

FISCAL YEAR 2024-2025

PLANASA SUSTAINABILITY REPORT

FINANCIAL YEAR ENDED
30 JUNE 2025





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| CEO'S LETTER

It is a privilege to present a new edition of the Planasa Sustainability Report, corresponding to fiscal year 2024/2025, in which we share the main achievements reached in our commitment to increasingly responsible, efficient, and sustainable management.

In an environment marked by significant global challenges, such as climate change, pressure on natural resources and the growing need to ensure sustainable food systems, at Planasa we remain convinced that agricultural innovation and sustainability must go hand in hand. For this reason, we work every day to develop solutions that bring value to our clients, society, and the planet.

Our history built over more than fifty years, and our capacity for innovation, allow us to face the challenges of the sector with confidence. Today we have more than 225 developed varieties and a solid international presence, which reinforces our positioning as a global benchmark in the field of plant breeding and the production of high-quality plants.

«We have continued to integrate sustainability into the core of our business strategy, driving initiatives in the environmental, social and governance spheres. This progress is possible thanks to the commitment of our teams in all the countries where we operate».



MICHAEL BRINKMANN
CEO of the Planasa Group

During this fiscal year, we have continued to integrate sustainability into the core of our business strategy, driving initiatives in the environmental, social and governance spheres. This progress is possible thanks to the commitment of our teams in all the countries where we operate, whose involvement is essential to continue meeting our objectives.

On environmental matters, we have continued to advance in improving the measurement and management of our carbon footprint, as well as in the implementation of measures aimed at energy efficiency and responsible water use. We also continue to strengthen our research and development programme to obtain varieties more resilient to climate change, with lower water requirements and greater efficiency in the use of fertilisers and other resources.

In the social sphere, we maintain our firm commitment to people. We continue to promote safe and inclusive work environments oriented towards professional development, reinforcing continuous training, occupational health, and safety, as well as equal opportunities. Likewise, we continue to contribute to the development of local communities through social initiatives and corporate volunteering programmes in different countries.

Regarding governance, we continue to strengthen a management model based on ethics, transparency, and regulatory compliance, integrating ESG principles in decision-making and in our relationship with our stakeholders.

Looking ahead, our ambition remains intact: to continue leading a more innovative, efficient, and sustainable agriculture, capable of responding to the needs of a constantly evolving market and generating a lasting positive impact.

I sincerely want to thank all the people who are part of Planasa for their effort, dedication, and passion. Thanks to their commitment, we continue to build a company prepared for the challenges of tomorrow.



1

PLANASA GROUP



1.1 INTRODUCTION



At Planasa, we understand sustainability as a key element to ensure **long-term value creation** and reinforce the resilience of our business model. For this reason, we work continuously to integrate environmental, social, and good governance criteria into our activity, promoting responsible practices that contribute to the sustainable development of the agricultural sector and the communities in which we operate.

Through our Sustainability Report, we share with our stakeholders the progress we have made throughout the year **to continue driving our commitment to sustainability**, promoting key initiatives and actions in environmental, social and governance (ESG) matters in the period from 1 July 2024 to 30 June 2025.

It should be noted that during the current fiscal year there has been a **change in the fiscal period** with the aim of aligning it with that of the Group, now covering from 1 July to 30 June, instead of 1 April to 31 March, which is the comparative period included in this report.

Throughout this fiscal year, we have continued to advance in key areas for the company, such as reducing our environmental footprint, developing a more efficient and sustainable agriculture, promoting safe work environments, and strengthening our relationship with the communities in which we operate. All of this within a framework of action based on ethics, transparency, and good corporate governance practices.

Likewise, we maintain our commitment to the **Sustainable Development Goals (SDGs)** promoted by the United Nations within the framework of Agenda 2030, which allow us to comprehensively address current social and environmental challenges.

This Report has been prepared in accordance with the provisions of the Non-Financial Information Statement (NFIS) as well as the Global Reporting Initiative (GRI) international reporting standards, with the aim of providing rigorous, comparable, and relevant information for our stakeholders.



1.2 KEY ESG MILESTONES AND COMMITMENTS

KEY MILESTONES

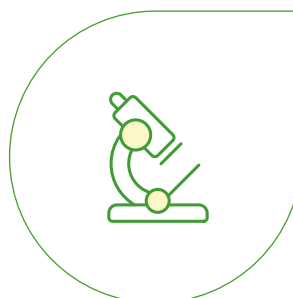
ACTIVITY



We have acquired the Dutch company **ABZ Seeds**, specialised in hybrid strawberry varieties, and **Hansabred**, a German company and benchmark in genetic research and strawberry varietal improvement.



We have obtained the **GLOBAL G.A.P.** certification in Spain (avocado plants) and in Peru (blueberry plants).



We have continued to strengthen our commitment to **sustainable varietal innovation** through the launch and consolidation of new berry varieties adapted to the needs of different international markets.



We have introduced the **Pink Loira raspberry variety** in Italy, Spain, and Portugal, and have conducted the pre-launch of Fusarium-resistant varieties in the USA.





ENVIRONMENT

- We continue to advance in the **calculation of our carbon footprint**, refining the data collection and measurement process, as well as the calculation methodologies used (especially in Scope 3), with the aim of improving the accuracy and reliability of the reported information.
- We drive the development of **innovation and technology projects** aimed at optimising resource use, especially in water efficiency and crop resilience against climate change.
- We continue to advance in the implementation of measures aimed at **energy efficiency and responsible water use**.



SOCIAL

- We continue to drive our **Corporate Volunteering Plan**, promoting the participation of our employees at a global level in solidarity initiatives in support of the communities in which we operate.
- We reinforce our commitment to health, safety, and professional development, with specific well-being, prevention, and continuous training programmes. We also continue to celebrate **"Health Day"**, with the participation of our employees in various activities to promote healthy lifestyle habits and reinforce a culture of prevention.
- We continue to develop our **Training Plan** for employees, having delivered more than 24,000 training hours during this year.
- We promote **equal opportunities and diversity**, through equality plans, non-discrimination policies and active promotion of female talent and inclusive environments.





CORPORATE GOVERNANCE

- We consolidate a **model based on ethics**, regulatory compliance, and transparency, supported by our ESG Policy, the Code of Conduct and adherence to the United Nations Global Compact.
- We promote **the application of our Supplier Code of Conduct** and advance in the ESG supplier approval process to promote the highest environmental, social, and good governance standards throughout our supply chain.
- We develop transparent and trustworthy relationships with our stakeholders, promoting **continuous dialogue** and collaboration to advance the ESG performance of the company.



OUR COMMITMENTS



ENVIRONMENT

We continue to reduce our carbon footprint, improving resource efficiency and driving agricultural innovation. Through genetic improvement and the use of advanced technologies, we develop plant varieties more resilient to climate change, capable of optimising the consumption of water, energy, and fertilisers. We also commit to continuing to advance in the measurement and management of emissions, promoting energy efficiency, electrification, and renewable energy initiatives, as well as circular economy practices aimed at waste reduction.



SOCIAL

We commit to continuing to promote a safe, inclusive, and diverse work environment, guaranteeing equal opportunities and the professional and personal development of employees. We continue to drive training, occupational health and safety, as well as initiatives aimed at team well-being. Furthermore, we reaffirm our commitment to the development of local communities, through job creation and the promotion of social actions and corporate volunteering that contribute to improving the quality of life of the most vulnerable groups.



CORPORATE GOVERNANCE

We have a firm commitment to continue promoting a management model based on ethics, transparency, and regulatory compliance, integrating ESG principles into our corporate strategy. We have policies and procedures that guarantee responsible conduct, aligned with international standards such as the United Nations Global Compact, and we extend these principles to our supply chain through codes of conduct and supplier approval processes.



1.3 IMPACT IN NUMBERS

COMPANY



Presence in **+25** countries

+30 work centres

including **6** R&D centres



+231 M€

in sales in fiscal year 2024/2025

ACTIVITY

+225

registered
varieties



+1,000

millions of plants
produced per year

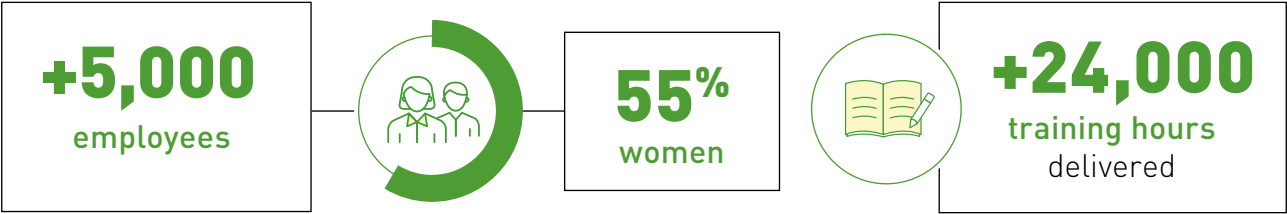


+2,000

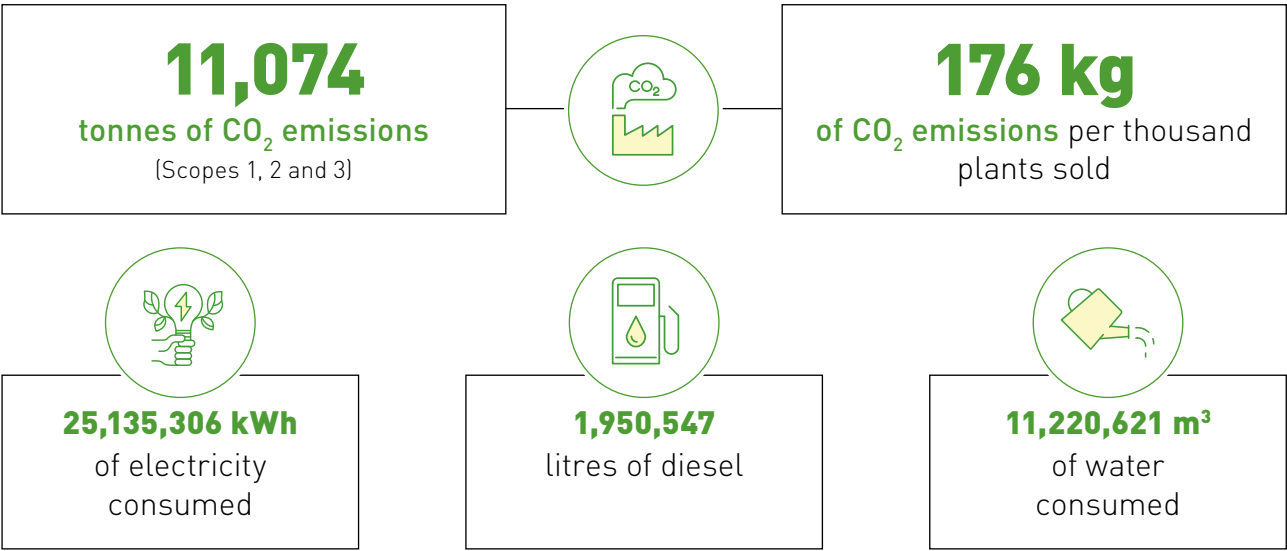
hectares
in 8 locations



PEOPLE



ENVIRONMENTAL IMPACT



2

PLANASA, QUALITY AND INNOVATION



2.1 WHO WE ARE

Our business history dates back to 1887, when Amand Darbonne, a pioneering farmer in his sector, began the production of dried and aromatic plants. However, it was not until almost ninety years later, in 1973, that his grandson, Amand Marc Darbonne, founded, in collaboration with the Caja de Ahorros de Navarra, the company Plantas de Navarra, S.A., currently known as Planasa, with the aim of improving asparagus cultivation.

In the early years, the company's activity was focused on vegetable agriculture. However, the strategic vision and innovative spirit of the Group drove a rapid evolution of the business model, progressively expanding the range of products and services offered. In this process of growth and diversification, a fundamental role was played by **the genetic improvement programmes** focused on obtaining new varieties of strawberries and asparagus, which marked the beginning of a new stage of development for the company.

Currently, Planasa is a **global leader in the production and development of new berry varieties**: blueberries, raspberries, strawberries, and blackberries. Furthermore, we have experience and tradition in other crops such as garlic, asparagus and avocado, and we are one of the leading European producers of fresh chicory.

With this aim, we make the best varieties available to our clients through our nursery operations, which ensure the production of high-quality plant material and maintain a close and direct relationship with farmers.

Our R&D centres reflect our commitment to continuous improvement and demonstrate the company's vocation to be at the forefront of agricultural innovation.

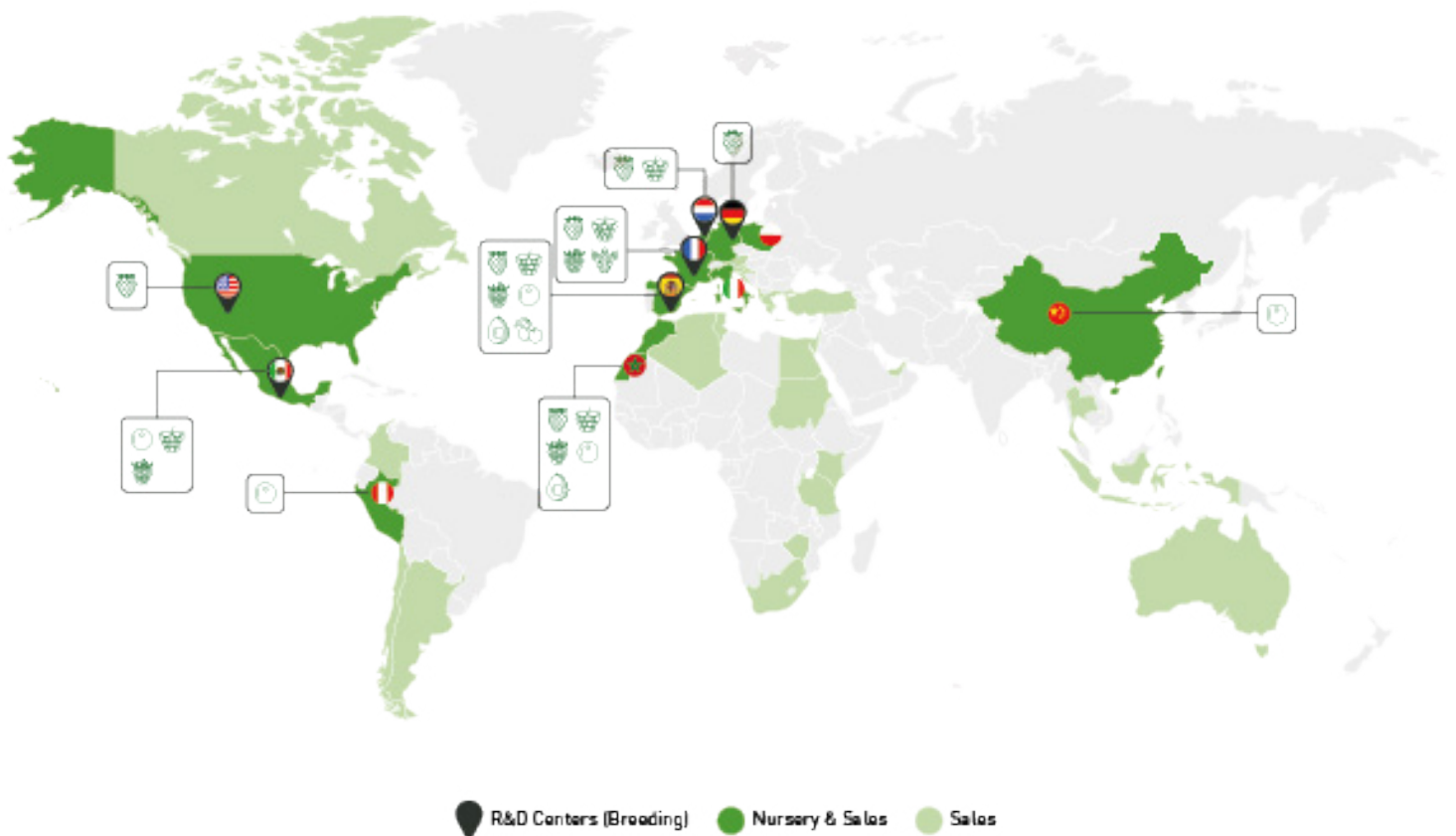
Furthermore, we have **trial and nursery farms distributed throughout the world** in strategically selected locations based on soil characteristics and climatic conditions. At these facilities, we conduct research, testing, propagation and cultivation activities of new resilient varieties, adapted to the various climates in which the company operates: continental, Mediterranean, temperate, or even tropical.

At Planasa, we maintain a firm commitment to the development of plant varieties that allow farmers to produce high-quality berries throughout the year, adapting to the needs of different markets and agronomic conditions.



Thanks to this track record and our constant commitment to innovation, we have more than 225 plant varieties and a legacy of more than half a century of experience, which allows us to firmly face the new challenges posed by modern agriculture and continue to consolidate ourselves as an international benchmark in the sector.

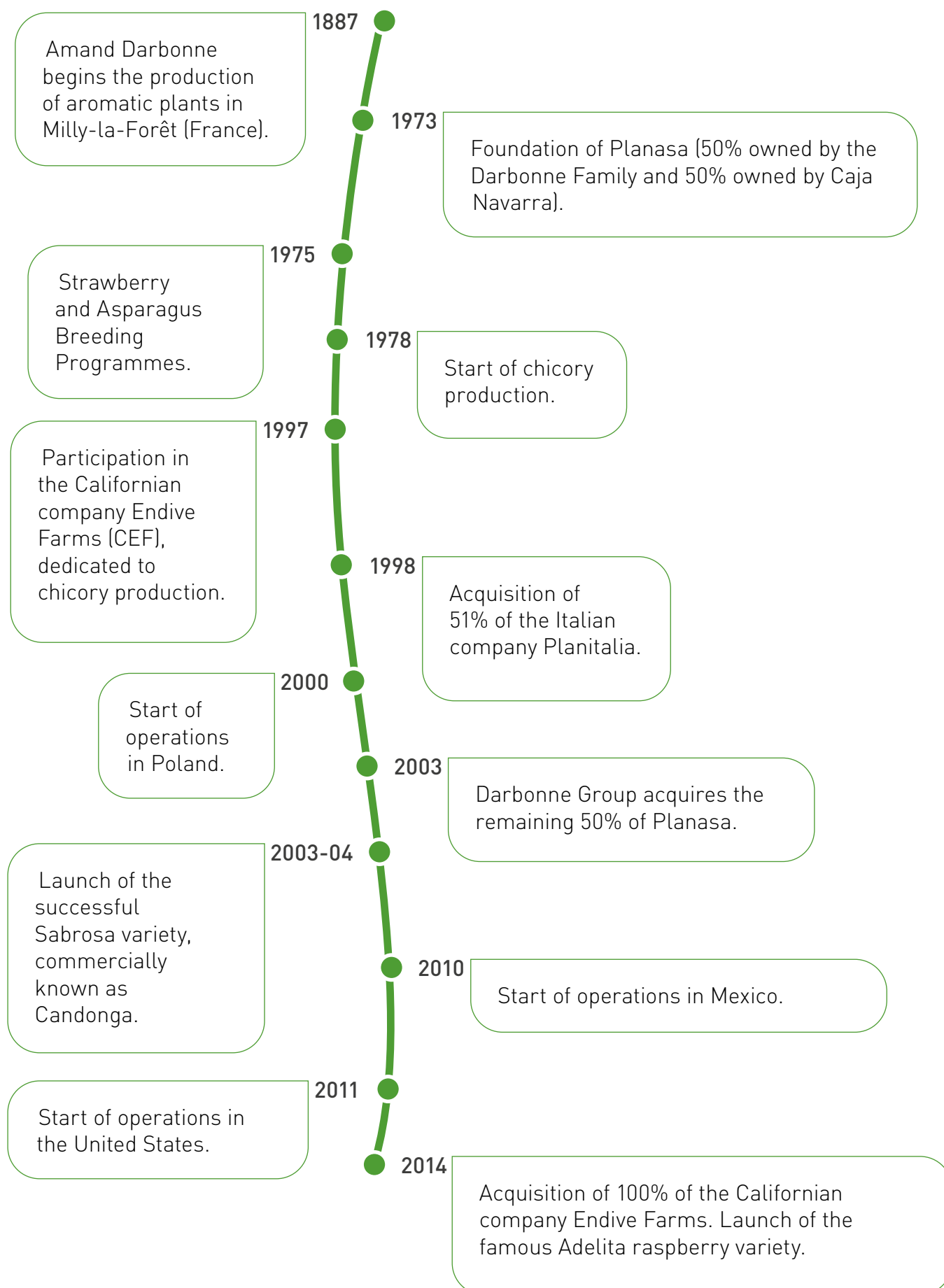
OUR PRESENCE IN THE WORLD

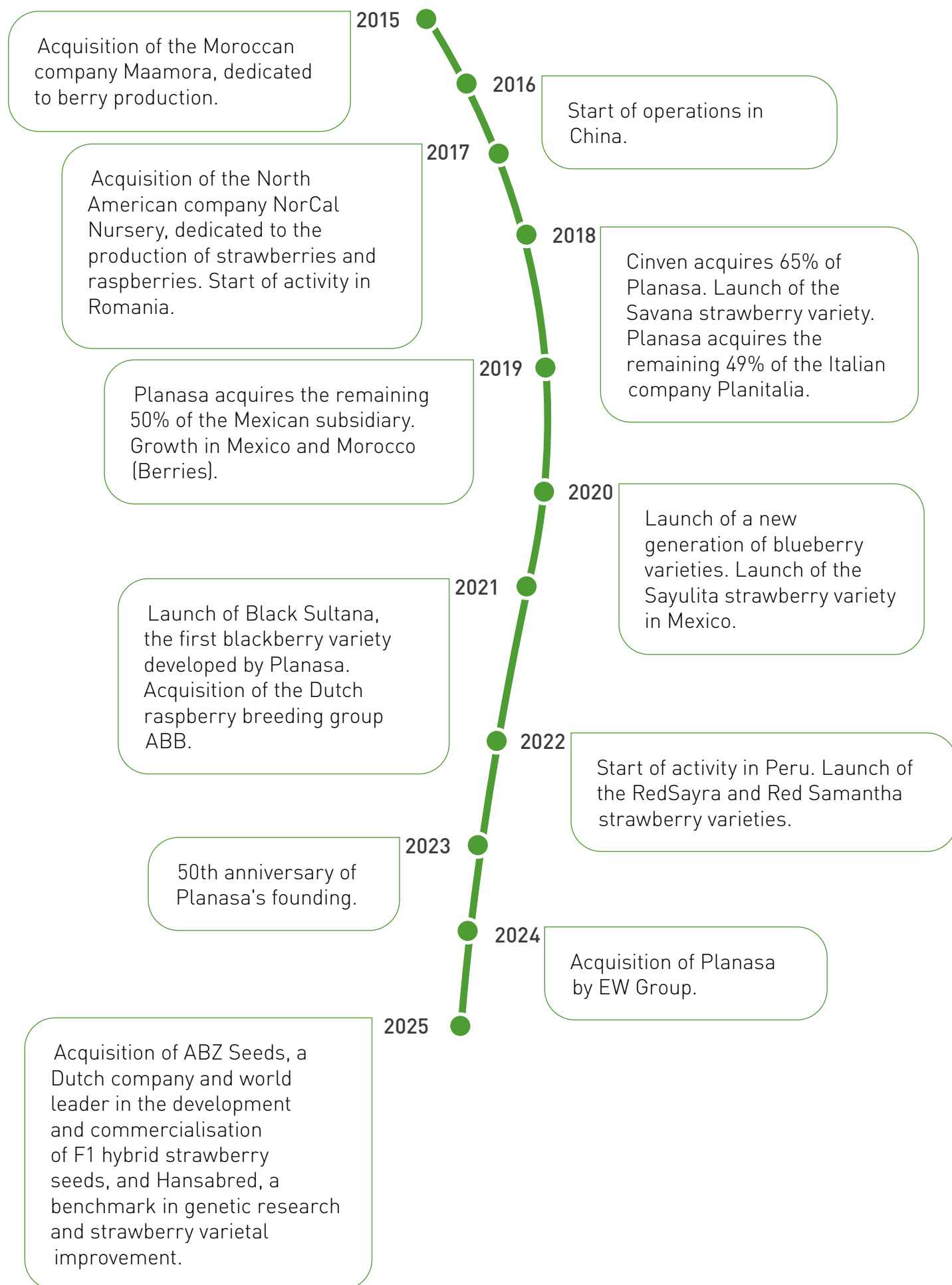


At Planasa, our consolidated international presence is possible thanks to our **global sales force and extensive network of collaborators** distributed across different countries and climate regions.



HISTORICAL EVOLUTION OF OUR COMPANY







OUR STRATEGIC FOUNDATION

MISSION

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

VISION

To be the world leader in berry breeding, producing high-quality plants in our nurseries and offering technical support to our clients.

VALUES

At Planasa, we place our relationship with our stakeholders (clients, partners, suppliers, and the communities in which we operate) at the centre of our activity, with the aim of **generating trust and ensuring**

excellence in all our operations.

Our business philosophy is based not only on what we do, but also on how we do it and why we do it. Values such as **trust, loyalty, honesty and integrity** are an essential part of our corporate culture and guide our way of acting in all areas of the organisation.

We also promote a **culture of innovation and continuous improvement**, which drives us to constantly seek new ideas and approaches that allow us to respond to the challenges of the sector effectively and creatively, always maintaining the highest standards of quality and responsibility.



All of this materialises through our daily activity, aligned with the values that define the Group:



Sustainability

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



Consumer Satisfaction

Placing our consumers at the centre 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 consumers.



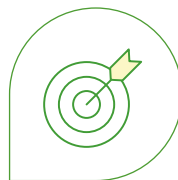
Constant Innovation

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 BUSINESS LINES

At Planasa, we are firmly committed to promoting a global and sustainable agriculture that we develop through three main areas of activity: Research, Development and Innovation (R&D&I) or breeding, Nurseries, and Technical Support. We also maintain our activity in the production of fresh produce, with presence in categories such as raspberry, blueberry, avocado, and chicory.

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

Innovation is an essential part of Planasa's DNA, which is why we allocate a significant amount of economic and human resources to R&D, with the aim of offering growers varieties that meet their climate, production, and business needs. We have been working intensively for more than 40 years to develop plant varieties with unique characteristics for farmers and consumers. To this end, we have six research centres and development farms in different climatic zones to conduct the development, observation, and experimentation of new selections, which allows us to compare and offer a broad catalogue of varieties. Furthermore, we collaborate closely with development centres and universities in the observation and experimentation of new varieties, with the aim of identifying properties and characteristics that allow us to obtain more resilient varieties better adapted to the needs of producers and consumers.

NURSERIES

We are one of the world's largest berry nurseries, as well as garlic seeds and fruit trees. We have approximately 2,000 hectares located in Spain, Poland, Morocco, China, the United States, Peru, and Mexico.

The presence of nurseries in different geographical locations allows us to adapt to the specific needs of producers, considering both climatic conditions and the production windows of each of the crops whose plant material we produce. From the selection of new varieties and their evaluation at our research and development farms, to their commercial production in laboratories and nurseries, we guarantee plant health and quality at all stages of the production process.



TECHNICAL SUPPORT

We offer **comprehensive technical advice** to our clients throughout the entire production process. We aim to create real value from the trust our clients place in us.

PLANASA'S ACTIVITIES BY COUNTRY

Germany		Netherlands	 				
Spain	          	Peru	 				
China	 	Poland	 				
France	      	Romania	  				
Italy		South Africa					
Morocco	        	USA	  				
Mexico	     	R&D		Nurseries		Fresh produce	

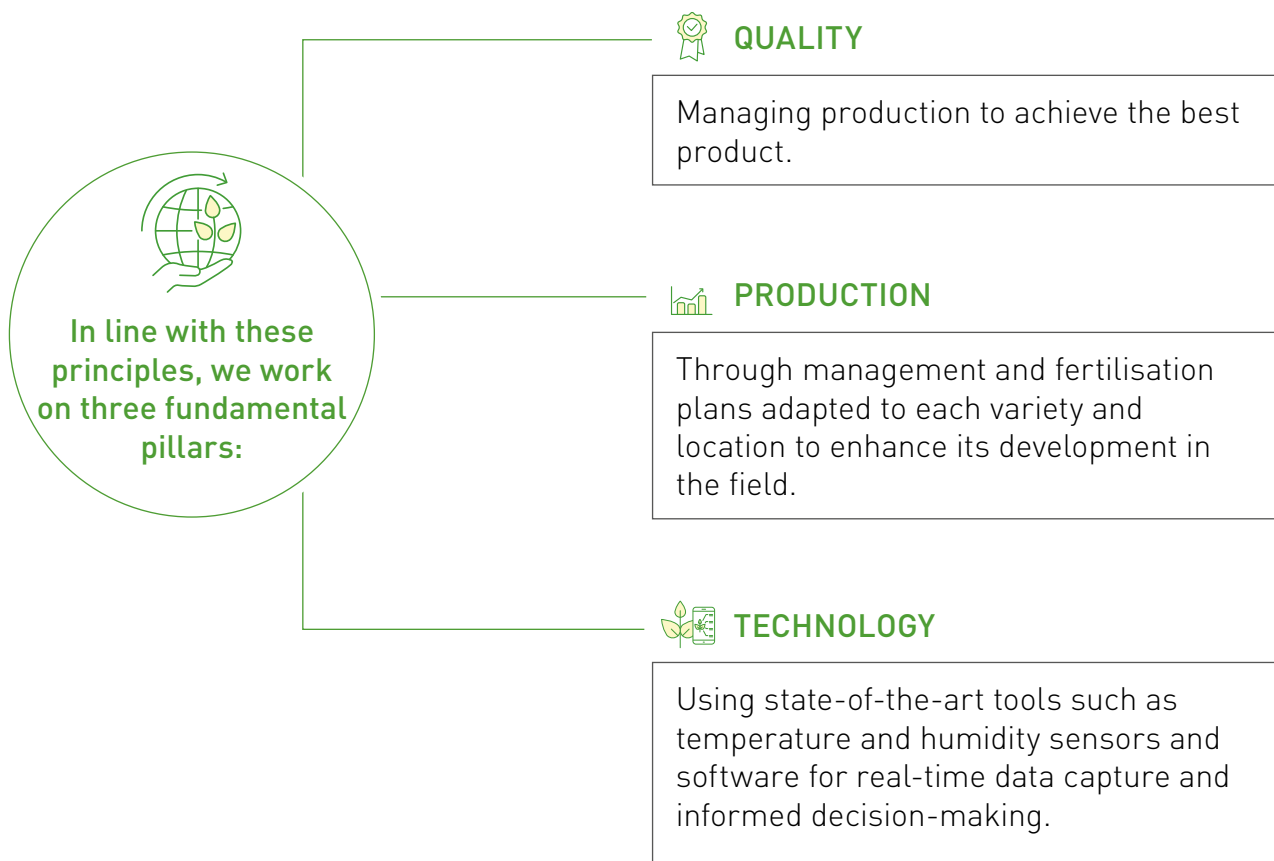
We foster long-term trusting and collaborative relationships with producers, with the aim of strengthening a sustainable value chain that can respond to consumer needs and meet the highest quality standards. This approach allows us to always guarantee the care of the product, traceability, and food safety.



In this context, **breeding or genetic improvement** allows us to face the current challenges of the agricultural sector, including those arising from climate change. Through research and the development of new varieties, we obtain more resilient crops, capable of adapting to different climatic and productive conditions, while responding to consumer expectations in terms of quality, flavour, and sustainability.

To achieve this, we meticulously manage the **production process** of each plant, focusing on obtaining quality varieties capable of delivering early production, productivity, and resilience necessary to be more competitive.

We use innovative technology that allows us to improve real-time decision-making based on field results, anticipating agronomic problems and drawing relevant conclusions.



2.3 COMMITMENT TO SUSTAINABILITY

At Planasa, we are fully aware of the fundamental role that sustainability plays in our sector, where efficient management of natural resources and crop resilience are key to ensuring **responsible and long-term production**. In this context, we continue to advance in our ESG strategy, integrating sustainability into the core of our business model and adapting to the growing expectations of our stakeholders.

Sustainability and innovation are at the core of Planasa's efforts to develop plant varieties that not only meet farmers' production and commercial needs but also **contribute positively to the environment** and the protection of natural resources.

As living plants and, in many cases, perennial crops, our varieties can **contribute to the capture of atmospheric CO₂** through the generation of plant biomass and the development of root systems that support carbon storage in the soil. In addition, these plants contribute to improving soil structure, fertility and stability, supporting soil conservation and reducing the risks of degradation and erosion.

Through our **Research, Innovation and Development programme**, we promote varieties that are more resilient to climate change and capable of adapting to increasingly demanding climate conditions, such as water stress, high temperatures, and certain diseases and pests. As a result, we help reduce the need for water, fertilisers, and plant protection products, supporting more efficient and sustainable agricultural production.

Likewise, we promote **sustainable agricultural practices that support biodiversity** and ecosystem balance. Genetic improvement and the development of varieties adapted to different environments help strengthen crop resilience and encourage the presence of pollinators and other organisms that are essential for maintaining healthy agricultural ecosystems.

In this context, we understand agricultural innovation as a key tool for advancing towards more sustainable, efficient, and resilient food systems, capable of addressing the environmental and climate challenges of the future.

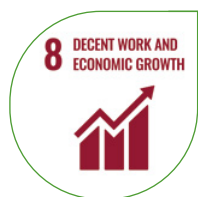


Reflecting our commitment to achieving the SDGs, we adhere to the **United Nations Global Compact**, integrating the ten principles it promotes into our activity, which are fundamental to contributing to their achievement.

Below, we highlight the **priority SDGs for Planasa**, in line with our activity and ESG strategy:



Zero Hunger, driving the development of sustainable agriculture, through the development of plant varieties that allow productivity to be increased, resource use optimised and food security strengthened.



Decent Work and Economic Growth, promoting the well-being of our team through fair working conditions that respect human rights and contributing to economic development in the communities where we are present.



Industry, Innovation and Infrastructure, driving innovation and research as pillars of our activity for the development of new, more resilient plant varieties adapted to different climatic conditions.



Responsible Production and Consumption, promoting adequate use of the resources available to us, contributing to the reduction of food waste and the improvement of our production processes.



Climate Action, through initiatives to reduce our carbon footprint, adapt to climate change and minimise the environmental impact generated by our activity.

In line with our commitment to sustainability, quality, and continuous improvement, at Planasa we work to **guarantee the highest standards** in our operations and production processes through internationally recognised certifications.

Specifically, various Group companies hold quality certifications such as **GLOBALG.A.P.** (Morocco, Spain and France), an international standard that guarantees safe and sustainable production, and the **GRASP module** certification in Morocco and Spain, which evaluates social practices related to worker health, safety and well-being, and endorses our commitment in this area.



As a new development, this year the GLOBALG.A.P. certification has been obtained to produce fresh avocado fruit (FP) in Huelva and blueberry plants in Peru, thereby extending the scope of our sustainability and traceability standards to new Group locations and crops.

In addition, we reinforce our ESG actions through a series of policies and processes that lay the foundations and guidelines necessary for the development of a solid ESG strategy. Among these, we highlight the **Planasa ESG Policy**, which sets out the company's objectives and commitments regarding the environment, society and good governance, and the **Supplier Code of Conduct**, which establishes the minimum requirements we demand from suppliers to promote sustainable and ethical businesses, in line with our principles and values.

Furthermore, to identify the most relevant sustainability issues, both for our stakeholders and for the Group's strategy, in previous years an initial materiality analysis was conducted, which has been reviewed annually.

2.4 COMMITTED TO INNOVATION AND RESEARCH

At Planasa, the drive for innovation and research has been a fundamental pillar of the company since our beginnings, representing a key element in our strategy to ensure **continuous product improvement**.

We drive innovative initiatives that allow us to stay up to date with the latest trends and available technologies to create healthier, more sustainable products adapted to the changes experienced by society.



Below, we highlight the **most relevant and innovative projects** we are working on to promote more sustainable production and achieve greater efficiency in the use of natural resources, improving real-time decision-making:

- **Pivot monitoring (mobile irrigation systems)**, which allows the movement and operation of irrigation systems to be remotely controlled, as well as their automatic activation and deactivation based on agro-climatic parameters. This project, currently operational in Spain, improves irrigation accuracy and significantly reduces water and fertiliser use.
- **Use of satellite images and drones for the processing and analysis of agronomic data**, which, thanks to mathematical algorithms, allows the detection of inefficiencies in water use, irrigation optimisation and early detection of pests and diseases. Thanks to this, we have managed to reduce the consumption of fundamental resources such as water and energy, minimise the use of agrochemical products and increase efficiency in plant production. We are currently developing this project in Spain and Morocco, and it is in the implementation phase in other locations such as Poland and the United States.



- **Greenhouse production prediction model based on Machine Learning**, through the construction of a digital platform for predicting raspberry yield in Spain and Morocco using advanced analytics models and simulation generation software. Thanks to this tool, we manage to reduce the wastage of plant material and adjust irrigation and fertilisation needs more precisely.
- **Monitoring of agro-climatic variables using IoT (Internet of Things) technologies in our business verticals**. In this way, we promote responsible plant production focused on four business verticals: greenhouse, cold chain, open field, and irrigation. This reduces the consumption of energy, water and agrochemical products and achieves efficiency in plant production with the highest quality standards. We are currently implementing this measure in Spain, Mexico, Peru, Morocco, France, Poland, Italy and the United States and we expect to scale it to other countries shortly.
- **Water volume monitoring through sensors**, to subsequently reduce its use, which we are developing in the three nurseries we have in Mexico.
- **Installation of ultrasonic emitters** to obtain water free of pathogens, biofilm, and algae at our Ostrowo farm (Poland), eliminating 100% the use of chemical substances for cleaning and treating irrigation water.



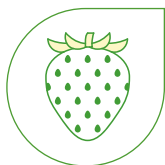
OUR PRIORITIES TO DRIVE INNOVATION AND PROTECT THE ENVIRONMENT



Crops adapted to new weather conditions, improving plant tolerance to extreme temperatures through the study and selection of genes related to heat or cold tolerance that allow for higher yields. In this way, we contribute to mitigating the effects of climate change.



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



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



Berries, garlic, chicory, and asparagus adapted to consumer needs.



Resistant plant varieties that allow the resources used to be reduced, minimising environmental impact and improving soil utilisation.

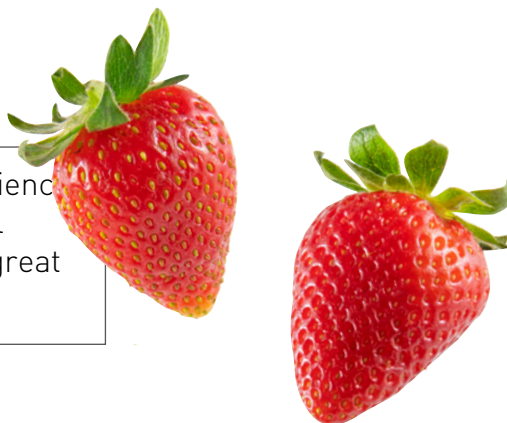


New technologies available for farmers to favour crop efficiency.

Furthermore, we have a firm commitment to increase the shelf life of our varieties so that we can **contribute to reducing food waste**. To this end, we work to identify and discover a positive selection of characteristics associated with product shelf life, measuring key traits and conducting evaluations of the presence of pathogens in crops three and seven days after each harvest. More specifically, we are taking the following steps:

Strawberry

We place special emphasis on resilience ensuring adaptation to different soil types and forms of cultivation and great disease resistance.



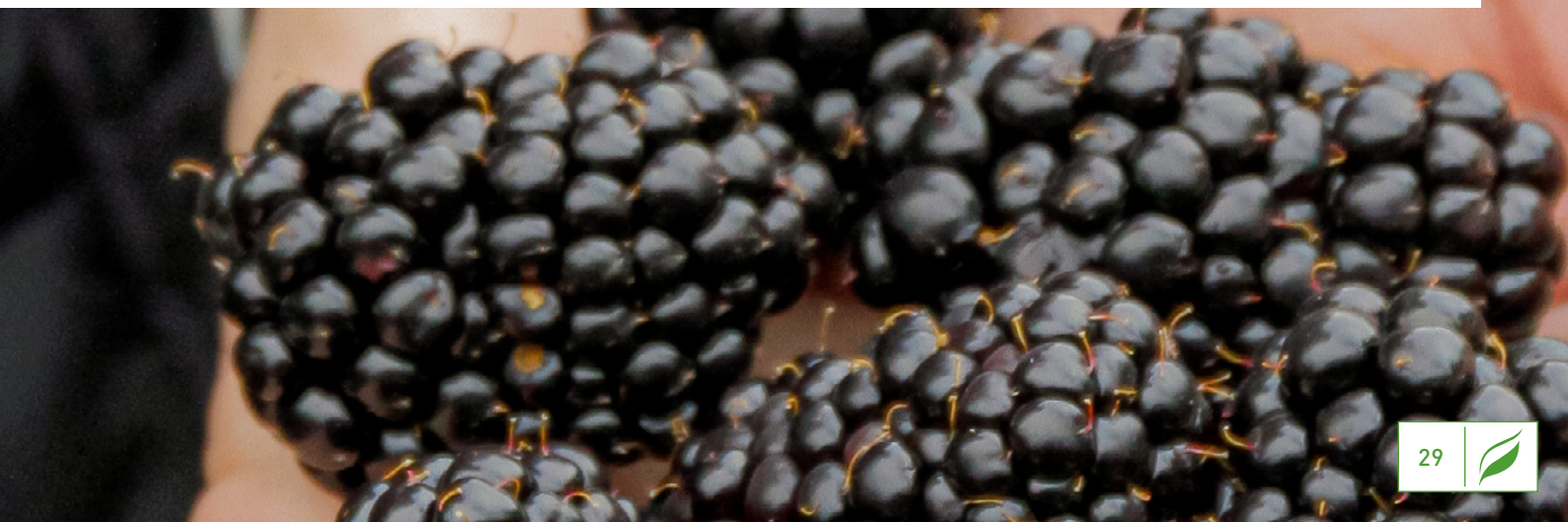
Blackberry

We obtain varieties without drupe reversion, a physiological disorder that causes some harvested drupelets stored in cold conditions to change from dark to red.



Avocado

We select varieties with rough skin, which better withstand transport conditions.



A KEY COMMITMENT TO RESEARCH AND DEVELOPMENT

At Planasa, we study the plant genome to achieve **improved disease resistance** that will allow resistant varieties to be selected and developed with greater precision and speed.

Our R&D team works continuously to identify and combine the best characteristics of existing varieties and develop increasingly better new selections. This is what we call **#PlanasaGenetics**.

Through this, we study the genome of our genetic bank to accelerate the improvement process in obtaining our varieties, a reflection of our commitment to innovation and the desire for continuous improvement. In this way, we classify our varieties **grouping the different attributes of the genetic material**:



We create early varieties to produce within strategic windows.



We produce varieties that yield Premium quality fruit, noted for their flavour and appearance.



We work with highly productive varieties that allow us to harvest large volumes.



We select varieties based on their export potential.



We produce varieties that stand out in size.



We develop varieties that are resistant to air and soil diseases and other challenges such as climate change and water shortages.

Within the framework of our commitment to innovation and continuous improvement, this year we conducted the presentation of the **Demoiselle strawberry variety** to growers and sector organisations under real production conditions, thus facilitating direct evaluation of its agronomic behaviour and commercial potential. During the event, its main characteristics were highlighted, including its high organoleptic quality, its intense flavour, higher productive yield, as well as good disease tolerance.

This initiative reinforces our commitment to the development of new, more efficient, and resilient varieties, contributing to driving innovation in the sector and improving the competitiveness of producers in the market.



2.5 DIALOGUE WITH OUR STAKEHOLDERS

At Planasa, we foster a culture of open, clear, and transparent communication with our stakeholders, as a key element to understand and respond appropriately to the expectations of both society and the environment in which we operate, as well as our own professionals.

OUR STAKEHOLDERS



Clients/consumers: They represent a key stakeholder group with whom we seek to build strong, long-lasting relationships focused on delivering the highest quality standards and the best products. To this end, we rely on 3 basic pillars: research, quality, and collaboration, with the aim of improving their satisfaction and contributing to healthier and more sustainable food.



Employees: We promote ongoing dialogue with our team ensuring their personal and professional development in a safe, inclusive, and healthy work environment. To this end, we work to guarantee diversity, inclusion and equal opportunities and ensure that their conduct is aligned with the principles set out in the Group's Code of Conduct.



Suppliers: They are a key element within our value chain. For this reason, we work to establish commercial relationships based on trust and collaboration, ensuring that our suppliers meet minimum environmental, quality and food safety standards.





Agricultural producers: They play a key role in the sustainability of our value chain, as their agricultural practices directly influence aspects such as the efficient use of natural resources, input reduction, and crop resilience against climate change. For this reason, we collaborate with them to promote more efficient and sustainable production models, based on knowledge transfer, technical advice, and continuous improvement.



Retailers: They play a key role in bringing our varieties to consumers and in responding to evolving market demands and preferences. We collaborate closely with them to build long-term relationships based on trust, collaboration, and a shared commitment to quality, innovation, and sustainability. Through ongoing dialogue and market insights, we seek to develop solutions (varieties) that create value across the value chain while meeting consumer expectations for healthy, high-quality, and sustainable products.



Media: As an important channel for sharing knowledge and industry developments, general and specialized media help promote informed dialogue on the future of agriculture. We engage with them through transparent and timely communication, sharing insights on innovation, sustainability, and market trends. This collaboration helps increase awareness of our activities and contributes to the dissemination of knowledge across the agricultural value chain.



Shareholders and financial community: We interact periodically with them to ensure transparency and regular information about our actions, promoting involvement and collaboration in key aspects of our activity.



Local Community: We build strong ties with the communities in which we operate, driving social initiatives that contribute to the development and prosperity of the population, with the aim of supporting the most vulnerable groups and reducing social inequalities.



One of the main external communication channels we use to strengthen dialogue with our stakeholders is **social media**, which allows us to share and give visibility to our most relevant progress and initiatives quickly and effectively.

We also participate in various **tradeshows, conferences and seminars** in the sector that help us to broaden and update technical knowledge. Specifically, throughout this fiscal year, we highlight our participation in the following events:

- Berries ZA Annual Symposium (South Africa)
- Delphy ISFC (Netherlands)
- Blueberries Consulting (Mexico)
- Aneberries (Mexico)
- Expo Agroalimentaria (Mexico)
- Green Tech Americas (Mexico)
- Genetics Forum Iberia (Planasa's own event in Spain)
- Meet & Greet (Planasa's own event in Spain)
- Morocco Berry Conference (Morocco)
- Genetics Forum Maroc (Planasa's own event in Morocco)
- Berry Congress (Spain)
- Fruit Attraction 24 (Spain)
- Fruit Logistica 25 (Germany)
- 13th National Meeting of Blueberry Growers (Portugal)
- Sival (France)
- Blueberries Consulting (Peru)
- Red Agrícola (Peru)
- Agrofest (Peru)
- Expoalimentaria (Peru)
- Global Produce & Floral Show (USA)





- Asia Fruit Logística (China)
- Genetics Forum USA (Planasa's own event in the United States)
- Genetics Forum Italia (Planasa's own event in Italy)
- Festival of Fresh (United Kingdom)

Also noteworthy is the creation and development of **strategic alliances with key partners**, which help us to implement new technologies to increase the efficiency and precision of the selection of more sustainable varieties. Among these associations, we highlight:

- **Keygene:** A company with a presence in the Netherlands, the United States and India that drives technological innovation for crop improvement, and with which we are developing several ongoing trait discovery projects.
- **Geves:** A French company dedicated to the study of plant varieties, with which we collaborate to improve disease resistance in asparagus and strawberry.
- **IRTA:** Institute of Agrifood Research and Technology with which we have collaborated on the development of molecular markers for disease resistance.

Furthermore, throughout this year we have initiated new **strategic collaborations** that allow us to continue advancing to achieve the best plant varieties and further increase their resilience:

- **Brankatan:** a Spanish genetics company, specialising in the development of genomic selection methodology.
- **Hiphen:** a French company specialising in digital phenotyping and machine learning.
- **ZNir:** a Spanish company specialised in engineering solutions for agriculture and other sectors.
- **Blue Analytics:** a Norwegian company, specialised in genotyping with advanced SNP high density technology.
- **Universidad de Sevilla,** for the identification of pathogen resistance in strawberry.
- **Phenome Network:** a company that provides us with databases for the research and development of varieties.



3

ENVIRONMENTAL IMPACT



3.1 CLIMATE ACTION AND DECARBONISATION

At Planasa, we are aware that the agricultural sector is facing increasingly complex challenges arising from climate change, such as rising temperatures, droughts, and the increased frequency of extreme events. These factors directly affect production stability and require innovative solutions that allow **the sustainability and resilience of crops to be guaranteed.**

In this context, Planasa's response focuses on the development of plant varieties that allow producers to adapt to these new conditions, guaranteeing sustainable and high-quality production throughout the year. Through **genetic improvement and research**, we obtain more resilient varieties, capable of optimising resource use and maintaining their yield in changing climatic scenarios.

OUR CARBON FOOTPRINT

In line with our commitment to reducing carbon emissions, at Planasa we calculate our carbon footprint in accordance with the **Greenhouse Gas Protocol (GHG Protocol) methodology.**

This calculation allows us to quantify the emissions associated with our activity, identify opportunities for reduction and improvement, and guide our environmental actions.

We also work continuously to improve the quality and accuracy of data, relying on advanced technological tools that allow us to optimise the process of measuring and managing our emissions.

The calculation includes direct emissions (**Scope 1**) generated by own sources controlled by the organisation, indirect emissions associated with electricity consumption (**Scope 2**) and other indirect emissions (**Scope 3**) linked to the activity of third parties, over which the company has no operational control.

Among the main indicators considered are fossil fuel consumption, the use of fertilisers and plant protection products, electricity consumption and the acquisition of goods and services.

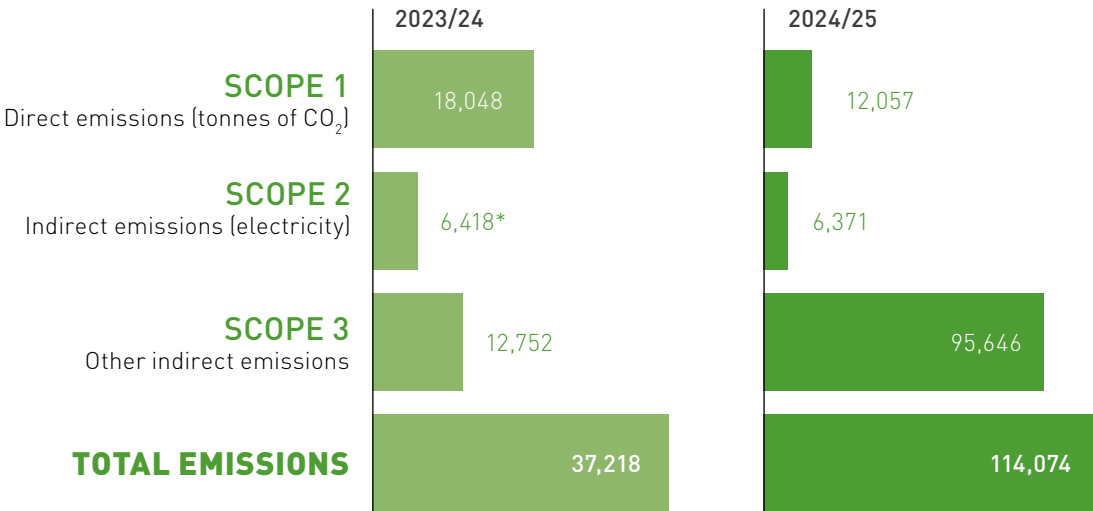
In Scope 1, emissions from mobile and stationary combustion and the use of fertilisers are included. Furthermore, during this year a new category has been added: emissions from refrigerant gases.



For **Scope 2** emissions, the calculation has been conducted applying the location-based approach, based on the emission factors of electricity suppliers in each country.

Scope 3 includes the indirect emissions emitted along the value chain, i.e., those not directly controlled by the organisation but associated with our activity. In Planasa's case, we have considered the following main categories: upstream transport and distribution, waste generated in operations, business travel and purchase of goods and services, which has been included this year for the first time based on annual expenditure and which has resulted in a significant increase in generated emissions.

OUR GREENHOUSE GAS EMISSIONS



*Data corrected and revised from the previous year's report.

As shown above, Scope 1 emissions have been reduced by 33%, thanks to the implementation of various measures, among which stands out the **progressive renewal of our agricultural tractor fleet** in the EMEA region, prioritising ECO, or hybrid vehicles. Furthermore, in Fuente el Olmo, we have **electric vehicle charging points**, which contributes to incentivising their use and laying the groundwork for a future transition towards an electrified fleet.

Additionally, initiatives aimed at reducing fertiliser use have been promoted, such as the development of varieties more resilient to climate change that require fewer fertiliser inputs, as well as the use of compost and more efficient substrates.

Meanwhile, Scope 2 emissions remain at very similar levels to those of the previous year, recording a slight reduction in emissions this year despite the company's growth. This evolution is explained by the implementation of energy efficiency and electrification measures.

Regarding Scope 3, as can be observed, there has been a significant increase in emissions compared to the previous year due to the inclusion in this fiscal year of the category of purchase of goods and services.



We have established as a strategic indicator to evaluate the reduction of our environmental consumption, the carbon footprint generated per thousand plants sold.

The carbon emissions we have generated throughout this year per thousand plants sold have been 176 kg of CO₂.

In line with our purpose to contribute to the achievement of **SDG 13 Climate Action**, we continue to advance in the development of our **Carbon Footprint Reduction Plan**, with the aim of establishing a clear roadmap and defining emission reduction targets for 2030 that allow us to improve our environmental performance and mitigate our impact.



3.2 ENERGY EFFICIENCY

At Planasa, we promote efficient energy management, aimed at maximising operational efficiency and fostering the use of renewable energy.

In this context, we promote initiatives aimed at reducing carbon emissions associated with electricity consumption (Scope 2) through the progressive incorporation of **renewable energy sources**. We currently have photovoltaic installations at two of our farms in Huelva (Mogaya and Valdeoliva de Cartaya), which will allow us to advance towards energy self-sufficiency at these locations. We are also evaluating the implementation of solar solutions in other countries.

Additionally, the installation of floating solar panels on an irrigation pond in Toro is being evaluated, with a progress level of 70%. This initiative will allow innovative solutions to be scaled to other international locations.

In Spain, we are also advancing in three **energy transition projects**: the

electrification of three diesel motors, the installation of an electric boiler in Fuente el Olmo, both with 80% progress, and the partial electrification of the Toro farm, with 20% progress.

In Morocco, we have a greenhouse nebulisation system for efficient temperature control, which allows a 10% reduction in the energy consumption of cooling systems and irrigation water, controlling temperature and humidity.

Additionally, we collaborate with the renewable energy team of EW Group in the **analysis of photovoltaic projects for self-consumption** in different countries, with the aim of progressively increasing the proportion of energy from renewable sources across all our subsidiaries.

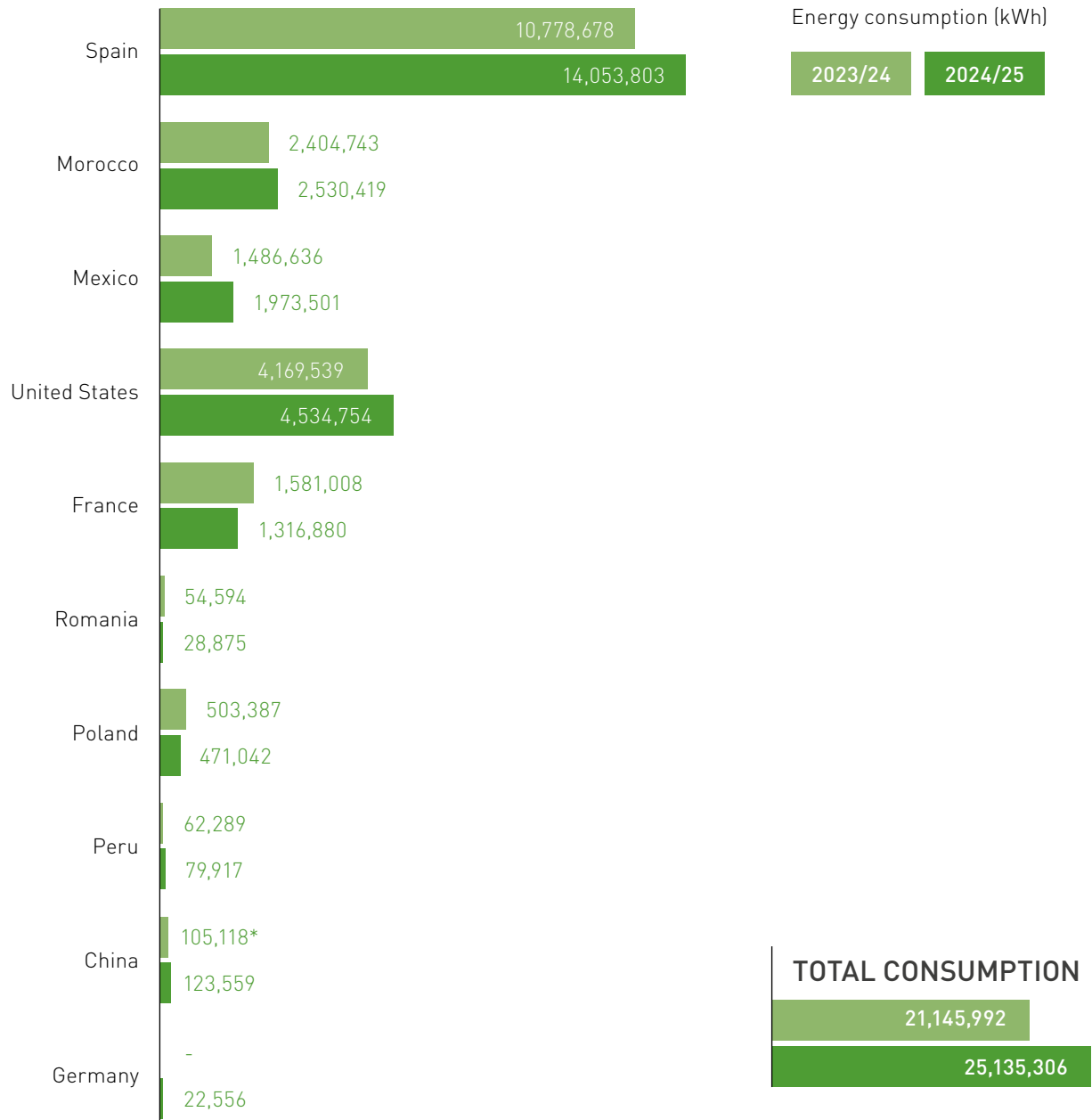


In addition, we list other actions implemented at the level of energy efficiency at our facilities:

- Recovery of heat generated by factories to heat the rubber machine and tank water.
- Improvement of productivity in planters and cutters.
- Replacement of turbines in growing rooms to reduce electricity consumption.
- Replacement of diesel generators with electric transformers.
- Use of LED lighting.

Likewise, through **IoT technology (Internet of Things)**, in which we are pioneers in the sector, we automatically monitor the entire crop process, obtaining precise, real-time information on crop needs. In this way, we achieve greater efficiency and responsible and effective use of resources, such as energy or water. This strategy reinforces our business model based on efficiency, innovation, and decarbonisation, in line with the Group's global sustainability.

OUR ENERGY CONSUMPTION



*Data from the previous fiscal year corrected based on new review

As can be seen, energy consumption has increased slightly compared to the previous year, specifically by 18%, mainly due to the company's growth with the incorporation of the German subsidiary in the consumption calculation.

3.3 RESPONSIBLE WATER USE

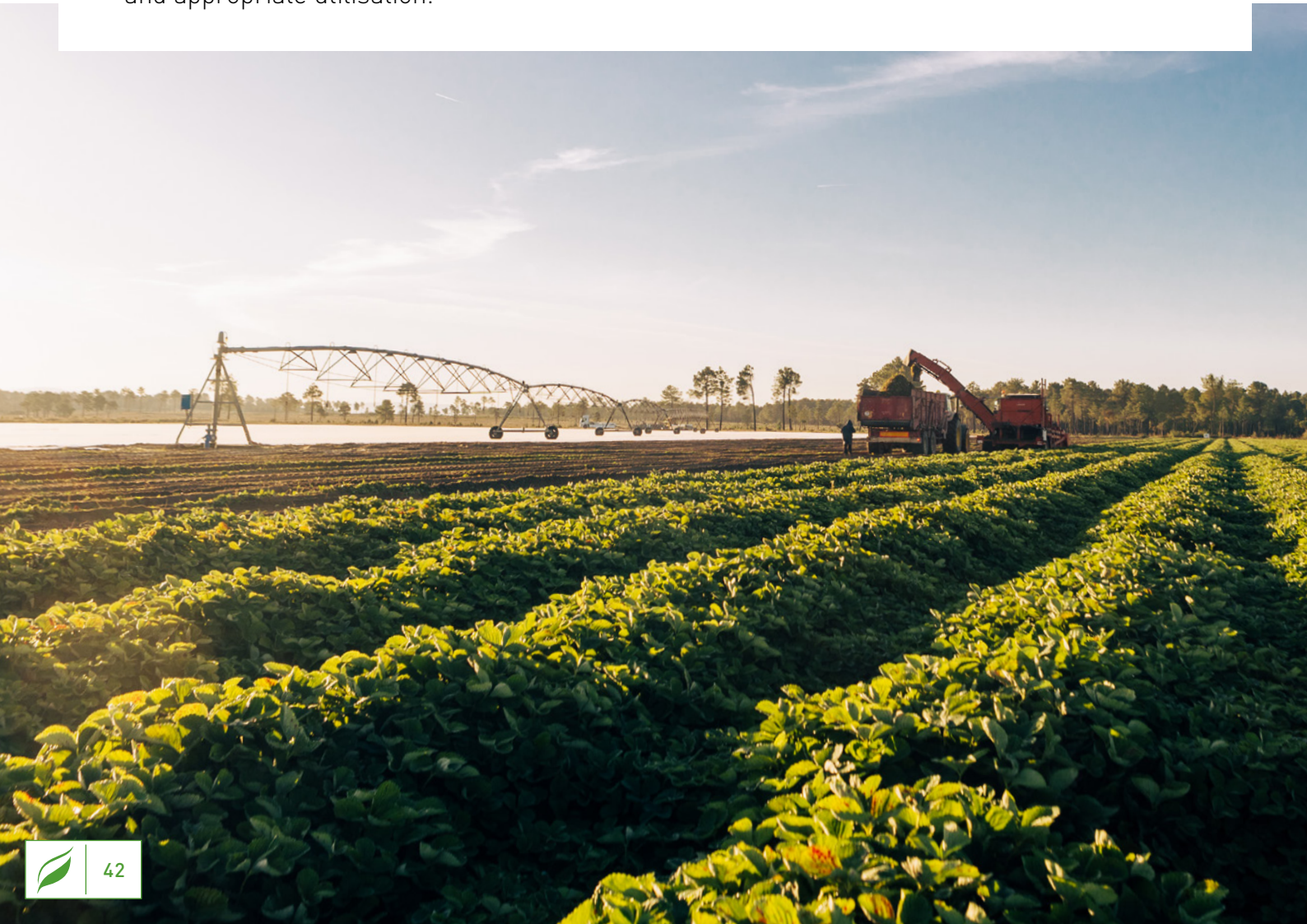
Water is an essential resource for the development of our activity and a critical element to guarantee the sustainability of our agricultural model. In a context of growing water scarcity derived from climate change, we reinforce our commitment to **continuous improvement in water use efficiency**, ensuring its long-term availability and minimising our impact.

Our sector has the responsibility to use this resource consciously, efficiently, and responsibly. In this regard, we work to **reduce the water impact of our plantations**, optimising the use of every available drop of water.

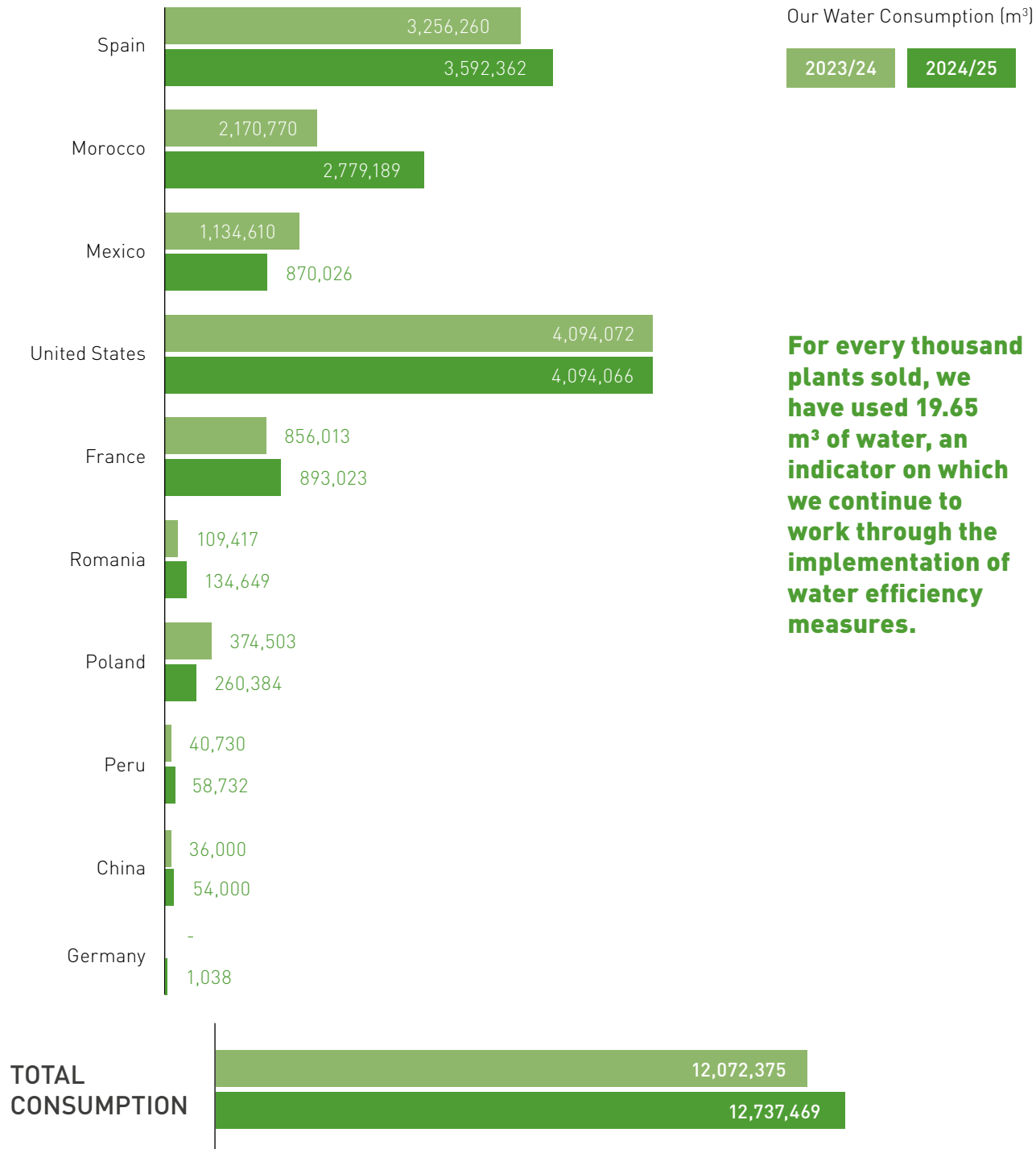
In turn, climate change represents a considerable challenge for agriculture and the availability of water resources. For this reason, our **genetic improvement programme (breeding)** focuses on developing varieties capable of adapting to these changing conditions, with more efficient water use and a smaller water footprint.

Likewise, the water we use in nursery activity comes from different irrigation communities and our own wells authorised by the respective countries. In this way, we ensure the use of quality water and appropriate utilisation.

Innovation and technological development play a key role in this commitment. Thanks to advanced solutions, we optimise irrigation systems and conduct continuous monitoring of water use in the field, which allows us to improve decision-making and guarantee more sustainable and efficient management of this strategic resource.



OUR WATER CONSUMPTION



As can be seen in the previous table, water consumption has remained at similar levels to those of the previous year, with a slight increase in line with the company's growth.

As part of our commitment to the environment, we continue to work to ensure that **irrigation systems are as efficient as possible**, focusing on digital transformation through innovative initiatives that allow us to monitor consumption and improve real-time decision-making.



Among the measures we implement in the company to reduce our water consumption, we highlight the following:

- **Pivot monitoring (mobile irrigation systems):** allows the movement and operation of irrigation systems to be remotely controlled, as well as their automatic activation and deactivation based on agro-climatic parameters. This technology, currently operational in Spain, improves irrigation accuracy and contributes to significantly reducing water and fertiliser use.
- **More efficient irrigation systems** that are progressively implemented to reduce water consumption in cultivation, such as drip irrigation for in-soil strawberry cultivation that we have started in some areas of Spain, Poland and the United States, or hydroponics for strawberries in Mexico. Additionally, we have implemented automated irrigation systems in Mexico and Peru to increase water use efficiency. In Spain, drip irrigation has been implemented on 138 hectares of strawberries, achieving reductions in water and fertiliser use of between 31% and 40%.
- **Specific substrates** used in Peru that allow the plant fattening cycle to be reduced from four to three months, implying lower water and fertiliser consumption.
- **New varieties adapted to water efficiency:** through our genetic improvement programme (breeding), we work on the development of varieties more resilient to water stress, capable of maintaining high yield levels with lower water consumption and a reduced water footprint.
- **Artificial Intelligence Models (machine learning)** for predicting the yield of crops such as raspberry in Spain and Morocco, which allows irrigation and fertilisation needs to be adjusted more precisely.
- **Use of satellite images and drones** which, through mathematical algorithms, allows the detection of inefficiencies in water use, irrigation optimisation and early detection of pests and diseases. This system is already operational in Spain and is in the implementation phase in Poland and the United States.
- **Water storage and utilisation systems:** we promote the use of infrastructure that facilitates the reuse and conservation of the resource, adapting solutions to the conditions of each region.



Thanks to our commitment to technology, innovation, and digitalisation, we advance towards more efficient and sustainable water management. This approach allows us to continuously monitor water consumption and make data-based decisions to optimise its use.

3.4 CONTRIBUTION TO THE CIRCULAR ECONOMY AND BIODIVERSITY PROTECTION

At Planasa, we reinforce our commitment to **the circular economy**, through the implementation of initiatives aimed at minimising waste generation and promoting its reuse and recovery.

Our approach focuses on optimising processes throughout the entire value chain, reducing the environmental impact of our operations without compromising the quality and food safety standards that define us.

Below, we show the data relating to the consumption of the **main raw materials** used in our company during fiscal year 2024/2025.

RAW MATERIAL CONSUMPTION 2024/2025

	Packaging and containers	Fertilisers	Plant protection products
No.	38,772,932	685,818	28,042
Metres	4,197,877	-	1,197,289
Kilograms	3,738,855	5,066,784	63,812
Litres	843	20,114,018	183,628

As can be seen, one of the most relevant raw materials in our company is **packaging and containers**, which is why we work continuously to optimise their use, with the aim of reducing consumption and minimising environmental impact. In this regard, we drive initiatives aimed at improving design, reducing materials, and incorporating more sustainable solutions, favouring recyclability and efficiency throughout the value chain.

At Planasa, we know that the circular economy represents an opportunity to contribute to sustainable development, allowing the effects of climate change to be mitigated. For this reason, we conduct various actions that reinforce our commitment to achieving adequate **waste management and minimisation**, such as the use of biodegradable trays, reusable packaging systems, as well as the segregation, treatment, and recycling of waste for reuse.

Furthermore, we work continuously to minimise the volume of waste destined for landfill. To this end, all operations related to waste management are conducted through **authorised waste managers**, ensuring their correct treatment in accordance with current regulations. Likewise, waste is stored in containers appropriate to the volume of activity and managed



with sufficient frequency to avoid prolonged accumulations that could create health and safety risks.

In line with our commitment to the circular economy, we promote an internal culture oriented towards correct waste management, actively involving all people in the organisation. In this regard, staff have **specific training in waste management and segregation**, which ensures adequate classification and removal of materials generated during activity.



Regarding waste segregation and treatment, this is conducted through the following activities:

- Empty containers are incorporated into the production process to manufacture new containers after washing at the managers' recovery plants.
- Cardboard and paper are separated from the rest of the waste and recovered. Wood, once separated, is chipped and recycled.
- The by-product (roots, leaves, branches, etc.) is used for animal feed or as filler for other farms.
- Scrap metal is sold and recovered in blast furnaces, where it arrives through the authorised waste manager.
- Lamps, luminaires and fluorescent tubes, through the authorised waste manager, reach the recovery plant. Electronic equipment and office waste materials such as toners are also managed for recovery and component separation at specialist plants.

In addition, Planasa, aware of the sensitivity associated with **hazardous waste management**, has implemented specific procedures to ensure its correct treatment. Each type of waste has detailed technical data sheets that include, among other aspects, its identification and origin, the authorised manager responsible for its treatment, general information on its generation (frequency and estimated volume), the designated containers for its storage, as well as the associated responsibilities and preventive and corrective measures.

Likewise, regarding **packaging**, the strategy adopted by Planasa for the coming years consists of increasing the proportion of recyclable, biodegradable and even compostable packaging purchased. Given the market context, with consumers increasingly aware of the adverse effects of climate change, and the growing demand for biodegradable and recyclable trays for final product presentation, we collaborate with suppliers of reusable plastic packaging and pallets (wood and plastic).

Regarding **waste volume** generated throughout the fiscal year, as can be seen in the following table, it has been reduced by 8.6% compared to the previous year. This reduction is largely due to measures implemented in prevention, process optimisation, and improved waste management, which have allowed progress in reducing the environmental impact of our operations.

	2024/2025	2023/2024
Waste generated (Kg)	10,461,395	11,441,967

BIODIVERSITY PROTECTION

The **preservation of nature** is a key aspect for the development of our activity, given its essential role in biodiversity protection and the maintenance of ecosystems. In this context, we work to minimise the impact of our operations on the environment and contribute to the conservation of natural resources.

At Planasa, we commit to preserving biodiversity and promoting ecosystem recovery actions in collaboration with environmental organisations.

Our strategy is oriented towards improving efficiency in agricultural production and fostering responsible use of natural resources, advancing towards more sustainable and resilient production models in the face of climate change through the R&D&I area.

We promote sustainable agricultural and production practices that favour the reduction of fertiliser and plant protection product use.



4

HUMAN TEAM



4.1 OUR TEAM

At Planasa, we are guided by trust and loyalty in each of our actions, and we foster creativity and innovation to develop our work.

In terms of Human Resources management, our priorities focus on **continuous improvement**, with the aim of ensuring employment stability and offering appropriate working, economic and safety conditions for our professionals.

An example of Planasa's firm commitment to people is our adherence to the **United Nations Global Compact**, which requires organisations to respect, among other principles, human rights, and labour standards, recognising the right to collective bargaining, the elimination of forced or child labour and the abolition of discriminatory employment practices.

We conduct our activity guided by trust, honesty, and passion, fostering both the professional and personal growth of our employees, and continuously driving innovation to guarantee the highest quality of our products.



We strive to ensure **fair and respectful working conditions** for workers, in accordance with the fundamental principles and rights established in the Declaration of the International Labour Organisation (ILO) and the Universal Declaration of Human Rights.

At Planasa, our workforce is characterised by **diversity**, with more than 25 nationalities. This richness of cultures, experiences and perspectives not only enriches our organisation, but also strengthens our capacity to innovate and continue to grow sustainably.

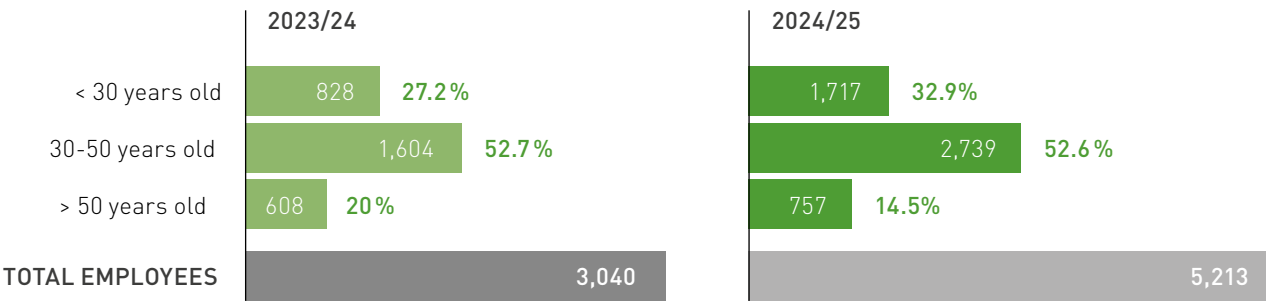


As can be seen in the following tables, the number of employees has increased by 71% compared to the previous fiscal year. This increase is mainly explained by the **change in the fiscal year**, which from now on closes in June instead of March. Therefore, since the number of employees is counted as at the fiscal year-end, the seasonality of activity and the campaigns conducted in the different countries are reflected differently in the headcount, which directly impacts the total number of employees reported.

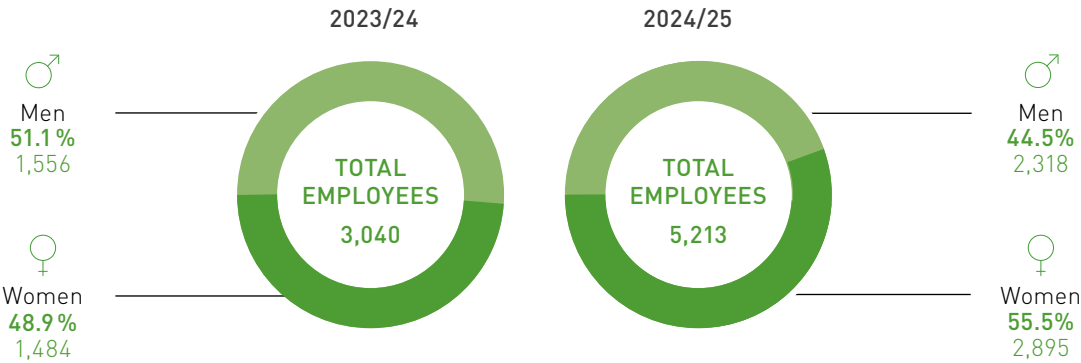
The workforce presents a **female representation of 55%**, representing a 6.6% increase compared to the previous year. Regarding age distribution, the most representative range is between 30 and 50 years, a range to which 52.6% of the workforce belongs.

EVOLUTION OF OUR HUMAN TEAM

EMPLOYEES BY AGE



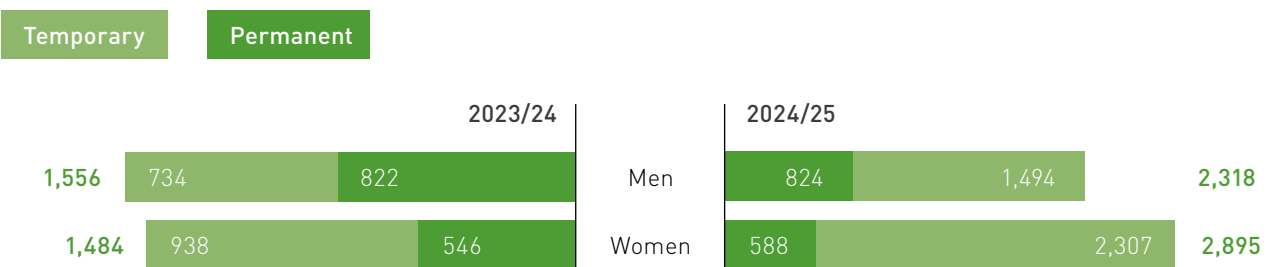
EMPLOYEES BY GENDER



DISTRIBUTION OF EMPLOYEES BY COUNTRY

COUNTRY	Employees 2023/24	Employees 2024/25
Spain	624	901
Morocco	990	1,748
Mexico	991	1,861
United States	266	344
France	35	63
Peru	18	118
China	71	29
Romania	17	81
Poland	12	50
Italy	6	6
Netherlands	9	2
South Africa	1	1
Germany	-	9
TOTAL	3,040	5,213

CONTRACT TYPES

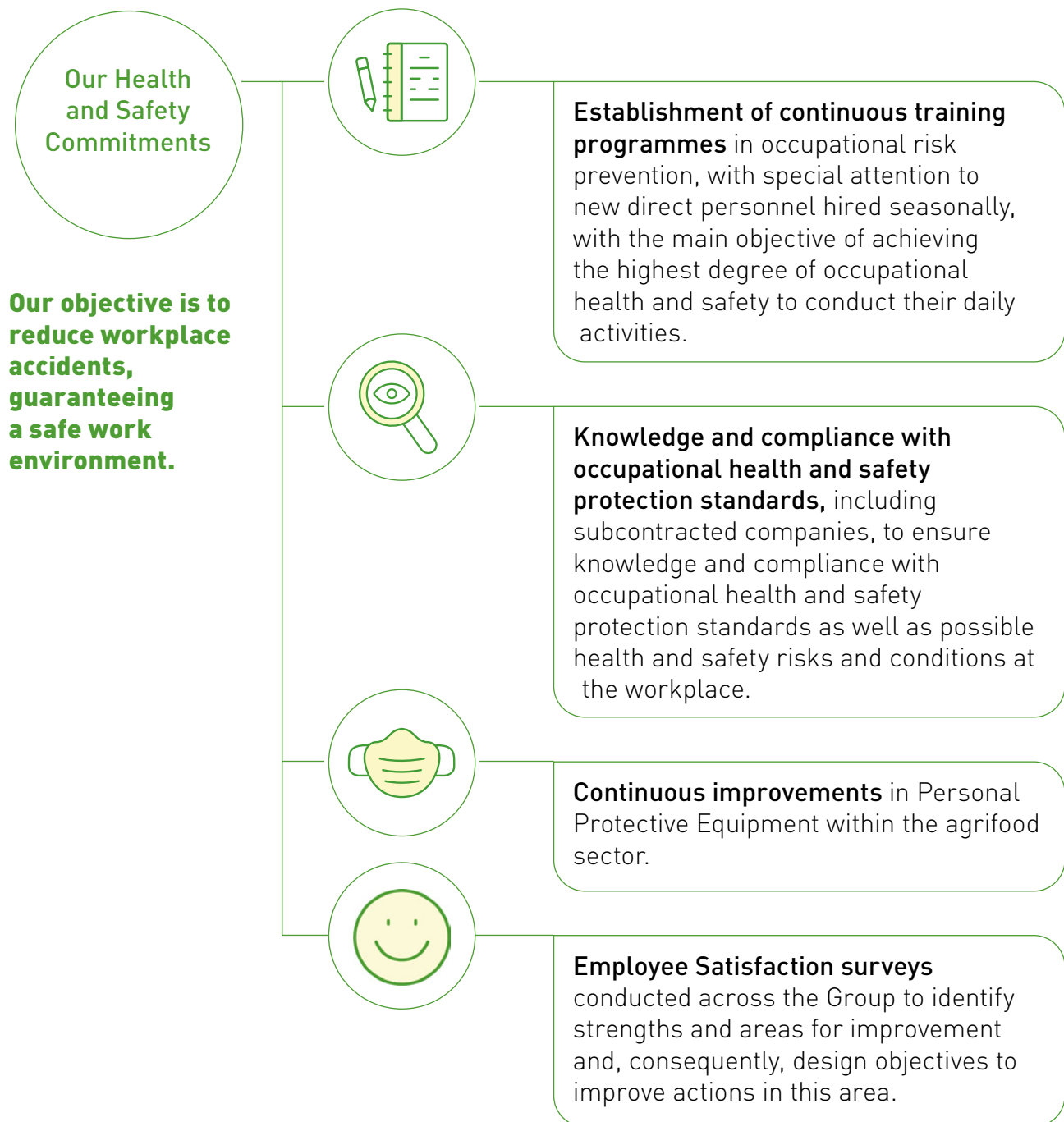


Regarding the type of contracts, it should be noted that **temporary employment** of workers is higher than in other sectors, mainly due to the type of activity we conduct, which is concentrated at certain times of year. Nevertheless, every year we convert temporary workers to permanent discontinuous contracts in accordance with the needs of our campaigns and compliance with the legislation of each country.



4.2 OCCUPATIONAL HEALTH AND SAFETY

At Planasa, we are fully committed to the health and safety of our employees, striving to create and maintain a safe and healthy work environment. Over the years, we have adopted a continuous improvement approach in health and well-being across all areas of our activity, with special emphasis on risk prevention and workplace safety.



In line with these commitments, at Planasa we conduct a series of actions in different countries to **reduce risks at the workplace**, working to ensure safe and healthy working conditions. Among these, we highlight the following actions:



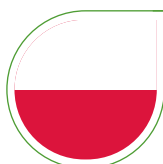
China: We conduct training for new recruits in occupational risk prevention, especially for pesticide spraying workers and machinery operators. The creation of an Occupational Health and Safety Committee is planned in the short term. In previous fiscal years, safety clothing equipment was purchased for the farms.



Romania: Actions and training are conducted to promote worker occupational health and safety. We also collaborate with a specialised external company that advises us on these matters, with which we hold quarterly meetings. Additionally, we work to improve working conditions, mainly in the water supply area.



Italy: Offices are structured in accordance with Italian legislation on workplace safety and worker health risks. Every two years, a workplace risk assessment is conducted, signed by a designated medical specialist. Additionally, we collaborate with an external party to guarantee initial emergency training, fire prevention measures and emergency management and evacuation training, on an annual basis.



Poland: Employees receive health and safety training and sign a certificate confirming that they have completed the training.





Mexico: Occupational Risk Prevention activities are conducted on Safety and Occupational Medicine topics, and work is being done on establishing Safety and Hygiene committees and on preventing psychosocial risks. Additionally, we are working on an adaptation programme for workers whose tasks require greater physical effort to avoid the risk of injury. Furthermore, we have a Health and Safety Committee that meets monthly to identify unsafe acts or conditions and design action plans to minimise them.



USA: We hold monthly safety meetings, monitor work areas, and conduct audits of work protocols. The main topics addressed in our meetings focus on injury and illness prevention, measures to report any unsafe condition, provisions for medical services, first aid and emergency services. Additionally, we have an Employer Safety Practices Code, safe practices for the operation of any agricultural or construction equipment, fire prevention, safe procedures for cleaning, repairing, servicing, and adjusting equipment and machinery, safe access to work areas as well as fall protection.

We also organise events that reinforce occupational safety culture, having a safety programme to incentivise employees. The main improvements conducted during the fiscal year are as follows:

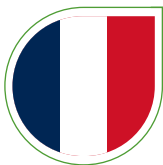
- Ergonomic modifications to planting, weeding machines and plant cutting tables.
- Increase in the number of toilets and available shade for employees working outdoors.
- Implementation of electronic attendance recording replacing manual recording and streamlining the process for employees.





Morocco: We have a Works Council and a Health and Safety Committee. We hold periodic meetings to address all matters related to employee health and safety, sharing the company's strategic and operational objectives in this area. We also acquire personal protective equipment (PPE), providing training on its use to employees. Regarding specific training in occupational risk prevention, the following training has been conducted:

- First aid procedures and use of fire extinguishers.
- Safety and prevention standards in the handling of toxic chemical products.
- Management of toxic chemical product packaging.
- Hygiene, safety, and health standards at work.
- Safe use of agricultural machinery on the farm.
- Emergency evacuation procedures.



France: We have an Occupational Risk Prevention Plan that we share with employees and conduct training actions to promote worker health and safety. Additionally, in the event of an accident, we conduct a survey to identify the causes and respond appropriately. We also hold monthly meetings with staff representatives to address occupational health and safety aspects.



Spain: We provide training when employees join the organisation and annually in occupational risk prevention. We also have a Health and Safety Committee that meets quarterly and we have a prevention plan at each of our sites.



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

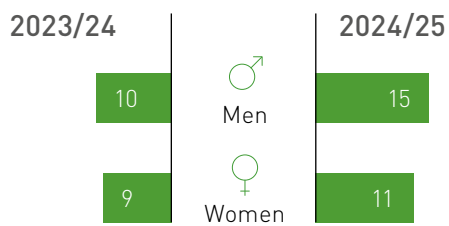
Furthermore, as part of our commitment to health and safety, this year we conducted a **comprehensive wellness day in Mexico** in which 352 employees participated, from both operational and administrative areas. During this initiative, medical check-ups were conducted, as well as physical assessments. Vaccination campaigns were also conducted, along with family planning activities. The main objective of this day was to promote disease prevention and healthy lifestyle habits among the organisation's people.



In addition, throughout this year we have collaborated with the consultancy **Bien Up**, specialised in reducing the consequences of work-related stress and helping with conflict management to improve health at work. The objective is to help Planasa workers manage stress, work conflicts and any issue related to mental and emotional well-being. The agreement applies to Planasa employees in Mexico, Peru, and Spain, with Planasa covering the costs of the first assessment session.

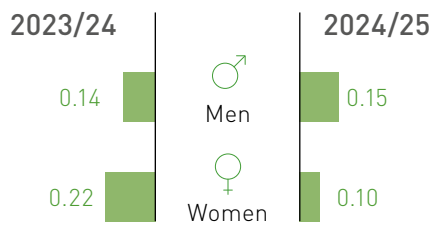
Below, we detail the frequency and severity indices of accidents that occurred at Planasa during the periods 2024/25 and 2023/24:

FREQUENCY RATE¹



Planasa, we firmly believe that safety and health are a fundamental and priority issue, so our objective is to minimise the number of accidents, with exhaustive monitoring of the evolution of the most representative indicators conducted for this purpose.

SEVERITY RATE²



- 1 Number of lost-time accidents × 1,000,000 / Number of hours worked.
- 2 Number of lost workdays × 1,000 / Number of hours worked.

As can be seen, although there has been a slight increase in the accident frequency index throughout the year, the severity index has decreased significantly for women, remaining at very similar figures in the case of men.

In line with our commitments on health and well-being, during the fiscal year various **initiatives aimed at promoting healthy habits** were conducted. Among these, the organisation of a nutrition conference focused on promoting a balanced daily diet stands out, accompanied by a healthy lunch with seasonal fruits from our Huelva farms.

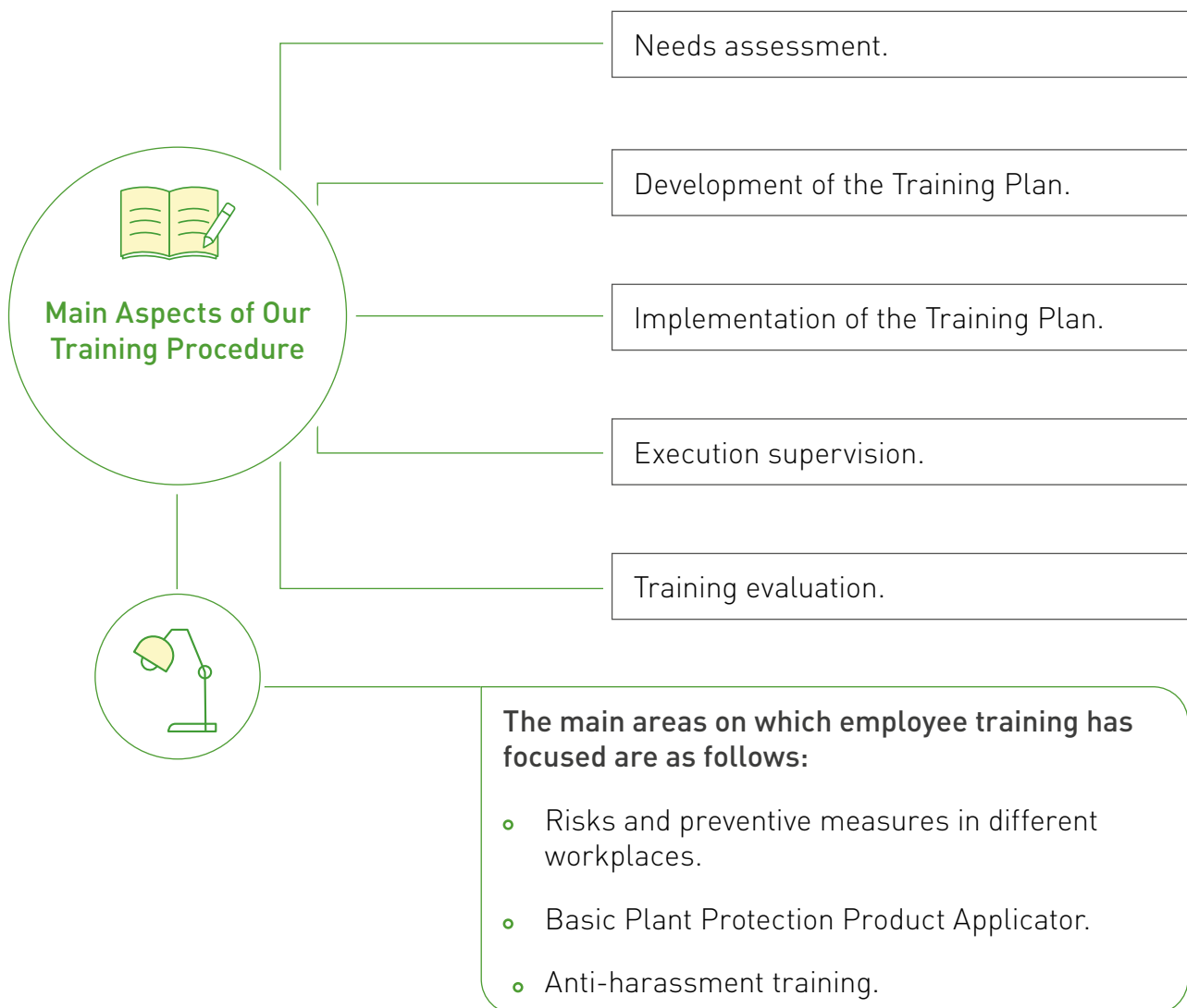
Likewise, an initiative was developed in Segovia, in collaboration with the PTA of a school in Sacramenia, aimed at **promoting healthy eating habits** in the school environment. Within this framework, berry trays from our Cartaya centre were donated, facilitating access to fresh and nutritious products and reinforcing the importance of a balanced diet from an early age.

4.3 COMMITMENT TO EQUALITY AND EMPLOYEE PROFESSIONAL DEVELOPMENT

At Planasa, we commit to the **personal and professional development** of our employees, so that we can contribute to their progress, growth, training, and motivation. In this way, we strengthen the capabilities of our teams and guarantee the highest quality in our services.

Throughout the year, we have delivered 24,070 training hours to our team.

To this end, we have a **Training Procedure** that allows us to identify the team's needs to develop a tailored Training Plan and analyse the results obtained to assess the satisfaction and effectiveness of the Plan.



The promotion of equal opportunities and the guarantee of an environment free from any discrimination constitute one of the fundamental pillars of our Human Resources strategy.



In this regard, our **Code of Conduct** reinforces the commitment to treat all people with respect, equity, and dignity always, ensuring that employment decisions are based exclusively on objective criteria such as merit, performance, and talent.

At Planasa, we consider it a priority to foster an inclusive culture that guarantees **equal opportunities and non-discrimination** on grounds of sex, sexual orientation, language, religion, political opinion or any other, national, or social origin, economic position, disability, or any other condition.

As part of this commitment, in Spain we have **Equality Plans** adapted to current regulations, a key tool that integrates the principles of equal opportunities, work-life balance and respect for human rights. We also promote specific training on equality and accessibility.



Specifically, our Code of Conduct, mandatory for all Group members, includes, among others, the following key points:

- The rejection of any form of discrimination or harassment, whether verbal, physical or visual.
- The creation and dissemination of communication channels for consultation or, where applicable, reporting of practices that go against the Group's principles on equality.
- The promotion of equitable and fair treatment, basing any decision on objective and business criteria in favour of equal employment opportunities for all people who are part of Planasa.



Through these Plans and the commitments we make in different countries, we work to achieve the **main objectives** we set around equality:

- Maintain a balanced composition in the overall workforce.
- Guarantee the absence of discrimination in pay policy.
- Ensure non-discrimination in selection and promotion processes and guarantee that female candidates are valued in all processes.
- Promote access for the underrepresented sex in female- or male-dominated positions and tasks.
- Promote the presence of women in positions of responsibility.



- Promote the harmonisation of work and personal life.
- To promote a better work-life balance.
- Disseminate among the workforce the existing work-life balance measures to promote their knowledge and use.
- Ensure that workers are protected against sexual harassment and are aware of the measures in place to prevent and eliminate such situations.
- Create a more equal work environment through awareness-raising and training.

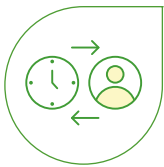
At Planasa, we are firmly committed to the right of our workers to reconcile work with personal and family life.





Likewise, at Planasa we commemorate key dates related to diversity and inclusion as a demonstration of our commitment. In this regard, during this year we have commemorated **International Women's Day**, highlighting the fundamental role of women within the organisation and reaffirming our commitment to equal opportunities, the promotion of female talent and the creation of inclusive work environments. Likewise, we join the celebration of **International LGBTIQ+ Pride Day**, reinforcing our commitment to diversity, inclusion, and equality.

Throughout this year, 100% of employees have returned to work after taking their maternity or paternity leave.



We promote **flexible working hours** for start and end times, and we ensure that meetings are always scheduled within working hours, a notable practice given the time difference in different countries. In this way, we guarantee complete disconnection for employees at the end of their working day.

For work centres with direct labour staff, where flexible working hours are not so feasible, we have a **shift work** schedule distributed throughout the year among all staff, considering the planting and harvesting season. In this way, we facilitate the distribution of shifts among employees to allow the best possible reconciliation between their family and professional lives.



Likewise, as part of our commitment to improving employees' working conditions, we not only offer **free accommodation** in various countries for those employees who work in the field, thus solving the problem of difficult access to housing at certain times of the year, but also provide free travel from the place of origin, transport to work centres and financial assistance for their first purchase. We also work continuously to ensure that workers' stays meet their needs, thus guaranteeing their well-being. To this end, we conduct surveys at the end of each campaign that allow us to identify improvements.



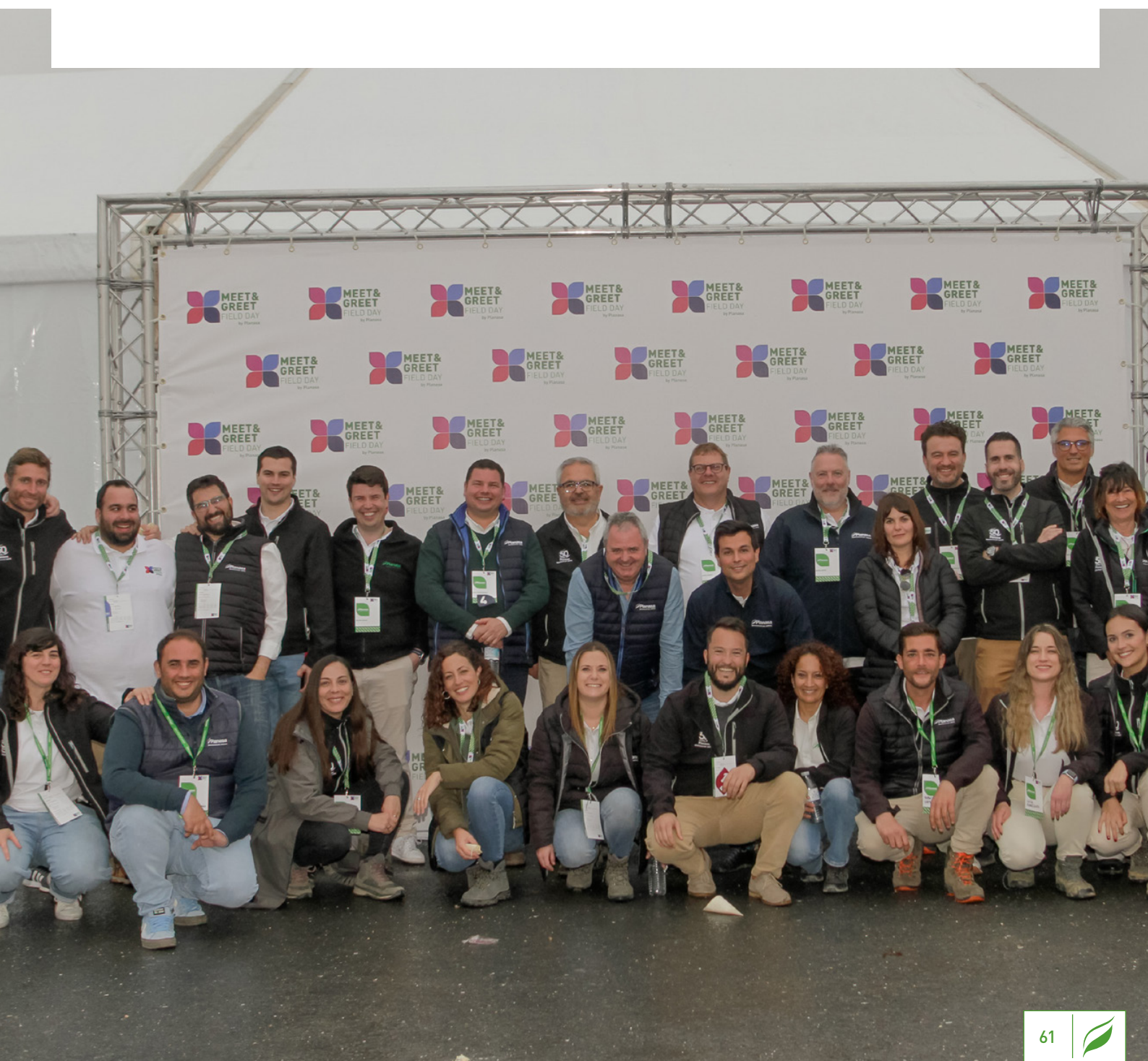
Likewise, as part of our commitment to equal opportunities, at Planasa we promote employees taking up their **maternity or paternity leave** entitlements established in each country, and we strive to ensure that parental leave, as well as any other absence linked to family circumstances, does not affect employees' professional lives.



Likewise, in partnership with **Fundación Adecco**, a specialist in Diversity, Equity, and Inclusion, we promote training for our employees focused on support for diversity, where specific guidelines on the appropriate treatment of people with disabilities are shared, as well as awareness-raising on diversity and inclusion.



Furthermore, in Spain we organise one or two meetings a year called **"Diversity Meeting"**. These meetings consist of a talk in which participants are invited to reflect on the physical, communicative, and attitudinal barriers faced by people with disabilities. Thanks to this initiative, we reinforce our commitment not only to the elimination of material obstacles, but also communicative barriers, promoting a culture in which all people can participate and develop on equal terms.



5

SOCIAL DEVELOPMENT



5.1 SUPPORT FOR THE LOCAL COMMUNITY

At Planasa, we understand the relevant role we play in the economic and social development of the communities where we operate, especially in rural environments. Through our activity, **we contribute to job creation**, both direct and indirect, fostering the revitalisation of the local economic fabric and helping to mitigate the problem of rural depopulation, while promoting the well-being and sustainable development of these territories.

In line with this approach, we prioritise the hiring of **local talent**, driving employability in the areas where we are present and generating opportunities that contribute to the settlement of the population and the economic growth of communities.

During the fiscal year, we have conducted various **social action initiatives** aimed at generating a positive impact on our environment, reinforcing our commitment to communities, and supporting those groups in the most vulnerable situations.

In this context, our employees have once again participated in different solidarity initiatives within the framework of "**Planasa International Volunteering Day**", reflecting the commitment, involvement and solidarity spirit that characterises our team, and contributing to amplifying the social impact of our actions.

As set out in our ESG Policy, Planasa's social strategy is built around a clear objective: to contribute to reducing social inequalities and improving the quality of life of the most disadvantaged groups.



- **France:** Planting of 195 trees in collaboration with the association Des Enfants et des Arbres. Through this initiative, we not only contribute to the improvement of the natural environment but also foster environmental awareness and promote values of sustainability and respect for the environment.
- **Italy:** Donation of clothing and food in favour of the Red Cross, through which Planasa employees were able to collaborate by donating essential items.
- **Morocco:** Participation in the renovation of a mosque in the town of Ouled Bourehma, where one of our centres is located. Activities included painting, cleaning, and improvement of the facilities, contributing to the maintenance of a key space for the community. A blood donation campaign was also organised in collaboration with the regional health office, in which a total of 102 people participated, contributing to reinforcing health resources in the area.
- **Spain:** Charity campaign consisting of the collection of food, nappies, and child hygiene products, which were destined for the NGO Proyecto Infants, contributing to improving the situation of families with children in vulnerable contexts and fostering social involvement among employees.
- **China:** Environmental volunteering day on Dajianshan mountain (Yunnan), in which 13 employees participated. The initiative combined cleaning and natural environment protection activities with activities aimed at reinforcing teamwork.

At Planasa, we are aware of the need to transfer our sustainability commitments and actions to our supply chain.



We also collaborate with various universities and training centres through agreements with which we develop **educational cooperation programmes** at our facilities for undergraduate and postgraduate students. These collaborations take place at the company's facilities to provide students with practical experience and a deep understanding of the labour market. Furthermore, these internships are conducted under the supervision of a tutor from the centre itself and a work centre manager, to guarantee correct compliance

with the collaboration agreement.

We also make contributions and collaborate with **agricultural sector business associations and football clubs** in the communities where we are present. Predominantly, these actions have been conducted in Spain, France, and in the Eastern European subsidiaries, with the aim of promoting sporting activity and social inclusion.



5.2 RESPONSIBLE SUPPLY CHAIN

At Planasa, we are aware of the need to transfer our sustainability commitments and actions to our supply chain.

In this way, we strive to ensure that our suppliers are aligned with our values and standards regarding respect for human rights, the environment, equality, ethics, and integrity.

These commitments are reflected in our **Supplier Code of Conduct**, through which we promote the implementation of good business practices and minimum environmental, social, and good governance standards in our supply chain.

To ensure supplier compliance with the Planasa Supplier Code of Conduct, we conduct **due diligence** to verify the reputation, history, capabilities, and ethical

conduct of each supplier, in accordance with Group policies.

To strengthen this commitment, we have a well-defined **purchasing management procedure**, divided into phases and with a series of controls to prevent bad practices. This is applied to manage the purchase of materials, equipment and services that influence the quality of our products and includes a series of rules that regulate the entire purchasing cycle, from identifying the need to its fulfilment.

We also have a **supplier approval procedure** that allows us to evaluate their ESG performance. This procedure begins with suppliers completing an ESG evaluation questionnaire that allows us to determine the degree of sustainability and ethics in their actions.





In the current fiscal year, the **ESG performance of the main suppliers** in the EMEA region has been evaluated, with 56% of them achieving a sustainable rating. In the case of suppliers from the Americas, 92% of them achieved a sustainable rating, which demonstrates the growing commitment of our supplier network to the Group's ethical, social, and environmental values and standards.



6

RESPONSIBLE GOVERNANCE



6.1 ETHICAL AND RESPONSIBLE GOVERNANCE

We drive a business model based on ethics, integrity, and transparency, promoting among our employees a culture of compliance that goes beyond respect for applicable laws and regulations, always fostering action that is upright and responsible, aligned with the principles of good governance and business ethics.



These principles are set out in our Code of Conduct, mandatory for both employees and those persons directly or indirectly linked to the company. Through this Code, we define the values and behavioural guidelines that must govern actions with employees, clients, partners, suppliers, and local communities.

In this way, we reaffirm our commitment to adhering to the highest ethical standards in all areas of our activity, strengthening our reputation as an upright company and acting with trust and loyalty. Thus, our employees must assume responsibility not only for the results achieved, but also the way they are achieved.

Likewise, through our **ESG Policy**, we reinforce the commitment to ensuring a responsible business model, driving from senior management an ethical, inclusive, and equitable culture that allows us to establish relationships based on transparency and trust with our stakeholders.

In addition, at Planasa we have an **ESG Committee** that meets on a regular basis, approximately every three months, with the aim of supervising, coordinating, and monitoring the Group's environmental, social, and good governance initiatives, ensuring their adequate integration into the corporate strategy.

This Committee comprises the senior managers of the main areas of the organisation, which ensures a cross-cutting approach and adequate oversight from the highest levels of the organisation.

Its composition and functioning reinforces our commitment to best corporate governance practices, promoting responsible decision-making, ethical management, and regulatory compliance in all our activities.

Within the ethical principles and standards of conduct promoted in the Code of Conduct, we reaffirm our absolute rejection of any abusive, offensive, or verbally or physically harassing conduct, always promoting **respect and equity** and fighting to avoid any form of bribery or corruption.

For this reason, with the aim of ensuring compliance with the principles set out in the Code of Conduct, we have a **whistleblowing channel** through which employees, clients, suppliers and any third party directly or indirectly related to Planasa can report any inappropriate, irregular or criminal conduct via the email address **ethicsline@planasa.com**

The whistleblowing system is centralised, meaning that all reports, which can be made from any Group company, at any geographical location, are collected in a single mailbox. Once received, they are duly investigated and managed based on the provisions of our **Irregular Practices Reporting Policy**, where we encourage Planasa staff to report any suspicion of non-compliance or legal infringement and provide the necessary guidelines to report, investigate and remedy any improper act that occurs in the company.

To this end, we do not tolerate any form of retaliation against workers who report any illegal or unethical conduct, always guaranteeing the transparency and independence of the parties involved in the process.

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

We conduct training and communication programmes on our Code of Conduct and other applicable policies to ensure regulatory compliance and that employees' actions are aligned with the company's ethical principles.





Furthermore, we have a **Conflicts of Interest Policy**, which establishes the basic guidelines and standards of conduct that allow employees and the Planasa Group's environment to duly identify, monitor, and manage real or potential conflicts of interest that could affect their business decision-making. In this way, a series of situations are identified in which workers must notify and submit for approval by their manager or the Legal, Tax and Regulatory Compliance Director certain circumstances that could give rise to conflicts of interest.

Likewise, as established in our Code of Conduct, we promote the protection of human rights recognised in the **United Nations Universal Declaration of Human Rights**, acting with due diligence within our sphere of influence to guarantee their universal and effective recognition and compliance, and to prevent any type of harassment or abuse that employees may suffer.

Likewise, we express a total rejection of child labour, committing to respect freedom of association and collective bargaining and rejecting any form of discrimination and exploitation. In this way, we ensure compliance with the provisions of the **International Labour Organisation (ILO)** both in our organisation and in the supply chain.

We promote these commitments in accordance with the **OECD Guidelines** and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labour Organisation (ILO).

We also have a **corporate governance matrix** through which we ensure adequate internal approval levels for the most relevant decision-making, ensuring impartiality and objectivity in actions, minimising risks and guaranteeing workplace ethics and integrity.



6.2 REGULATORY COMPLIANCE

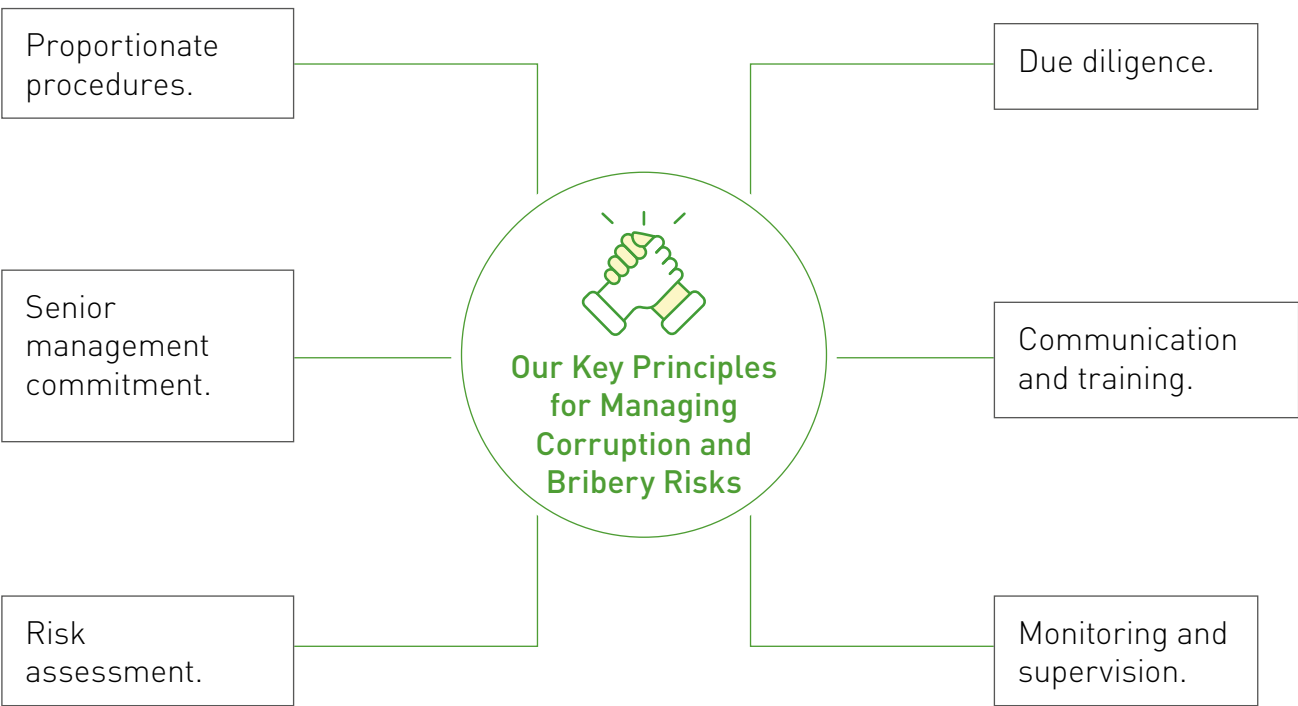
At Planasa, we always ensure compliance with the laws and regulations applicable in the countries in which we operate.

Our objective is to generate trust among our employees, business partners, clients, and shareholders, promoting a **responsible business model**, which we promote through the company's Regulatory Compliance area.

To this end, we have the **Code of Conduct**, as the basis of the Compliance Model, which is complemented by a series of Policies, all of them approved by the Board of Directors of Planasa. These Policies, available on the company's website, establish the minimum requirements and standards of conduct that employees must follow to ensure effective regulatory compliance, for which purpose they must sign a certificate of acknowledgement and compliance.

Among these Policies, we highlight the **Anti-Corruption and Bribery Policy** of Planasa, through which we reinforce our zero-tolerance commitment to bribery and promote fair, honest, and open business practices. To this end, we strive to apply the most rigorous anti-bribery standards with the aim of controlling any possible risk that our staff may face. We also detail the actions to be taken by our employees in the event of detecting any indication or suspicion of corruption and bribery that violates legislation and the Group's principles and values.

We prohibit bribery in all its forms, which we consider a serious or very serious disciplinary offence that entails the imposition of sanctions that can extend to dismissal.



Additionally, and reinforcing our commitment to fighting corruption, we have a **Gifts and Hospitality Policy**, which establishes the requirements that must be met for the acceptance or giving of gifts or hospitality within business activity. Our objective is to avoid situations in which Planasa staff decisions and Group interests could be affected by gifts and hospitality offered or received, which could constitute bribery or a serious breach of applicable legislation.

To this end, Planasa urges the application at all times of good judgement, good faith and moderation when granting or accepting gifts and hospitality, always complying with applicable legislation and the **OECD Anti-Bribery Convention**.

Likewise, at Planasa we commit to protecting the security of the information to which we have access. To this end, we have an **Information Security Policy**, which defines the basic objectives, strategies, and responsibilities of employees to guarantee information security in accordance with applicable standards and regulations.

This Policy is complemented by the **Information Security Regulation**, which establishes the general guidelines, responsibilities, and technical controls necessary to guarantee the protection of corporate and personal data, in compliance with applicable regulations, including the General Data Protection Regulation (GDPR) in Europe.

These documents serve as the basis for the implementation of secure management procedures, continuous staff training and the constant improvement of information and communication systems, always ensuring the integrity, availability and confidentiality of information managed by the Group.



GRI TABLE

GRI STANDARDS INDICATOR	DESCRIPTION	LOCATION IN THE REPORT
GRI 2	GENERAL DISCLOSURES	
2-1	Organisational details	1.1 Introduction
2-2	Entities included in the report	2.1 Who We Are
2-3	Period, frequency and contact point	1.1 Introduction
2-4	Restatements of information	3.1 Climate Action and Decarbonisation
2-6	Organisational details	2.2 Our Business Lines
2-7	Entities included in the report	4.1 Our team
2-9	Period, frequency and contact point	6.1 Ethical and responsible management
2-10	Restatements of information	6.1 Ethical and responsible management
2-13	Organisational details	6.1 Ethical and responsible management
2-14	Entities included in the report	CEO's Letter
2-15	Period, frequency and contact point	6.1 Ethical and responsible management
2-16	Restatements of information	6.1 Ethical and responsible management
2-17	Organisational details	6.1 Ethical and responsible management
2-22	Entities included in the report	CEO's Letter
2-23	Period, frequency and contact point	Strategy and commitment to sustainability
2-24	Restatements of information	Throughout the report
2-25	Organisational details	6.2 Regulatory compliance



2-26	Mechanisms for seeking advice and raising concerns	6.2 Regulatory compliance
2-27	Compliance with laws and regulations	6.2 Regulatory compliance
2-28	Membership associations	2.5 Dialogue with our stakeholders
2-29	Approach to stakeholder engagement	2.5 Dialogue with our stakeholders
GRI 3: Key Topics		
3-1	Process to determine material topics	2.3 Strategy and commitment to sustainability
3-2	List of material topics	2.3 Strategy and commitment to sustainability
3-3	Management of material topics	Throughout the report
GRI Financial (200)		
201-1	Direct economic value generated and distributed	1.3 Impact in numbers
201-2	Risks and opportunities from climate change	3.1 Climate action and decarbonisation
207-2	Tax governance	6.1 Ethical and responsible management
GRI Environmental Indicators		
301-1	Materials used	3.4 Contribution to the circular economy and biodiversity protection
302-1	Energy consumption	3.2 Energy efficiency
302-4	Reduction in energy consumption	3.2 Energy efficiency
303-5	Water consumption	3.3 Responsible water use
304-2	Impacts on biodiversity	3.4 Contribution to the circular economy and biodiversity protection
305-1	Scope 1 Emissions	3.1 Climate action and decarbonisation
305-2	Scope 2 Emissions	3.1 Climate action and decarbonisation
305-3	Scope 3 Emissions	3.1 Climate action and decarbonisation
305-5	Reduction of emissions	3.1 Climate action and decarbonisation
306-3	Waste generated	3.4 Contribution to the circular economy and biodiversity protection
GRI Social (400)		
401-1	New hires and employee turnover	4.1 Human capital management
403-1	Occupational health and safety management system	4.2 Health and well-being
403-9	Work-related injuries	4.2 Health and well-being
404-1	Training	4.3 Commitment to equality and professional development



405-1	Diversity and equality	4.3 Commitment to Equality and Professional Development
413-1	Local community impacts	5.1 Support for the local community



