

SUSTAINABILITY REPORT

AGROMILLORA 2023



AGROMILLORA

PREAMBLE:

ABOUT THIS REPORT

Sustainability is one of the fundamental pillars for corporate success and responsibility. This Sustainability Report (3rd edition) is one of our tools to communicate the efforts and progress of Agromillora Group in this area.

This document demonstrates our commitment to responsible and ethical management and is also a window to transparency for our employees, investors, stakeholders and society in general.

The scope of this report covers all the companies that make up the Agromillora Group, headed by Namozul Spain SL as the parent company. It also aims to provide the necessary information to understand the evolution, results and indicators and the situation of the Group, and the impact of its activity with respect to all relevant issues in Environmental, Social and Labor aspects, Ethics, Compliance and Human Rights carried out during the year 2023 (until the closing date on December 31st, 2023). Including, among other aspects, risks and opportunities, commitments, policies, etc. All terms pertaining to people are generally applied to all genders in terms of equal treatment.

All the data presented in the Report are present in the new version, referring to the year 2023 of our Non-Financial Information Statements shared publicly on the Namozul Spain SL website. Furthermore, we maintain its preparation in line with the GRI (Global Reporting Initiative) standard, with the reporting criteria according to the United Nations Global Compact and the Sustainable Development Goals and the 2030 Agenda and with the requirements established in Law 11/2018, of December 28th, 2018, on non-financial information and diversity.



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Letter from the CEO

Jordi Mateu

AGROMILLORA CEO



Letter from the CEO

“Agromillora has established itself as the world’s leading nursery for in vitro multiplication of woody and semi-woody species”

Dear reader, 2023 has been a year marked by both geopolitical events, with the continuation of the war in Ukraine and its consequences, and by the climate crisis with effects not recorded to date and which have had a profound impact on the economy worldwide. Drought has been a climatic factor that has had a negative impact on the agricultural sector and has caused unprecedented situations, highlighting the inflation that olive oil has experienced during 2023. The success of various campaigns with great water stress for olive crops, with April being the driest month since records began, has caused a decrease in production.

The inflation of EVOO

The continued rise in the price of extra virgin olive oil has led to a decrease in consumption this year, and a change in consumer habits, moving towards other, cheaper oils. However, globally, consumption of oil only represents 1.25kg of every 100kg of oils and fats

consumed, so there is still a large margin for increasing its consumption when this situation stabilizes.

“The olive tree is a resilient crop capable of providing large harvests when climatic conditions are favorable. We foresee a future with great potential in permanent crops and we see opportunities in the commercialization of new varieties”

The European Green Pact

The entry into force of the new CAP creates new paths that will condition and transform production methods and the overall functioning of the agri-food value chain at a European level. In defining the new CAP, the European Commission wanted to be more ambitious and has added new climate, environmental and food objectives that will represent a major challenge for the entire agricultural sector. These changes have been supported by the publication of the Green Deal strategies, including the “EU Climate Change Adaptation Strategy”, “Farm to Fork” and “Biodiversity 2030”. All of them are aligned to achieve a net emission reduction by 2050.

““At least a 55 % reduction in net emissions by 2020 ”

However, it has become clear that the main players in the sector, the farmers, do not share the same vision as the Commission, and in 2024 it will be necessary to review the strategies to ensure a profitable and socially just ecological transition

marking a historic step towards decarbonization and aligning with the objectives of the Paris Agreement signed in 2016.

“COP28 achieved a great consensus on global climate action”

Strategic Plan 2023-2027

This year we have started the implementation of our new Strategic Plan 2023-2027, conceived as the roadmap that will allow us to consolidate our position as a global leader in clonal micropropagation. We will strengthen our competitive advantage derived from the availability and accessibility of genetics at a global level. In today's globalized world, Agromillora is a key partner and is in a prominent position as a driving force of the agri-food industry, connecting breeders, nurseries and farmers, contributing and supporting sustainable and efficient development of agriculture.

Retos del sector agrícola en 2024

At Agromillora we see 2024 as a year full of opportunities to continue growing, driven by a good evolution of the markets, good production expectations and growth in the adoption of more efficient and sustainable agricultural models. We also plan to strengthen our position as a world-leading company in the nursery sector with the launch of our subsidiary in Peru, whose vision will be focused on responding to the demand of local producers and especially in the cultivation of berries. From a global point of view, at Agromillora we believe that digitalization of the field will not be an option, but an obligation to continue revolutionizing the agricultural sector, through the design and implementation of new technologies, such as sensors. This transformation must be accompanied by the training of appropriate profiles and the transmission of knowledge. The threat of a lack of generational change is a global reality that could limit the capacity of the agricultural sector. However, through the mechanization of processes and new technologies, we believe that it will be possible to respond to this situation and attract new young profiles who find agriculture to be an attractive sector in which to develop new business models. This paradigm shift will allow us to optimize processes, develop precision agriculture with models that make it more accessible to both large and small farmers; and more efficient and productive agronomic models that will ensure the food supply in the face of evident population growth and, therefore, the increase in demand for agricultural products.

“Con la digitalización, los jóvenes podrían encontrar la agricultura cómo un sector más atractivo y asegurar así el relevo generacional”

In 2024, our goal is also to continue producing genetically and nutritionally perfect plants to meet the needs of farmers around the world. This is Agromillora's commitment to society and the development of the nursery and agricultural sector. A path that will involve continuing to work on the development of new varieties that are more resilient and capable of adapting to the effects of climate change that are yet to come. Finally, I would like to express my deepest gratitude to our employees for their passion and dedication, to our partners for their collaboration, and to our customers and communities for their trust and support. Together, we will continue working to build a sustainable and lasting future, because this is our reason for being.

Water management

Water resource management is a critical element in ensuring the future of agriculture worldwide. Throughout 2023 we have seen how water availability is conditioned by external factors (climate change, geopolitical situation, drought) and internal factors (agricultural models, crop diversification, production needs). In times of scarcity, it is necessary to be able to find a balance between the needs of citizens and use in order to ensure food production capacity; and we have seen how, in addition to the needs of irrigated crops, dryland plantations may also need support measures in times of prolonged droughts in order to prevent the trees from dying and to be able to regain their productive capacity in future campaigns. All of this depends on the need for local governments to be able to develop new, more efficient and sustainable strategies for obtaining and consuming water.

New genetics

At Agromillora we are committed to programs for improving rootstock genetics in order to obtain new genotypes capable of offering materials that are more resistant to diseases and with a greater capacity to adapt to soil conditions. At the Centre for Agri-Food Research and Technology of Aragón (CITA), a new rootstock called Pilowred® has been developed, with a special focus on almond and peach cultivation. This new rootstock stands out for being more efficient in the use of water and the ability to enter production more quickly, adapting to adverse conditions resulting from climate change, and resistance to diseases. The low vigor of Pilowred® also allows it to adapt to intensive and super-intensive planting models.

Efficient and Sustainable Solutions

During 2023 at Agromillora we have reinforced our SES seal, sharing the necessary knowledge for the implementation of Efficient and Sustainable Solutions, providing value to both our clients and the relevant agents in the value chain. Our SES solutions seek to respond to the need to implement more efficient agronomic models in the use of inputs, trees with a smaller canopy volume and growth management that seeks a more two-dimensional geometry. The model developed by Agromillora for hedge training or SHD allows the mechanization of agricultural processes and greater accessibility for workers, with more pedestrian models.

“Great advances are expected in precision agriculture thanks to new technologies based on artificial intelligence, robotics and sensors”

The efficiency achieved allows the farmer to obtain greater economic profitability by reducing their production costs and to be more sustainable with the environment by reducing the use of products for fertigation of the farms. In 2024, the opportunity will be to develop these models through the use of new genetics and new fruit varieties, the development of sensors, robotics and artificial intelligence, essential elements for precision agriculture.

The 28th Conference of the Parties

The first United Nations Water Conference in 50 years highlighted the crucial and growing role of renewable energy in combating climate change. A great milestone that was achieved at COP28 by the attending countries was the agreement, which for the first time included an explicit mention of the need to abandon fossil fuels,

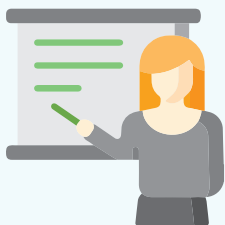
SUMMARY OF

2023



Millions of trees produced

+ more than 70 million plants delivered



Total hours of training of the workers

8.300 hours of training



Water Consumed

1,5 million m³



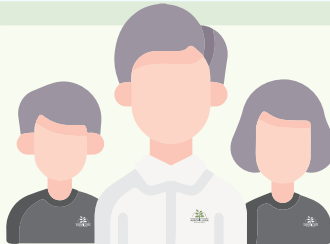
Employees

+ de 1.300 workers



Electrical energy consumed

8,109 MWh and 41% of it certified from renewable sources.



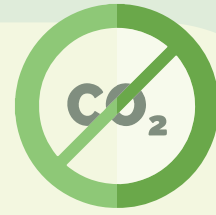
Main age range of the workforce

Between 35 and 49 years old



Presence

in 25 countries



Emissions

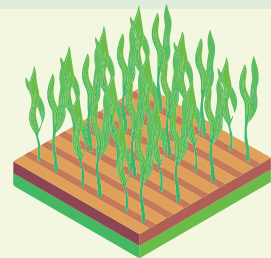
Scope 1: Direct emissions
4,408.55 Ton CO₂ eq

Scope 2: Indirect emissions
1,428.28 Ton CO₂ eq



Women in the workforce

62%



Greenhouses

648.000 m²



Activities and business figures

80 million €



AGROMILLORA
Its in our nature

Presentation of the group

Who are we at Agromillora?

We are Agromillora, a **world-leading company** in the nursery sector and in in-vitro plant multiplication, a leader in the production and marketing of woody species with the highest genetic and health quality standards.



OUR Mission

Efficient multiplication of plants that, based on innovation, quality and service, contributes to agricultural development

An illustration of three people (two men and one woman) holding a green flag with the Agromillora logo. The logo features a stylized plant and the text 'AGROMILLORA' and 'to do our best'. The background has large green leaves.

OUR Vision

To be the largest global platform for the production and marketing of plants

OUR Values



Commitment

Those of us who work at Agromillora feel identified with its mission, its objectives and its way of doing things.



Team Work

We actively cooperate with others to achieve group and organizational goals.



Honesty

We act with transparency, sincerity and integrity at all times. We keep our commitments, and if we make a mistake, we accept the consequences



Innovation

We question the way we do things with a constructive spirit and we are open to change.



Service

Our clients, both external and internal, must feel that we work together for them, adapting to their needs and seeking agreements that are beneficial for everyone.

OUR Commitment

TO THE COMPANY AND SOCIETY

Sustainable growth based on business ethics and compliance with regulations with people and the environment



Most relevant data about the group:



Company founded in
1986



648.000
m² of greenhouses



+1.300
Employees*

*We exceed this figure at specific times during the high season



11
Laboratories
In-vitro propagation
in 10 countries



+70 M
Of plants
delivered in 2023



Presence in
25 countries



12 Subsidiaries
in 10 countries



Laboratory
R&D
in Oregon (USA)

At AGROMILLORA we work with four main brands:



Intended for the final customer and ready to plant

ROOTPAC®

The Rootpac® pattern series comes from the breeding program for new Prunus rootstocks developed between 1996 and 2012.

The search for these patterns focused on responding to the needs of a fruit sector in constant evolution and development towards efficiency and intensification of plantations.

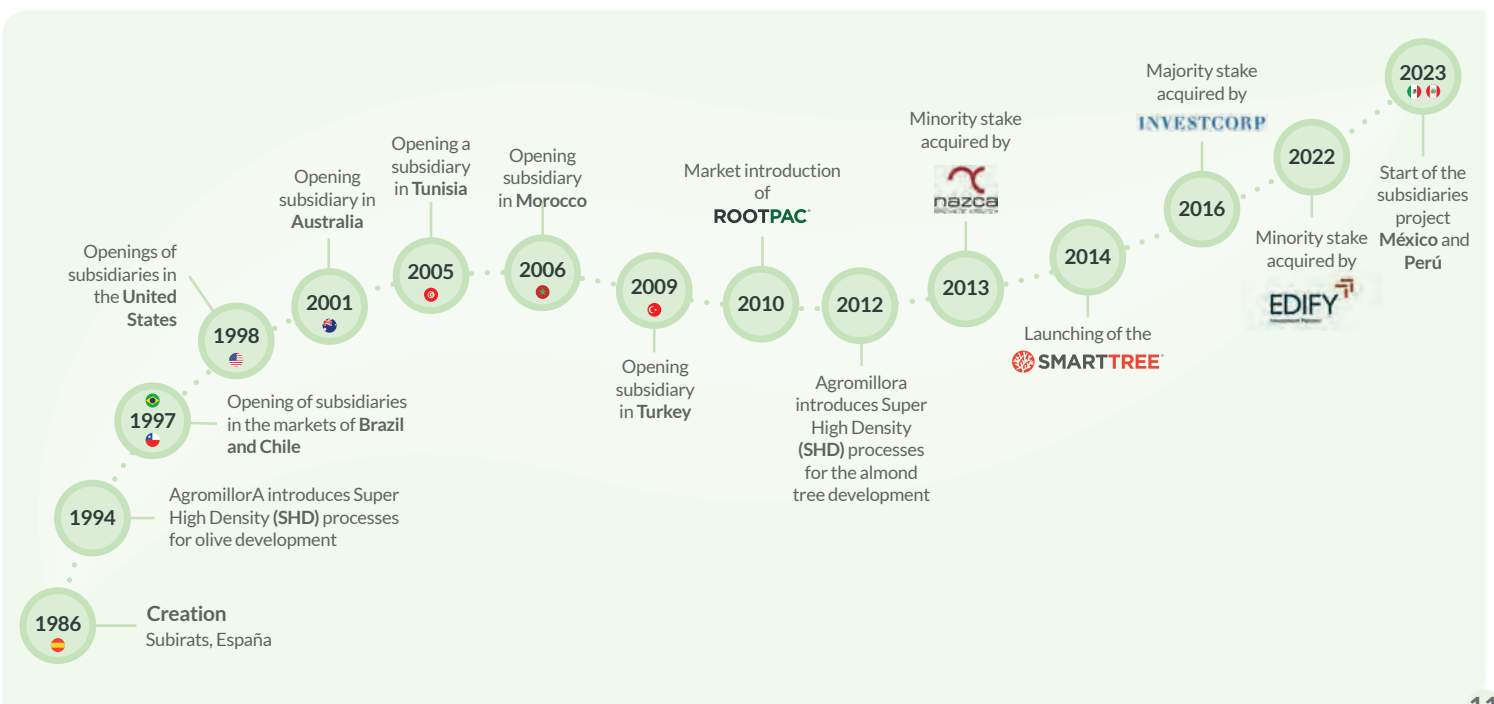
MICROGRAFT®

Micrograft® is an exclusive product for nurseries for their subsequent regrowth. It saves production and labor time, as well as increasing flexibility and allows production both of potted and bareroot production.



Marketing of grafted grapevine plants. We market VCR vines. VCR is recognized for its wide range of products and their levels of quality and reliability.

International Presence



Group Companies and Main Operating Magnitudes

The Agromillora Group, headed by Namozul Spain S.L. as the parent company, has international presence through 12 operating subsidiaries in 10 countries:

The activities and business figures of Agromillora's dependent companies for the years 2023, 2022 and 2021 are as follows:

Location	Turnover (thousands of euros)		
	2023	2022	2021
 Spain	35.371	41.447	37.574
 USA - Oregon	16.345	19.514	19.362
 Chile	6.841	3.635	6.451
 USA - California	6.167	7.744	10.220
 Brazil	2.499	2.031	1.539
 Morocco	4.438	4.401	3.881
 Türkiye	3.123	3.860	2.916
 USA - Florida	1.327	948	581
 Australia	3.767	3.629	3.193
Total	79.878	87.251	85.717



ASSOCIATED COMPANIES



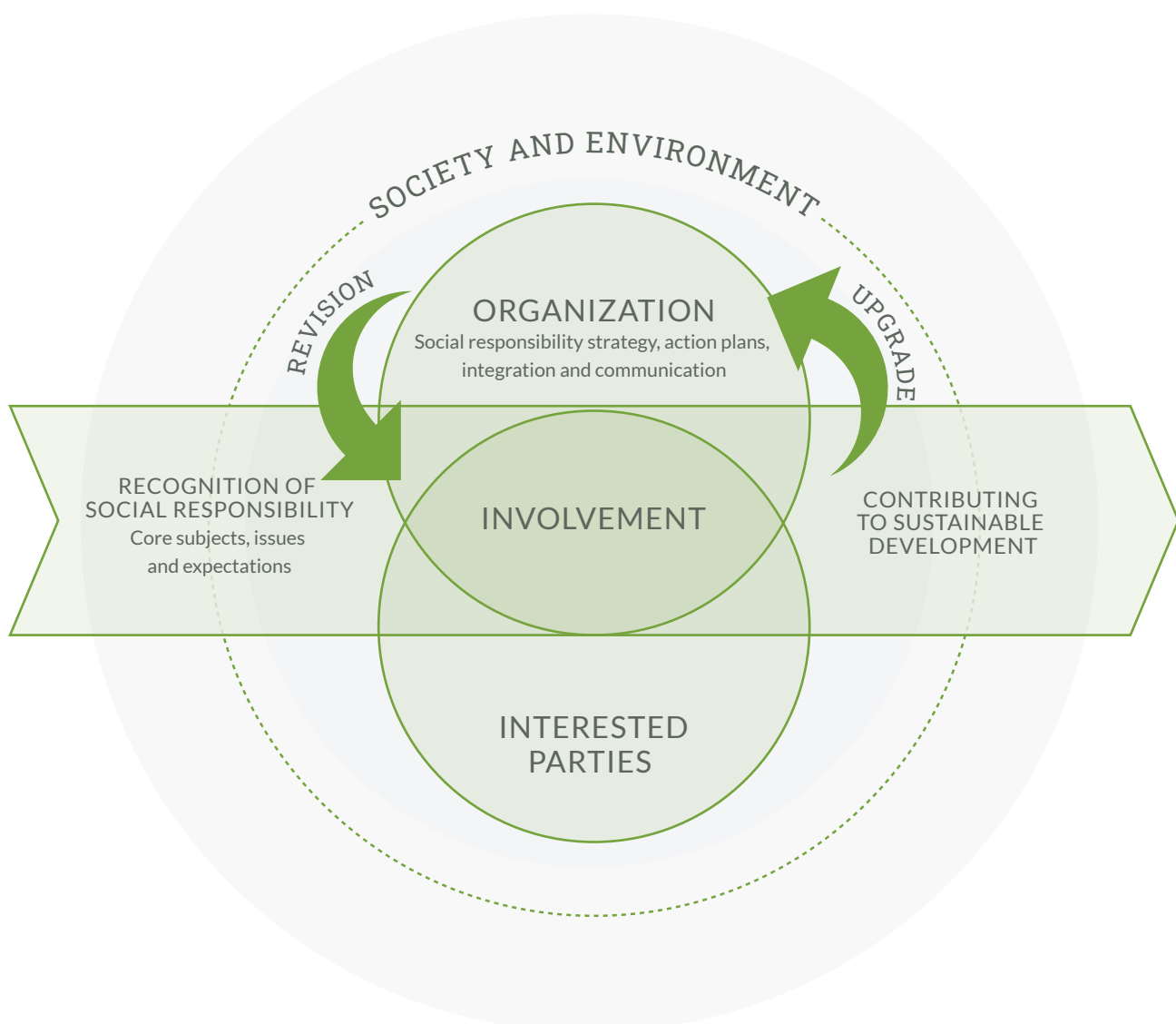
Tunisia

Agromillora Méditerranée S.A.
Agromillora Méditerranée Laboratoires S.A.



Corporate Sustainability Strategy

Our strategy is based on getting involved both at the organizational level and with all interested parties in **generating positive impacts and reducing or eliminating the negative impacts** of our organization and also influencing the entire value chain in this same objective.





AGENDA
2030

Agromillora's contribution to the Sustainable Development Goals

Since 2021, at Agromillora we have been committed to the 2030 agenda through our specific contribution to the United Nations Sustainable Development Goals. Since we signed our commitment, we have developed it by focusing our commitments, objectives and initiatives on the following 10 SDGs:

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THE FOUR PILLARS

Environment



- 7. Occupational health and safety
- 8. Professional development
- 9. Society and Community
- 10. Equality and Diversity
- 11. Working conditions

Good Governance



- 17. Customer and consumer health and safety
- 18. Responsible sourcing
- 19. Impacts on product sustainability
- 20. Innovation

OF SUSTAINABILITY

1. Climate Change - Carbon Footprint
2. Responsible Water Management
3. Circular Economy - Waste Management
4. Energy Efficiency
5. Responsible Consumption
6. Biodiversity and genetics



Social Commitment

12. Ethics, Legal Compliance, and Human Rights
13. Partnerships for sustainability
14. Corporate risk management
15. Transparency in communication and reporting
16. Intellectual Property



Product and Value Chain

Materiality Analysis

The principles, commitments and ambitions related to corporate social responsibility and sustainability must address those aspects relevant to our organization and to our stakeholders. At Agromillora, we have based ourselves on the GRI (Global Reporting Initiative) guidelines, as an independent international reference in standard sustainability reporting methodologies, and for them we have carried out a process of identifying, developing and reporting issues that can reasonably be considered important and that meet the following premises:

- They reflect the significant economic, environmental and social effects of the organization
- They have a substantial influence on the evaluations and decisions of interest groups, providing them with value.

Not all material issues have the same importance and an analysis and justification are expected to help us define their relative priority. During 2023, we have kept the materiality analysis carried out in 2021 fully in force.

HOW WAS IT CARRIED OUT?

Identifying the fundamental pillars of our sustainability.

Environment

Social Commitment

Good Governance

Products and Value Chain

Launch of surveys to our stakeholders to determine the relevance and priorities of the definitive list of identified material issues, as well as other issues raised.

Identification and classification of different interest groups

Level 1 – Our organization

Level 2 – Interest groups

Identifying dual materiality

The most relevant issues are analyzed from two dimensions:

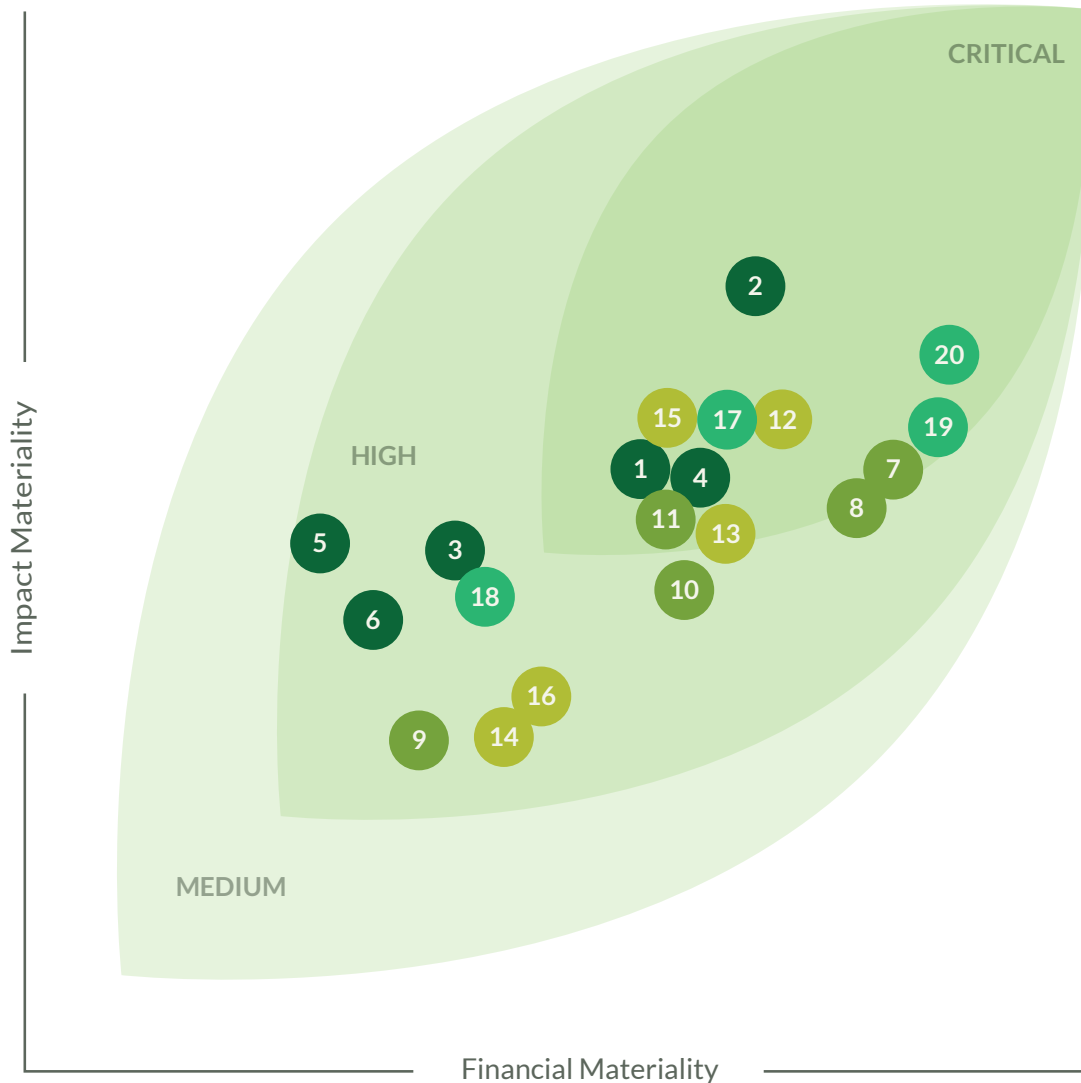
Impact materiality: focuses on the impacts of the organization itself

Financial materiality: focuses on risks and opportunities that may affect the company's financial situation.

Identification and listing of those issues with significant impact for the organization or our stakeholders, grouped into each of the 4 fundamental pillars.

Preparation of the definitive matrix in the form of a dual materiality map.

Doble Materiality Map



Environment

1. Climate Change - Carbon Footprint
2. Responsible Water Management
3. Circular Economy - Waste Management
4. Energy Efficiency
5. Responsible Consumption
6. Biodiversity and genetics



Social Commitment

7. Occupational health and safety
8. Professional development
9. Society and Community
10. Equality and Diversity
11. Working conditions



Good Governance

12. Ethics, Legal Compliance, and Human Rights
13. Partnerships for sustainability
14. Corporate risk management
15. Transparency in communication and reporting
16. Intellectual Property



Products and Value Chain

17. Customer and consumer health and safety
18. Responsible sourcing
19. Impacts on product sustainability
20. Innovation



Environment

At Agromillora we are committed to **environmental** protection and it is one of our **strategic pillars**

Protecting the Environment and giving special consideration to:



Climate Change
& Carbon Footprint



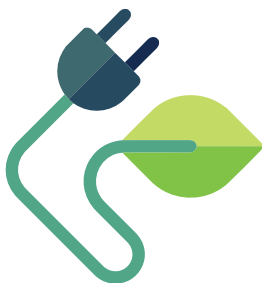
Responsible Water
Management



Biodiversity &
Genetics



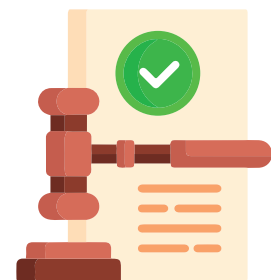
Circular Economy
& Waste Management



Responsible
Consumption
of Energy and Natural Resources



Prevention of
Contamination



Comply with the
legal obligations
and other requirements

6 CLEAN WATER AND SANITATION



Responsible Water Management

In 2023, water availability, both due to reduced rainfall and the violence of some precipitation, has posed and continues to pose a significant risk to our operations and generally to the agricultural sector worldwide.

An exceptional drought situation in several countries has led to consumption well above that of previous years.

We are committed to quantifying water consumption and determining responsible water use, reduction and management measures, both in terms of quantity and quality of water discharged into the environment.

We must identify opportunities for water reduction, reuse, and reduced waste as a strategic initiative in the coming years.

Table of water consumption

Water Consumption	m ³		
	2023	2022	2021
Well	1.434.552	1.643.343	823.689
River Water	111.754	89.554	167.094
Municipal Water Supplies	14.054	12.403	9.457
Rainwater	31.691	28.767	44.546
Total	1.592.051	1.774.067	1.044.786

6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



15 LIFE ON LAND



Pollution prevention

We are committed to controlling and minimizing all risks of environmental pollution from our activities that may impact the air, water, or soil, as well as the species or ecosystems that inhabit them.

In terms of noise pollution, we have not identified any substantial risks due to our activities.

Light pollution does not pose any risk or impact from our activity.

7 AFFORDABLE AND CLEAN ENERGY



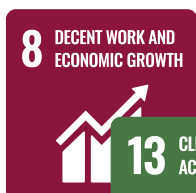
Energy Efficiency

We are committed to identify and quantify all the energy sources we use in our facilities and especially those with the greatest impact either by quantity or intensity of use, with particular attention to those of fossil or non-renewable origin, in order to identify opportunities to change to alternatives of renewable origin and lower consumption.

Table of energy consumption by fuel/electricity category

Energy Consumption	kWh		
	2023	2022	2021
Liquid Fuels	10.753.372	12.214.243	10.991.563
Gases	4.881.727	5.209.494	5.174.931
Power consumption ³	8.109.792	8.398.392	8.407.330

³ Of the total electricity consumed by the Group, 44% of consumption in 2021 and 41% of consumption in 2022 will come from certified renewable sources (Iberia and Chile), representing 41% of consumption in 2023.



Circular Economy and Waste Management

We are committed to identifying and quantifying the management of waste generated by our activity and to reducing and managing them appropriately.

We are also committed to identifying and developing raw material alternatives With greater circularity with respect to its origin.

Given our position in the initial stages of the agro value chain, as we are not food producers, we do not have an impact on food waste.

Waste management data table:

Waste and Scrap	Tons		
	2023	2022	2021
Green compostable waste Landfill	1.868	1.961	1.938
Incineration destination	468	754	753
Recycling destination	205	417	240
Hazardous waste	1,66	4,21	N/D
TOTAL	2.543	3.136	2.931



Responsible use of raw materials

We are committed to identifying all inputs and categorize them according to their risk and impact on the environment, and to implement control and mitigation measures in those cases where impacts are significant.

Consumption of raw materials	Units of measurement	2023	2022	2021
Plastic	kg	438.084	951.685	660.949
Wood	kg	350.898	339.762	295.696
Cardboard (2)	kg	438.084	620.546	933.295
Fertilizers	kg	330.751	400.739	265.053
Chemicals (liquids)	kg	201.982	217.038	177.469
Chemicals (solids)	m ³	75	55	46
Peat/Substrate	m ³	21.852	18.141	19.293

2 Corresponds to boxes only, does not include other cellulose-based materials (e.g. paperpot).



13 CLIMATE ACTION



Climate Change

We are committed to quantifying greenhouse gas (GHG) emissions and outlining a reduction plan with a 2030 and 2050 horizon.

We have joined the SBTi initiative with the aim of outlining a 10-year plan to reduce our emissions in line with the 1.5°C path proposed by the Paris agreement.

Greenhouse Gas Emissions

Ton CO² eq

Scope 1: Direct Emissions	2023	2022	2021
Fuels: Combustible Liquids:	3.026,65	3.306,79	2.972,73
Gases	910,49	986,01	1.004,72
Refrigerant Gases	471,41	292,50	202,40
TOTAL	4.408,55	4.585,30	4.179,86

Greenhouse Gas Emissions

Ton CO² eq

Scope 2: Indirect Emissions	2023	2022	2021
Purchase of electricity	1.428,28	1.517,56	1.517,56
TOTAL	1.428,28	1.517,56	1.427,32

15 LIFE ON LAND



Biodiversity and Genetics

We are committed to ensuring the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems. We work on the identification of risks and opportunities to favor biodiversity..

Working with the genetics of our products with the aim of promoting the efficiency and sustainability of agriculture and food production, especially as an alternative to the risks of climate change.

The genetics of the products we work with promote efficiency and sustainability in agriculture with the intention of addressing climate change.



Best Practices



6 CLEAN WATER AND SANITATION



Responsible Water Management

Use of drip irrigation and humidity sensors to adjust water consumption according to plant needs.

Rainwater harvesting for reuse in production processes.

Preventive and corrective maintenance of irrigation elements

6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



15 LIFE ON LAND



Pollution Prevention

Internal and external analysis of incoming and outgoing irrigation water to ensure its quality.

We are making progress on the water management plan, working with the objective of identifying all water flows according to their origin, use and discharge to minimize waste.

Preventive maintenance of combustion equipment to reduce polluting emissions.

Review and improvement of all stores of fitosanitary products and other chemicals in all our subsidiaries.

7 AFFORDABLE AND CLEAN ENERGY



Energy Efficiency

100% renewable energy contracting and development of photovoltaic projects.

Implementation of energy saving measures and detailed consumption monitoring.

Planification of energy self-generation facilities by 2024.

8 DECENT WORK AND ECONOMIC GROWTH



13 CLIMATE ACTION



Circular economy and waste

An initiative has been carried out to reuse discarded trays by turning them into Support for plants.

We encourage the use of organic wastes as compost for our own mother plant fields.

Reuse of plastics and polyesters used in the production process to produce labels and tags for plants through an external company.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Responsible Use of Raw Materials

Reuse and recycling of discarded trays in plant stands.

More selective and specific comprehensive pest control, through the use of biological control and physical barriers, having a lower impact on biodiversity.

Storage and sale of recyclable waste to authorized local companies.

Arrangement of green points for recycling different materials by the staff.

13 CLIMATE
ACTION



Climate Change

Use of a fleet of hybrid vehicles to promote greener mobility .

Analysis and sectorization of electrical consumption to improve efficiency.

Installation of solar panels for self-generation of energy in several branches.

15 LIFE
ON LAND



Biodiversity and Genetics

Application of pest control based on prevention and minimal intervention to protect biodiversity.

Promotion of genetic varieties more adapted to climate change, such as rootstocks and dry-fed almond trees.

Reduction and optimization in the use of pesticides to minimize their environmental impact.



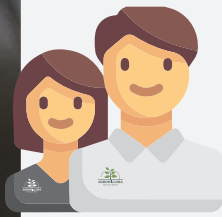
Social Commitment



Agromillora contributes to generating progress, development and welfare wherever it is present. The Agromillora Group's impact on communities is generated mainly through the creation of local employment, the contribution to socio-economic development and the improvement of the quality of life in the countries supplying the main raw materials.

The Group has launched a new, completely updated Corporate Human Resources Policy, whose objective is to define, design and disseminate the Group's human resources management model that favors attracting, developing and retaining talent, fostering the professional growth of the teams along with the growth of the company, in a safe and motivating work environment.

It also incorporates key aspects, such as diversity, equality, inclusion, work-life balance, ethics, etc. being an optimal tool to establish and align the guidelines that govern labor relations in the different companies of the Group and to be an example at the time of defining strategy and objectives.



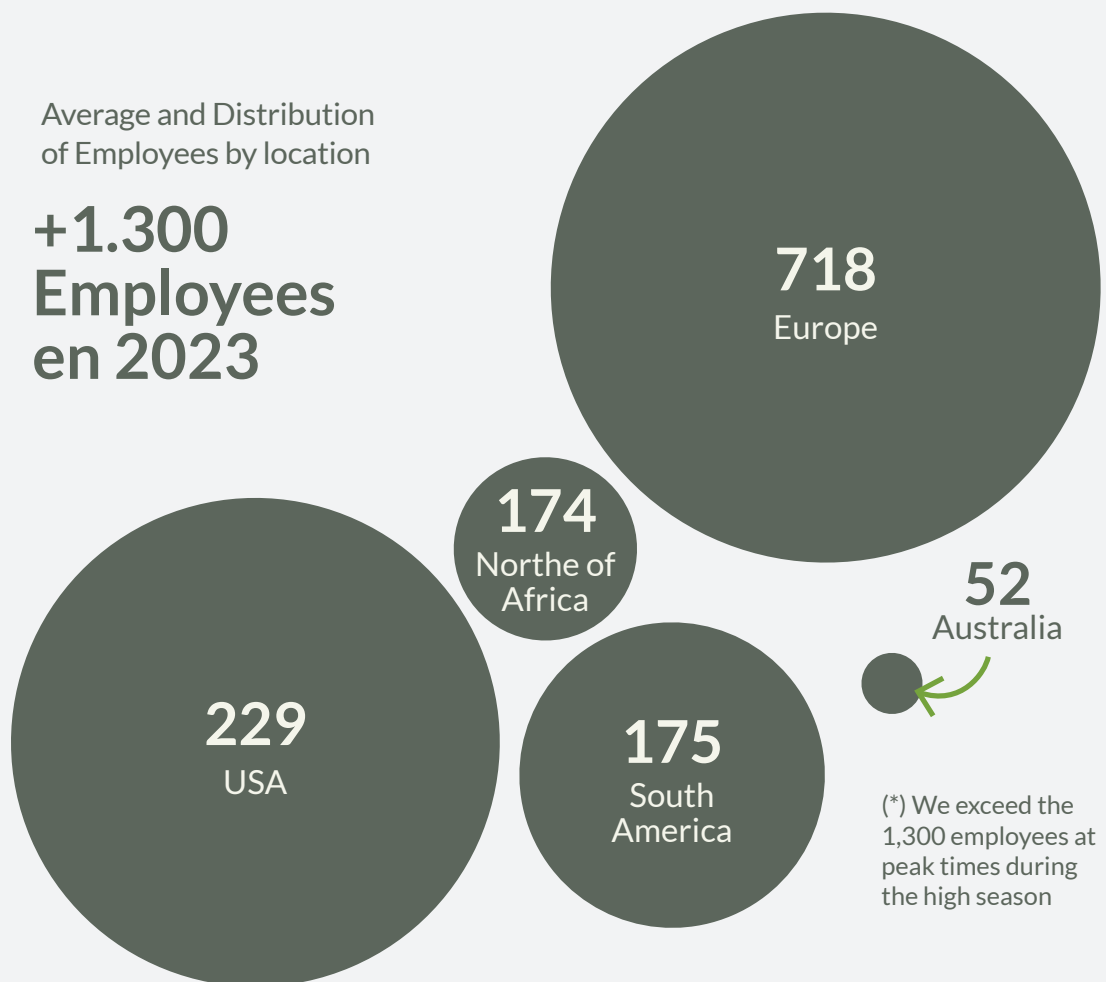
Employment

The average total number and distribution of employees by gender and geographic area for the financial year 2023, and their comparison with the totals for the financial years 2022 and 2021, shows that the number of employees has stabilized.

	Total	Men	Women
2023	1.348	877	471
2022	1.467	939	528
2021	1.355	824	531

Average and Distribution of Employees by location

+1.300
Employees
en 2023



(*) We exceed the 1,300 employees at peak times during the high season



Health and Wellness

At Agromillora we are committed to developing Occupational Health and Safety projects, initiatives and objectives in all our internal operations, and in 2023 we have continued to implement the corporate health and safety policy.

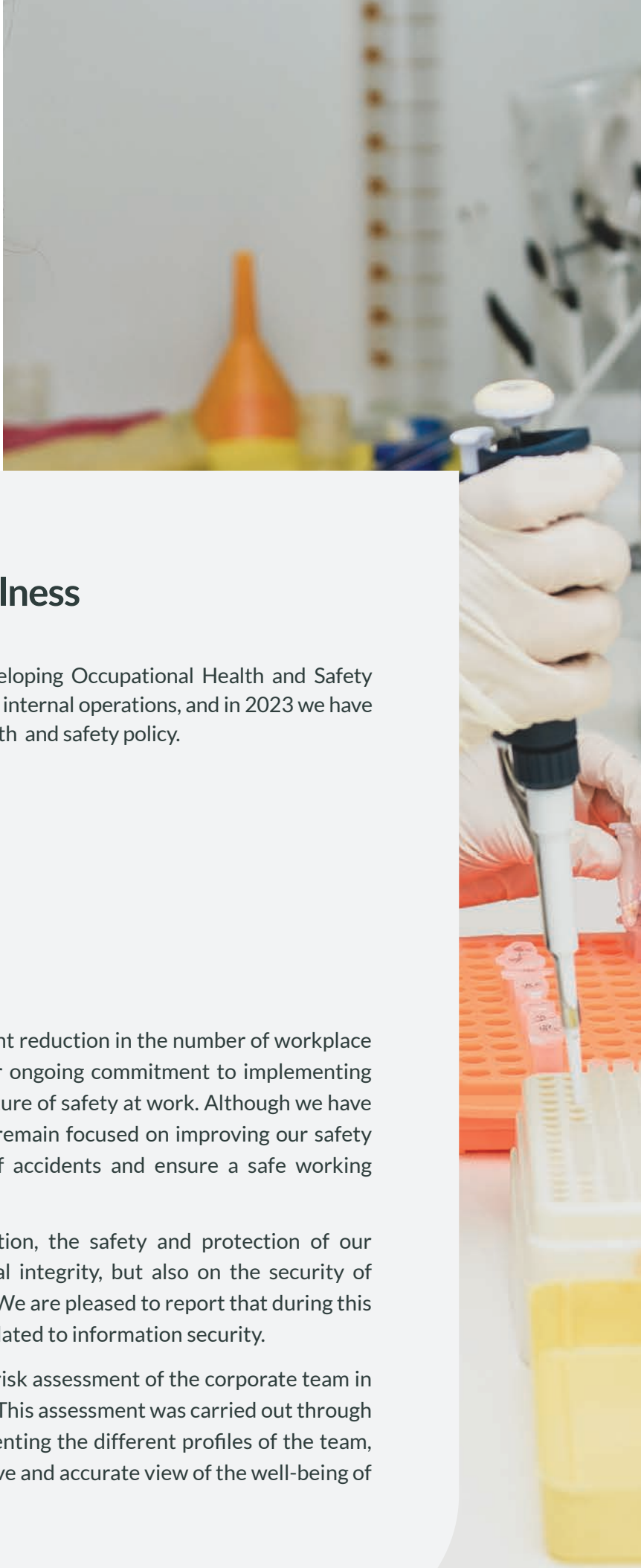
Regarding our accident rates:

Year	N° accidents
2023	102
2022	129
2021	144

Throughout 2023, we achieved a significant reduction in the number of workplace accidents. This improvement reflects our ongoing commitment to implementing preventive measures and promoting a culture of safety at work. Although we have made progress in reducing incidents, we remain focused on improving our safety practices to further minimize the risk of accidents and ensure a safe working environment for everyone at Agromillora.

In the field of occupational risk prevention, the safety and protection of our personnel is not only focused on physical integrity, but also on the security of information in the working environment. We are pleased to report that during this year there were no confirmed incidents related to information security.

In addition, we conducted a psychosocial risk assessment of the corporate team in which 93% of the workforce participated. This assessment was carried out through surveys and individual interviews, representing the different profiles of the team, which allowed us to obtain a comprehensive and accurate view of the well-being of our staff.





Education and Training

At Agromillora, we value education as a fundamental pillar for the personal and professional development of all the people who are part of our community: employees, customers and other stakeholders.

We have a diverse team of trainers, distributed both in our subsidiaries and in the corporate team, which allows us to offer specialized training in different areas. Our programs focus on strengthening the technical knowledge and skills necessary to perform each duty successfully, thus promoting sustainable growth for the entire organization.

In 2023, we reached a total of 8,239 training hours. In Agromillora we believe in the continuous training of our people and for this reason we have as a priority daily learning through our internal trainers and external suppliers that offer us professional and personal growth.

This year, we launched a comprehensive program for the Operations area, based on internal training led by experts. We also implemented a new training plan for the sales team, designed to strengthen their competencies. In addition, we offer training in languages and transversal skills to provide everyone at Agromillora with the necessary tools to face the challenges of today's environment.



Inclusion and Diversity

We are committed to complying with local nondiscrimination laws by ensuring that the rights of all people, regardless of gender, minority, disability or other personal characteristics, are respected.

We have a specific Corporate Policy that guarantees diversity and no tolerance towards any type of discrimination based on ethnic origin, nationality, social condition, age, gender, marital status, sexual orientation, ideology, political opinions, union affiliation, religion or any other personal, physical or social condition.

In addition, we have established various committees to monitor and promote equal opportunities, such as the Iberia Corporate Equality Committee, which is responsible for implementing and reviewing our policies.



In 2023, 47% of senior management, middle management and technical specialist positions at Agromillora were held by women, reflecting our commitment to gender equity and equal access to leadership positions.

During the year, we also conducted specific training for the prevention of harassment, reaching 87% of the people in the corporate team. This training was extended to all staff of the Equality Committee, reaffirming our determination to maintain a safe, respectful working environment for all the people who are part of our organization.



Good Governance



Human Rights

Decent Working Conditions

The Group's Board of Directors approved the Code of Ethics and Conduct on March 21st, 2018. This code establishes mandatory principles of conduct for all the Group's companies and employees, regardless of their hierarchical position, geographic location or function.



Transparency and accountability

At Agromillora, we value transparency and accountability as fundamental pillars of our management. We therefore publish two key reports related to sustainability:

- Statement of Non-Financial Information (NFI): in this report, we detail our practices and results in areas, such as the environment, human rights, business ethics and social commitment, providing a comprehensive view of our sustainable performance.
- Report from United Nations: we reflect on our commitment to the Sustainable Development Goals (SDGs) and other global sustainability initiatives, showcasing our progress and contributions towards a more equitable and responsible future.

Both reports are publicly available, guaranteeing access to relevant information on our activities and progress in sustainability. In addition, we participate in the evaluation of ECOVADIS, a platform that qualifies the sustainability performance of companies, thus ensuring transparency and our commitment to continuous improvement.

Whistleblowing and Whistle blower Protection Channels

We have a whistleblower channel accessible to all our personnel, as well as to customers, suppliers and shareholders. This tool, developed by our Compliance team, allows us to report in a confidential and secure manner any behavior contrary to the Code of Ethics and Conduct, to the general principles of behavior or to the law in force. We are committed to investigating and resolving all complaints received, always protecting the identity and rights of the complainants.



Data Protection and Privacy

We implement rigorous policies to protect the personal information and data of employees, customers, suppliers and partners. This includes:

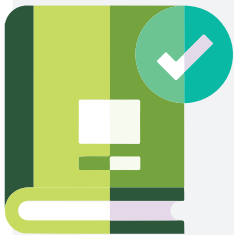
- Privacy Policy. Available on our website and on contracts, which informs us about the processing of personal data and your rights.
- Protection of Image Rights. Any use of employee images is done with their prior and explicit consent.
- IT Resources Use Policy. Establish clear guidelines for the secure use of technological resources and data protection.
- Cyber security training. We offer periodic training to inform you about digital security threats and best practices.

These measures ensure a safe and secure environment that respects the privacy and rights of our community

Agromillora seeks to guarantee integrity, understood as diligent, transparent and responsible behavior with our shareholders, employees, customers, suppliers and the different agents involved in our activity.

Risk and management approaches

In response to the risks related to integrity and transparency, Agromillora has developed a series of policies and mechanisms to establish ethical, honest, responsible and good faith behavior of each of the people working in and for the Group.



Compliance and Criminal Prevention Model

The Compliance and Criminal Prevention Model is contained in the Compliance and Criminal Prevention Manual and is based on the analysis, assessment, prioritization and monitoring of potential risks that may affect the Group, followed by the compilation of procedures and controls in place in Agromillora aimed at preventing, detecting and punishing the commission of such offenses, especially those of a criminal nature, as they are the most serious.

In addition, within the framework of the Compliance and Criminal Prevention Model, a series of organizational and regulatory measures have been taken. All of this with the ultimate goal of promoting and enhancing a true compliance culture capable of reflecting our corporate ethics, establishing our control mechanisms and reducing the possibility of criminal offenses being committed on behalf of the Group, directly or indirectly.

Agromillora's Compliance and Criminal Prevention Model is mainly based on 4 principles:



1. Prevention



2. Detection



3. Reaction



4. Follow-Up

Preventive measures

The Code of Ethics and Conduct expressly prohibits any behavior that, directly or indirectly, seeks to influence the will of persons or entities outside the Group for the purpose of unlawfully obtaining any kind of irregular benefit.



AGROMILLORA
It's in our nature

Product and Value Chain

At Agromillora we are committed to developing a responsible supply chain covering social, ethical and environmental aspects, and we ensure the Sustainability and Safety of our products



Responsible Supply Chain Management



Customer and Consumer Health and Safety: We must ensure that our products, production and facilities do not pose any risks to customers and consumers. Meeting the regulations governing our business and promoting safe transportation and distribution are the best ways to manage it.

Complaint systems, complaints received and their resolution



Complaints are answered, either by telephone or via e-mail, according to the data provided by the customer and the management is mainly carried out by the commercial agent assigned to the customer.



As a rule, the various branches of Agromillora carry out subsequent telephone monitoring of all complaints in order to ascertain the degree of consumer satisfaction.

State	N° of incidents			Typology of Incidents	N° of Incidents		
	2023	2022	2021		2023	2022	2021
Abiertas	9	41		Calidad	11	68	118
En Gestión	5	14		Servicio	6	9	93
Cerradas	3	22	211	Total	17	77	211
Total	17	77	211				



Buy Responsibly: As a formal commitment from our suppliers, which we encourage them to read, understand, acknowledge and subscribe to our Agromillora Supplier Code of Conduct, where we identify the requirements, we ask our supply chain to be part of our confidence portfolio of responsible sourcing partners.

During 2023 we have disseminated among Iberia' s main suppliers the new supplier code of conduct and by a criterion of risk and business volume, we have also launched a self-assessment survey to a selected group of suppliers in order to evaluate their performance and promoting their improvement and development in sustainability.



Impact of sustainability of products: We are defining an impact analysis of our products at all levels, but especially environmental (water footprint, carbon footprint , resource use, ...).



Innovation: We can identify opportunities to develop innovation proposals in sustainability aspects. For example, in energy efficiency, input consumption, rational water use (optimization of irrigation, reuse ...) insulation, ventilation, cooling, ... above all in technological and development aspects.



Sustainable & Efficient Solutions

The SES is a seal that identifies a value proposition of Agromillora based on hedgerow farming.

Sustainable & efficient solutions, based on Agromillora's SHD system and genetics, offer environmental, social and economic sustainability.

Why this contribution?

Improve the efficiency of existing production systems.

Provides positive impacts linked to sustainability

Defining attributes of SES

Reduction of inputs: fitosanitary products, fertilizers, labor, and water resources.

Reduction of carbon footprint and water footprint.

Efficient mechanization of handling processes and collection, compatible with state-of-the-art management technologies, robotics and artificial intelligence.

Socioeconomic development of rural regions: Promoting technological modernization, agricultural innovation and the need for skilled labor, with improvements in safety and occupational health

What crops does it apply to?

SHD Models Promoted by Agromillora



SHD Olive Tree



SHD Nuts



SHD Citrus



SHD Stone Fruits



AGROMILLORA

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