



SUSTAINABILITY REPORT

FISCAL YEAR 2023-24

ANNUAL EXERCISE ENDED
ON MARCH 31, 2024





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| LETTER FROM THE CEO

I am delighted to once again share the achievements we have made this year at Planasa as we continue to build a more sustainable company that makes a positive impact on the communities where we operate.

We recognize that the progress we are making in sustainability is a direct result of the effort and dedication of each member of the Planasa Group. Together, we are working towards our mission of developing unique and sustainable plant varieties.

With over 225 varieties developed and a half-century legacy, Planasa is ideally positioned to address the challenges of modern agriculture.

Based on these goals, Planasa continues to advance its robust ESG strategy, engaging all departments and raising employee awareness about the importance of achieving our environmental, social and governance targets.

We continue to make progress in implementing measures to reduce our carbon footprint and our environmental



«Our vision is clear: to sustainably meet the needs of the food market through plant innovation and technology.»



impact. These include using more efficient irrigation systems that reduce water consumption and developing plant varieties that are more resilient to climate change and require less fertilizer.

All of this is underpinned by our strong commitment to promoting research, innovation and technology to improve resource efficiency and offer the best plant varieties.

We also remain dedicated to the health and safety of our team, strengthening our continuous training programs and reinforcing employee information and awareness initiatives.

Ultimately, our primary objective is to contribute positively to social development and combat climate change through our business activities, strengthening trust and collaboration with our stakeholders.

Thanks to the collective effort of everyone involved in our work, we will achieve our objective: improving our natural environment and creating a positive impact on society.

«Through our corporate volunteering program, we have continued our social work this year, supporting vulnerable groups in the countries where we operate, contributing to improving their quality of life and meeting their basic needs.»

1

PLANASA GROUP



1.1 INTRODUCTION

For the third consecutive year, we are proud to share with our stakeholders the progress we have made in advancing our commitment to sustainability, a commitment that is fully integrated into Planasa's business strategy.

Our Sustainability Report transparently and rigorously presents key aspects of the Planasa Group's business model and strategic plan, along with **essential environmental, social and governance (ESG) actions and commitments** for the period from April 1, 2023, to March 31, 2024.

This report is a crucial document that reflects our performance in key areas such as initiatives to reduce our carbon footprint, protect the health and safety

of our employees and support the local community—all while upholding the highest ethical standards and good governance practices.

Furthermore, we continue to reaffirm our commitment to the United Nations **Sustainable Development Goals (SDGs)** as part of the 2030 Agenda, enabling us to comprehensively address current social and environmental challenges.

This report is prepared in accordance with the Non-Financial Information Statement (EINFI) and the **Global Reporting Initiative (GRI)** international reporting standards.



1.2 MAJOR MILESTONES AND OBJECTIVES

IMPORTANT MILESTONES

ACTIVITY



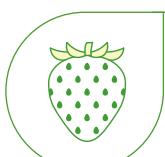
We celebrated **Planasa's 50th anniversary**, marking a history of innovation and success.



Our company was acquired by **EW**, a German family-owned poultry genetics group.



We acquired 100% of our company in China.



We launched **new strawberry varieties** (Red Makalu, Red Himalaya, Plared and Red Orizaba) and a new **raspberry** variety (Pink Hudson).



We continue to work on our genetic improvement programs, developing varieties that are more resilient to climate change and collaborating with **universities and specialized centers** to find sources of disease resistance.



ENVIRONMENTAL STEWARDSHIP

- We continue to **refine our carbon footprint calculation** by improving data collection, measurement processes and calculation methodologies.
- We are making significant **technological advancements** to enhance our irrigation systems, enabling greater water-use efficiency.
- We utilize **Internet of Things (IoT) technology** to monitor the entire crop production process and maximize resource efficiency.



SOCIAL COMMITMENT

- We continue to promote our **Corporate Volunteering Program**, engaging our employees worldwide in various volunteer activities to help those most in need within the communities where we operate.
- We continue to develop our **Employee Training Plan**, having provided over 90,000 hours of training.
- We are strengthening our **Health and Safety Plan** through a continuous improvement process to ensure a safe work environment. In addition, we continue to celebrate **“Healthy Day,”** with our employees participating in various activities to promote healthy lifestyle habits and reinforce preventive measures.



CORPORATE GOVERNANCE

- We maintain our **adherence to the United Nations Global Compact** and its 10 principles.
- We work to ensure compliance with our **ESG Policy**, which reflects our environmental, social and good governance commitments and objectives.
- We promote the application of our **Supplier Code of Conduct** and are advancing the **process of ESG supplier approval** to foster the highest environmental, social and governance standards throughout our supply chain.

OUR COMMITMENTS

Environmental Stewardship

We continue to address the challenges of climate change by driving the development of new plant varieties that are resilient to extreme temperatures and require fewer natural resources such as water and energy, helping to reduce our environmental impact and promote responsible and sustainable production.

Social Commitment

We champion the personal and professional development of our team, ensuring their health and safety and promoting training and advancement to guarantee the highest quality of our products. Furthermore, we contribute to the development and prosperity of the communities where we operate through various initiatives that support vulnerable groups with the active participation of our employees.

Corporate Governance

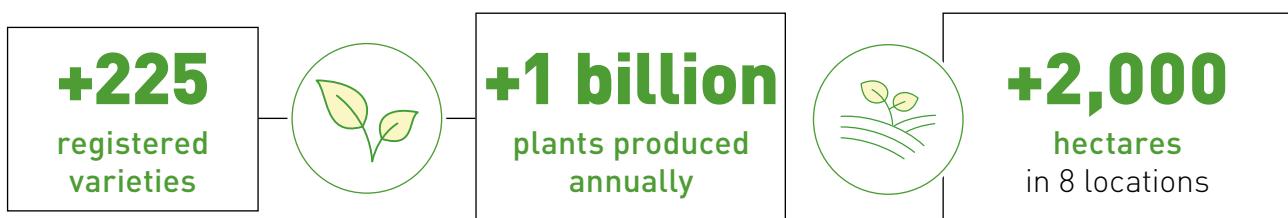
We promote a business model based on ethics, transparency and respect for human and labor rights. We strive to implement best practices and ensure regulatory compliance, guaranteeing ethical and honest management.

1.3 IMPACT IN FIGURES

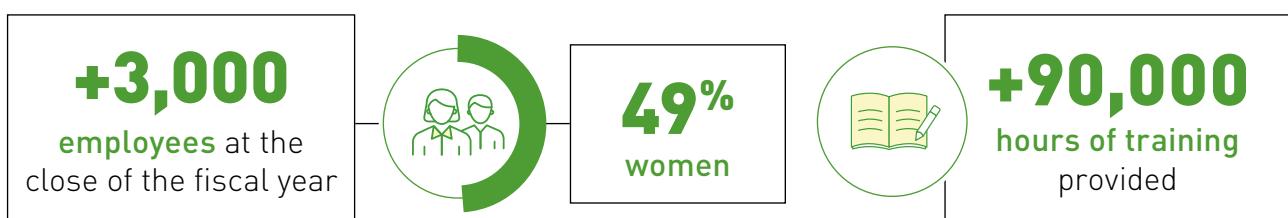
COMPANY



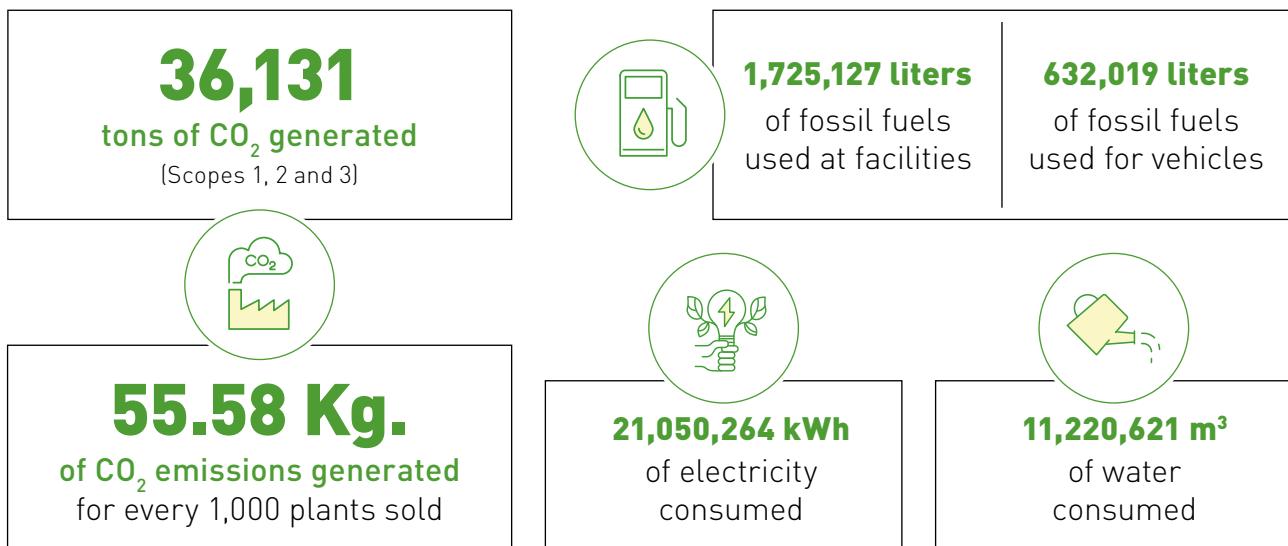
ACTIVITY



HUMAN RESOURCES



ENVIRONMENTAL IMPACT



2

PLANASA: QUALITY AND INNOVATION



2.1 ABOUT PLANASA

Planasa is a global agri-tech leader specialized in R&D for the breeding of next-generation berry varietals (blueberries, blackberries, raspberries and strawberries) that aim to better suit the needs of its clients, the growers, as well as retailers and end-consumers all over the world.

Planasa provides access to its own genetics through its nursery operations, guaranteeing the provision of high-quality seedlings to growers.

VALUE CHAIN

Our focus on breeding programs to develop new strawberry and asparagus varieties marked the beginning of an era of growth and diversification.



● ● Segments where Planasa is involved.



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 began our journey by focusing on vegetable farming. However, our vision and determination soon led us to shift our business strategy and expand our range of products and services.

Planasa is a leading producer and developer of new berry varieties: blueberries, raspberries, strawberries and blackberries. 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.

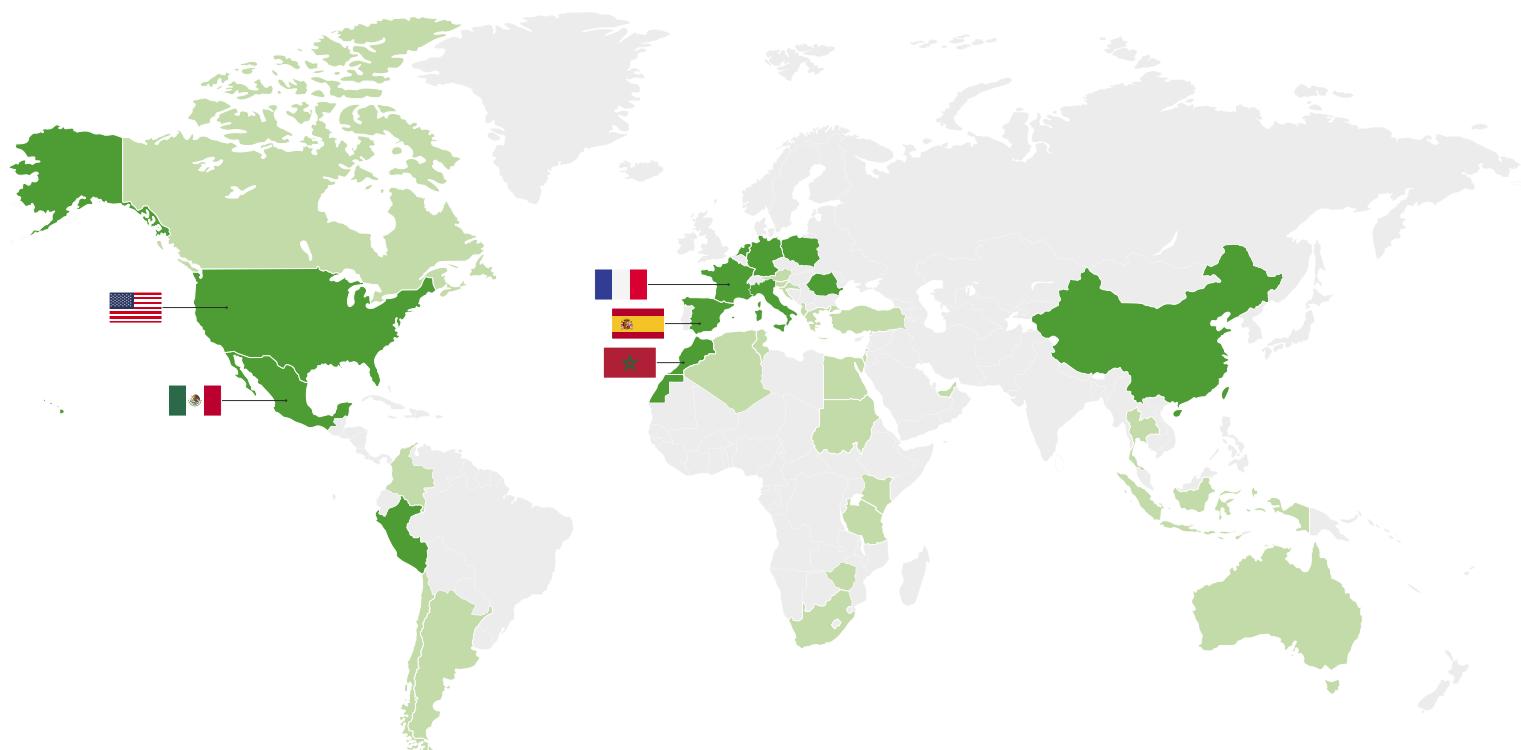
Our goal is to provide our customers with the finest varieties through nursery operations that yield high-quality plants and guarantee enhanced customer engagement.

Our R&D centers stand as a testament to this commitment to continuous improvement and underscore our goal of being at the forefront of agriculture.

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.

With over 225 plant varieties and a half-century legacy, we are well-equipped to face the emerging challenges of modern agriculture and remain a leader in the industry.

OUR PRESENCE AROUND THE WORLD

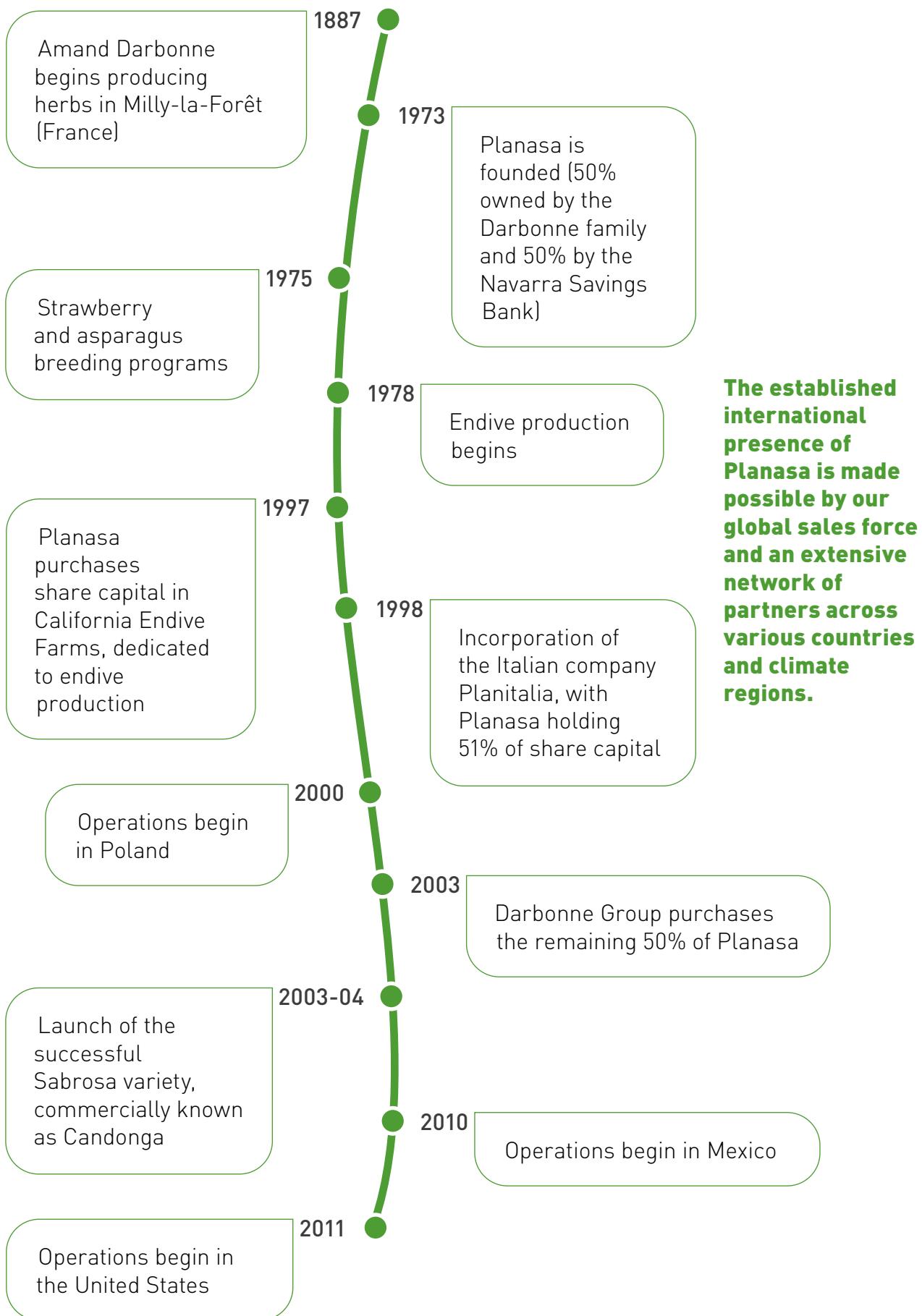


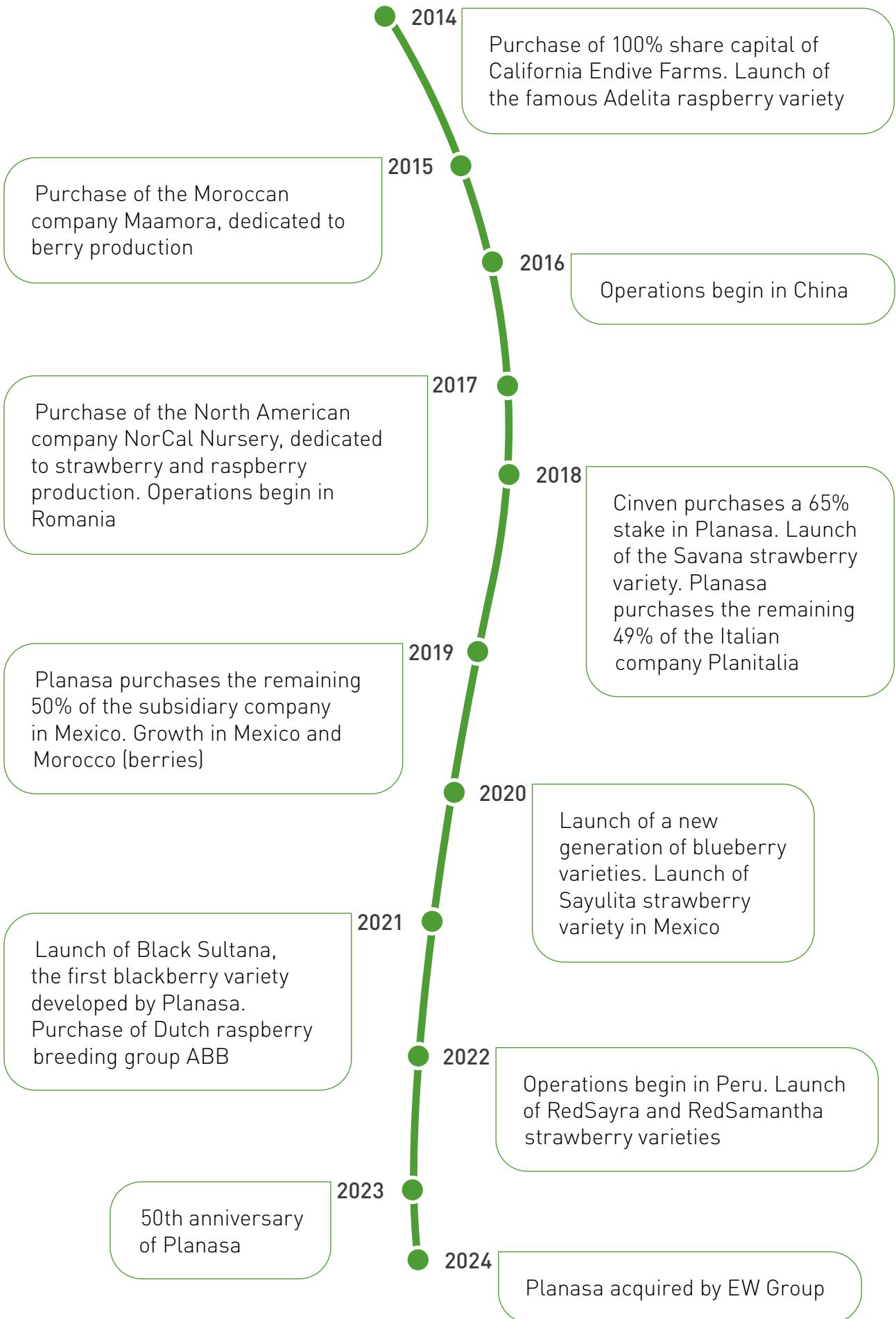
—● R&D Centers

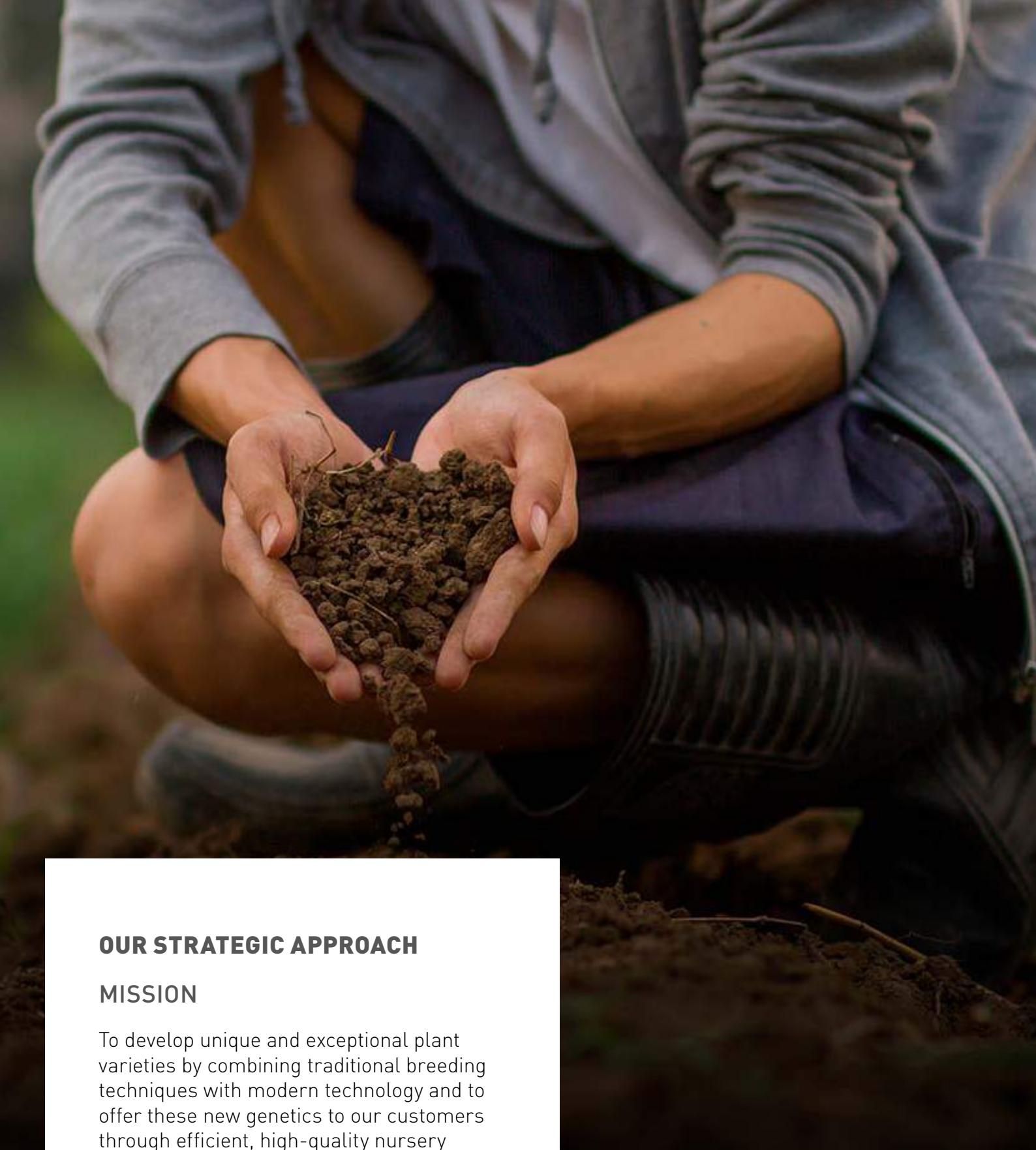
● Nurseries and sales

● Sales

HISTORICAL EVOLUTION OF OUR COMPANY







OUR STRATEGIC APPROACH

MISSION

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

VISIÓN

To be a global leader in innovative solutions for the berry, asparagus, endive and garlic supply chains by producing high-quality plants, meeting consumer expectations and providing technical support.



VALUES



Sustainability

Genetic improvement allows us to offer producers hardy varieties that meet consumers' needs, reducing pesticide use and food waste.



Customer Satisfaction

Placing our customers at the center of our business activities and contributing to their success.



Continuous Improvement

Actively seeking the best practices in all areas to offer greater value to our customers.



Constant Innovation

Fostering new ideas, initiative, and creativity at all levels.



Teamwork

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



Commitment to People

Promoting talent, developing leaders, and rewarding the achievement of goals.

2.2 OUR AREAS OF ACTIVITY

At Planasa, we are firmly committed to promoting sustainable agriculture on a global scale, and we achieve this by focusing on three key areas:

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

Innovation is an essential part of Planasa's DNA, which is why we dedicate significant economic and human resources to R&D. For over 40 years, we have worked tirelessly to develop plant varieties with unique characteristics for both farmers and consumers. To accomplish this, we have five research centers and development farms in different climate zones for breeding, observation and experimentation with new selections, allowing us to test and offer a wide range of varieties.

In February 2023, we added a **new research and development center in Jacona**, Michoacán, Mexico, to our existing R&D centers. This strengthens our leading position in the country and enables us to develop new berry varieties adapted to the climatic conditions of the production areas in Mexico and the United States, ensuring the quality and health of the plant material supplied for cultivation.

NURSERIES

We are one of the largest berry nurseries in the world, as well as a leading provider of garlic seeds and fruit trees. We have various nurseries and plant formats to provide farmers worldwide with the plant material best suited to their needs. We utilize cutting-edge technology to measure parameters such as humidity and yield, and we meticulously record all operations performed during the plant production process.

TECHNICAL SUPPORT

We provide technical advice to our customers throughout the entire production process. We aim to convert the trust they place in us into tangible benefits by sharing our experience and technological expertise.

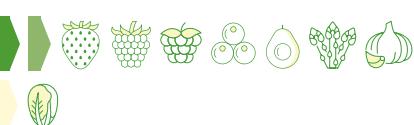
By embracing **technology and innovation**, we achieve significant advancements: improving efficiency, reducing food waste and enhancing the quality of our products.

Our breeding programs allow us to not only address the challenges of climate change but also meet **consumer expectations** by ensuring crop quality and yield through the identification of the best variety suited to the needs of growers.

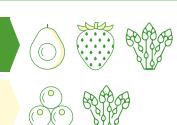
We foster trusting relationships with growers to meet consumer needs and satisfy their high-quality standards while ensuring product care and food safety at all times.

PLANASA ACTIVITY BY COUNTRY

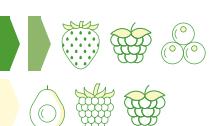
Germany 

Spain 

China 

France 

Italy 

Morocco 

Mexico 

Netherlands 

Peru 

Poland 

Romania 

South Africa 

United States 

R+D  Nurseries  Fresh product 

With approximately 2,000 hectares across eight global locations (Spain, Poland, Morocco, the United States, Mexico, Peru, Romania and China), we can adapt to the needs of growers, taking into account the climatic conditions and specific characteristics of each crop.

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 have also made significant strides in our nurseries in Mexico and Peru, establishing ourselves as the most advanced nursery in Mexico for hydroponic cultivation. This sustainable cultivation technique, also employed in Morocco, allows us to forgo soil and replace it with a nutrient-enriched water solution. By adopting this approach, we contribute to the fight against climate change, soil degradation and the extinction of species caused by overexploitation and intensive farming practices.

We utilize cutting-edge technology to enhance real-time decision-making based on plantation performance, anticipating agronomic issues and drawing valuable conclusions.

Our work is guided by three fundamental pillars:



Quality

We control production to obtain the best possible product.

Production

We implement management and fertilization techniques tailored to each variety and location to enhance growth.

Technology

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



2.3 COMMITMENT TO SUSTAINABILITY

At Planasa, we recognize the important role we play in ensuring sustainable and responsible production. We continue to advance our ESG strategy accordingly, ensuring that we adapt to the growing expectations and needs of our stakeholders, always with a focus on sustainability.

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



SDG 2. Zero hunger. Promoting sustainable agriculture that ensures food security, and adapting our activity to the needs of the population.



SDG 8. 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.



SDG 9. Industry, innovation and infrastructure. Supporting innovation and research as key elements of our strategies for developing new plant varieties.



SDG 12. Responsible production and consumption. Promoting the proper use of our resources, meeting consumer needs and avoiding food waste.



SDG 13. Climate action. Through initiatives that reduce Planasa's carbon footprint, we fight climate change and mitigate the environmental impact caused by our activity.

We promote sustainable and responsible production through innovative initiatives, reducing the use of key resources such as water and energy and decreasing reliance on agrochemicals.

Evidence of our commitment to attaining the SDGs is our adherence to the United Nations Global Compact and the inclusion in our activities of the ten guiding principles, which are essential to achieving these goals.

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.

Furthermore, to identify the most relevant sustainability issues for both our stakeholders and the Group's strategy, we conducted an initial materiality assessment in previous years, which has been reviewed annually. However, for the 2023/2024 fiscal year, we are updating this assessment to comply with the **double materiality requirements** established in the Corporate Sustainability Reporting Directive (CSRD).

2.4 COMMITMENT 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 drive innovative initiatives that allow us to stay at the forefront of the latest trends and technologies, enabling us to create healthier, more sustainable products adapted to the evolving needs of 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 optimize water use, reduce energy expenditure and decrease the use of plant protection products and fertilizers.



- **Satellite imaging and drones for agronomic data processing and analysis**, enabling better real-time decision-making, optimized irrigation and early detection of infestation and disease. As a result, we have successfully reduced the consumption of essential resources like water and energy, minimized the use of agrochemicals and increased efficiency in plant production. 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 nursery 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, decrease water use and limit the application of plant protection products and fertilizers 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.
- **Monitoring of agro-climatic variables through IoT technologies in our business verticals**. This tool enables us to stimulate responsible plant production techniques focused on four business verticals: nursery, cold chain, open field and irrigation. This reduces our consumption of energy, water and agrochemicals, allowing us to achieve efficient plant production with the highest quality standards. The measure is currently being implemented in Spain, Mexico, Peru, Morocco, France, Poland, Italy and the United States, and we expect to scale it to other countries soon.
- **Water level monitoring sensors to reduce water use**. This application is currently being used in three of our nurseries in Mexico.

- Installation of ultrasonic emitters at our Ostrowo farm in Poland to obtain water free of pathogens, biofilm and algae, eliminating 100% of the use of chemicals for cleaning and treating irrigation water.

OUR PRIORITIES FOR DRIVING INNOVATION AND PROTECTING THE ENVIRONMENT



Crops adapted to new meteorological conditions, improving plant tolerance to extreme temperatures through the study and selection of genes related to cold or heat tolerance for a higher yield. This allows us to help 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, minimizing the environmental impact and enhancing soil productivity.

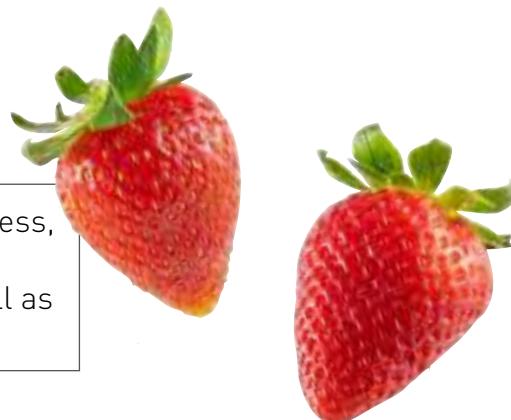


New available technologies accessible to farmers to enhance crop efficiency.

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 include:

Strawberries

We place special emphasis on hardness, ensuring adaptability to various soil types and cultivation methods, as well as strong disease resistance.



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 color from dark purple to red.



Avocados

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



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 Chapino (Mexico)** and the **University of California (United States)** to discover sources of disease resistance. Currently we are working on diseases found in strawberry crops.

Our R&D team continually works to identify and combine the best traits of existing varieties, developing ever-improving new selections, through our program called **#PlanasaGenetics**.



Through advanced techniques, we study the genome of our genetic bank to accelerate improved varietal development, reflecting our commitment to innovation and continuous improvement. This approach allows us to categorize our varieties by grouping the different genetic attributes:



Planasa
EARLINESS

Early varieties produced during strategic windows.



Planasa
PREMIUM

Premium quality fruit varieties with excellent flavor and appearance.



Planasa
YIELD

High-yield varieties for productive harvests.



Planasa
SHELF LIFE

Select varieties based on their suitability for export.



Planasa
JUMBO

Varieties with high-caliber fruit.



2.5 DIALOGUE WITH OUR STAKEHOLDERS

At Planasa, we believe that strengthening communication with our stakeholders in a transparent and rigorous manner is essential to ensure complete alignment with the expectations of society, the communities where we operate and our own employees.

OUR STAKEHOLDERS



Customers: Our customers are our key stakeholders, with whom we foster robust and lasting relationships to ensure that we comply with the quality standards required to deliver the finest products. We base our approach on three core pillars: research, quality and collaboration, striving to increase customer satisfaction and promote healthy eating habits.



Employees: We encourage ongoing dialogue with our team, ensuring their personal and professional development, as well as a safe and healthy work environment. We champion diversity, inclusion and equal opportunities in our people management practices and ensure that employee conduct aligns with the Group's Code of Conduct.



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: We interact regularly with our stakeholders and the broader financial community to ensure transparency and provide regular updates on our performance. We promote their involvement and collaboration in key aspects of our business.



Local Community: We build strong ties with the communities where we operate, promoting social initiatives that contribute to the development and prosperity of the population. Our goal is to support vulnerable groups and reduce 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:

- Berries Za Annual Symposium (South Africa)
- Ibo Summit Europe (Poland)
- Delphy ISFC Field Day (Netherlands)
- Global Berry Congress (Netherlands)
- Aneberries (Mexico)
- Expo Agro (Mexico)
- Expoceres (Mexico)
- Green Tech Americas (Mexico)
- Strawberry Genetics Forum (Spain)
- Morocco Berry Conference (Morocco)
- Berry Congress (Spain)
- Fruit Attraction (Spain)
- Fruit Logistica (Germany)
- 12th National Meeting of Blueberry Growers (Portugal)
- Sival (France)
- Berries International Seminar (Peru)
- Agrofest (Peru)
- Expoalimentaria (Peru)
- Red Agrícola Conference (Peru)
- Global Produce & Floral Show (USA)
- Asia Fruit Logistica (China)



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:

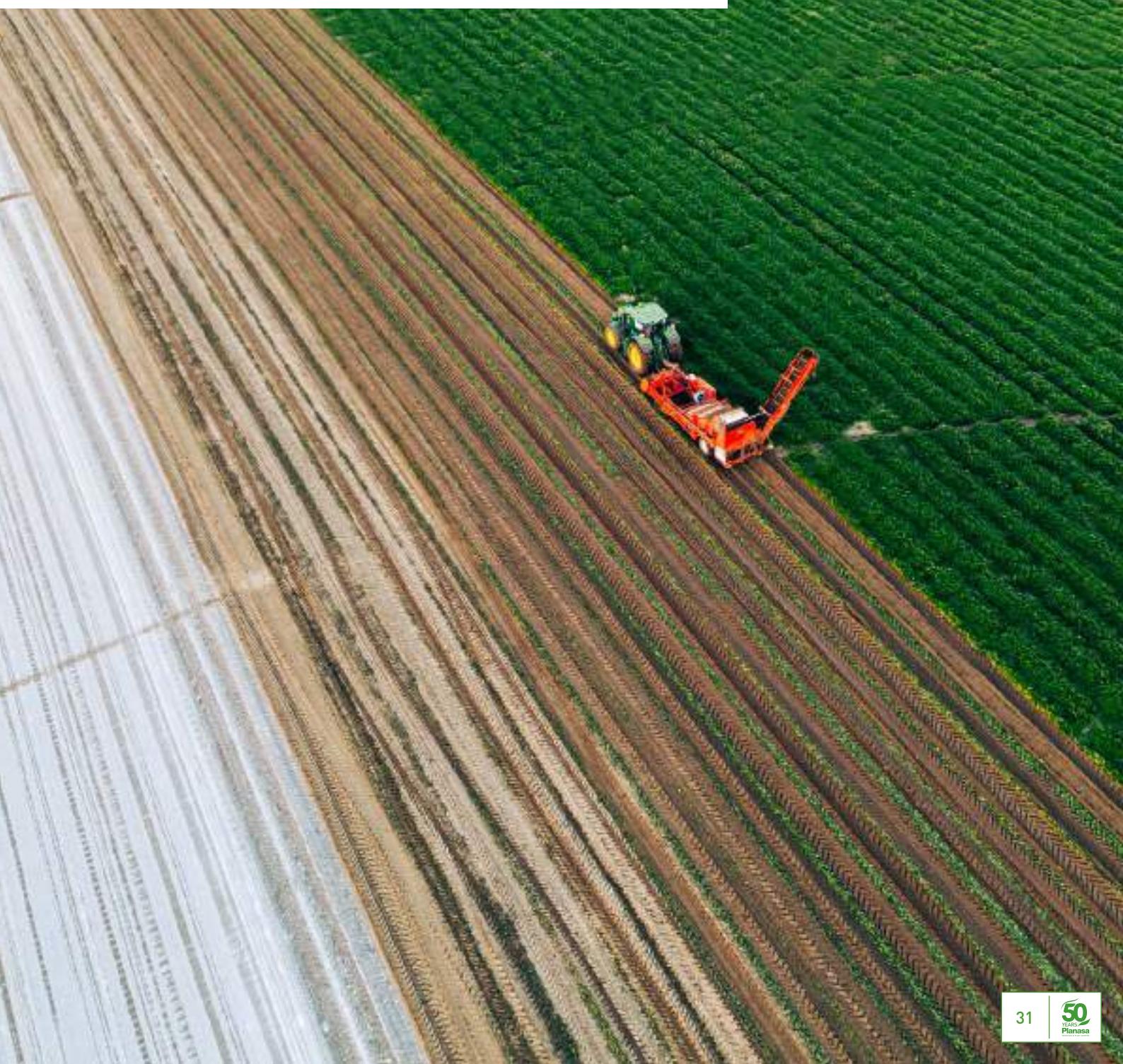
- **Keygene:** A company that operates in the Netherlands, the United States and India, using technological innovation to improve crops. We have several joint projects underway to discover relevant characteristics.
- **Geves:** French company that studies plant varieties. We cooperate to improve disease 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 program 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.

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ENVIRONMENTAL IMPACT

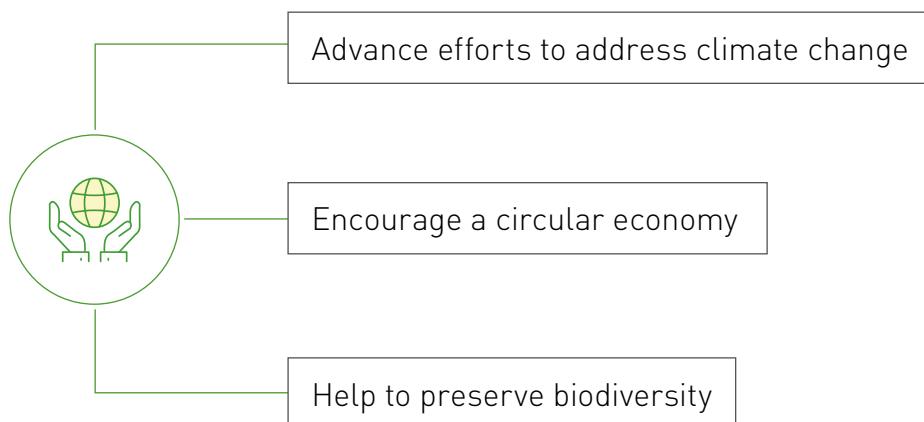


3.1 SUSTAINABLE RESOURCE MANAGEMENT

Agriculture currently faces unprecedented challenges. Climate change is causing rising temperatures and unpredictable rainfall, making crop planning and management increasingly difficult.

Planasa's response to these challenges is the development of varieties that ensure the **sustainable production of high-quality berries** for farmers year-round, even in today's changing climate conditions.

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



We prioritize key aspects in our operations such as minimizing the use of natural resources, researching and developing more resilient plant varieties and reducing soil degradation.

OUR CARBON FOOTPRINT

For the third consecutive year, and in line with our firm commitment to reducing our carbon emissions, we have calculated our carbon footprint following the quantification guidelines and methodologies established in the Greenhouse Gas Protocol (GHG Protocol).

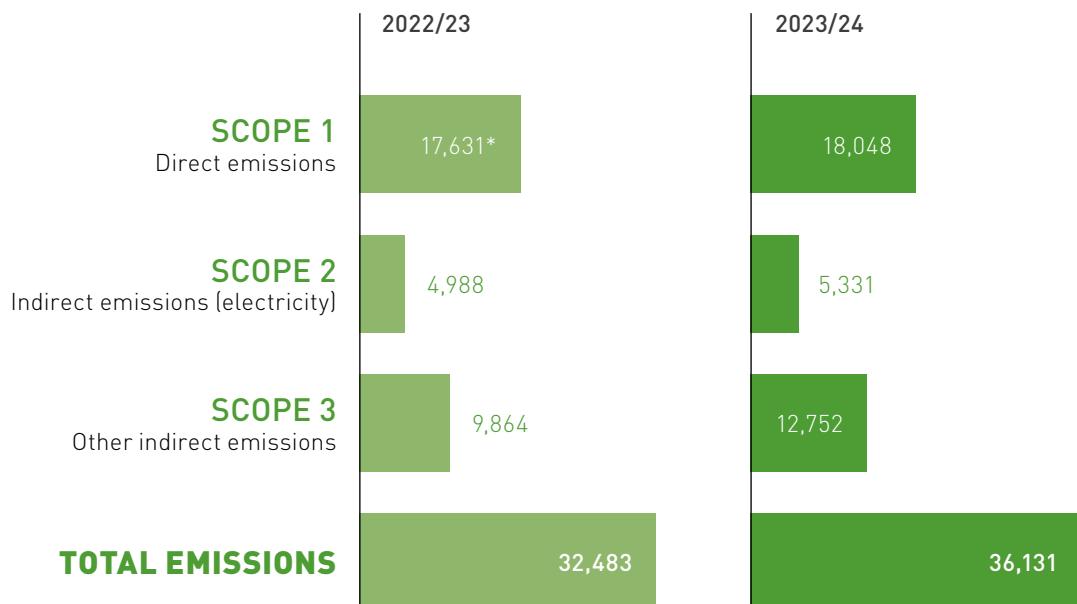
The carbon footprint is an environmental indicator that allows us to perform an **inventory of CO₂** emissions associated with our activity, and from there identify opportunities for mitigation and improvement, adapting measures to fit our environmental strategy.

At Planasa, we are dedicated to reducing our environmental impact. This commitment drives us to **continually refine our data collection and measurement processes** for calculating our carbon footprint. We utilize cutting-edge carbon footprint software, helping to ensure accuracy and reliability.

To calculate our global footprint for the 2023-24 fiscal year, we figured in **direct emissions** (Scope 1) controlled by the organization, **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 analyzed for this calculation are the emissions from the use of fossil fuels, fertilizers 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 EMISSIONS¹



Direct and indirect GHG emissions (tCO₂e).

*Data updated based on new calculation methodology.

Overall, our carbon footprint results remain comparable to the previous fiscal year, with a slight increase across all three scopes, consistent with the company's growth.

In our ongoing pursuit of accurate carbon accounting, we have **refined our methodology for calculating emissions from fertilizer application**, stemming from access to more granular data on fertilizer composition. Previous calculations employed a conservative approach, assuming the maximum nitrogen content in all fertilizers. We now utilize data that specifies the precise nitrogen content of each fertilizer, providing a more accurate reflection of individual fertilizer use across our locations in each country.

This refined calculation has **significantly reduced the total emissions** attributed to fertilizer use, and previous figures have been adjusted accordingly. As a result, Scope 1 emissions for fiscal year 22/23 are now calculated at 17,631 tCO2e, significantly lower than the initial estimate of 39,390 tCO2e reported last year.



To assess the reduction in our environmental impact, we have established a key performance indicator: the carbon footprint generated per thousand plants sold.

This year, our carbon emissions amounted to 55.58 kg of CO2 for every thousand plants sold.

Aligned with our commitment to the **UN's Sustainable Development Goal 13, Climate Action**, we are actively implementing our carbon footprint reduction plan to minimize our environmental impact.

We have taken significant steps to reduce our carbon emissions, including **progressively upgrading our fleet of agricultural tractors** in Spain. These new tractors feature fuel-efficient technology that minimizes emissions. Furthermore, at our Fuente el Olmo facility, we have installed **electric vehicle charging stations** to promote their use and pave the way for the future transition to an all-electric fleet.



3.2 ENERGY EFFICIENCY

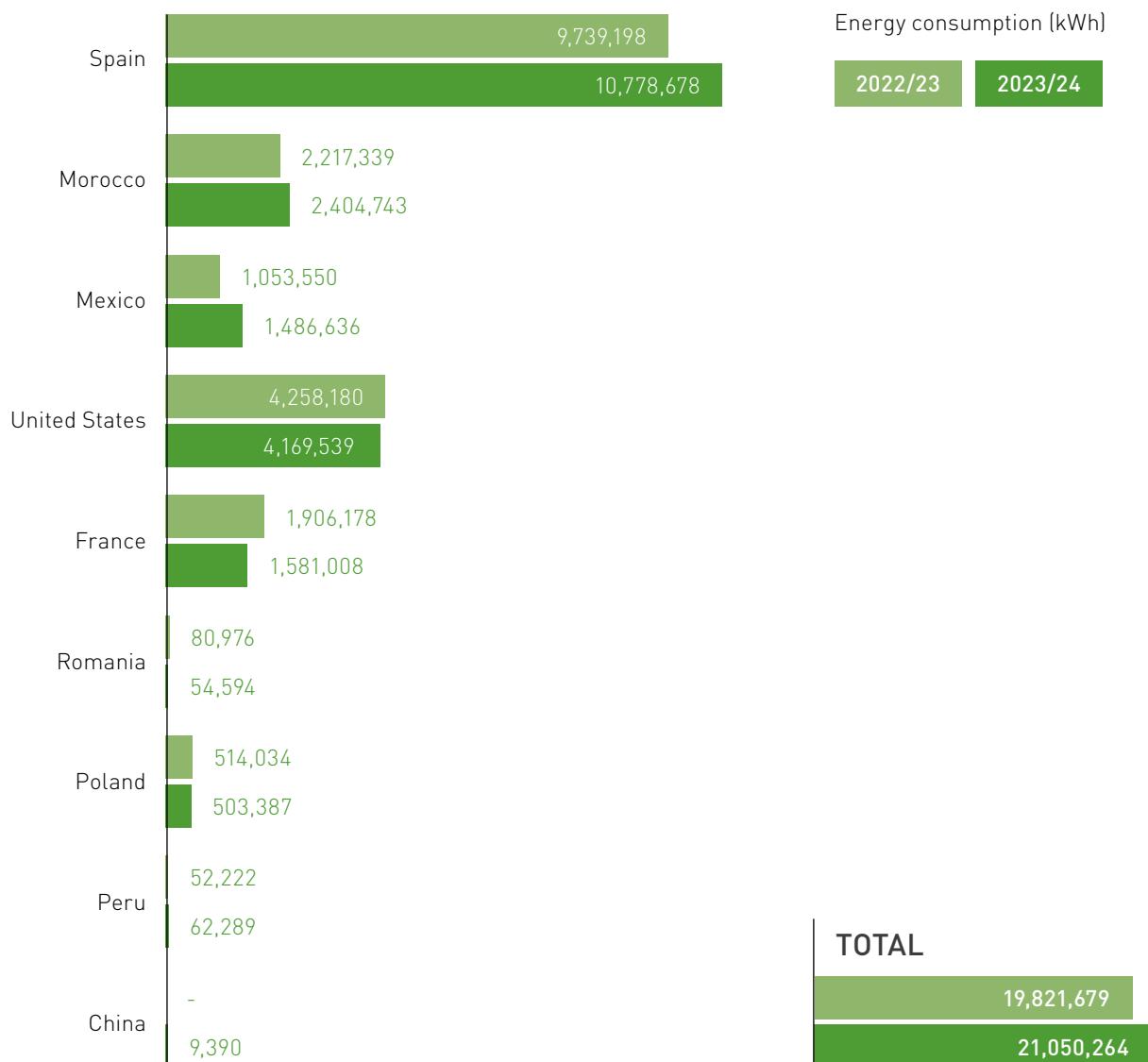
At Planasa we strive to achieve efficient energy management for optimum efficiency, promoting the use of renewable energies.

Our goal is to **optimize 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. We have installed photovoltaic panels on two of our farms in Huelva (Mogaya and Valdeoliva de Cartaya), enabling us to achieve energy self-sufficiency at these sites. We are currently exploring the option of adding solar panels in other countries.



OUR ENERGY CONSUMPTION





Energy consumption has risen slightly compared to the previous year, with a 6% increase, primarily driven by the inclusion of the China subsidiary in the calculations.

At our Chañe farm, we have introduced advanced cold controllers in two cold storage rooms. These devices utilize an algorithm to optimize electricity usage, resulting in significant energy savings.

We have also implemented a misting system in our greenhouse in Morocco to efficiently control temperature. This system reduces energy consumption in our refrigeration and irrigation systems by 10% through precise temperature and humidity control.



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 pioneers in the sector 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. This approach enhances efficiency and promotes the responsible, effective use of resources like energy and water.

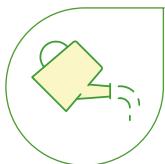
3.3 RESPONSIBLE WATER USE

We are committed to advancing toward maximum efficiency in water use—a vital resource for our operations that is under growing pressure from climate change.

Our industry bears the responsibility of using water thoughtfully and efficiently. This involves minimizing the water footprint of our plantations, ensuring every drop is used optimally, and supporting the fulfillment of **SDG 6, Clean Water and Sanitation**.

Climate change presents a substantial challenge for agriculture and water resource availability. As a response, our **genetic improvement (breeding) program** is dedicated to creating varieties that adapt to evolving conditions, using water more efficiently and reducing the water footprint.

The water we use in our nursery operations is sourced from different irrigation associations and from our own wells authorized for use by the corresponding national authorities. This approach guarantees access to quality water and its responsible use.



Our water management strategy is structured to meet the following commitments:

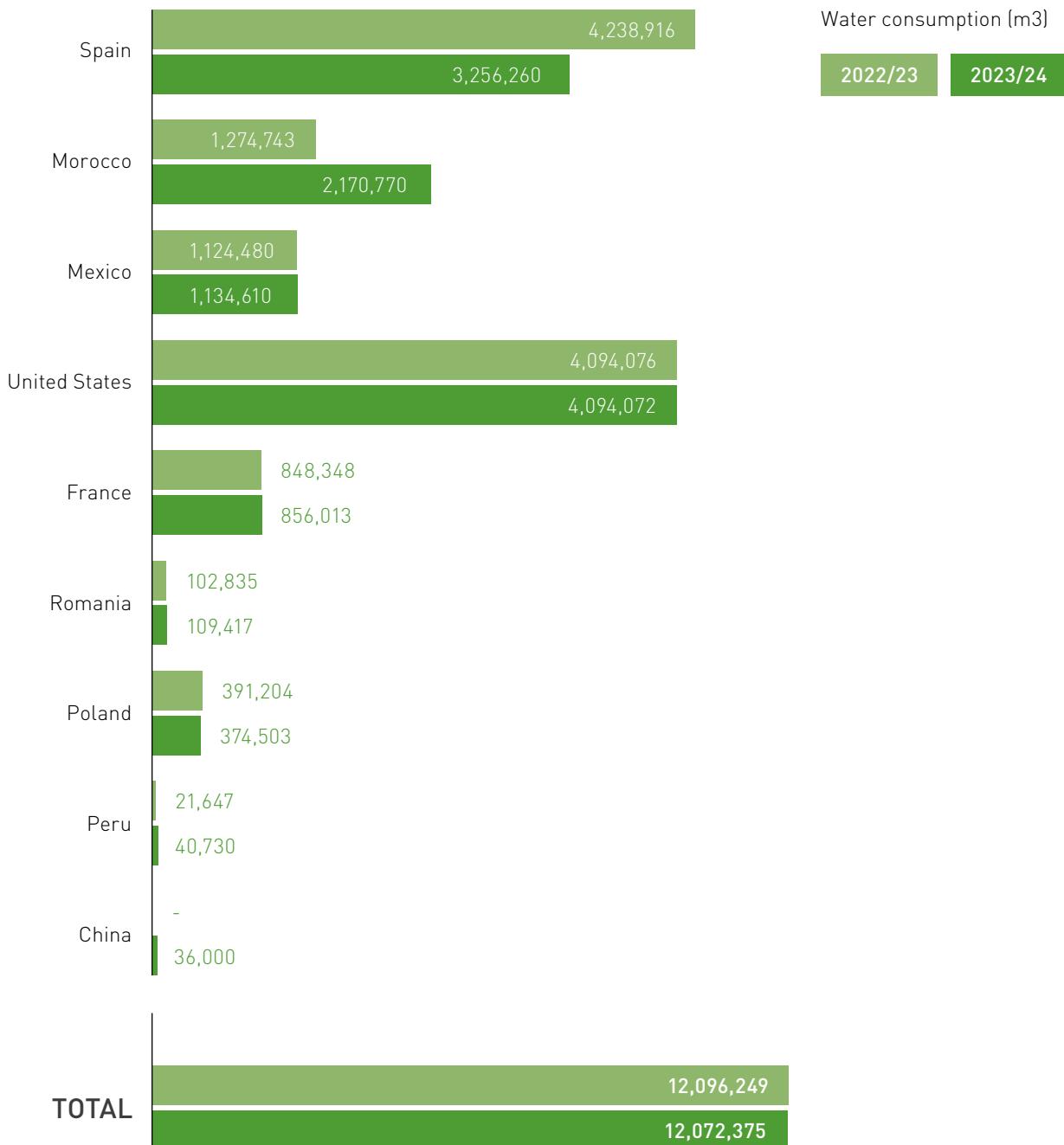
- Establish water reduction targets.
- Use new technologies.
- Implement initiatives to ensure efficient and responsible water management.
- Extend these principles throughout the value chain.



With our focus on innovation and technological progress, we have developed solutions to optimize irrigation and continuously monitor on-site water usage. These initiatives promote sustainable management and ensure water is utilized with maximum efficiency.



OUR WATER CONSUMPTION



The table above shows a slight reduction in water consumption over the past year, highlighting our dedication to efficient and responsible water use through the implementation of targeted measures.

In particular, we are striving to maximize the efficiency of our irrigation systems, prioritizing digital transformation through innovative solutions that enable consumption monitoring and real-time decision-making improvements.

We use 18.57 m3 of water for every 1,000 plants sold, an indicator we hope to improve year by year through our environmental action plans.



Some of the measures the organization 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 utilization 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

We maintain a **strong commitment to the circular economy**, emphasizing waste reduction and fostering its reuse and recovery. These initiatives support our contributions to **SDG 12, Sustainable Consumption and Production, and SDG 13, Climate Action**.

Our strategy is centered on strengthening circularity processes within the company, thereby reducing environmental impact while maintaining the exceptional quality and food safety standards that set us apart.



The following table provides data on the consumption of **key raw materials** in our company over the last two years.

RAW MATERIAL CONSUMPTION

	Containers and packaging		Fertilizers		Plant protection products	
	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024
Nº	39,791,930	41,575,701	729,645	140,311	38,323	3,421
Meters	4,320,201	1,202,870	-	-	1,240,075	1,236,385
Kilograms	5,480	8,042	6,306,645	1,300,534	12,220	40,971
Liters			16,505,005	15,306,353	144,099	28,213

By and large, we have achieved a **slight reduction in the use of packaging** and fertilizers, reflecting our dedication to circularity and minimizing environmental impact.

Notably, during the previous fiscal year in Poland, thermal treatment was applied across the entire cultivation area to address a disease affecting the mother plant. The area was expanded to meet commercial demand, resulting in higher consumption of raw materials, particularly fertilizers and phytosanitary products. This year, consumption was reduced through ongoing optimization measures.

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. We are committed to **responsible waste management and minimization**, and we demonstrate this through various actions, including the use of biodegradable trays, reusable packaging systems and comprehensive waste segregation, treatment and recycling.

Furthermore, in partnership with various collaborators, we are processing organic strawberry waste to create substrates, significantly lowering waste production.

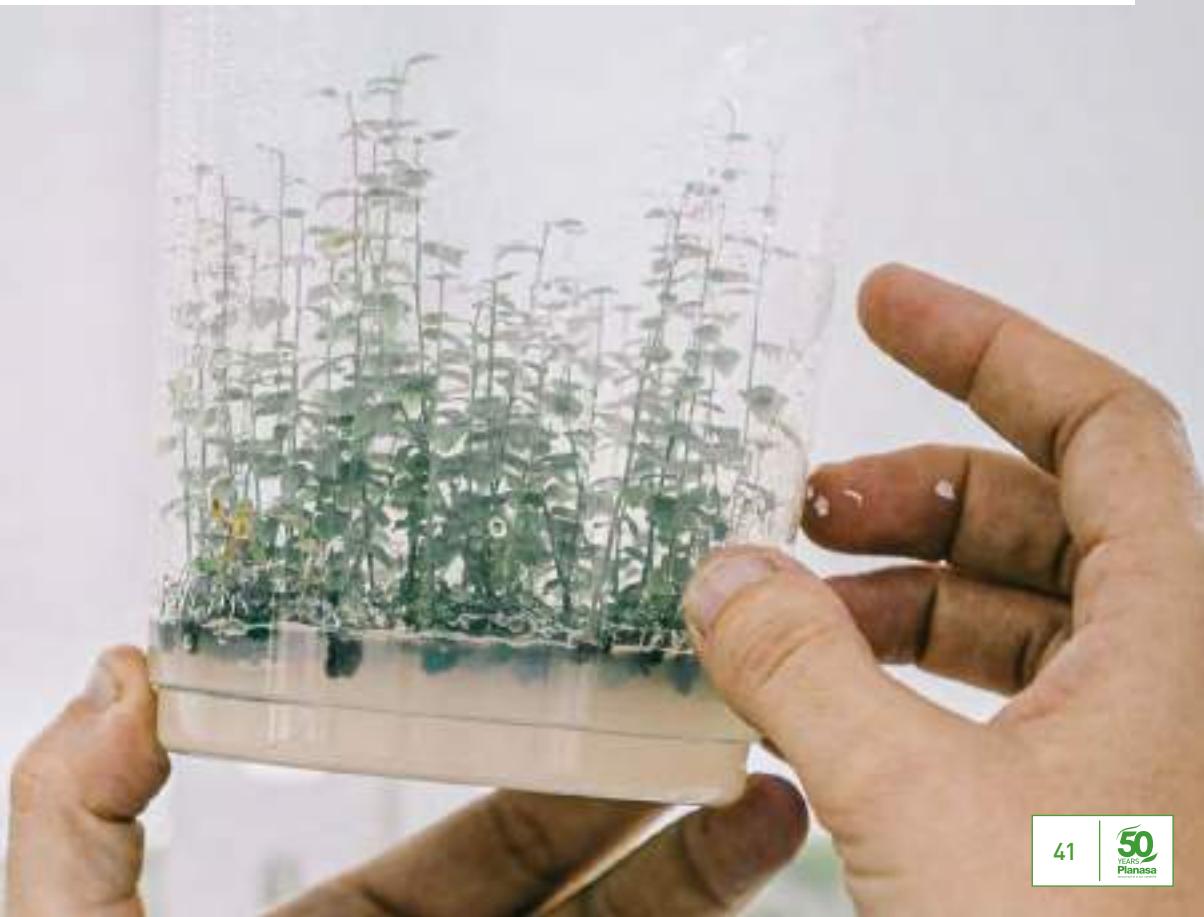
PROTECTION OF BIODIVERSITY

Environmental protection is particularly important in our sector, and plays an essential role in the preservation of **biodiversity and ecosystems**. In pursuing this goal, we help reduce our impact on the land.

At Planasa, we are committed to preserving biodiversity and promoting ecosystem recovery initiatives in conjunction with environmental organizations. A notable example is our financial contribution to reforesting areas in Valtierra affected by a wildfire.

Our aim is to maximize agricultural efficiency while promoting the responsible use of natural resources, ultimately fostering production models that are more sustainable and resilient to climate change.

We advocate for sustainable farming and production practices that reduce our reliance on fertilizers and crop protection products.



4

HUMAN RESOURCES



4.1 HUMAN RESOURCE MANAGEMENT

At Planasa, trust and loyalty drive our actions, while creativity and innovation fuel all our endeavors.

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 organizations to respect, among others, the principles of human rights and labor standards, recognizes the right to collective bargaining, supports the abolition of forced labor and child labor, and endeavors to eliminate practices of discrimination in the workplace.

We approach our work with confidence, loyalty, honesty and passion, fostering both professional and personal development and continuously driving innovation to guarantee the highest quality in our products.



We are committed to ensuring **fair and respectful working conditions**, adhering to the principles and fundamental rights set forth in the ILO Declaration and the Universal Declaration of Human Rights, in line with **SDG 8, Decent Work and Economic Growth**.

At Planasa, our team is distinguished by its **diversity**, with more than 25 nationalities and nearly 50% female representation, reflecting a 5% increase from the previous year. The most common age range is 30 to 50 years old, covering 52.8% of the staff.

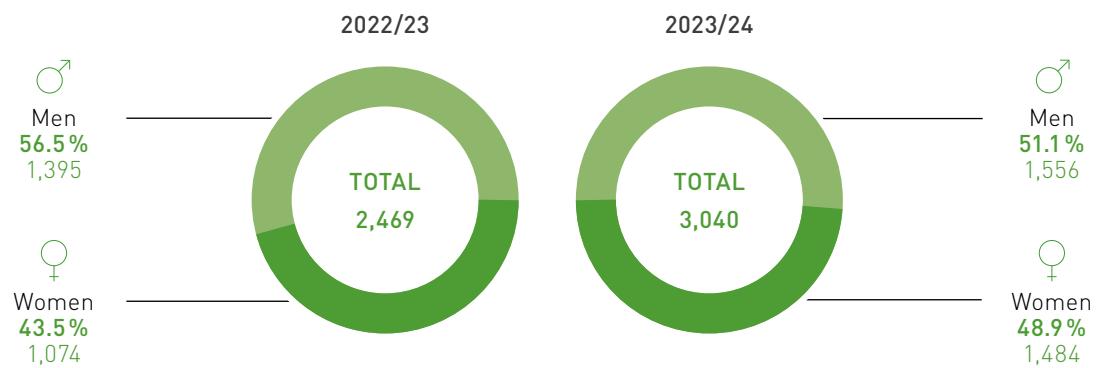


EVOLUTION OF OUR STAFF

EMPLOYEES BY AGE

	2022/23		2023/24	
< 30 years old	734	29.7 %	828	27.2 %
30-50 years old	1,264	47.7 %	1,604	52.7 %
> 50 years old	471	17.7 %	608	20 %
TOTAL	2,469		3,040	

EMPLOYEES BY GENDER

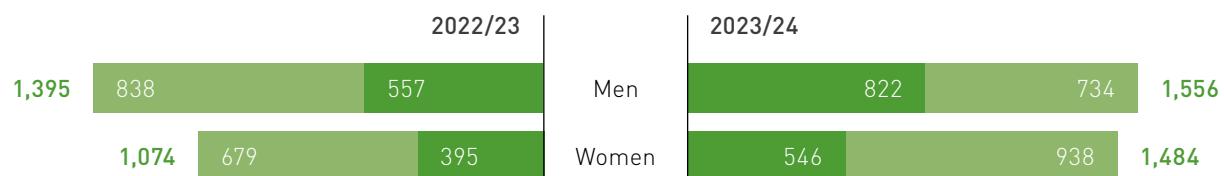


DISTRIBUTION OF EMPLOYEES BY COUNTRY

COUNTRY	Employees 2022/23	Employees 2023/24
Spain	557	624
Morocco	487	990
Mexico	989	991
USA	266	266
France	62	35
Peru	36	18
China	17	71
Romania	17	17
Poland	29	12
Italy	6	6
Netherlands	2	9
South Africa	1	1
TOTAL	2,469	3,040

TYPE OF CONTRACT

Temporary employment Permanent employment

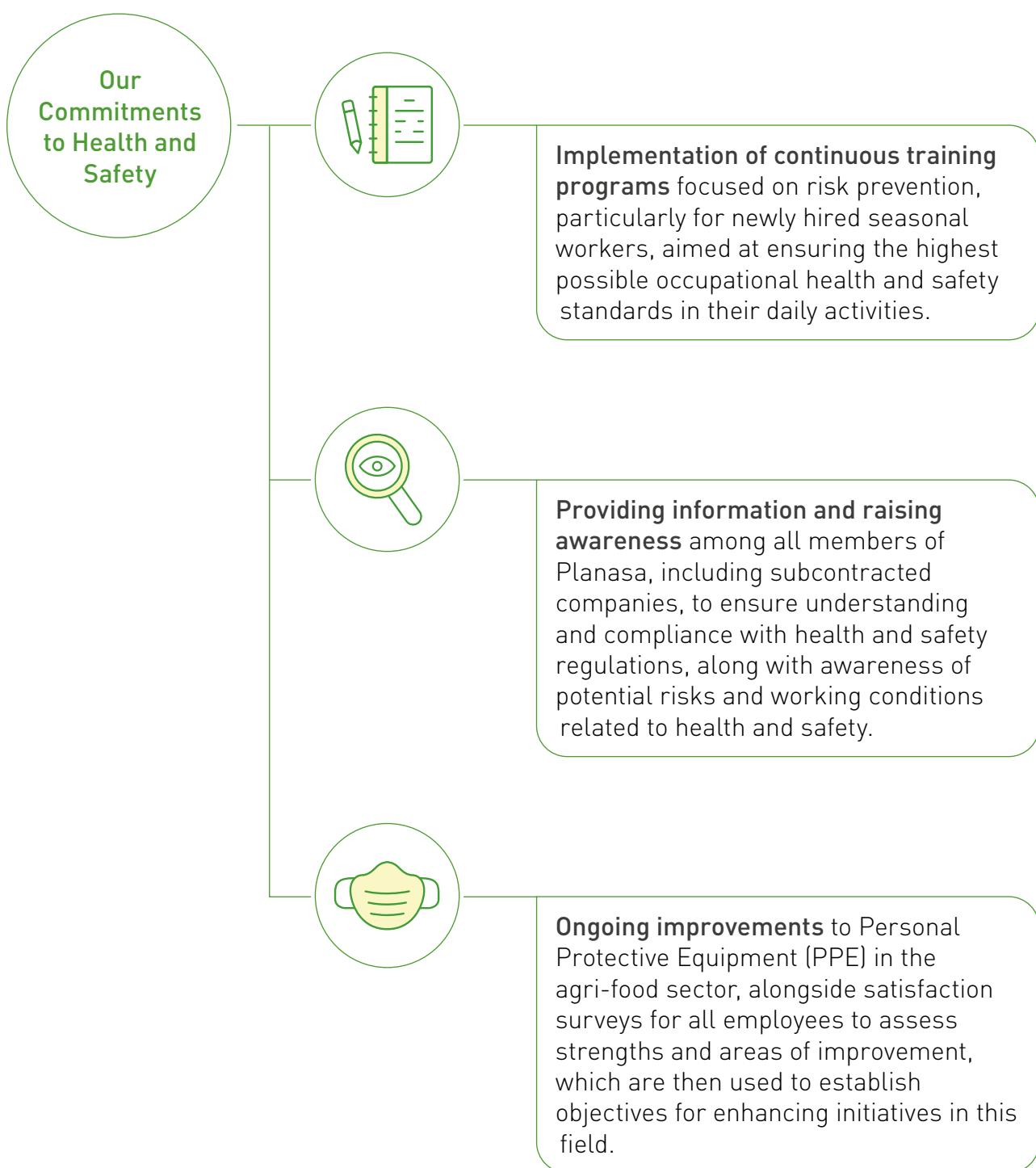


The nature of our work, with its peak seasons throughout the year, results in a higher proportion of temporary contracts compared to other sectors. Nevertheless, we regularly transition temporary workers to permanent seasonal contracts based on our campaign needs and in compliance with local legislation.

4.2 OCCUPATIONAL HEALTH AND SAFETY

At Planasa, we are deeply committed to the health and safety of our employees, working diligently to foster and maintain a **safe and healthy work environment**. Over the years, we have embraced a continuous improvement approach to health and well-being throughout all aspects of our operations, with a particular focus on risk prevention and workplace safety.

Our goal is to reduce occupational accidents and guarantee a safe work environment.





To uphold these commitments, Planasa implements various initiatives across different countries to mitigate workplace risks, striving to ensure safe and healthy working conditions. Some of these initiatives include:



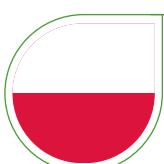
China: We conduct training for new employees on risk prevention, particularly for pesticide sprayers and machinery operators. The establishment of a Health and Safety Committee is planned in the near future. Face masks have been purchased for all employees. In previous years, protective clothing was purchased for farm employees.



Romania: We offer training and initiatives to enhance occupational health and safety for our workers, and hold quarterly meetings with an external firm specializing in this area. Our primary focus is on improving working conditions, especially regarding water supply.



Italy: Our offices are organized in compliance with Italian workplace safety and worker health regulations. Every two years we perform a workplace risk assessment, which is certified by a designated healthcare professional. We also partner with an external provider to deliver annual training on first aid, fire prevention, emergency management and evacuation 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: We implement occupational risk prevention activities focused on safety and occupational medicine, while also working to establish Safety and Hygiene Committees and address psychosocial risk prevention. Furthermore, we are developing an adaptation program for workers whose roles involve greater physical effort, aiming to reduce the risk of injuries. Our Health and Safety Committee meets monthly to identify unsafe behaviors or conditions and develop action plans to mitigate them.



United States: We hold monthly safety meetings, actively monitor workplace areas and conduct regular audits of work protocols. 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. Our comprehensive safety program includes the Employer's Safety Code of Practice, safe operating procedures for all agricultural and construction equipment, fire prevention protocols, safe procedures for equipment cleaning, repair, maintenance, and adjustment, safe access to work areas, fall protection measures, and safety protocols for crane operations, trenching and excavation work.

We also organize events to reinforce the culture of safety in the workplace, with a safety program to incentivize employees. Every morning, supervisors meet with their teams to stretch and warm up, and there is a **safety program** 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 Health and Safety Committee. We hold periodic meetings to address issues related to worker health and safety, sharing the company's strategic and operational health and safety 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 conduct training sessions to promote worker health and safety. In the event of an accident, we conduct a thorough investigation to identify the root cause and implement corrective actions. We also have monthly occupational health and safety meetings with worker representatives.



Spain: We provide occupational risk prevention training to all employees upon hiring, and annually thereafter. Our Health and Safety Committee meets quarterly, and each plant has its own risk prevention plan.

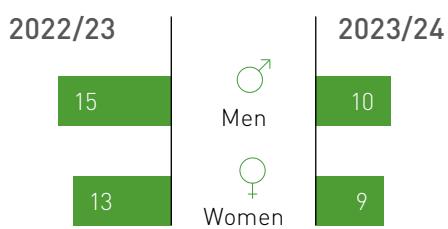


Peru: We have a Health and Safety Committee formed by two worker representatives and two company representatives.

This year, we partnered with **Bien Up**, a consulting firm specializing in reducing the impact of workplace stress and assisting with conflict management to enhance workplace health. The initiative aims to help Planasa employees manage stress, resolve workplace conflicts and address issues related to mental and emotional well-being. This agreement applies to Planasa employees in Mexico, Peru and Spain, with Planasa covering the cost of the initial evaluation session.

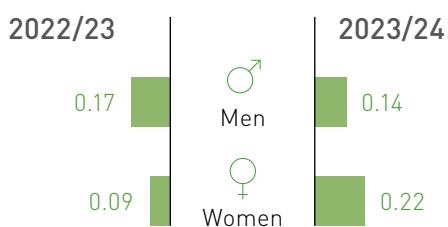
Below we list the **frequency and severity of the accidents** that occurred at Planasa **during the years 2022-23 and 2023-24**:

FREQUENCY OF THE ACCIDENTS INDEX¹



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

SEVERITY OF THE ACCIDENTS INDEX²



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.

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

This year, Planasa once again celebrated **“Health and Safety Week.”** Held from April 8-12, the week included a variety of activities organized across different countries to promote healthy lifestyle habits and proactive measures in workplace safety. Activities included different training sessions and workshops on stress management, yoga, healthy eating and workplace stress.



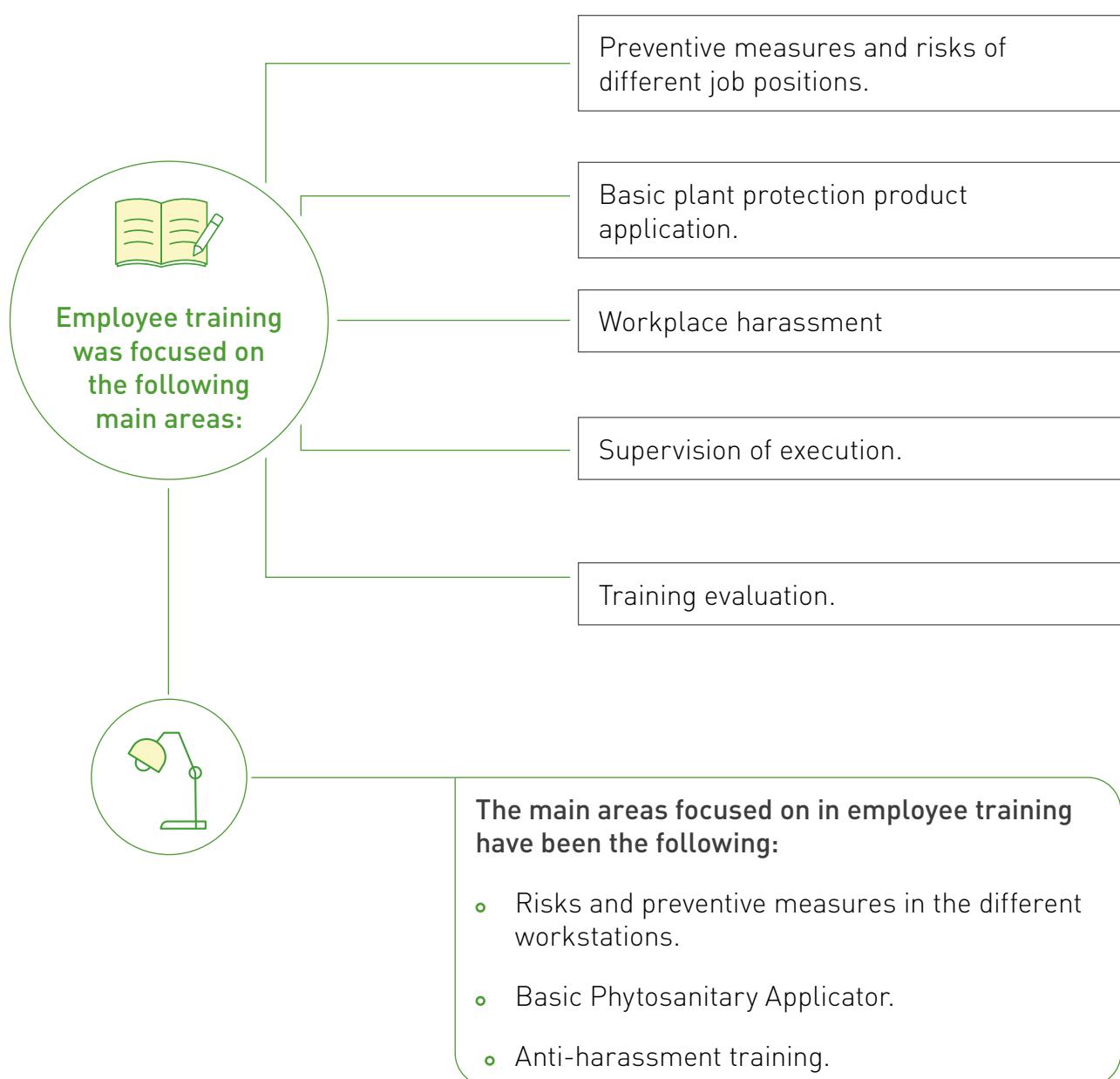
4.3 PROMOTING TALENT

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 analyze the results in order to measure the satisfaction levels and efficacy of the plan.

To ensure the **Training Plan** meets the needs of each department, department heads fill in a form to define the required training, target audience, priorities, objectives and duration of each session. Once the content is outlined, a provisional training plan is developed and submitted to management for approval before implementation.

**Over the year,
we have provided
90,022 hours
of training.**



4.4 COMMITMENT TO EQUALITY AND WORK-LIFE BALANCE

Our **Code of Conduct** underscores the importance of treating all employees with respect and fairness, with workplace decisions grounded in merit, performance and talent.

In line with this commitment, Planasa has adopted **Equality Plans** in Spain, compliant with current regulations. These plans serve as valuable tools to support work-life balance, promoting equal opportunities and upholding human rights. They also include targeted training on 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.

Ensuring equal opportunities and fostering a discrimination-free environment are fundamental pillars of our Human Resources strategy.





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

- A firm stance against all forms of discrimination or harassment, including verbal, physical or visual conduct.
- 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 favor 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.



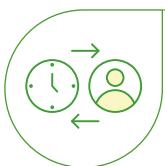
We adopt best labor practices to foster a flexible work environment that supports work-life balance.

- 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.

Over the last year, 100% of workers who took maternity or paternity leave returned to their positions.



This includes promoting **flexible start and finish times** and ensuring meetings are always scheduled within working hours—an especially significant measure considering the time zone differences across countries. This allows workers to fully disconnect at the end of their working day.



Flexible working times are less feasible at centers employing direct laborers, 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.



As part of our commitment to equal opportunities, Planasa actively supports employees in **utilizing maternity or paternity leave** in accordance with the laws of each country. We strive to ensure that parental leave or other family-related absences have no adverse effect on their professional growth or careers.



In collaboration with the Adecco Foundation, an expert in Diversity, Equity and Inclusion, we provide training to our employees to foster a culture of support for diversity. The sessions include practical guidelines for respectfully engaging with individuals with disabilities and aim to **promote awareness and understanding of diversity and inclusion**.



5

SOCIAL DEVELOPMENT



5.1 SUPPORTING THE LOCAL COMMUNITY

At Planasa, we recognize our potential to promote **economic and social** development in the communities where we operate, especially in rural regions. Through the creation of direct and indirect jobs, we help combat rural depopulation while driving progress and enhancing economic prosperity in these areas. In pursuit of our goal to boost local development, we prioritize **recruiting local community members**, thereby increasing employment and contributing to the economic progress of these areas.

As detailed in our ESG Policy, our social strategy is anchored by a clear mission: **reducing social inequalities** and enhancing the quality of life for vulnerable communities.

Guided by this goal, we have launched a variety of social initiatives this year, strengthening our commitment to fostering positive societal change and supporting vulnerable groups.

Notably, our employees actively participated in several charitable efforts as part of **“Planasa’s International Volunteer Day,”** reflecting our collective spirit of solidarity and significantly enhancing our social impact.

We strive to be a leading force for sustainability in our industry, driving societal transformation through a business model that prioritizes sustainability and well-being.





- **France, Italy and the Netherlands:** Donation of clothing and food in support of the Red Cross, where Planasa employees contributed essential items.
- **Morocco:** Renovation of a school in the village of Ouled Bourehma, near our Kenitra center, with employees assisting in cleaning and painting tasks.
- **Mexico:** Rehabilitation of a children's school in the El Carmen community and donation of clothing for elderly residents of the same area.
- **Peru:** Organization of a Vocational Conference Day at Cesar Carrera Plasencia School, along with garden maintenance at the school and donation of school supplies.
- **United States:** Monthly participation in activities organized by the Good News Rescue Mission, an NGO that provides shelter and meals to those in need.
- **Spain:** Financial donation to the Valtierra Town Hall to support reforestation activities, as well as the collection of toys and school supplies for various NGOs, including Nuevo Futuro, dedicated to protecting children and adolescents, and Madre Coraje, which fights global inequality and injustice.
- **China:** A public welfare activity organized by Planasa China and the Longyuan Village Committee, consisting of food distribution to support villagers over the age of 70.

At Planasa, we recognize the importance of extending our sustainability commitments and actions to our supply chain.

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.

In line with **SDG 17, Partnerships for the Goals**, we make contributions and collaborate with business associations, including those in the agricultural sector, which enable us to foster communication and share knowledge and experiences within our industry.



5.2 RESPONSIBLE SUPPLY CHAIN

To that end, we incorporate environmental, social and governance (ESG) criteria in the selection of our suppliers, ensuring they are fully **aligned with our corporate values**.

We work to ensure our suppliers meet the quality and efficiency standards required, as well as the ESG commitments we uphold at Planasa.

These commitments are outlined in our **Supplier Code of Conduct**, which encourages the implementation of best business practices across our supply chain.





To achieve these goals, we set **minimum environmental, social and governance standards** that we expect our suppliers to adhere to, fostering the development of sustainable, ethical businesses and ensuring compliance with applicable laws at all times.

To ensure our suppliers comply with Planasa's Supplier Code of Conduct, we have developed a **supplier qualification process** that enables us to evaluate their ESG performance. This process begins by suppliers filling in an ESG survey to determine the sustainability and ethics of their initiatives.

In the previous year, we assessed the ESG performance of key suppliers in the EMEA region, with 55% of them being rated as sustainable. This year, we have completed the ESG evaluation for our major suppliers in the Americas, achieving a 90% sustainability rating for these suppliers.

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 on-site audits and visits to supplier facilities to ensure effective compliance with the established conditions.

6

GOOD GOVERNANCE



6.1 ETHICAL AND RESPONSIBLE MANAGEMENT

We promote a business model based on ethics and transparency, raising awareness among our employees about the importance of not only complying with applicable laws and regulations but also acting with integrity and honesty at all times, in line with principles of good governance and professional ethics.



These principles are reflected in our Code of Conduct, which is mandatory for both employees and those directly or indirectly linked to the company. The Code defines the values and behavioral guidelines that should govern interactions with employees, clients, partners, suppliers and local communities.

By adhering to the highest **ethical standards** in every aspect of our business activities, we strengthen our reputation as an ethical company and act with trust and loyalty in all that we do. Our employees are therefore responsible not only for the results achieved but also for the methods by which they are attained.

Our **ESG Policy** strengthens the organization'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.

Planasa means caring about what we do, how we do it, and especially why we do it.



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

Notably, in 2023, Planasa aligned its whistleblowing system with the provisions established in Law 2/2023, of February 20, which governs the protection of those who report legal violations and take action 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 implement training and communication programs focused on our Code of Conduct and other applicable policies to ensure regulatory compliance and ensure that employees' actions align with the company's ethical principles.



We also have a **Conflict of Interest Policy** that outlines the guiding principles and basic rules of conduct to help employees and those within the Planasa Group identify, monitor and appropriately manage any actual or potential conflicts of interest that may impact their business decisions. 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 Legal 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 recognized and complied with, and to ensure that none of our employees suffers any type of abuse or harassment.

We firmly reject child labor and are committed to respecting the freedom of association and collective bargaining while opposing any form of discrimination and exploitation. As such, we ensure compliance with the standards set by the **International Labor Organization (ILO)**, both within our organization and across our supply chain.

We align these commitments with the OECD Guidelines and the Tripartite Declaration of Principles on Multinational Enterprises and Social Policy, as outlined by the International Labor Organization (ILO).

Furthermore, we have established a **corporate governance framework** that ensures appropriate internal approval levels for key decision-making processes. This guarantees impartiality and objectivity and minimizes risks, while upholding the highest standards of ethical and labor integrity.

6.2 LEGAL COMPLIANCE

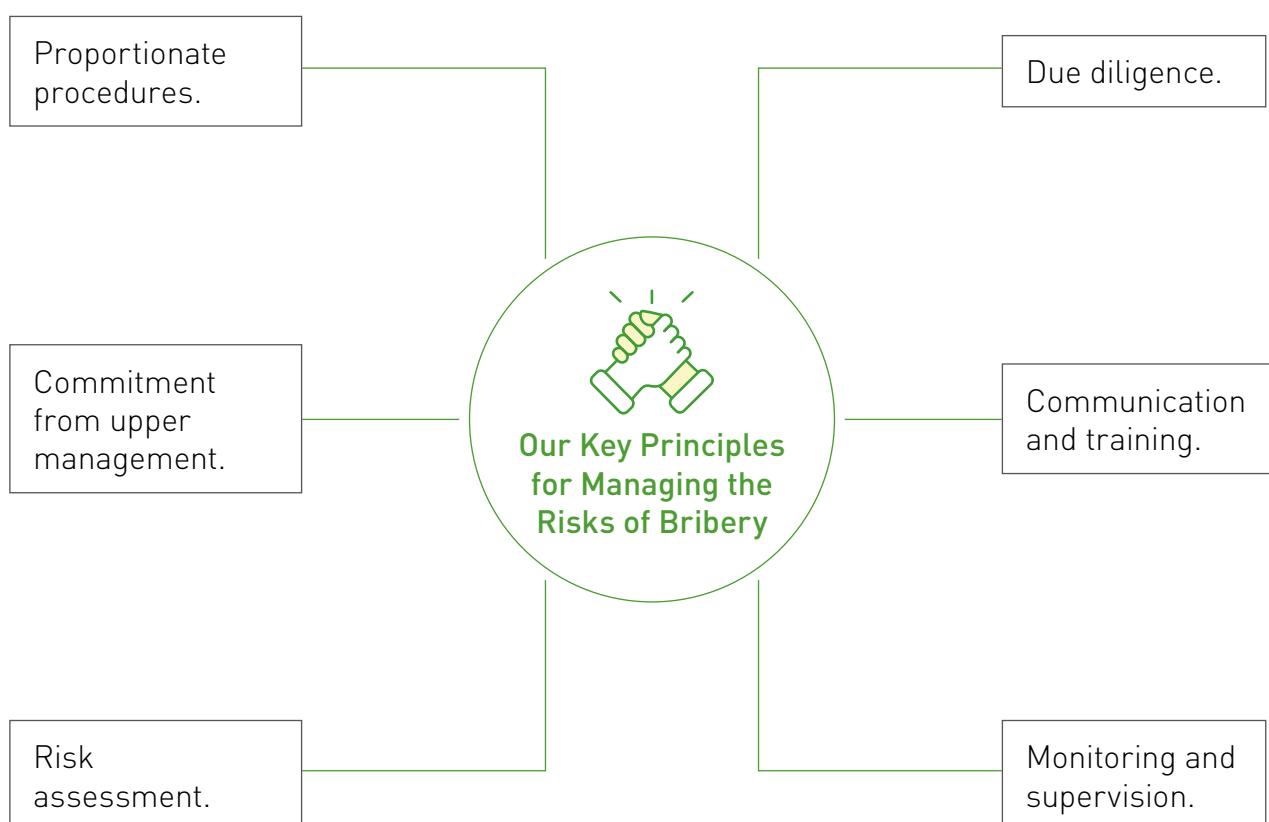
At Planasa, we are dedicated to ensuring full compliance with the laws and regulations of the countries in which we operate.

Our primary objective is to cultivate trust among our employees, business partners, clients and shareholders by promoting a responsible business model, guided by the principles of our 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 policies, accessible via the company website, outline the minimum standards and behavioral guidelines that employees must adhere to in order to ensure effective regulatory compliance. Employees are required to sign a certificate acknowledging their understanding and commitment to 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 rigorously apply the most stringent anti-bribery standards to mitigate potential risks to our personnel. 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.

We categorically prohibit bribery in all its forms, treating it as a severe disciplinary violation that may lead to sanctions, including dismissal.



In addition to reinforcing our commitment to the fight against corruption, we have implemented a **Gifts and Hospitality Policy**, setting forth the criteria for accepting or offering gifts and hospitality in the course of business activities. Our objective is to prevent situations where the decisions of Planasa employees or the interests of the Group might be compromised by such gifts or hospitality, given or received, which could be considered bribery or a serious breach of 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**.

Furthermore, we continue to work on the **design and implementation of a comprehensive risk map, which includes criminal risks**, while bolstering preventive measures through detection plans and targeted training initiatives. These efforts aim to (i) prevent and mitigate the risk of criminal actions within the organization, and (ii) further affirm our commitment to a zero-tolerance policy regarding such behaviors.

At Planasa, we are equally committed to safeguarding the security of the information we access. To that end, we have established an **Information Security Policy**, which provides guidance for the implementation and ongoing enhancement of processes and best practices. This policy outlines the fundamental objectives, strategies and employee responsibilities to ensure the security of information, in accordance with applicable standards and regulatory frameworks.



This policy is further supported by the **Information Security Regulation**, which outlines the general principles for initiating, maintaining and enhancing information security within the Group. It covers the security measures applicable to information and the corporate information systems.

Our aim is to establish a strong foundation that facilitates the gradual development of the required procedures, tailored to the specific needs associated with information security.



GRI TABLE

GRI STANDARDS INDICATOR	DESCRIPTION	LOCATION IN REPORT
101	Foundation	1.1 Introduction
102-1	Name of the organization	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 organization	1.3 Impact in Figures 2.1 About Planasa 4.1 Human Resource Management
102-8	Information on employees and other workers	4.1 Human Resource Management
102-9	Supply chain	5.2 Responsible Supply Chain
102-10	Significant changes to the organization 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 Commitment to Sustainability
102-16	Ethics and integrity: Values, principles, standards and norms of behavior	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 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 organization	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	Indirect (Scope 1) GHG emissions	3.1 Efficient Resource Management
305-2	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

