

ANNUAL REPORT 2025



Seeds. People. Planet.

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LETTER
FROM THE
MANAGEMENT TEAM





Dear reader,

It is a pleasure for me to share, once again, this **Annual Report**, a document that brings together the most significant milestones of our year across the social, environmental, and business expansion and development areas.

The year 2025 has been especially meaningful for our company. We celebrated our **145th anniversary**, a milestone that represents more than a century of commitment, evolution, and dedication to serving the agricultural sector. Reaching this historic milestone encourages us to keep moving forward with the same ambition and values that have guided us since our beginnings.

This year, we also took an important step in our international growth journey by laying the foundations for the opening of **our subsidiary in Egypt**, a strategic initiative that strengthens our global presence and brings us even closer to new markets and development opportunities.

We continue to work toward making **our core purpose** a reality: **generate sustainable wealth throughout the agri-food chain through seeds, thanks to accomplished and committed teams**. This purpose guides every decision we make and reflects our commitment to contributing, through our activity, to a more sustainable, innovative, and responsible model.

Along this path, 2025 has also brought especially encouraging recognition for our organization. We received our first **prestigious sustainability awards** an achievement we are very proud of and one that further motivates us to continue working with determination in this direction, strengthening our commitment to people, the environment, and future generations.

On the following pages, you will find a detailed overview of the **main achievements, projects, and initiatives that have shaped this year**, as well as the **collective effort of all the people who are part of our organization** and make it possible for us to continue building a sustainable and solid future.

Thank you for your continued support over the past year.

Kind regards,



Elisabet Fitó
Chief Corporate Officer



2 ABOUT THE COMPANY



ABOUT US

SINCE

ANNUAL TURNOVER

1880 +€**134M**

100%

FAMILY-OWNED COMPANY

5TH

GENERATION

BUSINESS AREAS

VEGETABLE
SEEDS



FIELD
CROPS



TURF
GRASSES



HOBBY



TEAM OF 848 PEOPLE



48%

OF THE
WORKFORCE R&D

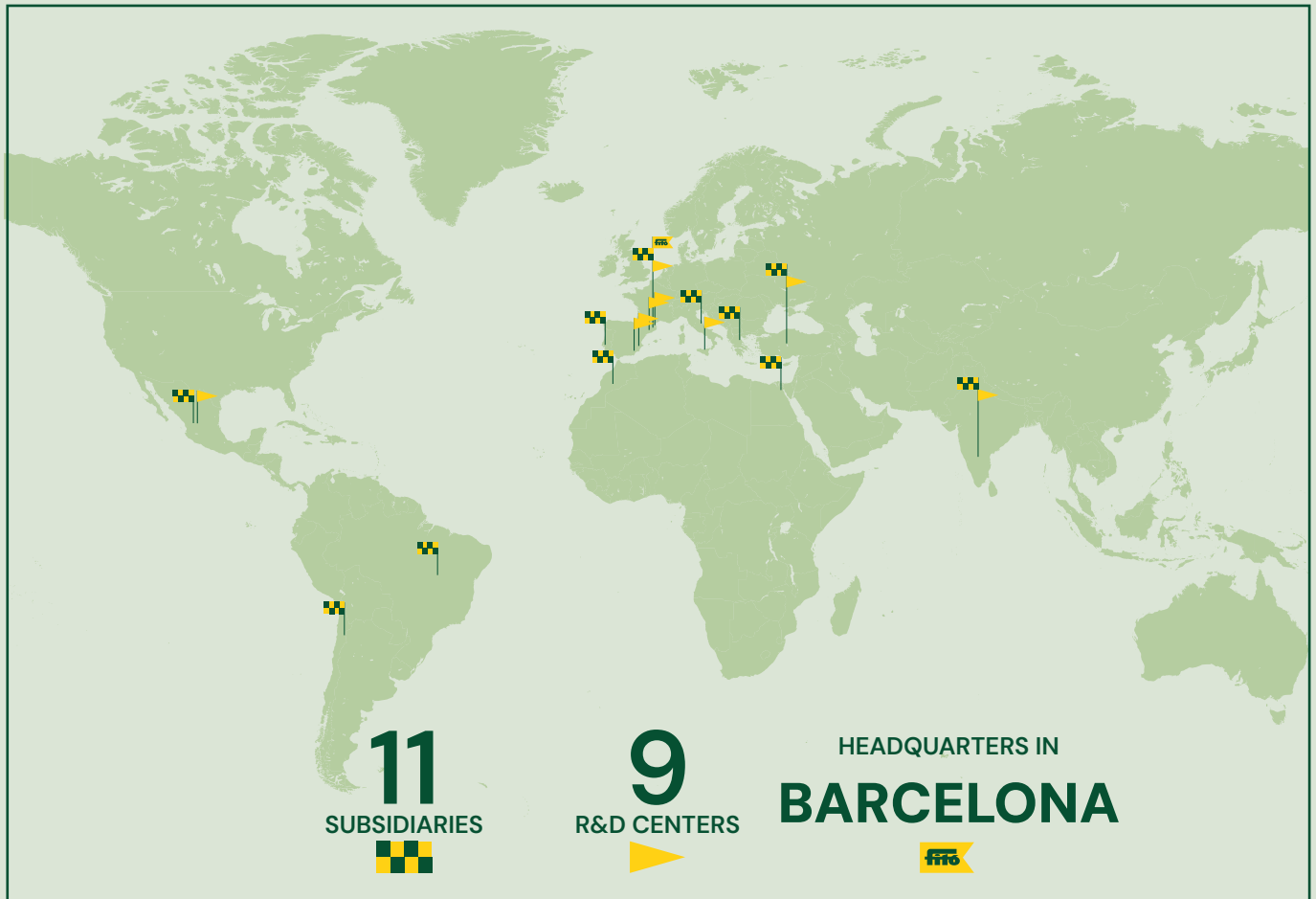
SALES TEAM IN

19

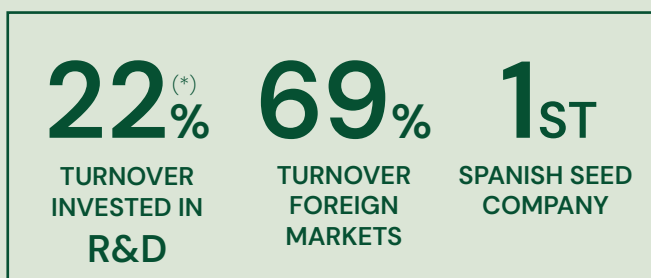
COUNTRIES



PRESENCE IN +90 COUNTRIES



FIGURES



AWARDS

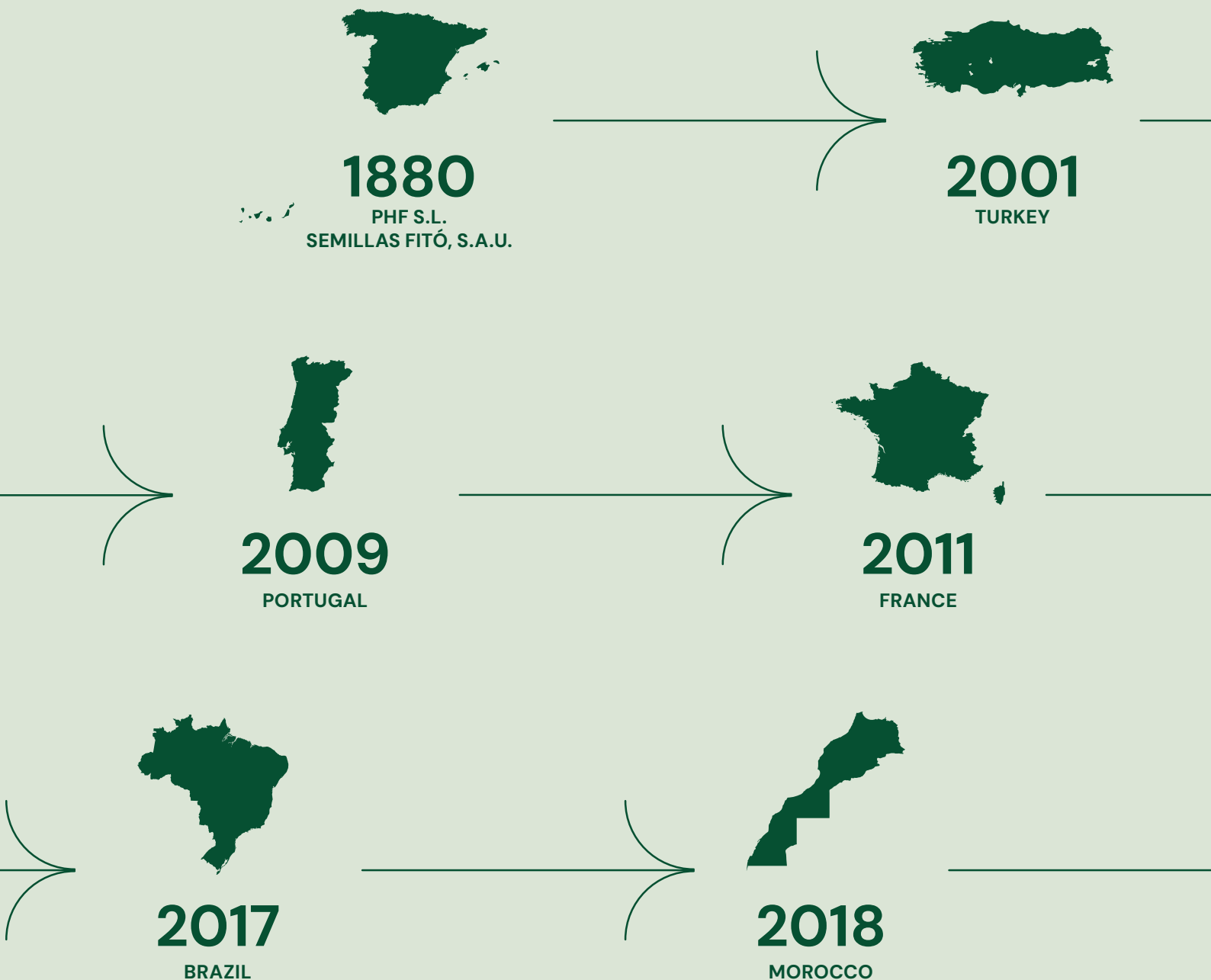


(*) of the Vegetable Seeds and Field Crops areas

THE FITÓ GROUP

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

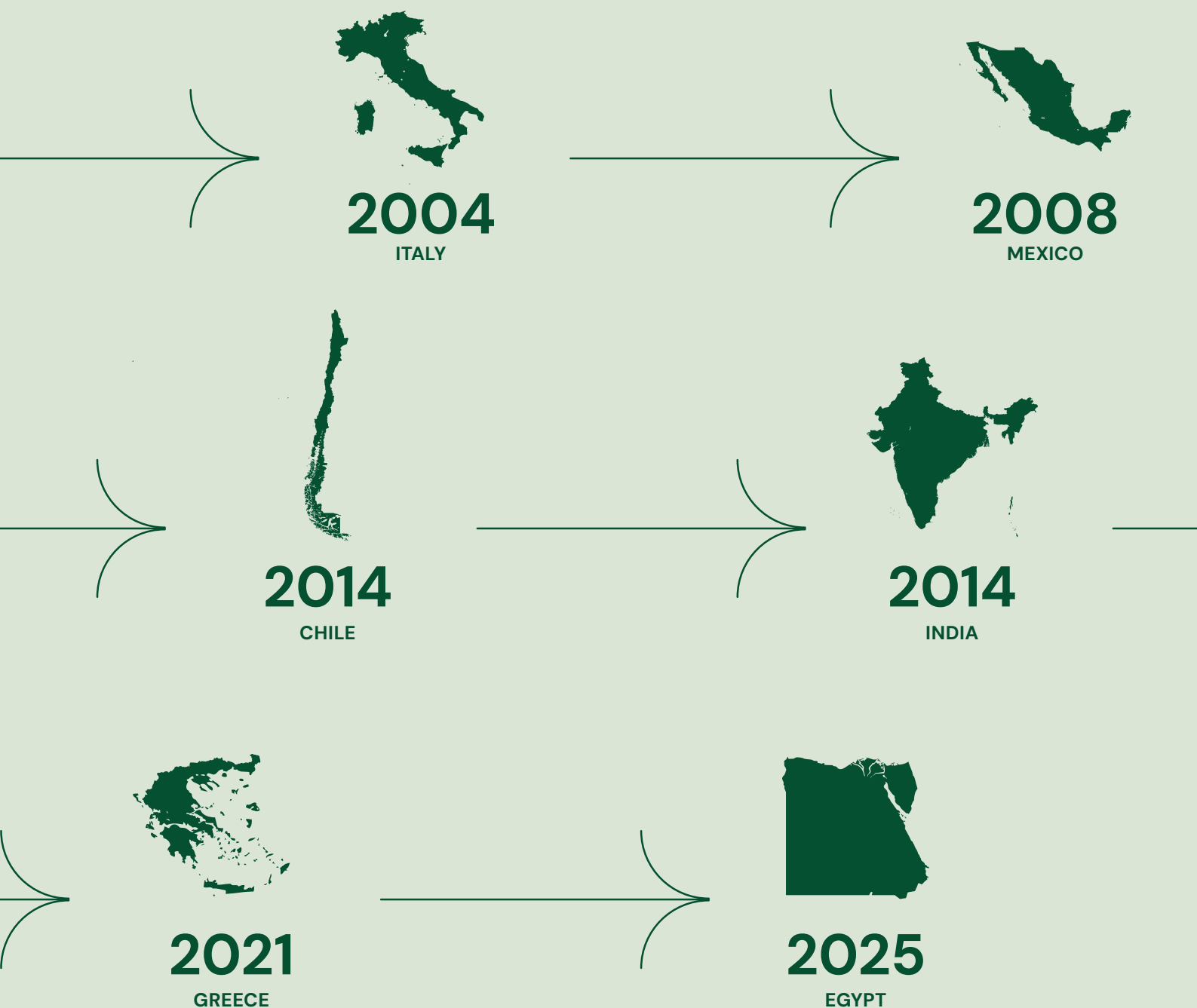
The Fitó Group is structured around a parent company, headquartered in the Poblenou district of Barcelona, and ten international subsidiaries. These entities play a key role in executing the Group's strategy, providing sales, production, and/or R&D support to the different business units, depending on the specific needs of each market.



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

In 2025, the opening of the subsidiary in Egypt, based in Cairo, has reinforced this strategy and consolidated the Group's presence in a key market for business development.

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



WHERE WE ARE



Headquartered in Barcelona, it has **11 subsidiaries and a direct presence in another 9 countries on four continents.** The operations centers are located in Barcelona and Lleida(Spain), Atalya (Turkey) and Bangalore (India).


3 OPERATIONS CENTER
11 SUBSIDIARIES

 **9 R&D CENTERS**

6 GENETIC IMPROVEMENT STATIONS



HEADQUARTERS

Barcelona, *Spain*

SUBSIDIARIES

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

OPERATIONS CENTERS

VEGETABLE SEEDS

Barcelona, Spain
Antalya, Turkey
Bangalore, India

FIELD CROPS

Antalya, Turkey
Les Cases de Barbens, Spain
Don Benito, Spain

TURF GRASSES

Antalya, Turkey
Les Cases de Barbens, Spain

HOBBY

Les Cases de Barbens, Spain

R&D CENTERES

VEGETABLE SEEDS

Cabrera de Mar, Spain
Sant Andreu de Llavaneres, Spain
Almería, Spain
Murcia, Spain
Antalya, Turkey
Culiacán, Mexico
Sicily, Italy
Bangalore, India

FIELD CROPS

Les Cases de Barbens, Spain

PURPOSE, VISION AND VALUES

PURPOSE

The Fitó Group's purpose defines its raison d'être and guides its present and future development. **It serves as a strategic framework that aligns decisions, priorities, and behaviors**, while fostering a culture of collaboration, cohesion, and shared ambition.

Aware of our responsibility toward all stakeholders, our purpose reflects the Group's commitment to generating sustainable value for customers, employees, partners, communities, and the broader agri-food ecosystem.

The Fitó Group's purpose is to:
Generate sustainable wealth throughout the agri-food chain through seeds, thanks to accomplished and committed teams.



Generate sustainable wealth

We adopt a long-term vision focused on creating solid, balanced, and lasting value. Our activity aims to generate a positive impact that contributes to the economic, social, and environmental development of the regions in which we operate.



Throughout the agri-food chain

Our ambition goes beyond our direct relationship with customers. We seek to add value to every link in the agri-food chain, recognizing our role as part of an interconnected system in which every decision has an impact.



Seeds

Seeds are our core expertise and essence. They represent the foundation of our knowledge, our capacity for innovation, and our distinctive contribution to the sector. They are the starting point from which we develop solutions that contribute to more efficient and sustainable agriculture.



Accomplished and committed teams

People are the driving force of the Fitó Group. We foster an environment that prioritizes well-being, professional development, and engagement, convinced that personal fulfillment and commitment are essential to achieving our goals.

VISION

The Fitó Group's vision sets out the position we aim to consolidate in the medium and long term. It is built on the specific characteristics and opportunities of each business unit and has been refined for each of them through a structured process of alignment with Group management, ensuring strategic coherence and a clear focus on sustainable growth.

Based on this approach, specific visions have been defined to guide the development of each area, while maintaining a shared ambition: to strengthen our position as an international benchmark in the seed sector, combining technical excellence, market proximity, and continuous innovation.



Vision Vegetable Seeds:

To be the expert partner in providing value-added solutions globally in fruit and vegetables and large-seeded crops.



Vision Field Crops:

To be the expert partner in providing value-added seed solutions across the wider Euro-Mediterranean region.



Vision Turf grasses:

To be the expert partner in providing high-value seed solutions internationally in the premium turf sector.



Vision Hobby:

To be the expert partner in providing high-value seed solutions for the amateur seed market.

VALUES

The values are a fundamental pillar of the Fitó Group's DNA. They define our corporate identity and guide how we act, make decisions, and relate to our environment. They represent the ethical principles, beliefs, and behaviors we share as an organization and that guide the actions of everyone who is part of the Group.



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 foster relationships based on trust with customers, suppliers, partners, and internal teams, building stable, long-term relationships.



Teamwork

We promote a culture of collaboration and innovation in which shared knowledge and complementary skills strengthen our results. We are passionate about what we do and approach challenges with agility, drawing on our experience and know-how.



Professionalism

We achieve our goals in collaboratively and respectfully, promoting a working environment based on respect, commitment, and mutual support.

BUSINESS AREAS

The Fitó Group carries out its activity through four business areas, organized according to crop type.

VEGETABLE SEEDS



Expertise and specialized knowledge

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

This combination of crop specialization and environmental adaptation has enabled us to build deep expertise in the sector. A key differentiating factor is close proximity to the market, supported by expert teams with direct presence in the main regions where the Group operates, including Western and Eastern Europe, the Middle East, Africa, the Americas, and Southeast Asia.



Solutions tailored to the market

The Fitó Group's mission is to create value for the agri-food sector through solutions that respond to the needs of every link in the value chain, always based on close, customer-oriented relationships. In this context, the integration between R&D and the sales teams is essential: it enables active listening, the identification of needs, and the rapid transfer of market insights into varietal development.

As a result, the company has a catalog of more than 500 varieties designed for various sales channels. This positioning is supported by competitive genetics developed by the R&D team, a continuous commitment to innovation, and an effective go-to-market strategy aimed at maximizing the value of each variety in its target market.

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

VEG PRODUCTION



VEG INDUSTRY



VEG VALUE CHAIN



The increasing complexity of the agri-food sector makes integrated solutions ever more necessary.

With more than 45% of the workforce fully dedicated to research, work is carried out from the genetics of the developed varieties, investment is made in innovation, and access to knowledge is facilitated for all actors across the chain.

Against this backdrop, the position of the vegetables business in the market has been clearly defined: **to be the expert partner for the entire agri-food value chain.** The aim is not only to provide new varieties, but to build long-term relationships, offer technical and market support, and deliver tailored solutions that make the organization a trusted, close, and strategic partner from origin to final consumer. In this sense, the seed is not viewed as a simple input, but as the starting point of the entire system.

With 16% of the Group's workforce dedicated exclusively to direct customer support, a distinctive impact is created for Fitó's partners, who are supported throughout the full value chain: from selecting the most suitable variety for each customer and region through to final consumption.

Since 2024, the business has taken decisive steps to strengthen its contribution across the entire agri-food chain and ensure that Fitó Group's solutions generate value beyond the crop, through its three strategic channels of **Veg Production, Veg Industry y Veg Value Chain** which deliver added value through specialized portfolios and teams, and are directly linked to market commercialization.

At Semillas Fitó, the seed is not seen as a mere input, but as the starting point of the entire system. That is why we work through genetics, innovation, and knowledge to support all actors across the value chain.

The aim is not only to provide new varieties, but to build long-term relationships, offer technical and market support, and deliver tailored solutions that make the organization a trusted, close, and strategic partner from origin to final consumer.

To achieve this purpose, a strong commitment to innovation is essential. In 2025, investment in innovation represented **22% of turnover** in the Vegetable Seeds and Field Crops business areas of the company. Thanks to the work of the R&D programs developed across the **9 research and development centers**, a total of **32 new varieties** were launched to the market during the year, while continued support is provided to differentiated proposals under distinctive brands, designed to respond more precisely to the needs of growers, the industry, and consumers:



flavourite

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

SmartQ

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

HARBEST

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

SEEDNERGIC

Tecnología que potencia la genética

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

In addition to innovation, **quality assurance** is a key priority for the company, ensuring high standards across all the seeds it markets.

In line with the corporate purpose, **to generate sustainable wealth throughout the agri-food chain through seeds**, the Fitó Group promotes the creation of partnerships that bring together capabilities and enable joint progress in improving the sector. A clear reflection of this commitment is the active participation in industry associations, both at local and international level, as detailed in Project 18: Promote partnerships that contribute to sustainability within the sector" on page 122.

**The seed partner for
the agri-food chain.**

FIELD CROPS



The **Field Crops** business unit specializes in the **development, production and sale** of varieties of **maize, sunflower, forage and sorghum**. Its offering is based on a technical and highly specialized approach, with a broad portfolio of products specifically adapted to **water stress conditions and high temperatures in the Euro-Mediterranean region**. Each variety is developed with the aim of delivering strong performance and **maximizing yields** in challenging environments.

The Field Crops portfolio includes two new maize varieties: **Cambrils**, which offers strong tolerance to *Cephalosporium*, and **Vallat**, adapted to water-stress conditions. In sunflower, two new varieties have been launched with resistance to broomrape, one early-cycle and one mid-cycle.

In line with Fitó Group's commitment to sustainability, Field Crops promotes more responsible agriculture through **sustainable farming practices**, the development of **climate-resilient varieties**, and innovative solutions that help balance **productivity and ecosystem preservation**.

EXPERTS IN YOUR FIELD

The agronomic knowledge and experience of the Field Crops team enable it to offer seeds designed to optimize yield in every harvest. The unit works closely with both farmers and distributors, providing advice and tailored solutions adapted to their specific needs. Its

ambition goes beyond sales: it seeks to build long-term relationships based on trust, in line with its motto and the commitment it represents.

COMMITMENT TO INNOVATION: R&D CENTER AND FITÓ CARE



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

PROPRIETARY TREATMENTS: FITÓ OPTIMA AND FITÓ POWER



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

FORMULAS FITÓMIX



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



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



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

TURF GRASSES

The Turf Grasses business unit specializes in offering varietal solutions for the creation and regeneration of green spaces and sports fields in varying climatic conditions, with expertise in warm and dry environments.

In terms of varietal innovation, new developments have further strengthened the portfolio with characteristics that add clear differentiation. In 2025, the following varieties were introduced: a *Poa pratensis* with very fast germination; a light-colored *Lolium perenne* capable of masking *Poa annua*; a *Lolium multiflorum* with rapid germination and no need for agrochemicals; and an *Agrostis estolonifera* requiring moderate maintenance without the use of plant protection products. In seed mixtures, two new blends have been developed for winter sowing, combining different *Lolium* varieties.

A wide range offering solutions for different uses.

As a specialist in high-performance seed, the Turf Grasses business unit offers a broad portfolio designed to meet the most demanding applications. It features over 60 varieties from 20 different grass species. These include C3 seeds for temperate climates and C4 seeds, suited to warmer climates. C4 grasses are capable of growing and thriving in hot areas with limited water resources. These varieties are of increasing interest due to their adaptability to rising temperatures and water scarcity, effects caused by climate change. In recent years, significant efforts have been made to develop and launch a greater number of C4 varieties, and the Fitó Group now boasts one of the most extensive catalogs on the market for this type of seed.



VARIETIES: OUR CONTRIBUTION TO THE WORLD

The Turf Grasses business unit offers a diverse portfolio of more than **60 varieties across 20 turf species**. The range includes both C3 seeds for temperate climates and C4 seeds for warm climates. C4 species stand out for their ability to grow and develop under high temperatures and limited water availability, making them an increasingly relevant alternative in the context of climate change.

In recent years, Fitó Group has intensified its R&D efforts to develop and launch a greater number of C4 varieties, and it now boasts one of the most extensive portfolios on the market in this segment, designed to address rising temperatures and increasing water scarcity.

The turf seed offering is complemented by a broad range of mixtures, combining between two and six varieties to enhance synergistic effects and more precisely meet specific usage requirements. These formulations make it possible to optimize key parameters such as resilience, density, aesthetics, and climate adaptation, depending on each customer's needs.

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



FOOTBALL PITCHES

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



GOLF COURSES

Partner of the most prestigious golf courses in the world.



PROFESSIONAL GARDENING

Suppliers to the most demanding municipal gardening departments.



SODS

Tailor-made products for manufacturers of instant turf.

AN INTERNATIONAL PRESENCE WITH STRONG GROWTH POTENTIAL

The Turf Grasses business unit holds a leading position in **Spain**, where it enjoys strong brand recognition and is present across a significant proportion of sports facilities and landscaped areas. It also has a strong presence in **Turkey**, particularly among major turf producers supplying commercial sod.

International business, **which now accounts for more than 70% of sales**, continues to expand across **Europe and North Africa**, with sustained growth, particularly in **France, Italy, and Morocco**. The business unit is also making significant progress in **South America and the Middle East**, where it is strengthening its reputation as a supplier of **premium professional turf seed**, capable of meeting the demands of the most intensively used environments.

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

HOBBY

The **Hobby** business unit specializes in the **sale of a wide range of seeds** for the amateur market. Its offering is based on providing a broad, reliable, and up-to-date portfolio tailored to the needs of hobby gardeners looking for high-quality seed. The range includes vegetable, flower, herb, turf, and legume seeds, as well as solutions that make growing easier, such as seed tapes and seed discs.

Fitó HOBBY aims to make it easy for people to create **authentic vegetable gardens**, offering varieties suited to different preferences and lifestyles.

The Hobby business is built around four key attributes:





TRUST

Founded in 1880, Semillas Fitó has evolved from a family-owned company into a multinational group recognized for its expertise in plant breeding, seed production, and seed distribution. This expertise also extends to the amateur and semi-professional market, providing end consumers with the confidence of a trusted brand.



QUALITY

Fitó Hobby offers modern, carefully selected, high-quality seeds that deliver consistent and reliable results in home gardening, meeting the needs and expectations of hobby gardeners.



SPECIALIZATION

With an exclusive focus on seeds, Fitó Hobby stands out for developing and marketing its own varieties, adapting to the needs of increasingly discerning consumers and to evolving market trends.



VARIETY

Fitó Hobby offers varieties suited to a wide range of soils and climates, providing a comprehensive portfolio that gives hobby gardeners greater choice, whether for home food production or gardening and ornamental projects.

TWO SEED BRANDS ADAPTED TO THE NEEDS OF DIFFERENT AUDIENCES AND CHANNELS



Under the Fitó Hobby brand, the company offers a broad range of seeds for amateur and semi-professional growers. This includes vegetables, flowers, herbs, turf grasses, and legumes. The portfolio also includes higher value-added collections, such as the Patio range, an exclusive line of compact, urban-friendly crops marketed exclusively by Fitó Hobby.



Eurogarden is aimed at hobby gardeners, with a product range designed for distribution through **DIY, garden center, and food retail chains.**

INNOVATION FOCUSED ON SUSTAINABILITY AND CLIMATE ADAPTATION

In line with the Fitó Group's commitment to developing solutions that benefit both customers and the environment, the Hobby business unit places particular emphasis on offering products that are **more durable, easier to maintain, and better adapted to conditions of water scarcity and high temperatures.** This approach is becoming increasingly important in the face of climate change and reinforces the business unit's contribution to a more sustainable model of home gardening and food growing.

STRATEGIC OBJECTIVES

In 2022, the Fitó Group defined four strategic objectives that have since provided a structured framework for its growth and development. These objectives serve as the foundation for decision-making, planning, and resource allocation across all business areas and units.

Their implementation has helped establish a **shared and coherent vision**, ensuring that the organization moves forward in the same direction worldwide. They are **cross-functional objectives**, embraced by all departments, reinforcing integration and alignment across the organization. They also drive **innovation and excellence**, fostering continuous improvement in products, processes, and services while strengthening the Group's competitiveness.

At the same time, these objectives enhance the company's **ability to anticipate change and build resilience**, enabling it to adapt quickly to an increasingly dynamic and demanding environment. They also strengthen **employee engagement** by providing a clear framework that connects individual contributions with the organization's overall performance.

Fully embedded in both the Group's strategic plans and day-to-day operations, these strategic objectives have become a cornerstone of the Fitó Group's sustainable long-term development.

GROWTH OF THE BUSINESS



Grow the business to continue delivering solutions to the agri-food chain.

Sustained growth is key to strengthening the Group's ability to create value across the entire agri-food chain. This objective guides the development of the Group's business units in a structured manner, aligned with the company's overall vision.

Each year, forecasts and targets are established to support strategic planning and decision-making. At the end of each financial year, the results are shared across the organization, enabling progress to be assessed and any necessary adjustments to be made. This process is carried out in line with the Group's purpose and corporate values, ensuring growth that is structured, efficient, and driven by innovation.

PROCESSES AND TECHNOLOGY



Standardize processes and protocols to support sustainable, well-managed growth.

The international expansion achieved in recent years, both in terms of business growth and workforce size, has highlighted the need for robust processes and efficient technology systems.

To support structured and sustainable expansion, the company has prioritized the standardization of processes and the implementation of technology solutions across the organization. This strategic investment enhances operational efficiency, strengthens cross-functional coordination, and provides the support required by the different business units, laying a solid foundation for future growth.

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

PEOPLE



Accomplished and committed teams.

The Fitó Group places people at the heart of its strategy. Employee well-being, professional development, and team engagement are regarded as essential to achieving sustainable results.

Each year, the People team drives action plans aimed at strengthening an organizational culture built on commitment, collaboration, and agility. These initiatives are designed to create a motivating work environment aligned with the Group's values, where every employee has the opportunity to grow, learn, and actively contribute to the company's strategic objectives. In this way, individual development is closely linked to collective success.

SUSTAINABILITY



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

Since 2022, Semillas Fitó has strengthened its commitment to becoming a benchmark for sustainability within the sector. The 2023–2026 Strategic Plan includes 20 key projects focused on reducing the company's carbon footprint, improving energy efficiency, promoting employee well-being, and advancing more responsible management practices.

These initiatives take a holistic approach to environmental, social, and business priorities, with the aim of creating a positive impact that exceeds stakeholders' expectations. The plan also supports the gradual transition towards business models aligned with the principles of the circular economy.

Through a collaborative approach and a commitment to continuous improvement, the Fitó Group aspires to lead the transition towards more sustainable agriculture, making an active contribution to the development of the sector and society as a whole.

BUSINESS MODEL

Semillas Fitó has specialized exclusively in seed production since its foundation in 1880. Throughout its history, the company's owners have deliberately chosen not to diversify into other areas of the agricultural sector, instead building a business model centered on expertise, plant breeding, and varietal development as its strategic core.

The Group's business model is built around its corporate purpose: **generate sustainable wealth throughout the agri-food chain through seeds, thanks to accomplished and committed teams.** To achieve this, the company develops tailored value propositions for every link in the agri-food chain, ensuring that varietal innovation responds comprehensively to market needs.



A key differentiator of the business model is the **close integration between R&D and the sales teams** in identifying and analyzing market needs. This ongoing collaboration enables insights from growers, processors, distributors, and consumers to be rapidly incorporated into the plant breeding process, ensuring that every new variety delivers real value at every stage of the value chain.

The company's commercial approach is based on **consultative and assisted** selling, supported by highly specialized, channel-focused sales teams with strong technical expertise. This close relationship with customers, combined with active and structured listening, enables the company to develop differentiated value propositions and build long-term relationships.

VALUE PROPOSITIONS THROUGH SEEDS FOR THE ENTIRE AGRIFOOD CHAIN:



PRODUCTION (farmer):

Development of varieties designed to maximize yield and productivity, with improved disease resistance, lower rejection rates, and greater adaptation to the climatic and agronomic conditions of each region.



TRANSFORMATION (producer organizations): Varieties that support product standardization and meet the quality standards required by the most demanding markets, improving efficiency in industrial processes and ensuring a stable supply.



DISTRIBUTION (wholesalers and retailers):

Varietal solutions that help differentiate products at the point of sale, offering high quality, improved post-harvest performance, and reduced waste.



CONSUMER:

Enhancing the purchasing and consumption experience through products that stand out for their quality, diversity, and sensory attributes, while responding to evolving consumer preferences and market trends.

R&D

PRODUCTION



The **close integration of R&D, Sales, and Production** is a key element of the Fitó Group's business model and one of its key success factors, ensuring strategic alignment, market responsiveness, and the creation of sustainable value across the entire agri-food chain.

SALES & MARKETING

RESEARCH AND DEVELOPMENT

Innovation is a cornerstone of the Fitó Group's business model. In addition to its highly qualified and specialized team, the company has state-of-the-art biotechnology facilities that enable greater precision, broader genetic variability, and faster selection of parental lines and hybrids. These facilities include phytopathology laboratories, cell biology laboratories, phytotrons, and post-harvest laboratories, all of which play a key role in accelerating varietal development and ensuring performance under real market conditions.



9 R&D centers
of our own



48% of the workforce
is 100% dedicated
to research



**22% (*) of the group's
annual turnover**
is invested directly
in R&D programs

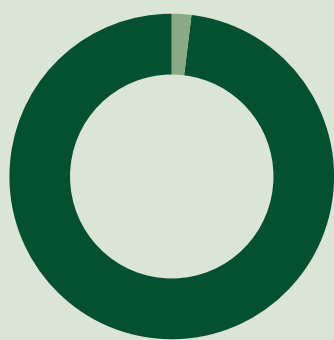
(*) of the Vegetable Seeds and Field Crops areas.



PRODUCTION

Seed production takes place both on **company-owned farms** and through **agreements with third parties**, following standards and protocols established by the Group. The seed is then **processed and packaged** for sale. The company ensures quality across all markets through **rigorous quality controls** throughout the production process, complemented by verification carried out in its Quality laboratory.

The Fitó Group guarantees **high quality standards** for all the seeds it markets, assessing performance through key indicators such as germination and vigor.



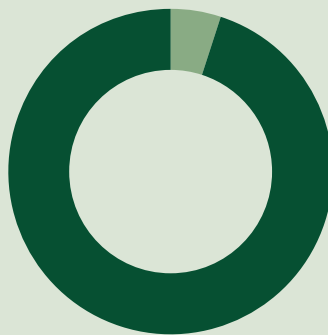
98–100%
GERMINATION

In addition, trials and tests are conducted under conditions representative of each market –simulating real field environments– to identify the seed batches best suited to each region. Every production batch is analyzed **batch by batch**, reinforcing both product traceability and consistency.

Seeds are always stored in our **own facilities**, under controlled **temperature and humidity** conditions, ensuring optimal preservation until distribution.

In terms of seed health, particularly stringent controls are applied around **Seed Borne Diseases (SBD)**, with verification standards that exceed regulatory requirements. For tomato seed, 24.95% of production is certified under the **GSPP** (Good Seed and Plant Practices) standard.

92–95%
VIGOR



SALES & MARKETING

Semillas Fitó has an **international network of specialized sales technicians** that provides direct technical support to customers around the world. **The sales team is present in 19 countries, with a continuous commercial presence in 92 countries.**

Alongside the sales team, departments such as **Customer Service** play a key role in ensuring responsive, efficient, and customer-focused service. Overall, **more than 16% of the workforce** is dedicated exclusively to direct customer support.

At this stage of the business model, the work of the **Marketing & Communication** department and the role of the **value chain specialist** are particularly important, helping to strengthen the company's focus on every link in the agri-food value chain and ensuring that its value proposition is communicated consistently across all markets.



Sales team present
in **19 countries**



92 countries in which
we have a continuous
commercial presence



More than 16% of the
workforce is dedicated
exclusively to direct
customer support

VARIETIES: OUR CONTRIBUTION TO THE WORLD



Plant breeding plays a key role in addressing the challenges facing modern agricultural production. It must help **ensure a sufficient, safe, sustainable, and high-quality food supply** for a continuously growing global population. This responsibility places the seed sector at the heart of the agri-food system, not only as a provider of productive solutions but also as a **steward of the natural environment** on which agricultural production ultimately depends.

Driven by the conviction that productivity and sustainability must advance together, the Fitó Group develops new vegetable, cereal, legume, and turf grass varieties designed to maximize agronomic performance while optimizing the use of natural resources. The breeding programs led by the Group's R&D teams prioritize adaptation to increasingly challenging environmental conditions by incorporating resistance to both established and emerging diseases, while also improving tolerance to stress factors such as drought, salinity, and low temperatures.

With the aim of **generating sustainable value throughout the agri-food chain**, the Fitó Group closely analyzes the performance of the products developed from its seeds and their impact at every stage of the food value chain, from planting through to consumption.

New varieties are developed with a focus on quality, flavor, and nutritional value, aligning with evolving consumer expectations while contributing to a more balanced and efficient agri-food chain and addressing the needs of both the food industry and the commercial supply chain.

This commitment to innovation is reflected in a robust Research and Development strategy, structured around crop-specific breeding programs. The strategy is supported by **highly qualified teams** bringing together scientific, technical, and regulatory expertise, including plant breeders, agronomists, geneticists, molecular and cell biologists, plant pathologists, plant physiologists, field technicians, laboratory analysts, and specialists in international regulatory affairs.

This scientific expertise is complemented by the experience of the teams based across the regions where the company operates, as well as by value chain specialists who maintain close, ongoing relationships with growers, distributors, and other key stakeholders in the sector. Their work makes it possible to anticipate emerging trends, identify real market needs, and feed accurate, up-to-date insights on market and societal demands into the breeding programs.

The launch of a new variety is therefore the culmination of a long and rigorous process that spans more than five years and is the result of the coordinated efforts of multidisciplinary teams. Every seed represents a significant investment in knowledge, technology, and innovation, whose impact extends well beyond agriculture to benefit society as a whole.

In this context, Semillas Fitó places particular value on the achievements made during 2025, when the company introduced **45 new varieties**, reflecting its ongoing commitment to the agriculture of today and the food systems of tomorrow.

Vegetable crops: 35 new varieties introduced across the Group's main sales regions

SPECIES	NEW VARIETIES IN 2025
Pepper	5
Cucumber	6
Melon	5
Tomato	12
Watermelon	4
Squash	1
Sweet corn	2

REGION	NEW VARIETIES IN 2025
West EMEA	14
AMERICA	13
East EMEA	8



This year, Semillas Fitó introduced new varieties across all cucumber segments within its **cucumber catalog**, demonstrating the strength and robustness of its breeding programs for this crop. Many of these new varieties are aimed at export markets that demand premium fruit characteristics to compete in the most demanding markets. At the same time, agronomic performance remains a key priority, with varieties offering ease of cultivation, comprehensive disease-resistance packages, and yields that meet or exceed commercial standards. The **Smart Q** varieties continue to be a major focus of the company's R&D efforts, delivering innovations that set new benchmarks in fruit quality and plant health.

The **Crü branded project** is also being well received in several markets, offering consumers the opportunity to enjoy zucchini raw while preserving its nutritional properties and bringing greater versatility to a wide range of dishes. To support the continued expansion of this concept, a new variety has been introduced to facilitate its geographical expansion into new production areas. Developed in Italy, it offers excellent fruit set even under cool conditions and tolerance to Tomato leaf curl New Delhi virus (ToLCNDV), while maintaining the distinctive high-quality characteristics associated with **Crü** fruit.



In the **melon** category, Semillas Fitó recognizes the importance of local preferences and works genetically to create varieties that meet these demands. In 2025, the **Kırkağaç melon** range for the Turkish market was expanded with the introduction of a new variety, renewing and strengthening the company's well-established offering for the region. Distinguished by its earliness, it is the first variety to reach the market, opening the marketing season with high-quality fruit that typically commands a premium price for growers. In Spain, the flagship melon type is **Piel de Sapo**, and this year Semillas Fitó is pleased to add a **mini Piel de Sapo** melon to its range for the first time. While this format is in demand for export markets, it also responds to the needs of increasingly smaller Spanish households by offering a more manageable fruit size that helps reduce food waste. The **Waikiki** brand also continues to strengthen its position, delivering solutions that are increasingly tailored to different growing regions and optimizing fruit quality under the specific conditions of each production area.



As a crop, **watermelon** is the newest addition to Semillas Fitó's breeding programs, and it is already delivering excellent results, as demonstrated by the introduction of four new varieties this year. These include traditional diploid watermelons, pollinator varieties with micro seeds, and both standard-size and mini triploid watermelons.



Within the **pepper range**, particularly noteworthy results were achieved this year in the Americas, both with **Lamuyo** peppers for S&C America and **California** peppers in Mexico, further strengthening Semillas Fitó's position in these markets. The company also continues to expand its presence in mature markets such as south-eastern Spain with the introduction of a new **yellow California pepper** variety, complementing its already extensive range. The variety offers resistance to powdery mildew and plant vigor well suited to both organic and conventional production. Its thick fruit walls deliver excellent yields and outstanding shelf life.





As for the **new tomato varieties**, Semillas Fitó introduced new additions spanning a broad range of market segments and growing regions. The strongest commercial results came from two Pear tomato varieties, producing large fruits that maintain their size consistently throughout the production cycle. The cherry tomato range for Italy has also been expanded with a variety that is **resistant to the rugose virus**, valued by growers for its earliness and high yields from the very start of the harvest. The expansion of the company's pink tomato range, offering enhanced eating quality, is helping to strengthen Semillas Fitó's presence in countries where its tomato portfolio has traditionally been less extensive. To maintain its connection with **traditional production**, this year's additions also include an attractive variety featuring purple shoulders over a bright red background, with a flattened, deeply ribbed fruit shape. Alongside fruit varieties, Semillas Fitó remains firmly committed to developing rootstocks because of the agronomic benefits they provide. Through rigorous trials conducted across multiple locations, the company consistently achieves the **"perfect match"** between rootstock and scion in tomato production.

Within the Large Seeds range, the standout introduction is a new **sweet corn variety for kernel processing**. In addition to strengthening Semillas Fitó's position with existing customers, it opens up new opportunities for collaboration with key players in the processing industry. The result of several years of development and learning, together with **close collaboration with Cocina de Ideas** to identify the variety with the best kernel characteristics for processing, this new variety delivers outstanding agronomic performance alongside excellent processing yields.



TURF GRASSES

In terms of **varietal** innovation, new developments have further strengthened the portfolio with characteristics that add clear differentiation.

A new *Poa Pratensis* variety has been introduced for sports fields, providing exceptionally rapid germination and establishment.

A new *Lolium Perenne* variety features a light green color capable of masking *Poa Annua*, while delivering excellent turf quality and

performance. And also a fast-establishing *L. Multiflorum* variety that can be grown without the use of agrochemicals. Within the *Agrostis estolonifera* range, the new **Valderrama** variety offers the key advantage of requiring only moderate maintenance, without the need for plant protection products.

In **seed mixtures**, two new blends have been developed for winter sowing, combining different *Lolium* varieties.



FIELD CROPS

The **maize portfolio** includes two new varieties: **Cambrils**, which offers strong tolerance to *Cephalosporium*, and **Vallat** which is adapted to **water-stress** conditions.

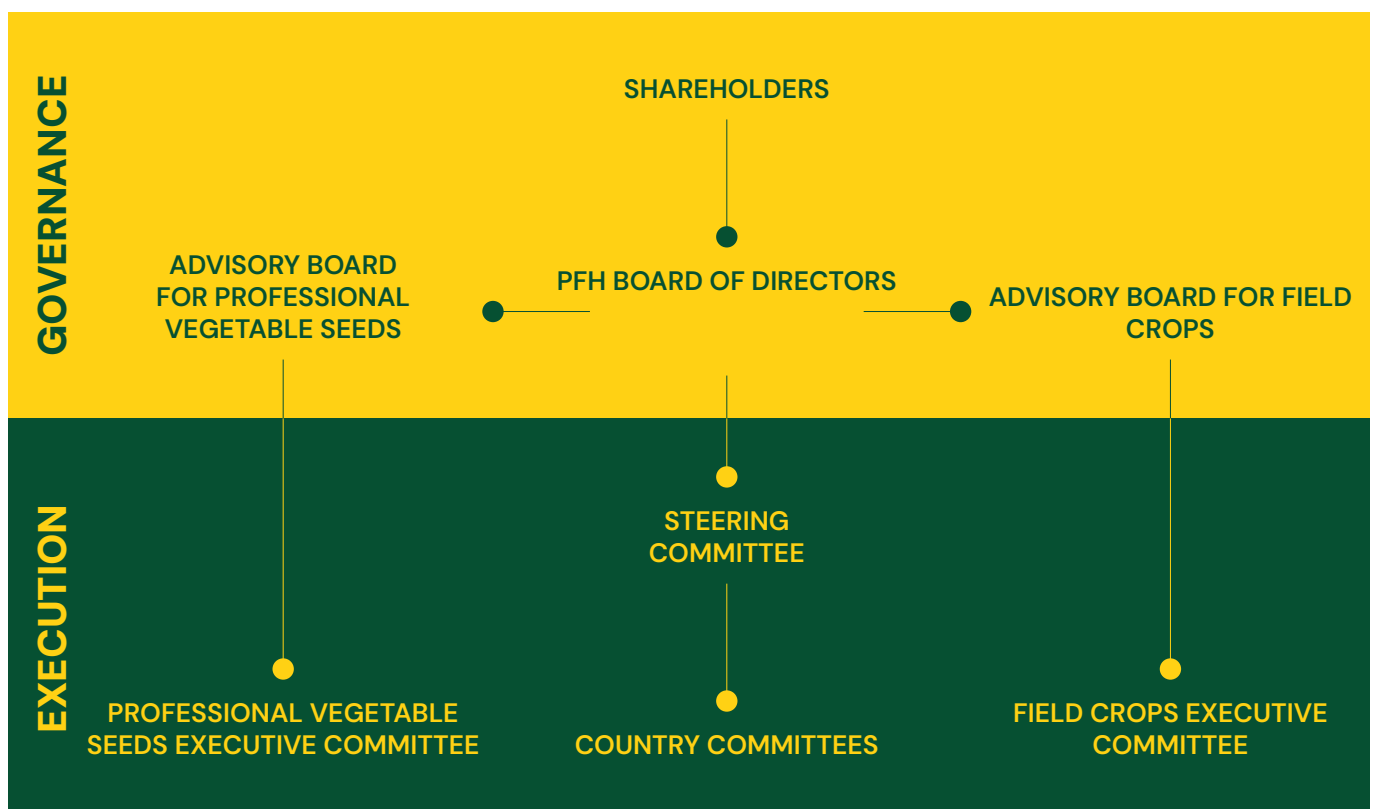
In the **sunflower** range, breeding efforts have focused on broomrape resistance, resulting in the introduction of two new varieties: one early-maturing and one mid-season variety.



GOVERNING BODIES

Good corporate governance remains a key priority in the strategic plans for the coming years. This 2025 has been pivotal in continuing to consolidate governance bodies that were formally established in 2023, following the attached organizational structure.

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



SHAREHOLDERS & PHF BOARD OF DIRECTORS

Frequency QUARTERLY BASIS	7 meetings in 2025	7 board members	5 men 2 women	President EDUARD FITÓ
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MAIN RESPONSIBILITIES:

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

STEERING COMMITTEE

Frequency WEEKLY BASIS	34 meetings in 2025	7 members	4 men 3 women	President LAIA FITÓ
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MAIN RESPONSIBILITIES:

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



PROFESSIONAL VEGETABLES

Frequency

MONTHLY BASIS

8

meetings in 2025

5

board members

3 men

2 women

President

EDUARD FITÓ

MAIN RESPONSIBILITIES:

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



PROFESSIONAL VEGETABLE SEEDS EXECUTIVE COMMITTEE

Frequency MONTHLY BASIS	11 meetings in 2025	8 members	6 men 2 women	President XAVIER FITÓ
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MAIN RESPONSIBILITIES:

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



PROFESSIONAL VEGETABLE SEEDS EXECUTIVE COMMITTEE

FIELD CROPS

Frequency

QUARTERLY BASIS

4

meetings in 2025

6

board members

4 men

2 women

President

EDUARD FITÓ

MAIN RESPONSIBILITIES:

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



FIELD CROPS EXECUTIVE COMMITTEE

Frequency MONTHLY BASIS	12 meetings in 2025	7 members	6 men 1 woman	President EUGENIO GONZÁLEZ
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MAIN RESPONSIBILITIES:

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



FIELD CROPS EXECUTIVE COMMITTEE

GOVERNANCE AT THE REGIONAL LEVEL

Good corporate governance also applies to the subsidiaries of the Fitó Group. Currently, at the regional level, the main governing bodies are the Country Committees. There are five Country Committees that oversee the governance of the main subsidiaries. In 2025, the committees were composed of the following individuals:

TURKEY COUNTRY COMMITTEE

Zeynep Irkin, Factory Manager. Ali Kun, Breeder Manager. Güneş Türkol Coşkuner, Corporate Partner. Cemal Etli, Turf Grass Area Manager. Jordi Salvia, Director of Sales & Marketing Export Field Crops. Utku Ersoy, Vegetables Area Manager. Ali Levent Özgören, Field Crops Area Manager.

ITALY COUNTRY COMMITTEE

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

INDIA COUNTRY COMMITTEE

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

MEXICO COUNTRY COMMITTEE

Juan Carlos Zazueta, Corporate Partner. Luis Miguel Bórquez, Area Manager. Juan José Arredondo, Farm Manager.

CHILE COUNTRY COMMITTEE

Ignacio Rodríguez, Country Manager. Catalina Vielma, Farm Manager Quillota Center. Claudia Gaete, Operational Manager. Carolina Sánchez, Corporate Partner. José Godoy, Farm Manager, Arica Center.





FACTS AND FIGURES ABOUT OUR PEOPLE

GENERAL DATA BY COUNTRY

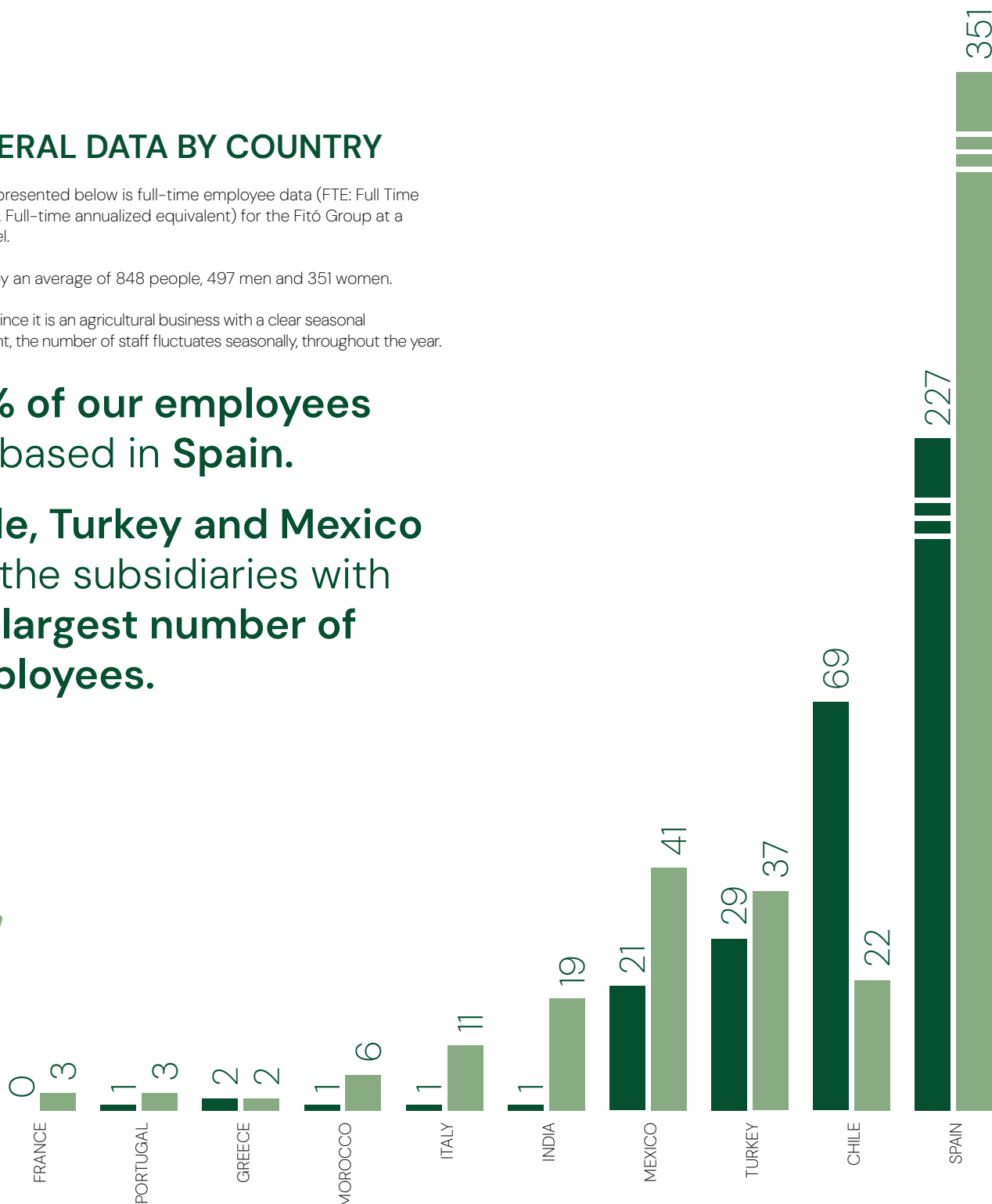
The data presented below is full-time employee data (FTE: Full Time Employee. Full-time annualized equivalent) for the Fitó Group at a global level.

We employ an average of 848 people, 497 men and 351 women.

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

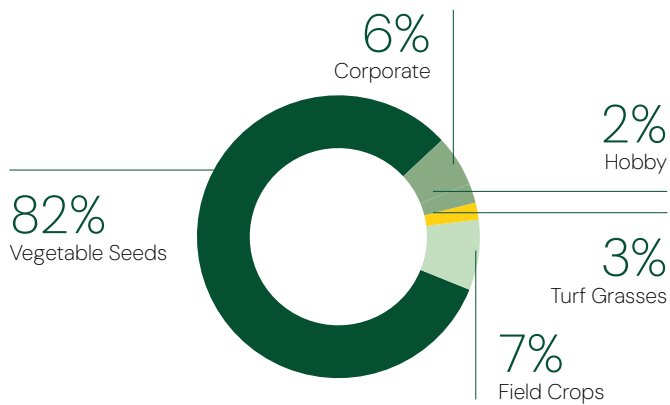
68% of our employees are based in Spain.

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



BY BUSINESS UNIT

The Vegetable Seeds area is the business unit with the largest number of employees in the Semillas Fitó group at a global level, with **82% of the company's workforce** dedicated to this business area.

**BY TYPE OF CONTRACT**

We have maintained a stable balance between contract types, with a particular focus on the use of temporary contracts in Chile to meet increased production demands.

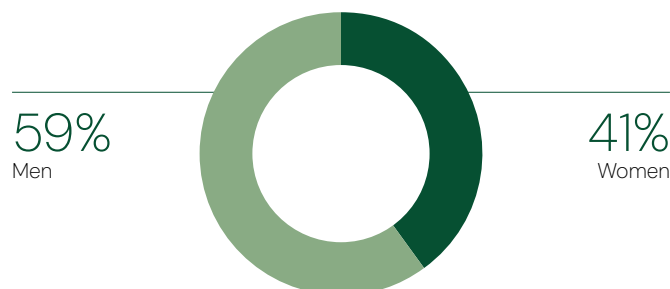
**BY GENDER**

4 of every 10 employees across the Fitó Group are women, and this proportion continues to increase.

In 2025, the company successfully fulfilled the commitments set out in its **Equality Plan**.

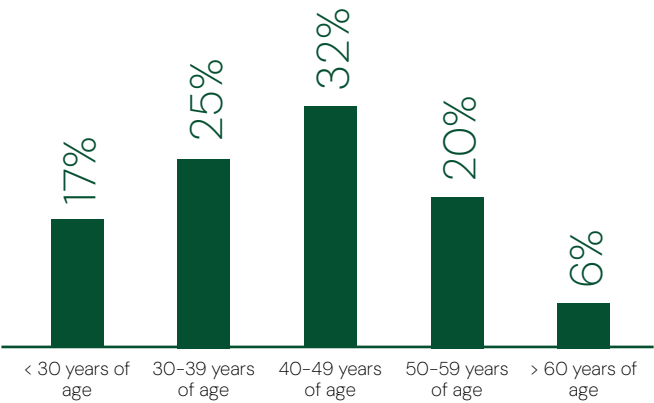
- Presence of men and women in areas and departments in which they are underrepresented.
- Presence of more women in positions of responsibility, including the appointment of a woman to a top-level executive position.
- Monitoring and tracking improvements in addressing the gender pay gap.

In 2026, the company will renew its commitment to equality through a new Equality Plan, building on the previous plan and ensuring continuity.



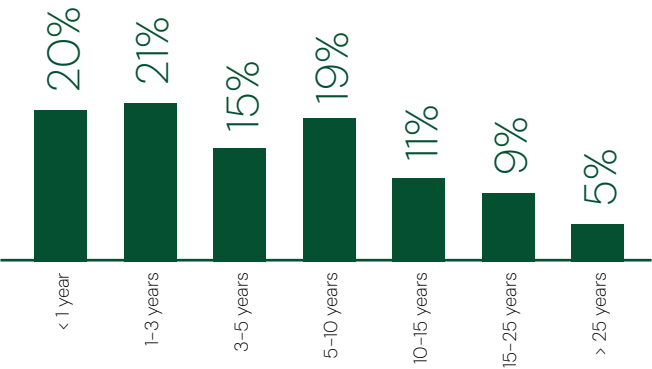
BY AGE GROUP

The **recruitment of senior professionals** aged over 50 is particularly noteworthy.



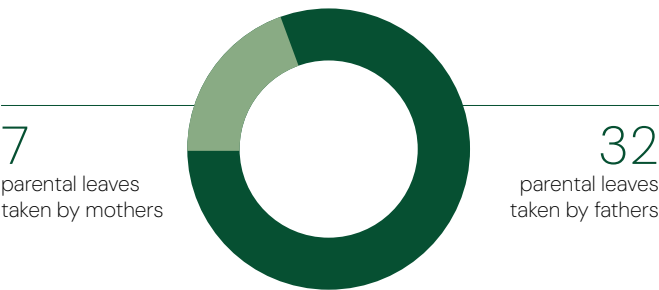
BY YEARS OF SERVICE

44% of employees have more than five years' service, reflecting the long-term commitment of nearly half the workforce.



PARENTAL LEAVES

In 2025, there were 7 maternity leaves and 32 paternity leaves.







3 MAIN MILESTONES 2025



MAIN MILESTONES 2025

GROWTH OF THE BUSINESS



Establishment of operations in Egypt through the creation of the Group's 11th subsidiary in the country.



Modernization of the production facilities at the Chile sites.



Design and launch of the comprehensive refurbishment of the Barcelona headquarters.



Completion of the first phase of the R&D facilities for the fast-cycling project.



PEOPLE



Expansion of the Fitó Academy program with the launch of "Fitó Academy for R&D".



35% of development opportunities filled through internal talent.



Strengthening and internationalization of the People team through the appointment of a Global People Director.



Improved operational organization through the appointment of a Chief Operating Officer, bringing all business units worldwide under a single leadership structure.



This two-page spread provides a visual overview of the main global milestones achieved by Semillas Fitó in 2025, highlighting the most significant projects associated with each strategic objective. For further information, please refer to the "Strategic Objectives" section of this Annual Report.

PROCESSES AND TECHNOLOGY



Consolidation of the Crop Teams, responsible for defining the 10-year strategy for the Group's key crop species. Development of the initial proposals and action plans.



Advancement of the Sherpa project and clarification of operations and seed processing workflows.



Global rollout of the **Compliance Risk Prevention Plan.**



Implementation of the **Cybersecurity Plan,** including the introduction of new policies and enhanced monitoring and prevention tools.



SUSTAINABILITY



Recognition with the **Retina ECO Award** for being the first to quantify the impact of varietal development on vegetable crop production, and with the **Forbes Award** as the most sustainable company in the agri-food chain.



Recovery of more than 390 tons of vegetable waste for conversion into compost



Recycling of 34% of generated waste.



Recovery of more than 36 million seeds through the use of **artificial intelligence.**



Self-generation of more than 18.5% of the company's energy consumption.





4

**SUSTAINABILITY
CULTURE**







At Fitó Group, we see sustainability as a long-term commitment to addressing the social and environmental challenges associated with our business.

This commitment is explicitly reflected in the Group's purpose: *Generate sustainable wealth throughout the agri-food chain through seeds, thanks to accomplished and committed teams.* This reinforces the Group's commitment to embedding sustainability across every aspect of its business, making it a public commitment that requires consistency and accountability in every decision.

The Group's first **2023–2026 Sustainability Plan** was developed taking into account the suggestions, needs and concerns identified through engagement with its stakeholders. The Plan aims to generate a positive impact across the three pillars of the business: People, Planet, and Profit. It comprises 20 strategic projects that have a cross-functional impact across all areas of the company and its wider ecosystem. Each project is aligned with specific targets under the United Nations Sustainable Development Goals (SDGs), in line with the ambitions of the 2030 Agenda. The methodology used to develop the 2023–2026 Sustainability Plan is described in the "Materiality Matrix" section of this report.

The SDGs provide a global framework for addressing the world's most pressing sustainable development challenges. Their associated targets offer a roadmap for driving systemic change that promotes inclusive socioeconomic development, preserves natural resources, and strengthens the conditions that enable people to thrive equitably. The framework comprises 17 Sustainable Development Goals and 169 targets, to be achieved by 2030.

The priority SDGs for the Fitó Group, which form the focus of its sustainability strategy, are presented below.

	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

SUSTAINABILITY CULTURE

SUSTAINABILITY COMMITTEE

The Sustainability Committee is a stable multidisciplinary working group that in 2025 was made up of:

PEOPLE



Rubén González
(People)



Cristina Canalda
(Corporate Communication)



Marc Montserrat
(People)



Ana Villaverde
(People)

PLANET



Sílvia Graells
(Operational Excellence and Innovation)



Juan Jesús Narváez
(Operational Excellence and Innovation)



Francisco Fernández
(Farming)

PROFIT



Elena Astor
(Marketing Vegetable Seeds)



Elisabet Fitó
(Director of Corporate)

This annual report follows a triple bottom line framework, with its projects organized around the three pillars of sustainability and corporate social responsibility. This means that the descriptions of the different actions are organized according to their impact on people, the planet and profit.

PEOPLE

The Fitó Group is firmly committed to creating safe, equitable, and inclusive workplaces. This commitment is reflected in its respect for labor rights, the promotion of diversity and equal opportunities, and its dedication to supporting the professional and personal development of everyone across the organization.

PLANET

This group drives concrete actions to reduce the environmental impact of processes throughout the agri-food value chain, where the responsible management of natural resources is essential. Accordingly, the company focuses on optimizing the use of natural resources, ensuring responsible waste management, implementing initiatives aligned with the principles of the circular economy, and, wherever possible, minimizing the environmental impacts of its operations.

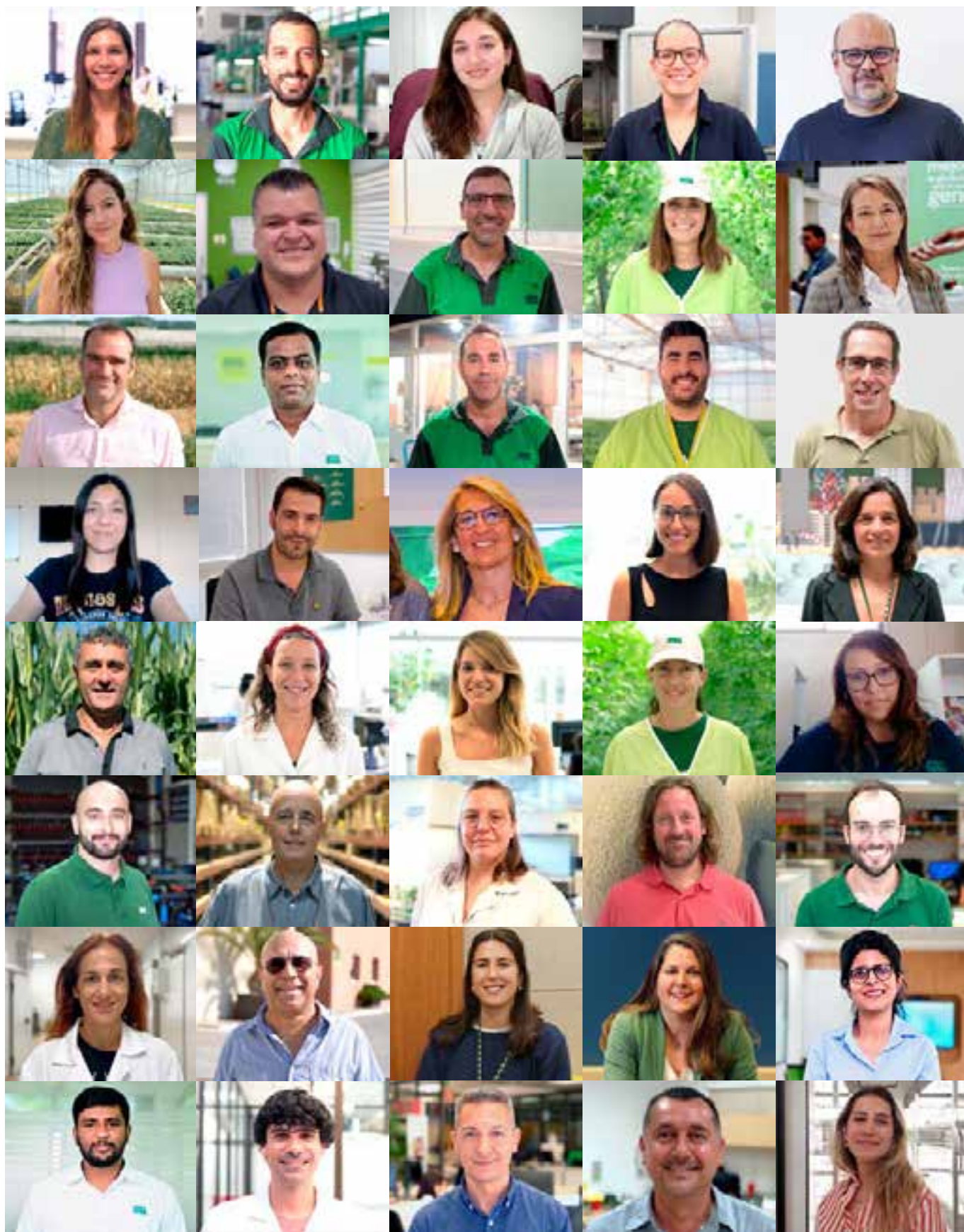
PROFIT

The nature of the business have led the company to make innovation and continuous improvement its hallmark. It is only thanks to its sustainable growth that the Fitó Group is able to invest in technical improvements, cutting-edge technology, sectoral alliances, and social and environmental support programs.



To monitor the progress of the Fitó Group's sustainability initiatives, thematic working groups have been established. In total, more than 40 employees are involved in the transition toward a more sustainable business model.

Meeting twice a year, these working groups provide a forum for employees to assess progress and jointly identify opportunities for improvement across each of the 20 projects.



Semillas Fitó 2023–2026 Sustainability Plan

20 PROJECTS WITH AN IMPACT

PROJECT 01

PROMOTE INTERNAL LISTENING



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

PROJECT 02

GUARANTEE INTERNAL AND EXTERNAL COMMUNICATION



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

PROJECT 03

IMPLEMENT THE DEVELOPMENT AND TALENT PLAN



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

PROJECT 04

GUARANTEE EQUAL AND COMPETITIVE PAY



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

PROJECT 05

PROMOTE DIVERSITY AND INCLUSION



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

PROJECT 06

PROMOTE HEALTHY WORK ENVIRONMENTS



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

PROJECT 07

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



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

PROJECT 08

REDUCE THE CONSUMPTION OF RESOURCES IN OUR PRODUCTION SYSTEM



- Reduce water consumption on farms.
- Water savings in seed extraction systems.
- Expansion of the water recirculation project.

PROJECT 09

DEVELOP VARIETIES THAT REDUCE THE ECOLOGICAL FOOTPRINT



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

PROJECT 10

INCORPORATE SUSTAINABILITY CRITERIA IN THE CHOICE OF PRODUCTS AND PROCESSES



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

PROJECT 11

REDUCE FOOD WASTE



- Donations of vegetable crops.
- Recover seed by-products for use as animal feed.
- Compost plant waste generated on farms.

PROJECT 12

IMPROVE WASTE MANAGEMENT



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

PROJECT 13

MEASURES TO MITIGATE THE ENVIRONMENTAL IMPACT OF THE ORGANIZATION



Calculate the organization's carbon footprint and develop a continuously monitored decarbonization plan to reduce it.

PROJECT 14

EFFICIENT PHYTOSANITARY MANAGEMENT ON FARMS



- SBD (Seed-Borne Disease) Project.
- Integrated pest management.
- Increased use of biological plant protection agents.

PROJECT 15

INVEST IN TECHNICAL AND HUMAN RESOURCES IN RESEARCH AND INNOVATION



- Invest 22% of annual turnover from the Vegetable Crops and Field Crops business units in R&D.
- 48% of the workforce dedicated exclusively to research
- Be at the forefront in the acquisition of technical R&D resources.

PROJECT 16

PROMOTE SELF-SUPPLY OF ENERGY



Generate renewable energy for self-consumption through photovoltaic installations at Fitó Group sites.

PROJECT 17**IMPLEMENTATION OF MORE EFFICIENT AND CLEANER TECHNOLOGIES**

Use cutting-edge technologies that reduce production losses (drum priming, AI-based seed grading, X-ray technology, vacuum packaging, etc.).

PROJECT 18**PROMOTE PARTNERSHIPS THAT CONTRIBUTE TO SUSTAINABILITY WITHIN THE SECTOR**

- Altruistic involvement in industry association.
- Positioning of members of the company in the sustainability committees of these associations.

PROJECT 19**DEVELOP AN INTERNAL POLICY FOR SPONSORSHIPS, DONATIONS AND COLLABORATIONS**

Define criteria that are consistent with our values and purpose.

PROJECT 20**PROMOTE SUSTAINABLE ECONOMIC GROWTH AND DEVELOPMENT**

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



5 PEOPLE





PEOPLE

TALENT



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

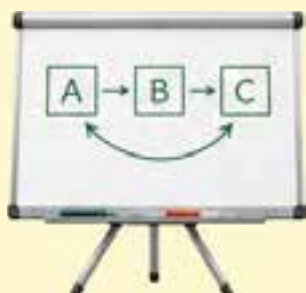


89% of contracts
are **permanent**



35% of vacancies filled by
internal promotions

DEVELOPMENT



Design and start of implementation of
Semillas Fitó's new methodology
for the annual development interviews



More than 10,500 hours
of training per year

DIVERSITY



Present in
19 countries
with **local teams**



32% of the workforce
resides outside
of **Spain**



41%
of the workforce
are **women**



21% women in
leadership positions



34
nationalities



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

In 2025, work continued on establishing shared, cross-functional goals based on the three pillars: People, Planet, and Profit. This time, the focus was placed on the Company's overall results, as well as on sustainability and people, while raising the level of ambition across all three areas. In 2026, the focus will be on further aligning all business areas and teams, with particular emphasis on the work of the Executive Committees and the Steering Committee, strengthening teamwork and shared accountability.

At the same time, a further step has been taken by expanding the employee listening approach to assess the level of service provided by all corporate functions, with a particular focus on Well-being (with action plans already rolled out in Spain, Chile, and India). In January 2026, as planned, we will conduct the 3rd Edition of the Fitó Group Global Engagement Survey, enabling us to continue strengthening our action plans with a focus on people.

In addition, the appointment of a **Global People Director** is a noteworthy milestone. Among other things, this role has served as an anchor for the transition to a clear international orientation, including the renaming of the function as **People**. With this move and the consolidation of the People Business Partner role, which is highly business-oriented and close to both the business and its people, we believe we have put the final piece in place for the development and implementation of the Group's people strategy over the coming years.

We would also like to highlight the collaboration with Talent Search People in the establishment of an **RPO (Recruitment Process Outsourcing)** model to enhance the level of service in talent acquisition, an area that has historically required greater attention. In 2026, the focus will also be on advancing Personnel Administration and further accelerating digitalization through investment in new technologies and systems.

2025 has been an outstanding year for internal development and promotion, comfortably surpassing the goal of filling at least 25% of vacancies through internal promotion. The company continues to invest over 1% of its wage bill in training, supporting professional development and fostering a culture of constructive feedback through the Annual Development Interviews. In 2025, the focus was on developing leadership skills, with one-third of our managers working on development plans based on the results of their 360-degree feedback assessments, using the Leadership Circle framework as part of a three-year program.

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

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

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

PROMOTE INTERNAL LISTENING

Following the 2nd Edition of the Semillas Fitó Engagement Survey conducted in 2024, 2025 was dedicated to developing and implementing the policies needed to **respond to our teams' feedback.**

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

While 2024 focused on conducting the **2nd Edition of the Semillas Fitó Engagement Survey**, this year was dedicated to working on the survey results, **translating them into concrete action plans that were implemented throughout the year** through meetings, training sessions, and team-building activities.

In particular, our efforts focused on employees working at our sites whose roles do not require computer access, recognizing that digital channels are not always the most effective means of communication for these teams.

In May 2025, a session was held with all employees at our sites in Turkey, led by the local People teams with the participation of the Global People leadership. In July and September 2025, several sessions were held at our farms in Almería and Maresme, respectively, bringing together field coordinators and supervisors to work as a team. These sessions combined opportunities to discuss, align, and share best practices on team management, as well as more informal activities designed to strengthen team cohesion.



Working and reflection session with the Farming team from the Maresme farms, held in November 2025 in Santa Maria de Palautordera.

ASKING TO MOVE FORWARD: A GENUINE COMMITMENT TO UNDERSTANDING OUR EMPLOYEES' NEEDS

One example of this commitment to active listening in 2025 was the psychosocial risk survey, conducted during the third quarter of the year and led by our Internal Prevention Service. The survey was designed to identify emotional risk factors, assess the impact of health and well-being across our workforce, gather structured employee feedback, develop action plans, and strengthen a culture of care and well-being throughout the organization.

The survey results will enable the Fitó Group to define and implement the measures needed to ensure we continue advancing our employee well-being policies.

In addition to the psychosocial risk survey, for the first time in the Group's history, we launched a Corporate functions satisfaction survey (designed to assess the quality of the services provided by our Finance, People, IT, Legal, Sustainability, Facilities, and Corporate Communications teams), conducted annually among our internal customers. Over the previous three years, this survey had focused exclusively on the People function. In 2025, it was expanded to include most Corporate functions, specifically: IT, Finance, Facilities, and Corporate Communications.

In line with our strategic commitment to **putting people at the center**, the psychosocial risk survey conducted in 2025, described in Project 6, reinforces our commitment to **two-way communication between the Company and its employees**, ensuring that feedback from the entire Semillas Fitó team is translated into tangible initiatives to improve health and, in this case, **emotional well-being**.

In 2026, we will resume the biennial Engagement Survey with its 3rd Edition. The survey will provide new insights to support the development of additional action plans, further refine existing initiatives and priorities that have been part of our organizational agenda for several years, and help us continue improving year after year.



GUARANTEE INTERNAL AND EXTERNAL COMMUNICATION

Communication continues to be one of the Fitó Group's strategic priorities. Connecting people with our vision, mission, and values is not simply a matter of sharing information; it is an ongoing effort to foster alignment, cohesion, and a strong organizational culture. In a context of sustained growth, international expansion, and organizational transformation, ensuring clear, consistent, and two-way communication became a cross-functional priority across the company in 2025.

The geographic, cultural, and professional diversity that characterizes **Semillas Fitó** requires communication systems and practices that are increasingly structured and tailored to the organization's needs. Led by the Corporate Communications and People functions, we continued throughout 2025 to strengthen a communication model that fosters engagement, enhances the employee experience, and facilitates coordination across teams and business units.

At the same time, our external communications continued to evolve in support of the company's global positioning. Building a strong, consistent, and recognizable corporate identity has become a key element in strengthening the Fitó Group's reputation and international profile in an increasingly competitive environment.

PROMOTING AND CONSOLIDATING THE NEW CORPORATE IDENTITY

Throughout 2025, we continued to make significant progress on the corporate brand redefinition and renewal project launched the previous year. Following the audit and strategic analysis phase carried out in 2024, 2025 marked further progress in defining the new visual identity, brand architecture, and brand guidelines and usage standards.

The objective has been to strengthen the brand's global consistency while preserving the essence and heritage of **Semillas Fitó**, and at the same time provide the different business units with greater identity and the tools to support their positioning. This process has included updating the brand guidelines, progressively adapting corporate materials, and preparing for the global rollout of the new corporate identity across all channels and markets. The launch of the new corporate identity is scheduled for 2026.

We also continued implementing our digital communications strategy, ensuring a consistent, aligned presence tailored to the specific needs of each country within a coordinated global approach.



CONNECTED WITH FITÓ: INFORM, LISTEN AND ALIGN

Ensuring that relevant information flows quickly and transparently throughout the organization continues to be one of the primary objectives of our internal communications. In 2025, we further consolidated our cascade communication model, strengthening the role of managers as key communicators of strategic messages and facilitators of dialogue within their teams.

Internal email communications, regular information updates, and a variety of communication formats enabled us to continuously share progress on strategic projects, business results, organizational changes, and corporate priorities. These communications helped provide context, clarity, and consistency during a period of organizational evolution, strengthening alignment across business areas and geographies.

STEERING COMMITTEE COMMUNICATIONS TO THE ENTIRE ORGANIZATION (LIVESTREAMED)

In 2025, we continued to hold the twice-yearly online meetings for all employees, led by the Steering Committee, which have become a well-established forum for transparency and alignment.

At each session, the Committee shared updates on the company's progress across the four strategic pillars —business growth, people, processes and technology, and sustainability— providing context for key decisions and reinforcing a shared vision. These meetings also provide an open forum for sharing information and fostering closer connections with our teams.





FITÓ NEWS: SHARING INFORMATION AND CULTURE

Fitó News, our internal newsletter, continued to be published quarterly throughout 2025, in print for our sites in Spain and in digital format for all other countries. Published in multiple languages, it remains a key channel for sharing achievements, featured projects, sustainability initiatives, interviews, and stories from teams across different business units and geographical areas.

This communication channel strengthens our sense of belonging while showcasing the diversity and richness of the Fitó Group on a global scale.



ANNUAL REPORT AND EXECUTIVE SUMMARY

The Annual Report and its accompanying Executive Summary continued to serve as strategic communication tools for both internal and external audiences. In 2025, we maintained the Executive Summary format introduced the previous year, providing easier access to the Group's key achievements in sustainability, business, and governance.

The report continues to be structured around the impact projects of the 2023–2026 Sustainability Plan, reinforcing a consistent narrative and the integration of sustainability into our corporate strategy.

INTERNAL EVENTS AND CONVENTIONS: SHARING EXPERIENCES AND BUILDING CONNECTIONS

In-person events continue to play a fundamental role in the Fitó experience. Throughout 2025, we held internal conventions across different business units and functional areas, reinforcing these gatherings as valuable opportunities for strategic alignment, learning, and strengthening our corporate culture.



Vegetable Seeds Division Convention



R&D Convention



Corporate Partner Week



Vegetable Seeds Convention



Turf Grasses Convention



Field Crops Convention



As part of Corporate Partner Week, we also held our first Corporate Day, bringing together employees from all corporate areas (Finance, Facility Services, IT, Corporate Communications, People, Legal & Compliance, and Sustainability). The event provided an opportunity to: Share, Align, Connect, and Enjoy.

STRONG DIGITAL PRESENCE

Our glocal digital strategy has remained one of the cornerstones of our external communications. The company continues to maintain a presence through multiple websites and social media accounts tailored to different countries and business units, ensuring communications are consistent with the new corporate identity and aligned with our strategic objectives.

Overall, during 2025, the Fitó Group further strengthened a more structured, consistent, and strategic approach to both internal and external communications, supporting the company's growth, reinforcing its organizational culture, and projecting a strong and recognizable brand worldwide.



RENOVATION PROJECT FOR THE FUTURE BARCELONA HEADQUARTERS

Throughout 2025, a series of information sessions were held for our teams to share updates on the renovation project for our future Barcelona headquarters. These sessions provided employees with regular updates on the project's progress, as well as its main organizational implications and the expected impact on the employee experience. This initiative will continue throughout 2026, supporting the project's development while ensuring transparent, open, and timely communication aligned with the organization's needs.

IMPLEMENT THE DEVELOPMENT AND TALENT PLAN

Throughout 2025, **Semillas Fitó** continued to implement its Development and Talent Plan to address both technical and interpersonal development needs across the organization, while progressively introducing an *Academies* model as the framework for learning by employee group.

Training activity during the year exceeded 10,500 hours, with employees from different countries, business areas, and professional levels taking part.

A significant share of this investment was dedicated to language training through individual and group programs delivered throughout the year, helping facilitate communication in an increasingly international environment and supporting collaboration across subsidiaries, technical areas, and global teams. At the same time, we continued to invest substantially in technical and specialized training across the Company's different functions, as well as in cross-functional programs focused on Communication, Interpersonal Skills, Teamwork, and Process Improvement.

During 2025, we further strengthened the Fitó Academy model as the backbone for structuring our training offering for key employee groups, with dedicated programs in Leadership, Sales, and Research & Development.



Training session held in March 2025 on communication, assertiveness, and feedback for Farming Coordinators, Supervisors, and Crop Technicians.

The **Fitó Academy for Leaders** continued to evolve as a program designed for managers and employees in leadership positions. The first 30 managers participated in leadership impact assessments using the Leadership Circle Profile, a 360-degree feedback tool that provides greater self-awareness of individual leadership impact. As part of the same program, participants also received individual coaching sessions.

The **Fitó Academy for Sales** continued to develop as a structured program for our sales teams, designed to strengthen knowledge, working methodologies, and alignment across markets, while supporting the continued evolution of the sales function and addressing the challenges of the business.

In 2025, we launched the Fitó Academy for R&D, a new learning space designed specifically for the Research & Development community.

This initiative has become part of the Company's *Academies* ecosystem. The Fitó Academy for R&D was created to support the development of our R&D employees, strengthen the capabilities most relevant to their work, and enhance the organization's preparedness for scientific, technological, and business challenges. Its approach combines content related to the business and the agri-food value chain, results-oriented ways of working, and improved methodologies, together with the development of the cross-functional competencies needed in an increasingly collaborative and international research environment. The initiative began with a communication plan for our teams, including a launch video presenting its purpose, structure, and the first activities already underway.



The Biotech team during a Project Management session held in May 2025.

The 2025 Training Plan reflects our continued investment in learning and a gradual evolution toward more structured training models for strategic employee groups, aligned with the organization's evolving needs and the challenges facing **Semillas Fitó**.



INTERNAL PROMOTIONS

GROWING FROM WITHIN: HOW WE ARE PROMOTING INTERNAL CAREER GROWTH

At **Semillas Fitó** we believe that professional development is not just an opportunity, it is an essential part of every employee's experience within the Company. That is why, in 2024, we launched our Career Plan with a clear objective: to help every employee envision their future within the organization and provide real opportunities for continued growth.

We wanted to bring greater transparency, expand career opportunities, and, above all, create more space for conversations about professional development. We wanted every employee to be able to ask: Where do I want to grow, and how can I achieve that here?

The Career Plan was created to support that journey by offering different development paths based on individual interests, strengths, and career stage:

- Grow into a role with greater responsibility within your team (vertical development)
- Move to a different area to broaden your business perspective (cross-functional development)
- Gain experience in another country (international development)
- Deepen your technical expertise (expert development)



Presentation session on the Career Plans, internal promotions, and development and training plans for the Research & Development team.



MOST IMPORTANTLY: TALENT IS MOVING

One year later, we are already seeing very positive results. The plan has gone beyond good intentions and has translated into real opportunities.

Thanks to this approach, 35% of vacancies were filled through internal promotions linked to the Career Plan.

Specifically:

- 17 employees moved into roles with greater responsibility
- 11 transferred to a different business area to broaden their experience
- 1 pursued an international career opportunity
- 1 progressed into an expert specialist role

Behind every number is a personal story of new challenges, learning, trust, and growth



Career and values recognition ceremony.

MORE THAN PROMOTIONS, CONVERSATIONS ABOUT THE FUTURE

What we value most is not only the career moves themselves, but what they represent.

More conversations about professional development, greater visibility of career opportunities, more shared responsibility between employees and the organization and more people who feel they can build their careers here, without having to look elsewhere.

This helps us to:

- recognize internal talent
- strengthen engagement
- share knowledge across teams
- and continue building a culture of continuous learning

The Career Plan is not a one-time initiative, it is an evolving journey that we will continue to shape with our people and for our people. We want to continue creating opportunities, supporting professional growth, and fostering an environment where everyone can take their next step with confidence.

Because when talent grows from within, the entire organization moves forward.



GUARANTEE EQUAL AND COMPETITIVE PAY

Semillas Fitó remains committed to ensuring pay is equitable, competitive, and aligned with the market, so that compensation reflects both each employee's contribution and external market conditions.

Over the past year, we have continued to improve the compensation management processes across our existing subsidiaries, as well as those that will be incorporated in 2026, with the aim of strengthening internal equity and external competitiveness. Particular attention was given to market analyses for Turkey and Egypt within the relevant industries, as well as to the benchmarking of leadership positions across the different geographies in which we operate.

In addition, our efforts in 2025 focused on optimizing the annual budgeting process by introducing more agile tools and criteria that enable a structured analysis of relative pay positioning, consistency across organizational levels, and alignment with market benchmarks. These improvements support more objective, data-driven decision-making, contributing to greater transparency, consistency, and alignment with the Company's strategy. In 2026 and beyond, we will continue to improve the process with the aim of simplifying and further digitalizing it.

As part of our commitment to financial well-being and flexibility, in 2025 we introduced Payflow for employees in Spain, a simple digital solution that provides early access to a portion of earned wages, with no fees or administrative procedures.

This initiative gives employees greater autonomy and confidentiality in managing their personal finances, enabling them to address short-term financial needs without additional financial impact and without the need for justification or approval.

From the perspective of the People function, it also improves internal efficiency by eliminating manual processes. Ultimately, it helps strengthen employees' financial well-being, reduce financial stress, and offer a more flexible value proposition tailored to today's needs, thereby fostering engagement, peace of mind, and a better employee experience.

Through these initiatives, **Semillas Fitó** continues to strengthen a compensation model that promotes equity, competitiveness, and well-being, in line with its values and its commitment to its people.





PROMOTE DIVERSITY AND INCLUSION

The Fitó Group recognizes **diversity and inclusion as fundamental values within its organizational culture and sustainability strategy**. During 2025, we continued to implement a range of initiatives to strengthen a diverse, equitable, and inclusive work environment. These actions seek to enhance the representation of different groups within the Company, **promoting equal opportunities and respect** for diversity in all its dimensions.

One notable milestone was our successful participation in the networking event organized by the **Làbora Program** as an **"Inspiration Point,"** held on **2 June 2025, at the Born Centre for Culture and Memory in Barcelona** in Barcelona, reaffirming our commitment to the labor market integration of people in vulnerable situations.

The **Làbora Program** is an initiative that promotes employment opportunities for people facing barriers to entering the labor market through the support of a network of social organizations and companies committed to equal opportunities in the city of Barcelona.

Under the slogan **"Discover how to transform the future of food with Semillas Fitó"**, we presented the agricultural sector as a genuine opportunity for stable employment and professional growth. During the event, our team introduced participants to the characteristics of this strategic, yet often overlooked, sector, shared current labor market needs, and gave attendees the opportunity to **engage with employees** from a range of operational areas.

HIGHLIGHTS OF THE EVENT:

- **A sector full of opportunities:** The event highlighted the primary sector's strong capacity to create high-quality employment across a wide range of professional profiles.
- **A source of inspiration:** Hundreds of participants had the opportunity to discover firsthand how a family-owned company with a global outlook can offer stable and rewarding career opportunities.
- **A strategic partnership:** Our collaboration with the Làbora Program provides ongoing support to improve employability through Barcelona's Social Services Centers.

INNOVATION WITH SOCIAL IMPACT

The participation **Semillas Fitó** in this special edition of the Làbora Program reflects our **corporate social responsibility** strategy and is aligned with the collaborative values shared by Barcelona City Council, social organizations (Cruz Roja, ECAS, and FEICAT), and the business community.



"Our presence as an Inspiration Point allows us to introduce the seed and plant breeding sector to people with a wide range of backgrounds, from logistics and administration to maintenance and agricultural roles". "We want to show that agriculture is a sector with a future and opportunities for everyone".

Through this initiative, **Semillas Fitó** continues to strengthen its position not only as a technological leader in agriculture, but also as an **active contributor to the social transformation** of the communities in which it operates.

CULTURAL DIVERSITY

The Fitó Group has a team composed of people from 34 nationalities, which enriches its work environment with multiple perspectives and experiences. To make this diversity visible, charts have been created that reflect the distribution within the organization.

GENDER DIVERSITY

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

Total percentage of women and men in the organization

Men	59%
Women	41%

Although the agricultural sector is still predominantly male, it is important to highlight that our Company is close to achieving gender parity. In particular, we would highlight the two appointments made in 2025 to senior management positions in Global Operations and People.

DIVERSITY BY AGE AND SENIORITY

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

Data by age group

Under 30 years of age	17%
30-39 years of age	25%
40-49 years of age	32%
50-59 years of age	20%
60 or over	6%

Data by years of service

Less than 1 year	20%
1-3 years	21%
3-5 years	15%
5-10 years	19%
10-15 years	11%
15-25 years	9%
25 or over	5%

INCLUSION OF PEOPLE WITH DISABILITIES

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

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



PROMOTE SAFE AND HEALTHY WORK ENVIRONMENTS

2025 marked a key milestone in the Fitó Group's journey toward creating a safer, more resilient, and more responsible working environment. For our organization, sustainability is also based on protecting our most valuable asset: our people.

This year has been a milestone in consolidating our prevention culture, achieving objectives that further strengthen our position as a global benchmark.

LEADERSHIP AND GLOBAL VISION: A NEW PREVENTION POLICY

Driven by **Corporate Management**, this year we updated our **Prevention Policy**. Signed at the highest level, this document is not simply a statement of intent, but a binding commitment with **global scope** focused on employee health and safety and on continuous improvement as a driver for change.

Regardless of area, department, or location, the safety of everyone across the Fitó Group is an absolute priority. To bring this vision to life, in 2025 we launched a **strategic alignment program** in the countries with the largest workforces (Chile and Turkey), with the objective of standardizing protection levels. This program promotes an environment of **sharing best practices**, enabling successful solutions implemented at one site to become standards across the organization.



SUCCESSFUL LEGAL AUDIT AND OPERATIONAL IMPLEMENTATION OF THE SYSTEM

In parallel, we audited the Preventive Management System at **Semillas Fitó S.A.U.**, successfully passing the corresponding Legal Audit under Royal Decree 39/1997, carried out by Aenor. This process confirmed that our system not only rigorously complies with local regulations, but is also fully integrated into our operational structure.

Successfully completing the legal audit at a local/national level and aligning our policy globally provides us with a solid foundation for the future. Safety is no longer simply a requirement, but a shared corporate value across all Fitó Group sites worldwide.

The implementation of **operational procedures** has moved from being a project to becoming an everyday reality. These protocols ensure that every task is carried out under the highest safety standards, guaranteeing traceability and continuous improvement at every site and in every role. Most importantly, they are being integrated into our teams' daily work after being developed and agreed upon with all relevant stakeholders.



ADDRESSING PRIORITY OBJECTIVES

Aligned with our strategy, we have addressed the situations identified as priorities, achieving tangible progress in the following areas:

- **Working at Height:** Strengthening collective protection systems and providing specific training for tasks involving the risk of falls from height.
- **Heat Stress:** Implementation of specific summer protocols for both indoor greenhouse work and outdoor activities, including adjustments to shifts, task reorganization, hydration and recovery periods, improved acclimatization processes, and improved employee health surveillance.
- **Chemical Products:** Reviewing and redefining operational procedures for the use and handling of certain chemical products, prioritizing the reduction of exposure and the use of substances with lower environmental impact.
- **Emotional Well-being:** As part of our comprehensive health strategy, 2025 marked a decisive step forward with the launch of the Emotional Well-being Project. The project began with a key first phase: the Psychosocial Risk Assessment. Through a rigorous and confidential methodology, we obtained an initial assessment of the results, allowing us to understand the current situation of our organization in this area of risk prevention.

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

At all **Semillas Fitó S.A.U.** work centers, an annual action plan is developed in line with our Prevention Policy and Strategy. As specific action indicators, the following activities were carried out:

- 4 occupational hygiene risk assessments
- 1 ergonomic assessment
- 2 general risk assessments
- 1 environmental assessment of working conditions
- 1 heat stress assessment
- 352 medical reports
 - ▶ 5 maternity protection reports
 - ▶ 6 return-to-work reports following long-term leave
 - ▶ 31 reports for new hires
 - ▶ 310 reports following periodic medical examinations
- 3 emergency simulation exercises (environmental incident and/or chemical accident)
- 40 occupational prevention training sessions, with 482 participants
- Development of work procedures (e.g., Procedure for Handling Chemical Products, Action Protocol for Animal Bites and Stings, and update of the Instruction for Working During Periods of High Temperatures)

HEALTH AND SAFETY AMBASSADORS

BARCELONA



Cristina Rodríguez



Pilar García



Julio Tovar

MARESME



Juan José Sánchez



Asunción Lázaro

CASES DE BARBENS



Claudia Casals



Joan Carles Baró

ALMERÍA



Felipe Navarro

DON BENITO



Antonio José González

MURCIA



Marc Montserrat

TURKEY



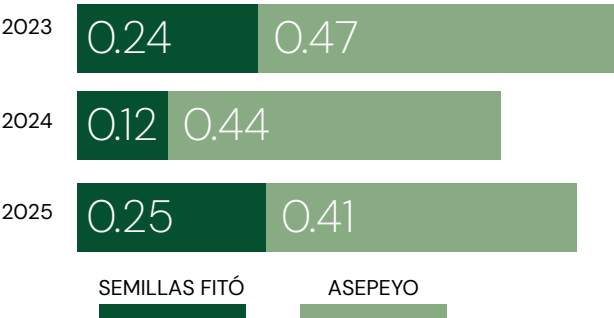
Meral Nur

CHILE

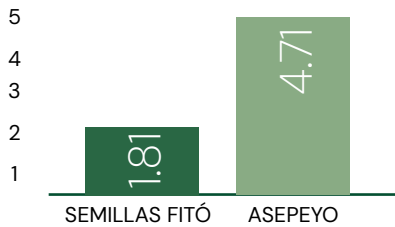


Carolina Sánchez

In terms of accident data, Semillas Fitó S.A.U significantly improved its incidence rate compared with the values recorded in 2024, with a slight increase in annual absenteeism. However, both indicators remain below the sector benchmark.



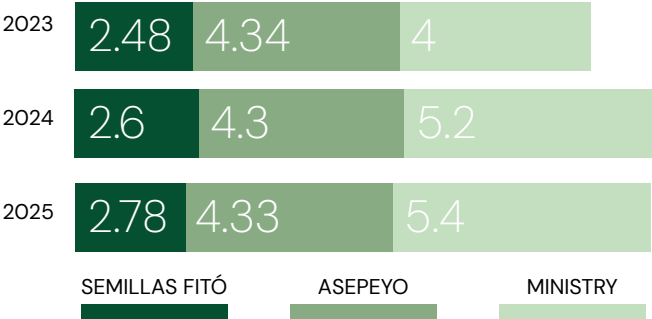
Absenteeism: Number of lost workdays compared in relation to total workdays due to occupational contingencies.



Incidence rate: Number of accidents compared with total workforce..
Ref: Asepeyo – Mutual Insurance Company for Workplace Accidents and Occupational Illnesses

With regard to absenteeism due to common contingencies, the main indicators have remained stable compared with previous years and continue to be below the national benchmark.

The Fitó Group's objectives for 2026 are to: share and extend the corporate health and safety strategy across the remaining countries; work on the results of the different **psychosocial risk assessments** through a departmental breakdown within the organization, sharing specific results with each area to understand the particularities of each working environment and provide context, before subsequently defining and designing a specific, tailored program based on the results obtained; **embed** all preventive processes defined in the **Prevention Plan**; **continue** advancing the integration of best practices globally; **guide** the organization toward a Well-being Prevention Culture; and continue prioritizing the goal of zero harm.



Absenteeism: rate of lost workdays in relation to total workdays
Reference: Randstad-Research-Labor Absenteeism Report, December 2025

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



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

Commitment to Ethics and the Future of the Fitó Group

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

What is the company seeking to achieve with the Compliance Model?

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

Following the risk identification and analysis work carried out in 2024, 2025 represented a decisive step toward the practical consolidation of the model within the Company.

During this year, the focus was on transferring the technical work carried out into the day-to-day reality of the people who make up the organization, strengthening the culture of compliance and providing teams with the tools needed to act in accordance with the Company's values and legal obligations.

In this regard, the following key actions were carried out during 2025:

1. Global communication of the new Code of Ethics: The organization made a dedicated effort to communicate the new Code of Ethics to all employees worldwide. In addition to publishing the Code, the Company worked to promote awareness and understanding, with the aim of making it a genuine reference for day-to-day decision-making.

2. Global training plan on the Risk Prevention Model, the Code of Ethics, and the Whistleblowing Channel A training plan was designed and launched for teams across the organization to explain the Risk Prevention Model and the role of the Code of Ethics and the Whistleblowing Channel as key elements of the system. The aim of this training is to embed a culture of compliance throughout the organization, ensuring that regulatory compliance is no longer perceived as a purely theoretical concept but becomes an integral part of day-to-day operations.

① **SALES AREA**
March 2025
Employees invited: 132



② **GENERAL TRAINING**
June 2025
Employees invited: 417



3. Strengthening internal controls and developing specific policies: At the same time, we continued strengthening existing internal controls and developing specific policies to manage more effectively the risks identified during the analysis phase. These policies provide practical support for the model by establishing clear guidance for responding to risk situations. In fact, at the time of writing this report (February 2025), we were already preparing the rollout of the Conflict of Interest Policy and the Anti-Bribery, Anti-Corruption and Gifts Policy.

4. Analysis of criminal-equivalent risks across the main subsidiaries_ As part of the organization's commitment to a global approach to Compliance, an analysis of criminal-equivalent risks was carried out across the Group's main subsidiaries: Italy, Chile, Turkey, Mexico, and India. This work enables the model to be adapted to the Group's international operations, taking into account the regulatory and operational particularities of each country.



Through these actions, the PHF Group continues to strengthen its Risk Prevention Model, ensuring that it not only complies with legal requirements but also forms an integral part of its corporate culture and the way the organization understands its corporate responsibility.

WHISTLEBLOWING CHANNEL

The PHF Group believes in integrity, honesty, and transparency in the way it operates

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

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

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

The following forms of communication have been enabled as part of the Whistleblowing Channel:

Calle Selva de Mar n. 111, 08019, Barcelona
(for the attention of: Compliance Officer)

Semillas Fitó Global or Semillas Fitó Spain

+34 679 48 44 83

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

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

Whistleblowing channel





6 PLANET





PLANET

POSITIVE IMPACT



Reduction in the ecological footprint of red Lamuyo pepper for the production of 1,000 kg of the varieties analyzed



Strengthening of biological control across all farms



Installation of thermal screens in greenhouses **to support the decarbonization of our farms**

WASTE



Reduction of more than 34% in the waste generated



Recovery of more than 1,140,000 kg of seed waste for use as animal feed



100% replacement with microplastic-free polymers in the treatment of alfalfa and clover seeds

RESOURCES



Self-generation of more than 18.5% of the company's energy consumption



Expansion of the water recirculation project to farms



The Planet pillar brings together the seven projects of the Sustainability Plan focused on **the protection of the environment and natural resources**. The following pages describe how the Fitó Group is achieving sustainable growth by mitigating the impacts of its activities and generating a positive effect on its surroundings.

First, they outline actions aimed at **reducing the use of inputs in farm production systems** and progressively transitioning to organic alternatives. This section also presents data on water consumption across our farms.

The report then presents new findings from research into **new vegetable varieties with a lower ecological footprint**.

It also explains the progress made across different departments in incorporating **sustainability criteria into the selection of products and processes**, whether by reducing the number of commercial packaging formats, reusing plastic materials, or replacing them with more sustainable alternatives.

The circular economy practices implemented in previous years also continued throughout 2025 and are highlighted in this section. These include the **recovery of seed waste** and improvements in **waste management**.

Once again, the Fitó Group's **carbon footprint** is presented, together with a decarbonization plan designed to reduce it.

Finally, the report describes the actions undertaken to ensure **efficient plant health management in agricultural production systems** across our farms.



REDUCE THE CONSUMPTION OF RESOURCES IN OUR PRODUCTION SYSTEMS

The Fitó Group continues to advance its sustainability strategy with a clear objective: to reduce water and energy consumption, increase self-sufficiency, and improve the efficient use of inputs, while maintaining the highest standards of agronomic safety and quality. Building on the progress achieved in water recirculation and energy optimization, this year marks the consolidation of a more integrated, system-wide approach, evolving from individual initiatives toward a replicable operating standard across sites, supported by common metrics, water quality monitoring, and a clearly defined roadmap.

SAFE RECIRCULATION AND REUSE OF DRAINAGE WATER

Water management in greenhouses requires maximizing efficiency without compromising the health and stability of the nutrient solution. In this context, the Fitó Group continues to strengthen its capabilities in the recirculation and reuse of drainage water, progressively rolling out these practices across its different stations.

During 2025, significant progress was made in the installation of drainage collection gutters, a key step in enabling the subsequent treatment and controlled reuse of drainage water. This operational rollout lays the foundations for expanding water reuse, reducing water abstraction, minimizing losses, and improving the circularity of the system.

The recirculation and reuse project follows a three-year implementation plan through 2029 and is designed to establish a

scalable, phased model covering collection infrastructure, treatment systems, water quality monitoring, and standardized operating procedures. The combination of UVA lamps and chlorine dioxide generators enables drainage water to be treated before being safely reintroduced into the irrigation system, supporting a more circular use of water resources.

In addition to reducing water consumption, this model also contributes to more efficient crop nutrition. Overall, its implementation can achieve water savings of more than 30%, together with an estimated 35–40% reduction in the use of inorganic fertilizers, thanks to the partial recovery of the nutrient solution and more efficient nutrient management.

WATER CONSUMPTION BY CENTER

In 2025, the Group's total water consumption decreased by 6%. For the first time, this report includes water consumption at the Barcelona headquarters and the Italian offices. The Les Cases de Barbens farm has been excluded, with only the processing and logistics center now included in the reporting.

The Group continues to be self-sufficient in water at its Maresme farms (Sant Andreu de Llavaneres, Premià de Mar, and Cabrera de Mar) and at its Bangalore site. This level of self-sufficiency is expected to increase progressively as the water recirculation and reuse project described below is extended to the remaining farms.

	2023		2024		2025		
CENTER	Consumption (m³)	Consumption (m³)	Rainwater and drainage (m³)	Self-supply	Consumption (m³)	Rainwater (m³)	Self-supply
Spain							
Barcelona	-	-	-	-	1,398.0	-	-
Cabrera de Mar (Barcelona)	29,350	21,200	9,460	45%	21,770	4,111	19%
Sant Andreu de Llavaneres (Barcelona)	15,000	19,610	6,500	33%	34,152	5,119	15%
Premià de Mar (Barcelona)	9,000	11,250	3,480	31%	24,189	7,966	33%
Les Cases de Barbens* (Lérida)	144,000	140,000	-	0%	1,199	-	-
El Ejido (Almería)	86,494	95,279	-	0%	131,940	-	-
International							
Antalya – Turkey	9,856	11,560	-	0%	34,054	-	-
Sicily – Italy	-	-	-	-	192.0	-	-
Culiacán – Mexico	23,375	22,870	-	0%	35,070	-	-
Arica – Chile	37,897	31,223	-	0%	25,910	-	-
Quillota – Chile	9,973	26,068	-	0%	37,745	-	-
Bangalore – India	3,981	2,862	745	26%	10,201	3,332	33%
Total	368,926	381,922	20,185	-	357,820	-	-

*Following a corporate reorganization, the Les Cases de Barbens farm was removed from the reporting boundary in 2025. Water consumption for this location is now reported under the operations center.

ENERGY INNOVATION

Alongside its water management initiatives, the Fitó Group continues to prioritize reducing its carbon footprint through the implementation of energy efficiency measures in its greenhouses. Among these initiatives, the Group continues the gradual installation of energy-saving thermal screens in facilities equipped with heating systems. Experience to date has demonstrated significant benefits, with reductions of more than 25% in fossil fuel consumption at sites where these solutions have been implemented, directly contributing to lower energy-related emissions. Looking ahead to the coming year, blackout screens are also scheduled to be installed in greenhouses equipped with LED growing lights to prevent light pollution and further improve the integration of production activities with the surrounding environment.

In addition, the integration of artificial intelligence-enabled climate control systems allows for more precise management of variables such as ventilation, temperature, and humidity. This advanced approach contributes both to lower energy consumption and greater crop stability, supporting a year-on-year reduction in energy-related emissions while reinforcing the continuous improvement of the Group's environmental performance.

LESSONS LEARNED AND STANDARDIZATION

Experience gained across different sites has confirmed that the success of these systems depends not only on the technology itself, but also on their consistent operation. To support this, the Group continues to strengthen standardization through:

- Common procedures for the collection, treatment, and reuse of drainage water
- Monitoring and maintenance protocols to ensure water quality and agronomic stability
- The sharing of best practices between teams and the alignment of monitoring criteria
- Ongoing training for technical teams across all stations

This common framework accelerates implementation and helps ensure that the resulting benefits (water, energy, and input efficiency) are sustained over time.

WATER RESILIENCE AND OVERALL EFFICIENCY

Optimizing water use is no longer solely a matter of efficiency: it is also a driver of resilience. Against a backdrop of increasing pressure on water resources, the Group's objective is to continue moving toward operations with greater circularity, higher levels of self-sufficiency wherever feasible, and reduced dependence on external inputs. Within this framework, the improvement plan launched in 2024 is scheduled to continue through 2029 as part of a medium-term roadmap to strengthen the water sustainability of the Fitó Group's farming operations.

With the project extending through 2029, the Group plans to expand these solutions and enhance its monitoring capabilities, enabling more data-driven decision-making while combining technological innovation with continuous operational improvement.



DEVELOP VARIETIES THAT REDUCE THE ECOLOGICAL FOOTPRINT

In line with its corporate purpose “Generate sustainable wealth throughout the agri-food chain through seeds, thanks to accomplished and committed teams”, the Fitó Group has incorporated specific ecological footprint reduction objectives into its vegetable R&D&I breeding programs for new varieties under development.

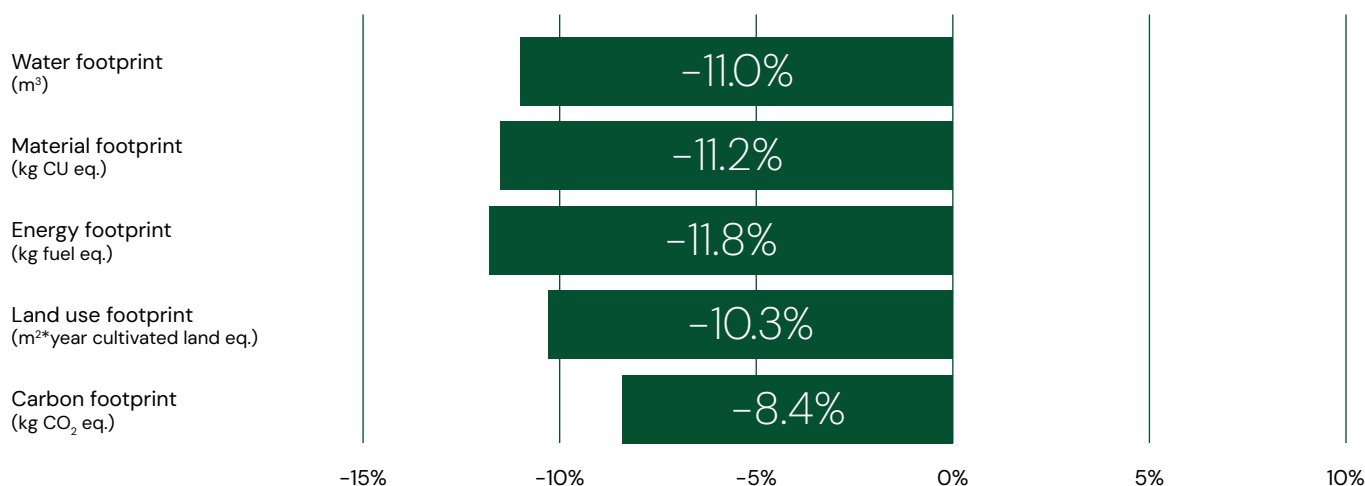
The ecological footprint is a multifactor assessment that quantifies the environmental impacts of products and services throughout their life cycle (or stages of it). It brings together the assessment of carbon footprint, water footprint, land-use footprint, and material resource footprint, among other environmental indicators. This involves developing varieties that are more tolerant to drought and temperature stress, capable of maintaining productivity while requiring fewer energy inputs or less cultivated land, and resistant to emerging plant diseases, among many other priorities.

To establish a robust assessment methodology, the Fitó Group has developed an approach based on Life Cycle Assessment (LCA), aligned with the European Commission's Product Environmental Footprint methods. LCA is a methodological tool used to measure the environmental impact of a product, process, or system throughout its life cycle. For these assessments, the analysis is limited exclusively to the fruit production stage of the life cycle.

In 2024, the Group presented the results of the ecological footprint assessment for eggplant cultivation, specifically evaluating the effect of grafting the Cristal variety onto the Augusto rootstock. Water and material consumption were reduced, while the carbon footprint of this combination was approximately 10% lower than that of the Cristal variety grown without grafting. At commercial scale, this translates into thousands of tons of CO₂ emissions avoided simply by adopting grafting practices.

In 2025, a comparative assessment was carried out on seven pepper varieties. The study included three Semillas Fitó Lamuyo and California red pepper varieties, together with four comparable varieties from competing breeders. In this analysis, productivity is the determining factor in the environmental impact of the fruit evaluated. For this reason, the results are expressed relative to a potential production of 1,000 kg of each variety analyzed.

The life cycle impact assessment showed that the Rio Grande variety demonstrated superior environmental performance, making it clearly more resource-efficient and more competitive than the varieties against which it was evaluated under the growing conditions of Almería. The Rio Grande variety showed the **lowest impact across all of the categories analyzed**. The impact categories included in this assessment were climate change contribution, land use, energy resource use, material resource use (metals and minerals), and water use.



Percentage reduction in the water, material, energy, land, and carbon footprints of the Fitó Rio Grande variety compared with the commercial reference variety used as the benchmark in the production area.



Award ceremony at the Real Teatro del Retiro, presided over by Her Majesty Queen Letizia, recognizing the Fitó Group, represented by Elisabet Fitó.

These initial results confirm that **variety selection has the potential to reduce the ecological footprint of vegetable production.**

The Fitó Group continues to focus its efforts on developing plant varieties that help reduce the ecological footprint, extending this analysis to cucurbit varieties. The results will be shared in future editions of the Annual Report.

PROJECT RECEIVES NATIONAL RECOGNITION

Semillas Fitó receives a Retina ECO Award for developing a pioneering methodology to measure the ecological footprint of vegetable varieties.

Semillas Fitó received the prestigious award in the Sustainable Ecosystem category at the 5th Retina ECO Awards, organized by Prisa Media in collaboration with Capgemini, for its project "Plant breeding to reduce the ecological footprint of agriculture". The award was presented by Her Majesty Queen Letizia during the ceremony held at Madrid's Real Teatro del Retiro. The Company was recognized not only

for developing more efficient vegetable varieties, but also for creating the first methodology specifically designed to calculate the ecological footprint of vegetable crops at the varietal level, aligned with the standards established by the European Commission.

What truly sets this project apart is not just the genetic development, but that we can now measure and compare the impact of each variety using a rigorous methodology adapted to the horticultural sector, which did not exist until now", explains Juan Jesús Narváez, member of the Semillas Fitó Sustainability Committee.

"At Fitó, we want to be the expert sustainability partner for the entire agri-food chain. It is not just a matter of product, but of supporting it with scientific and practical solutions. This is our way of generating shared value", says Elisabet Fitó, the Company's Corporate Relations Director.

The award-winning project was recognized for its innovative approach, scientific rigor, and potential application across the agri-food sector.



Rio Grande

INCORPORATE SUSTAINABILITY CRITERIA IN THE CHOICE OF PRODUCTS AND PROCESSES

The initiatives developed under this project of the Sustainability Plan generate a measurable, significant, and transformative impact on sustainability. These decisions and practices influence the entire organization and its supply chain. They should therefore not be viewed as isolated actions, but rather as a strategic lever to reduce the use of consumables, improve operational efficiency, and strengthen the Fitó Group's environmental responsibility.

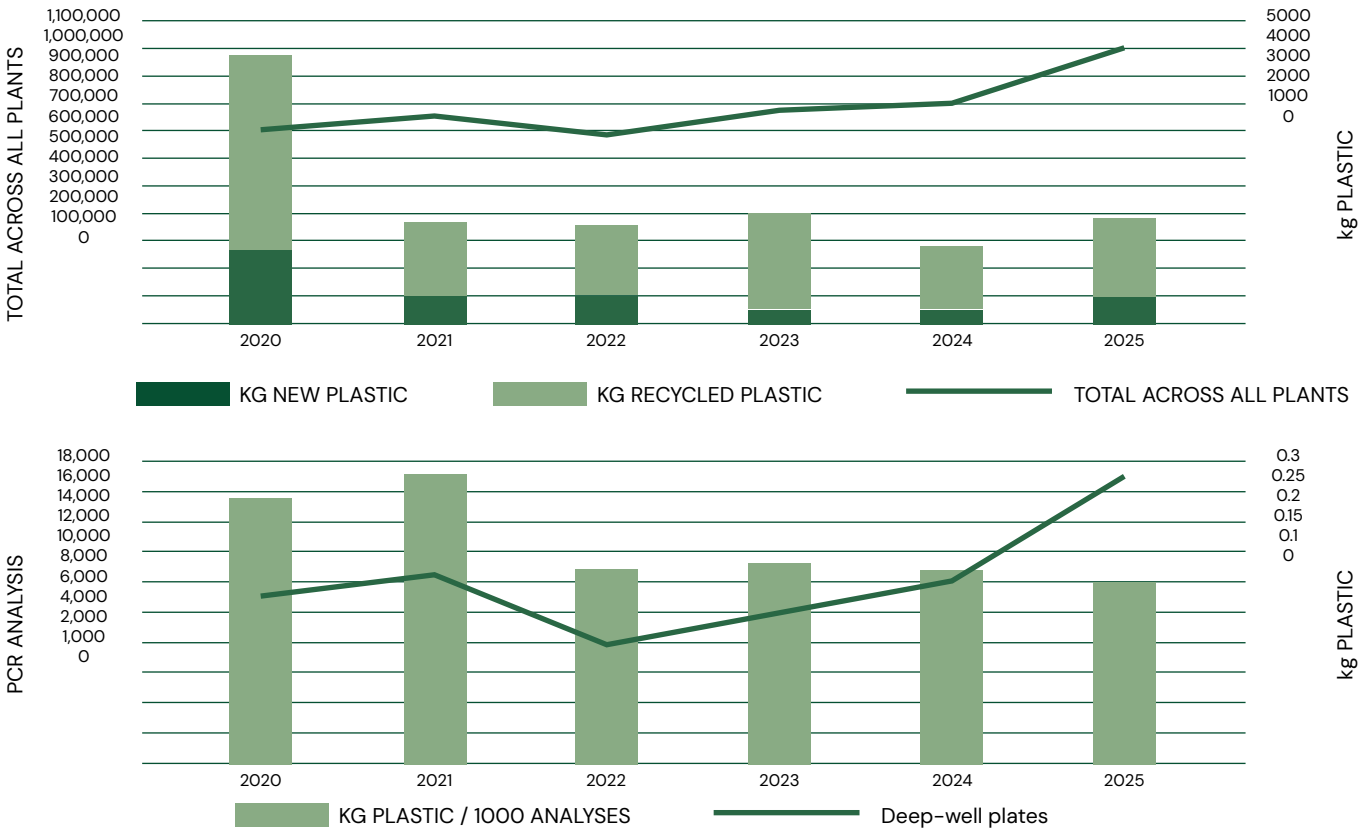
In this context, the project contributes directly to advancing the circular economy, in coordination with Project 11, through the selection of lower-impact products and the adoption of solutions that promote material substitution, reduce the use of small-capacity packaging, and encourage alternatives that are easier to manage at the end of their useful life.

With regard to replacing microplastic-containing polymers used in seed treatment, the transition to microplastic-free polymers for alfalfa and clover seed treatments was consolidated in 2025. Over the coming years, this approach will be extended to additional crops, progressively reducing the use of polymers containing microplastics.



As part of its efforts to reduce the use of plastic consumables, the Genomics Laboratory at the Cabrera de Mar (Spain) R&D&I Center has been leading a project that has delivered significant results since 2021. For more than a decade, the laboratory has closely monitored the amount of plastic used in DNA extraction and PCR analysis. Year

after year, the number of plants analyzed has continued to increase, while the amount of plastic used has declined. In addition, the laboratory has increasingly adopted the reuse of plastic consumables, while consistently ensuring that biosafety standards and data quality are maintained.



The recycling rate for plastic consumables has exceeded 50% overall, reaching 98.1% for deep-well plates, 800% for dilution plates, and 74.4% for cover plates.

This effort is shared across the Fitó Group's laboratories:

Quality Control Laboratory in Les Cases de Barbens (Spain) Quality Control Laboratory in Barcelona (Spain)

The initiatives implemented at this laboratory in 2025 enabled the team to **reduce annual plastic consumption by more than 30%**, from 824.4 kg in 2024 to 554.7 kg. This was achieved by replacing packaging with lower-weight alternatives and introducing reusable sowing trays.

At this laboratory, the team **further reduced the number of Deep-well plates in use, achieving a 46% reduction in 2025**, compared with 30% in 2024, through washing and reusing the plates.



The commitment and collaborative efforts of the Fitó Group's laboratory teams continue to drive increasingly efficient management of laboratory consumables.

REDUCE FOOD WASTE

In a highly productive sector such as the seed industry, the Fitó Group's farms generate thousands of tons of fruit and vegetable and forage crop fruits each year from across the Company's product portfolio. Some of these materials are by-products generated during the seed extraction stage of production. In addition, seed processing generates rejects consisting of seeds that do not meet the Company's minimum commercial standards.

Within the processing department, the objective is to maximize the usable fraction through technologies such as seed calibration and priming. However, some seeds do not meet commercial specifications and must be discarded, despite retaining their full nutritional value. For this reason, they are recovered for use as animal feed within the agri-food sector. All of these seeds originate from field crops and are generated at the Les Cases de Barbens and Don Benito operational centers in Spain.

In 2025, the recovery of seed rejects generated through seed sorting and the recirculation of non-commercial seed increased significantly, rising by 790%. This growth was driven primarily by the reintroduction of wheat as a recovered variety in 2025. A total of 720 tons of wheat were recovered. In addition, 219 tons of fava beans and 202 tons of corn were recirculated, representing increases of 153% and more than 350%, respectively, compared with the previous year.

Overall, more than 1.14 million kilograms of seed rejects were recovered for beneficial use.

At the same time, the Fitó Group's R&D centers generate waste from variety development trials. This waste consists of plant remains at the end of their life cycle and fruit remains remaining after seed extraction.

Material that cannot be reused is managed as compostable organic matter. The trend in this area has also been positive. In 2023, 277 tons were managed as compost. In 2024, this increased by 375%, reaching 1,060 tons.

In 2025, however, this figure declined to 394.3 tons due to operational changes at the Bangalore farms and construction activities in Chile.





IMPROVE WASTE MANAGEMENT

AN EVOLVING COMMITMENT

At the Company, sustainability is viewed not as a static goal, but as a process of continuous improvement that requires the ongoing evaluation and monitoring of both processes and people. Building on the progress achieved in previous years, the past year marks a turning point: the Company has evolved from implementing primarily local initiatives to consolidating a **global efficiency strategy**. The objective is clear: not only to improve waste management, but also to redesign operations based on the principle that the **best waste is the waste that is never generated**.

AN INTERNATIONAL, CROSS-CUTTING APPROACH

Sustainability standards continue to be rolled out across all international subsidiaries, with the aim of embedding a consistent culture of environmental responsibility throughout every location. This global approach enables the sharing of best practices and helps ensure that, regardless of where the Company operates, Semillas Fitó's environmental impact is positive and responsible.

FROM SEGREGATION TO PREVENTION

During the past year, efforts have intensified to go beyond existing standards, with a particular focus on **segregation at source**:

- **A culture of prevention:** Rather than focusing solely on managing the waste that is generated, the Company is implementing operational efficiency measures and reducing the use of single-use materials. These initiatives have reduced total waste generation by 36% compared with 2023. The primary objective is to **prevent waste from being generated in the first place**.
- **Improving segregation to support circularity:** In 2025, significant progress was made in improving the quality of source segregation, reducing mixed residual waste by 48% compared with 2023. Effective segregation is fundamental to the circular economy: the better materials are separated at source (compostable waste, paper, cardboard, and plastics) the more efficiently they can be returned to the production cycle.
- **Continued improvement in the recycling rate:** The overall recycling rate reached 34% in 2025, exceeding the previous year's performance and demonstrating the growing maturity of the Fitó Group's internal waste management systems.

INNOVATION AND THE CIRCULAR ECONOMY

The Company's ambition continues to drive the transformation of its value chain:

- **Circularity in paper and cardboard:** The reintegration of materials has reduced paper and cardboard waste generation by 19%. The reduction of 12,664 kg of paper and cardboard is equivalent to the amount of CO₂ absorbed by approximately 425 Aleppo pine trees over a period of 20 years*.
- **R&D in materials:** As described in Project 10, the Fitó Group continues to lead projects aimed at extending the service life of plastic consumables and testing biodegradable alternatives that can ultimately replace conventional plastics.

STEPPING UP OUR COMMITMENT

The results achieved confirm that the Fitó Group is moving in the right direction, while its commitment to continuous improvement continues to drive further progress. At Semillas Fitó, sustainability has evolved into a cornerstone of the Company's competitive identity worldwide.

Looking to the future, the Company is committed to building on these achievements by integrating innovation and the commitment of every employee across every subsidiary, with the aim of ensuring development that meets today's needs without compromising the ability of future generations to meet their own.

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



CENTER	2023				2024				2025			
	Common (Kg)	Paper and cardboard (Kg)	Plastic (Kg)	Recycled waste (%)	Common (Kg)	Paper and cardboard (Kg)	Plastic (Kg)	Recycled waste (%)	Common (Kg)	Paper and cardboard (Kg)	Plastic (Kg)	Recycled waste (%)
Spain												
Barcelona	75,111	40,355	16,596	43.10%	77,989	26,489	15,153	34.8%	69,280	14,870	12,180	28.1%
Cabrera de Mar (Barcelona)	61,180	-	-	-	40,380	-	-	-	45,500	-	-	-
Sant Andreu de Llavaneres (Barcelona)	231,470	-	-	-	57,400	1,050	2,330	5.6%	61,160	1,420	5,320	9.9%
Premià de Mar (Barcelona)	147,200	-	-	-	71,200	28	21	0.1%	38,360	560	380	2.4%
Les Cases de Barbens (Lleida)	41,460	32,580	13,250	52.50%	132,900	3,850	8,920	24.3%	60,680	32,140	29,820	50.5%
Don Benito (Badajoz)	-	-	-	-	-	-	-	-	-	-	1,760	-
El Ejido (Almería)	7,300	10,800	29,100	84.50%	6,020	17,500	30,020	88.8%	10,300	13,220	37,200	83.0%
International												
Antalya (Turkey)	-	-	-	-	-	-	6,440	-	700	5,290	90	88.5%
Arica (Chile)	-	-	-	-	-	-	-	-	-	76	45	100%
Quillota (Chile)	10,030	500	1,022	13.20%	62,120	1,500	2,922	6.6%	20	150	980	98.3%
Bangalore (India)	-	-	-	-	-	33	1,452	-	-	60	716	100%
Culiacán (Mexico)	-	-	-	-	-	-	-	-	11,825	-	-	-
Total	573,751	84,235	1,022	-	448,009	80,450	67,258	-	297,825	67,786	88,491	-

MEASURES TO MITIGATE THE ENVIRONMENTAL IMPACT OF THE ORGANIZATION

Following the entry into force of Royal Decree 214/2025 on the Carbon Footprint Register, Offsetting, and Carbon Removal Projects in Spain, published on 12 April 2025, implementing the provisions of Law 7/2021 on Climate Change and the Energy Transition, organizations are now required to calculate their Scope 1 and Scope 2 carbon emissions on an annual basis. This regulation forms part of Spain's decarbonization strategy towards 2050, while also supporting the objectives of the Paris Agreement and the European Green Deal.

Scopes 1 and 2 are defined under the GHG Protocol, which classifies an organization's greenhouse gas emissions according to their source. Reporting these two scopes is mandatory. In addition, as appropriate, the calculation has been verified and certified by an accredited third-party body in accordance with ISO 14064-1:2018. The Fitó Group is currently working to incorporate Scope 3 emissions into its carbon footprint calculation and plans to report them in a future edition of the Annual Report.

The following table shows the evolution of all emissions reported for the Fitó Group.

Emissions	t CO ₂ e
Scope 1: Direct GHG emissions	1571
Crop emissions	32
Fuel combustion – fixed facilities	826
Fuel combustion – vehicles and machinery	713
Fugitive emissions from air conditioning equipment	0
Scope 2: Direct GHG emissions	500
Associated with electricity consumption	500
Total emissions	2071

In 2025, 76% of the Group's carbon footprint was attributable to direct emissions (fuel combustion and agricultural activities), while the remaining 24% resulted from grid electricity consumption at its international locations.

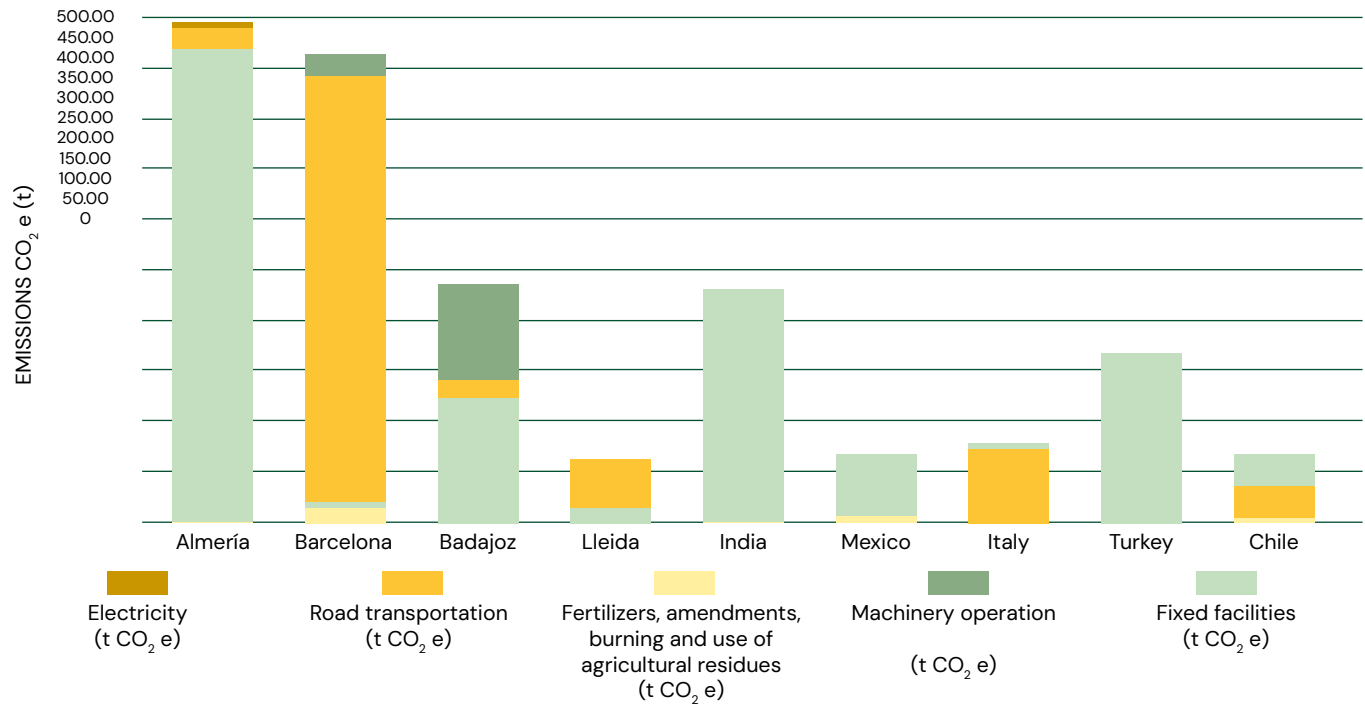
The inventory was prepared using the methodology of the Spanish Ministry for the Ecological Transition's (MITECO) carbon footprint calculators, based on the GHG Protocol Corporate Standard, and supplemented with national emission factors from the IPCC and the International Energy Agency for international locations (DEFRA, the Government of Mexico, and Carbon Footprint)

Note: No refrigerant gases (HFCs) were recharged in the inventoried equipment during 2025; accordingly, fugitive emissions are reported as zero.

The Fitó Group's Scope 1 and Scope 2 carbon footprint amounts to 2,071 t CO₂eq².

The Company's Spanish locations are supplied with 100% renewable electricity, and together with on-site photovoltaic self-generation, this results in a net Scope 2 footprint of 0 t CO₂eq in Spain. As a result, the carbon footprint attributable to Semillas Fitó S.A.U. is 1,442 t CO₂eq¹, corresponding exclusively to Scope 1 emissions.

The following section presents emissions by category for each of the Fitó Group's locations.



The inventory was prepared using the methodology of the Spanish Ministry for the Ecological Transition's (MITECO) carbon footprint calculators, based on the GHG Protocol Corporate Standard, and supplemented with national emission factors from the IPCC and the International Energy Agency for international locations (DEFRA, the Government of Mexico, and Carbon Footprint)

No refrigerant gases (HFCs) were recharged in the inventoried equipment during 2025; accordingly, fugitive emissions are reported as zero.

The Group's carbon footprint remained largely unchanged compared with the previous year, with a variation of 23 t CO₂ eq. However, **business activity** increased, resulting in 3.1% revenue growth. Thanks to the various initiatives implemented under the Sustainability Plan, this increase did not lead to a higher carbon footprint per unit of revenue. On the contrary, carbon intensity decreased from 15.8 t CO₂ eq./M€ to 15.5 t CO₂ eq./M€. **This represents an aggregate reduction of 40.2 t CO₂ eq. per monetary unit. In eco-equivalence terms, this is equivalent to avoiding the consumption of more than 13,400 liters of fuel.***

In addition, the Company purchased 850 MWh of Guarantees of Origin (GoOs), representing an eco-equivalence equal to the amount of carbon sequestered by 8,592 ten-year-old urban trees.**

Based on the analysis of these results, the Fitó Group has developed a seven-year decarbonization plan to reduce emissions from the processes and facilities that contribute most significantly to its overall carbon footprint. Key initiatives include improving greenhouse energy efficiency, transitioning to advanced energy efficiency programs, replacing the Company's vehicle fleet with more sustainable alternatives, and increasing the use of renewable electricity and on-site self-generation.

Accordingly, the Fitó Group has committed to reducing its total greenhouse gas emissions by 30% by 2032 (using 2025 as the baseline year).

*Estimated using the U.S. Environmental Protection Agency (EPA) Greenhouse Gas Equivalencies Calculator: <https://espanol.epa.gov/la-energia-y-el-medioambiente/calculador-de-equivalencias-de-gases-de-efecto-invernadero#results>

**Not included in the carbon footprint calculation. Also estimated using the EPA Greenhouse Gas Equivalencies Calculator.

EFFICIENT PHYTOSANITARY MANAGEMENT ON FARMS

The Fitó Group continues to evolve its phytosanitary management model to address an increasingly challenging agricultural environment, where the emergence and spread of new pests require stronger prevention, monitoring, and response capabilities. Building on the integrated approach presented in the previous Annual Report (combining chemical, physical, and biological control measures) the Group has continued to **consolidate a management system that prioritizes early detection, continuous monitoring, and the progressive use of biological control tools** wherever their application is both feasible and effective.

RESPONDING TO NEW PHYTOSANITARY CHALLENGES

The 2025 season was marked by high pressure from *Thrips parvispinus*, a pest that had a particularly significant impact in regions such as Almería and Bangalore, and has also begun to appear in Culiacán. This situation has highlighted the importance of having surveillance and response systems capable of adapting rapidly to emerging phytosanitary threats.

In response, the Fitó Group has further strengthened its commitment to **Integrated Pest Management (IPM)**, prioritizing early detection, continuous monitoring, and the combination of different control tools according to the specific conditions at each location. This approach enables earlier intervention, reduces risks, and allows control measures to be tailored more effectively and responsibly.

INCREASED MONITORING

One of the year's most significant advances has been the **strengthening of phytosanitary monitoring as the foundation for decision-making**. In an environment of increasing pressure from emerging pests, continuous crop monitoring and the early identification of outbreaks are essential to ensure that interventions are carried out at the right time and using the most appropriate control measures. This approach makes it possible to:

- Detect the presence and development of pests at an early stage.
- Tailor decisions to the actual pest pressure observed in the field.
- Improve coordination between preventive, biological, and chemical control measures.
- Reduce unnecessary interventions and promote a more responsible use of phytosanitary products.

Monitoring has therefore become a key element in advancing toward a more targeted, efficient, and sustainable crop protection strategy.

STRENGTHENING OF BIOLOGICAL CONTROL

At the same time, the Group **has expanded the use of beneficial insects** at those locations where this approach is available and can be implemented with the necessary technical guarantees. The pressure exerted by *Thrips parvispinus* has reinforced the need to continue developing robust biological control strategies capable of complementing other control measures and contributing to a balanced crop ecosystem.

For example, at the Almería farm, more than 80 million *Amblyseius swirskii* and over 500,000 *Orius laevigatus* have been released to control *Thrips parvispinus* and whiteflies, together with more than 5 million *Phytoseiulus persimilis* to control spider mites.





The introduction of beneficial insects strengthens preventive pest management, supports more sustainable crop management, and advances production systems with lower dependence on chemical crop protection products.

A particularly representative example is the integration of native vegetation around greenhouses, which encourages beneficial insects that help control potential pests and, consequently, reduce the use of phytosanitary products. A notable example is the Arica site in Chile, where this initiative has **contributed to the protection and recovery of the Picaflor hummingbird**, a species that is critically endangered.

BIOSECURITY AND PREVENTION

Alongside pest management, the Fitó Group continues to strengthen its disinfection, hygiene, and biosecurity protocols to minimize the risk of introducing and spreading pathogenic viruses and bacteria across its facilities. Prevention remains a cornerstone of the Group's crop protection management strategy, particularly in a context of increasing phytosanitary pressure and greater movement of people and materials.

Strengthening these measures helps improve operational safety and protect plant health through an integrated approach that combines surveillance, prevention, and the capacity to respond rapidly to potential incidents.

COLLABORATION AND SHARING BEST PRACTICES

The Fitó Group's commitment to efficient phytosanitary management extends beyond its own facilities. During the past year, the Group also strengthened knowledge transfer with customers, growers, and other industry professionals by sharing experience and working methodologies, disinfection procedures, and preventive protocols for pathogenic viruses and bacteria.

Within this framework, particularly at the Cabrera de Mar and Sant Andreu de Llavaneres sites, the Group delivered technical talks, organized site visits and training sessions, and promoted opportunities for knowledge exchange with growers, customers, and the sales team. These initiatives not only help disseminate best practices but also contribute to a more coordinated response to the sector's main phytosanitary challenges.

This work is viewed as a natural extension of the Fitó Group's sustainability strategy: sharing knowledge, opening its facilities to collaborative learning, and fostering a culture of prevention are all part of its commitment to a more resilient and responsible agriculture.



7

PROFIT





PROFIT



22% (*) of the group's annual turnover is invested directly in R&D programs



48% of the workforce is 100% dedicated to **research**



9 R&D centers of our own



We collaborate with
20 local and international sectoral associations



17 sponsorships and collaborations with associations and foundations

(*) of the Vegetable Seeds and Field Crops areas

INVEST IN TECHNICAL AND HUMAN RESOURCES IN RESEARCH AND INNOVATION

Innovation lies at the heart of the seed industry and is one of the most important factors influencing customers' choice of supplier. Although this may not be immediately apparent to those outside the sector, the continuous development of new varieties and agronomic solutions is essential to addressing the production, climate, and market challenges facing modern agriculture.

At Semillas Fitó, this is consistently reflected in customer feedback. Every two years, the Professional Vegetable business unit conducts a customer survey, and the results consistently show that innovation is the leading criterion customers consider when selecting a supplier.

For this reason, the Group continues to make a strong and sustained commitment to research and development, **building on a long-standing tradition of continuous investment in innovation**. In 2025, **22% of the Group's annual revenue was invested directly in R&D programs**, demonstrating the Company's commitment to scientific advancement and breeding as key drivers of future growth.

This commitment is also reflected in the dedication of its people: **48% of the workforce is exclusively engaged in research activities**, highlighting the strategic importance of R&D across the organization.

As a result of this continued investment in knowledge, technology, and talent, **45 new variety proposals were developed during 2025**, strengthening the Company's innovation pipeline and contributing to new solutions tailored to the needs of growers and markets worldwide.



During 2025, Project 15 continued to advance through several important milestones that further strengthened this innovation strategy within the **Professional Vegetable Division**:

- In the area of **Farming**, a lean methodology implementation began across the Spanish sites through the creation of dedicated teams and training workshops designed to embed Lean principles into daily operations. The first phase of investment in fast cycling technologies was also launched as part of a three-year initiative aimed at accelerating breeding programs, hybrid production, and the introgression of new traits into elite lines.
- In the area of **Biotechnology** new strategic partnerships were established in the field of trait discovery, expanding the Company's capabilities to identify valuable genetic characteristics. Additional collaborations were launched to apply gene editing techniques in cucurbit crops, while the first induced-mutagenesis mutants were successfully generated and validated, representing an important step toward increasing genetic diversity within breeding programs.
- In the area of **Breeding**, new Breeding Plans with a five-year strategic horizon were introduced, aligning breeding programs with the Company's long-term growth objectives. The Breeder Seeds hand-off process to the Product Supply team was also implemented, improving the transfer of materials from research to production. In parallel, the Phenome platform has now been fully deployed across the global breeding organization, further strengthening phenotyping, analysis, and selection capabilities.
- Finally, as part of the **People** line of action, the Fitó Academy for R&D was launched to support professional development and strengthen talent across the Company's research and development community.

Within the **Field Crops** division, innovation is structured around two strategic pillars: **maize and forage formulas**. For maize, advanced breeding programs are supported by sustained investment in R&D, with a focus on improving efficiency and production resilience. Hybrid development aims to optimize water and nutrient use, stabilize yields under increasingly variable climatic conditions, and deliver high-value agronomic solutions for professional growers. This work is underpinned by a model of continuous innovation and specialized teams that translate scientific advances into practical field solutions, improving both productivity and sustainability per hectare.

The forage blends program focuses on developing multispecies mixtures —combining grasses, legumes, and other complementary species— to diversify production systems, regenerate soils, and improve the efficiency of water and nutrient use. Through genetic selection and agronomic validation, these solutions enhance soil structure and biological activity, promote carbon sequestration, and reduce production risks. When integrated into corn rotations, they provide greater system stability and value, offering an approach that combines genetics, agronomy, and sustainability to help build a more resilient agriculture for the future.

In parallel, the **Turf Grasses** business unit also maintains a strong strategic focus on genetic improvement. As a result of this sustained effort over time, **90% of its current portfolio consists of proprietary varieties**, demonstrating the strength and maturity of the Company's breeding program.

Taken together, these advances reinforce the purpose of Project 15: to build an organization that is increasingly equipped to innovate, accelerate the development of new solutions, and respond to the evolving needs of an ever more demanding agricultural market. The combination of technological investment, talent development, and scientific collaboration positions Semillas Fitó to continue leading innovation across the sector.



PROMOTE SELF-SUPPLY OF ENERGY

The Fitó Group continues to strengthen its commitment to the transition towards a cleaner energy model, focusing its efforts on expanding an electricity system based on solar photovoltaic energy. In line with the 2030 Agenda, and particularly Sustainable Development Goal 7, the generation of renewable electricity for on-site consumption continues to increase, helping to reduce the Group's overall carbon footprint.

To support this objective, the Barcelona headquarters received funding in 2025 through the Recovery, Transformation and Resilience Plan of the Government of Catalonia, specifically for self-consumption renewable energy projects.

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

The Fitó Group has progressively invested in state-of-the-art technologies to generate an increasing share of its own energy requirements. Solar photovoltaic systems were installed at the Barcelona headquarters in 2022, at the Les Cases de Barbens site in 2023, and at the Quillota site in Chile in 2024. These installations will be progressively expanded to additional sites across the organization over the coming years.

Today, the **total installed photovoltaic surface area across all Fitó sites exceeds 2,500 m²**, and further expansion is planned.

The following table illustrates the growth in self-generated and self-consumed electricity over the past three years. The Quillota site in Chile currently meets 44% of its electricity demand through on-site solar generation.

ELECTRICITY CONSUMPTION	kWh 2023	kWh 2024	kWh 2025	TYPE OF CENTER
Barcelona	1,029,629	970,939	975,874	Operations center and central services
Cabrera de Mar (Barcelona)	1,922,272	1,856,872	1,881,935	R&D center
Sant Andreu de Llavaneres (Barcelona)	484,355	570,446	510,575	R&D center
Premià de Mar (Barcelona)	32,348	88,222	40,270	R&D center
Les Cases de Barbens (Lleida)	1,223,249	1,077,693	1,234,232	Operations and R&D center
El Ejido (Almería)	406,872	304,987	163,182	R&D center
Don Benito (Badajoz)	110,446	123,382	146,801	Operations center
San Javier (Murcia)	23,417	19,420	14,505	Office and R&D Laboratory
TOTAL SF SPAIN	5,232,586	5,011,962	2,594,086	
Antalya (Turkey)	377,380	380,241	376,172	Operations and R&D center
Sicily (Italy)			1,548	Office
Culiacán (Mexico)	141,078	130,973	225,731	Office, R&D center, farm
Arica (Chile)	31,253	44,436	53,827	Operations center
Quillota (Chile)	72,467	71,826	52,666	Operations center
Bangalore (India)	252,000	173,730	240,000	Operations and R&D center
TOTAL SF INTERNATIONAL	874,178	801,206	949,943	



As a result, the Fitó Group self-generated 18.5% of its electricity demand nearly doubling the target set for 2026.

PHOTOVOLTAIC GENERATION	kWh 2023	kWh 2024	kWh 2025
Barcelona	320,202	305,902	319,717
Les Cases de Barbens	223,034	305,494	315,338
Quillota (Chile)	-	6,697	23,178
TOTAL SF	543,236	618,093	658,233

SELF-GENERATION	kWh 2023	kWh 2024	kWh 2025
Barcelona	31.1%	31.5%	32.8%
Les Cases de Barbens	18.2%	28.3%	25.5%
Quillota (Chile)	-	9.3%	44.01%
TOTAL SF	8.9%	10.6%	18.57%

IMPLEMENTATION OF MORE EFFICIENT AND CLEANER TECHNOLOGIES

As part of this project, the PHF Group continues to make significant investments aimed at minimizing its environmental impact, not only through its own operations but also by generating positive externalities throughout its value chain.

This year's report presents the results of an innovation first introduced in the 2023 Sustainability Report: the implementation of artificial intelligence for grading vegetable seeds.

The project was conceived to recover seed lots that did not meet the germination standards required for commercialization and that could not previously be recovered using conventional grading techniques.

To achieve this, an innovation project was launched to train a machine learning algorithm capable of distinguishing between viable and non-viable seeds within the same seed batch. Following the successful development of this technology, it was transferred into the Group's operational activities within the Professional Vegetables division, initially for tomato and pepper crops.

After the first full year of implementation, the technology **enabled the recovery of approximately 25.7 million tomato seeds and 10.3 million pepper seeds. This represents the potential to plant around 1,511 hectares of tomatoes, with an estimated production exceeding 300,000 tons, and approximately 343 hectares of peppers, with an estimated production of more than 36,000 tons, under appropriate agronomic conditions and optimized crop management.***



In parallel, the organization continues to invest in process re-engineering, as well as in the digitalization and automation of tasks throughout the supply chain area. Future editions of this report will present how these initiatives contribute to further reductions in waste generation.

Finally, the organization renewed its GSPP (Good Seed and Plant Practices) certification for the Barcelona site, which certifies the commercialization of tomato seed free from *Clavibacter michiganensis* subsp. *Michiganensis*; and its ESTA (European Seed Treatment Assurance) certification for the Les Cases de Barbens site, which ensures the proper application of seed treatment products to maize seed.



* The calculation assumes planting densities of 17,000 plants per hectare for tomatoes and 30,000 plants per hectare for peppers.



PROMOTE PARTNERSHIPS THAT CONTRIBUTE TO SUSTAINABILITY WITHIN THE SECTOR

In 2025, the Fitó Group consolidated its participation in industry associations and strengthened internal communication on key and emerging topics.

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

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

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

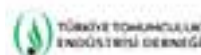
INTERNATIONAL



REGIONAL



NATIONAL



In 2024, the PHF Group focused on strengthening its commitment to industry associations, involving more than 35 employees from different departments. In 2025, this participation was consolidated, with employees taking part in internal alignment meetings.

IMPROVING THE FLOW OF INFORMATION

In the Vegetable Seeds business unit, a project was implemented to strengthen internal organization and align communications within associations.

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

STRATEGIC AREAS

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

1. Key areas: Market Access and Innovation

- **Market access:** Includes seed movement regulations, new legislation, registrations, variety protection, and plant health. Person responsible: Meritxell Puigpinos.
- **Innovation:** Covers R&D topics, patents, the International Treaty on Plant Genetic Resources, the Nagoya Protocol, and SeedTech. Person responsible: Jordi Quilis.

2. Support areas: Business and Corporate

- **Business:** Includes participation in vegetable sector working groups and initiatives to combat illegal practices within the industry. Person responsible: Israel Roca.
- **Corporate:** Covers sustainability and communications topics. Person responsible: Elisabet Fitó.

INTERNATIONAL COORDINATION AND ALIGNMENT

To strengthen consistency in the Group's global positions, annual alignment meetings were established in 2025 with the participation of association representatives from the different countries.

During 2025, the following topics were addressed:

- The organization's position regarding patents within the sector.
- Monitoring of new legislative initiatives affecting the industry, such as the Regulation on New Genomic Techniques (NGTs).
- Internal projects to improve the international movement of seeds.
- Analysis of the performance and activities of national and international associations, such as AiB and AMMOL.

These forums enable the Group to share up-to-date information, align criteria, and ensure consistent representation across the different industry platforms.

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

NATIONAL ASSOCIATIONS



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

In 2025, the following people worked with this association:



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



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



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



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



Eugenio González, Director of Field Crops business unit, 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 for field crops.



Eduard Fitó, President of Semillas Fitó, and **Inma Duarte**, head of Communications for Vegetable Seeds West EMEA, as part of the ANOVE Communication Committee, which promotes actions to raise public awareness of the association's work and the companies that comprise it. In addition, during 2025, **Neus Fernando** participated in the working group focused on protecting consumer brands and ensuring the correct labelling of fruits and vegetables.



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



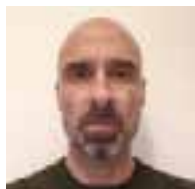
David Hernández, Vegetable Seeds Regulatory Affairs Technician, participated in the Plant Genetic Resources Working Group.



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



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



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



AMMOL (Association Marocaine des Multiplicateurs de semences et Organismes de Lutte contre les ennemis des cultures): This is the Moroccan Association of Seed and Vegetable Breeders and Multipliers, which brings together producers, importers, and exporters of seeds and planting material in Morocco.



In 2025, **Adnane Bahtain** represented the organization within the association.



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



Olivier Laffargue, Vegetable Seeds Area Manager in France, continued his work representing the company before this association during 2025.



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



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



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



Both with the support of **David Hernández**, Vegetable Seeds Regulatory Affairs Technician, providing local coordination from Barcelona.



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



Zeynep Irkın, Operations Manager in Turkey.



Ali Levent, Field Crops Area Manager for Turkey, represents the company before this entity.



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



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



BİSAB (Bitki Islahçıları Alt Birliği): Translated as the Plant Breeders' Sub-Union, this association brings together plant breeders in Türkiye. Its main focus is research and development of new plant varieties, fostering innovation and protecting breeders' intellectual property rights. BİSAB works to improve plant breeding capacity in the country and ensure that new varieties meet agricultural and commercial needs.



Ali Kün, a pepper and eggplant breeder in Turkey, has been the company's representative before this organization.



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



Luis Miguel Bórquez, Vegetable Seeds Area Manager for Mexico, is the company's representative within the association, together with **Rogelio López**, Administrative Officer and Accounting Liaison at Fitó Mexico. In 2025, they continued collaborating with AMSAC as members of the Phytosanitary Affairs Group.





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

The participants in 2025 were:



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



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



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



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



FSII (Federation of Seed Industry of India): This organization represents the seed industry in India. Its objective is to promote the development of the Indian seed industry, ensuring the quality and sustainability of seeds produced and marketed in the country.



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

REGIONAL ASSOCIATIONS



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

During 2025, several workers of the Group consolidated their participation in the association:

Eduard Fitó, president of Semillas Fitó, is a member of the Euroseeds Board.

In the Vegetable Seeds section, **Israel Roca**, Vegetable Seeds Sales and Marketing Director, actively participated throughout 2025, where he assumed the role of *vice-chair*. He is also a member of the section's Board.

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

Meritxell Puigpinós, Regulatory Affairs Manager, participates in the Vegetables section (SVO) section and is a member of the Plant Health Committee (CPH), which works on emerging regulations in Europe affecting plant health and regulatory changes in the movement of seeds. In 2025, she consolidated her position of co-chair of the CPH.



Jose Luis Couselo, Plant Science and Pathology Manager, is part of the Plant Breeding Innovation Committee.



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



Anna Coll, Genomics Manager is a member of the Research Policy and Projects Committee.



Pablo Quijada, Director of Breeding, is a member of the Intellectual Property Rights Committee.



Lluís García, Product Manager for Large Seeds, participates in the Seed Treatment and Production Committee.



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



Inma Duarte, Communications Manager for Vegetables in WEST EMEA, is a member of the Communications Committee.



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

INTERNATIONAL ASSOCIATIONS



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

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



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

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

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

The Fitó Group contributed to the development of the statement "*Climate resilience starts with seeds*", which highlighted the contribution of the seed sector to making agriculture more sustainable at COP30. Within this group, appropriate methodologies have been identified to measure the carbon footprint of seed companies based on the GHG Protocol, as well as the ecological footprint of products using the HortiFootprint methodology developed by Wageningen University.



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

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

DEVELOP AN INTERNAL POLICY FOR SPONSORSHIPS, DONATIONS AND COLLABORATIONS

During 2025, the Fitó Group has advanced in the consolidation and effective implementation of its Internal Policy on Sponsorships, Donations and Collaborations, thereby reinforcing its commitment to generating a positive impact in the communities where it operates.

True to its purpose of generating sustainable wealth throughout the agri-food chain through seeds, and thanks to a committed team with a long-term vision, Semillas Fitó assumes its responsibility as an active contributor to the social, environmental and economic development of its surroundings. This policy provides a structured framework to align all collaboration initiatives with the company's corporate values, global strategy and the Sustainable Development Goals (SDGs) of the 2030 Agenda.



The projects supported in 2025 have been structured around four priority areas:



Environment



Community development and well-being



Humanitarian crisis situations



Strengthening the agri-food sector

This prioritization enables resources to be focused and the value generated to be maximized, promoting strategic partnerships with organizations that share the same vision of sustainability and responsible progress.

Furthermore, all sponsorships, donations and collaborations have been assessed according to common criteria that ensure the generation of positive social impact, alignment with the corporate strategy, integrity and regulatory compliance. The implementation of the policy has enabled greater internal coordination between departments, improving the planning and monitoring of initiatives promoted across the different regions.

SPONSORSHIPS, DONATIONS, AND COLLABORATIONS IN 2025

In 2025, the Fitó Group carried out 9 sponsorship and collaboration initiatives with associations, foundations and sector organizations, consolidating its role as a company committed to sustainable development and the wellbeing of the communities where it operates. In addition, donations were made to 8 organizations, mainly foundations.

Through this structured and strategic approach, Semillas Fitó continues to strengthen its active contribution towards a more sustainable society, maintaining alignment between its business purpose and its social responsibility.

PROMOTE SUSTAINABLE ECONOMIC GROWTH AND DEVELOPMENT

PROMOTE SUSTAINABLE ECONOMIC GROWTH AND DEVELOPMENT

The growth of the Fitó Group continues to progress steadily, in line with its purpose and values. In this context, the company maintains its commitment to generating sustainable wealth throughout the agri-food chain through seeds, supported by committed teams aligned with the company's long-term business vision. This approach is based on principles that guide decision-making and is reinforced through a sustainability policy that integrates social and environmental challenges into the Group's activities. All of this is driven by continuous dialogue with stakeholders and the pursuit of a positive and balanced impact across the three key dimensions: People, Profit and Planet.

EXTERNAL RECOGNITION

During 2025, this commitment was also externally recognized through leading sustainability awards that highlight the Fitó Group's approach based on scientific innovation applied to plant breeding.

The company received the Retina ECO 2025 Award in the Sustainable Ecosystem category for the development of a pioneering methodology that enables the environmental impact of horticultural varieties to be measured at varietal level, representing a breakthrough for the sector. This tool allows the quantification of key indicators such as carbon footprint, water footprint, energy footprint and resource use, demonstrating reductions of between 10% and 12% per ton produced.

In addition, the Fitó Group was recognized at the Forbes-UBS Sustainability Awards 2025 in the Food Industry category. The jury particularly highlighted the scientific rigor, practical applicability and impact across the entire agri-food value chain of Project 9, emphasizing its ability to support more sustainable decision-making by farmers and other sector stakeholders.

Both awards validate the progress towards an agricultural model in which plant breeding not only optimizes yield and quality, but also contributes measurably to reducing environmental impact.

INTERNAL PROCESSES

The improvement of internal processes has continued to consolidate as one of the key pillars for ensuring solid and efficient growth. In this context, the Sherpa Project – Your Guide to Simplicity, launched in 2024, has evolved into an active implementation phase.

Following the diagnosis carried out in the Operations area, and particularly within the Customer Service department, solutions have begun to be deployed in 2025 with the aim of simplifying processes, improving operational efficiency and reducing the workload pressure on teams. These actions include the redesign of workflows, the optimization of technological tools and the clarification of roles and responsibilities within the overall order management process.

The project maintains its 2024–2027 timeline and continues to progressively expand its scope to other areas of the organization, with the objective of reviewing and optimizing the company's processes from a global perspective.

The evolution of the Sherpa Project reflects that growth cannot be sustained solely through economic results, but must be built on efficient processes, committed teams and an organization capable of adapting in an agile and effective manner. In this regard, the Fitó Group reaffirms that achieving its business objectives necessarily involves preserving its culture, caring for its people and ensuring the long-term sustainability of its business model.





8

ABOUT THIS REPORT





PURPOSE

The purpose of this 2025 Annual Report is to present to all internal and external stakeholders the impacts and externalities generated by the Fitó Group during 2025 across the environmental, social and governance areas. This is the ninth edition of the report, which emphasizes the Fitó Group's continued and ongoing commitment to sustainability.

This document also serves as the 2025 non-financial report, complying with the requirements established under Spanish Law 11/2018 on Non-Financial Reporting and Diversity (NFRD). This legislation mandates that all companies with more than 250 employees (or annual turnover exceeding 40 million euros, or total assets on the balance sheet of 20 million euros) must publish information on environmental matters, social and employee-related issues, respect for human rights, the fight against corruption and bribery, and information relating to the company's role within society.

For the quantification and reporting of metrics, the main reference framework used has been the GRI standards, specifically the 2021 and 2024 versions, depending on the material topic assessed. The selection of this framework is deliberate, as it facilitates comparability with previous reporting periods and with the performance of other organizations within the sector. It also enables internal monitoring of the progress of the Sustainability Plan projects, supporting continuous improvement across all ESG areas. Therefore, in compliance with the aforementioned Law 11/2018, this document has undergone external assurance by an independent body.

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

To ensure transparency in the presentation of data, the following email address is provided for any inquiries: sustainability@semillasfito.com.

SCOPE AND COVERAGE

The Fitó Group currently has 7 national and 7 international centers.

- Semillas Fitó SAU
- SEMILLAS FITO ITALIA, SRL
- SEMILLAS FITO MEXICO, S de RL de CV
- SEMIFI PRODUÇÃO E COM. DE SEMENTES, UNIP. LDA
- SEMILLAS FITO FRANCE
- SEMILLAS FITO TARIM SANAYI VE TIC, A.S
- SEMILLAS FITO INDIA PVT. LTD.
- PROARI, S.P.A.
- SEMILLAS FITO DO BRASIL, LTDA.
- SEMILLAS FITO MAROC, SARL
- FITO HELLAS SINGLE MEMBER, S.A.
- FITO SEEDS EGYPT LLC

All subsidiaries and operational and R&D centers, both national and international, have been included in the reporting of social, environmental and governance data, with the exception of Egypt. During 2025, the infrastructure foundations were established in Egypt, and operations will begin in 2026. Therefore, no reportable data was generated for this location during the current reporting period.

In the event that any specific metric excludes any center, this is expressly indicated and justification is provided.

METHODOLOGY AND PRINCIPLES OF PREPARATION

First, a **materiality assessment was conducted to identify the most relevant material topics for our internal and external stakeholders. These topics were then associated with specific targets from the United Nations 2030 Agenda Sustainable Development Goals and the related principles of the UN Global Compact.** As a result, in 2023, the **Sustainability Plan (2023–2026) was developed.** The plan defines 20 specific projects grouped under the People, Planet and Profit pillars. To evaluate the progress of the Sustainability Plan projects, a direct relationship has been established between the requirements of Law 11/2018 and the indicators of the international GRI standards framework, which can be consulted in the "Traceability" section.

The Global Reporting Initiative (GRI) periodically publishes standards that enable organizations to assess their positive and negative contributions to sustainable development.



Pacto Mundial
Red Española



MATERIALITY MATRIX

In 2023, the Fitó Group conducted an organizational materiality assessment to identify and evaluate the company's key sustainability material topics, enabling the organization to transform the way it conducts its activities. For this purpose, and with the technical support of the Institut Cerdà, the assessment considered aspects such as the work process, and the results obtained. Thanks to this materiality assessment, the Group's Sustainability Plan was established, aligning each material topic with specific targets of the United Nations Sustainable Development Goals, in line with the objectives of the 2030 Agenda.

The project was divided into four phases:

1. Identification of material topics

The analysis of sector-specific documentation, both internal and external, made it possible to generate a preliminary list of material topics.

2. Engagement with stakeholders

Interviews were conducted with members of management, as well as internal and external stakeholders, to validate the material topics identified through the document analysis. These interviews were divided into two parts:

- Qualitative questions on different topics affecting the company.
- An assessment by each participant of the importance of the material topics from their own perspective.

3. Preparation of the materiality matrix

The material topics were weighted according to their internal and external relevance, and the materiality matrix was developed, categorizing them across the social, economic, environmental, and compliance areas.

4. Drawing conclusions from the matrix

Material topics were grouped according to common themes, and potential sustainability workstreams were identified.

After identifying the material topics where the Fitó Group could have an impact, these were aligned with the United Nations Sustainable Development Goals of the 2030 Agenda, specifically with relevant targets. This matrix was key to selecting targets that were consistent with the expectations of the stakeholders consulted.

The correspondence between each of the aforementioned targets and the material topics can be found in the Appendix "Sustainability Committee, Materiality Assessment and Next Steps" of this Report.

Finally, a strategic Sustainability Plan was defined for the 2023–2026 period, comprising 20 independent projects categorized into the People, Planet, and Profit pillars: People projects address impacts on individuals; Planet projects address environmental impacts; and Profit projects address governance and compliance structures. The key milestones of each project, from their conception in 2023 through 2025, are described in the previous sections of this Report.

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	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-centered culture	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	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
Community	Be a benchmark in responsible management and commitment to society and convey this to the agents in the chain	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	14 Business integrity 13 Business ethics and transparency 16 Reporting and internal communication
Environmental sustainability	Move towards a more sustainable and circular business model	40 Waste management and recycling 4 Sustainability and traceability of the product 39 Water management and quality 32 Adaptation and climate resilience 34 Soil contamination



9 ANNEXES



GRI CONTENT INDEX AND REQUIREMENTS OF LAW 11/2018

This annual report has been prepared taking into account the requirements established by Law 11/2018 of 28 December 2018, which modifies the Commercial Code on non-financial information based on an official national or international framework. The latest version of the GRI (Global Reporting Initiative) indicators, the Sustainable Development Goals of the 2030 Agenda and the Global Compact

Principles were used as the methodological reference framework. The Health and Wellbeing initiatives specifically contribute to SDG 3 and to SDG 2 thanks to the very nature of the PHF group's business. The following table details the GRI indicators used. In future years, the same indicators will be reported and their evolution will also be presented.

STANDARD	CONTENT
GRI 1	Reporting principles
	2-1 Organizational details
	2-2 Entities included
	2-3 Reporting period, frequency and contact point
	2-4 Information update
	2-5 External assurance
	2-6 Activities, value chain and other business relationships
	2-7 employees
	2-8 non-employee workers
	2-9 Governance structure
GRI 2	2-10 Nomination and selection of the highest governance body
	2-11 Chair of the highest governance body
	2-12 Role of the highest governance body in overseeing the management of impacts

CONCEPT	RELATED SDG	PAGES
This report has been prepared in accordance with GRI I, respecting the guidelines described therein, as listed below: Accuracy • Balance • Clarity • Comparability • Completeness • Sustainability context • Punctuality • Verifiability	-	-
See "About the company - The Fitó Group"	-	12-13
See "About the company - The Fitó Group"	-	137
Reporting period from 01/01/2025 to 31/12/2025 Frequency: yearly Contact: sustainability@semillasfito.com Report publish date: 2026	-	-
Correction of water consumption at the Quillota (Chile) subsidiary, revised from 8.6 ML to 26.1 ML due to a calculation error in the originally reported figure. This correction is reflected in Project 8 and GRI 303-5 Annex.	-	-
Annex - Assurance	-	178
Activity sector of the PHF Group S.L. : (CNAE) is 4621 - Wholesale trade of cereals, raw tobacco, seeds and animal feeds. Description of the value chain: • Activities of the organization: • Operations: Research and development (varietal breeding), seed production, seed processing, seed storage, seed expedition and commercial activity (sales). • Support: Administration and management, quality control, information systems, human resources, regulatory affairs (varietal registration) and process quality. • Products of the organization: • Vegetable, cereal, legume and turf grass seeds, among others. • Markets served: • Any agricultural area worldwide with a Mediterranean or subtropical climate. • Supply chain: • Three main supplier types are distinguished: • External seed production supplier. • Agrochemical supplier. • Suppliers of various services. • Other commercial relationships: • PHF Group's products are intended for distributors and end farmers.	9	-
See tables 1, 2, and 3	-	146-147
See Table 4.	-	146
See "About the company - Governing bodies" * The highest governance body for the management of economic, environmental and human impacts of the organization is the Steering Committee.	-	38-43
For the nomination and selection of the members of the highest governance body, an integrated assessment of the following criteria is taken into consideration: shareholder opinion, independence of candidates in decision-making, and candidates' competencies in risk management (economic, environmental and human). The aim is to gradually include criteria that ensure greater representation that guarantees the social diversity (gender, country, etc.) of the members of the governing body.	-	-
The Fitó Group's Steering Committee is chaired by the R&D Director. To mitigate potential conflicts of interest, decisions are made collectively by the members of the Steering Committee who are also shareholders of the company.	-	-
The highest governance body oversees the development and approval of the purpose, mission, values, strategies, policies, objectives related to sustainable development, impact assessment management and due diligence. Any modification to these requires approval by the highest governance body. The highest governance body facilitates stakeholder engagement through the materiality matrix (see "About this report - Materiality matrix").	-	-

STANDARD

CONTENT

GRI 2	2-13 Delegation of responsibility for managing impacts
	2-14 Role of the highest governance body in sustainability reporting
	2-15 Conflicts of interest
	2-16 Communication of critical concerns
	2-17 Collective knowledge of the highest governance body
	2-18 Evaluation of the performance of the highest governance body.
	2-19 Remuneration policies
	2-20 Process to determine remuneration
	2-21 Total annual remuneration ratio
	2-22 Statement on the sustainable development strategy
	2-23 Commitments and policies
	2-24 Incorporating commitments and policies
	2-25 Processes to remediate negative impacts
	2-26 Mechanisms for seeking advice and raising concerns
	2-27 Compliance with laws and regulations
	2-28 Membership of associations
	2-29 Approach to stakeholder engagement
	2-30 Collective bargaining agreements
GRI 3	3-1 Process to determine material topics
	3-2 List of material topics
	3-3 Management of material topics

CONCEPT	RELATED SDG	PAGES
The responsibility for impact management is assumed by the highest management body.	-	38-43
The highest governance body is responsible for reviewing and approving the information presented in this report (including material issues). This takes place during a regular meeting of the highest governance body.	-	38-43
The mechanism to avoid conflicts of interest in the highest governance body is through collective decision-making by the organization's shareholder executive staff.	-	38-43
Critical concerns are communicated to the highest governance body via the email addresses provided for compliance and sustainability matters. During the 2025 financial year, no critical opinions were registered.	-	38-43
The highest governance body is advised by, and has delegated executive responsibilities for sustainability matters to, the organization's Sustainability Committee. The Committee maintains its expertise and keeps its knowledge up to date through regular reviews of legal requirements, as well as scientific and technical developments that may affect the projects included in the Sustainability Plan.	-	38-43
The performance of the highest governance body in managing economic, environmental and human impacts is evaluated by the Shareholders' Meeting in ordinary session.	-	38-43
The remuneration of the highest governance body consists of a fixed and a variable payment. The variable payment is determined according to the achievement of objectives defined for each member of the highest governance body. The objectives are associated with the successful completion of specific projects related to the organization's ongoing strategic objectives: turnover, development of human resources, sustainable management of the organization and efficiency in process management.	-	-
The process is articulated through comparative studies of internal and external salary equity associated with the position of the different roles of the highest governance body. Final approval is subject to the opinion of the organization's shareholders.	-	-
To be reported in future annual reports.	-	-
See "Letter from the Management Team" See "Sustainability Culture"	-	7 56-65
Annexes – Traceability, policies, UN Global Compact principles, and impact assessment and due diligence Project 7: Carry out the company's activity in a way that is faithful to its values	-	90 162-172
See "About the company– Governing bodies". See "Carry out the company's activity in a way that is faithful to its values". Under the Sustainability Committee's delegated responsibility for managing and implementing the Sustainability Plan, dedicated working groups have been established, comprising employees from across the organization. These working groups are responsible for implementing projects, requesting the necessary resources, and reporting directly to the Sustainability Committee during its regular meetings at least once a year. The office and laboratory working group contributes directly to Project 10, while the farm working group contributes to Projects 8, 13, and 14. In addition, the organization has an internal Compliance structure responsible for regulatory compliance.	-	38-43 90
Annex – Impact assessment and due diligence Project 7: Carry out the company's activity in a way that is faithful to its values The working groups established by the Sustainability Committee identify and communicate potential new impacts, as well as the corrective measures required for their implementation and ongoing monitoring.	6, 7, 12, 13 and 15	90 172
Via the following e-mail addresses: compliance@semillasfito.com and sustainability@semillasfito.com	-	-
No cases of non-compliance with applicable laws and regulations have been detected. No sanctions were received.	-	-
Project 18: Promote partnerships that contribute to sustainability within the sector	17	122
See "About this report– Materiality Matrix".	-	138
Semillas Fitó has a specific internal labor agreement negotiated for its operations in Almería, Extremadura and Catalonia. The international subsidiaries in Italy, France, and Portugal are covered by their respective national collective bargaining agreements. Across the European Union, the Fitó Group operates in accordance with applicable European labor standards. In countries outside the EU, it complies with the labor legislation in force in each jurisdiction. See Table 5.	-	146
See "About this report– Materiality Matrix". Annex – Impact assessment and due diligence	-	138 172
See "About this report– Materiality Matrix". Annex – Impact assessment and due diligence	-	138 172
See "About this report– Materiality Matrix". Annex – Impact assessment and due diligence See GRI Disclosures 2-23 and 2-24.	6, 7, 12, 13 and 15	138 172

TABLE 1

TOTAL NUMBER OF EMPLOYEES BY GENDER, AGE, COUNTRY AND PROFESSIONAL CATEGORY												
PROFESSIONAL CATEGORY	BRAZIL	CHILE	SPAIN	FRANCE	GREECE	INDIA	ITALY	MOROCCO	MEXICO	PORTUGAL	TURKEY	TOTAL
WOMEN	0.00	69.08	227.27	0.00	2.00	1.24	1.00	1.08	20.80	0.00	28.56	351.04
Under 30 years of age	0.00	23.54	29.30	0.00	1.00	0.24	0.00	0.00	5.99	0.00	3.08	63.16
Operators and sales representatives	0.00	23.54	29.30	0.00	1.00	0.24	0.00	0.00	5.99	0.00	3.08	63.16
30 – 39 years of age	0.00	20.62	57.67	0.00	1.00	0.99	0.00	1.08	3.71	0.00	7.63	92.70
Operators and sales representatives	0.00	20.62	56.67	0.00	1.00	0.00	0.00	1.08	3.71	0.00	6.63	89.71
Technical, administrative and middle management staff	0.00	0.00	0.99	0.00	0.00	0.99	0.00	0.00	0.00	0.00	1.00	2.99
40 – 49 years of age	0.00	14.20	76.74	0.00	0.00	0.00	0.00	0.00	5.50	0.00	11.03	107.46
Senior Management	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
Operators and sales representatives	0.00	14.20	70.12	0.00	0.00	0.00	0.00	0.00	5.50	0.00	10.03	99.84
Technical, administrative and middle management staff	0.00	0.00	5.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	6.62
50 – 59 years of age	0.00	8.10	47.48	0.00	0.00	0.00	1.00	0.00	5.08	0.00	5.74	67.40
Senior Management	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
Operators and sales representatives	0.00	8.10	44.50	0.00	0.00	0.00	1.00	0.00	5.08	0.00	5.74	64.41
Technical, administrative and middle management staff	0.00	0.00	1.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.99
60 or over	0.00	2.63	16.08	0.00	0.00	0.00	0.00	0.00	0.53	0.00	1.08	20.31
Operators and sales representatives	0.00	2.63	15.08	0.00	0.00	0.00	0.00	0.00	0.53	0.00	1.08	19.32
Technical, administrative and middle management staff	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.99
MEN	0.03	22.19	350.64	3.00	2.33	18.90	11.45	6.42	41.26	4.00	36.71	496.92
Under 30 years of age	0.00	8.26	59.57	0.00	0.00	1.33	1.00	1.25	8.43	0.00	2.70	82.53
Operators and sales representatives	0.00	8.26	59.57	0.00	0.00	1.08	1.00	1.25	8.43	0.00	2.70	82.28
Technical, administrative and middle management staff	0.00	0.00	0.00	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.25
30 – 39 years of age	0.00	4.77	65.82	1.00	1.50	11.68	3.70	2.17	18.83	0.00	11.52	120.97
Operators and sales representatives	0.00	4.77	63.83	1.00	1.50	11.68	3.70	2.17	17.83	0.00	11.52	116.99
Technical, administrative and middle management staff	0.00	0.00	1.99	0.00	0.00	0.00	0.00	1.00	0.99	0.00	0.00	3.98
40 – 49 years of age	1.00	4.78	118.38	1.00	0.83	4.89	5.75	2.92	9.57	2.67	13.05	163.86
Operators and sales representatives	1.00	3.78	105.70	1.00	0.00	3.90	3.42	2.92	8.58	2.67	12.47	144.45
Technical, administrative and middle management staff	0.00	1.00	12.68	0.00	0.83	0.99	2.33	0.00	0.99	0.00	0.58	19.41
50 – 59 years of age	0.00	2.54	82.60	1.00	0.00	0.00	1.00	0.08	3.42	1.33	9.43	101.40
Senior Management	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00
Operators and sales representatives	0.00	2.54	66.22	0.00	0.00	0.00	1.00	0.08	3.42	1.33	5.02	79.61
Technical, administrative and middle management staff	0.00	0.00	13.38	1.00	0.00	0.00	0.00	0.00	0.00	0.00	4.42	18.79
60 or over	0.00	1.85	24.28	0.00	0.00	0.99	0.00	0.00	1.02	0.00	0.01	28.15
Operators and sales representatives	0.00	1.85	15.99	0.00	0.00	0.00	0.00	0.00	1.02	0.00	0.01	18.87
Technical, administrative and middle management staff	0.00	0.00	8.29	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00	9.28

TABLE 2

DEPARTURES		
WOMEN		
< 30 years of age	Operators and sales representatives	1
30–39 years of age	Operators and sales representatives	4
40–49 years of age	Operators and sales representatives	0
MEN		
< 30 years of age	Operators and sales representatives	2
30–39 years of age	Operators and sales representatives	4
40–49 years of age	Operators and sales representatives	4
60 or over	Operators and sales representatives	2
TOTAL		17

TABLE 4

FREELANCE AND TEMPORARY EMPLOYMENT AGENCY WORKERS (% personnel by department)		
Sales	16.08	81%
Biotech	0.58	3%
Farming	1.67	8%
Corporate	0.67	3%
Operations	0.75	4%
TOTAL	19.75	

TABLE 5

WORKERS COVERED BY COLLECTIVE BARGAINING AGREEMENTS	
COUNTRY	COVERAGE
Spain	100%
France	100%
Italy	100%
Portugal	100%

TABLE 3

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												
PROFESSIONAL CATEGORY	BRAZIL	CHILE	SPAIN	FRANCE	GREECE	INDIA	ITALY	MOROCCO	MEXICO	PORTUGAL	TURKEY	TOTAL
PERMANENT												
	0.03	28.71	562.31	3.00	4.33	20.13	12.45	7.25	39.16	4.00	65.27	746.65
FULL-TIME – MEN												
Under 30 years of age	0.00	1.25	56.43	0.00	0.00	1.31	1.00	1.00	2.98	0.00	2.70	66.69
Operators and sales representatives	0.00	1.25	56.43	0.00	0.00	1.08	1.00	1.00	2.98	0.00	2.70	66.44
Technical administrative and middle management staff	0.00	0.00	0.00	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.25
30 – 39 years of age	0.00	3.21	65.24	1.00	1.50	11.68	3.70	2.17	17.38	0.00	11.52	117.40
Operators and sales representatives	0.00	3.21	63.25	1.00	1.50	11.68	3.70	1.17	16.39	0.00	11.52	113.41
Technical administrative and middle management staff	0.00	0.00	1.99	0.00	0.00	0.00	0.00	1.00	0.99	0.00	0.00	3.98
40 – 49 years of age	0.03	2.00	116.61	1.00	0.83	4.89	5.75	2.92	6.33	2.67	13.05	156.08
Operators and sales representatives	0.03	1.00	103.94	1.00	0.00	3.90	3.42	2.92	5.33	2.67	12.47	136.67
Technical administrative and middle management staff	0.00	1.00	12.68	0.00	0.83	0.99	2.33	0.00	0.99	0.00	0.58	19.41
50 – 59 years of age	0.00	1.55	80.59	1.00	0.00	0.00	1.00	0.08	2.90	1.33	9.43	97.89
Senior Management	0.00	0.00	1.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.99
Operators and sales representatives	0.00	1.55	65.23	0.00	0.00	0.00	1.00	0.08	2.90	1.33	5.02	77.11
Technical administrative and middle management staff	0.00	0.00	13.38	1.00	0.00	0.00	0.00	0.00	0.00	0.00	4.42	18.79
60 or over	0.00	1.85	17.41	0.00	0.00	0.99	0.00	0.00	0.99	0.00	0.01	21.26
Operators and sales representatives	0.00	1.85	10.12	0.00	0.00	0.00	0.00	0.00	0.99	0.00	0.01	12.97
Technical administrative and middle management staff	0.00	0.00	7.29	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00	8.29
TOTAL – FULL-TIME – MEN	0.03	9.86	336.29	3.00	2.33	18.90	11.45	6.17	30.59	4.00	36.71	459.32
FULL-TIME – WOMEN												
Under 30 years of age	0.00	2.05	24.42	0.00	1.00	0.24	0.00	0.00	0.79	0.00	3.08	31.59
Operators and sales representatives	0.00	2.05	24.42	0.00	1.00	0.24	0.00	0.00	0.79	0.00	3.08	31.59
30 – 39 years of age	0.00	6.16	47.87	0.00	1.00	0.99	0.00	1.08	1.91	0.00	7.63	66.64
Operators and sales representatives	0.00	6.16	46.88	0.00	1.00	0.00	0.00	1.08	1.91	0.00	6.63	63.65
Technical administrative and middle management staff	0.00	0.00	0.99	0.00	0.00	0.99	0.00	0.00	0.00	0.00	1.00	2.99
40 – 49 years of age	0.00	4.97	69.44	0.00	0.00	0.00	0.00	0.00	1.24	0.00	11.03	86.68
Operators and sales representatives	0.00	4.97	63.83	0.00	0.00	0.00	0.00	0.00	1.24	0.00	10.03	80.06
Technical administrative and middle management staff	0.00	0.00	5.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	6.62
50 – 59 years of age	0.00	3.68	41.79	0.00	0.00	0.00	0.00	0.00	4.47	0.00	5.74	56.67
Operators and sales representatives	0.00	3.68	39.80	0.00	0.00	0.00	0.00	0.00	4.47	0.00	5.74	54.69
Technical administrative and middle management staff	0.00	0.00	1.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.99
60 or over	0.00	2.00	14.18	0.00	0.00	0.00	0.00	0.00	0.17	0.00	1.08	17.43
Operators and sales representatives	0.00	2.00	13.18	0.00	0.00	0.00	0.00	0.00	0.17	0.00	1.08	16.43
Technical administrative and middle management staff	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.99
TOTAL – FULL-TIME – WOMEN	0.00	18.95	197.70	0.00	2.00	1.24	1.00	1.08	8.58	0.00	28.56	259.01
TOTAL FULL-TIME	0.03	28.71	562.31	3.00	4.33	20.13	12.45	7.25	39.16	4.00	65.27	718.32
PART-TIME – MEN												
Under 30 years of age	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02
Operators and sales representatives	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02
40 – 49 years of age	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.99
Operators and sales representatives	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.99
50 – 59 years of age	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.99
Operators and sales representatives	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.99
60 or over	0.00	0.00	6.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.87
Operators and sales representatives	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.88
Technical administrative and middle management staff	0.00	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.99
TOTAL	0.00	0.00	8.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.87
PART-TIME – WOMEN												
30 – 39 years of age	0.00	0.00	9.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.22
Operators and sales representatives	0.00	0.00	9.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.22
40 – 49 years of age	0.00	0.00	4.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.23
Operators and sales representatives	0.00	0.00	4.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.23
50 – 59 years of age	0.00	0.00	4.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.10
Operators and sales representatives	0.00	0.00	4.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.10
60 or over	0.00	0.00	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.90
Operators and sales representatives	0.00	0.00	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.90
TOTAL	0.00	0.00	19.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19.45
TOTAL PART-TIME	0.00	0.00	28.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.33
TEMPORARY – MEN												
Under 30 years of age	0.00	7.01	3.13	0.00	0.00	0.00	0.00	0.25	5.44	0.00	0.00	15.83
Operators and sales representatives	0.00	7.01	3.13	0.00	0.00	0.00	0.00	0.25	5.44	0.00	0.00	15.83
30 – 39 years of age	0.00	1.56	0.58	0.00	0.00	0.00	0.00	0.00	1.44	0.00	0.00	3.58
Operators and sales representatives	0.00	1.56	0.58	0.00	0.00	0.00	0.00	0.00	1.44	0.00	0.00	3.58
40 – 49 years of age	0.00	2.78	0.77	0.00	0.00	0.00	0.00	0.00	3.24	0.00	0.00	6.79
Operators and sales representatives	0.00	2.78	0.77	0.00	0.00	0.00	0.00	0.00	3.24	0.00	0.00	6.79
50 – 59 years of age	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.52	0.00	0.00	1.51
Operators and sales representatives	0.00	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.52	0.00	0.00	1.51
60 or over	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.02
Operators and sales representatives	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.02
TOTAL	0.00	12.33	4.47	0.00	0.00	0.00	0.00	0.25	10.67	0.00	0.00	27.72
TEMPORARY – WOMEN												
Under 30 years of age	0.00	21.49	4.88	0.00	0.00	0.00	0.00	0.00	5.20	0.00	0.00	3.57
Operators and sales representatives	0.00	21.49	4.88	0.00	0.00	0.00	0.00	0.00	5.20	0.00	0.00	3.57
30 – 39 years of age	0.00	14.46	0.58	0.00	0.00	0.00	0.00	0.00	1.80	0.00	0.00	16.84
Operators and sales representatives	0.00	14.46	0.58	0.00	0.00	0.00	0.00	0.00	1.80	0.00	0.00	16.84
40 – 49 years of age	0.00	9.23	2.07	0.00	0.00	0.00	0.00	0.00	4.26	0.00	0.00	15.55
Operators and sales representatives	0.00	9.23	2.07	0.00	0.00	0.00	0.00	0.00	4.26	0.00	0.00	15.55
50 – 59 years of age	0.00	4.43	0.59	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00	5.63
Operators and sales representatives	0.00	4.43	0.59	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00	5.63
60 or over	0.00	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.36	0.00	0.00	0.99
Operators and sales representatives	0.00	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.36	0.00	0.00	0.99
TOTAL	0.00	50.23	8.12	0.00	0.00	0.00	0.00	0.00	12.23	0.00	0.00	70.58
TOTAL TEMPORARY	0.00	62.56	12.59	0.00	0.00	0.00	0.00	0.25	22.90	0.00	0.00	98.30

STANDARD

CONTENT

GRI 201	201-1 Generated and distributed direct economic value
	201-2 Financial implications and other risks and opportunities of climate change
GRI 203	203-1 Infrastructure investments and supported services
GRI 204	204-1 Financial assistance received from government
	205-1 Operations assessed for risks related to corruption
GRI 205	205-2 Communication and training about anti-corruption policies and procedures
	205-3 Confirmed corruption-related incidents and actions taken
GRI 206	206-1 Legal actions related to unfair competition and monopoly practices
GRI 301	301-1 Materials used by weight or volume
	301-2 Recycled input materials used
	301-3 Recovered packaging products and materials
	302-1 Energy consumption within the organization
GRI 302	302-3 Energy intensity
	302-4 Reduction of energy consumption
	302-5 Reduction in energy requirements of products and services

TABLE 6

IDENTIFIED RISK	NATURE	TYPE	DESCRIPTION (risk)	DESCRIPTION (impact)	PROBABILITY	MAGNITUDE	FINANCIAL IMPLICATIONS	MANAGEMENT METHODS
Droughts	Physical	Direct	Restrictions on irrigation water use	Reduction in cultivation area	Medium	Medium	Target market reduction	Project 9 of the Sustainability Plan
Emerging pests and pathogens	Other	Direct	Expansion of pests and pathogens from other latitudes into the target market	Loss of competitiveness of product portfolio	Medium	Medium	Target market reduction	Project 9 of the Sustainability Plan
Extreme weather events	Physical	Direct	Frost, hail, and hurricane-force winds	Structural damage to the Group's assets and to customers' assets	Medium	Medium	Target market reduction	Project 15 of the Sustainability Plan

CONCEPT	RELATED SDG	PAGES
To be reported in future annual reports.	-	-
See Table 6.	-	148
To be reported in future annual reports.	-	-
A total of €188,719.93 in funding was received for R&D projects.	-	-
Project 7: Carry out the company's activity in a way that is faithful to its values	-	90
Project 7: Carry out the company's activity in a way that is faithful to its values In previous reporting periods, a corruption risk assessment was conducted through interviews with employees across the organization. A Risk-Based Approach (RBA) assessment was also carried out for 5 subsidiaries of the Fitó Group (Italy, Mexico, Chile, Turkey, and India). As a result, a Code of Ethics was developed and established as mandatory for all Semillas Fitó employees.	-	-
No incidents have been detected.	-	-
No action was taken.	-	-
See Table 7. These are all non-renewable materials. This table includes data for Semillas Fitó SAU and the Group's subsidiaries in Turkey and India. Work is underway to consolidate the data at the Fitó Group level. The measures that the organization is taking to mitigate the impact of this activity can be found under "Incorporation of sustainability criteria in the choice of products and processes".	12	149
Not applicable	-	-
Not applicable	-	-
See "Promote self-supply of energy".	7, 9, 12 and 13	118
The energy intensity within the organization is determined according to the following principles: • Numerator: kWh of consumption from the electricity grid and self-produced electricity, for all PHF Group centers as a whole in 2024. • Denominator: Number of plants produced in all PHF Group centers in 2024. • Energy intensity: $4,202,262 / 2,110,331 = 2\text{ kwh/planta}$	7, 9, 12 and 13	-
• Electricity consumption in the entire organization in 2025: 3,544,029 kwh • Electricity self-supply within the entire organization in 2025 (produced by photovoltaic panels): 658,233 kWh • % reduction in energy consumption from the external grid across the organization in 2025: 18.57%.	7, 9, 12 and 13	-
Through Project 9, the Fitó Group is working to quantify the energy footprint of its vegetable varieties. The results will be published in future reporting periods.	-	100

TABLE 7

CATEGORY	TYPE	MATERIALS	KG (2023)	KG (2024)	KG (2025)
Domestic	Primary	Paper and cardboard			8,498.5
		Low density polyethylene (LDPE)			765.1
		Polypropylene (PP)			1,431.5
Salesperson	Secondary	Paper and cardboard			23,323.9
		Polypropylene (PP)	23,266.6	22,560.0	212.2
Industrial	Primary	Paper	1,595.2	1,591.0	11,831.6
		Aluminum			212.3
		Metal (including tinplate and steel)	631.0	616.0	100
		Polypropylene (PP)	1,075.8	1,051.0	540.0
		Low density polyethylene (LDPE)	2,256.8	2,628.0	710.0
		High-density polyethylene (HDPE)			10.5
Industrial	Secondary	Cardboard	600.0	613.0	7,081.0
Industrial	Tertiary	Low density polyethylene (LDPE)			2,260.0
		Wood	40.5	13.0	85,500.0

STANDARD

CONTENT

GRI 303	303-1 Interaction with water as a shared resource
	303-2 Management of impacts related to water spillage
	303-3 Water withdrawal
	303-4 Water spillage
	303-5 Water consumption

CONCEPT

RELATED SDG

PAGES

To be reported in future annual reports.

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To be reported in future annual reports.

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To be reported in future annual reports.

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To be reported in future annual reports.

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The information given in the section "Reduce the consumption of resources in our production systems" is presented below. Water consumption data are given in megaliters, and reference is also made to the assessment of water-stressed areas through the World Resources Institute's Aqueduct Water Risk Atlas tool, which is a global, publicly available database that maps indicators of water-related risks.

SPAIN CENTERS	WATER CONSUMPTION 2024 (ML)	WATER CONSUMPTION 2025 (ML)	CENTER	DROUGHT SEVERITY
Barcelona		1.40	Office	2-3 (medium/high)
Cabrera de Mar (Barcelona)	21.2	21.77	Farm	2-3 (medium/high)
Sant Andreu de Llavaneres (Barcelona)	19.6	34.15	Farm	2-3 (medium/high)
Premià de Mar (Barcelona)	11.3	24.19	Farm	2-3 (medium/high)
Les Cases de Barbens (Lérida)	140	1.20	Office/ Warehouse	2-3 (medium/high)
El Ejido (Almería)	95.3	131.94	Farm	4-5 (very high)
INTERNATIONAL CENTERS				
Antalya – Turkey	11.6	34.05	R&D/Factory/ Farm	2-3 (medium/high)
Sicily – Italy		0.19	Office	3-4 (high)
Culiacán – Mexico	22.9	35.07	Farm	3-4 (high)
Arica – Chile	31.2	25.91	Farm	3-4 (high)
Quillota – Chile	26.1	37.75	Farm/Processing	3-4 (high)
Bangalore – India	2.9	10.20	Farm/Office	4-5 (very high)
TOTAL	381.9	357.82		

6

98-99

For measures to reduce water consumption, see "Reducing the consumption of resources in our production systems".

STANDARD

CONTENT

GRI 304

304-1 Operational sites located within or adjacent to protected areas and/or high-biodiversity areas

304-2 Significant impact of activities, products and services on biodiversity

CONCEPT

RELATED SDG

PAGES

The Natura 2000 Network in Spain is currently made up of 1,467 Sites of Community Importance (SCIs), included in the lists of SCIs approved by the European Commission, and 644 Special Protection Areas for Birds (SPAs), which together cover a total surface area of more than 210,000 km². Of this total area, more than 137,000 km² correspond to land area, which represents approximately 27% of the Spanish territory, and around 72,500 km² to marine area.

The assessment of the areas located within or next to protected areas or areas of great value in Semillas Fitó has been carried out through the BDN tool by MAPAMA (Nature Databank of the Spanish Ministry of Agriculture, Fisheries and Food). In Italy, the Geoportale Nazionale was used; in Mexico, CONANP; in Chile, the SIMBIO Geoportal; in Turkey, Protected Planet; and in India, a combination of ISRO and Google Maps.

SPAIN CENTERS	AREA	NAME	DISTANCE (km)
Head office / warehouse (Barcelona)	SCI	Collserola mountain range	4.98
Cabrera de mar	SCI	Mountain ranges of the northern coastline	0.34
Sant Andreu de Llavaneres (Barcelona) and Premià de Mar	SCI	Mountain ranges of the northern coastline Maresme Coasts	2.05 1.82
Les Cases de Barbens (Lleida)	SCI+SPAB	Bellmunt-Almenara	8.4
		Estany d'Ivars-Vilasana	4.43
		Plans de Sió	6.35
		Secans de Belianes-Preixana	8.67
	SPAB (Special Protection Area for Birds)	Almenara Anglesola-Vilagrassa Secans de Belianes-Preixana	9.6 4.66 8.24
El Ejido (Almería)	SCI	Artos de El Ejido Gádor and Enix mountain range	0.62 3.61
Don Benito (Badajoz)	SCI+SPAB	Cornalvo and Sierra Bermeja reservoir La Serena and peripheral mountain range Guadalmaz river Guadiana Alto-Zújar river	16.6 8.89 0.73 3.22
	SPAB (Special Protection Area for Birds)	Lesser kestrel colonies in Guareña Montijo reservoir Central mountain ranges and Alange reservoir	1.7 31.6 17.9
	SCI+SPAB	Salinas y Arenales de San Pedro del Pinatar	5.8
	SPAB (Special Protection Area for Birds)	Monte El Valle y Sierras de Altaona y Escalona	9.5
San Javier (Murcia)	SPAB (Special Protection Area for Birds)	Monte El Valle y Sierras de Altaona y Escalona	9.5
INTERNATIONAL CENTERS	AREA	NAME	DISTANCE (km)
Antalya (Turkey)	Ramsar	Lake Burdur	90
Sicily (Italy)	SAC (Special Area of Conservation)	Colli Euganei, Monte Lozzo – Monte Ricco	16
Culiacán (Mexico)	LGEEPA (General Law of Ecological Equilibrium and Environmental Protection)	Islands of the Gulf of California	60
Arica (Chile)	SNAP (National System of Protected Areas)	Parque Nacional Lauca	70
Quillota (Chile)	SNAP (National System of Protected Areas)	Parque Nacional La Campana	12.1
Bangalore (India)	Kanataka Forest Department	Bannerghatta National Park	51

In future years, the situation in the centers located outside Spain will be reported.

Annex – Impact assessment and due diligence

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STANDARD

CONTENT

GRI 305	305-1 Direct GHG emissions (scope 1)
	305-2 Indirect GHG emissions related to energy (scope 2)
	305-3 Other indirect GHG emissions (scope 3)
	305-4 Intensity of GHG emissions
	305-5 Reduction of GHG emissions
	305-6 Emissions of substances that deplete the ozone layer (ODS)
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant emissions
GRI 306	306-2 Management of significant impacts related to waste
	306-3 Waste generated
GRI 306	306-4 Waste not intended for disposal
	306-5 Waste intended for disposal

TABLE 8

WASTE	TOTAL WEIGHT OF WASTE NOT SENT FOR DISPOSAL BY ASSESSMENT METHOD											
	2025			2024			2023			2022		
	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %
Compostable	0	394.3	23.3	0	1039	79	0	364.6	52.7	0	277	50.2
Re-circulation of unsaleable seeds as feed grain	1142	0	67.4	128	0	9.7	190	0	27.5	130	0	23.6
Recycling	0	1576	9.3	0	148.8	11.3	0	1371	19.8	0	144.8	26.2
TOTAL			100	128	1187.8	100	190	501.7	100	130	421.8	100

CONCEPT	RELATED SDG	PAGES																																																	
See Project 13: Measures to mitigate the environmental impact of the organization	13	108-109																																																	
See Project 13: Measures to mitigate the environmental impact of the organization	13	108-109																																																	
To be reported in future annual reports	13	-																																																	
The intensity of GHG emissions (Scopes 1 and 2) of the entire organization in 2025, with respect to the total number of employees, is reported: 2071 t CO2 eq./848 employees = 2.44 t CO2 eq./employee.	13	-																																																	
See Project 13: Measures to mitigate the environmental impact of the organization	13	108-109																																																	
There are no significant emissions of ozone-depleting substances.	13	-																																																	
There are no significant emissions of ozone-depleting substances.	13	-																																																	
Annex – Impact assessment and due diligence See “Incorporate sustainability criteria in the choice of products and processes”. See “Reduction of food waste”. See “Improve waste management”. Semillas Fitó works exclusively with authorized waste management providers.	12	172 102 104 106																																																	
Consolidated data are reported for the total organization.																																																			
<table><tr><th>WASTE TYPE</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>Common</td><td>573.5 tons</td><td>650.1 tons</td><td>448 tons</td><td>287.8 tons</td></tr><tr><td>Plastic</td><td>59.8 tons</td><td>49.1 tons</td><td>67.3 tons</td><td>88.5 tons</td></tr><tr><td>Compostable*</td><td>277 tons</td><td>364.6 tons</td><td>1039 tons</td><td>394.3 tons</td></tr><tr><td>Paper and cardboard</td><td>84 tons</td><td>87 tons</td><td>80.5 tons</td><td>67.8 tons</td></tr><tr><td>WEEE</td><td>1 ton</td><td>1 ton</td><td>0.2 tons</td><td>1 ton</td></tr><tr><td>Coffee capsules</td><td>0 tons</td><td>0 tons</td><td>0.1 tons</td><td>0.3 tons</td></tr><tr><td>Printer toners</td><td>0 tons</td><td>0 tons</td><td>0ton</td><td>0 tons</td></tr><tr><td>Total</td><td>995.3 tons</td><td>1151.8 tons</td><td>1,635 tons</td><td>849.7 tons</td></tr></table>					WASTE TYPE	2022	2023	2024	2025	Common	573.5 tons	650.1 tons	448 tons	287.8 tons	Plastic	59.8 tons	49.1 tons	67.3 tons	88.5 tons	Compostable*	277 tons	364.6 tons	1039 tons	394.3 tons	Paper and cardboard	84 tons	87 tons	80.5 tons	67.8 tons	WEEE	1 ton	1 ton	0.2 tons	1 ton	Coffee capsules	0 tons	0 tons	0.1 tons	0.3 tons	Printer toners	0 tons	0 tons	0ton	0 tons	Total	995.3 tons	1151.8 tons	1,635 tons	849.7 tons	12	104 106
WASTE TYPE	2022	2023	2024	2025																																															
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Printer toners	0 tons	0 tons	0ton	0 tons																																															
Total	995.3 tons	1151.8 tons	1,635 tons	849.7 tons																																															
*The increase in 2024 is due to the implementation of waste management practices for this waste at the Quillota and Antalya centers, stemming from past initiatives. It will be progressively implemented at the remaining centers located outside the EU.																																																			
For more information, see “Improve waste management” and “Reduction of food waste”.																																																			
Consolidated data are reported for the total organization. See Table 8. For more information, see “Improve waste management” and “Reduction of food waste”.	12	104 106 154																																																	
See Table 9.	12	155																																																	

TABLE 9

WASTE	TOTAL WEIGHT OF WASTE NOT SENT FOR DISPOSAL BY MANAGEMENT METHOD											
	2025			2024			2023			2022		
	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %	ON-SITE	OFF-SITE	TOTAL %
Common	0	301	100	0	448	100	0	650.1	100	0	573.5	100
TOTAL	0	301	100	0	448	100	0	650.1	100	0	573.5	100

STANDARD

CONTENT

GRI 401

401-1 New employee hires and employee turnover

401-3 Parental leave

403-1 Occupational health and safety management system

403-2 Hazard identification, risk assessment and incident investigation

403-3 Occupational health services

403-4 Worker participation, consultation, and communication on occupational health and safety

403-5 Worker training on occupational health and safety

403-6 Promotion of worker health

GRI 403

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

403-8 Workers covered by an occupational health and safety management system

403-9 Work-related injuries

403-10 Occupational ailments and illnesses

CONCEPT	RELATED SDG	PAGES																									
New hires:																											
<table><tr><th>PEOPLE</th><th><30</th><th>30-50</th><th>> 50</th><th>TOTAL</th></tr><tr><td>Men</td><td>16</td><td>17</td><td>8</td><td>41</td></tr><tr><td>Women</td><td>12</td><td>21</td><td>4</td><td>37</td></tr><tr><td>Total</td><td>28</td><td>38</td><td>12</td><td>78</td></tr><tr><td>Turnover %</td><td>36%</td><td>49%</td><td>15</td><td></td></tr></table>	PEOPLE	<30	30-50	> 50	TOTAL	Men	16	17	8	41	Women	12	21	4	37	Total	28	38	12	78	Turnover %	36%	49%	15		8	-
PEOPLE	<30	30-50	> 50	TOTAL																							
Men	16	17	8	41																							
Women	12	21	4	37																							
Total	28	38	12	78																							
Turnover %	36%	49%	15																								
Leavers:																											
<table><tr><th>PEOPLE</th><th><30</th><th>30-50</th><th>> 50</th><th>TOTAL</th></tr><tr><td>Men</td><td>39</td><td>49</td><td>18</td><td>106</td></tr><tr><td>Women</td><td>10</td><td>20</td><td>5</td><td>35</td></tr><tr><td>Total</td><td>49</td><td>69</td><td>23</td><td>141</td></tr><tr><td>Turnover %</td><td>35%</td><td>49%</td><td>16%</td><td></td></tr></table>	PEOPLE	<30	30-50	> 50	TOTAL	Men	39	49	18	106	Women	10	20	5	35	Total	49	69	23	141	Turnover %	35%	49%	16%			
PEOPLE	<30	30-50	> 50	TOTAL																							
Men	39	49	18	106																							
Women	10	20	5	35																							
Total	49	69	23	141																							
Turnover %	35%	49%	16%																								
39 maternity and paternity leaves	8	-																									
See "Promote healthy work environments" Our Preventive Management System has been audited by AENOR for compliance with Royal Decree 39/1997. See "Health and Safety at Work Policy"	8	86																									
See "Promote healthy work environments" See "Health and Safety at Work Policy" The company has systematic procedures in place for hazard identification, occupational risk assessment, and incident investigation, with the aim of preventing workplace accidents and continuously improving working conditions.	8	86 168																									
See "Promote healthy work environments" The organization provides occupational health services that support the prevention of workplace risks and the protection of employees' health.	8	86																									
The prevention service conducts regular visits to all company sites to facilitate consultation, encourage the exchange of views, and promote employee participation in occupational health and safety matters. In addition, the Almería site has an Occupational Health and Safety Committee, in which employees are represented through elected health and safety representatives. The committee provides a formal forum for consultation, communication, and participation on prevention issues.	8	-																									
210 hours of online training and 153 hours of in-person training on occupational health and safety topics.	8	-																									
Periodic medical examinations are provided at the centers in Spain, France, Portugal, India, Turkey, and Chile. In 2025, ergonomic workshops were held at the Les Cases de Barbens site to promote workplace ergonomics and employee well-being. The subsidiary in India also offers an employee assistance program focused on supporting the mental well-being of all employees.	8	-																									
An internal business coordination procedure is in place for occupational health and safety.	8	-																									
The Fitó Group has a partnership agreement with Asepeyo, a mutual insurance organization collaborating with the Spanish Social Security system (MATEPSS), through which coverage is provided for occupational contingencies, workplace accidents, and occupational diseases for all employees.	8	-																									
WORK-RELATED INJURIES																											
Number of recordable work accidents	13																										
• of which are fatalities due to work accidents	0																										
• of which are work accidents with serious consequences (excluding fatalities)	0																										
Number of occupational illnesses	1																										
TEMPORARY FIGURES																											
Hours worked	1,500,000																										
Recordable work accident rate	0.013	8																									
Work accident fatality rate	0	-																									
Severe work accident rate	0																										
Severity index	0.45%																										
Frequency index	0.0086%																										
Lost workdays	669																										
Hours of absenteeism	5332																										
1	8	-																									

STANDARD

CONTENT

	404-2 Employee competency development and transition assistance programs
GRI 404	404-3 Percentage of employees receiving regular performance evaluations
GRI 405	405-1 Diversity of governance bodies and employees
GRI 406	406-1 Incidents of discrimination and corrective actions taken
GRI 410	410-1 – Security personnel trained in human rights policies or procedures
GRI 408	408-1 Operations and suppliers at significant risk for incidents of child labor
GRI 409	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
GRI 410	410-1 – Security personnel trained in human rights policies or procedures
GRI 411	411-1 Violations of the rights of indigenous peoples
GRI 413	413-1 Operations with local community engagement programs, assessments and development 413-2 Operations with significant negative impacts on local communities
GRI 414	414-2 Negative social impacts in the supply chain and actions taken
GRI 415	415-1 Contribution to political parties and/or political representatives
GRI 416	416-2 Instances of non-compliance related to health and safety impacts of products and services.
GRI 417	417-2 Instances of non-compliance related to product and service information and labeling 417-3 Instances of non-compliance related to marketing communications
GRI 418	418-1 Complaints related to violations of customer's privacy and losses of customer data

TABLE 10

Professional category	Training hours
Senior Management	118
Operators and sales representatives	8,856
Technical, administrative and middle management staff	1,535
Total overall	10,509

CONCEPT

RELATED SDG

PAGES

hours/training 10,509 total. See Table 10.
average/hour/person 12 hours
No outplacement programs have been offered.

4

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ANNUAL PERFORMANCE EVALUATION

Professional category	Men	Women	Total Overall	Total Overall
Executive managers	11	0	11	3%
Middle managers	26	8	34	9%
Technical staff	95	39	134	34%
Operations and support staff	105	113	218	55%
Total Overall	237	160	397	100%

4

-

See Table 11.

8 and 10.

159

Total number of discrimination incidents during the reporting period: 0

8 and 10.

-

Security personnel who have received formal training on the organization's specific human rights policies or procedures and their application to security: 0

-

-

The type of incidents described under this indicator has not been detected.

8 and 12.

-

The type of incidents described under this indicator has not been detected.

8 and 12.

-

See "Carry out the company's activity in a way that is faithful to its values".

8 and 12.

90-92

The type of incidents described under this indicator has not been detected.

8 and 12.

-

See "About this report- Materiality Matrix".

-

140-142

Annex - Impact assessment and due diligence

8, 12 and 13

172

Annex - Impact assessment and due diligence

8, 12 and 13

172

No contributions described under this indicator have been made.

-

-

The types of non-compliance described in this indicator have not been detected.

12

-

The types of non-compliance described in this indicator have not been detected.

12

-

No incidents affecting data confidentiality, integrity, or availability were identified.

12

-

No incidents affecting data confidentiality, integrity, or availability were identified.

12

-

TABLE 11

COMPOSITION OF THE BOARD OF DIRECTORS BY AGE GROUP				
PEOPLE	<30	30-50	> 50	TOTAL
Men	0	1	7	8
Women	0	1	1	2
TOTAL	0	2	8	10
TOTAL NUMBER OF EMPLOYEES BY CLASSIFICATION AND AGE GROUP				
PEOPLE	<30	30-50	> 50	TOTAL
Executive managers	0.00	11.91	8.13	20.04
Middle managers	6.97	37.89	4.39	49.26
Technical staff	66.40	96.60	14.18	177.17
Operations and support staff	140.31	291.72	169.46	601.48
TOTAL	213.67	438.11	196.16	847.95
TOTAL PERCENTAGE OF EMPLOYEES BY CLASSIFICATION AND AGE GROUP				
PEOPLE	<30	30-50	> 50	TOTAL
Executive managers	0%	3%	4%	2%
Middle managers	3%	9%	2%	6%
Technical staff	31%	22%	7%	21%
Operations and support staff	66%	67%	86%	71%
TOTAL	100%	100%	100%	100%

SUSTAINABILITY COMMITTEE, MATERIALITY STUDY AND NEXT STEPS

MATERIALITY MATRIX RANKING	3 Ps	RELATED SDG	ASSOCIATED MATERIALITY ASPECT
1	Planet	SDG 12 – Responsible consumption and production	Product and service quality
1	Planet	SDG 12 – Responsible consumption and production	Product and service quality
1	Planet	SDG 12 – Responsible consumption and production	Product and service quality
2	People	SDG 8 – Decent work and economic growth	Health, safety and well-being of workers
3	People	SDG 4 – Quality education	Training and development of workers
4	People	SDG 8 – Decent work and economic growth	Respect for human rights
5	Profit	SDG 8 – Decent work and economic growth	Creation of economic value
6	Profit	SDG 8 – Decent work and economic growth	Reputation and image of the company
7	Profit	SDG 9 – Industry, innovation and infrastructure	Innovation in agriculture
7	Profit	SDG 9 – Industry, innovation and infrastructure	Innovation in agriculture
7	Profit	SDG 9 – Industry, innovation and infrastructure	Innovation in agriculture
8	People	SDG 8 – Decent work and economic growth	Business integrity
9	Profit	SDG 9 – Industry, innovation and infrastructure	Production optimization and continuous improvement
10	Planet	SDG 12 – Responsible consumption and production	Business ethics and transparency
10	People	SDG 8 – Decent work and economic growth	Business ethics and transparency
11	Planet	SDG 8 – Decent work and economic growth	Efficiency in the use of resources
12	Planet	SDG 8 – Decent work and economic growth	Waste management and recycling
13	Profit	SDG 9 – Industry, innovation and infrastructure	Product sustainability and traceability
14	Planet	SDG 6 – Clean water and sanitation	Water management and quality
15	Planet	SDG 13 – Climate Action	Adaptation and climate resilience
16	Profit	SDG 4 – Quality education	Nutrition and food safety of products
17	Planet	SDG 8 – Decent work and economic growth	Soil contamination
18	People	SDG 12 – Responsible consumption and production	Alignment with stakeholders and participation in public debate
19	People	SDG 9 – Industry, innovation and infrastructure	Talent acquisition and retention
20	Planet	SDG 12 – Responsible consumption and production	Responsible supply chain
21	Profit	SDG 8 – Decent work and economic growth	Security of product supply
22	People	SDG 12 – Responsible consumption and production	Reporting and internal communication
23	People	SDG 8 – Decent work and economic growth	Women's rights and empowerment
24	People	SDG 8 – Decent work and economic growth	Commitment to equal opportunities

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

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

The committee currently consists of 5 women and 4 men.

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

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

SDG TARGET

SUSTAINABILITY PLAN

12.3 – Reduce food losses.	11. Reduce food waste
12.2 – Efficient use of resources	9. Develop varieties that reduce the ecological footprint
12.2 – Efficient use of resources	8. Reduce the consumption of resources in our production systems.
8.8 – Promote a safe and risk-free environment for workers	6. Promote healthy work environments
4.4 – Increase the number of youth and adults who have technical and vocational skills	3. Implement the Development and Talent Plan
8.5 – Decent work and equal pay for work of equal value	7. Carry out the company's activity in a way that is faithful to its values
8.1 – Promote sustained economic growth	20. Promote sustainable economic growth and development
8.1 – Promote sustained economic growth	19. Develop an internal policy for sponsorships, donations and collaborations
9.5 – Enhance scientific research	15. Invest in technical and human resources in research and development
9.4 – Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies	16. Promote self-supply of energy
9.1 – Develop infrastructure to support economic development	17. Invest in more efficient and cleaner technologies
8.8 – Promote a safe and risk-free environment for workers	6. Promote healthy work environments
9.4 – Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies	17. Invest in more efficient and cleaner technologies
12.7 – Promote procurement practices that are sustainable	10. Incorporate sustainability criteria in the choice of products and processes
8.8 – Promote a safe and risk-free environment for workers	1. Promote internal listening
12.4 – Sound management of chemicals and waste	14. Efficient phytosanitary management on farms
12.5 – Reduce waste generation	12. Improve waste management
9.4 – Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies	17. Invest in more efficient and cleaner technologies
6.4 – Efficient use of resources	8. Reduce the consumption of resources in our production systems.
13.3 – Improve human capacity to mitigate climate change and reduce its effects	13. Measures to mitigate the environmental impact of the organization
4.7 – Promote sustainable development and sustainable lifestyles	18. Promote partnerships that contribute to sustainability within the sector
12.4 – Sound management of chemicals and waste	14. Efficient phytosanitary management on farms
12.6 – Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	18. Promote partnerships that contribute to sustainability within the sector
9.1 – Develop infrastructure to support economic development	3. Implement the Development and Talent Plan
12.7 – Promote procurement practices that are sustainable	10. Incorporate sustainability criteria in the choice of products and processes
8.2 – Achieve higher levels of economic productivity through diversification, technological upgrading and innovation	17. Invest in more efficient and cleaner technologies
12.6 – Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	2. Guarantee internal and external communication
8.5 – Decent work and equal pay for work of equal value	5. Promote diversity and inclusion
8.5 – Decent work and equal pay for work of equal value	4. Guarantee equal and competitive inclusion

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

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

TRACEABILITY

CONTENT

REQUIREMENTS

GENERAL DISCLOSURES

BUSINESS MODEL	Description of the group's business model
	Geographical presence Markets in which it operates
	Objectives and strategies
MATERIALITY	Materiality analysis
RESULTS	The results of these policies, which must include key indicators of pertinent non-financial results that allow monitoring and evaluating progress and which favor comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each issue.
RISKS*	The main risks related to these issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse effect on those areas, and how the group manages those risks, by explaining the procedures used to detect and assess them in accordance with the Spanish, European or international frameworks of reference for each matter. This should include information about the identified impacts, therefore providing a breakdown of each one, especially the main risks in the short, medium and long term.

ENVIRONMENTAL ISSUES

ENVIRONMENTAL MANAGEMENT	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.
	Environmental assessment or certification procedures
	Resources dedicated to the prevention of environmental risks*
	Application of the precautionary principle
POLLUTION	Provisions and insurance for environmental risks*
	Measures to prevent, reduce or redress carbon emissions that seriously affect the environment; taking into account any form of air pollution specific to an activity including noise and light pollution.
CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT	Measures for waste prevention, recycling, reuse, other forms of recovery and disposal. Actions to fight against food waste.

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

LOCATION	COMMENTS	GRI INDICATOR
About the company – The Fitó Group About the company – Our purpose About the company – Business units Annex – Policies		GRI 2-1, 2-2, 2-6, 2-9, 2-10, 2-11, 2-12
About the company – The Fitó Group About the company – Business units	Semillas Fitó markets its seeds in more than 80 countries through its 13 subsidiaries. However, based on the genetic adaptability of its varieties, its potential markets are distributed across the following geographic areas: Professional Vegetable Business Unit: Mediterranean and subtropical climate regions. Field Crops Business Unit: The Mediterranean region, Eastern Europe, and the Middle East. Turf Grasses Business Unit: Worldwide. Hobby Business Unit: Europe	
About the company: Strategic objectives Main milestones 2025	The company has strategic sales, operations, human resources, and sustainability plans that support its four main corporate objectives. These plans take into account the trends and factors that may influence their implementation.	GRI 3, 2-23, 2-24, 201-2
About this report – Principles of preparation About this report – Materiality Matrix		GRI 3-1, 3-2, 3-3
About this report – Purpose Annex – GRI content index and requirements of law 11/2018		GRI 201 to 205 GRI 301 to 306 GRI 401 to 418
Project 7: Carry out the company's activity in a way that is faithful to its values Annex – Impact assessment and due diligence		GRI 2-25, 205-1
Project 6: Promote healthy work environments Annex – Impact assessment and due diligence		GRI 2-25, 205-1, 403-1, 403-2, 403-3, 403-9, 403-10
Project 17: Implementation of more efficient and cleaner technologies Annex – Impact assessment and due diligence	GSPP and ESTA Certifications	GRI 2-12, 2-13, 2-25
Annex – Sustainability committee, materiality assessment and next steps Annex – Impact assessment and due diligence		GRI 2-12 and 2-13
Sustainability Culture Project 7: Carry out the company's activity in a way that is faithful to its values Annex – GRI content index and requirements of law 11/2018 Annex – Sustainability committee, materiality assessment and next steps		GRI from 2-22 to 2-27
	The organization maintains a €1.25 million general liability insurance policy, valid throughout 2025. The policy can be made available upon request at sustainability@semillasfito.com .	
Project 9: Develop varieties that reduce the ecological footprint Project 13: Measures to mitigate the environmental impact of the organization Annex – Impact assessment and due diligence	Risks 4 and 6 of the Impact Assessment and Due Diligence.	GRI 3 GRI 301 to 306 GRI 2-25, 403-2
Project 10: Incorporate sustainability criteria in the choice of products and processes Project 11: Reduce food waste Project 12: Improve waste management Project 14: Efficient phytosanitary management on farms Project 17: Implementation of more efficient and cleaner technologies		GRI 3 GRI 301, 306

CONTENT	REQUIREMENTS
ENVIRONMENTAL ISSUES	
SUSTAINABLE USE OF RESOURCES	Water consumption and water supply according to local constraints
	Consumption of raw materials, and measures adopted for a more efficient use of them
	Energy: Direct and indirect consumption of energy. Measures taken to improve energy efficiency. Use of renewable energies
CLIMATE CHANGE	Greenhouse gas emissions generated by the company's activities, including the use of the goods and services it produces
	Measures adopted to adapt to the consequences of climate change
	Voluntary reduction targets established in the medium and long term to reduce greenhouse gas emissions and measures implemented to this end
PROTECTION OF BIODIVERSITY	Actions taken to preserve or restore biodiversity
	Impacts caused by activities or operations in protected areas
COMPANY AND PERSONNEL ISSUES	
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	
EMPLOYMENT	Total number and breakdown of employees by country, gender, age and professional category
	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
	Implementation of disconnecting from work policies
	Number of employees with disabilities
ORGANIZATION OF WORK	Organization of working time
	Number of hours of absenteeism
	Measures aimed at facilitating the enjoyment of conciliation and encouraging the joint exercise of these by both parents
HEALTH	Occupational health and safety conditions
	Workplace accidents, particularly in terms of frequency and severity, as well as occupational illnesses; broken down by gender
SOCIAL RELATIONSHIPS	Organization of social dialogue, including procedures for informing and consulting employees and negotiating with them
	Percentage of employees covered by collective bargaining agreements by country
	The balance of collective bargaining agreements, particularly in the area of occupational health and safety...

LOCATION	COMMENTS	GRI INDICATOR
	Project 8: Reduce the consumption of resources in our production systems.	GRI 3 GRI 303
	Project 8: Reduce the consumption of resources in our production systems. Project 10: Incorporate sustainability criteria in the choice of products and processes Project 17: Implementation of cleaner technologies	GRI 301
	Project 13: Measures to mitigate the environmental impact of the organization Project 16: Promote self-supply of energy Project 17: Implementation of more efficient and cleaner technologies	GRI 302
	Project 13: Measures to mitigate the environmental impact of the organization	GRI 3 GRI 305
	Project 13: Measures to mitigate the environmental impact of the organization	GRI 305
	Project 13: Measures to mitigate the environmental impact of the organization	GRI 305
	Annex – Impact assessment and due diligence	GRI 3 GRI 304
	Annex – Impact assessment and due diligence	GRI 304
	About the company – Governing bodies Annex – Policies	GRI 2 GRI 3 GRI 401 to 418
	About the company – Facts and figures about our people Project 4: Guarantee equal and competitive pay Project 5: Promote diversity and inclusion	GRI 2-7, 2-8
	Project 4: Guarantee equal and competitive pay Project 5: Promote diversity and inclusion	
	Project 6: Promote healthy work environments	The following measures have been implemented to support the right to disconnect from work: an electronic timekeeping system to monitor compliance with working hours, a remote work policy allowing up to six days of teleworking per month, and flexible working hours to help employees balance their work and personal lives.
	Project 4: Guarantee equal and competitive pay Project 5: Promote diversity and inclusion	The company employs individuals with recognized disabilities. In addition, alternative compliance measures established under the General Law on Disability are implemented. Applies in Spain.
		The company maintains work calendars for each center and country in accordance with the applicable local legislation. Copies are available upon request at sustainability@semillasfito.com
	Project 6: Promote healthy work environments	5332 hours
		The following measures have been implemented to support work-life balance: a remote work policy allowing up to six days of teleworking per month; flexible working hours for office-based employees; reduced working hours for employees caring for children; and parental leave.
	Project 6: Promote healthy work environments	The organization has a risk prevention policy in place, which is available upon request at sustainability@semillasfito.com
	Project 6: Promote healthy work environments	GRI 403-1, 403-2, 403-3
	Project 6: Promote healthy work environments	GRI 403-9, 403-10
	About the company – Governing bodies – Governance at the regional level Project 1: Promote internal listening	Works councils exist at the Almería and Les Cases de Barbens centers, with which the company maintains social dialogue. In countries where employee representation exists, the Country Committee brings together representatives from all areas of the country to discuss and debate different strategic and operational topics that impact employees. In addition, every two years we conduct a satisfaction and engagement survey among our entire global workforce.
		GRI 2-30
		GRI 403-4

CONTENT

REQUIREMENTS

COMPANY AND PERSONNEL ISSUES

TRAINING	Policies implemented in the field of training
	Total number of hours of training by professional category
UNIVERSAL ACCESSIBILITY	Universal accessibility for people with disabilities
EQUALITY	Measures taken to promote equal treatment and opportunities between women and men
	Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment
	Policy against all types of discrimination and, where appropriate, diversity management

RESPECT FOR HUMAN RIGHTS

Management approach: description and results of the policies related to these issues as well as the main risks related to these issues linked to the group's activities	
IMPLEMENTATION OF DUE DILIGENCE PROCEDURES	Implementation of human rights due diligence procedures
	Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses
	Complaints about human rights violations
	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 labor and effectively abolishing child labor.

FIGHT AGAINST CORRUPTION AND BRIBERY

Management approach: description and results of the policies related to these issues as well as the main risks related to these issues linked to the group's activities	
CORRUPTION AND BRIBERY	Measures taken to prevent corruption and bribery
	Measures to fight money laundering
	Contributions to foundations and nonprofit organizations

LOCATION	COMMENTS	GRI INDICATOR
Project 3: Implement the development and talent plan		GRI 404-2, 404-3
Project 3: Implement the development and talent plan		GRI 404-2, 404-3
	Semillas Fitó's sites have elevators, accessible restrooms, and ramps. These measures can be consulted at sustainability@semillasfito.com	
About the company – Facts and figures about our people		GRI 405-1, 406-1
	The organization has an Equality Plan, a Sexual Harassment Prevention Protocol, and a Workplace Harassment Prevention Protocol, which are available upon request at sustainability@semillasfito.com	GRI 406-1
	The organization has a code of ethics in place, which is available upon request at sustainability@semillasfito.com	GRI 406-1
Project 7: Carry out the company's activity in a way that is faithful to its values Annex – Policies Annex – Impact assessment and due diligence		GRI 2-25 GRI 3
Project 7: Carry out the company's activity in a way that is faithful to its values		GRI 2-25, 406-1, 408-1, 409-1, 411-1, 413-1, 413-2, 414-2
Project 7: Carry out the company's activity in a way that is faithful to its values		GRI 2-25, 406-1, 408-1, 409-1, 411-1, 413-1, 413-2, 414-2
Project 7: Carry out the company's activity in a way that is faithful to its values		GRI 406-1
Project 7: Carry out the company's activity in a way that is faithful to its values		GRI 2-25, 406-1, 408-1, 409-1, 411-1, 413-1, 413-2, 414-2
Project 7: Carry out the company's activity in a way that is faithful to its values	The organization has an Anti-Harassment Protocol in place, which is available upon request at sustainability@semillasfito.com	GRI 2 GRI 3
Project 7: Carry out the company's activity in a way that is faithful to its values	The organization conducted an external compliance audit to manage these risks.	-
Project 7: Carry out the company's activity in a way that is faithful to its values	The organization conducted an external compliance audit to manage these risks.	-
Project 19: Develop an internal policy for sponsorships, donations and collaborations		GRI 2-28, 415-1

CONTENT

REQUIREMENTS

INFORMATION ABOUT THE COMPANY

Management approach: description and results of the policies related to these issues as well as the main risks related to these issues linked to the group's activities

COMPANY COMMITMENTS TO SUSTAINABLE DEVELOPMENT

Impact of the company's activities on local development and employment

Impact of the company's activities on local communities and the territory

Relationships with local community players and types of dialogue with them

Partnership or sponsorship actions

SUBCONTRACTING AND SUPPLIERS

Inclusion of social, gender equality, and environmental issues in the purchasing policy

Consideration of suppliers' and subcontractors' social and environmental responsibility in business relationships

Monitoring systems and audits, and their results

Measures for the health and safety of consumers

CONSUMERS

Claims systems, complaints received and their resolution

TAX INFORMATION

Country-by-country profit

Taxes paid on profits

Financial assistance received

LOCATION	COMMENTS	GRI INDICATOR
Letter from the Management Team About the company – The Fitó Group About the company – Purpose, vision and values Annex – Impact assessment and due diligence		GRI 2 GRI 3
About the company – Business model Project 18: Promote partnerships that contribute to sustainability within the sector Project 19: Develop an internal policy for sponsorships, donations and collaborations	9 sponsorships amounting to €37,269.22 8 donations amounting to €53,186.45	GRI 201, 203 GRI 413 GRI 3 GRI 413 GRI 414 GRI 2–28
	To be reported in future annual reports	-
About the company – Business model Project 7: Carry out the company's activity in a way that is faithful to its values		GRI 416–2, 417–2
	Fitó's internal commercial incident procedure establishes that all complaints must be recorded in the "Commercial Incidents" form by the sales team. The Quality Assurance department receives the incident and, together with the departments involved, determines the root cause of the issue. The information collected is communicated to the person who reported the incident, who will decide whether financial compensation is applicable. Additionally, Quality Assurance is responsible for completing the root cause analysis and defining corrective actions to prevent recurrence, when necessary. Total number of commercial incidents in 2025: 427 Total number of commercial incidents resolved in 2025: 314 Unclosed incidents remain under review during the following reporting period.	-
	To be reported in future annual reports	GRI 204–1

POLICIES

SUSTAINABILITY POLICY

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

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

QUALITY POLICY

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

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

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

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

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

RISK PREVENTION POLICY

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 its suppliers adopt these principles. This will result in a better service to customers.

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

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

We would like to thank you in advance for your support for this policy.

COMMITMENT AGAINST DISCRIMINATION

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

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

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

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

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

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

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

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

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

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



PRINCIPLES OF THE GLOBAL COMPACT

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

HUMAN RIGHTS

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

LABOR STANDARDS

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

THE ENVIRONMENT

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

ANTI-CORRUPTION

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



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

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

SCOPE

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

ANALYSIS AND CALCULATION METHODOLOGY

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

1. Definition of the environmental aspects defined in **Law 11/2018**

1. Pollution
2. Circular economy and waste prevention and management
3. Sustainable use of resources
4. Climate change
5. Protection of biodiversity

2. Identification of the **activities** carried out in each of the **seed supply programs** that generate impacts on this environmental aspect, as well as its typology. A total of 9 risks (R) have been identified out of a total of 10 activities (Act) that generate impact:

- R1 – Environmental risk from emission of gases derived from the use of fossil fuel
- R2 – Environmental risk from chemical spills
- R3 – Environmental risk from emission of particles derived from seed treatment
- R4 – Environmental risk from noise from machinery on the premises
- R5 – Environmental risk from inadequate lighting on the premises
- R6 – Environmental risk from non-compliance with environmental regulations
- R7 – Environmental risk from inadequate management of hazardous and non-hazardous waste
- R8 – Environmental risk from emissions of substances derived from agricultural production
- R9 – Environmental risk from the use of materials in the packaging process
- Act. 1 – Transportation of employees
- Act. 2 – Sowing and integrated crop management
- Act. 3 – Crop protection
- Act. 4 – Seed protection
- Act. 5 – Seed production
- Act. 6 – Seed heating and drying
- Act. 7 – Seed treatment
- Act. 8 – Seed processing
- Act. 9 – Laboratory analysis
- Act. 10 – Administration, management and product distribution

3. Evaluation of the degree of risk of the environmental impact

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

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

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

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

COMPLETE QUALITATIVE ASSESSMENT	
SIGN	ACCUMULATION
Beneficial impact: +	Simple: 1
Detrimental impact: -	Cumulative: 3
	Synergistic: 6
EXTENT (E)	INTENSITY (IN)
Exceptional: 1	Low: 1
Partial: 2	Medium: 4
Extensive: 4	High: 4
Total: 6	Very high: 6
Critical: +4	Total: 10
PERSISTENCE (P)	REVERSIBILITY (RV)
Brief: 1	Short term: 1
Temporary: 2	Medium term: 2
Permanent: 4	Long term: 3
	Irreversible: 4
RECOVERABILITY (RC)	PERIODICITY (PR)
Recoverable immediately: 1	Aperiodic or discontinuous: 1
Recoverable in the medium term: 2	Periodic: 2
Mitigable: 4	Continuous: 4
Recoverable in the long term: 6	
Irrecoverable: 8	
MOMENT (MO)	EFFECT (EF)
Long term: 1	Direct: 3
Medium term: 2	Indirect secondary: 2
Immediate: 4	Indirect tertiary: 1
Critical: +4	

Where each attribute means:

SIGN:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Impact assessment and due diligence

RISKS	LAW INDICATOR 11/2018	ACTIVITIES THAT GENERATE IMPACT	IMPACT	GRI STANDARD	RISK ASSESSMENT	MANAGEMENT ACTION IN THE SUSTAINABILITY PLAN
R1: Environmental risk from emission of gases derived from the use of fossil fuel R2: Environmental risk from chemical spills	Pollution (CO ₂ emissions)	• Transport • Sowing and integrated crop management • Seed heating and drying	Greenhouse gas emissions (GHG)	302 305	Compatible	12. Improve waste management 13. Measures to mitigate the environmental impact of the organization 14. Efficient phytosanitary management on farms
R3: Environmental risk from emission of particles derived from the seed treatment	Pollution (other causes)	• Seed treatment	Other emissions	307	Moderate	6. Promote healthy work environments 12. Improve waste management 17. Implementation of more efficient and cleaner technologies
R4: Environmental risk due to noise from machinery on the premises R5: Environmental risk from non-compliance with environmental regulations	Pollution (noises)	• Seed processing	Alteration of ecological interactions	307	Compatible	6. Promote healthy work environments 7. Carry out the company's activity in a way that is faithful to its values 17. Implementation of more efficient and cleaner technologies
R6: Environmental risk from inadequate lighting on the premises	Pollution (light)	• Seed processing	Alteration of ecological interactions	2 302	Compatible	7. Carry out the company's activity in a way that is faithful to its values
R7: Environmental risk from inadequate management of hazardous and non-hazardous waste	Circular economy (waste)	• Crop protection • Seed protection • Laboratory analysis • Administration and management	Resource depletion	306	Moderate	12. Improve waste management 14. Efficient phytosanitary management on farms
R8: Environmental risk from emissions of substances derived from agricultural production R5: Environmental risk from non-compliance with environmental regulations R9: Environmental risk from the use of packaging materials	Climate change (emissions generated as a result of the company's activities)	• Seed production • Product distribution	Resource depletion	301 303 303	Compatible	7. Carry out the company's activity in a way that is faithful to its values 10. Incorporate sustainability criteria in the choice of products (packaging, gadgets, etc.) and processes (travel, digitalization, etc.) 12. Improve waste management 13. Measures to mitigate the environmental impact of the organization 14. Efficient phytosanitary management on farms 17. Implementation of more efficient and cleaner technologies
R8: Environmental risk from emissions of substances derived from agricultural production R5: Environmental risk from non-compliance with environmental regulations R4: People's safety and health risk from noise from machinery on the premises R6: People's safety and health risk from inadequate lighting on the premises	Protection of biodiversity	• Seed production • Seed processing	Alteration of ecological interactions	304	Compatible	14. Efficient phytosanitary management on farms 12. Improve waste management 13. Measures to mitigate the environmental impact of the organization 17. Implementation of more efficient and cleaner technologies 7. Carry out the company's activity in a way that is faithful to its values 6. Promote healthy work environments

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

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

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

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

Non-Financial Information Verification Disclosure

AENOR verification Disclosure for

PRODUCTOS HORTÍCOLAS FITÓ, S.L.

concerning the consolidated disclosure of non-financial information

MEMORIA ANUAL 2025

according to law 11/2018

for the period ending on December 31, 2023

In Madrid, July 21, 2026

Rafael García Meliá

CEO

AENOR CONFIA S.A.U. C/ GENOVA 6, 28004 MADRID

02-II-0890

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AENOR

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

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

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

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

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

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

- European Regulation EMA5 (Environmental Verification)

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- SA 8000 (international labour principles and rights in accordance with the ILO (International Labour Organization), the Universal Declaration of Human Rights and the Convention on the Rights of the Child, IAS Procedure 200)
- Environmental Management System (ISO 14001).
- Social Responsibility Management System, ISO 26000 and SA8000 schemes
- Quality Management System (ISO 9001).
- Energy Management System (ISO 50001).
- Occupational Health and Safety Management System (ISO 45001).

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

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

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

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

- Activities, products and services provided by the organization.
- Consistency and traceability of the information provided, including the process followed to collect it, sampling information about the reported.

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- Completion and content of the disclosure of non-financial information in order to ensure the completeness, accuracy and veracity of its content.
- Letter of Disclosures from the Administrative Body.

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

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

CONCLUSION

Based on the foregoing, in our opinion, there is no evidence to suggest that non-financial information included in the statement entitled MEMORIA ANUAL 2023 published as an included document in the annual Financial Directors' report and for information concerning the reporting period, year ended December 31, 2023, does not provide accurate information on the performance of PRODUCTOS HORTÍCOLAS FITO, S.L. and subsidiaries consolidated in the non-financial report, in terms of social responsibility content required by Law 11/2018 regarding environmental, social and personnel issues, including the management of equality, non-discrimination and universal accessibility, human rights, the fight against corruption and bribery, and diversity, except for: Main non-environmental risks linked to the group's activities; Remunerations; Gender-pay gap; Balance of collective agreements; Inclusion in policy and supplier relations of social and environmental responsibility issues, as well as monitoring and auditing methods; Profits earned by country and taxes paid on profits.







Seeds. People. Planet.