com).



The 17 Sustainable Development Goals (SDGs) approved by the United Nations in 2015.



The 10 principles of the Global Compact.



The Sustainability Reporting Guidelines of the **Global Reporting Initiative (GRI)**, in particular in the section on environmental issues.

As a result, the direct and indirect contribution of the group to the achievement of the sustainable development goals at a global level are presented in a schematic manner.

This methodology has been chosen in all cases to enable the reader to compare the metrics presented in the report with those of the sector or other companies, a particular requirement of Law 11/2018.

PRINCIPLES OF PREPARATION

This report has been prepared taking into account the requirements established by Law 11/2018, which modifies the Commercial Code on non-financial information and diversity. The sustainability reporting guidelines of the Global Reporting Initiative (GRI), have been used as a reference framework.

This report complies with the Principles for preparing sustainability reports, fundamental for the purposes of transparency, and therefore has been prepared in accordance with the GRI Standards:

- **Inclusion of stakeholders:** the different stakeholders of the company, both internal and external, have been directly involved in helping identify and verify the main material aspects, through interviews and specific surveys. The PHF group's stakeholders are comprised of the following: customers, shareholders, community and staff.
- **Sustainability context:** the report indicates how the organization contributes to the improvement or deterioration of economic, environmental, social and governance conditions at a local, regional and international level. The report aims to present the performance of the organization in the broader context of sustainability.
- **Materiality:** to prepare this report, a materiality analysis has been carried out in accordance with GRI standards, explained in detail in the following section of this report. The report seeks to address those aspects that have a substantial influence on the evaluations and decisions of the stakeholders.
- **Completeness:** the methods used to gather information ensure that the data collected includes the results of all entities which have some form of impact.

Regarding the Quality Principles applied in this report, also defined by the GRI standards, it is worth highlighting the clarity and integrity of the information provided, making it more accessible to the stakeholders involved.

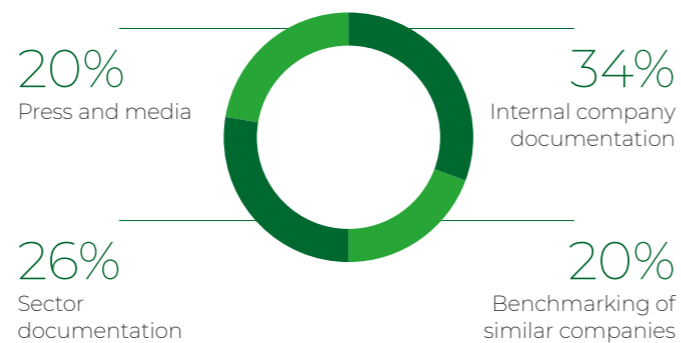
MATERIALITY MATRIX

Companies should explain how they have determined what information is material and the criteria and methodology used. **To define which SDGs and targets the company should address, a materiality analysis** was carried out by the Institut Cerdà de Catalunya.

This involved a study of the sustainability policies and actions currently carried out by Semillas Fitó and an external sustainability diagnosis, in which the company's stakeholders participated (Customers, Community, Staff and Shareholders), the so-called materiality matrix.

Phase 1. Identification of material aspects

1. Identification of material aspects based on the analysis.



2. Preparation of the preliminary list of material aspects.

Phase 2. Verification by the agents

1. Interviews with company management.
2. Interviews with the company's key stakeholders.

Phase 3. Materiality matrix

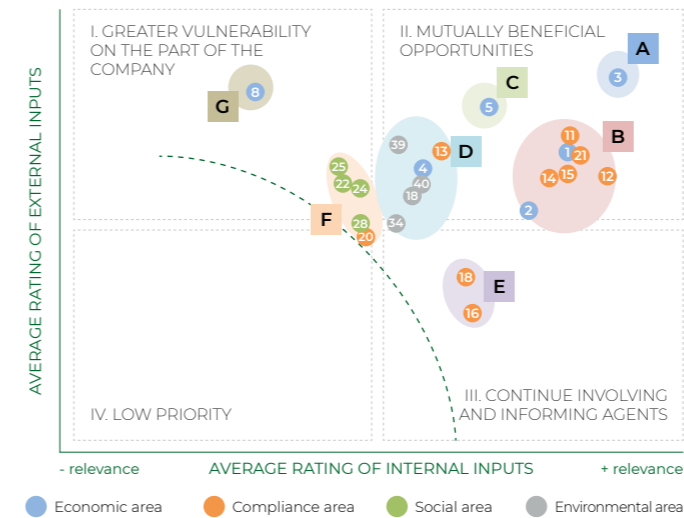
1. Weighting of the different sources of information.
2. Preparation of the materiality matrix.

Phase 4. Prioritization of aspects and final matrix

1. Analysis of the results of the materiality matrix.

Materiality refers to the importance of an aspect for an organization. This matrix plots the aspects that are considered important by stakeholders and by the company itself, according to the significance to both; based on the assessment of the different material aspects by internal and external agents and from the interviews and documentary analysis carried out in the first and second phase of the project.

Materiality matrix



- A** **Product and service quality**
Very high rating by internal inputs (INT) and external inputs (EXT)
- B** **Value creation, image and working conditions of the company**
Very high rating by INT and high by EXT
- C** **Innovation in agriculture**
High rating by INT and very high by EXT
- D** **Transparency and environmental sustainability of the company**
High rating by INT and EXT
- E** **Communication and talent management**
High rating by INT and average by EXT
- F** **Relationship with the environment and social commitment of the company**
Higher rating by EXT than by INT
- G** **Nutrition and food safety of products**
Average rating by INT and very high by EXT

Based on this materiality matrix **7 groups of material aspects were identified**; related to the economic, compliance, social and environmental areas; classified according to the degree of relevance according to internal inputs (INT) (horizontal axis of the matrix) and external inputs (EXT) (vertical axis of the matrix).

The **quality of the product and service (A)** aspect is considered the most important by all the agents, both by the company's management and by external stakeholders. It is highlighted as a fundamental aspect, and in some terms also as standing out against the competition, especially in the area of after-sales service. Suppliers highlight that the company works with high-quality products, and customers and product users positively value the quality of the product and the proximity and support offered by the group.

The purpose of this materiality analysis is to identify aspects which the sustainability plan should address, and their relative importance, and to identify the lines of action along which the plan should focus. Therefore, the results obtained through the matrix help **guide the company's sustainability strategy and plan**, ensuring that this reflects the sensitivities, concerns and expectations of the stakeholders, and the trends of the environment in which Semillas Fitó operates.

The materiality analysis has helped to reveal the **perception of the company** that both internal agents and external stakeholders have, to identify the **material aspects** considered by all of them to be most relevant, and obtain their **opinion** on the material aspects identified; with the aim of defining possible **lines of work** to be included in the company's sustainability strategy and plan.

The main lines of work identified from the analysis can then be associated with the disclosed material aspects.

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 5 Innovation in agriculture 8 Nutrition and food safety of products 24 Security of product supply
Workers	Promote a people-centred 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 39 Efficiency in the use of resources
Valencia	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"> 36 Waste management and recycling 4 Sustainability and traceability of the product 38 Water management and quality 17 Adaptation and climate resilience 10 Soil contamination

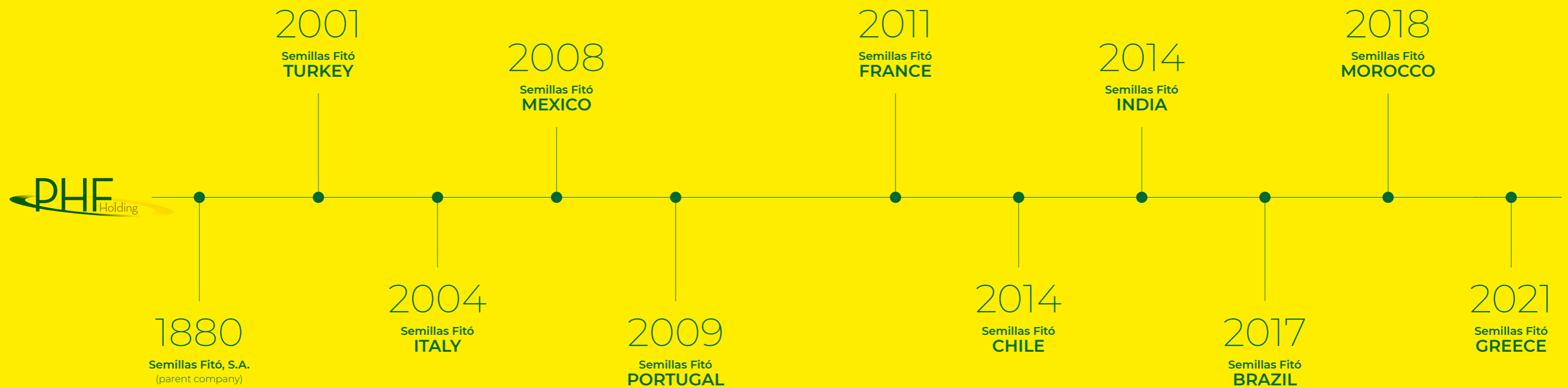


3. ABOUT THE COMPANY

THE PHF GROUP

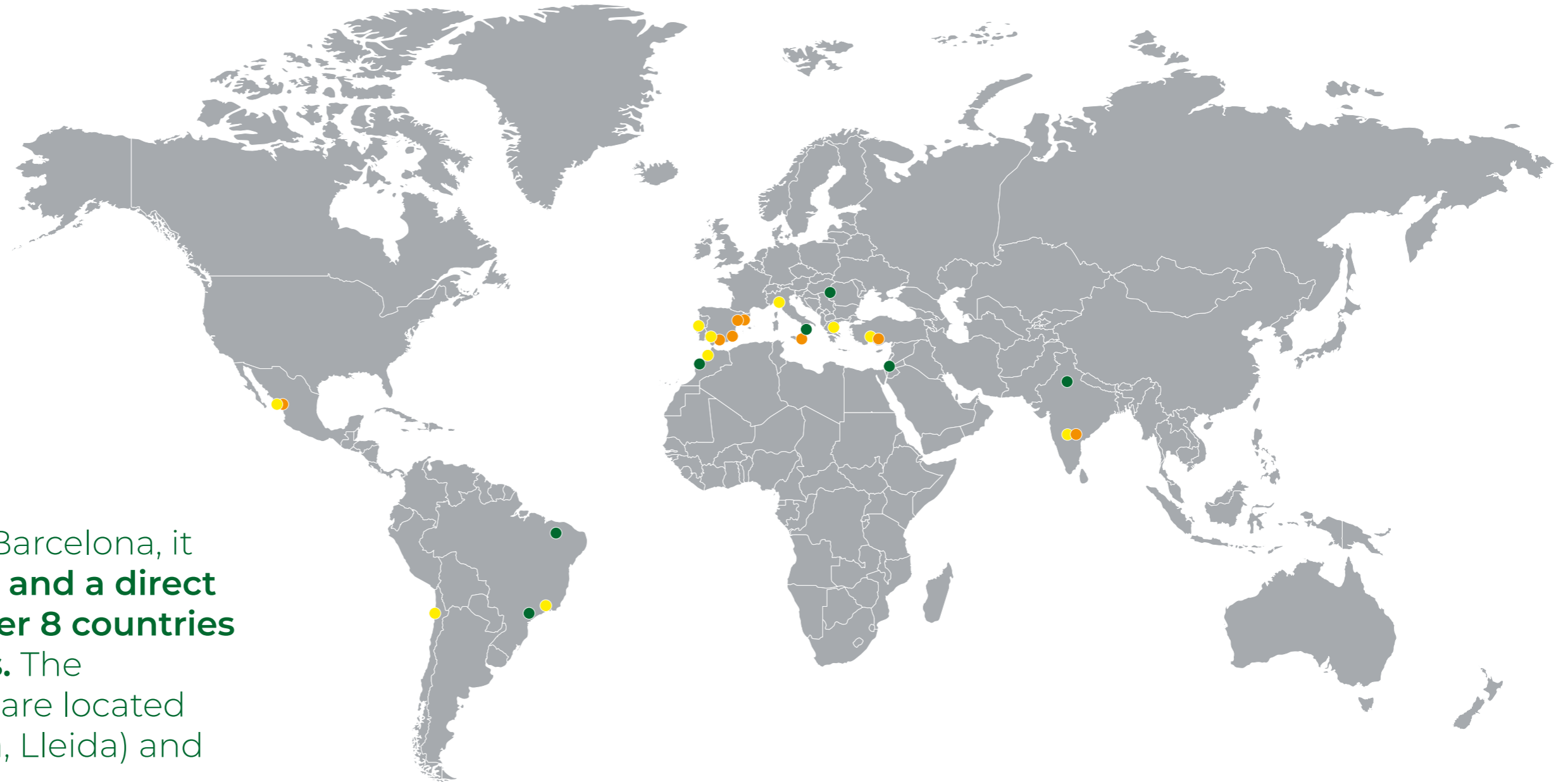
PHF S.L. is the company that owns **Semillas Fitó S.A.** and all its subsidiaries around the world.

The group is comprised of a parent company, based in the Poblenou neighbourhood 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.



The very structure of the company is the greatest proof of its international outlook. The first subsidiary outside of Spain was opened in 2001 in Antalya (Turkey) and, since then, the Group has continued its international expansion throughout four continents.

The internationalization of Semillas Fitó makes it a **global company and brings it closer** to its customers.



Headquartered in Barcelona, it has **10 subsidiaries and a direct presence in another 8 countries on four continents**. The operations centres are located in Spain (Barcelona, Lleida) and Turkey (Antalya).

-
- Subsidiaries
 - Breeding Stations
 - Trial Stations
-

THE PURPOSE

fitó
Tus semillas

WORLD TOUR 2022_23

Ha llegado el momento de volver a vernos.
LET'S GET TOGETHER!

ESPAÑA ALMERÍA 6 DE MAYO DE 2022	CHILE ARICA 29 DE JUNIO DE 2022
ESPAÑA SANT ANDREU DE LLAVANERES 13 DE MAYO DE 2022	TURQUÍA ANTALYA 18 DE OCTUBRE DE 2022
ITALIA ROMA 16 DE JUNIO DE 2022	INDIA BANGALORE 11 NOVIEMBRE DE 2022
ESPAÑA CASES DE BARBENS 21 DE JUNIO DE 2022	MÉXICO CULIACÁN 13 FEBRERO DE 2023

Semillas Fitó announces the new purpose through the **World Tour.**

After the process undertaken by the owners of Semillas Fitó in 2021 to renew the purpose, vision and values of the company, in 2022 the challenging process of conveying this change to all the company's internal employees began.

To remain faithful to the values of Semillas Fitó, this task was carried out through the World Tour, a series of international events in which representatives of the owners met with the company's employees to explain to them first-hand about the new purpose, the process and what it means to the company at all levels.



PURPOSE

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

VISIONS

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:

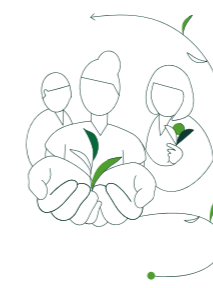
To be the trusted and leading supplier for the amateur market.

VALUES



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



PROFESSIONALISM

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

BUSINESS UNITS

The group works across four business units, classified according to the type of seed:



VEGETABLE SEEDS

The group's main business unit specializes in the development, production and sale of cucurbits (courgette, melon, cucumber, watermelon), Solanaceae (aubergine, tomato, pepper) and large seeds (green beans, broad beans and sweetcorn) in temperate, dry and tropical conditions, both in the field and in the greenhouse.

It has a solid portfolio for its 3 ranges (fresh, industrial and Foodture) based on competitive genetics, excellent promotion, active chain management and strong brand positioning.



FIELD CROPS

Business unit specializing in the development, production and sale of varieties of maize, sunflower, forage and sorghum. It works with 15 segments of maize and 6 of sunflower, which comprise a wide range of very specific products for dry, hot and heat and water stress conditions.



TURF GRASSES

Business unit specializing in offering varietal solutions for the creation and regeneration of green spaces and sports fields in the Euro-Mediterranean region.



HOBBY

Business unit specializing in the sale of a wide range of seeds for the amateur market.

BUSINESS MODEL

PHF 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 group's business model is based on three pillars:

RESEARCH AND DEVELOPMENT

The group invests 29% of its turnover from the vegetable seeds business unit in the R&D programmes that are carried out in the 10 R&D centres that the company has for this business unit. An investment with a knock on effect on human resources, with 45% of the workforce dedicated to research.



PRODUCTION

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



SALE

PHF has an extensive network of expert sales technicians for customers around the world. Other departments such as Customer Service work together with the sales team to ensure direct support and advice is given to customers.



The group works to offer varieties to the agri-food sector:

Productive and disease resistant

Productivity offers greater profitability to farmers, and resistance to diseases allows them to reduce costs, since they need to invest less in plant protection agents.

With uniform and long-lasting fruit

Large retailers look for uniform products that facilitate packaging and that offer durable postharvest performance, so that the fruit can remain in optimal condition on the shelf for longer.

Tasty and authentic

Consumers demand foods that stand out for their flavour or nutritional qualities, that are attractive and that meet their needs.

Moreover, the group offers solutions to global challenges, such as food safety, the reduction of food waste, the reduction of soil contamination and the promotion of healthy and sustainable eating.

fitó Foodture
New concepts for the new consumers

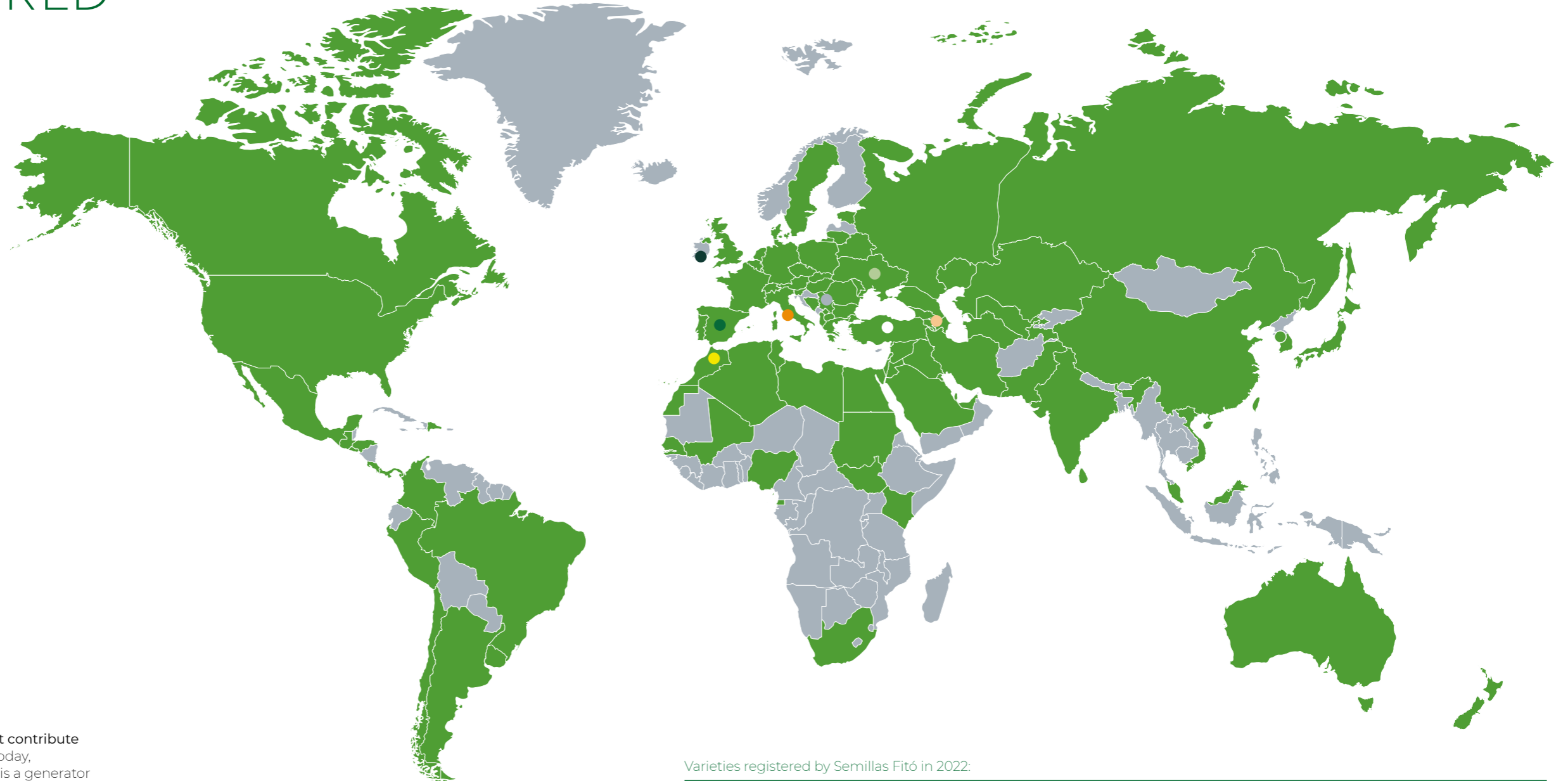
Semillas Fitó is part of a **constantly evolving sector** that needs to be able to **interpret the changing needs of consumers** and transform them into **high value solutions**. This is the reason behind the recent creation of **Fitó Foodture**.

Fitó Foodture is a driver that generates and structures concepts that offer a differential value for all the actors in the chain, through the development of consumer brands.

Semillas Fitó's Foodture department aims to stand out as a **qualitative and differentiating element in the relationship between actors in the chain**, providing differentiated products and protecting margins. To achieve this, it has established a dialogue with farmers, which goes beyond technical and production aspects, and provides them with solutions on issues related to marketing, positioning, access to channels, innovation, differentiation, packaging, and category and quality management, among other things.

Foodture, through an entire team made up of technologists and scientists – experts in consumer markets, developers of categories and business models, experts in innovation and quality, as well as in relations with farmers, consultative selling and access to the market, focuses its efforts on achieving differential varieties based on different sources of added value: improvements in breeding, the implementation of new varieties adapted to the needs of farmers and retailers, the detection of new consumer needs based on new consumption habits, the definition of new categories, etc. All this through continuous investment in R&D and support for categories with brand attributes that defend the position of retailers and empathize with end consumers, by adapting to new consumer trends. **Foodture represents the balance between research, development, innovation and marketing on the one hand, and the needs of farmers, retailers and end consumers on the other.**

VARIETIES: OUR CONTRIBUTION TO THE WORLD



The PHF group provides vegetable varieties that contribute to tackling the difficulties faced by agriculture today, throughout the world, in the firm belief that this is a generator of sustainability.

With this in mind, the group offers farmers a range of varieties that enable them to manage different environmental and/or socioeconomic difficulties with the utmost assurances. For this reason, Semillas Fitó offers **varieties resistant to new plant diseases and with greater economic profitability**, due to their higher yield and lower consumption of fertilizers, plant protection agents and other inputs.

The launch of a plant variety requires a decade long research and development process. **Achieving a new variety that adds value requires the work of multidisciplinary teams. Biotechnologists, geneticists, phytopathologists, breeders and other professionals collaborate closely to achieve new varieties that contribute to a more sustainable agri-food chain. As a result, Semillas Fitó registered 38 new varieties around the world in 2022.**

The development of new varieties is carried out according to the production and consumption zone for which they are intended, to ensure they come with the agronomic characteristics required in each part of the world. Following this premise, the AMA 161769 and CLV 185197 melons can be cited as an example; both comprise a set of attributes that make them resistant to diseases caused by powdery mildew, fusarium and aphids, making them ideal for production in certain regions where these pathogens occur.

Varieties registered by Semillas Fitó in 2022:

VEGETABLE SEEDS

BROAD BEAN

Patricia (EU)
Claro de Luna (outside the EU)
Histol (outside the EU)
Fabiola (EU)

SWEET CORN

SF 1979 (outside the EU)
SF 1379 (outside the EU)

TOMATO

Esturion (EU)
Vardance (EU)
Tronix rootstocks (EU)
Iksir (outside the EU)

MELON

CLV 185197 (outside the EU)
AMA 161769 (outside the EU)
Solemio (outside the EU)
Montiel (EU)
Sikano (EU)
Lemos (outside the EU)
Konsolos (outside the EU)

CUCUMBER

Tialas (outside the EU)
Cadiar (outside the EU)
Bamboo (EU)
Carrera (outside the EU)

PEPPER

Alkyoni (EU)
Barelli (EU)
Rio Cuatro (EU)
SF 549 (outside the EU)
Sharlo (outside the EU)

PARSLEY

Cabrera de Mar (EU)

WATERMELON

Lucinda (outside the EU)

BEAN

Voltran (outside the EU)

FIELD CROPS

TALL FESCUE TURFGRASS
Genius (EU)

MAIZE

FM6902 (outside the EU)
Altamira (outside the EU)
Sagunto (outside the EU)
Livorno (outside the EU)
Abanto (outside the EU)
Sagunto (outside the EU)
Volos (outside the EU)

ALFALFA

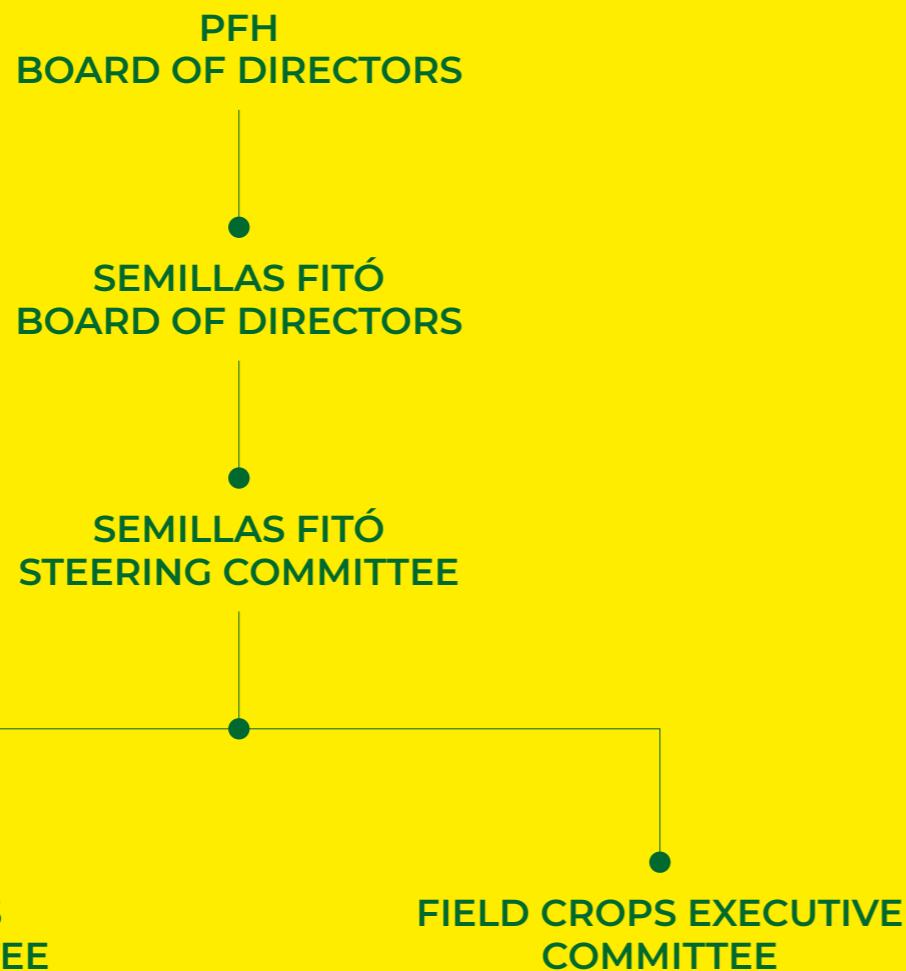
Altiva (outside the EU)

GOVERNING BODIES

The structure and levels of the company's governing bodies have not changed in 2022, continuing with the four-level management chart shown below, as documented in previous years' reports.

However, there have been some changes in terms of expanding membership numbers in certain bodies, and changes in the composition of others. Specifically:

- The Steering Committee has been expanded by one additional person, increasing from 6 members in 2021 to 7 members in 2022.
- Half of the members of the Executive Committee for the Field Crops business unit have changed. This governing body now includes the Logistics Director and the Director of Exports.



PHF BOARD OF DIRECTORS

8 Board members	Main responsibilities: <ul style="list-style-type: none"> • Definition and implementation of the purpose, vision and values of the Business Group. • Approval of the annual accounts of all group companies. • Assessment of new business opportunities. • Assessment of investments and divestments. • Appointment or removal of board members. • Appointment of family members with executive positions in the Business Group. 	1 Meeting / quarter Annual objective
6 2 Men Women		4 100% Meetings in 2022 Assistance 2022

SEMILLAS FITÓ BOARD OF DIRECTORS

4 Board members	Main responsibilities: <ul style="list-style-type: none"> • Definition and implementation of the purpose, vision and values of the business group. • Validation of the strategy of each of the business units. • Validation of the management teams responsible for each business unit. 	2 Meeting / quarter Annual objective
2 2 Men Women		5 100% Meetings in 2022 Assistance 2022

SEMILLAS FITÓ STEERING COMMITTEE

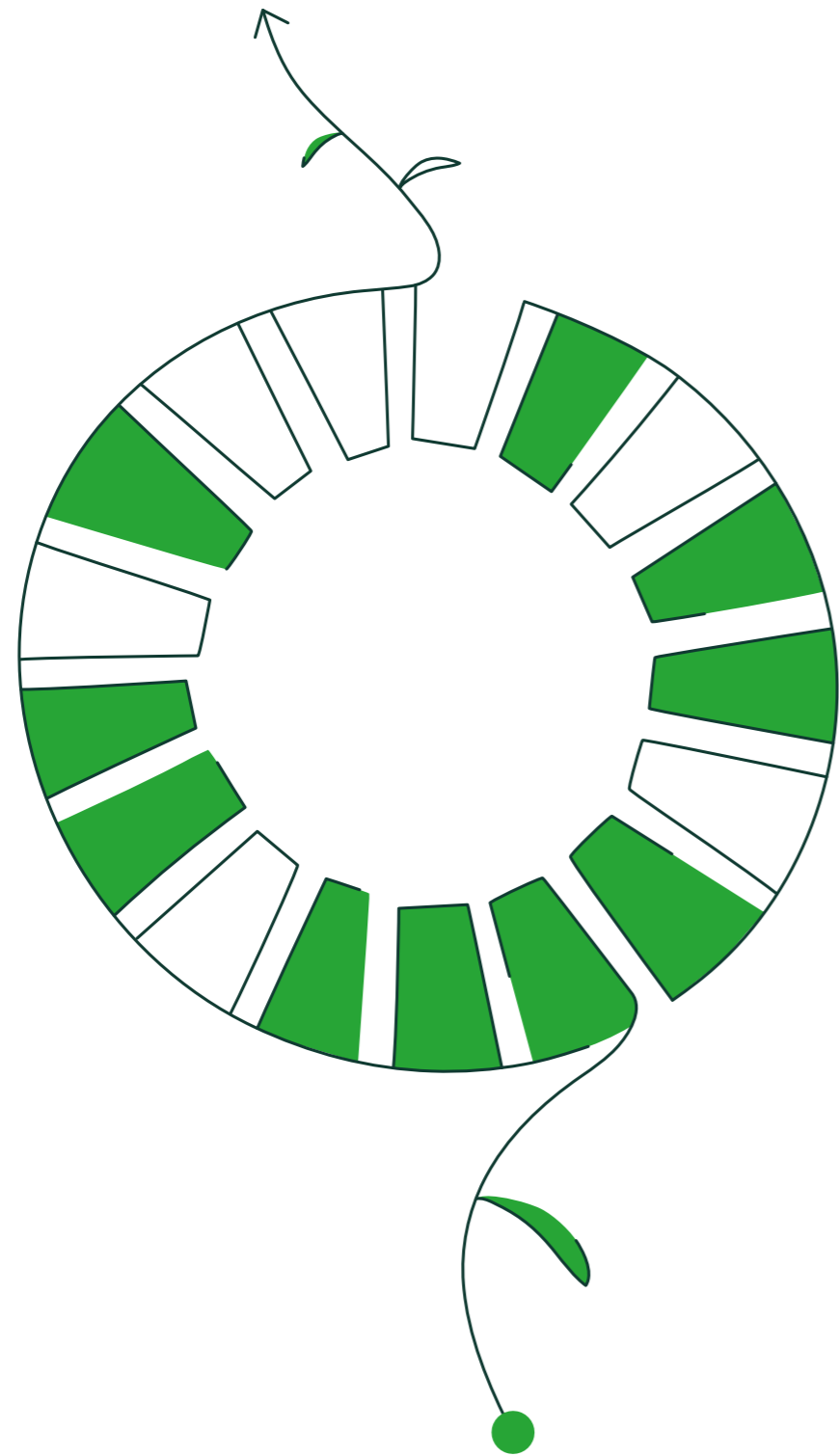
7 Board members	Main responsibilities: <ul style="list-style-type: none"> • Operational review of each of the business units. • Establishment of annual objectives. • Coordination of the different departments for the best strategy implementation and the achievement of objectives. • Compiling new business opportunities. • Validation of the leaders of each departments' work teams (HR). 	1 Meeting / week Annual objective
4 3 Men Women		45 100% Meetings in 2022 Assistance 2022

VEGETABLE SEEDS EXECUTIVE COMMITTEE

8 Board members	Main responsibilities: <ul style="list-style-type: none"> • Definition and implementation of the business strategy for said unit. • Day-to-day monitoring of the business. • Resolution of possible conflicts. • Validation of work teams (HR). • Validation of staff performance and evaluation of promotions. 	1 Meeting / month Annual objective
6 2 Men Women		10 100% Meetings in 2022 Assistance 2022

FIELD CROPS EXECUTIVE COMMITTEE

6 Board members	Main responsibilities: <ul style="list-style-type: none"> • Definition and implementation of the business strategy for said unit. • Resolution of possible conflicts. • Validation of work teams (HR). • Validation of staff performance and evaluation of promotions. 	1 Meeting / month Annual objective
5 1 Men Women		10 100% Meetings in 2022 Assistance 2022



4. GOALS

OUR CONTRIBUTION TO THE
SUSTAINABLE DEVELOPMENT GOALS
(SDGs)

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

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 P's (People, Profit, Planet).

Since 2021, a Sustainability Committee made up of members from different Semillas Fitó departments has ensured the integration of these challenges, leading the group's CSR as a priority and transversal project.

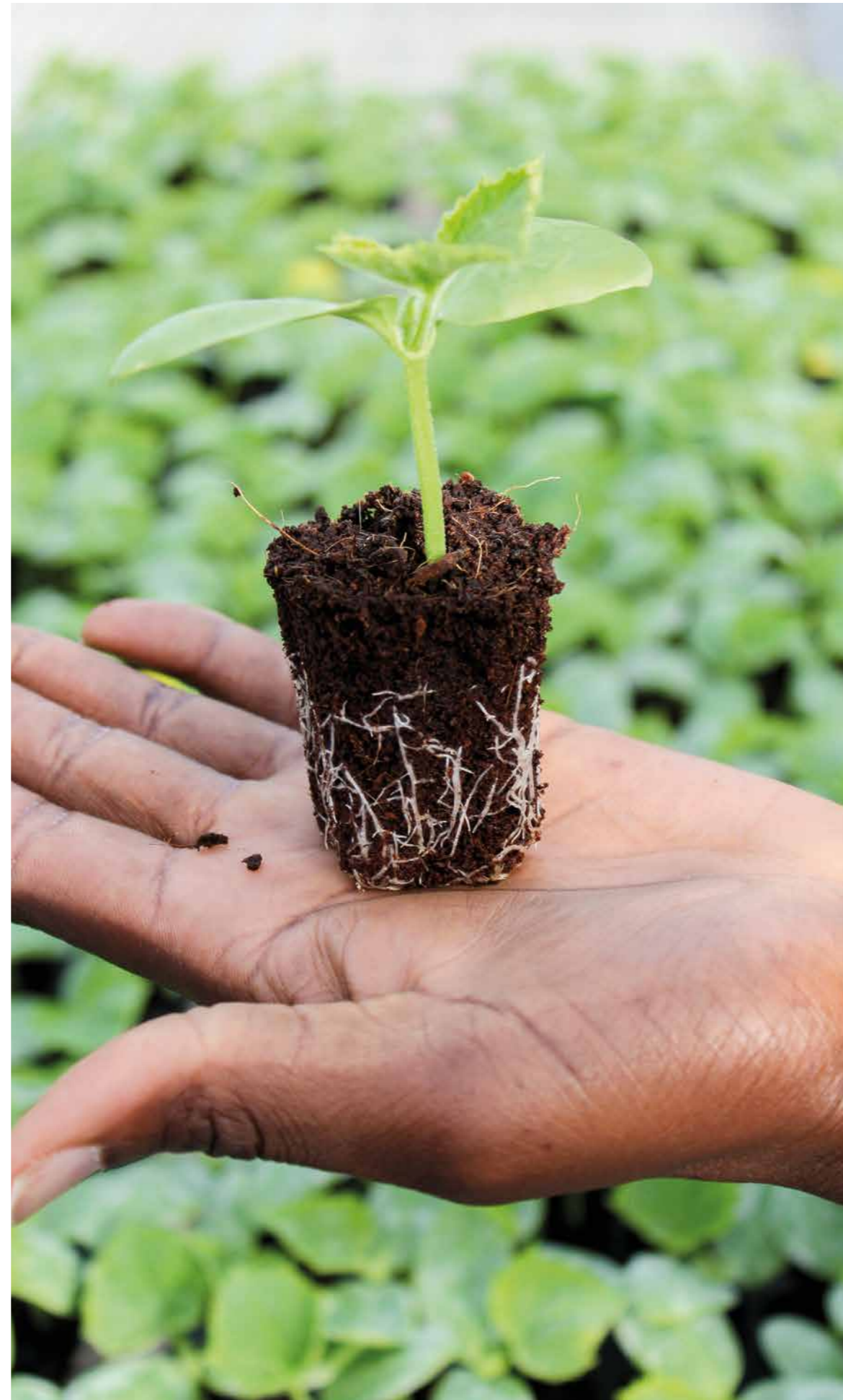
One of the tasks of this Committee has been to determine the priority Sustainable Development Goals (SDGs) for the company, based on the results of the Materiality matrix explained more fully in the Materiality Matrix section of this document.

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.

In order to facilitate the monitoring of the different sustainability actions carried out by PHF, 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.

Below we detail the priority SDGs for the group and on which the sustainability strategy that is being carried out is focused, although the impact of Semillas Fitó's actions also affects most of the 17 SDGs in some way.

	PEOPLE	PLANET	PROFIT
General	8 DECENT WORK AND ECONOMIC GROWTH	8 DECENT WORK AND ECONOMIC GROWTH	8 DECENT WORK AND ECONOMIC GROWTH
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Specific	4 QUALITY EDUCATION	6 CLEAN WATER AND SANITATION	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
		13 CLIMATE ACTION	17 PARTNERSHIPS FOR THE GOALS



Guarantee inclusive, fair and quality education and promote lifelong learning opportunities for all.



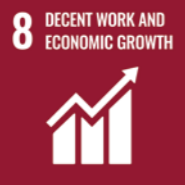
- 4.4. Increase the number of adults and young people with technical and vocational skills.
- 4.7. Promote sustainable development and sustainable lifestyles.

Ensure access to water and sanitation for all.



- 6.4. Efficient use of water resources.

Promote inclusive and sustainable economic growth, full and productive employment and decent work for all.



- 8.1. Promote sustained economic growth.
- 8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation.
- 8.5. Decent work and equal pay for work of equal value.
- 8.8. Promote a safe and risk-free environment for workers.

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



- 9.1. Develop infrastructure to support economic development.
- 9.4. Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies.
- 9.5. Enhance scientific research.



Ensure sustainable consumption and production patterns.

- 12.2. Efficient use of resources.
- 12.3. Reduce food losses.
- 12.4. Sound management of chemicals and waste.
- 12.5. Reduce waste generation.
- 12.6. Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
- 12.7. Promote sustainable procurement practices.



Take urgent action to combat climate change and its impacts.

- 13.3. Improve education and awareness-raising on climate change mitigation.



Revitalize the global partnership for sustainable development.

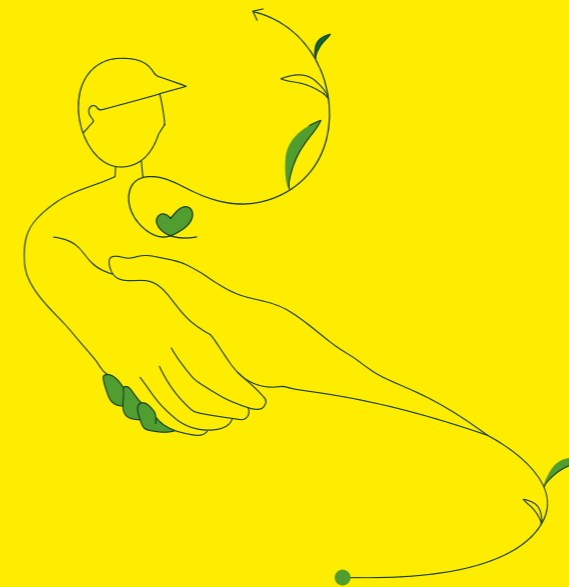
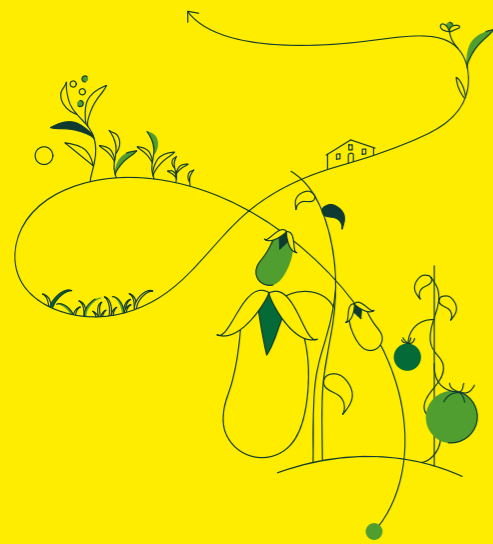
- 17.17. Encourage and promote effective public, public-private and civil society partnerships.

Throughout this report, the group's contribution to each of these SDGs selected as priorities will be discussed in more detail.



5. MAIN MILESTONES 2022

MAIN MILESTONES 2022



LONG-TERM VISION



Company founded in

1,880



100 %

family owned



Currently led by the

5th

generation



High level of profit re-investment in the company

PROXIMITY



Direct participation in more than

9

national and international fairs



Organization of

18

macro events for international distributors



Organization of

229

field days



More than

17 %

of the workforce dedicated exclusively to direct customer care

PROFESSIONALISM



38 new varieties registered in 2022



20% of the group's annual turnover is invested directly in R&D programmes



10 R&D centres of our own



+45% of the workforce is 100% dedicated to research

TEAMWORK



+65% of turnover comes from foreign markets



10 subsidiaries of our own, 7 of them outside the EU



Continuous commercial presence in more than 90 countries



+49% of the workforce resides outside of Spain



6. PEOPLE



**Employee Satisfaction Survey 2022: with a participation of 62% in total, 73% among people with a computer. Some overall conclusions which reveal that Well-being, the Workplace Environment and Psychological Safety, as well as Confidence and a Sense of Purpose, stand out as the company's strong points and where Communication, Remuneration and People Development emerge as main areas of Improvement in the organization.*

The PHF group understands the **people who make up its teams as its greatest asset**. For this reason, it is proud to have highly qualified and committed professionals, who are essential to achieve its purpose of generating sustainable wealth throughout the agri-food chain, from the seed to the final consumer.

Its organizational culture encourages this professionalism, as well as teamwork, innovation and proximity, generating trust among customers, suppliers and co-workers, in turn enabling its teams to grow and achieve common goals. The success of Semillas Fitó is based on the sum of the individual efforts and talents of each team member.

And a result of this, and after the recent Mercer Employee Satisfaction Survey that was carried out in 2022*, which provided relevant information on the perceptions and evaluations of employees, strategic priorities have been established, aimed at achieving the purpose of the company. Specifically, the Human Resources department is leading actions related to **Internal communication and effective organization of work, Remuneration and Recognition, and Career and Development Opportunities**. The actions and programmes implemented to contribute to generating more committed and accomplished teams are detailed below.

In addition, throughout this report, we want to highlight the contributions that the actions linked to People have had in relation to the Sustainable Development Goals (SDGs). Specifically, they focus on three SDGs linked to the social dimension and that we consider to be a priority.

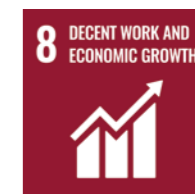
These areas for improvement are part of the Human Resources Work Plan and the company's 2023-2026 people development objectives.

Regarding career and development opportunities, the group publishes **vacancies** at the subsidiary level to prioritize **internal promotion** and is committed to ensuring 25% of its vacancies are filled with internal promotions. Likewise, to promote the development of employees, the group is committed to investing at least 1% of the **wage bill in training**. Moreover, **annual development interviews** have been implemented, in which formal feedback is carried out between the employee and their direct supervisor.

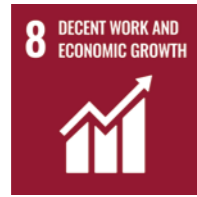
In terms of **remuneration and recognition**, the implementation of **flexible remuneration** is scheduled for 2023, and work is also underway to promote and professionalize a salary policy through studies of internal equity, external competitiveness, etc.

Effective organization of work: the management and communication tool Talentia has been installed for employees in the area of Human Resources and Captio is scheduled to be launched in 2023 to automate and streamline the communication of expense notes.

Internal communication is a priority through improving access to corporate information for people without a computer (50% of the company), in top down meetings, signage and/or other mechanisms. Also through the company's global communication events (examples of this are the online presentations of the strategic objectives or the World Tour), among others.



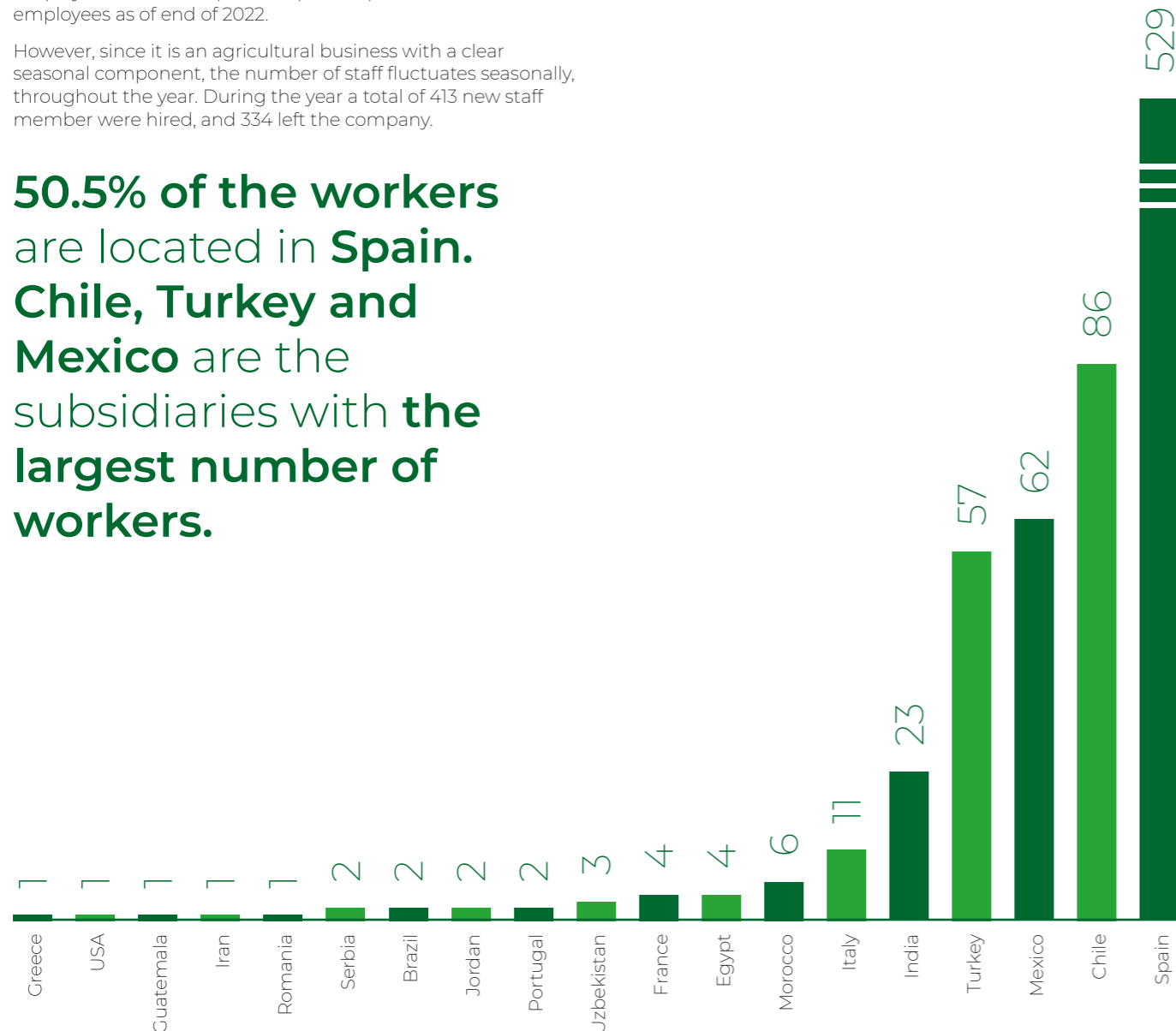
EMPLOYMENT: MAIN FIGURES 2022



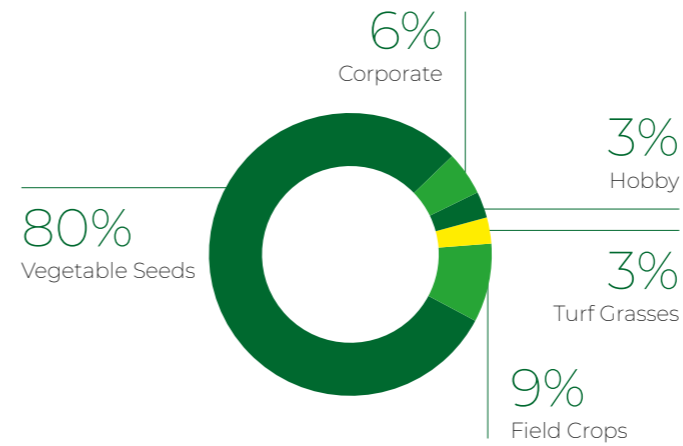
The data presented is full-time employee data (FTE Full Time Employee. Full-time equivalent persons). We have 638 FTE employees as of end of 2022.

However, since it is an agricultural business with a clear seasonal component, the number of staff fluctuates seasonally, throughout the year. During the year a total of 413 new staff member were hired, and 334 left the company.

50.5% of the workers are located in Spain. Chile, Turkey and Mexico are the subsidiaries with the largest number of workers.

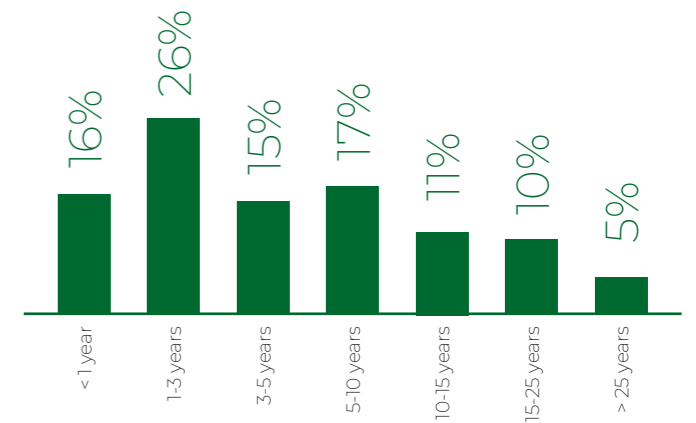


DATA BY BUSINESS UNIT



BREAKDOWN BY YEARS OF SERVICE

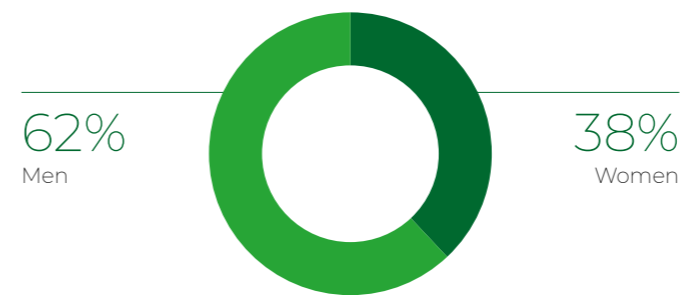
26% of the workforce have more than ten years of service.



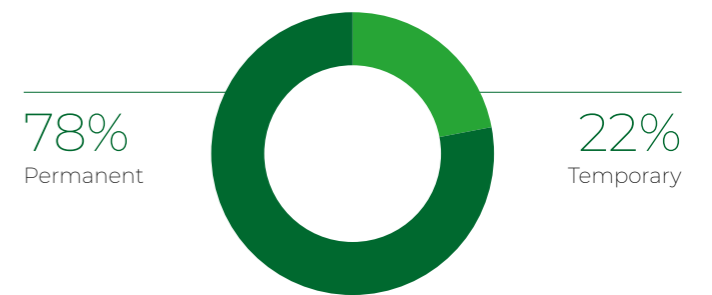
BY GENDER

Almost 4 out of 10 employees are women. The overall figure is very satisfactory taking into account the parity recommendations of the (Spanish) Law on Equality, and bearing in mind that this is a traditionally male-dominated sector. However, the company has an Equality Plan in place aimed at fulfilling several commitments:

- Presence of men and women in areas and departments in which they are underrepresented.
- Presence of more women in positions of responsibility.
- Action plan to improve the wage gap.

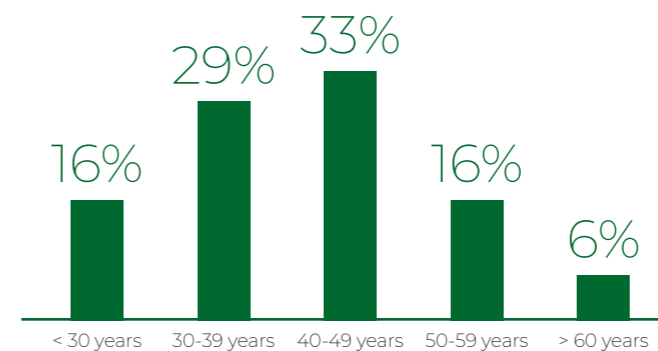


BREAKDOWN BY TYPE OF CONTRACT



BREAKDOWN BY AGE GROUP

62% of the workforce is aged between 30 and 49 years.



BREAKDOWN BY LEVEL OF EDUCATION

PhD	2%	
Master	4%	29%
Degree	23%	
Diploma	6%	
Higher Vocational Training	6%	29%
Intermediate Vocational Training	6%	
High school diploma	11%	
Compulsory Secondary Education	38%	42%
No studies	4%	

More than 30% of employees have a university level of education, or higher.

EFFECTIVE ORGANIZATION OF WORK AND ACCESSIBILITY



Commitment to flexibility, responsibility and compliance with the objectives and with the needs of external and internal customers.

The organization has a matrix structure (the figure of the CEO does not exist and there is no Country Manager for each of the countries). Organizationally, the group is structured around global teams for the different areas (sales, operations, R&D and corporate services mainly).

In all the group's work centres, working hours are established in accordance with the legal framework, the needs of customers and with the aim of ensuring a healthy work-life balance, depending on the nature of the work and in those departments and positions in which the provision of services can be guaranteed, with all the necessary assurances. Several years ago, flexible work measures were implemented in those areas where this was possible: **flexitime, a set number of remote working days per month and intensive working schedules**, which allow employees to work shorter hours on Fridays while ensuring the total number of hours per week remains the same.

The aim is to promote bidirectional flexibility and co-responsibility. Fulfilling the needs and responsibilities of each position and area and of the internal customer, within a framework of personal flexibility, needs and personal responsibility.

The organization is consolidated in such a way that remote working is possible (access to all information from anywhere on the planet). **The group values the autonomy of workers and trusts in the team. For this reason it has created an organization that allows for remote working, providing employees with the flexibility and freedom necessary to carry out their work from any corner of the planet.** Remote working not only provides greater flexibility, but also encourages a healthy balance between the employee's personal and



professional life. They can tailor their work schedule to their individual needs, allowing them to spend more time with loved ones, pursue hobbies, and maintain a more balanced lifestyle overall. The company operates under a framework for onsite working with the option of making it more flexible (start and finish times, home office days) and is firmly opposed to employees working overtime except in very specific organizational situations.

The tool Teams has been installed (along with all the other Office 365 features) as a way of increasing flexibility and facilitating working from anywhere. Moreover, training and information sessions are recorded, so that employees can access the information at any time. There is a culture of respecting people's time, respecting meeting and call times, of only holding meetings within working hours... that ensures employees can manage their own agenda in a healthy manner.

HEALTH AND SAFETY

Healthy and sustainable company



Commitment to the health and well-being of workers.

The company is **firmly committed to the well-being of its people**. This aspect has been highlighted in the Employee Satisfaction Survey as one of the organization's strong points.

The very act of asking, listening and undertaking a commitment through the survey (there are other participation forums) promotes and feeds into the healthy company project.

The company **implements risk prevention, health surveillance and health and hygiene at work**. Likewise, it promotes healthy workplace environments: the objective is to prevent, create a culture and achieve an accident rate of 0.

At the occupational risk level, the company operates through a multi-centre and multidisciplinary Risk Prevention Committee.

Meanwhile, different external organizations provide support in the professionalization of the area.

With regards to data and workplace accidents, the data is as follows (in Spain):

2022 ended with a 52% reduction compared to the average number of accidents in the last 5 years and a 72% reduction in days lost compared to the average of the last 5 years.

The accident rate is currently as follows:

- Number of work accidents 2022: 14 (Spain)
- Number of days lost 2022: 87 (Spain)
- Rate of absenteeism due to work accidents 2022: 0.5 (days lost due to work accidents / total days * 1,000)

In terms of health, the well-being of employees is promoted through the flexibility, work-life balance and teleworking policies for certain groups, and through the continuous working hours policies for other groups.

The group's transparency, communication, feedback and leadership, along with its focus on internal promotions and professional development, foster a healthy culture.

The values (proximity, teamwork) try to instil a sense of empathy and amicable and trusting relationships.

The company's global training platform (Goodhabit) offers courses, pills and itineraries that help, while supporting and training employees in the acquisition of healthy habits.

QUIRON PREVENCIÓN EXTERNAL PREVENTION SERVICE

External consultancy: Laura Vila · Manel Aranda (Inter-centre Coordinator)

BARCELONA



Cristina Rodriguez



Pilar García

MARESME



Juan José Sánchez



Asunción Lázaro



Oumar Sidibe

CASES DE BARBENS



Claudia Casals



Sara Ogando

ALMERÍA



Felipe Navarro

DON BENITO



Antonio José González

MURCIA



Manel Aranda

DIVERSITY AND EQUAL OPPORTUNITIES



Commitment to equal opportunities and commitment to the phrase **diversity** makes us better.

Semillas Fitó, as a global company that operates in 20 countries and sells in almost a hundred, is firmly committed to diversity (at all levels) and to the representation of all groups in its workforce: men and women, people of different nationalities, culture and religion, different ages, as well as people with special needs and disabilities that do not prevent them from working in a suitable job position. The following data is a reflection of this at the global level:

% men	62%	
% women	38%	
Number of different nationalities	Over 30	
% by age groups	< 30 years	16%
	30 - 39 years old	29%
	40 - 49 years old	33%
	50 - 59 years old	16%
	> 60 years old	6%
Disabled people (special needs)	9 people throughout the year	
Interns	15 people throughout the year	



TRAINING AND DEVELOPMENT



Committed and accomplished teams.

DEVELOPMENT AND TALENT

At Semillas Fitó, the development of talent and internal promotion are key aspects for the growth and success of the organization. For the next few years, the group has committed to ensuring more than 25% of vacancies are filled with internal promotions. In 2022, the percentage of internal promotions out of the total number of selection processes reached 20.45%.

With the aim of encouraging internal promotion, of responding to the needs and concerns of the team, of covering organizational needs from within, of maintaining and promoting internal knowledge and the development of the teams, in 2022 an internal promotion procedure was made available to all staff members.

The group has undertaken the commitment to publish all of the organization's open and public vacancies, except for those involving exceptional and confidential situations, through the website, in the Work with us / Job Offers section. This will enable employees to be aware of available opportunities and participate in internal selection processes.

The internal promotion procedure can be found in the Talentia employee portal, providing workers with easy and direct access to the necessary information. Promoting growth and development in this way reinforces the capabilities and the engagement of workers, thus contributing to the long-term success of Semillas Fitó.

The group has set up a People Development Committee, which in 2022 crafted a people development model, called FitóGrowth. This is a leadership model that promotes and defines the following initiatives: annual development interviews (available to all employees around the world from January 2023); Follow-up feedback for recent hires; and career plans and professional itineraries within the organization (available during 2023), among other initiatives (Sales Academy, Leadership Academy, etc.) which are in the process of being defined.

In addition, a project has been launched to promote and update the career plans for the organization.



TRAINING DEVELOPMENT ACTIONS

At Semillas Fitó we want to create professional development environments through a culture of employability, so that investments in training are aligned with the company's purpose, strategic objectives and values. In 2022, 1% of the wage bill was invested (more than 250,000 euros in Spain alone) with approximately half of the investment going to group and individual language training. Likewise, technical, executive, mandatory and legal training and soft skills training has been carried out with our online development and training platform: GoodHabitiz.



GOODHABITIZ

GoodHabitiz, an online training and development platform for all employees, was implemented in September. This platform offers more than 80 courses in more than 20 languages including Spanish, English and Turkish. The objective of this implementation is to guarantee that Semillas Fitó employees feel supported in their training and development needs and have the opportunity to learn in a fun and easy way.

This initiative is based on the belief that people who are continuous learners tend to be happier, more outgoing, and more optimistic. Semillas Fitó understands the importance of continuous learning and wishes to provide the necessary tools for its employees to develop professionally and personally.

Since its launch up to the end of December 2022, approximately 30% of active users (more than 200 people) and more than 50 hours of study have been registered in the different courses offered by the platform in the first quarter of its launch.

With GoodHabitiz users do not need to spend hours a day studying, since they can learn something new in just a minute of their spare time. The platform allows employees to learn how and when they want, adapting itself to their schedules and personal preferences.

In short, the implementation of GoodHabitiz at Semillas Fitó demonstrates the company's commitment to the development and well-being of its employees, offering a wide range of courses in different languages and allowing flexible learning, adapted to the needs of each individual.

Finally, the training needs survey was carried out for the year 2023, where managers make requests regarding training for their teams.

Through the different tools and solutions on offer, each year all Semillas Fitó workers can receive training (in various disciplines), in languages and through Goodhabitiz without any type of filter or approval, since it is 100% available.



INTERNS

Thanks to its values and social responsibility, the PHF group is committed to giving young people the opportunity to obtain first-hand work experience. As a result 15 internships were offered to people located mainly in Mexico and Spain throughout the year.

These job opportunities through internship collaborations and agreements between universities and the company are a way of creating our workers of the future and of promoting social commitment, by giving young people opportunities.

And also to encourage innovation, creativity and diversity in the way different generations approach certain issues.



ONBOARDING AND OFFBOARDING: FITOBUDDY AND EXIT INTERVIEWS

Onboarding and offboarding processes are essential in a company, since both influence the employee's experience and their relationship with the organization. Both processes contribute to employee engagement and job satisfaction.

With the aim of improving the onboarding and welcome process for new Semillas Fitó workers, the company created the figure of the FitoBuddy in August. This person plays a socializing role and is responsible for supporting new hires during their early days in the organization, helping them with their adaptation and integration, ensuring that they feel welcomed and gain confidence quickly. And also to respond to their concerns and share anecdotes about the company.

Since the implementation of the FitoBuddy figure, new hires have been able to receive this support during their socialization process in the company, which contributes to a better adaptation and integration into the work environment of Semillas Fitó. In 2023, a follow-up survey is planned for all new hires, in order to assess the experience, quality and usefulness of the onboarding process.

In terms of the **offboarding process** meanwhile, exit interviews have been carried out with all employees who have voluntarily left the company. This is important because it allows us to obtain valuable feedback on the person's experience in the company, which can help improve the work environment and identify areas for improvement.

In the first quarter of 2023, annual development interviews will be launched for the entire organization as well as follow-up feedback interviews for new hires.



RECOGNITION FOR WORKERS WITH MORE THAN 25 YEARS OF SERVICE AT SEMILLAS FITÓ

In 2022, and as part of the World Tour events, the company wanted to recognize those employees with the most years of service at Semillas Fitó. Specifically, in Spain, those who have worked for the company for 25 years or more were honoured.

At the events, held in May and June in Almería, Sant Andreu de Llavaneres and Cases de Barbens, 44 people were treated to a dinner for two in a Michelin-starred restaurant, for them to enjoy with whoever they wanted. A gesture with which the company wanted to thank the workers for their commitment to Semillas Fitó.

INTERNAL COMMUNICATION



Communication is and will continue to be a **priority in the organization**. It is the responsibility of everyone to ensure that communication flows properly.

In order to guarantee unity and commitment in our teams, and to guarantee knowledge of business values and strategy and to generate a feeling of belonging, the organization has various internal communication mechanisms and channels, which are detailed below.

IMPLEMENTATION OF THE TALENTIA EMPLOYEE PORTAL



Talentia is a human resources management software that helps to manage the data of all Semillas Fitó employees.

In November 2022, the Talentia tool was officially launched at Semillas Fitó Spain as an employee and manager portal, a module with objectives and organizational charts, among other features that will continue to be deployed so that everyone in the company can have the processes, policies and people management information at their fingertips and in one place.

Likewise, the employee portal provides access to the personal and contact information of all Semillas Fitó employees at a country and team level, as well as access to corporate information, such as the vacancies available at Semillas Fitó, the internal promotion policy, new hires, and the work calendar among other things.

The aim of the group is to implement Talentia in the rest of the countries and subsidiaries by 2023. The implementation of this tool represents a **step forward in corporate digitalization and integration in terms of human resource management on a global level at Semillas Fitó**.

REVAMPED FITÓ NEWS MAGAZINE



The corporate image of the internal magazine Fitó News has been revamped.

Fitó News is the quarterly internal communication magazine. A document that is distributed on paper and digitally in Spanish, English and Turkish. It provides detailed information of the main milestones of the company throughout the year.

In 2022, the magazine was redesigned, adapting to the updated corporate image, with a lighter design, more reader friendly, and with prominence given to graphic elements and photographs. At the content level, **Fitó News has been restructured to present content linked to the corporate values: long-term vision, professionalism, proximity, closeness and teamwork.**

The end of 2022 saw the publication of the 29th issue of this magazine which ensures that the most important global messages are conveyed to each and every one of the company's employees.

ONLINE MEETINGS: PRESENTATION AND MONITORING OF STRATEGIC OBJECTIVES



Twice a year, the Management notifies the entire workforce about how the company is progressing.

In line with the communication policy, the company continues to communicate its objectives twice yearly, and results and progress during the year. In February 2022, **a live online meeting was held for the company's entire staff, to inform them of the annual strategic objectives and assess the results of the previous year.** The presentation was given in two different sessions, one in Spanish and one in English, to guarantee that the message was able to reach every employee.

Also in 2022, on 11 July, a digital event was held, again in English and Spanish, to report on the progress of the company's strategic objectives, which were presented at the beginning of the year and which had been worked on during the first half of 2022: increase size to continue providing solutions to the agri-food chain (business growth), be a generator of sustainability throughout the agri-food chain (sustainability), achieve committed and accomplished teams (people) and standardize processes and protocols for structured growth (processes and technology).

These digital events last 20 minutes and are always hosted by members of the Steering Committee.

WORLD TOUR: 8 EVENTS IN 8 SUBSIDIARIES TO PRESENT THE NEW PURPOSE

In 2022 Semillas Fitó began the World Tour in, a series of 8 events in 8 different subsidiaries with the aim of communicating the new purpose, vision and values of the company. The events were led by representatives of owners and included activities to promote teamwork and understanding of the new values. This world tour will last until the beginning of 2023, when the last of the 8 scheduled events will be held, with the aim of reaching every single member of the company.

The World Tour events also served to celebrate the end of the restrictions imposed as a result of the COVID-19 pandemic and which at the time had prevented the company from celebrating two important milestones for the group: the 140-year anniversary of Semillas Fitó (2020) and the 20th anniversary of the opening of the first international subsidiary in Antalya, Turkey (2021).

The first events were held in Almería and Sant Andreu de Llanerres in May. In Almería, the owners called together the vegetable seeds team from Spain and Portugal to convey the new purpose to them. Subsequently, in Sant Andreu de Llanerres, the staff from the Barcelona offices, the Cabrera de Mar R&D centre, and the Premià de Mar and Sant Andreu de Llanerres farms were also informed about the redefinition of the company.

Further meetings were held in Italy, Cases de Barbens and Chile in June, in order to communicate the renewed purpose, vision and values of the company to its international teams.

A world tour by the owners to present first-hand the new purpose, vision and values.



At each meeting, activities and workshops were held to reinforce the employees' understanding of the new values and to promote teambuilding. The events also served as an opportunity to strengthen bonds, share experiences and discuss the application of the new business perspective in the day-to-day work.

The Semillas Fitó World Tour continued with events in Turkey and India. Antalya, Turkey, was the location chosen for the October meeting between colleagues from the Middle East, Central Asia and Eastern Europe, on the occasion of the 20th anniversary of the Turkish subsidiary. The event included the presentation of the company's new roadmap and values, followed by a group activity in which the attendees worked together to produce an oil painting depicting the first Semillas Fitó facilities. In November, the World Tour arrived in Bangalore, India, during which ideas and proposals on how to incorporate these values into our day to day were discussed.

The World Tour is the launchpad for a process that aims to publicize and integrate the new purpose, vision and values throughout the organization and in the daily tasks of each employee. Work sessions with managers and directors have already begun to promote this integration and ensure that the new business philosophy is reflected in Semillas Fitó's day-to-day activity.

DEPARTMENTAL MEETINGS AS A KEY SPACE FOR INTERNAL COMMUNICATION

Just as important as the global communication tools used as part of the communication process, is the information and communication that managers are able to share with their teams. Therefore, there are different forums at the top-down communication level that enable managers to learn about the situation of the company and convey this to their teams. In 2022 the following communication, coordination and decision forums were used:



The importance of the manager's role as transmitter of the corporate messages and philosophy.

- Board of Directors (frequency: monthly)
- Fitó Group Steering Committee (frequency: weekly)
- Vegetable Seeds Executive Committee (frequency: monthly)
- Field Crops Executive Committee (frequency: monthly)
- R&D Committee (frequency: monthly)
- Country Committees (frequency: quarterly)
- Conventions various (frequency: annual)
- Equality Committee
- Health and Safety Committee
- People Development Committee
- Sustainability Committee

Team leaders must make use of these forums to share with their employees the most important aspects of the organization.

TOTAL COMPENSATION AND REMUNERATION POLICY



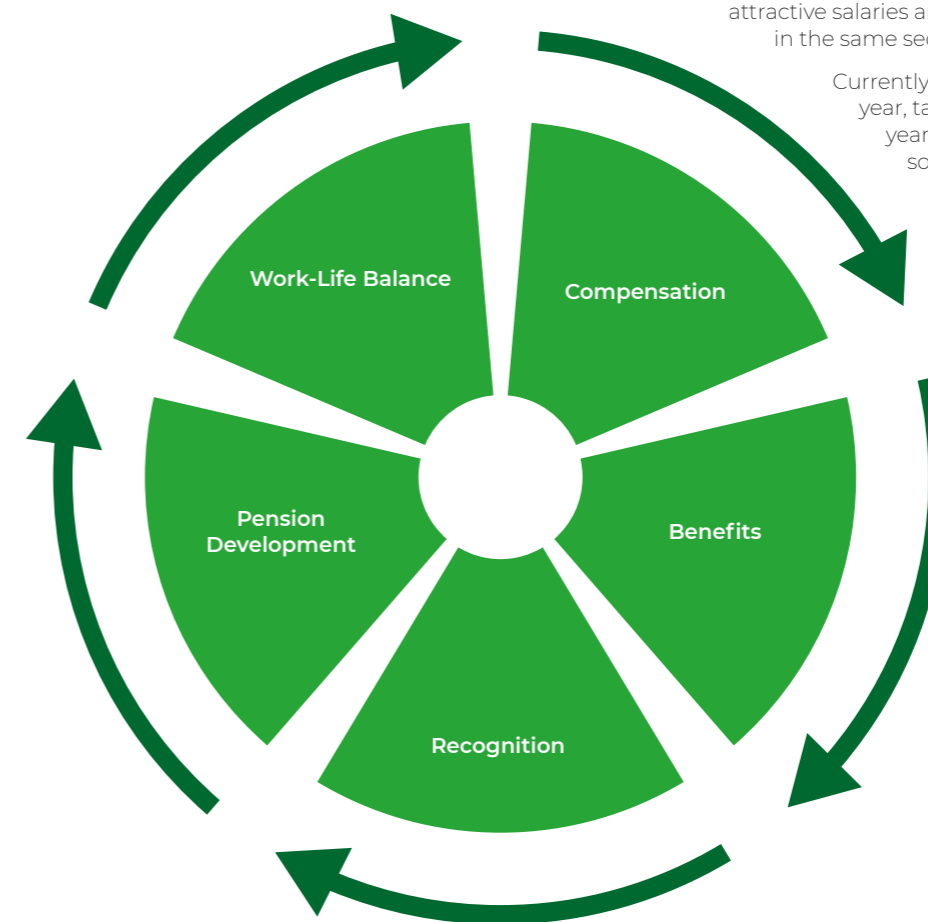
Improving remuneration and compensation policies will continue to be an organizational priority.

Semillas Fitó works, from a total compensation perspective, with a scheme that promotes all aspects that could be considered important today, from the perspective of emotional salary. The concept of total compensation includes monetary and non-monetary factors.

At the same time, as a result of its commitment to the satisfaction and well-being of its collaborators, Semillas Fitó is working on a remuneration policy that seeks to guarantee internal equity and external competitiveness. Internal equity refers to the fair distribution of pay, ensuring that those with similar responsibilities and skills receive adequate and proportionate remuneration. Meanwhile, external competitiveness refers to the company's ability to offer attractive salaries and benefits, compared to other companies in the same sector.

Currently, the company reviews salary increases each year, taking global policy, the performance for the year and the recommendations of different social agents into account.

Despite this, in 2022, a Remuneration Committee was set up with the priority goal of designing a future remuneration policy, aligned with the organization's strategic priorities. The main objective of this committee is to maintain the present and future purchasing power of employees, as well as to professionalize and evolve the global remuneration policy from the perspective of equality, internal and external equity, and to incorporate elements of flexibility in salaries (with the planned launch of Flexible Retribution in the first quarter of 2023, among other things).



COMMITMENT TO THE AGRI-FOOD SECTOR



In 2022, the group contributed around €190,000 to promote the development of the associations in which it participates, and also had a dozen workers actively involved in the working groups of these associations.

In 2022, the group contributed **more than €190,000** to the development of **sectoral associations**.

Semillas Fitó's resolution to improve nutrition, and its principles of proximity and teamwork, as well as its long-term vision and professionalism, compels the group to become actively involved with sectoral associations at the national level in those countries where it operates, as well as with international organizations.

NATIONALLY



National Association of Plant Breeders
www.anove.es



Italian Seed Association
www.sementi.it



French Union of Seed Companies
www.ufs-semenciers.org



Union of Seed Industrialists and Producers in Turkey
www.tsuab.org.tr



Mexican Association of Seed Companies
www.amsac.org.mx



Federation of Seed Industry of India
www.fsii.in



National Association of Seed Producers
www.anproschile.cl

INTERNATIONALLY



European Seed Association
www.euroseeds.eu



International Seed Federation
www.worldseed.org



Anti-infringement International Bureau
www.aib-seeds.com



The Asia & Pacific Seed Association
web.apsaseed.org



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 2022, the following people worked with this association:



Israel Roca, Vegetable Seeds Sales and Marketing Director at Semillas Fitó, who has been a member of the ANOVE board of directors since 2019 and executive member in 2022.



Dolors Baget, head of Regulatory Affairs of the Semillas Fitó Vegetables business unit, was part of the Cross-departmental Committee of Regulatory Affairs at ANOVE during 2022. Among other functions, Dolores Baget actively participated in the annual meetings of the association, in the discussions regarding changes in seed legislation and in the proposals for optimizing processes and communication between all state bodies.



Eugenio González, Director of Field Crops, represented Semillas Fitó in the meetings of the Maize, Oilseeds and Industrial Crops section (SMOCI), which discusses issues related to the market and seed treatments.



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 2022, which promotes actions to raise public awareness of the association's work and the companies that comprise it. Eduard Fitó chaired this committee until March 2022.



Raquel Gómez, Vegetable Seeds sales technician for Iberia, has been part of the Euroseeds CRLA ad-hoc WG Organics working group since 2021, which focuses on the issues being debated in the European Parliament in relation to the Green Deal and the From Farm to Fork project, which imply a change of model towards organic farming and, in our sector, towards the use of organic seeds.



Assosementi is an organization that represents the participating agents in the Italian seed industry: producers of vegetable varieties, producers of seeds and distributors of seeds.



Massimo Peruzzo, Professional Vegetable Seeds Sales Director for Italy, in 2022 continued his work as a member of this association and member of the Gruppo Orto WIC (Work Integrated Companies).



TSUAB is the Union of Seed Industrialists and Producers, a public institution which all companies in the seed sector operating in Turkey are obliged to join.



Utku Ersoy, Area Manager Professional Vegetables Turkey, has been an active member of the working group leading the fight against fraud and illegal seed breeding.



AMSAC is the Mexican Association of Seed Growers and Semillas Fitó is one of its 70 members. This association works to highlight the importance of seeds as strategic input in the development of Mexico.

In 2022, as in previous years, **Rogelio López**, from the Fitó México Logistics team, collaborated as an association member at its meetings. Specifically, in 2022, he participated in the regular general meetings and the annual convention of the association, as well as in the phytosanitary affairs group, which reviews issues such as seed imports, exports and movements in Mexico, possible changes that might be decreed by the Mexican agriculture authorities, either in their regulations, procedures or measures taken in the face of a new pest outbreak. A recent example are the measures implemented against the rugose virus.



FSII is the Federation of Seed Industry of India. This association encompasses the main multinational companies in the sector and promotes the development of the Indian agricultural sector through export and import, as well as its rapid modernization. International companies operating in the country are involved in research into the applications of seed breeding and technology, enabling farmers to adopt technology-driven agricultural solutions to improve agricultural productivity in a sustainable manner, minimizing losses before and after harvest. Semillas Fitó has been part of the FSSI since 2020, with **Enrique Roca**, Sales and Marketing Director for Southeast Asia, as the company's representative in the association since then.





ANPROS is the National Association of Seed Producers in Chile. Its mission is to contribute to the progress and development of Chilean agriculture, representing its members in all matters concerning the seed sector, nationally and internationally, and promoting the sustainability of its industry.



Luis Vielma, Manager of Fitó Chile, actively participates in the different activities of the association, such as conferences, in which issues related to seed exports and imports are discussed.



Claudia Gaete, Farm Manager at the Arica production centre, participates in the Arica and Parinacota committee. Together with other seed companies located in the area, this committee collaborates on issues related to the seed industry, such as regulation, training, plant protection agents, biotechnology and corporate social responsibility to help favour all stakeholders. Claudia Gaete also participates in the Environment and Sustainability and Phytosanitary working groups in Arica.



Euroseeds represents the interests of those European associations, companies and institutions that are involved in the research, breeding, production and sale of agricultural, vegetable and ornamental plant seeds.

During 2022, several workers of the Group were selflessly involved in the association. Here we highlight the main roles:

In the Vegetable Seeds section, **Israel Roca**, Vegetable Seeds Sales and Marketing Director, has actively participated in the WIC (Working group Integrated Companies).

In the maize section, **Eugenio González**, Field Crops Director, has participated in the work meetings in which regulatory and phytosanitary matters have been analysed.



Semillas Fitó is part of the AIB (Anti-Infringement Bureau) which safeguards the intellectual property rights of its members.

Eduard Fitó, President of Semillas Fitó, is a member of the AIB Board of Directors. Also participating in the association are **Israel Roca**, Vegetable Seeds Sales and Marketing Director, **Massimo Peruzzo**, Country Manager for Italy, and **Utku Ersoy**, Area Manager for Vegetable Seeds in Turkey.



The International Seed Federation (ISF) is the most important seed sector association in the world.

President of Semillas Fitó, Eduard Fitó is still connected to the association, having been its president between 2019 and 2020. As is **Eugenio González**, Director of Field Crops, who represents Spain in the field crops section (wheat, maize, sunflower, soybeans, and rapeseed, among others).



Semillas Fitó has been a member of APSA, the Asia Pacific Seed Association, since 2016. This association's mission is to promote sustainable agriculture through the production and sale of quality seeds.

In this case, it is the director of Sales and Marketing in India, **Enrique Roca**, who is involved in the association.

COMMITMENT TO SOCIETY

4

QUALITY EDUCATION



WE COLLABORATE WITH THE PERE TARRÉS FOUNDATION

The collaboration between Semillas Fitó and the Pere Tarrés Foundation began several years ago, as a commitment undertaken by the group with the Poblenou neighbourhood of Barcelona, where the headquarters are located.

Semillas Fitó's relationship with the foundation is implemented through different projects that have been ongoing for many years. In 2022 we participated in campaigns to collect educational games, materials and food.

Aside from these campaigns, the Pere Tarrés Foundation receives fruit once a week thanks to funding from Semillas Fitó. These centres are located in the Poblenou, Raval and Poblesec neighbourhoods of the Catalan capital, and in 2022 a new centre belonging to the foundation in Sant Adrià del Besós was added.



DONATION OF SEEDS TO THE COMTAL FOUNDATION FOR A COMMUNITY GARDEN

Semillas Fitó also collaborates with the Comtal Foundation, a non-profit organization located in Barcelona that works to improve the prospects of children, adolescents and young people in vulnerable situations, as well as their families.

The relationship with this foundation began in 2019, and consists of the donation of seeds from the Hobby business unit for use in the community garden managed by the Comtal Foundation in the Benet Corner space. This space is open to the neighbourhood and is for different educational programmes and social and labour market insertion activities, in which young people and families at risk of social exclusion can participate. The donated seeds are used to plant vegetables in the introduction to gardening workshop, aimed at young people with no training, family support or employment. The training provided gives them the opportunity to resume their studies and build a new future for themselves.

Since 2019 Semillas Fitó has donated 180 seeds packets.



GRANTING OF THE FITÓ AWARD FOR THE BEST FINAL DEGREE PROJECT OF THE BARCELONA SCHOOL OF AGRICULTURAL ENGINEERING.

Once again, this past year, together with the Barcelona School of Agricultural Engineering (ESAB) of the Technical University of Catalonia (UPC), we presented the Fitó Final Degree Project award to the ESAB students whose projects demonstrate excellence under the theme of improvements in sustainability and crop efficiency.

On 17 June 2022 the award was presented to, Judith Roca Beltran, for her excellent work "Analysis of resistance to Cucumber Mosaic Virus in melon". The award was presented to her by our colleague from Cabrera de Mar and former student of ESAB, Juanjo Sánchez.

We started this collaboration in 2014. The award comes with a financial prize of €1,000 for the student and its objective is to promote and encourage young talent.

COMPLIANCE AND CODE OF CONDUCT



The term “compliance” in this context refers to the fulfilment of laws and regulations. Encompassing the commitment and monitoring of fulfilment with the Law under this term is relatively new in some countries, such as Spain, and is constantly evolving.

The function of compliance is to establish a set of procedures and good practices in order to help companies to:

- **Identify and manage legal and reputational risks**, both regulatory for the entire sector and those derived from the company’s internal guidelines.
- **Design and adopt mechanisms and corrective actions** where necessary.

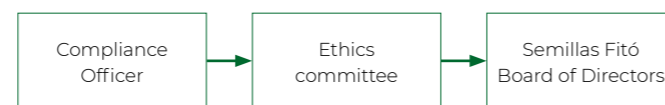


The ultimate goal is to ensure that the ethical values and commitments that make up the business culture of each organization permeate through all levels of the company, becoming entrenched in the set of professional relationships and activities carried out within said organization.

At Semillas Fitó, the widespread use of good practices and respect for all compliance policies and the code of conduct is essential so that the values of teamwork and long-term vision can be comprehensively implemented. Given the great complexity of the current organization, in terms of the number of centres and the cultural and geographical mix, explicitly sharing a framework that regulates conduct is key to ensuring these values are upheld and, above all, to generate sustainable wealth, one of the basic principles underpinning the company purpose.

At the PHF Group, the journey under the term “compliance” began back in 2020, as reported in previous annual reports. That year, the Group assigned designated the relevant positions, such as that of Compliance Officer, and defined action channels and reference bodies for reporting purposes (the Ethics Committee, in the first instance, and the Board of Directors, in the second instance).

Reference agents in terms of compliance and information flow in the company:



In the year prior to the preparation of this 2022 report, work was done across four basic lines: preparation and dissemination of the Fitó code of conduct, preparation of the risk map, implementation of the complaints channel and training for all workers on the Semillas Fitó compliance policy.

On the risk map, all those actions likely to generate legal risks in the company were listed according to the likelihood of their occurrence, their impact and previous rates and the map was presented to the Board of Directors. During this exercise, twenty-six possible offences were detailed, none of which were classified as high risk.

IN 2022, THE FOLLOWING TASKS HAVE BEEN CARRIED OUT:

Updating the Fitó Code of Conduct with the new company values

Increasing awareness of the complaints channel

Monitoring compliance with those aspects highlighted in the risk map, along with other new ones

Preparing for the renewal of positions in 2023

FITÓ CODE OF CONDUCT

The renewal of the company’s purpose, vision and values has led to the code of conduct prepared in 2021 being updated. Specifically, the new company values and, above all, their new definitions, have been included. The updated final document has been translated into the group’s three working languages (Spanish, English and Turkish) and has been distributed to all those responsible for recruitment at the group’s work centres. Today, it is an essential element that every new hire to the company receives, in every Semillas Fitó work centre in the world.

COMPLAINTS CHANNEL

The aim of the complaints channel is to **establish the necessary mechanisms to ensure the early notification and handling of any issue related to the scope, compliance and interpretation of the Code of Conduct, internal regulations and current legislation**, in particular in relation to those behaviours that could lead to a criminal offence which would entail criminal liability for the company.

It is essential that any person, internal or external to the company, is able to inform the Compliance Officer of any act that could imply a breach of the Criminal Code and/or the Code of Conduct. This applies globally, and is binding for all employees, regardless of their position, geographic location, and role.

All employees are actively encouraged to contact their immediate superior and/or the Compliance Officer or Ethics Committee if they wish to make a:

- **Query:** Communication regarding a request for clarification, response or criteria on the scope, interpretation or compliance with the regulations that apply at Semillas Fitó.
- **Complaint:** Communication regarding a possible breach of the regulations that apply at Semillas Fitó.

In 2022, no consultation or complaint was received via this formal channel. This fact compels us to continue insisting on the existence of the complaints channel, as a basic tool for safeguarding compliance in the company. A new training course has been scheduled in 2023 for all company managers, as a reminder.

MONITORING COMPLIANCE WITH THOSE ASPECTS HIGHLIGHTED IN THE RISK MAP, ALONG WITH OTHER NEW ONES

In 2022, specific aspects have been developed in depth that are explained in more detail in other sections of this report, such as the Equality Plan and the Sexual Harassment Protocol. Moreover, the company has focused on those medium and low risk aspects that emerged on the risk map drawn up in 2021. It is worth noting again that no high-risk offences have been detected in the company.

Specifically, special emphasis has been placed on controlling the following risks:

- **Risk in the hiring of foreign staff:** the very nature of the business requires hiring a very high volume of staff at specific times, to support agricultural campaigns. In many cases, this staff is made up of people from many different nationalities. The company has focused, in particular, on the strict control of the original documentation provided by new hires, to avoid fraud and mistakes.
- **Industrial property risk:** as mentioned on several occasions in this report, investment in R&D is very important for the company (currently 29% of annual turnover). Therefore, it is of particular interest to the company to control the illegal use of registered patents.

RENEWAL OF POSITIONS

During the second half of 2023, the designated positions will be renewed (Compliance Officer and Ethics Committee), either because of the need for a generational change among the people who currently hold them, (retirements) or because of organizational changes in the company.

Compliance Officer

Person responsible for:

- ▶ Receiving all queries and complaints received.
- ▶ Communicating any query or complaint received to the Ethics Committee so it can determine whether the notification is valid.

Ethics Committee

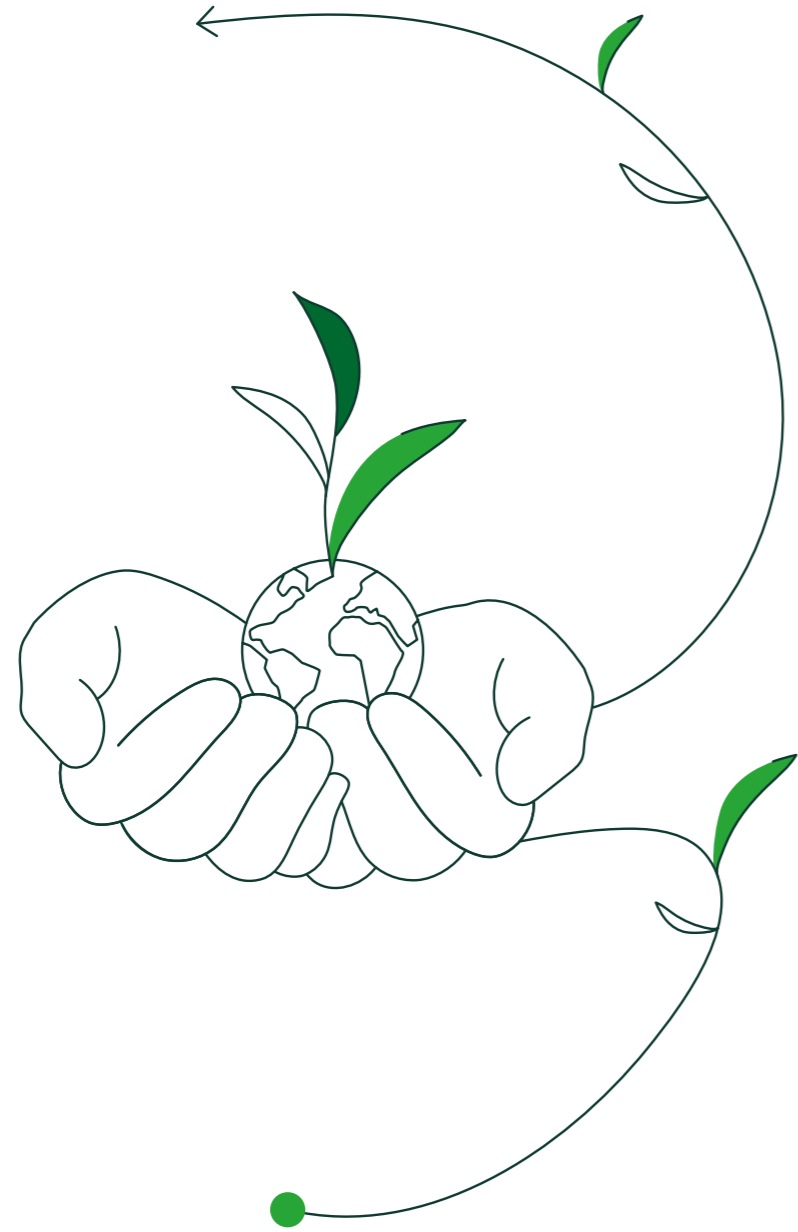
Permanent advisory and executive body for matters related to criminal compliance, responsible for:

- ▶ Notifying Fitó’s Governing Body of any breaches of the Code of Conduct, internal regulations or current legislation.
- ▶ Admitting the complaint for processing and studying the possible breach.
- ▶ Issuing the report on the query or complaint.

Semillas Fitó Board of Directors

It is ultimately responsible for adopting the appropriate measures. Its main functions are:

- ▶ Informing the Ethics Committee of the agreed actions.
- ▶ Ordering the corresponding measures.



7. PLANET



The theme of the following section of the report covers the organization's corporate purpose, that of generating sustainable wealth throughout the agri-food chain, through internal and external actions.

On the following pages, the reader will be able to learn about the **efforts of the organization to optimize the sustainable use of the different resources that it uses on a daily basis**. Projects such as extending the use of **drip irrigation** over larger areas, the installation of photovoltaic panels, the replacement of traditional plant protection agents with new zero-residue types and the implementation of selective waste collection systems; these initiatives exemplify the organization's desire to carry out its business in a manner that is respectful of the local communities in which its different centres are located.

This section also describes the synergistic relationship we have with our seed production suppliers, in order to reduce the carbon footprint within the sector. Agricultural production entails the sequestration of significant amounts of CO₂ in the form of plant biomass.

Finally, it details the actions taken to **promote a more sustainable and healthy lifestyle** among the end consumers of the company's products and also among its employees.



SUSTAINABLE USE OF RESOURCES



PLASTIC

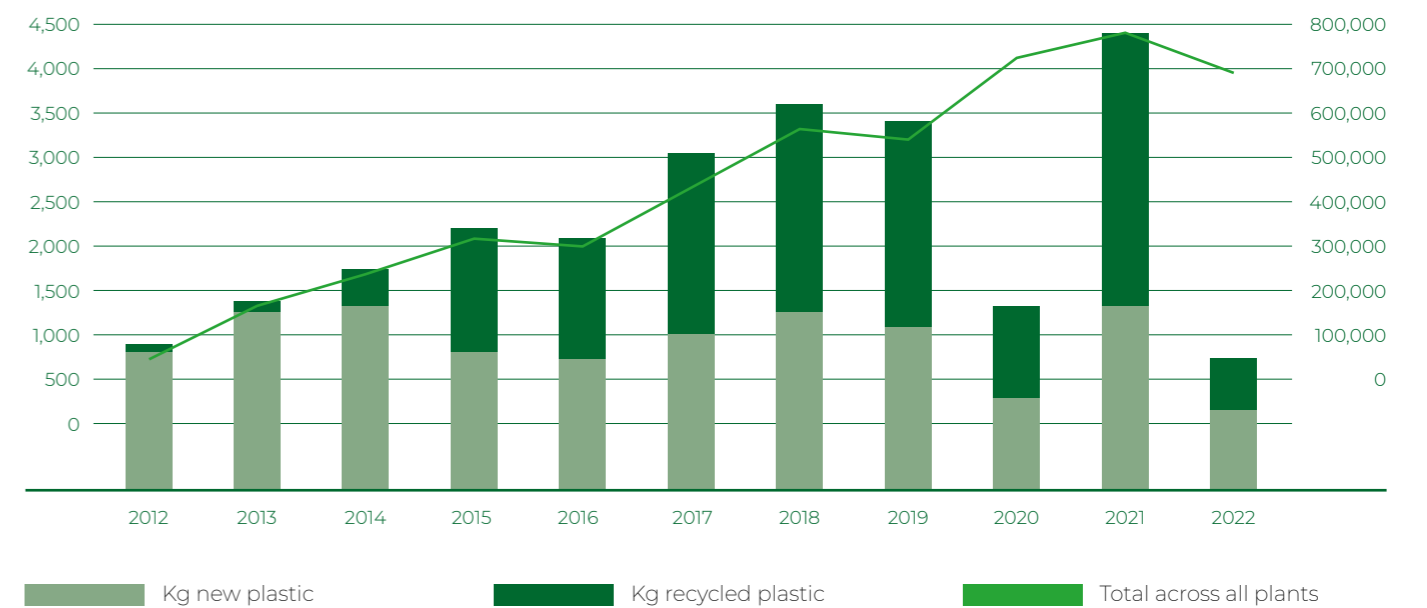
The PHF Group's biotechnology centre, located in Cabrera de Mar (Barcelona), has a genomics laboratory. Its mission is to identify genes of high agronomic value in varieties that are in the research and development phase. The laboratory focuses on the search for those genetic sequences that encode resistance to pathogens, environmental stresses and other parameters related to the flavour or shape of the fruit, among other things. The Polymerase Chain Reaction (PCR) technique is used for this purpose. This technique requires the prior extraction of DNA from the plant material.

A series of plastic inputs are required to execute these processes. As reported in previous editions of this report, 11 years ago the aforementioned centre implemented a strategy to reduce the consumption of disposable plastic. Part of the strategy is based on washing single-use plastic plates with water and pressurized air. Changes to the formats of the plates have also been implemented in previous years, making it possible to considerably reduce the amount of plastic used by the aforementioned laboratory.

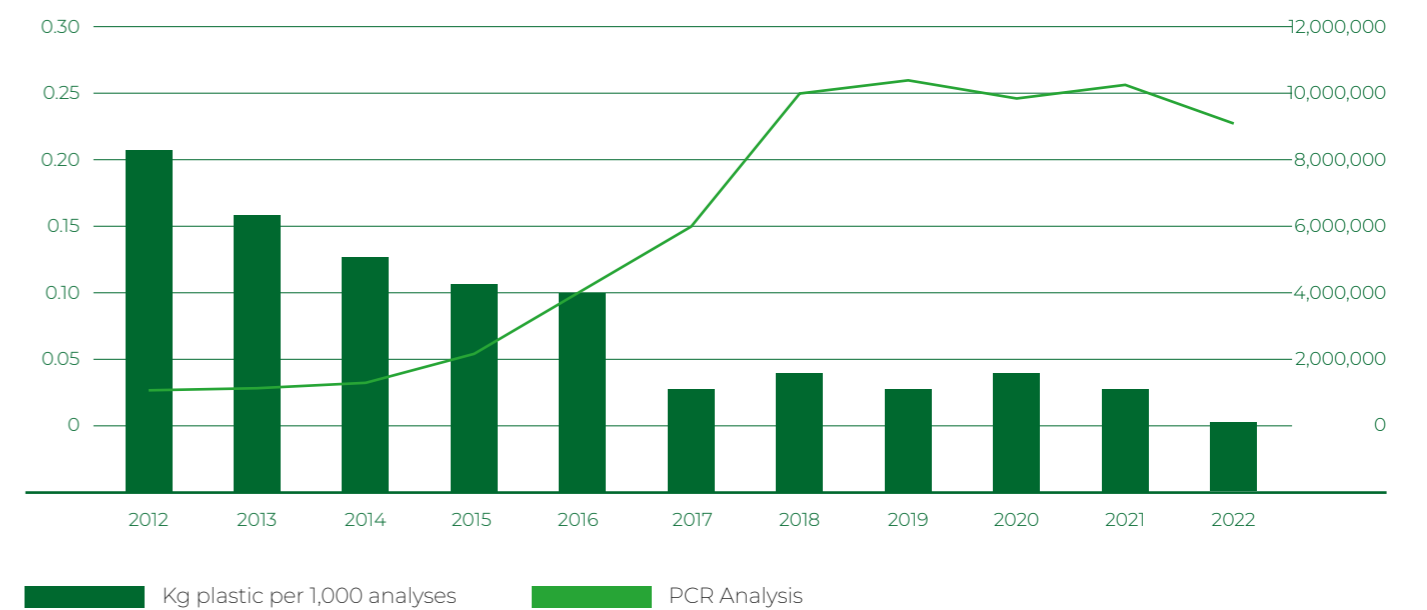


For DNA extraction, this practice has enabled an increase in the use of recycled plastic over the years:

USED AND RECYCLED PLASTIC FOR DNA EXTRACTION



PLASTIC USED FOR PCR ANALYSIS



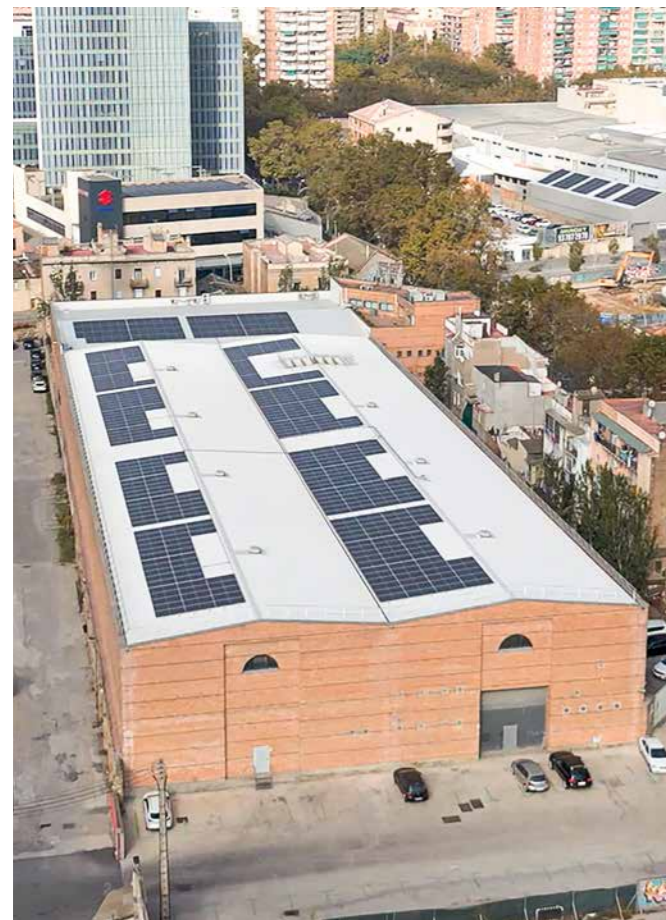
ENERGY

The following table shows the energy consumption of the Spanish headquarters of the PHF group, in 2022

Barcelona	916,981 kWh
Les Cases de Barbens	1,604,900 kWh
Maresme farms	1,929,392 kWh
El Ejido	615,523 kWh
Don Benito	123,046 kWh
TOTAL	5,189,843 kWh

A comparison of the data for 2022 with the data for 2018 (first annual period for which this aspect was reported) indicates a decrease in consumption of 249,412 kWh. This decrease has occurred despite an increase in the organization's turnover and an increase in the workforce during that five-year period, which shows the effectiveness of the investments made in more energy efficient electrical equipment. These investments can be consulted in the annual reports of previous years, and include the replacement of traditional luminaires with new, more energy efficient LED lighting.

In addition, in 2022 a new strategy was launched to reduce energy consumption. A project was launched involving the progressive installation of photovoltaic panels in the PHF Group's different centres. During the reported year, the installation of said technology in the Barcelona centres was completed. This installation will enable the self-consumption of a total of 319,283 kWh, representing a saving of 34.81% of the total consumption in the Barcelona centre.



WATER

Since 2020, the improvement measures to reduce consumption have focused on the installation of high-efficiency systems for the wet seed extraction process, in R&D farms for vegetable crops. Prior to 2020, the company reported on the use of rainwater collection pools on these farms, to reduce the organization's water footprint. During the course of 2022, a project was launched to install high-efficiency valves that regulate the water supply from its reservoirs. As of the closing date of this report, the savings potential of this project is still being measured.

Another project worth highlighting is the doubling of the area using drip irrigation on the experimental farm at the R&D centre for field crops, located in Les Cases de Barbens. Previously, this technique was used over an area of 2.2 hectares and in 2022 this was expanded to 4.6 hectares. In addition, following the new guidelines of the Common Agricultural Policy, a crop rotation strategy has been followed which uses types with lower water requirements, such as winter cereals.



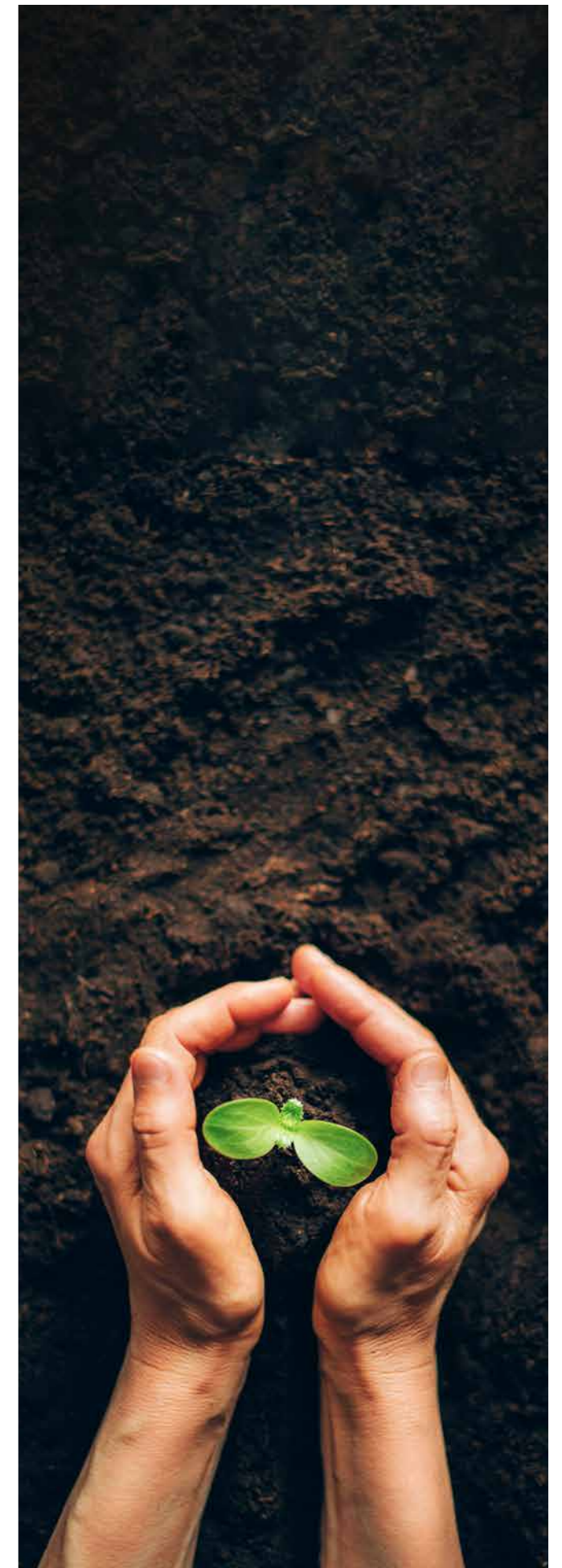
FERTILISERS AND PLANT PROTECTION AGENTS

The PHF Group's mission entails the necessary consumption of agricultural inputs such as fertilisers and plant protection agents. In order to optimize their use, a series of actions have been implemented:

- For the field crops R&D farm, located in Les Cases de Barbens, a collaboration agreement has been signed with the Ivars Cooperative, in order to use the waste generated by said organization as a fertilizing agent. Thanks to this agreement, together with the practice of crop rotation, in 2022 the application of mineral nitrogen was reduced by more than 7,000 kg and the total balance of nitrogen used was reduced by more than 5,000 kg.
- In all the vegetable farms, traditional plant protection agents have been replaced with zero-residue types, when this alternative exists. In 2022, the situation at each farm was as follows:
 - ▶ Cabrera de Mar (Spain): 60% traditional plant protection agents and 40% zero-residue plant protection agents
 - ▶ Sant Andreu de Llavaneres (Spain): 16% traditional plant protection agents and 84% zero-residue plant protection agents
 - ▶ Ejido (Spain): 30% traditional plant protection agents and 70% zero-residue plant protection agents
 - ▶ Quillota (Chile): 79% traditional plant protection agents and 21% zero-residue plant protection agents
 - ▶ Arica (Chile): 32% traditional plant protection agents and 68% zero-residue plant protection agents

The ratio of plant protection agents used per number of total plants generated is also reported below:

Almería	242,350 plants	725 Kg of plant protection agents.
Cabrera de mar	137,146 plants	335 Kg of plant protection agents.
Sant Andreu de Llavaneres	119,000 plants	140.6 Kg of plant protection agents.
Quillota	74,386 plants	36 Kg of plant protection agents.



WASTE MANAGEMENT AND RECYCLING



Following the principle of “The three Rs”, Semillas Fitó implemented waste recycling in the seed processing, packaging and logistics warehouse and the main office headquarters in Barcelona, which was then extended to the rest of the PHF group centres, located throughout Spain.

To this end, containers for the different types of waste were introduced in office receptions, warehouses, farms and canteens. As a result, the amount of waste recycled throughout 2022 in these centres is listed below:

	Waste	Quantity
Barcelona	Paper and cardboard	33,743 kg
	Small plastics	19,036 kg
	Ordinary	63,947 kg
Barbens	Paper and cardboard	43,080 kg
	Plastic (Big Bag)	9,900 kg
	Others	2,100 kg
Sant Andreu de Llavaneres farm	Compostable waste	21,280 kg
	Ordinary	329,410 kg
Farms at Premià de Mar	Compostable waste	4,000 kg
	Ordinary	186,930 kg
Cabrera de mar	Compostable waste	169,498 kg
	Ordinary	65,240 kg
El Ejido farm	Compostable waste	170,000 kg
	Plastic	20,200 kg
	Cardboard	10,000 kg
	Others	3,560 kg



In 2022, more than 86 tonnes of paper and cardboard, more than 48 tonnes of plastic and more than 350 tonnes of compostable waste were recycled at the Semillas Fitó centres in Spain.

Other types of waste are also recycled, such as WEEE (Waste Electrical or Electronic Equipment), printer toners and coffee capsules. The amounts managed in 2022 are detailed below:

Type	Quantity
WEEE	677.22 kg
Toners	128 kg
Coffee capsules	Four 12 L drums

REDUCTION OF OUR CARBON FOOTPRINT



The Ministry for the Ecological Transition of the Government of Spain defines the Carbon Footprint "as the measurement of all greenhouse gases emitted directly or indirectly by an individual, organization, event or product". The carbon footprint is therefore considered a reference indicator to evaluate energy consumption and the use of resources and materials towards a more sustainable approach.

The production of seeds for their subsequent sale constitutes a substantial part of the activities of the PHF Group. This process implies the sequestration of atmospheric CO₂ in the form of plant biomass, generating a reduction in the organization's carbon footprint. This report presents an estimate of the tonnes of CO₂ withdrawn from the atmosphere as a result of the production of certain types of seeds. Specifically, the scope of the quantification focuses on the field crops with a larger cultivation area: maize, broad beans, oats, wheat and lolium. In subsequent editions, the scope will be extended to other crops, as well as other activities of the organization.

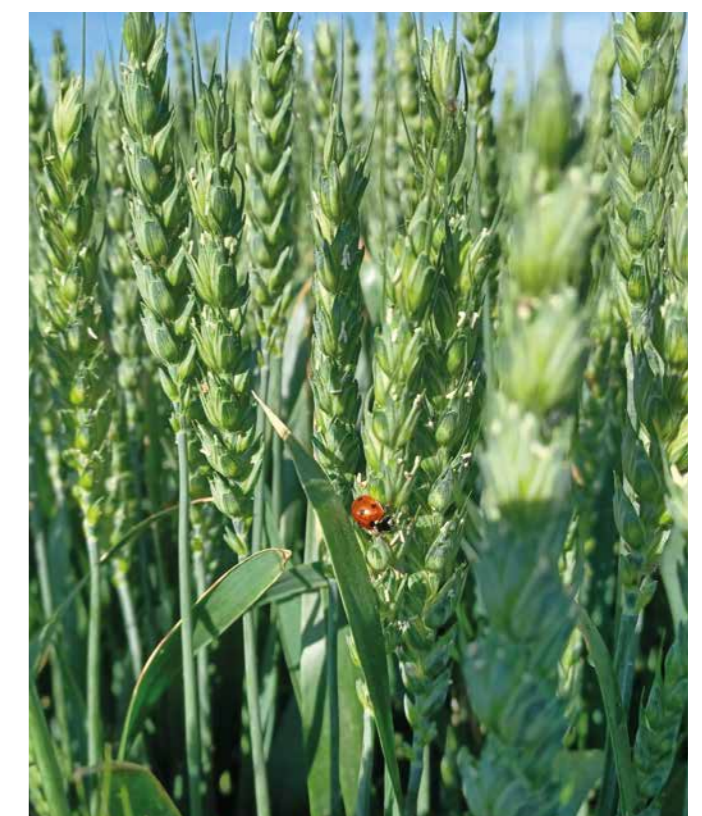
Regarding the cultivation of maize, the PHF Group began the production of maize seed over an area of 1153 Ha. The Association Générale des Producteurs de Mais has published studies that reveal an average sequestration of 25 tonnes of CO₂ for each Ha of maize cultivation. Consequently, it is estimated that an amount of 28,853 tonnes of CO₂ was withdrawn from the atmosphere due to our maize cultivation.

In 2022 an area covering 650 Ha was set aside for the production of broad bean seeds. According to a study by the Higher Technical School of Agricultural Engineering of the University of Córdoba, each hectare destined to the cultivation of broad beans leads to the carbon sequestration of 2.18 tonnes of CO₂. Therefore, it is estimated that an amount of 1,417 tonnes of CO₂ was sequestered as a result of this activity.

In relation to oats, in 2022 the production of seeds for this crop covered an area of 800 hectares. Based on a technical publication of the Plant Nutrition group of the Centre of Edafology and Applied Biology of Segura (CEBAS-CSIC), an estimated 3.8 tonnes of CO₂ was sequestered for each hectare of oats. Consequently, it is estimated that the equivalent of 3,040 tonnes of CO₂ was withdrawn from the atmosphere. A similar CO₂ value is reported for wheat in the same study; in 2022 the PHF Group began the cultivation of seeds for this crop on 600 Ha of land. This is an estimated sequestration of 2,280 tonnes of CO₂.

For the cultivation of Lolium, a crop to which 1,500 hectares were allocated to start seed production in 2022, a study published in the scientific journal "Applied Soil Ecology (64, 228-236)" was used as a reference, which estimates the existence of 1.7 tonnes of carbon per hectare of Lolium biomass. As a result of this, we have estimated the sequestration of 2,550 tonnes of carbon.

In this regard, the sum of CO₂ sequestration of the reported crops amounts to 38,140 tonnes. To help put the amount withdrawn into perspective, the Chair of Environmental Ethics at the University of Alcalá has determined that a flight from Barcelona to Singapore in tourist class emits 0.360 tonnes of CO₂. Consequently, it is estimated that the PHF Group's seed production in 2022 sequestered (at least) the CO₂ emissions equivalent to 105,944 flights between Barcelona and Singapore.



PROMOTING HEALTHY AND SUSTAINABLE LIFESTYLES



BOOST TO THE CONSUMPTION OF PEPPER

In 2022, the "Vitáminate con pimiento" (Get your vitamins through peppers) campaign by Semillas Fitó was once again carried out in the region of Murcia (Spain). At Semillas Fitó we focus on highlighting the importance of this vegetable, in conjunction with the production sector, both at a productive, economic and social level, as well as the role it plays in the Mediterranean diet and in local cuisine, promoting its consumption as a local product, coinciding with the moment in which the production of peppers grown in the Region of Murcia and southern Alicante reaches the markets and the shelves of the main food chains throughout Europe.

This third edition of the #Vitáminateconpimiento campaign was made up of various activities, each one focused on a different audience, in order to achieve maximum coverage. These included a tapas route and contest organized in collaboration with local restaurateurs.



COLLABORATION WITH "5 A DAY" TO PROMOTE THE CONSUMPTION OF FRUIT AND VEGETABLES

The World Health Organization (WHO) recommends the consumption of at least five servings of fruit and vegetables a day. Based on this premise, there is an international movement that promotes consumption of fruits and vegetables, which in Spain is led by the non-profit association "5 a Day".

In 2022, Semillas Fitó continued its collaboration with "5 a Day", an agreement that began in 2019. This group works to inform society in general and raise awareness of the benefits of eating fruit and vegetables, promoting healthy habits and messages related to health and the fight against childhood obesity.



LITTLE PLANET: A NEW MELON CONCEPT

Semillas Fitó continues to innovate to bring new products that are healthy and appealing to consumers to the market. In 2022, we launched Little Planet, a melon with a distinctive appearance and format, with which Semillas Fitó intends to enter this new market, with a focus also on the innovative colour of its flesh.

Its super sweet and unique, green coloured, flesh offers a fresh and juicy flavour that surprises the consumer.



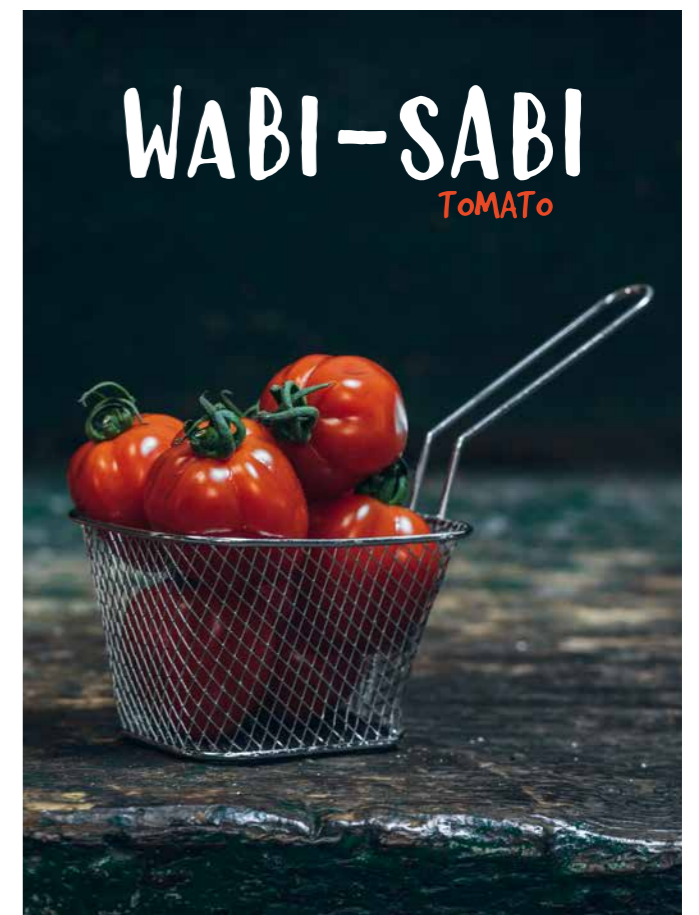
CAN AN IMPERFECTLY SHAPED FRUIT BE PERFECT?

The Foodture business unit launched a new concept of tomato on the market in 2022 under the name Wabi-sabi, a revolutionary new tomato in terms of flavour and sustainability, perfect for any dish and available all year round.

With its unique appearance, Wabi-Sabi breaks with the traditional idea that the quality of a fruit is linked to its aesthetic perfection and thus contributes to reducing food waste. With Wabi-Sabi, every fruit is used, each one unique and recognizable.

Moreover, Wabi-Sabi offers maximum flavour and brix degrees, with a distinct texture and a lot of personality. Its shape, texture and size make it the ideal complement to any dish, whether raw or cooked, whole or cut. A perfect tomato to use as a garnish in your favourite dishes, to enjoy a different, tasty and healthy accompaniment.

Wabi-Sabi reaches the market to help combat food waste.



SMALL ACTIONS, BIG CHANGES



Since 2018, the end-of-year gift that Semillas Fitó traditionally gives to its staff has been chosen based on sustainability criteria.

In 2022 the gift was a pack of 3 jams in collaboration with the Espigoladors Foundation, a project with a sustainable and social focus.

The jams are made recovering fruits and vegetables discarded for aesthetic reasons or from surpluses, and are transformed into 100% natural and handmade vegetable preserves. The

project, which is committed to the fight against food waste, also has a social angle, since the kitchen in which the jams are made is a space for the training and labour market integration of people at risk of social exclusion.

For the fifth consecutive year we have included this action under the "Small actions, big changes" initiative, which encompasses all those actions aimed at employees that generate a positive impact in social or environmental matters.





8. PROFIT

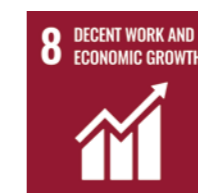


The following pages offer the reader the chance to learn about projects that the PHF Group has carried out in 2022, which are aimed at reinforcing the organization's business model and, therefore, **at guaranteeing the economic viability of its business activity, to ensure the future sustainability of the organization's purpose: to be generators of sustainability throughout the agri-food chain.**

This section of the report describes the organization's commitment to the **local communities** where its operating centres are located. A demonstration of this is the action aimed at **the recovery of seed losses as raw material for feed in the livestock industry, stimulating a complementary synergy between both sectors.**

An example of the organization's commitment to the supply chain are the **GSPP and ESTA certifications** obtained by its operations centres in Barcelona and Barbens, respectively. Both certifications guarantee that the processing of the seeds is suitable for guaranteeing the highest quality standards for distributors and end consumers.

Lastly, it is worth highlighting the organization's efforts to **invest in the knowledge economy.** Below are projects that demonstrate the commitment of the PHF Group to be at the forefront of the latest technical innovations in R&D, as well as the collaborative synergies established with other R&D institutions.



WASTE RECOVERY



Waste recovery is defined as the optimization of its characteristics, based on reuse, recovery and recycling processes. It also refers to a process whose objective is to give waste a new use.

In this regard, the PHF Group has set up a **channel so that the livestock industry can reuse, the seeds that cannot be sold because they do not meet the germination quality standard, in the form of feed.**

An extensive set of regulations exist that establish the characteristics required of seed batches for them to be sold. These requirements vary depending on the type of crop. To meet these standards, the seed batches follow a series of cleaning and calibration processes. Plant remains, left over from the process of extracting the seeds from the fruit, are removed. The seeds are classified based on their shape, weight, density, and colour. This allows for the seed fractions with the highest levels of germination and homogeneity of sprouting vigour to be separated from those of lower quality. The latter, despite not meeting the qualitative standard necessary to be sold as seeds, do have the necessary nutritional characteristics to be used as raw material for the production of feed for the livestock industry, which is the use then given to this waste by the PHF Group.

The quantities of recovered seeds for broad bean and maize crops are reported below, since these are the most representative types:

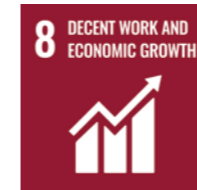
BROAD BEANS
79.89 tonnes
of seed losses recovered for feed

MAIZE
58.72 tonnes
of seed losses recovered for feed

Consequently, in 2022 the Les Cases de Barbens operations centre recovered more than 130 tonnes of seed waste as feed.



COLLABORATION AGREEMENTS FOR R&D&I



A firm commitment to research, development and innovation is essential in order to generate value throughout the agri-food chain. The PHF Group has its own R&D&I department, to which it allocates approximately 30% of the annual turnover of the professional vegetable seeds business unit.

In addition to internal talent, the PHF Group promotes innovation through various projects, which it carries out in collaboration with public research centres. In 2022, we actively collaborated with 9 public R&D&I institutions:

- Wageningen University (Netherlands): development of a pepper "pangenome" by sequencing hundreds of accessions.
- Agricultural University of Tirana (Albania), Centre for Genetic Resources (Netherlands), Institute for vegetable crops (Serbia), Institute of Genetics and Cytology NAS (Belarus), Institute of Plant Breeding and Genetic Resources (Greece), Scientific Centre of Vegetable and Industrial Crops (Armenia) & Ss.Cyril and Methodius University Skopje (N. Macedonia): participation in the Eurisco Project to characterize European accessions of pepper germplasm.
- IRTA (Catalonia, Spain): development of markers for emerging pathogens and research into new agronomic characters of interest (colour, morphology...) in pepper, melon, cucumber and/or watermelon.



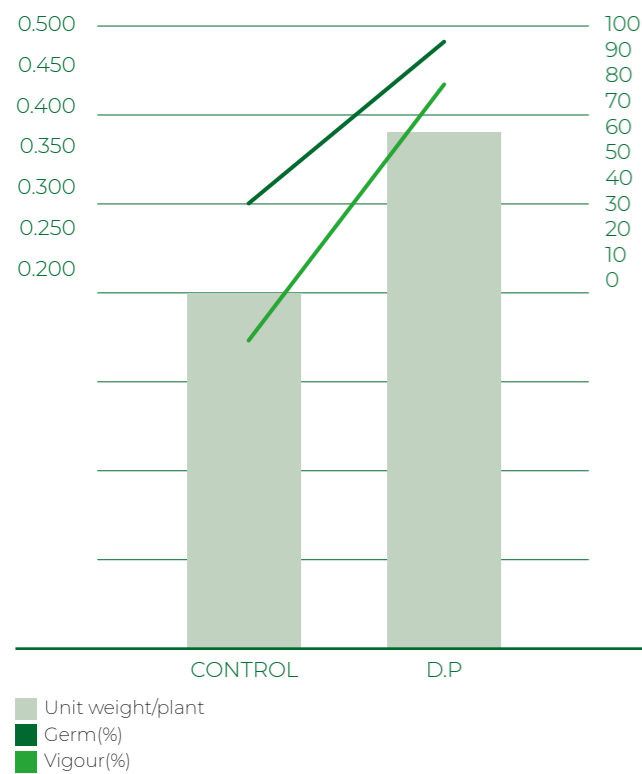
INNOVATION IN AGRICULTURE



As has been commented in other sections of this report, in order to offer seeds of high germinative quality to farmers, the harvested seed batches need to undergo a series of processes that allow the highest quality fractions to be obtained.

Up to now, the low quality fractions were consigned as waste, except those that could be recovered as feed for the livestock industry. However, the PHF Group has been working in previous years on validating **new techniques that help to raise the germination level of the lowest quality fractions from seed batches.**

12 MONTHS OF STORAGE AT HIGH TEMPERATURES



One of the projects that was finally validated in 2022, and will be implemented in 2023, is a new seed priming technology. Seed priming consists of subjecting fractions of seed batches, that do not reach the germination standard, to a series of physical processes that contribute to raising the embryonic development level of the batches. This priming technique is widely used in the seed sector. However, the disadvantage is that the batches subjected to this process display a reduction in their germinability over time. Usually, the batches that have undergone this process have a 6-month germination guarantee.

With the aim of resolving this problem, the PHF Group has validated a priming technology that helps to increase the germination level of the fractions of the lowest quality seed batches, while sustaining their germinability over time. This technology will be available throughout 2023 at the Barcelona vegetable seed processing centre and will contribute to the recovery of seed batches that currently cannot be reused in any way, reducing the company's ecological footprint.

The figure represents a comparison of the same batch of seeds, subjected to the new priming technique and its untreated counterpart. The size of the bars reflects the unit weight of the plants, the conclusion being that the fraction subjected to priming is larger. The dark green line indicates the germination level; again, the fraction subjected to priming reaches a significantly higher germination level. Finally, the light green line represents the level of homogeneity of sprouting vigour; the fraction subjected to priming again has a significantly higher value compared to the control. All the results refer to a germination test carried out 12 months after the execution of the priming process. During those 12 months, both fractions were kept under high temperature conditions, unfavourable for the germinability the seeds. Even under these conditions, the fractions subjected to priming presented high levels of germinability.

INVESTMENT IN KNOWLEDGE



Under the framework of our commitment to offer varieties that offer solutions to the global challenges of modern agriculture, the investments carried out by the PHF group are aimed at increasing the qualitative and quantitative capacity of our Research, Development and innovation activities.

One example of the company's focus on innovation, is the **expansion of its R&D facilities at the Cabrera de Mar centre (Barcelona)**, which has put it at the forefront of innovation, with state-of-the-art facilities in biotechnology (Cell Biology, Phytopathology and Genomics). The centre now has three new climatic chambers for the growth of donor plants (phytotrons) for the Cellular Biology department, as well as a new germination and acclimatization chamber, which together cover an area of 300 m². In addition, Semillas Fitó also decided to expand the facilities dedicated to Phytopathology with a new pathology laboratory, which has four new climatic chambers for carrying out various bioassays with plant pathogens, together covering an additional total area of 150 m².

This technological investment will **allow Semillas Fitó to develop new varieties more efficiently**, making the company more agile, offering solutions to the entire agri-food chain, **reducing the development time of new commercial varieties by up to 4 years.**

In the new Phytopathology facilities, these new chambers are equipped with humidity control systems that enable work to be carried out on problematic bacterial pathogens in vegetable crops. They were built with a high level of biosecurity, to allow work to be carried out on any type of plant pathogen, in fully confined conditions. These characteristics will allow the company to expand its work in the **development of varieties resistant to emerging pathogens.**

OPTIMIZATION OF PROCESSES AND CONTINUOUS IMPROVEMENT



In order to promote greater efficiency in the management of resources (human and material), various standardized methodologies and standards related to process optimization and continuous improvement have been designed over the years. Over time, these methodologies/standards have also been applied to reduce corporate externalities that could generate impacts on the environment, as well as occupational risks of various kinds. In turn, it is possible to demonstrate satisfactory compliance with these standards before agents external to the company through certification audits.

In addition, Semillas Fitó is implementing a series of protocols to improve the implementation of hygiene measures on these farms, with the aim of optimizing the efficiency of its different production processes and in order to avoid the introduction of diseases in crops on the farms of Llaneras, Cabrera de Mar, Premià de Mar, Almería, Chile, Mexico, Turkey and India. For this reason, during the course of 2022, the second phase of a quality management system for these farms was launched, involving the standardization of the different processes carried out.



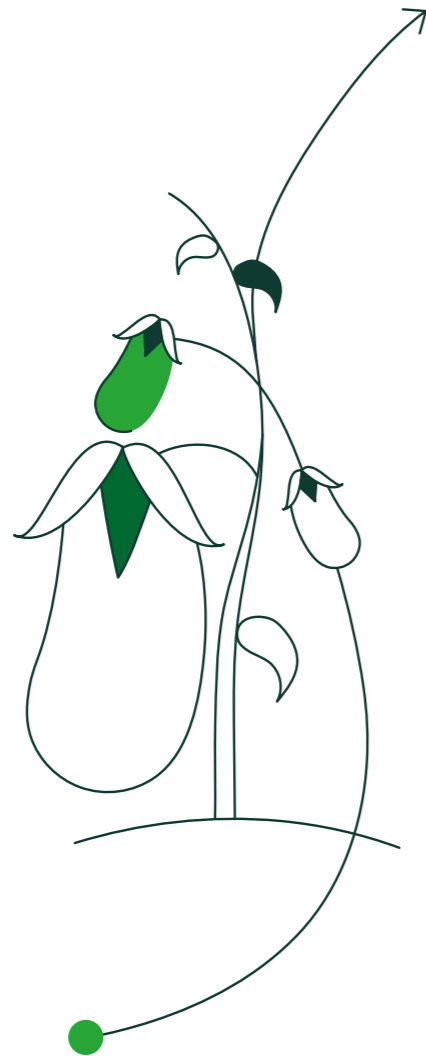
Meanwhile, the Semillas Fitó centre in Les Cases de Barbens (Lleida) obtained the ESTA (European Seed Treatment Assurance) certification in 2020. This certification demonstrates that the industrial processing of maize seed (from its reception to cleaning, calibration,

the application of phytosanitary treatments, quality control, packaging and delivery to the farmer) is carried out in conditions that minimize the detachment of the phytosanitary treatment from the seed, preventing negative repercussions in the management of occupational risks, and ensuring a higher level of environmental hygiene during seed sowing operations. In 2022, Semillas Fitó achieved the renewal of the ESTA certification.



The Semillas Fitó centre in Barcelona obtained GSPP (Good Seed and Plant Practices) certification in 2019. This certification validates that the handling of tomato seeds carried out by Semillas Fitó

(from their production to their packaging, including all processing and quality control activities) is carried out under conditions that minimize possible contamination from the plant disease caused by the bacteria Cmm (Clavibacter michiganensis subs michiganensis). This is the main bacterial disease affecting tomato cultivation around the world. In 2022, Semillas Fitó successfully passed its first three-year renewal of this GSPP certification.



9. ANNEXES

GRI CONTENT INDEX AND REQUIREMENTS OF LAW 11/2018

This 2022 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 and diversity. Said Law requires companies to provide non-financial information based on some form of official national or international framework. As noted on several occasions throughout this report, the management team has taken into account as the methodological framework of

reference the GRI (Global Reporting Initiative) indicators, the Sustainable Development Goals and the Principles of the Global Compact. The following table details the GRI indicators that have been addressed at some point in the report and relates them to the requirements demanded by Law 11/2018. To help find these more easily, their location in the report (page number) is indicated in the table itself.

STATEMENT OF USE	Grupo Empresarial Productos Hortícolas Fitó S.L. has prepared the report in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022.
GRI 1 USED	GRI 1 - Foundation 2021*
APPLICABLE GRI SECTOR STANDARDS	Not Applicable

STANDARD	CONTENTS	LOCATION "ANNUAL REPORT 2022"	RELATED SDG	PAGES
GENERAL TOPICS: 1. About this report · 2. About the company · 3. Contribution to the SDGs · 4. Main milestones · 5. Annexes				
	Content 2-1 Organizational details	2.1 About this report - Purpose 2.2 About this report - Scope and coverage 2.3 About this report - Methodology 3.1 About the company - The PHF group 3.2 About the company - Our purpose 3.3 About the company - Business units		11 11 11 16-19 20-21 22-23
	Content 2-2 Entities included in the organization's sustainability reporting	2.1 About this report - Purpose 2.2 About this report - Scope and coverage 2.3 About this report - Methodology	SDG 8 SDG 9 SDG 12 SDG 16	11 11 11
	Content 2-3 Reporting period, frequency and contact point	2.1 About this report - Purpose 2.2 About this report - Scope and coverage 2.3 About this report - Methodology 2.4 About this report - Reporting principles 2.5 About this report - Materiality matrix 3.1 About the company - The PHF group 3.2 About the company - Our purpose 3.3 About the company - Business units		11 11 11 12 12-13 16-19 20-21 22-23
	Content 2-4 Restatements of information	3.2 About the company - Our purpose 3.5 About the company - Varieties 3.6 About the company - Governing bodies 6.1 People - Employment: main figures 2022 6.3 People - Health and safety: healthy and sustainable company 6.5 People - Training and development 6.6 People - Internal Communication 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction	SDG 3 SDG 4 SDG 5 SDG 6 SDG 8 SDG 10 SDG 12	20-21 26-27 28-29 44-45 47 50-53 54-57 78 79
GRI 2 - General Disclosures	Content 2-5 External assurance	2.1 About this report - Purpose Annex 9.6	SDG 8 SDG 9 SDG 12 SDG 16	108-111
	Content 2-6 Activities, value chain and other business relationships	3.3 About the company - Business units 3.4 About the company - Business model 3.5 About the company - Varieties 6.8 People - Commitment to the agri-food sector 7.2 Planet - Waste management and recycling 7.5 Planet - Small actions, big changes 8.2 Profit - Collaboration agreements	SDG 4 SDG 8 SDG 9 SDG 12	22-23 24-25 26-27 61-65 78 83 89
	Content 2-7 Employees	3.1 About the company - The PHF group 3.2 About the company - Our purpose 3.3 About the company - Business units 6.1 People - Employment 6.4 People - Diversity and equal opportunities	SDG 5 SDG 8 SDG 10	16-19 20-21 22-23 44-45 49
	Content 2-9 Governance structure and composition	3.1 About the company - The PHF Group 3.3 About the company - Business units 3.4 About the company - Business model 3.5 About the company - Varieties 3.6 About the company - Governing bodies 6.10 People - Compliance and Code of conduct	SDG 8 SDG 9 SDG 12 SDG 16	16-19 22-23 24-25 26-27 28-29 68-69
	Content 2-10 Nomination and selection of the highest governance body.	3.6 About the company - Governing bodies	SDG 16	28-29
	Content 2-11 Chair of the highest governance body	3.6 About the company - Governing bodies	SDG 16	28-29
	Content 2-12 Role of the highest governance body in overseeing the management of impacts	3.6 About the company - Governing bodies	SDG 16	28-29

STANDARD	CONTENTS	LOCATION "ANNUAL REPORT 2022"	RELATED SDG	PAGES
GENERAL TOPICS: 1. About this report · 2. About the company · 3. Contribution to the SDGs · 4. Main milestones · 5. Annexes				
	Content 2-13 Delegation of responsibility for managing impacts	3.6 About the company - Governing bodies	SDG 16	28-29
	Content 2-14 Role of the highest governance body in sustainability reporting	3.6 About the company - Governing bodies	SDG 16	28-29
	Content 2-15 Conflicts of interest	3.6 About the company - Governing bodies	SDG 16	28-29
	Content 2-16 Communication of critical concerns	3.6 About the company - Governing bodies	SDG 16	28-29
	Content 2-17 Collective knowledge of highest governance body	3.6 About the company - Governing bodies	SDG 16	28-29
	Content 2-18 Evaluation of the performance of the highest governance body.	3.6 About the company - Governing bodies	SDG 16	28-29
	Content 2-19 Remuneration policies	3.6 About the company - Governing bodies 6.7 People - Total compensation and remuneration policy	SDG 5 SDG 8 SDG 10 SDG 16	28-29 59
	Content 2-20 Process to determine remuneration	6.7 People - Total compensation and remuneration policy	SDG 5 SDG 8 SDG 10	59
	Content 2-22 Statement on the sustainable development strategy	Letter from Senior Management - Commitment to sustainability		7
GRI 2 - General Disclosures	Content 2-23 Policy commitments	3.6 About the company - Governing bodies		28-29
		6.5 People - Training and development		50-53
		6.10 People - Compliance and code of conduct	SDG 4	68-69
		8.3 Profit - Innovation in agriculture	SDG 8	90
		8.4 Profit - Investment in knowledge	SDG 9	91
		8.5 Profit - Process optimization and continuous improvement	SDG 12	93
		Annex 9.1		104-105
		Annex 9.2		106
		Annex 9.4		107
		Content 2-24 Embedding policy commitments	6.10 People - Compliance and code of conduct	
Content 2-25 Processes to remediate negative impacts	6.10 People - Compliance and code of conduct 7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction	SDG 12	68-69 74-77 7-8 79	
Content 2-26 Mechanisms for seeking advice and raising concerns	6.10 People - Compliance and code of conduct		68-69	
Content 2-27 Compliance with laws and regulations	6.10 People - Compliance and code of conduct		68-69	
Content 2-28 Membership of associations	6.8 People - Commitment to the agri-food sector 8.5 Profit - Process optimization and continuous improvement	SDG 12	61-65 93	
Content 2-29 Approach to stakeholder engagement	2.4 About this report - Principles of preparation	SDG 8 SDG 9 SDG 12 SDG 16	12	
Content 2-30 Collective bargaining agreements	6.5 People - Internal communication	SDG 8 SDG 10 SDG 12	54-57	
GRI 3 - Material Topics 2020-2021	Content 3-1 Process to determine material topics	2.4 About this report - Principles of preparation 2.5 About this report - Materiality Matrix	SDG 12	12 12-13
	Content 3-2 List of material topics	2.5 About this report - Materiality Matrix	SDG 8 SDG 9 SDG 12 SDG 16	12-13
	Content 3-3 Management of material topics	2.5 About this report - Materiality Matrix	SDG 8 SDG 9 SDG 12	12-13

STANDARD	CONTENTS	LOCATION "ANNUAL REPORT 2022"	RELATED SDG	PAGES
PEOPLE				
GRI 3 - Material Topics 2020-2021	Content 3-3 Management of material topics	6.1 People - Employment 6.2 People - Effective organization of work and accessibility 6.3 People - Health and safety: healthy and sustainable company 6.4 People - Diversity and equal opportunities 6.5 People - Training and development 6.6 People - Internal communication 6.7 People - Total compensation and remuneration policy 6.10 People - Compliance and code of conduct	SDG 3 SDG 4 SDG 5 SDG 8 SDG 10 SDG 12	44-45 46 47 49 50-53 54-57 59 68-69
GRI 205 - Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	6.10 People - Compliance and code of conduct	SDG 8 SDG 16	68-69
GRI 401 - Employment	401-1 New employee hires and employee turnover	6.5 People - Training and development	SDG 3 SDG 4 SDG 5 SDG 8 SDG 10	50-53
	401-3 Parental leave	6.2 People - Effective organization of work and accessibility	SDG 3 SDG 8	46
	403-1 Workers representation in formal joint management worker health and safety committees	6.3 People - Health and safety: healthy and sustainable company	SDG 3 SDG 8	47
GRI 403 - Occupational health and safety	403-2 Hazard identification, risk assessment, and incident investigation	6.3 People - Health and safety: healthy and sustainable company	SDG 3 SDG 8	47
	403-3 Occupational health services	6.3 People - Health and safety: healthy and sustainable company	SDG 3 SDG 8	47
	403-5 Worker training on occupational health and safety	6.3 People - Health and safety: healthy and sustainable company	SDG 3 SDG 8	47
	403-6 Promotion of workers' health	6.3 People - Health and safety: healthy and sustainable company	SDG 3 SDG 8	47
	403-8 Workers covered by an occupational health and safety management system	6.3 People - Health and safety: healthy and sustainable company		47
	403-9 Injuries due to occupational accidents	6.3 People - Health and safety: healthy and sustainable company	SDG 3 SDG 8	47
GRI 404 - Training and education	404-1 Average hours of training per year per employee	6.5 People - Training and development	SDG 3 SDG 4 SDG 5 SDG 8 SDG 10	50-53
	404-2 Programs for upgrading employee skills	6.5 People - Training and development	SDG 3 SDG 4 SDG 5 SDG 8 SDG 10	50-53
	404-3 Percentage of employees receiving regular performance and career development reviews	6.5 People - Training and development	SDG 3 SDG 4 SDG 5 SDG 8 SDG 10	50-53
	404-8 Child labor	6.10 People - Compliance and code of conduct	SDG 8	68-69
GRI 405 - Diversity and equal opportunities	404-9 Forced or compulsory labor	6.10 People - Compliance and code of conduct	SDG 8	68-69
	405-1 Diversity of governance bodies and employees	6.3 People - Health and safety: healthy and sustainable company	SDG 3 SDG 8	47
GRI 406 - Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	6.4 People - Diversity and equal opportunities	SDG 5 SDG 8 SDG 10	49
GRI 407 - Freedom of association and collective bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	6.10 Compliance and code of conduct	SDG 8 SDG 16	68-69
GRI 410 - Security Practices	410-1 - Security personnel trained in human rights policies or procedures	6.3 People - Health and safety: healthy and sustainable company 6.10 People - Compliance and code of conduct	SDG 3 SDG 8	47 68-69
GRI 412 - Human rights assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	6.10 People - Compliance and code of conduct	SDG 8	68-69
GRI 413 - Local communities	413-1 Operations with local community engagement	6.8 People - Commitments to the agri-food sector	SDG 12	61-65

STANDARD	CONTENTS	LOCATION "ANNUAL REPORT 2022"	RELATED SDG	PAGES
PLANET **				
GRI 3 - Material Topics 2020-2021	Content 3-3 Management of material topics	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction 7.4 Planet - Promotion of healthy lifestyles 7.5 Planet - Small actions, big changes 8.3 Profit - Innovation in agriculture	SDG 4 SDG 9 SDG 12 SDG 13	74-77 78 79 80-81 83 90
	302-1 Energy consumption within the organization	7.1 Planet - Sustainable use of resources	ODS12	74-77
GRI 301 - Materials	301-2 Recycled input materials used	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction 8.3 Profit - Innovation in agriculture	SDG 12 SDG 13	74-77 78 79 90
		7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction 8.3 Profit - Innovation in agriculture	SDG 12 SDG 13	74-77 78 79 90
GRI 302 - Energy	302-4 Reduction of energy consumption	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction 8.3 Profit - Innovation in agriculture	SDG 12 SDG 13	74-77 78 79 90
GRI 303 - Water and effluents GRI	303-1 Interaction with water as a shared resource	7.1 Planet - Sustainable use of resources 8.3 Profit - Innovation in agriculture	SDG 12	74-77 90
GRI 304 - Biodiversity *	304-2 Significant impact of activities, products and services on biodiversity	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction	SDG 12 SDG 13	74-77 78 79
GRI 305 - Emissions ***	305-5 Reduction of GHG emissions	7.3 Planet - Carbon footprint reduction	SDG 13	79
GRI 306 - Effluents and waste	306-3 Waste generated	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction 8.1 Profit - Waste recovery	SDG 12 SDG 13	74-77 78 79 88
	306-2 Management of significant waste-related impacts	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction	SDG 12 SDG 13	74-77 78 79
GRI 308 - Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction	SDG 12 SDG 13	74-77 78 79
PROFIT				
GRI 3 - Material Topics 2020-2021	Content 3-3 Management of material topics	8.1 Profit - Waste recovery 8.2 Profit - Collaboration agreements 8.3 Profit - Innovation in agriculture 8.4 Profit - Investment in knowledge 8.5 Profit - Process optimization and continuous improvement	SDG 8 SDG 9 SDG 12	88 89 90 91 93
		7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction	SDG 12 SDG 13	74-77 78 79
GRI 306 - Effluents and waste	306-2 Management of significant waste-related impacts	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction	SDG 12 SDG 13	74-77 78 79

* Non-Financial Report 2018; pages 35-39 and 62-63

** The traceable elements that will endow all the PLANET initiatives with a global scope are currently being designed.

*** The traceable elements that will allow scope 1 and scope 2 of GRI 305-5 to be reported are currently being designed.

**** 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

SUSTAINABILITY COMMITTEE, MATERIALITY ANALYSIS AND NEXT STEPS

MATERIALITY MATRIX RANKING	3 P	RELATED SDG	ASSOCIATED MATERIALITY ASPECTS	SDG TARGET	2022 REPORT THEME
1	People	SDG 12 - Responsible consumption and production	Product and service quality	12.3 - Reduce food losses.	People - Circular Economy
1	Planet	SDG 12 - Responsible consumption and production	Product and service quality	12.2 - Efficient use of resources	Varieties, our contribution to the world
1	Profit	SDG 12 - Responsible consumption and production	Product and service quality	12.2 - Efficient use of resources	Profit - Waste recovery
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	People - Health and safety
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	People - Training
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	People - Employment; People - Promotion
5	Profit	SDG 8 - Decent work and economic growth	Creation of economic value	8.1 - Promote sustained economic growth	About the company: Business units; About the company: business model
6	People	SDG 8 - Decent work and economic growth	Reputation and image of the company	8.1 - Promote sustained economic growth	Contribution to the SDGs
7	Profit	SDG 9 - Industry, innovation and infrastructure	Innovation in agriculture	9.5 - Enhance scientific research	Profit - Collaboration Agreements
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	Profit - Innovation
7	Profit	SDG 9 - Industry, innovation and infrastructure	Innovation in agriculture	9.1 - Develop infrastructure to support economic development	Profit - Investments
8	Profit	SDG 8 - Decent work and economic growth	Business integrity	8.8 - Promote a safe and risk-free environment for workers	Profit - Process optimization and continuous improvement
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	Profit - Process optimization and continuous improvement
10	Planet	SDG 12 - Responsible consumption and production	Business ethics and transparency	12.7 - Promote procurement practices that are sustainable	Planet - Small actions, big changes
10	People	SDG 8 - Decent work and economic growth	Business ethics and transparency	8.8 - Promote a safe and risk-free environment for workers	People - Health and safety
11	Planet	SDG 8 - Decent work and economic growth	Efficiency in the use of resources	12.4 - Sound management of chemicals and waste	Planet - Sustainable use of resources
12	Planet	SDG 8 - Decent work and economic growth	Waste management and recycling	12.5 - Reduce waste generation	Planet - Waste management and recycling
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	Profit - Process optimization and continuous improvement
14	Planet	SDG 6 - Clean water and sanitation	Water management and quality	6.4 - Efficient use of resources	Planet - Sustainable use of resources
15	Planet	SDG 13 - Climate Action	Adaptation and climate resilience	13.3 - Improve human capacity to mitigate climate change and reduce its effects	Planet - Carbon Footprint Reduction
16	Planet	SDG 4 - Quality education	Nutrition and food safety of products	4.7 - Promote sustainable development and sustainable lifestyles	Planet - Promoting healthy lifestyles
17	Planet	SDG 8 - Decent work and economic growth	Soil contamination	12.4 - Sound management of chemicals and waste	Planet - Sustainable use of resources
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	People - Committed to
19	People	SDG 9 - Industry, innovation and infrastructure	Talent acquisition and retention	9.1 - Develop infrastructure to support economic development	People - Development and talent
20	Planet	SDG 12 - Responsible consumption and production	Responsible supply chain	12.7 - Promote procurement practices that are sustainable	Planet - Sustainable use of resources
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	Profit - Innovation; Profit - Collaboration Agreements; Profit - Investments; Profit - Process optimization and continuous improvement
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	About this report: Materiality matrix
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	People - Employment; People - Promotion
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	People - Employment; People - Promotion

TRACEABILITY

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

CONTENTS	REQUIREMENTS	LOCATION	GRI INDICATOR
GENERAL DISCLOSURES			
	Description of the group's business model	2.1 About this report - Purpose 2.2 About this report - Scope and coverage 2.3 About this report - Methodology 3.1 About the company - The PHF group 3.2 About the company - Our purpose 3.3 About the company - Business units	Content 2-1 Organizational details
BUSINESS MODEL	Geographical presence Markets in which it operates	2.1 About this report - Purpose 2.2 About this report - Scope and coverage 2.3 About this report - Methodology 3.1 About the company - The PHF group 3.2 About the company - Our purpose 3.3 About the company - Business units	Content 2-1 Organizational details Content 2-6 Activities, value chain and other business relationships
	Objectives and strategies	2.5 About this report - Materiality Matrix 7.1 Planet - Sustainable use of resources 8.2 Profit - Collaboration agreements 8.3 Profit - Innovation in agriculture 8.4 Profit - Investment in knowledge 8.5 Profit - Process optimization and continuous improvement	Content 3-3 Management of material topics
MATERIALITY	Materiality analysis	2.4 About this report - Principles of preparation 2.5 About this report - Materiality Matrix	GRI 3-1 Process to determine material topics 3-2 List of material topics
RESULTS	The results of these policies, which must include key indicators of pertinent non-financial results that allow monitoring and evaluating progress and which favour comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each issue.	2.1 About this report - Purpose Annexes 9.6	Content 2-5 External assurance
RISKS*	The main risks associated with issues linked to the group's activities, including, where relevant and proportionate, its business relationships and those of its products or services that may have a negative impact on said areas, as well as how the group manages those risks, therefore explaining the procedures used to detect them and assess them in accordance with national, European or international reference standards for each subject. 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.	6.3 People - Health and safety: healthy and sustainable company 7.5 Planet - Small actions, big changes 8.5 Profit - Process optimization and continuous improvement	Content 2-24 Embedding policy commitments Content 3-3 Management of material topics
ENVIRONMENTAL ISSUES			
	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety	6.3 People - Health and safety: healthy and sustainable company 7.4 Planet - Promotion of healthy lifestyles 8.3 Profit - Innovation in agriculture 8.4 Profit - Investment in knowledge 8.5 Profit - Optimization of processes and continuous improvement	Content 3-3 Management of material topics
	Environmental assessment or certification procedures	8.5 Profit - Process optimization and continuous improvement	Content 3-3 Management of material topics
	Resources dedicated to the prevention of environmental risks*		
ENVIRONMENTAL MANAGEMENT	Application of the precautionary principle	3.6 About the company - Governing bodies 6.5 People - Training and development 6.10 People - Compliance and code of conduct 8.3 Profit - Innovation in agriculture 8.4 Profit - Investment in knowledge 8.5 Profit - Process optimization and continuous improvement Annex 9.1 Annex 9.2 Annex 9.4	Content 2-23 Policy commitments Content 3-3 Management of material topics
	Provisions and insurance for environmental risks*		
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.	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction 8.3 Profit - Innovation in agriculture	Content 3-3 Management of material topics 302-1 Energy consumption within the organization 302-4 Reduction of energy consumption 305-5 Reduction of GHG emissions
CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT	Measures for prevention, recycling, reuse and other forms of reclamation and the disposal of waste. Measures to prevent food waste.	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction 8.1 Profit - Waste recovery	306-3 Waste generated 306-2 Management of significant waste-related impacts

CONTENTS	REQUIREMENTS	LOCATION	GRI INDICATOR
ENVIRONMENTAL ISSUES			
SUSTAINABLE USE OF RESOURCES	Water consumption and water supply according to local constraints	7.1 Planet - Sustainable use of resources	Content 3-3 Management of material topics 303-1 Interaction with water as a shared resource
	Consumption of raw materials, and measures adopted for a more efficient use of them	7.2 Planet - Waste management and recycling	301-2 Recycled input materials used
	Energy: Direct and indirect consumption of energy. Measures taken to improve energy efficiency. Use of renewable energy	7.2 Planet - Waste management and recycling 8.5 Profit - Process optimization and continuous improvement	301-2 Recycled input materials used
CLIMATE CHANGE	Greenhouse gas emissions generated by the company's activities, including the use of the goods and services it produces	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction	Content 3-3 Management of material topics 301-2 Recycled input materials used 305-5 Reduction of GHG emissions
	Measures taken to adapt to the consequences of climate change		
	Voluntary medium- and long-term reduction targets to reduce GHG emissions, and the means put in place to that end		
PROTECTION OF BIODIVERSITY	Measures taken to preserve or restore biodiversity	7.1 Planet - Sustainable use of resources 7.2 Planet - Waste management and recycling 7.3 Planet - Carbon footprint reduction	Content 3-3 Management of material topics 304-2 Significant impacts of activities, products, and services on biodiversity
	Impact caused by the company's activities or operations in protected areas		
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	3.6 About the company - Governing bodies	Content 2-12 Role of the highest governance body Content 3-3 Management of material topics
	Total number and breakdown of employees by country, gender, age and professional category	6.1 People - Employment	Content 2-6 Activities, value chain and other business relationships Content 2-7 Employees Content 3-3 Management of material topics 405-1 Diversity of governance bodies and employees
	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	6.1 People - Employment	Content 2-6 Activities, value chain and other business relationships Content 2-7 Employees Content 3-3 Management of material topics 405-1 Diversity of governance bodies and employees
	Implementation of disconnection-from-work policies	6.2 People - Effective organization of work and accessibility	Content 3-3 Management of material topics
	Number of employees with disabilities	6.2 People - Effective organization of work and accessibility 6.4 People - Diversity and equal opportunities	405-1 Diversity of governance bodies and employees
	Organization of working hours	6.1 People - Employment 6.2 People - Effective organization of work and accessibility	Content 2-7 Employees
ORGANIZATION OF WORK	Number of hours of absence	6.3 People - Health and safety: healthy and sustainable company	Content 3-3 Management of material topics 403-2 Hazard identification, risk assessment and incident investigation 403-9 Work-related injuries
	Measures designed to facilitate work-life balance and encourage joint responsibility by both parents	6.2 People - Effective organization of work and accessibility	Content 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-3 Parental leave
	Health and safety conditions at the workplace	6.3 People - Health and safety: healthy and sustainable company Annex 9.4	Content 3-3 Management of material topics 403-1 Workers representation in formal joint management worker health and safety committees 403-2 Hazard identification, risk assessment and incident investigation 403-3 Occupational health services 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-8 Workers covered by an occupational health and safety management system
HEALTH	Workplace accidents, particularly in terms of frequency and severity, as well as occupational illnesses; broken down by gender	6.3 People - Health and safety: healthy and sustainable company	403-2 Hazard identification, risk assessment and incident investigation 403-9 Work-related injuries
	Training policies implemented	6.5 People - Training and development	404-2 Programs for upgrading employee skills 404-3 Percentage of employees receiving regular performance and career development reviews
TRAINING	Total number of hours of training by professional category	6.5 People - Training and development	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills
UNIVERSAL ACCESSIBILITY	Universal accessibility for people with disabilities	6.2 People - Effective organization of work and accessibility	405-1 Diversity of governance bodies and employees

CONTENTS	REQUIREMENTS	LOCATION	GRI INDICATOR
COMPANY AND PERSONNEL ISSUES			
EQUALITY	Measures taken to promote equal opportunities and treatment between men and women	6.1 People - Employment 6.4 People - Diversity and equal opportunities	401-3 Parental leave 404-2 Programs for upgrading employee skills
	Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment	6.1 People - Employment 6.4 People - Diversity and equal opportunities	405-1 Diversity of governance bodies and employees 406-1 Incidents of discrimination and corrective actions taken
	Policy against all types of discrimination and, where applicable, on diversity management	6.1 People - Employment 6.4 People - Diversity and equal opportunities	405-1 Diversity of governance bodies and employees 406-1 Incidents of discrimination and corrective actions taken
RESPECT FOR HUMAN RIGHTS			
APPLICATION OF DUE DILIGENCE PROCEDURES	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	3.6 About the company - Governing bodies 6.10 People - Compliance and code of conduct	Content 2-12 Role of the highest governance body Content 3-3 Management of material topics
	Implementation of due diligence procedures for human rights	6.10 People - Compliance and code of conduct	Content 2-23 Policy commitments Content 2-26 Mechanisms for seeking advice and raising concerns 407-1 Workers representation in formal joint management worker health and safety committees 410-1 - Security personnel trained in human rights policies or procedures
	Prevention of human right violations and, if applicable, measures to mitigate, manage and remedy such violations	6.10 People - Compliance and code of conduct	Content 3-3 Management of material topics 412-1 Operations that have been subject to human rights reviews or impact assessments
	Reports of human rights violations	6.10 People - Compliance and code of conduct	Content 3-3 Management of material topics Content 2-26 Mechanisms for seeking advice and raising concerns 406-1 Cases of discrimination and corrective actions taken
	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.	6.10 People - Compliance and code of conduct	Content 3-3 Management of material topics
FIGHT AGAINST CORRUPTION AND BRIBERY			
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	6.10 People - Compliance and code of conduct	Content 2-12 Role of the highest governance body Content 3-3 Management of material topics
	Measures taken to prevent corruption and bribery	6.10 People - Compliance and code of conduct	Content 3-3 Management of material topics Content 2-23 Policy commitments
	Anti-money laundering measures	6.10 People - Compliance and code of conduct	Content 2-26 Mechanisms for seeking advice and raising concerns 205-2 Communicating and training about anti-corruption policies and procedures
	Contributions to foundations and non-profit organizations	6.9 People - Associations 8.2 Profit - Collaboration Agreements	Content 2-28 Membership of associations
INFORMATION ABOUT THE COMPANY			
COMPANY'S COMMITMENT TO SUSTAINABLE DEVELOPMENT	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 Senior Management - Commitment to sustainability 3.2 About the company - Our purpose Annex 9.4	Content 2-12 Role of the highest governance body Content 3-3 Management of material topics
	Impact of the company's activities on local development and employment		Content 3-3 Management of material topics 413-1 Operations with local community engagement
	Impact of the company's activities on local communities and the territory		
	Relationships with local community players and types of dialogue with them	6.9 People - Associations 7.5 Planet - Small actions, big changes 8.2 Profit - Collaboration agreements	Content 2-29 Approach to stakeholder engagement 413-1 Operations with local community engagement
	Membership or sponsorship actions		Content 2-28 Membership of associations Content 3-3 Management of material topics
CONSUMERS	Consumer health and safety measures	2.4 About this report - Principles of preparation 2.5 About this report - Materiality Matrix	Content 3-3 Management of material topics
	Claims systems, complaints received and their resolution		

* Non-Financial Report 2018; pages 35-39 and 62-63

** The traceable elements that will endow all the PLANET initiatives with a global scope are currently being designed.

*** The traceable elements that will allow scope 1 and scope 2 of GRI 305-5 to be reported are currently being designed.

**** 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

After selecting the specific targets of the SDGs to which the PHF group intends to contribute, based on the materiality analysis carried out during 2022, the sustainability committee is then also responsible for developing a new integrated sustainability policy that is currently under internal review. Meanwhile, the quality and occupational risk prevention policies of Semillas Fitó S.A. remain in force. (applicable to all foreign subsidiaries). These are detailed below.

QUALITY POLICY

SEMILLAS FITÓ strives to be a leading multinational company in obtaining the varieties that meet the needs of our clients as well as acting as a driver for transformation in the agricultural sector.

To guarantee the quality of the product and service, our goal is to apply accepted industry standards to all our activities. It is for this reason that SEMILLAS FITÓ has decided to adopt the guiding principles of internationally recognised 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 our seeds.** Driven by the development and implementation of best work practices.
- > Striving to **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 our customers through a strategy of trust, proximity and cooperation.
- > **Operate in accordance with the regulatory framework** and the company's own requirements.
- > **Involve staff in the Management System**, defining responsibilities for its operation.
- > Work to create a **climate of freedom, respect and teamwork** which promotes the professional and personal development of our employees.
- > **Promote effective management of the company** and one that is open to change to strengthen the company's financial and workplace 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.

OCCUPATIONAL RISK PREVENTION POLICY

We truly believe that occupational health and safety depends on adequate preventive management. We believe 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.

We understand 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 our suppliers adopt these principles. This will result in a better service to our customers.

Our 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 why we are 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, we aim to provide the optimal working conditions for all our employees, reducing as much as possible the human injury that may be caused to people by accidents or illnesses.

Our thanks in advance for supporting this policy.

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 matters relating to human rights"
Principle 2	Businesses must make sure they are not complicit in human rights abuses.	

LABOUR RULES

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

ENVIRONMENT

Principle 7	Business should support a precautionary approach to environmental challenges.	See "Information on environmental issues"
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 Compliance and the Code of Ethics"
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ASSURANCE

LETTER FROM THE SHAREHOLDERS

"CARTA MANIFESTACIONES"
EN RELACIÓN AL
INFORME DE INFORMACIÓN NO FINANCIERA

Sr./es. DPMC, S.L.
Ronda General Mitre, 145 – 1º2º
08022 Barcelona
España.

Barcelona, 1 de junio de 2023

En relación con el examen que están realizando de las Cuentas Anuales de esta Entidad, correspondientes al ejercicio terminado el 31 de diciembre de 2022, por la presente les manifestamos que, según nuestro leal saber y entender:

1. Los miembros del Consejo de Administración, de la PHF, S.L. somos los responsables de la formulación de las Cuentas Anuales en la forma y los plazos establecidos en la normativa vigente.
2. Las Cuentas Anuales han sido obtenidas de los registros de contabilidad de PHF, S.L., las cuales reflejan la totalidad de sus transacciones y de sus activos y pasivos, mostrando la imagen fiel de su situación financiero-patrimonial al 31 de Diciembre de 2022, así como el resultado de sus operaciones y los cambios habidos en su situación financiera durante el ejercicio 2022 de conformidad con los principios y normas contables generalmente aceptados, aplicados uniformemente.
3. No tenemos conocimiento de incumplimientos o posibles incumplimientos de la normativa legal de aplicación a la Sociedad, cuyos efectos deban ser considerados en las cuentas anuales o puedan servir de base para contabilizar pérdidas o estimar contingencias.
4. No tenemos conocimiento de la existencia de errores e irregularidades significativas que afecten a las cuentas anuales, así como de la existencia de ninguna irregularidad que haya afectado al control interno, ni de situaciones de este tipo que hubiera estado implicada la Dirección de la entidad.
5. Los únicos compromisos, contingencias y responsabilidades a la fecha de cierre son los reflejados en las Cuentas Anuales.
6. PHF, S.L. no tenía, ni tiene en proyecto, ninguna decisión que pudiera alterar significativamente el valor contabilizado de los elementos de activo y de pasivo, que tengan un efecto en el patrimonio, y en la información no financiera revelada en las Cuentas Anuales.
7. Entre el día de la formulación de las Cuentas Anuales y la fecha de esta carta, no ha ocurrido ningún hecho, ni se ha puesto de manifiesto ningún aspecto que pudiera afectar, significativamente, a las Cuentas Anuales y que no esté reflejado en las mismas.
8. La Entidad no tenía, ni tiene en este momento pasivos contingentes en curso, de los que pudieran derivarse pagos por penalizaciones de importancia, al amparo de la legislación vigente, que no estén ya reflejadas en las cuentas anuales.

9. La Sociedad no tiene compromisos por prestaciones laborales similares de los que puedan derivarse obligaciones futuras, adicionales a las indicadas en las Cuentas Anuales.
10. La Sociedad ha llevado a cabo todas sus operaciones con terceros de una forma independiente realizando sus operaciones en condiciones normales de mercado y en libre competencia.
11. Cuando fuera aplicable, el informe de gestión contiene toda la información requerida por la legislación vigente.



Sra: Elisabet Fitó i Baucells

Directora de *Corporate Affairs* de Semillas Fitó

INDEPENDENT ASSURANCE REPORT



Dirección por Misiones, S.L.
Ronda General Mitre, 145 - 2ª
08022 Barcelona

Informe de Verificación Independiente del Estado de Información No Financiera Consolidado de Productos Hortícolas Fitó, S.L. y sociedades dependientes del ejercicio 2022

A los accionistas de Productos Hortícolas Fitó, S.L.:

De acuerdo al artículo 49 del Código de Comercio, hemos realizado la verificación, con el alcance de seguridad limitada, del Estado de Información No Financiera Consolidado (en adelante, el EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2022 de Productos Hortícolas Fitó, S.L. (en adelante, PHF o grupo PHF) y sus sociedades dependientes (en adelante, Semillas Fitó S.A. y sus filiales), que forma parte del Informe de Gestión de 2022.

El contenido de Informe de Gestión incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera que no ha sido objeto de nuestro trabajo de verificación. En este sentido, nuestro trabajo se ha limitado exclusivamente a la verificación de la información contenida en el Anexo: Índice de contenidos de acuerdo a la Ley 11/2018 de información no financiera y diversidad, y su relación con el índice GRI y con la Agenda 2030, incluida en el Informe de Gestión consolidado adjunto.

Responsabilidad de los Administradores

La formulación del EINF incluido en el Informe de Gestión Consolidado del Grupo, así como el contenido de este, es responsabilidad de los administradores de la Sociedad dominante. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente (Ley 11/2018 publicada en el BOE el 29 de Diciembre de 2018) y con referencias a los *Sustainability Reporting Standards* de Global Reporting Initiative (estándares GRI) seleccionados de acuerdo a lo mencionado para cada materia en la tabla "Relación Ley 11/2018 con GRI y con Agenda 2030" del citado Informe de Gestión, así como los objetivos de desarrollo sostenible aprobados por la Organización de las Naciones Unidas en 2015.

Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los administradores de la Sociedad dominante son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de aseguramiento independiente de seguridad limitada basándonos en el trabajo realizado que se refiere exclusivamente al ejercicio 2022. Los datos correspondientes a ejercicios anteriores no estaban sujetos a la verificación prevista en la normativa mercantil vigente.

Hemos llevado a cabo nuestro trabajo de revisión de acuerdo con los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 Revisada en vigor, "Encargos de Aseguramiento distintos de la Auditoría y de la Revisión de Información Financiera Histórica" (ISAE 3000 Revisada) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC) y con la Guía de Actuación sobre encargos de verificación del Estado de Información No Financiera emitida por el Instituto de Censores Jurados de Cuentas de España.

Reg. Mer. Barcelona, T. 39.925, F. 206, H. M. 357.040, Inscrip. 1ª
N.I.F. B-64660780



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Ronda General Mitre, 145 - 2ª
08022 Barcelona

En un trabajo de aseguramiento limitado los procedimientos llevados a cabo varían en naturaleza y momento, y tienen una menor extensión, que los realizados en un trabajo de aseguramiento razonable y, por lo tanto, la seguridad proporcionada es también menor.

Los procedimientos que hemos realizados a efectos de este encargo se basan en nuestro juicio profesional y han consistido en la formulación de preguntas a la Dirección y los miembros que han participado en la elaboración del EINF, en la revisión de los procesos para recopilar y validar la información presentada en el EINF y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo que se describen a continuación:

- Reuniones con el personal de la Sociedad dominante para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2022 en función del análisis realizado por PHF, S.L. y descrito en el capítulo "Nuestra contribución a los objetivos de Desarrollo Sostenible (ODS)", considerando los contenidos requeridos en la normativa mercantil en vigor.
- Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2022.
- Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación con los aspectos materiales presentados en el EINF del ejercicio 2022.
- Comprobación, mediante pruebas, en base a la selección de muestras, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2022 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- Obtención de una carta de manifestaciones de los Administradores y la Dirección.

Conclusión

Basándonos en los procedimientos realizados y en las evidencias que hemos obtenido, no se ha puesto de manifiesto aspecto adicional alguno que nos haga creer que el EINF de PHF, S.L. correspondiente al ejercicio anual 2022, no ha sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y relacionándolos con los estándares GRI seleccionados, de acuerdo a lo mencionado para cada materia en las "referencias bibliográficas" del citado Informe de Gestión consolidado. El trabajo se ha limitado exclusivamente a la verificación de la información contenida en los Anexos: Índice de contenidos GRI y requisitos Ley 11/2018 de información no financiera y diversidad, y Trazabilidad, así como su relación con el índice de contenidos GRI y con la Agenda 2030, incluida en el Informe de Gestión consolidado adjunto.

Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos y jurisdicciones. El presente informe en ningún caso puede entenderse como un informe de auditoría en los términos previstos en la normativa reguladora de auditoría vigente en España.

DPMC - Dirección por Misiones, S.L.
María José Sánchez Yago
7 de junio de 2023

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semillasfito.com