

SUSTAINABILITY REPORT

FISCAL YEAR 2022-2023



Index



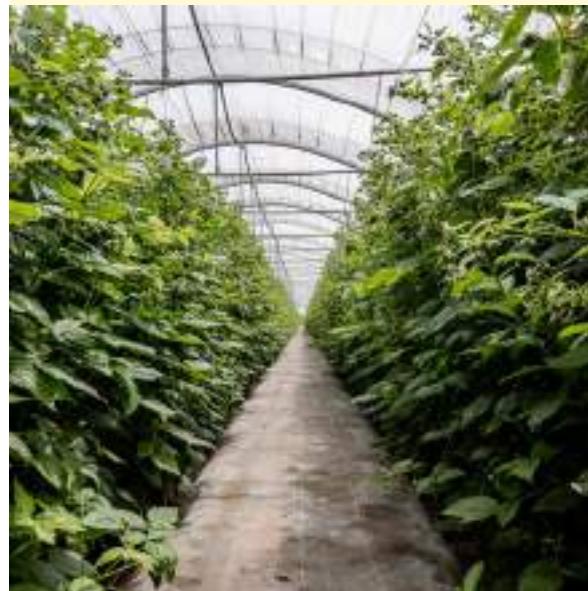
Letter from the CEO

4



Planasa Group

1.1 Introduction	6
1.2 Major Milestones and Objectives	7
1.3 Impact in Figures	8
	11



Planasa: Quality and Innovation

12

2.1 About Planasa	13
2.2 Our Areas of Activity	18
2.3 Our Commitment to Sustainability	21
2.4 Committed to Innovation and Research	23
2.5 Dialogue with our Stakeholders	28



Environmental Impact

3.1 Efficient Resource Management	30
3.2 Energy Efficiency	31
3.3 Responsible Water Use	34
3.4 Contribution to the Circular Economy and Protection of Biodiversity	36
	39



4

Human Resources	42
4.1 The Staff at Planasa	43
4.2 Health and Well-Being	46
4.3 Promoting Talent	50
4.4 Commitment to Equality and Work-Life Balance	51

**5**

Commitment to Society	55
5.1 Social Initiatives	56
5.2 Responsible Supply Chain	58

**6**

Good Governance	59
6.1 Ethical and Responsible Management	60
6.2 Legal Compliance	62

**>>**

GRI Table	65
------------------	----



I Letter from the CEO

Once again, I am pleased to share the progress we have made at Planasa throughout the year to create a more sustainable company that contributes to social and economic progress in the communities in which we operate.

We are aware that our commitment to promoting a **responsible and sustainable business model** is possible thanks to the effort, commitment and engagement of everyone who is part of Planasa Group, working together in our mission to attain unique and sustainable plant varieties.

Our **breeding** activity promotes resilient varieties that lend themselves to sustainable production through **research and innovation**, contributing to the fight against climate change and to environmental protection.

This allows us to continue contributing to one of our primary commitments, which is to achieve the **Sustainable Development Goals (SDGs)** adopted by the United Nations as part of the 2030 Agenda. It is an essential framework of reference that will help us to achieve the well-being and development of the communities where we are present, the reduction of inequalities and a more sustainable and eco-friendly economy.

Here we would like to highlight the **advances we have made in environmental aspects** over the course of the year. These include the new methodology used for calculating our carbon footprint, which is based on an advanced **software** that allows us to obtain more precise data on the carbon emissions we are generating, as well as to define viable reduction goals to minimise our impact on the environment.

Through our significant **investment in technology** and the development of innovative projects we are now able to produce more sustainably, which involves more efficient use of natural resources, automated monitoring of the entire growing process and decision-making based on the efficient use of resources.

Our commitment to the **health and safety** of our employees has also been one of our priorities this year, and we have intensified our measures and operations to ensure a safe work environment.

The main goal is to reaffirm our **commitment to society and to the planet** through our own business activity. This allows us to contribute with positive actions to social development and the fight against climate change, as well as enhance the confidence and engagement of our stakeholders and align ourselves with their needs and expectations.

«IN LINE WITH THESE OBJECTIVES, THIS YEAR WE HAVE CONTINUED TO WORK ON OUR ROBUST ESG ACTION PLAN FOR THE 2022-2024 PERIOD WITH THE AIM OF ATTAINING THE ENVIRONMENTAL, SOCIAL AND GOOD GOVERNANCE GOALS WE HAVE SET FOR OURSELVES».



«WE HAVE MADE A SIGNIFICANT SOCIAL CONTRIBUTION DURING THE CURRENT FISCAL YEAR WITH THE LAUNCH OF OUR CORPORATE VOLUNTEER PROGRAMME, IN WHICH WORKERS FROM DIFFERENT EUROPEAN AND AMERICAN COUNTRIES HAVE PARTICIPATED WITH THE AIM OF IMPROVING THE QUALITY OF LIFE OF DISADVANTAGED COMMUNITIES, SHOWING THE INDIVIDUAL COMMITMENT OF EVERYONE HERE AT PLANASA».

It is through this Sustainability Report that I invite you to gain a deeper understanding of our challenges, goals and objectives and join us in our common effort at Planasa to recover our natural environment and contribute to social progress.

MICHAEL BRINKMANN
CEO of Planasa Group



Planasa's natural state is innovation

1 | Planasa group



1.1 INTRODUCTION

For the second year running we are very proud to continue sharing with our stakeholders the progress we have made in consolidating our commitment to sustainability as the backbone of the Planasa ESG strategy.

Our Sustainability Report is a rigorous and transparent document through which we transmit key aspects of the Planasa Group business model and strategic plan, as well as our primary environmental, social and good governance **actions and commitments** for the period between 1 April 2022 and 31 March 2023.

It is a **key document** describing our achievements in such important aspects as environmental commitments and initiatives, employee protection, and our social contribution, following the highest standards of ethics and good governance.

**PLANT
INNOVATION AND
TECHNOLOGY ARE
POSITIONED AS
KEY ELEMENTS
TO ACHIEVE
OUR AMBITIOUS
STRATEGIC
OBJECTIVES.**



It also serves to reaffirm our solid commitment to the **Sustainable Development Goals (SDGs)** adopted by the United Nations as part of the 2030 Agenda, which allows us to comprehensively address the important social and environmental challenges that lie ahead.

This Report is based on the **Non-Financial Information Statement (NFIS)**, as well as on the international reporting standards of the **Global Reporting Initiative (GRI)**.

1.2 Major Milestones and Objectives

IMPORTANT MILESTONES

ACTIVITY



We continue to consolidate our international expansion with the opening of our business in **South Africa**.



We have launched two new varieties of strawberry: **RedSayra** and **RedSamantha**.



We have launched **Black Sultana**, the first blackberry variety.



We have opened a **new R&D centre in Mexico** (Jacona, Michoacán).



As an important step in our international expansion, we begin our operations in **China**.

WE CONTINUE TO WORK INTENSIVELY ON OUR BREEDING PROGRAMMES, DEVELOPING VARIETIES THAT ARE MORE RESILIENT IN THE FACE OF CLIMATE CHANGE AND COLLABORATING WITH UNIVERSITIES, SUCH AS THE UNIVERSITY OF CHAPINGO (MEXICO) AND THE UNIVERSITY OF CALIFORNIA (UNITED STATES) TO DISCOVER SOURCES OF DISEASE RESISTANCE.





ENVIRONMENT



- We use a **new carbon footprint methodology** in which a powerful software application allows us to more precisely and accurately measure the **Scope 1 and 2** carbon emissions we produce, as well as some relevant **Scope 3** indicators.
- We have made significant **technological advances** in improving our irrigation systems, which leads to more efficient water use.
- We use **IoT technology** to monitor integrated crop management and to achieve maximum resource use efficiency.

SOCIAL



- We have launched our **Corporate Volunteer Programme**, where employees on a global level participate in a variety of volunteer activities to help those most in need in the communities where we are located.
- We continue to expand our Employee **Training Plan**, with a total of ~100,000 hours of training.
- We have strengthened our **Health and Safety Plan** based on a continuous improvement process to ensure a safe work environment, and we have hired specialised internal employees and external resources to improve in this area. We also promoted a “**Healthy Day**”, where our employees participated in a variety of activities designed to encourage healthy lifestyle habits and enhance preventive activities.

CORPORATE GOVERNANCE



- We have strengthened our commitment to the SDGs related to our area of activity, and we maintain our **adherence to the United Nations Global Compact** and the 10 guiding principles it promotes.
- We work to ensure compliance with our **ESG Policy**, which reflects our environmental, social and good governance commitments and objectives.
- We have launched a **Supplier Code of Conduct** and have initiated a **supplier ESG certification process** to ensure the highest environmental, social and good governance standards throughout our supply chain.

OUR COMMITMENTS



Environment

We promote the development of new berry varieties that contribute to responsible and sustainable production, helping to ensure the well-being of the population through healthy eating and reducing the consumption of essential resources like water and energy. In this regard we have set the ambitious goal of gradually reducing our carbon emissions by establishing **reduction targets** in line with the **Paris Agreement**.

Social

We are committed to a responsible human resource management model with the aim of attracting and retaining the finest talent – people who share our values and are committed to promoting innovative and real solutions. We also maintain the firm objective of contributing to the development and prosperity of the areas where we operate through a variety of initiatives in which our staff participate to support the most at-risk communities.

Corporate Governance

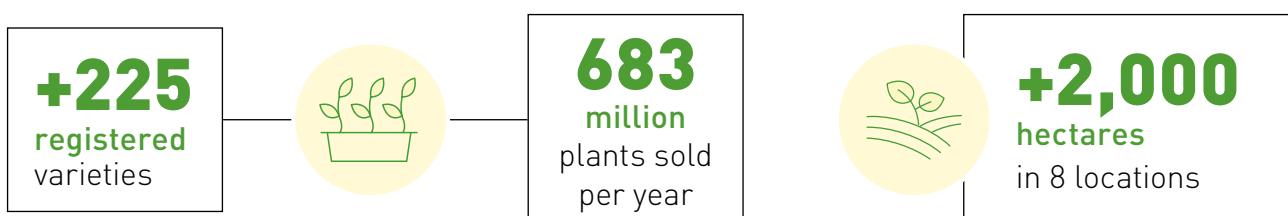
We are committed to a business model based on ethics, transparency and respect for human and workers' rights, and we work to ensure that best practices and legal compliance are followed with honesty and integrity.

1.3 Impact in Figures

COMPANY



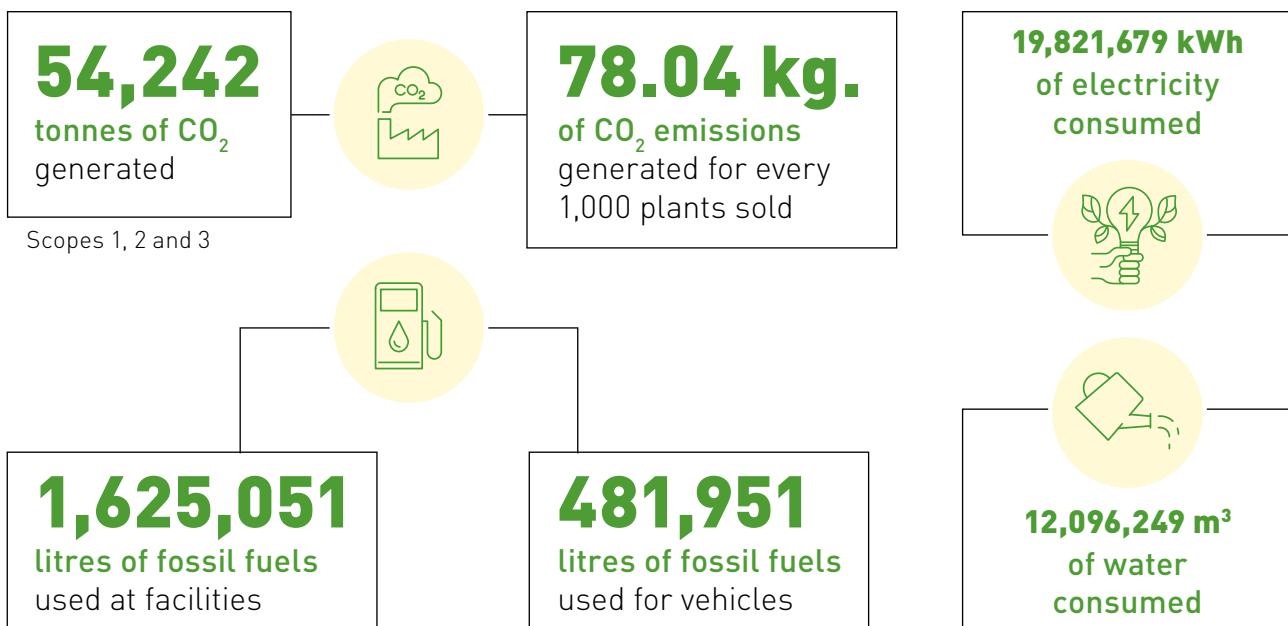
ACTIVITY



HUMAN RESOURCES



ENVIRONMENTAL IMPACT



2

Planasa: Quality and Innovation



2.1 About Planasa

Our company's origin dates back to **1887**, when **Amand Darbonne**, a farmer and pioneer in his sector, began producing dried herbs and medicinal plants. It was not until 90 years later, in **1973**, that his grandson **Amand Marc Darbonne** founded Plantas de Navarra, S.A. (now known as Planasa) in conjunction with the Navarra Savings Bank, to improve his asparagus crop.

We also have extensive experience and a long tradition of breeding other products such as garlic, asparagus and avocado, and we are the **top European producers of fresh endive**.

We strive to develop plant varieties that guarantee farmers sustainable, high-quality berry production throughout the entire year.

Our goal is to provide our customers with the finest varieties through greenhouse nursery operations that yield high-quality plants and guarantee enhanced customer engagement.

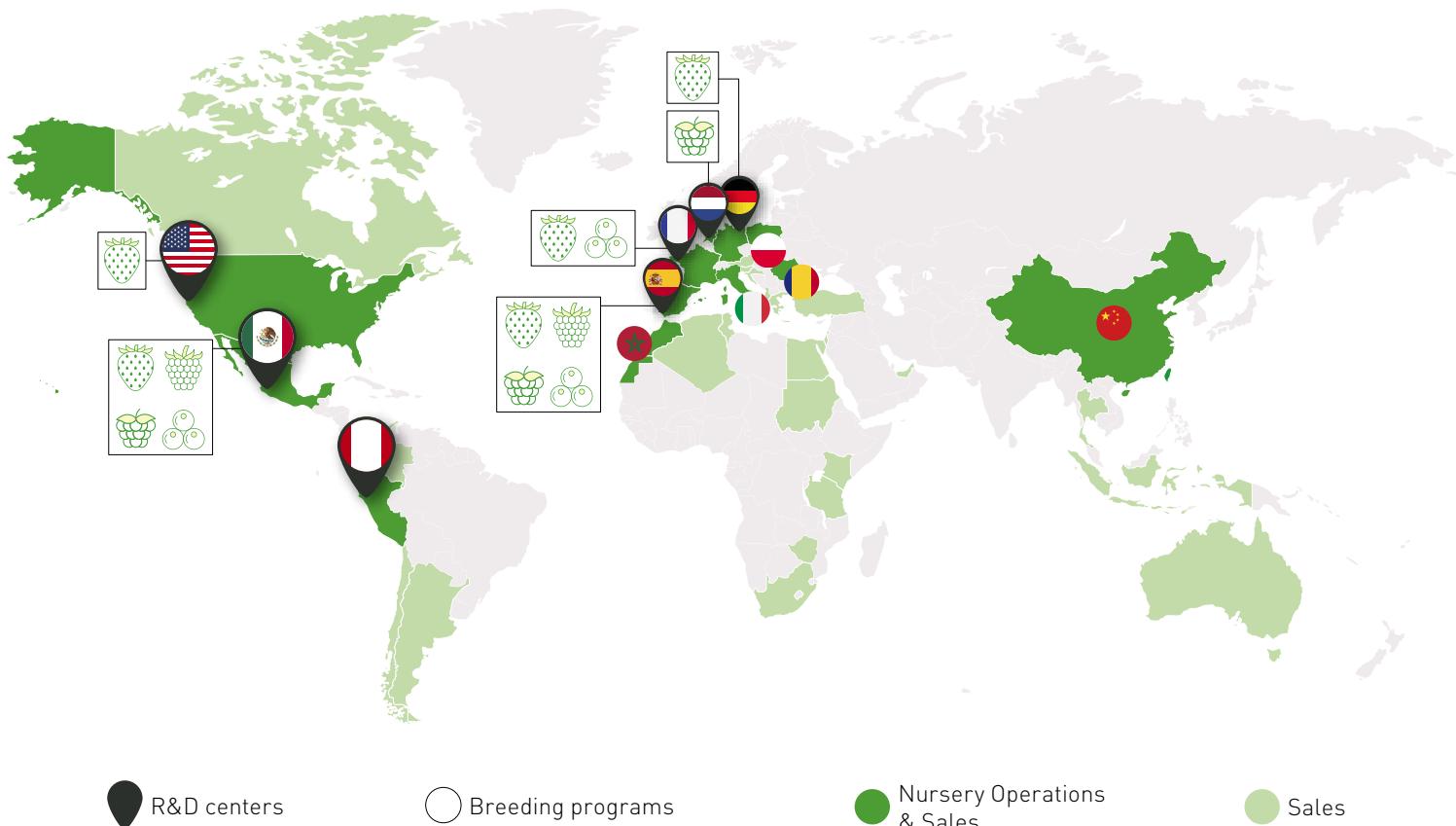
We have **experimental farms and nurseries in strategic locations around the world** that have been chosen for their soil and climate conditions. These farms are our base of operations for research, trials, propagation and cultivation of new resilient varieties that adapt to the different climates where our activities are based: continental, Mediterranean, temperate, and even tropical.

**PLANASA IS
A LEADING
PRODUCER AND
DEVELOPER
OF NEW BERRY
VARIETIES:
BLUEBERRIES,
RASPBERRIES,
STRAWBERRIES
AND
BLACKBERRIES.**

**OUR COMMITMENT
TO R&D ALLOWS US
TO IDENTIFY AND
COMBINE THE OPTIMUM
CHARACTERISTICS OF
EXISTING VARIETIES AND
DEVELOP INCREMENTALLY
SUPERIOR NEW VARIETIES.**



OUR PRESENCE AROUND THE WORLD



HISTORICAL EVOLUTION OF OUR COMPANY

- 1887** Amand Darbonne begins producing herbs in Milly-la-Forêt (France)
- 1973** Planasa is founded (50% owned by the Darbonne family and 50% by the Navarra Savings Bank)
- 1975** Strawberry and asparagus breeding programmes
- 1978** Endive production begins
- 1997** Planasa purchases share capital in California Endive Farms, dedicated to endive production
- 1998** Incorporation of the Italian company Planitalia, with Planasa holding 51% of share capital

**PLANASA'S
CONSOLIDATED
GLOBAL
PRESENCE
IS POSSIBLE
THANKS TO
OUR ROBUST
INTERNATIONAL
SALES AND AN
EXTENSIVE
NETWORK OF
PARTNERS
LOCATED IN
DIFFERENT
COUNTRIES
AND CLIMATES.**

2000	Operations begin in Poland
2003	Darbonne Group purchases the remaining 50% of Planasa
2003 / 2004	Launch of the successful Sabrosa variety, commercially known as Candonga
2010	Operations begin in Mexico
2011	Operations begin in the United States
2014	Purchase of 100% share capital of California Endive Farms. Launch of the famous Adelita raspberry variety
2015	Purchase of the Moroccan company Maamora, dedicated to berry production
2016	Operations begin in China
2017	Purchase of the North American company NorCal Nursery, dedicated to strawberry and raspberry production. Operations begin in Romania
2018	Cinven purchases a 65% stake in Planasa. Launch of the Savana strawberry variety. Planasa purchases the remaining 49% of the Italian company Planitalia
2019	Planasa purchases the remaining 50% of the subsidiary company in Mexico. Growth in Mexico and Morocco (berries)
2020	Launch of a new generation of blueberry varieties. Launch of Sayulita strawberry variety in Mexico
2021	Launch of Black Sultana, the first blackberry variety developed by Planasa. Purchase of Dutch raspberry breeding group ABB
2022	Operations begin in Peru. Launch of RedSayra and RedSamantha strawberry varieties
2023	Operations begin in South Africa

OUR STRATEGIC APPROACH



MISSION

To develop unique, high-quality varieties combining traditional improvement techniques with modern technology, and offer these new genetics to our customers through efficient, high-quality nursery operations.



VISION

To be a world leader in berry production, producing high-quality plants in our nurseries and offering technical support to our customers.

VALUES



Sustainability

Breeding enables us to offer our producers heritage varieties that meet consumers' needs, reducing the use of pesticides and food waste.



Customer Satisfaction

Placing our customers at the heart of our business activities, contributing to their success.



Continuous Improvement

Actively seeking best practices in all areas to provide our customers with a high-value product.



Constant Innovation

Fostering new ideas, initiative and creativity at all levels.



Teamwork

Sharing knowledge, ideas and experience to take the best decisions together.



Commitment to People

Promoting talent, developing leaders, and rewards for reaching targets.

2.2 Our Areas of Activity

Planasa is firmly committed to promoting global and sustainable agriculture, which we develop through two key aspects:

RESEARCH, DEVELOPMENT AND INNOVATION (R&D&I)

We have been working intensely for more than 40 years to develop increasingly better plant varieties. We have six research facilities and development farms in different climate zones for obtaining, observing and experimenting with new selections, allowing us to compare varieties and offer a wider range of products.

A recent addition to our existing R&D centres is the new research and development facility in Jacona (Michoacán, Mexico), which we opened in February 2023, allowing us to consolidate our leading position in the country. This new centre was created with the aim of obtaining new berry varieties that are adapted to the climate conditions of production areas in Mexico and the United States, ensuring the quality and health of plants supplied for cultivation.

THE OPENING OF THE NEW R&D FACILITY IN MEXICO ALLOWS US TO CONTRIBUTE TO SOCIAL AND ECONOMIC GROWTH IN THE REGION OF MICHOACÁN, CREATING MORE THAN 80 DIRECT JOBS AND ENGAGING NEW TALENT FROM THE TOP UNIVERSITIES IN THE COUNTRY.



QUALITY

Quality is our hallmark, and our vocation is to offer the finest plant varieties that adapt perfectly to the needs of producers and the climate conditions of each area.

CUSTOMER ENGAGEMENT IS THE FOUNDATION OF OUR SUCCESS, AND WE PROMOTE THIS COLLABORATION BY FOSTERING AN ENVIRONMENT OF TRUST WITH OUR PRODUCERS TO SATISFY THE NEEDS OF THE CONSUMER AND RESPOND TO A DEMAND FOR THE HIGHEST QUALITY STANDARDS, WHILE AT THE SAME TIME GUARANTEEING FULL ATTENTION TO THE PRODUCT AND TO FOOD SAFETY.

Our experience and international expansion over the years have allowed us to uphold a business strategy that focuses on two **main activities**:

Plant Innovation

At Planasa we are aware of the important role that innovation plays in facing the challenges of climate change and promoting sustainable development. We are making important strides in this area thanks to the **use of technology and our commitment to innovation**, with visibly improved efficiency, reduced food waste and enhanced product quality.

Breeding and genetic improvement allow us to respond not only to the challenges of climate change, but also to **consumer expectations**, ensuring crop quality and yield by identifying the best variety to adapt to the majority –or all– of the producers' needs.

**AS A LEADING PRODUCER
AND DEVELOPER OF
NEW BERRY VARIETIES,
WE STRIVE TO DEVELOP
INNOVATIVE INITIATIVES
THAT RESULT IN
RESPONSIBLE AND
SUSTAINABLE PRODUCTION.**



Nurseries

We have approximately ~2,000 hectares in 9 locations around the **world** (Spain, Poland, Morocco, the United States, Mexico, Peru, Romania, France and China), enabling us to adapt to the needs of producers according to climate conditions and crop characteristics.

We use **state-of-the-art technology**, allowing us to improve decision-making in real time, analyse plantation yields, anticipate agronomic challenges and obtain relevant conclusions.

This requires meticulous control of the plant **production process**, ensuring that we will obtain quality varietals that offer the ripening timelines, yield and hardiness required to be more competitive.

WE ARE ONE OF THE TOP NURSERIES IN THE WORLD FOR BERRIES, GARLIC SEEDS AND FRUIT TREES.

These premises are built on three main principles:

Quality

Controlling production to obtain the best possible product.

Production

Through handling and fertilisation techniques tailored to each variety and location to enhance growth.

Technology

Using state-of-the-art tools such as temperature and humidity sensors and real-time data capture software, together with good decision-making.

We should also mention **our nurseries in Mexico and Peru** where we have made impressive strides, situating us as **the most advanced nursery in Mexico for hydroponic farming**, a technique we also use in Morocco. This sustainable cultivation method substitutes soil for a water-based nutrient solution, contributing to the fight against climate change, soil degradation and species extinction caused by overexploitation and intensive farming.



2.3 Our Commitment to Sustainability

As a leading company in the production and development of new berry varieties, we are aware of the **important role we play in guaranteeing sustainable and responsible production**, directly contributing to the United Nations Sustainable Development Goals (SDGs).

Over the course of this year we have further **implemented our ESG strategy** in order to fully adapt to the needs and expectations of our stakeholders.

BY ADVANCING OUR ESG STRATEGY, WE ARE SUPPORTING PLANASA'S MISSION TO CONTRIBUTE TO THE SUSTAINABLE DEVELOPMENT OF HIGH-QUALITY PLANT VARIETIES.

The development of innovative initiatives to achieve sustainable and responsible production allows us to **reduce the use of essential resources** like water and energy, reduce the use of agrochemical products and enhance soil productivity, also contributing to local development.

This is also reflected in the outline of Planasa's corporate values, with sustainability as one of the company's core values, consolidating our commitment to sustainable development.



Below are Planasa's five priority SDGs, in line with our business activity and ESG strategy:



Zero hunger. Promoting sustainable agriculture that ensures food security and adapting our activity to the needs of the population.



Decent work and economic growth. Ensuring the well-being of our team by offering fair working conditions that respect human rights, and guaranteeing sustained economic growth in the communities where we work.



Industry, innovation and infrastructure. Supporting innovation and research as key elements of our strategies for developing new plant varieties.



Responsible production and consumption. Promoting the proper use of our resources, meeting consumer needs and avoiding food waste.



Climate action. Through initiatives that reduce Planasa's carbon footprint, we fight climate change and mitigate the environmental impact caused by our activity.



Our ESG activities are underpinned by a series of policies and processes that lay the necessary foundations and guidelines for a solid ESG strategy. Among these is the new **Planasa ESG Policy** approved by the Board of Directors in 2022, which sets out the company's environmental, social and good governance targets and commitments, and the recently adopted **Supplier Code of Conduct**, which sets out the minimum standards that are expected from suppliers to drive the development of sustainable and ethical businesses, in line with the company's values and principles.

2.4 Committed to Innovation and Research

A focus on innovation and research has always been at the heart of Planasa's business, as a strategic pillar and a core value enabling us to constantly improve our products in line with SDG 9 – Industry, Innovation and Infrastructure.

We strive to implement innovative initiatives which enable us to stay up-to-date with the latest trends and available technologies, so that we can create healthier, more sustainable products that can adapt to a changing society.

Here are some of our most relevant and innovative projects to achieve more sustainable production and greater resource use efficiency, improving the real-time decision-making process:

- **Pivot (mobile irrigation system) monitoring project** for remote control of movement and irrigation and monitoring of automatic activation/deactivation based on agro-climatic factors. This project, developed in Spain on the La Peña and Fuente el Olmo farms, is designed to optimise water use, reduce energy expenditure and decrease the use of plant protection products and fertilisers.
- **Satellite imaging and drones for agronomic data processing and analysis**, enabling better real-time decision-making, optimised irrigation and early detection of infestation and disease. This project has allowed us to reduce the consumption of essential resources such as water and energy, minimise the use of agrochemical products and increase plant yield efficiency by 10-15%. The project is currently being implemented in Spain and Morocco, and we expect to implement it in other countries such as Poland or the United States.
- **Predictive modelling for greenhouse production based on Machine Learning** through the creation of a digital platform to predict raspberry yield using advanced analytical models and simulation software. This tool enables us to reduce plant waste,

WE FOSTER NEW TECHNOLOGICAL ADVANCES IN R&D, ENABLING US TO OBTAIN NOVEL PLANT VARIETIES AND SUBSTANTIAL IMPROVEMENTS, MEETING THE NEEDS OF OUR PRODUCERS, RETAILERS AND CONSUMERS AND CONTRIBUTING TO SOCIAL WELL-BEING.

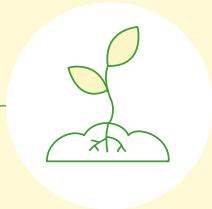


decrease water use and limit the application of plant protection products and fertilisers with the aim of reaching zero waste in our nursery activities. This initiative is being implemented in Spain and Morocco, with the expectation that it can soon be scaled to reach other countries and crops such as strawberry and blueberry.

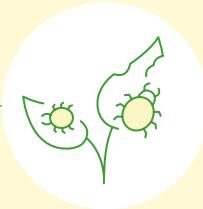
- **IoT technologies to monitor agro-climatic variables** in our business verticals. This tool enables us to stimulate responsible plant production techniques focused on four business verticals: greenhouse, cold chain, open field and irrigation, which in turn allows us to reduce the use of energy, water and agrochemical products, achieving efficient plant production with the highest qualitative standards. This measure is currently being implemented in Spain, Mexico, Peru, Morocco, France, Poland and Italy, and we hope to scale it to other countries in the future.
- **Water level monitoring sensors** to reduce water use. This application is currently being used in three of our nurseries in Mexico.

**IN NEARLY
50 YEARS OF
ACTIVITY, WE
HAVE PROCESSED
MORE THAN 225
PLANT VARIETY
REGISTERS THAT
ALLOW PRODUCERS
FROM AROUND
THE WORLD TO
TACKLE CURRENT
CHALLENGES IN
AGRICULTURE.**

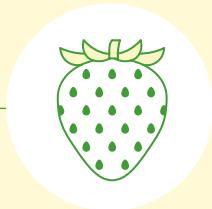
OUR PRIORITIES FOR DRIVING INNOVATION AND PROTECTING THE ENVIRONMENT



Crops tailored to new meteorological conditions, improving plant resistance to extreme temperatures through the study and selection of genes related to cold or heat tolerance for a higher yield, thus helping to mitigate the effects of climate change.



Plant varieties with greater resistance to pests and disease, reducing the use of agricultural pesticides.



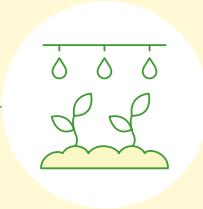
Strawberry varieties with greater nutrient absorption efficiency, reducing nitrate contamination in soil and water.



Berries, garlic, endives and asparagus that are tailored to consumer needs.



Hardy plant varieties that require fewer resources, minimising the environmental impact and enhancing soil productivity.



New available technologies accessible to farmers to enhance crop efficiency.

We are also striving to increase the shelf life of our varieties in order to **help reduce food waste**. We are therefore working to identify and discover a selection of positive characteristics associated with product shelf life, measuring key features and testing for the presence of pathogens three and seven days following each harvest. Some of our initiatives in this area are:

Strawberries

We select varieties that are less susceptible to bruising, which is an entry point for pathogens.



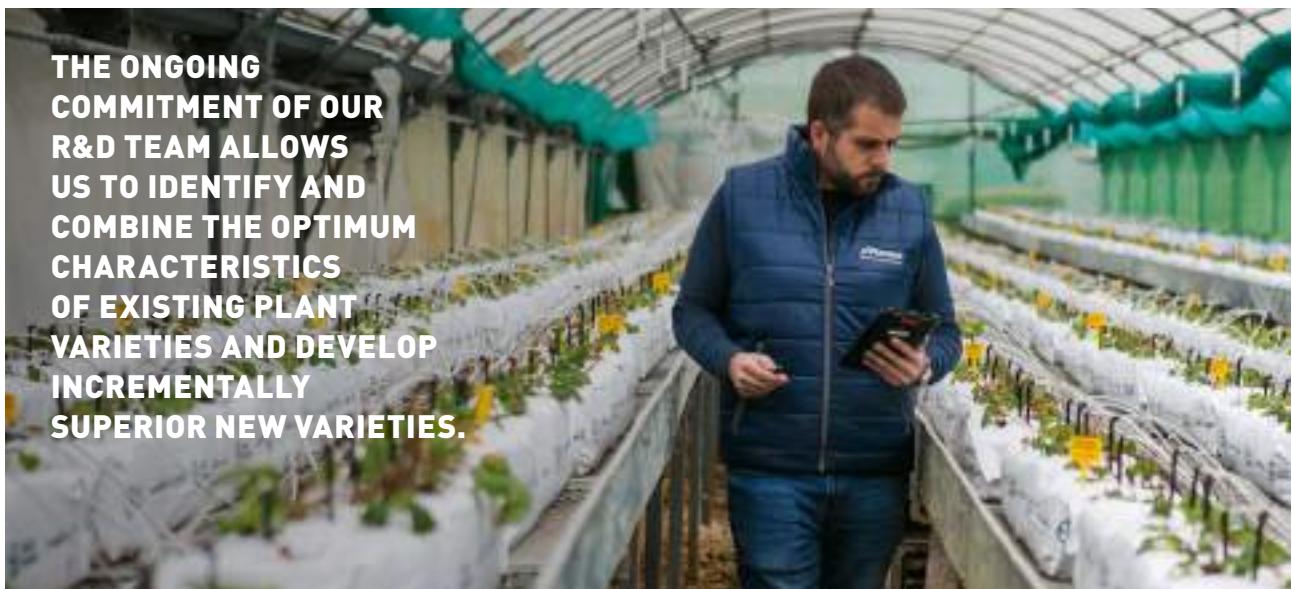
Avocados

We select varieties with tougher skins which are more resistant to transport conditions.



Blackberries

We obtain varieties that prevent drupe inversion, a physiological disorder which causes some drupes that are harvested and put into cold storage to change colour from dark purple to red.



KEY DRIVE FOR RESEARCH AND DEVELOPMENT

At Planasa, we study the plant genome in order to **enhance disease resistance** and to more quickly and accurately select and develop resistant varieties. We **work jointly with universities**, such as the **University of Chapingo (Mexico)** and the **University of California (United States)** to discover sources of disease resistance; we are currently working on diseases found in strawberry crops.



Through the Planasa Genetics brand we study the genome from our gene bank to accelerate the enhancement process when obtaining varieties, reflecting our commitment to innovation and our interest in continuous improvement. This approach allows us to categorise our varieties by grouping the different genetic attributes.



We create early varieties to produce during strategic windows.



We produce premium quality fruit varieties with excellent flavour and appearance.



We work with high-yield varieties for productive harvests.



We select varieties based on their suitability for export.



We produce varieties with high-calibre fruit.

2.5 Dialogue with our Stakeholders

It is essential to maintain effective and ongoing communication with our stakeholders to ensure that we are in complete alignment with the expectations of society and the business environment in which we operate, as well as those of our own employees.

OUR STAKEHOLDERS



Customers: Our customers are an essential stakeholder, with whom we foster robust and lasting relationships to ensure that we comply with the quality standards required to provide the finest products. We strive to meet their expectations and offer the highest quality product that is resistant to the effects of climate change.



Employees: Planasa's staff are a key element of our business, ensuring the success and sustainability of the company. Our actions are focused on ensuring employee well-being and protection.



Suppliers: Our suppliers are a vital component of our value chain. We strive to only form business relationships with suppliers who meet minimum environmental, quality and food safety standards.



Shareholders and the Financial Community: Interaction with our investors is essential for ensuring transparency in our activities, as well as for ensuring their involvement in key aspects of our activity and their support and cooperation in helping us reach our goals.



Local Community: One of the main aims of Planasa's social strategy is to support actions that make a positive contribution to employment and local development, supporting vulnerable groups and reducing social inequalities.

One of the main external communication channels we use to talk to our stakeholders is **social media**, where we can quickly and effectively share and promote our most important initiatives and news.

We also participate in several industry **congresses, conferences and seminars**, where we can expand and update our technical knowledge. This year we have participated in the following events:

- International Strawberry Congress (Belgium)
- ExpoSe – ExpoDirekt (Austria)
- Global Berry Congress (Netherlands)
- Indagra (Romania)
- Morocco Berry Conference (Morocco)
- Berry Congress (Spain)
- Fruit Attraction (Spain)
- Fruit Logistica (Germany)

- Encontro Nacional Produtores de Mirtilo (Portugal)
- Sival (France)
- Blueberries Consulting Seminar (Peru)
- Strawberry Seminar (Portugal)
- Global Produce & Floral Show (Orlando)

We also create and maintain **strategic alliances with key partners**, which help us to use new technologies to select more sustainable varieties with greater speed and accuracy. These key partnerships include:

- **Keygene:** A company that operates in the Netherlands, the United States and India, using technological innovation to improve crops. We have several joint projects underway to discover relevant characteristics.
- **Geves:** French company that studies plant varieties. We cooperate to improve disease resistance in asparagus and strawberries.
- **IRTA:** Institute of Agrifood Research and Technology. We have coordinated with the Institute to develop disease resistant molecule markers.
- **University of California, Davis:** Research into Neopestalotiopsis fungus resistance in strawberries.
- **Chapingo Autonomous University:** Research into soil-borne fungus resistance in strawberries and wild blackberries.
- **Hansabred:** German strawberry programme where we are collaborating to discover sources of drought and salt tolerance.
- **Climasen:** Collaboration to achieve and develop strawberry, raspberry, blackberry and cherry varieties that adapt to a variety of climates in order to achieve early, high-quality harvest with greater yields.

This year we have also initiated **strategic collaborations** that have allowed us to continue making headway to attain top-tier plant varieties and enhance resilience.

- **University of Seville:** Collaboration to identify pathogen resistance in strawberries.
- **Vegenov:** French biotechnology firm with whom we have joined forces to develop the doubled haploid methodology and the validation of sex-specific molecule markers for enhanced asparagus breeds.
- **Phenome Network:** Israeli company that provides us with a data base for the research and development of different varieties.

3

Environmental Impact

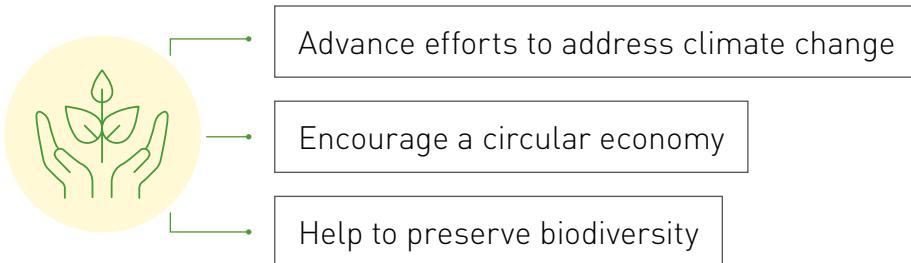


3.1 Efficient Resource Management

We at Planasa are aware of the challenge we face in the agri-food sector in the fight against climate change, which produces serious consequences for humanity such as rising temperatures, unpredictable rainfall and drought.

We drive key elements in our operations such as reducing our use of natural resources, researching and developing new, more resilient plant varieties, and reducing soil degradation.

Planasa has established three overarching objectives on our roadmap to compliance with our **environmental commitments**, in three main areas described in our ESG Policy:



In order to adapt our environmental strategy to the Paris Agreement and transition towards a low-carbon economy, at Planasa we are working to achieve **proper management of the current and potential risks** associated with our activities arising from climate change.

PLANASA'S RESPONSE TO THESE CLIMATE CHALLENGES IS TO DEVELOP PLANT VARIETIES THAT GUARANTEE FARMERS SUSTAINABLE, HIGH-QUALITY BERRY PRODUCTION THROUGHOUT THE ENTIRE YEAR IN FREQUENTLY UNPREDICTABLE CLIMATE CONDITIONS.



OUR CARBON FOOTPRINT

For the second consecutive year, and in response to our firm commitment to reducing the carbon emissions we produce, we calculated our carbon footprint following the reporting standards established in the Greenhouse Gas Protocol.

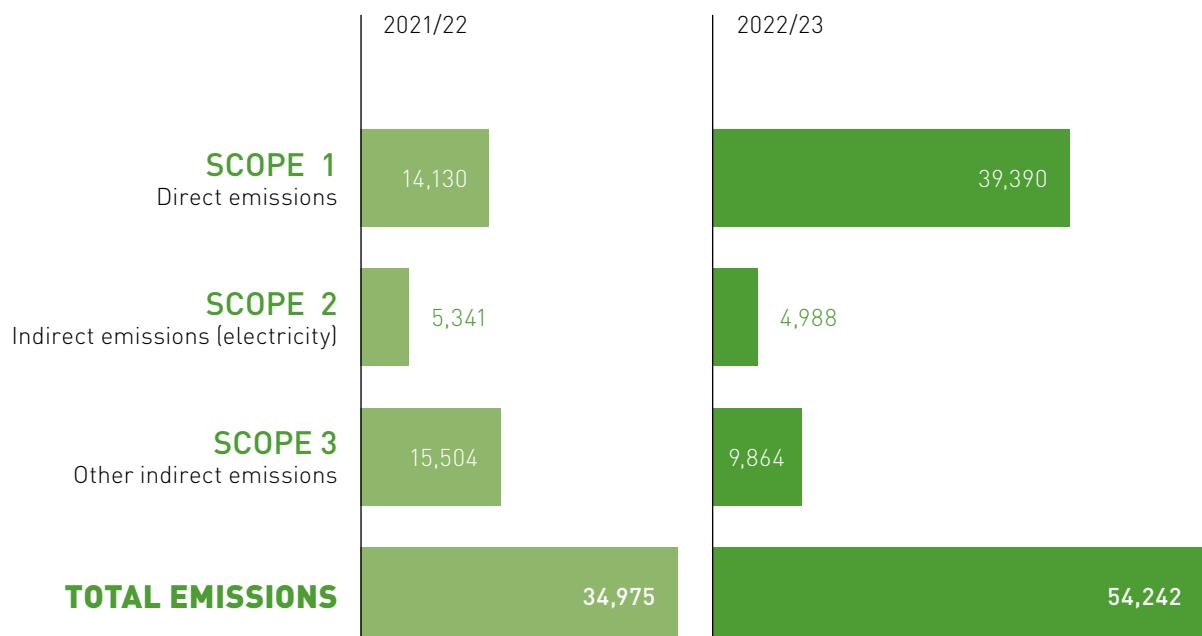
The carbon footprint is an environmental indicator that allows us to perform an **inventory of CO₂ emissions** associated with our activity, and from there identify opportunities for mitigation and improvement, adapting measures to fit our environmental strategy.

Our commitment to reducing our environmental impact means that each year we strive to **improve the data collection and measurement process** used to calculate our carbon footprint. This year we have used one of the most advanced sector-related software tools to measure carbon emissions, allowing us to obtain increasingly precise and accurate results.

To calculate our global footprint for the 2022-23 fiscal year, we figured in **direct emissions** (Scope 1) controlled by the organisation, **indirect emissions from purchased or acquired electricity** (Scope 2) and **other indirect emissions** (categories pertaining to Scope 3) linked to third parties over which Planasa has no control. Among the indicators analysed for this calculation are the emissions from the use of fossil fuels, fertilisers and plant protection products, energy consumption and the procurement of goods and services.

A **location-based approach** was used to calculate Scope 2 emissions, which covers the emission factors of energy providers in each country, and the same approach was used to calculate Scope 3 emissions.

OUR GREENHOUSE GAS EMISSIONS*



*Direct and indirect GHG emissions (tCO₂e).



It is important to point out that our carbon emissions for the 2022-23 fiscal year have increased by 55% over last year, primarily due to a **change in the methodology used for calculation**, mainly affecting the use of fertilisers (Scope 1). The aim was to refine the calculation by including three types of fertiliser instead of calculating a single factor, which was the method used last year. This year we have also included an additional location (Lima, Peru) in the inventory of emissions when calculating our carbon footprint.

We can see in the previous graph, however, that we have succeeded in reducing both Scope 2 emissions (electricity) and Scope 3 emissions, with a 6.6% and 36.3% decrease respectively, as a result of our effort to steadily reduce our carbon footprint.

Our carbon emissions this year for every 1,000 plants sold stood at 78.04 Kg of CO₂.

**WE HAVE
ESTABLISHED
THE CARBON
FOOTPRINT
GENERATED FOR
EVERY 1,000
PLANTS SOLD AS
THE STRATEGIC
INDICATOR FOR
ASSESSING THE
REDUCTION IN OUR
ENVIRONMENTAL
CONSUMPTION.**



In line with our commitment to contribute to **SDG 13 – Climate Action**, we continue to implement our plan to reduce our carbon footprint and to reduce and mitigate our environmental impact.

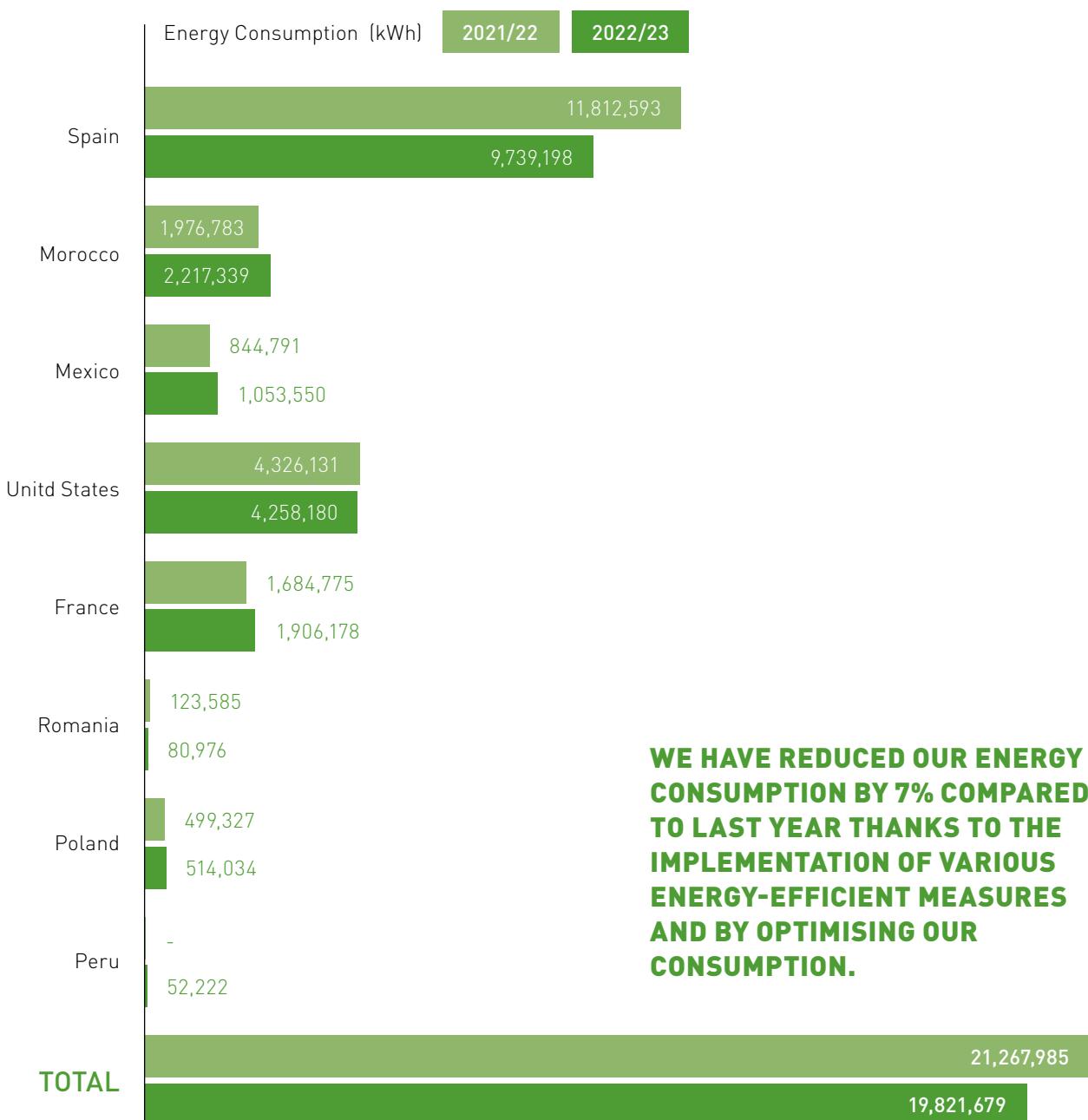
3.2 Energy Efficiency

At Planasa we strive to achieve efficient energy management for optimum efficiency, promoting the use of renewable energies.

Our goal is to optimise energy use and management in the fight to control climate change, in line with SDG 7 – Affordable and Clean Energy.

We support the use of renewable energies that help to reduce carbon emissions resulting from energy consumption. Two of our farms in Huelva are equipped with solar panels, allowing us to achieve full energy autonomy at these facilities.

OUR ENERGY CONSUMPTION



Among the measures designed to enhance energy efficiency at our facilities are **energy audits**, which were performed this year at the Fuente el Olmo and Chañe farms in Spain. The goal of the audits is to identify key areas for improvement, with the objective of reducing energy consumption by 30%.

At our farm in Chañe we are using new and advanced chiller temperature control devices in two of our cold storage rooms, which have allowed us to significantly **reduce energy consumption** by 20% by means of an algorithm.



The following are just a few of the many energy efficiency measures and initiatives we have implemented at our facilities:

- Recovery of the heat generated by factories to heat the rubber machine and the water tanks
- Improved productivity in planters and cutters
- Changing turbines in grow rooms to reduce energy consumption
- Replacing diesel fuel generators with electric transformers
- Use of LED lighting

We are sector pioneers in the use of **IoT technology**, which we use for automated monitoring of the entire growing process, obtaining accurate information on crop requirements in real time, resulting in greater efficiency and a responsible and effective use of resources such as energy and water.

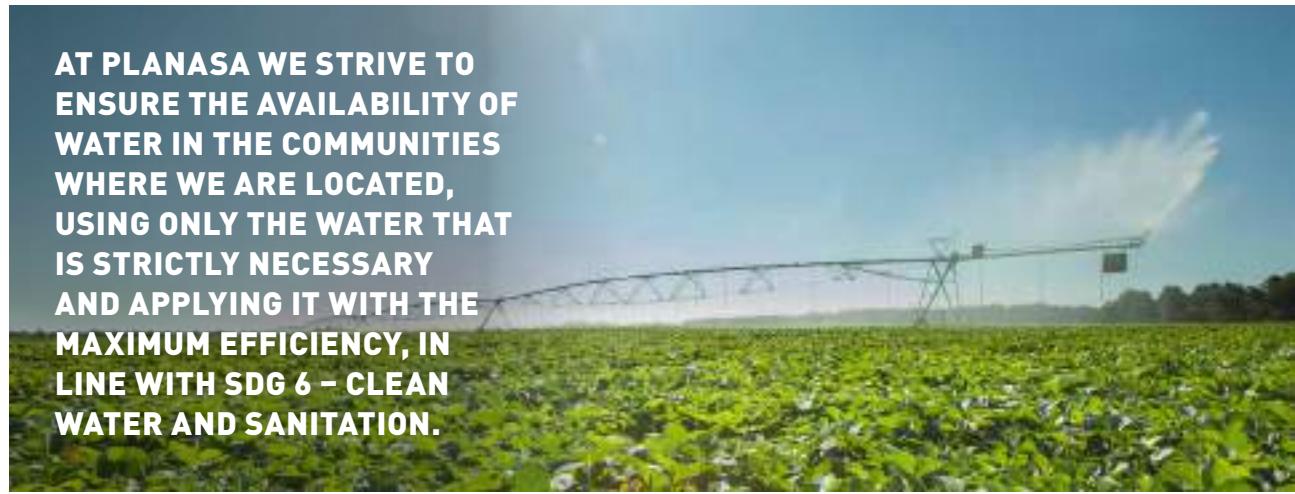


3.3 Responsible Water Use

At Planasa we work to achieve optimum efficiency in the use of a resource as valuable as water, which is becoming increasingly scarce as a result of climate change.

One of the main challenges for our sector is to ensure responsible and efficient use of water, which will contribute to **reducing the water footprint of our crops** and allow us to use this resource to its full capacity, thus contributing to reaching SDG 6 – Clean Water and Sanitation.

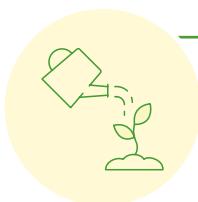
Our technological capacity and focus on research and innovation allow us to **optimise water use for maximum efficiency**, facilitating sustainable management through suitable irrigation strategies and continuous monitoring of soil water intake.



AT PLANASA WE STRIVE TO ENSURE THE AVAILABILITY OF WATER IN THE COMMUNITIES WHERE WE ARE LOCATED, USING ONLY THE WATER THAT IS STRICTLY NECESSARY AND APPLYING IT WITH THE MAXIMUM EFFICIENCY, IN LINE WITH SDG 6 – CLEAN WATER AND SANITATION.

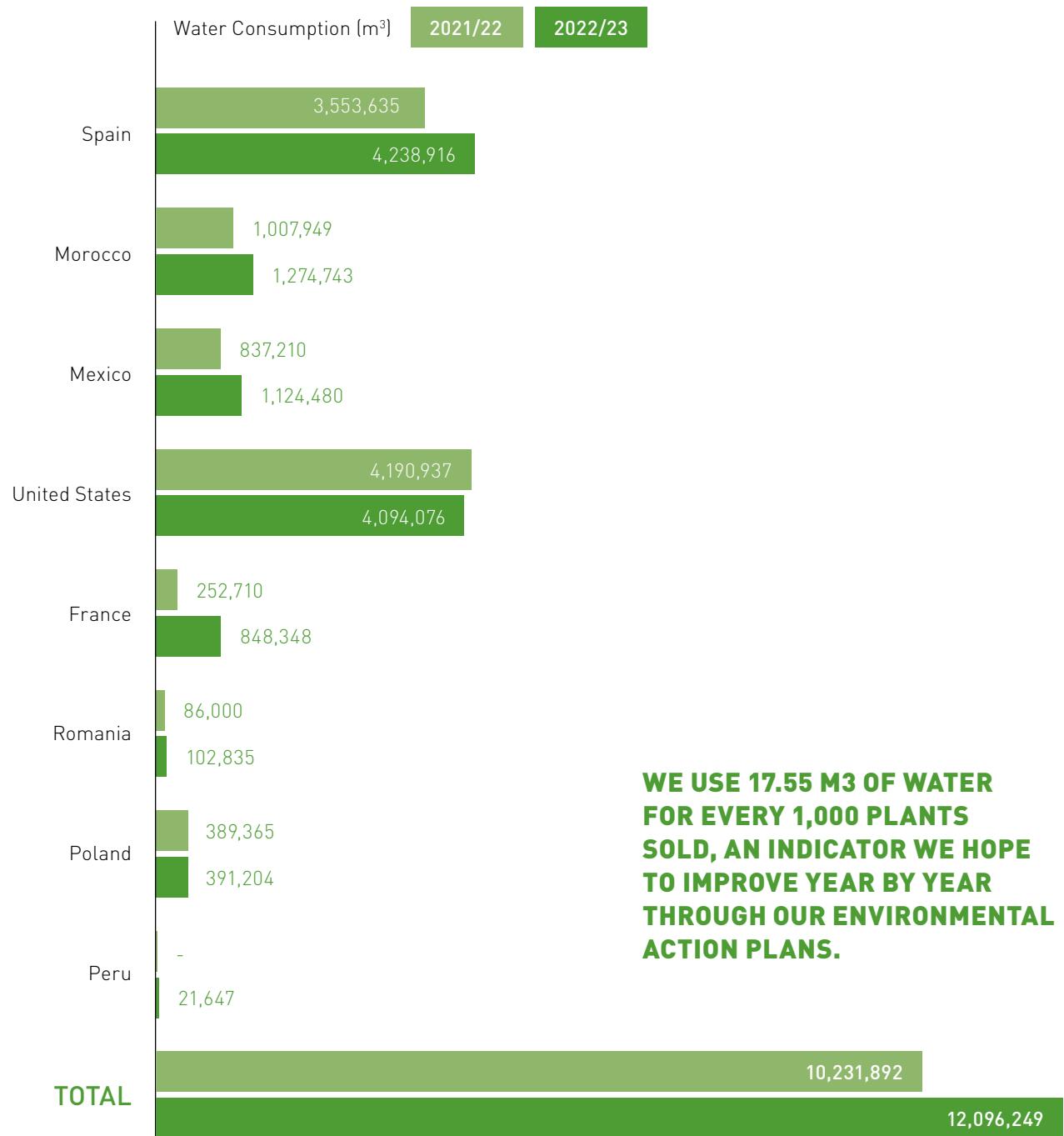
The **effects of climate change** on crops and the availability of resources put the needs of farmers at risk. Our breeding activities therefore focus on obtaining varieties that are adapted to these conditions, with **increased water efficiency** in order to reduce the water footprint of the crop.

The water we use in our nursery operations comes from different irrigation associations and from our own wells authorised for use by the corresponding national authorities, ensuring that the water we use is of good quality and properly distributed.



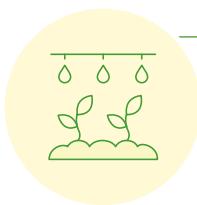
- **Our water management strategy is structured to meet the following commitments:**
- Establishing water reduction targets
 - Use of new technologies
 - Initiatives to ensure efficient and responsible water management
 - Extending these principles throughout the value chain

OUR WATER CONSUMPTION



The table above registers a slight increase in water use over the past year, primarily as a result of company growth and the consequent surge in production. The effects of climate change, with the accompanying decrease in rainfall and increased periods of drought, mean that crops require more water to survive.

We are working now more than ever to attain the **most efficient irrigation systems possible**, looking to digital transformation through innovative initiatives that allow us to monitor consumption and improve decision-making in real time.



Some of the measures the organisation has implemented to reduce water consumption are:

- **Pivot monitoring** (mobile irrigation system) for remote control of movement and irrigation and monitoring of automatic deactivation based on agro-climatic factors.
- Gradual installation of **more efficient irrigation systems** to reduce crop water consumption, such as drip irrigation for growing strawberries in soil, which we are using in some areas of Spain, Poland and the United States, or hydroponic methods for strawberries in place in Mexico. We have also implemented automated irrigation systems in Mexico and Peru to increase water efficiency.
- New varieties adapted for **water efficiency**.
- **AI models** (machine learning) to predict raspberry yield in Spain and Morocco.
- **Drone and satellite imaging** to detect inefficient water use and take appropriate measures to reduce use.
- **Water storage and utilisation systems**.

WE CONTINUE TO DEVELOP NEW INITIATIVES THAT PERMIT US TO FURTHER REDUCE OUR WATER CONSUMPTION, USING THIS RESOURCE IN THE MOST EFFICIENT MANNER POSSIBLE.

3.4 Contribution to the Circular Economy and Protection of Biodiversity



At Planasa we are **committed to the circular economy**, striving to reduce the amount of waste we produce and focusing on waste reuse and valorisation in line with SDG 12 – Responsible Consumption and Production, and SDG 13 – Climate Action.

Our goal is to improve the company's circularity strategies and reduce our environmental impact while at the same time maintaining the necessary levels of food quality and safety.

The table below provides data on our company's use of the **main raw materials** over the last two years.

	Containers and packaging		Fertilisers		Plant protection products	
	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23
No.	41,282,689	39,791,930	3,083,500	5,435,963	1,741	38,323
Metres	4,972,409	4,320,201	-	-	1,151,767	1,240,075
Kilograms	4,183	5,480	6,604,095	6,306,645	57,634	12,220
Litres			34,536,373	16,505,005	1,622,289	144,099



As part of our commitment to circularity, we have moderately decreased our use of containers and packaging and the application of fertilisers, thus reducing the environmental impact of our activities. We also continue in our efforts to **introduce eco design principles for packaging** and sustainable and circular production systems, gradually increasing the proportion of recycled materials and reusable plastics in our containers and packaging.

At Planasa we know that the circular economy is an opportunity to contribute to sustainable development, allowing us to mitigate the effects of climate change. Many of our activities and initiatives support our commitment to **proper waste management and waste reduction:**



- Biodegradable punnets, as per customer demand.
- Reduced use of unsuitable punnets, working with approved and trusted suppliers.
- Reusable packaging systems (Chep, Euro Pool), reducing the use of conventional plastic and cardboard waste.
- Reusable and sustainable container systems.
- FSC-certified cardboard packaging for endives.

We also have a **project** in place in Morocco and Spain to **reduce the use of plastic packaging** and increase efficiency in our use of raw materials. Some of our initiatives in this area are:



- Renting reusable plastic crates to a packaging supplier, who is responsible for collecting them from the customer for reuse.
- Purchase of reusable plastic crates which can be reused once the customer has finished with them.



PROTECTION OF BIODIVERSITY

Environmental protection is particularly important in our sector and plays an essential role in the **preservation of biodiversity and ecosystems**, helping to mitigate negative impacts on the land.

At Planasa we are committed to preserving biodiversity and promoting ecosystem recovery initiatives in conjunction with environmental organisations. One example of these initiatives are the schemes we have implemented with the help of our staff in Mexico to **reforest the green belts** of local schools.

In doing so we are supporting **sustainable farming and production** with a view to reducing the use of fertilisers and plant protection products, improving the efficiency of agricultural production and promoting the responsible use of natural resources for more sustainable production models that are resilient in the face of climate change.

PROTECTING BIODIVERSITY IS THE KEY TO ENSURING THE FUTURE OF OUR CROPS AND FOOD, AS WELL AS FOSTERING HARMONY AMONG ALL FORMS OF LIFE ON OUR PLANET.



4

Human Resources



4.1 The Staff at Planasa

The Planasa Group values are so fundamental to our company that they make up our very name: Planasa. **Trust and fidelity** are core values in everything we do, and we focus on ideas and innovation to move forward.

Our priorities for Human Resource management are based on **continuous improvement** to ensure stable employment and good working, economic and safety standards for our workers.

Planasa's firm commitment to people is evident in our adherence to the **United Nations Global Compact**, which requires organisations to respect, among others, the principles of human rights and labour standards, recognises the right to collective bargaining, supports the abolition of forced labour and child labour, and endeavours to eliminate practices of discrimination in the workplace.



We strive to ensure **fair and respectful working conditions** in keeping with the principles and fundamental rights established in the Declaration of the International Labour Organization (ILO) and the Universal Declaration of Human Rights, and in line with SDG 8 – Decent Work and Economic Growth.

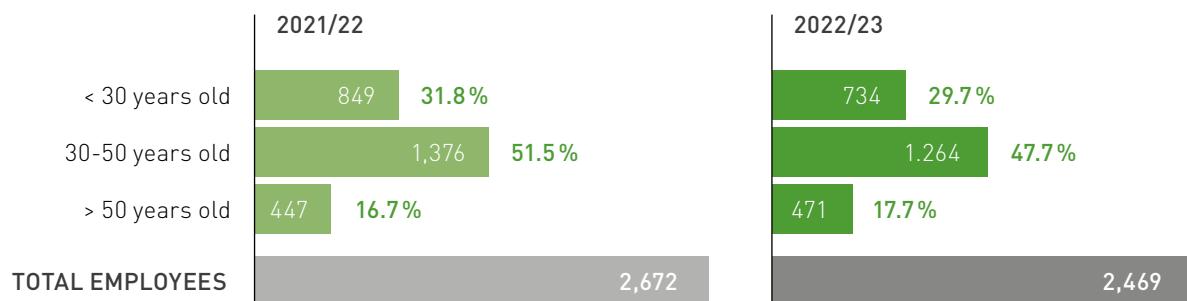
Planasa has a very **diverse** team, with workers of more than 25 nationalities and a high level of female employment: women make up 43.5% of the workforce. The most common age range is 30 to 50 years old, covering 47.7% of the staff.

**WE SHOW
TRUST, FIDELITY,
HONESTY AND
PASSION IN WHAT
WE DO, WORKING
TO ATTAIN
PROFESSIONAL
AND PERSONAL
GROWTH AND
CONTINUOUS
INNOVATION TO
OFFER THE BEST
PRODUCTS TO OUR
CUSTOMERS.**

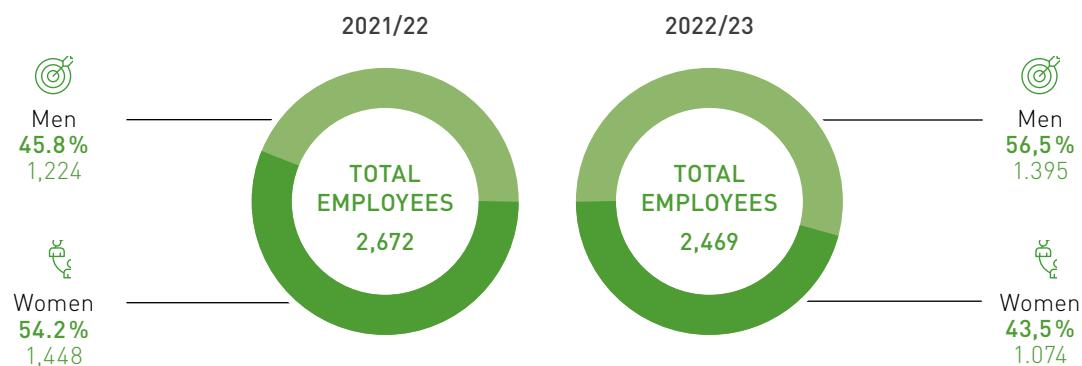


EVOLUTION OF OUR STAFF

EMPLOYEES BY AGE



EMPLOYEES BY GENDER



DISTRIBUTION OF EMPLOYEES BY COUNTRY

Country	Employees 2021/22	Employees 2022/23
Spain	608	557
Morocco	934	487
Mexico	511	989
USA	294	266
France	121	62
Peru	106	36
China	37	17
Romania	30	17
Poland	25	29
Italy	5	6
Holland	1	2
South Africa	-	1
TOTAL	2,672	2,469

TYPE OF CONTRACT

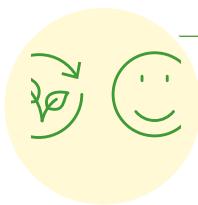


The table above shows that the **number of temporarily employed workers has decreased** significantly compared to last year, particularly in the case of women, with the number dropping from 44% in 2021-22 to 27% this year. Temporary work is undoubtedly more common in our sector than in others due primarily to the seasonality of our activities, but every year we move temporary seasonal workers to permanent seasonal contracts according to the demands of our campaigns, and in compliance with national legislation.

4.2 Health and Well-Being

The health and safety of our employees is one of our top priorities at Planasa, and we endeavour to create and maintain a **safe and healthy workplace**. We strive to ensure continuous improvement in health and well-being in all areas of our activity, giving particular attention to risk prevention and occupational safety.

OUR COMMITMENTS TO SAFETY AND HEALTH



Establish ongoing training courses for occupational risk prevention, giving particular attention to new, direct seasonal workers and establishing the target of achieving the maximum level of occupational safety and health for performing daily activities.



Information and awareness campaigns for all Planasa team members, including outsourced companies, to ensure knowledge of and compliance with occupational safety and health standards.



Continuous improvement in Personal Protective Equipment within the agri-food sector, together with employee satisfaction surveys across the entire group to detect strengths and areas for improvement, designing targets to enhance initiatives in this area.

In line with these commitments, Planasa has implemented a series of measures and initiatives in the countries where we operate to **reduce risks in the workplace** and ensure safe and healthy working conditions. Some of these initiatives include:

- **China:** We supervise new recruits and provide training in occupational risk prevention, particularly for those working with pesticides and machinery. Face masks have been purchased for all employees. In previous years, protective clothing was purchased for farm employees.
- **Romania:** Training and initiatives to promote occupational safety and health among workers. Every three months we meet with a specialised external company which provides guidance in this area. We strive to improve working conditions, primarily in the area of water supply.
- **Italy:** Offices are structured in accordance with Italian occupational safety and health legislation. Every two years we perform a risk assessment in the workplace, which is endorsed by a designated healthcare professional. We also cooperate with an external company to provide the first emergency training session, and annual training in fire prevention and emergency and evacuation management procedures.

- **Poland:** We provide health and safety training for employees, who sign an accreditation certificate to verify that they have completed the training course.
- **Mexico:** Occupational risk prevention activities on topics related to occupational safety and medicine. We are also working on an adaptation programme to avoid injury for workers whose tasks require greater physical effort. A Safety and Health Committee meets quarterly to identify unsafe actions or conditions and design action plans to minimize these risks.
- **United States:** Monthly safety meetings, workplace monitoring and work protocol audits. Topics covered in our meetings are aimed at injury and disease prevention, procedures for reporting unsafe conditions, provisions for medical services, first aid, and emergency services. We also have an employer Code of Practice, safe practices for the operation of farming equipment, fire prevention, safe practices for operating construction equipment, safe procedures for the cleaning, repair, servicing and adjustment of equipment and machinery, safe access to workplaces, fall prevention, crane operation, and trenching and excavation work.

**OUR GOAL IS
TO REDUCE
OCCUPATIONAL
ACCIDENTS AND
GUARANTEE
A SAFE WORK
ENVIRONMENT.**





We also organise events to reinforce the culture of safety in the workplace, with a **safety programme** to incentivise employees. Every morning, supervisors meet with their teams to stretch and warm up, and there is a safety programme in place to motivate employees. The main improvements implemented during the year are:

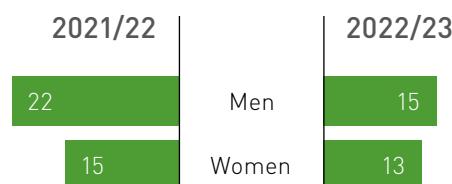
- Ergonomic modifications to sowing and weeding machines.
- Additional toilets and shade available for outdoor workers.
- Ergonomic modifications to cutting tables.
- Implementation of an electronic attendance register to replace the manual register and streamline the process for employees.
- **Morocco:** We have a Works Council and a Safety and Health Committee. We hold periodic meetings to address issues related to worker safety and health, sharing the company's strategic and operational safety and health objectives. We also purchased personal protective equipment (PPE) and provided workers with training in proper equipment use. The company's occupational healthcare provider provides workplace first aid training. In the area of occupational risk prevention, the following specific training courses have been provided:
 - First aid procedures and fire extinguisher use.
 - Safety and prevention measures for the safe handling of hazardous chemical products.
 - Packaging requirements for hazardous chemical products.
 - Occupational safety, health and hygiene measures.
 - Safe use of farm machinery on site.
 - Safe use of maintenance equipment.
 - Emergency assessment processes.

- **France:** We have an occupational risk prevention plan which we share with our employees, and we provide training sessions to promote worker health and safety. In the event of an accident, we perform a survey to identify the source of the accident so we can take the corresponding measures. We also have monthly occupational safety and health meetings with worker representatives.
- **Spain:** Occupational risk prevention training for new recruits, and annual training for all employees. Our Safety and Health Committee meets quarterly, and there is a risk prevention plan at each plant.
- **Peru:** Safety and Health Committee formed by two worker representatives and two company representatives.

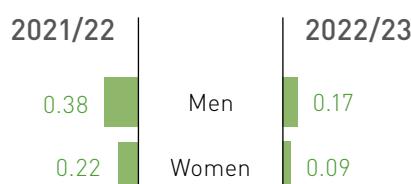
We are firm believers at Planasa that safety and health are fundamental and priority concerns, and **our goal is to minimise the number of accidents** by thoroughly tracking the evolution of the most representative indicators.

Below we list the frequency and severity of the accidents that occurred at Planasa during the years 2021-22 and 2022-23.

FREQUENCY¹



SEVERITY INDEX²



In line with our objectives, the graph shows that this year we have reduced both the frequency and the severity of workplace accidents.

In keeping with our firm commitment to worker health and safety, this year we celebrated World Health Day at Planasa by organizing a **“Healthy Day”**, where our employees participated in various activities organised to promote healthy lifestyle habits and carry out occupational risk prevention activities in the different countries where we operate. We also offered a training session on stress management to help us reach our goal of leading a healthy lifestyle.

1 Number of accidents with sick leave *
1,000,000 / Number of hours worked.

2 Number of days off
* 1,000 / Number of hours worked.

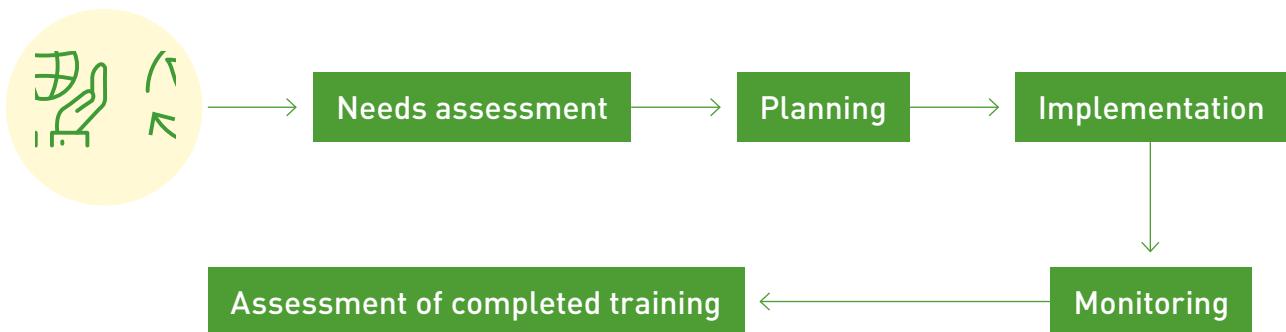
4.3 Promoting Talent

At Planasa we are committed to promoting the **personal and professional development of our employees**, contributing to their progress, training and motivation, and strengthening team skills for maximum quality in our services.

Our **Training Procedures** allow us to identify needs within the team, draw up a bespoke training plan and analyse the results in order to measure the satisfaction levels and efficacy of the plan.

To properly adapt the **training plan**, needs analysis forms are sent to the head of each department, and later assessed and presented in a training needs report. A provisional training plan is then drafted based on the results of the report, and validated by company management for implementation.

MAIN ASPECTS OF OUR TRAINING PROCEDURE



**OVER THIS PAST YEAR,
THE NUMBER OF HOURS
DEVOTED TO EMPLOYEE
TRAINING SESSIONS
ROSE SLIGHTLY
COMPARED TO THE
PREVIOUS YEAR, FOR
A TOTAL OF 100,013
HOURS.**



TRAINING HOURS BY PROFESSIONAL CATEGORY

	2021/22	2022/23
Management	410	235
Technicians and middle managers	2,786	2,462
Administrative staff	861	807
Labourers	95,308	96,510
TOTAL	99,365	100,013

Employee training was focused on the following **main areas**:



- - Preventive measures and risks of different job positions
 - Basic plant protection product application
 - Workplace harassment
 - Diversity training
 - Stress management

4.4 Commitment to Equality and Work-Life Balance

Promoting **equal opportunities** and ensuring that our organisation is free from any form of discrimination for reasons of race, gender or religion is one of the key pillars of our Human Resources strategy.

As part of Planasa's commitment to equal opportunities, we have developed an **Equality Plan** in accordance with current legislation, which includes the principles of equal opportunities and respect for human rights, and provides for specific training in equality and accessibility.

It is our priority to promote a culture of **equal opportunities and non-discrimination** for reasons of gender, sexual orientation, language, religion, political opinion or other, national or social background, economic standing, disability, or any other condition.

THIS IS REFLECTED IN OUR CODE OF CONDUCT, WHERE WE STRESS THE NEED TO TREAT ALL WORKERS WITH RESPECT AND EQUITY AT ALL TIMES, BASING WORKPLACE DECISIONS ON THE CRITERIA OF MERIT, ACHIEVEMENT AND TALENT.



Our Code of Conduct, which is mandatory for all staff members, includes the following key points:

- Zero tolerance for any type of discrimination or harassment, whether verbal, physical or visual.
- Creation and promotion of communication channels to consult and report practices that are contrary to the group principles of equality.
- Fair and equitable treatment, basing any decision on objective and business-related criteria in favour of equal opportunities in the workplace for all those who are part of Planasa.



With these plans and our commitments in different countries, we strive to achieve our **main goals** in the area of equality, in line with SDG 5 – Gender Equality:

- Maintain a gender balance across all areas of staff.
- Ensure non-discrimination in company compensation policy.
- Assure non-discrimination in hiring and promotion campaigns and ensure that female candidates are considered in all processes.
- Promote access to the underrepresented sex in female- or male-dominated positions or tasks.
- Promote women's presence in positions of responsibility.
- Promote effective work-life balance.
- Communicate existing initiatives for work-life balance to improve employee awareness and engagement.
- Ensure that workers are protected against sexual harassment and are aware of the measures in place to prevent and eliminate these situations.
- Create an equal work environment through awareness-raising and training.

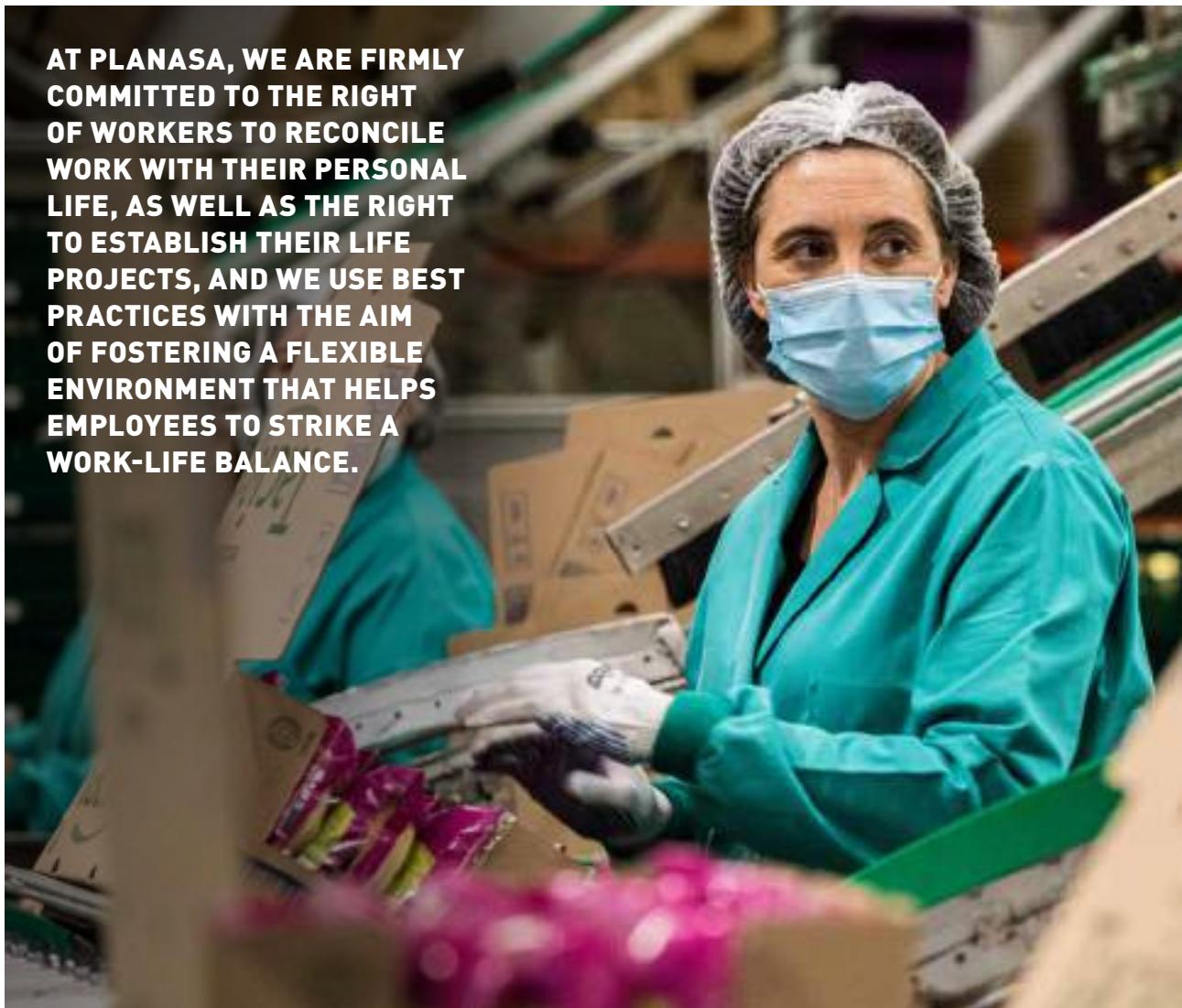
We offer a **flexible work timetable**, and we ensure that meetings are always held during working hours, which is quite notable considering the time difference between countries. This allows workers to fully disconnect at the end of their working day. In all countries of operation there is a preestablished work timetable and calendar, with a regulated personnel entry-exit tracking system.

Flexible working times are less feasible at centres employing direct labourers, but we offer **shift work** distributed throughout the year

among all staff members to take account of planting and harvesting seasons. This promotes shift distribution among staff that allows them to achieve a better work-life balance.

Similarly, as a part of our commitment to improving employees' working conditions, not only do we offer **free housing** in several countries for employees who work in the fields, thereby solving the problem of difficult access to housing at various points in the year; we also provide free transport from the point of origin, transport to the work facilities and economic assistance for their first purchase. We work continuously to ensure that workers' stays with us are adapted to their needs and ensure their comfort and well-being. We perform surveys at the end of each season, enabling us to identify areas for continuous improvement.

AT PLANASA, WE ARE FIRMLY COMMITTED TO THE RIGHT OF WORKERS TO RECONCILE WORK WITH THEIR PERSONAL LIFE, AS WELL AS THE RIGHT TO ESTABLISH THEIR LIFE PROJECTS, AND WE USE BEST PRACTICES WITH THE AIM OF FOSTERING A FLEXIBLE ENVIRONMENT THAT HELPS EMPLOYEES TO STRIKE A WORK-LIFE BALANCE.



Some of the improvement measures put in place include the installation of Wi-Fi and the adaptation of housing to host families in Spain, the renovation of housing in Poland and the appointment of a dedicated care officer to assist workers in Mexico.

As part of our continuing support of equal opportunities, we encourage employees to take **maternity and paternity leave** according to the measures in place in each country, and we strive to ensure that employees' work life is not negatively affected by parental leave or by any other absence associated with family life.

IN 2022, OUR COMPANY IMPLEMENTED A TRAINING SESSION FOCUSED ON DIVERSITY IN PARTNERSHIP WITH THE ADECCO FOUNDATION, WHICH SPECIALISES IN WORKPLACE DIVERSITY, EQUITY AND INCLUSION.

The training session provided specific guidelines for the appropriate treatment of workers with disabilities, as well as **awareness raising in diversity and inclusion**. The initiative was available between 15 and 30 December, and employees who completed the training received a diploma in diversity and inclusion.

Within the framework of the International Day of Persons with Disabilities, celebrated on 3 December, Planasa and the Adecco Foundation organised a **conference on Diversity, Equity and Inclusion**. The conference was held on 30 November, with the participation of a disabled female athlete.

IN 2022-23, 100% OF WORKERS WHO TOOK MATERNITY OR PATERNITY LEAVE RETURNED TO THEIR POSITIONS.



5 | Commitment to Society



5.1 Social Initiatives

At Planasa, we are aware of our sector's ability to **promote economic and social development** in the communities where we operate, especially in rural areas, by creating direct and indirect employment to help fight rural population loss and enable economic progress and well-being.

In pursuit of our goal to boost local development, we prioritise **recruiting local community members**, thereby increasing employment and contributing to the economic progress of these areas.

In line with our ESG Policy, the company's social strategy is structured around a clear objective: **helping to reduce social inequalities** and improving the quality of life of disadvantaged communities.

Over the course of this year we have organised various **social initiatives**, through which we have strengthened our commitment to creating a positive impact by promoting social well-being and prosperity within the community.

It is our firm intention to involve our employees in the company's charitable initiatives, promoting a spirit of solidarity within the team and maximising our social impact. On 5 December of this year we celebrated "**Planasa International Volunteer Day**", where different countries participated in a variety of social welfare initiatives:

- **France, Italy, Poland and Romania:** A food and clothing drive where Planasa employees could donate essential items was organised to benefit the Red Cross.
- **Morocco:** Employees visited a senior residence in order to help avoid isolation of the elderly.

OUR GREATEST AMBITION IS TO BE ONE OF THE MAIN MOTORS OF SUSTAINABILITY WITHIN OUR SECTOR, CONTRIBUTING TO THE TRANSFORMATION OF SOCIETY THROUGH A HEALTHIER, MORE SUSTAINABLE BUSINESS MODEL.



- **Mexico:** Three charitable initiatives were implemented in the area of San Felipe:
 - Painting schools in a poor state of repair.
 - Donation of sweaters, coats and blankets for underprivileged communities.
 - Reforestation of green areas at schools.
- **Peru:** Maintenance day at the medical post, participating in the painting, cleaning and maintenance of the medical facilities.
- **United States:** Two teams of Planasa workers collaborated with the Good News Rescue Mission, which provides emergency shelter to those in need, serving lunch and dinner on 5 December.
- **Spain:** Donation of endives to the food bank, and employees had the opportunity to participate at the bank. In areas like Huelva, Planasa employees could join the initiative organised by the Cartaya town council to clean and clear a pine forest, and in Fuente el Olmo workers were able to collaborate with the community adjacent to our farm “la Mejanilla” to clear a poplar grove, in coordination with the Fuente el Olmo town council.



We also **cooperate with several universities and educational establishments** through agreements for educational cooperation schemes at our facilities for undergraduate and master's students.

This **supports access to the job market** and the professional development of young people, providing them with practical experience that is relevant to their degree course, under the supervision of a tutor from their college and a representative of the company.



Additionally, in line with SDG 17 – Partnerships for the Goals, we contribute to and **cooperate with business organisations** within the farming sector, which enables us to improve communication and share knowledge and experience within our sector.

5.2 Responsible Supply Chain

At Planasa, we know how important it is to transmit our commitment to sustainability and our related initiatives to the entire supply chain, considering environmental, social and good governance criteria for supplier selection to ensure that they are fully **in line with our corporate values**.

This way we can make sure that our suppliers fully comply with the required levels of quality and efficiency, as well as with Planasa's ESG commitments.



We establish the **minimum standards** to be fulfilled by our suppliers to promote the development of sustainable and ethical business models through compliance with a series of environmental, social and good governance commitments, and in consonance with applicable legislation.

In order to ensure that our suppliers comply with the recently created Supplier Code of Conduct, we have drafted a **supplier approval process** by which we can assess suppliers on the basis of ESG criteria. This process begins by having our suppliers fill in an ESG survey to determine the sustainability and ethics of their initiatives.

Throughout this fiscal year we have initiated the process of evaluating our suppliers by prioritising those providing the greatest revenue, as well as the most relevant in terms of ESG criteria, beginning in EMEA. Of the suppliers analysed, **55% have been classified as sustainable**.

At Planasa we also have a defined **procurement management process**, whereby we establish a series of checks to prevent unethical practices that could affect the entire procurement cycle. These checks are occasionally accompanied by in situ audits and visits to supplier facilities to ensure effective compliance with the established conditions.

6 | Good Governance



6.1 Ethical and Responsible Management

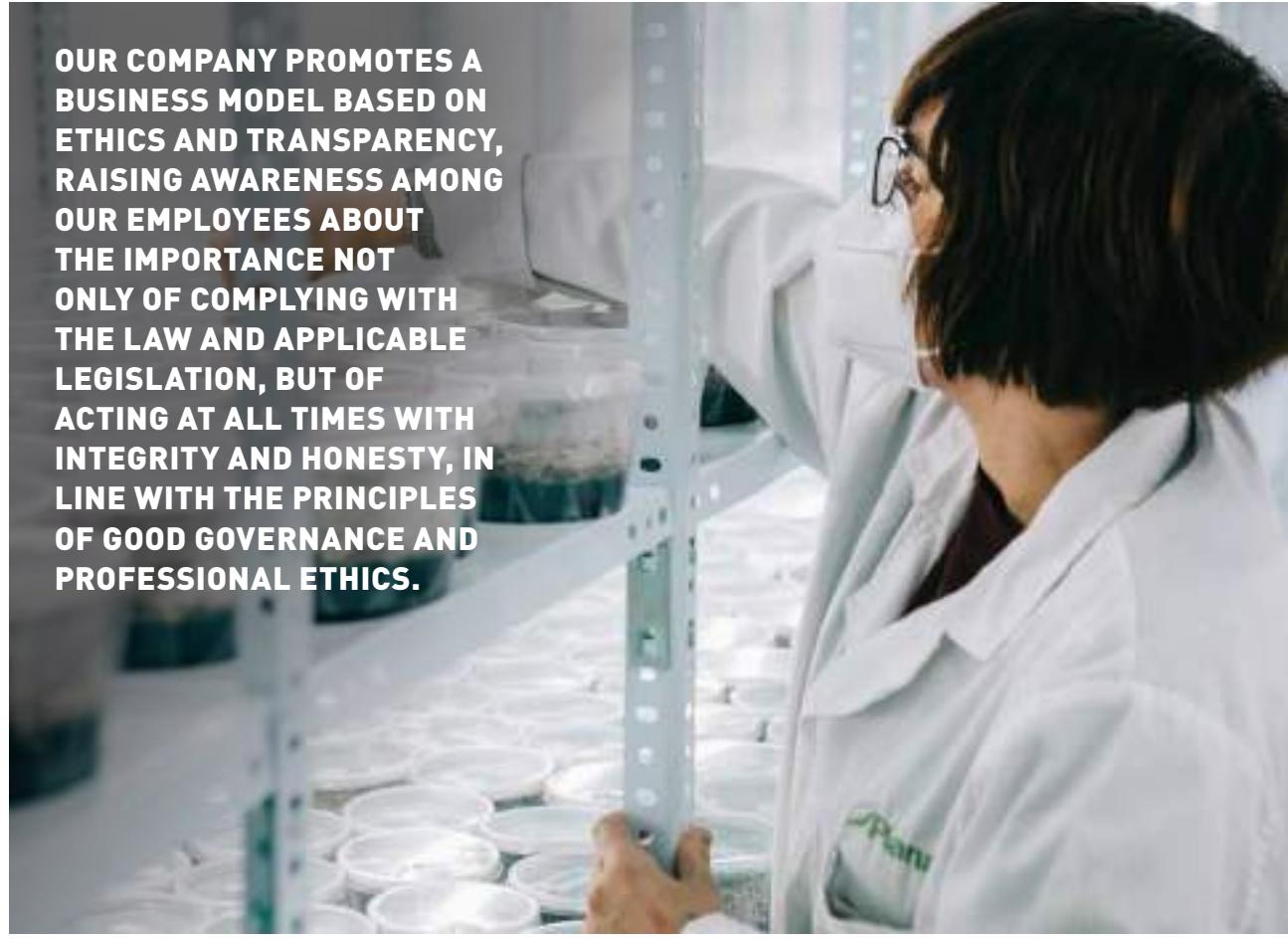
These commitments are reflected in our **Code of Conduct**, which applies not only to our employees, but also to anyone directly or indirectly linked to the company. Through this Code, we share the values and rules of conduct that should guide our interactions with employees, customers, partners, suppliers and our local communities.

This supports our intention of fulfilling the **highest ethical standards** in every aspect of our business operations, consolidating our image as a brand with integrity, where trust and fidelity are first and foremost in all that we do. Our employees must be responsible not only for the results achieved, but for the way in which they are attained.

Our **ESG Policy** strengthens the organisation's commitment to a responsible business model through which upper management encourages an ethical, inclusive and fair business culture that allows us to build relations founded on transparency and mutual trust with our stakeholders.

Within the ethical principles and rules of conduct that we promote in our Code of Conduct, we reiterate our categorical rejection of any form of abusive or offensive conduct or verbal or physical harassment. We promote **respect and equity** and strive to avoid any type of bribery or corruption.

With the aim of ensuring compliance with the principles laid out in the Code of Conduct, there is a **whistleblowing channel** in place where employees, customers, suppliers or any



OUR COMPANY PROMOTES A BUSINESS MODEL BASED ON ETHICS AND TRANSPARENCY, RAISING AWARENESS AMONG OUR EMPLOYEES ABOUT THE IMPORTANCE NOT ONLY OF COMPLYING WITH THE LAW AND APPLICABLE LEGISLATION, BUT OF ACTING AT ALL TIMES WITH INTEGRITY AND HONESTY, IN LINE WITH THE PRINCIPLES OF GOOD GOVERNANCE AND PROFESSIONAL ETHICS.

third party directly or indirectly linked to Planasa can report any inappropriate, irregular or illegal conduct by sending us an email at ethicsline@planasa.com.

During the 2023 fiscal period we have worked to adapt our whistleblowing system to adhere to the content of **Law 2/2023 of 20 February**, regulating the protection of persons who report on policy violations, and the fight against corruption.

Any reports that we receive are duly investigated and managed, based on the contents of our **Whistleblowing Policy**, in which we encourage all Planasa staff to report any suspected legal infringement or non-compliance, and provide the necessary mechanisms for reporting, investigating and remedying any improper actions occurring within the company. We maintain a zero-tolerance approach to reprisals of any sort towards workers who report illegal or unethical conduct, guaranteeing the transparency and impartiality of the parties involved in the process.



We provide **training and communications schemes** for our Code of Conduct and other applicable policies and procedures in order to ensure legal compliance, and strive to ensure that employee conduct reflects the ethical principles of our company at all times.

We also have a **Conflict of Interest Policy**, created to define the basic guidelines and standards and enable employees and the entire Planasa Group to identify, oversee and properly manage any real or potential conflicts of interest that may affect business decision-making. As such, a series of scenarios are identified in which workers should notify and submit for the approval of their manager or the Director of Legal, Fiscal and Regulatory Compliance any circumstances that could give rise to a conflict of interest.

As stated in our Code of Conduct, we promote the protection of human rights as set out in the **United Nations Universal Declaration of Human Rights**, acting with due diligence within our sphere of influence to ensure that it is universally and effectively recognised and complied with, and to ensure that none of our employees suffers any type of abuse or harassment.

We categorically reject child labour, are committed to respecting freedom of association and collective bargaining, and reject all forms of discrimination and exploitation, ensuring full compliance with the provisions of the **International Labour Organization (ILO)** both within our organisation and throughout the supply chain.

**PLANASA MEANS
CARING ABOUT
WHAT WE DO, HOW
WE DO IT, AND
ESPECIALLY WHY
WE DO IT.**

These commitments are fostered in line with OECD Guidelines and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labour Organization.

Finally, we have a **corporate governance matrix** that we use to guarantee proper internal approval of significant decisions, ensuring impartiality, objectivity and appropriateness of actions, minimising risks and guaranteeing legal compliance and criteria based on ethics and workplace integrity.



6.2 Legal Compliance

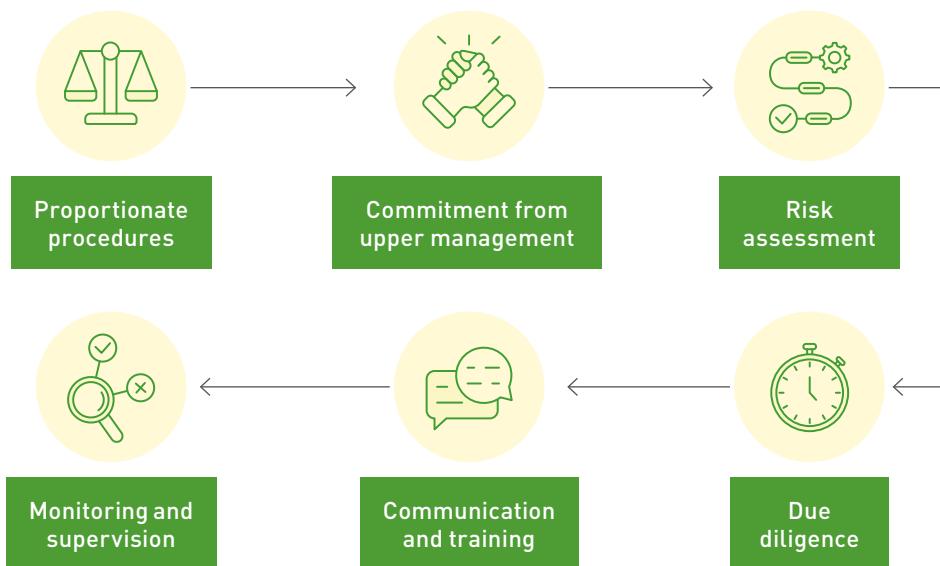
At Planasa we strive to ensure that all applicable laws and regulations are complied with in the countries where we operate with the aim of generating an environment of trust among our employees, business partners, customers and shareholders, fostering a **responsible business culture**. We support this via our Legal Compliance department.

Our Code of Conduct is used as the basis for our **Compliance Form**, supplemented by a series of Policies, all approved by the Planasa Board of Directors. These documents establish the minimum requirements and rules of conduct that employees must follow in order to guarantee effective legal compliance, and all employees must sign a declaration that they have read and will abide by these standards.

Among these Policies is the Planasa **Anti-Bribery Policy**, in which we reaffirm our commitment to a zero-tolerance approach to bribery and restate our support for fair, honest and open business practices. We strive to apply the strictest anti-bribery standards, regardless of local applicability and legislation, with the aim of controlling any possible

risks our staff may have to face. The policy explains the steps to take in the event of any indication or suspicion of corrupt activities or bribery that infringes the law or the principles and values of the Group.

OUR KEY PRINCIPLES FOR MANAGING THE RISKS OF BRIBERY



**WE PROHIBIT
BRIBERY IN
ALL ITS FORMS,
CONSIDERING
IT A SERIOUS
OR VERY
SERIOUS
DISCIPLINARY
ISSUE THAT
WOULD INCUR
MEASURES
THAT MAY
INCLUDE
DISMISSAL.**

To strengthen our commitment to fighting corruption, Planasa also has a **Gifts and Hospitality Policy** which establishes the general principles that should be adhered to when accepting or giving gifts or hospitality in the context of business activities, in order to avoid situations in which Planasa staff decisions or Group interests could be affected by the gifts and hospitality given or received, which could be constituted as a bribe or major non-compliance with applicable legislation.

For this reason, we always appeal to good judgement, good faith and moderation when presenting or accepting gifts and hospitality, in accordance with applicable legislation and the **OECD Anti-Bribery Convention**.

We continue working to **design and implement a risk map**, including criminal risks, and to strengthen our preventive measures, among others, through detection plans and training activities, with a two-fold purpose: (i) to prevent and minimise the risk of criminal activity occurring within the organisation, and (ii) to strengthen our zero-tolerance approach to this type of conduct.

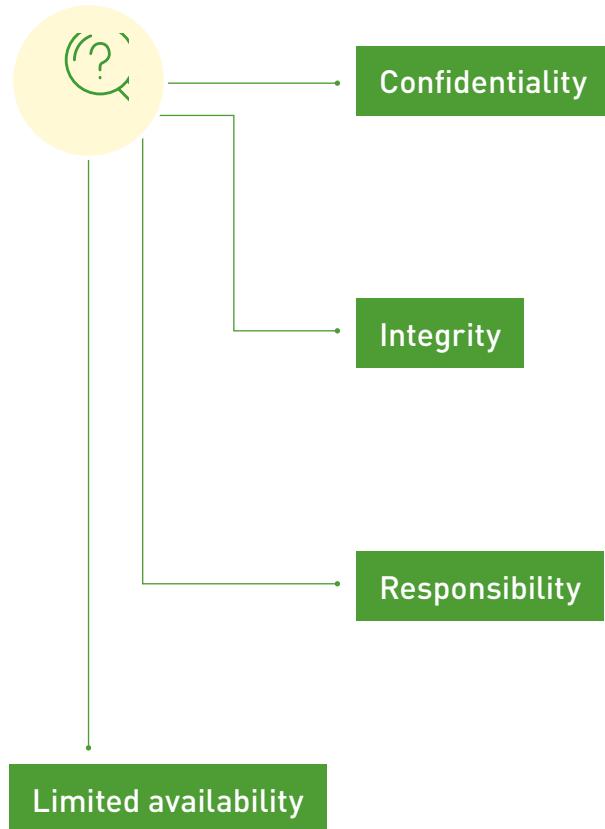
Planasa has the firm intention to safeguard the information to which we have access. For this we have an **Information Security Policy**, which serves as a guide to implement and continually improve processes and good practices, and which defines employees' goals,

strategies and basic responsibilities when it comes to ensuring the security of information, based on applicable standards and legislation.

We continue working to **design and implement a risk map**, including criminal risks, and to strengthen our preventive measures, among others, through detection plans and training activities, with a two-fold purpose: (i) to prevent and minimise the risk of criminal activity occurring within the organisation, and (ii) to strengthen our zero-tolerance approach to this type of conduct.

Planasa has the firm intention to safeguard the information to which we have access. For this we have an **Information Security Policy**, which serves as a guide to implement and continually improve processes and good practices, and which defines employees' goals, strategies and basic responsibilities when it comes to ensuring the security of information, based on applicable standards and legislation.

OPERATING PRINCIPLES TO ENSURE INFORMATION SECURITY



This Policy is supported by the **Information Security Regulation**, which establishes the general guidelines for initiating, implementing, maintaining and improving the Group's information security, including the security measures applicable to information, as well as to the corporate information systems.

We seek to establish a common starting point and a framework for the gradual development of necessary procedures, taking into account specific needs regarding information security.

I GRI Table

GRI Standards Indicator	Description	Location in Report
101	Foundation	1.1 Introduction
102-1	Name of the organisation	2.1 About Planasa
102-2	Activities, brands, products and services	2.1 About Planasa 2.2 Our Areas of Activity
102-3	Location of headquarters	2.1 About Planasa
102-4	Location of operations	2.1 About Planasa 2.2 Our Areas of Activity
102-5	Ownership and legal form	2.1 About Planasa
102-6	Markets served	2.1 About Planasa 2.2 Our Areas of Activity
102-7	Scale of the organisation	1.3 Impact in Figures 2.1 About Planasa 4.1 The Staff at Planasa
102-8	Information on employees and other workers	4.1 The Staff at Planasa
102-9	Supply chain	5.2 Responsible Supply Chain
102-10	Significant changes to the organisation and its supply chain	2.1 About Planasa
102-11	Precautionary principle or approach	3.1 Efficient Resource Management
102-12	External initiatives	2.5 Dialogue with our Stakeholders
102-13	Membership of associations	2.5 Dialogue with our Stakeholders
102-14	Statement from senior decision-maker	Letter from the CEO
102-15	Key impacts, risks and opportunities	2.3 Our Commitment to Sustainability
102-16	Ethics and integrity: Values, principles, standards and norms of behaviour	6.1 Ethical and Responsible Management
102-40	List of stakeholder groups	2.5 Dialogue with our Stakeholders

102-42	Identifying and selecting stakeholders	2.5 Dialogue with our Stakeholders
102-44	Key topics and concerns raised	2.3 Our Commitment to Sustainability
102-46	Reporting practice: Defining report content and topic boundaries	1.1 Introduction GRI Table
102-50	Reporting period	1.1 Introduction
102-54	Claims of reporting in accordance with the GRI Standards	1.1 Introduction
102-55	GRI content index	GRI Table
103-1	Explanation of the material and its boundary	Throughout the report
103-2	The management approach and its components	Throughout the report
103-3	Evaluation of the management approach	Throughout the report
201-1	Direct economic value generated and distributed	1.3 Impact in Figures
201-2	Financial implications and other risks and opportunities due to climate change	3.1 Efficient Resource Management
205-3	Confirmed incidents of corruption and actions taken	6.1 Ethical and Responsible Management 6.2 Legal Compliance
207-2	Tax governance, control and risk management	6.1 Ethical and Responsible Management
301-1	Materials used by weight or volume (partial boundary)	3.4 Contribution to the Circular Economy and Protection of Biodiversity
302-1	Energy consumption within the organisation	3.2 Energy Efficiency
302-4	Reduction of energy consumption	3.2 Energy Efficiency
303-05	Water Consumption	3.3 Responsible Water Use
304-2	Significant impacts of activities, products, and services on biodiversity	3.4 Contribution to the Circular Economy and Protection of Biodiversity
305-1	Energy indirect (Scope 1) GHG emissions	3.1 Efficient Resource Management
305-2	Energy indirect (Scope 2) GHG emissions	3.1 Efficient Resource Management 3.2 Energy Efficiency
305-3	Other indirect (Scope 3) GHG emissions	3.1 Efficient Resource Management 3.3 Responsible Water Use
305-5	Reduction of GHG emissions	3.1 Efficient Resource Management
306-1	Waste generation and significant waste-related impacts	3.4 Contribution to the Circular Economy and Protection of Biodiversity
306-2	Management of significant waste-related impacts	3.4 Contribution to the Circular Economy and Protection of Biodiversity

306-3	Waste generated	3.4 Contribution to the Circular Economy and Protection of Biodiversity
308-1	New suppliers that were screened using environmental criteria	5.2 Responsible Supply Chain
403-1	Occupational health and safety management system	4.2 Health and Well-Being
403-2	Hazard identification, risk assessment and incident investigation	4.2 Health and Well-Being
403-5	Worker training on occupational health and safety	4.2 Health and Well-Being
403-6	Promotion of worker health	4.2 Health and Well-Being
404-1	Average hours of training per year per employee	4.3 Promoting Talent
404-2	Programs for upgrading employee skills and transition assistance programs	4.3 Promoting Talent
412-1	Operations that have been subject to human rights reviews or impact assessments	6.1 Ethical and Responsible Management
413-1	Operations with local community engagement, impact assessments, and development programs	5.1 Social Initiatives
414-1	New suppliers that were screened using social criteria	5.2 Responsible Supply Chain

