



# ANNUAL REPORT 2021





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# 1. ABOUT THIS REPORT







The purpose of this report is to clearly and visually present in a single document all the social and environmental actions that **Grupo Productos Hortícolas Fitó S.L.** (hereinafter PHF) has carried out during 2021.

This report is aimed at complying with **Law 11/2018 on Non-Financial Information and Diversity (LINF)**, which was definitively published in the Official State Gazette (BOE) on 29 December 2018, and which requires all companies with a certain volume of turnover or number of workers to disclose the actions they have carried out in the current year regarding five issues: Environment, Staff, Respect for human rights, Fight against corruption and bribery, Society. Additionally, the information included in the non-financial information statement will be assured by an independent provider of assurance services, in our case, DPMC.

Both the PHF Group and Semillas Fitó are included within the group of companies subject to this reporting requirement.

It is worth noting that this annual report is the fifth of its kind published by the company. Even before the entry into force of Law 11/2018, Semillas Fitó used to publish its annual report which included the main milestones achieved during the previous year. To consult this information from previous years, the annual reports for 2017, 2018, 2019 and 2020 are available on the website [www.semillasfito.com](http://www.semillasfito.com).

# SCOPE AND COVERAGE

Regarding its scope and coverage, the 2021 annual report presents all the relevant data from all the group's work centres, both national and international. The reader will be able to get a clear idea of the group's activity at a global level. In those specific points where, for one reason or another, only the data for Spain has been included rather than for all the subsidiaries, this is explicitly specified.

# METHODOLOGY

In terms of methodology, the report details the various actions implemented to achieve the SDGs and principles of the Global Compact. To quantify the positive impact of these actions, the reference measurement system based on GRI indicators is used.

As a result, the direct and indirect contribution of the company to the achievement of the global sustainable development goals are presented in a schematic manner.

This methodology has been chosen in all cases to enable the reader to compare the metrics presented in the report with those of the sector or other companies, a particular requirement of Law 11/2018.



The **17 Sustainable Development Goals (SDGs)** approved by the United Nations in 2015.



The **10 principles of the Global Compact.**



The Sustainability Reporting Guidelines of the **Global Reporting Initiative (GRI)**, in particular in the section on environmental issues.

# PRINCIPLES OF PREPARATION

This report has been prepared taking into account the requirements established by Law 11/2018, which modifies the Commercial Code on non-financial information and diversity. The sustainability reporting guidelines of the **Global Reporting Initiative (GRI)**, have been used as a reference framework.

This report complies with the Principles for preparing sustainability reports and therefore has been prepared in accordance with the GRI Standards:

- > **Inclusion of stakeholders:** the different stakeholders of the company, both internal and external, have been directly involved in helping identify and verify the main material aspects, through interviews and specific surveys.
- > **Sustainability context:** the report indicates how the organization contributes to the improvement or deterioration of economic, environmental and social conditions at a local, regional and international level.
- > **Materiality:** to prepare this report, a materiality analysis has been carried out in accordance with the GRI standards, which is explained in detail in the following section of this report.
- > **Completeness:** the methods used to gather information ensure that the data collected includes the results of all the entities which have some form of impact.

Regarding the Quality Principles applied in this report, also defined by the GRI standards, it is worth highlighting the clarity and accuracy of the information provided, making it more accessible to the stakeholders involved.

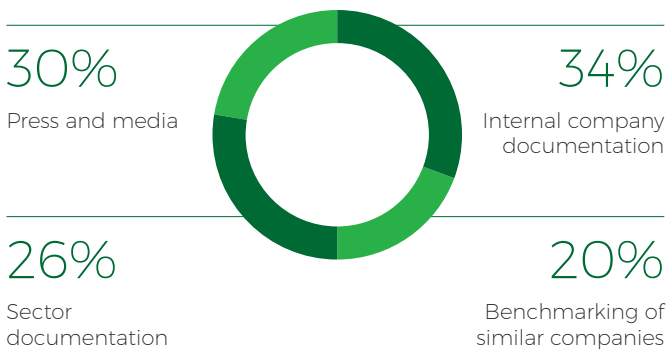
# MATERIALITY MATRIX

Companies should explain how they have determined what information is material and the criteria and methodology used. **To define which SDGs and targets the company should address, a materiality analysis** was carried out by the Institut Cerdà de Catalunya.

This involved a study of the sustainability policies and actions currently carried out by Semillas Fitó and an external sustainability diagnosis, in which the company's stakeholders (Customers, Community, Staff and Shareholders) participated, the so-called materiality matrix.

## Phase 1. Identification of material aspects

1. Identification of **material aspects based on the analysis.**



2. Preparation of the **preliminary list of material aspects.**

## Phase 2. Verification by the agents

1. Interviews with **company management.**
2. Interviews with the company's **key stakeholders.**

## Phase 3. Materiality matrix

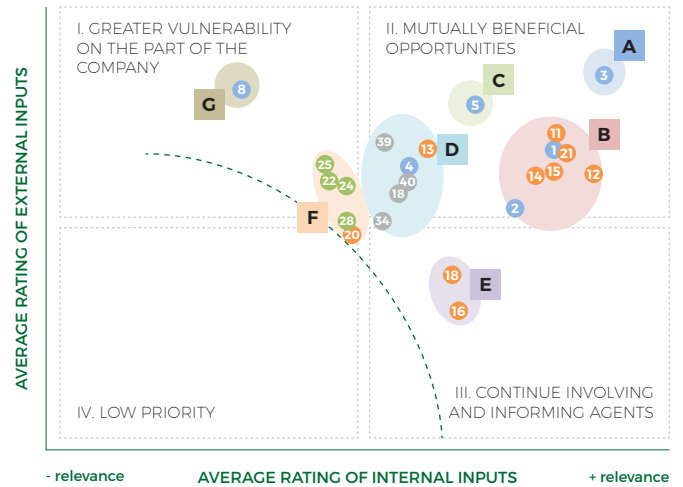
1. **Weighting** of the different sources of information.
2. Preparation of the **materiality matrix.**

## Phase 4. Prioritization of aspects and final matrix

1. Analysis of the results of the **materiality matrix.**

Materiality refers to the importance of an aspect for an organization. This matrix plots the aspects that are considered important by stakeholders and by the company itself, according to the significance to both.

## Materiality matrix



- A Product and service quality**  
Very high rating by internal inputs (INT) and external inputs (EXT)
- B Value creation, image and working conditions of the company**  
Very high rating by INT and high by EXT
- C Innovation in agriculture**  
High rating by INT and very high by EXT
- D Transparency and environmental sustainability of the company**  
High rating by INT and EXT
- E Communication and talent management**  
High rating by INT and average by EXT
- F Relationship with the environment and social commitment of the company**  
Higher rating by EXT than by INT
- G Nutrition and food safety of products**  
Average rating by INT and very high by EXT

7 groups of material aspects were identified, classified according to the degree of relevance according to internal inputs (INT) and external inputs (EXT).

The purpose of this matrix is to identify the aspects which the sustainability plan should address and their relative importance, and to identify the lines of action on which the plan should focus. Therefore, the results obtained through the matrix help **guide the company's sustainability strategy and plan.**

In the area of Compliance and HR, the most outstanding aspects are those related to the well-being and professional development of the company's workers. These aspects have been given particular importance mainly by members of the company's management and internal stakeholders.

In the economic area, the aspect most valued by internal and external inputs is the quality of the product and service.

In the area of sustainability, internal and external agents highlight as important those aspects related to improving the use, management and efficiency of resources and the company's adaptation to climate change.

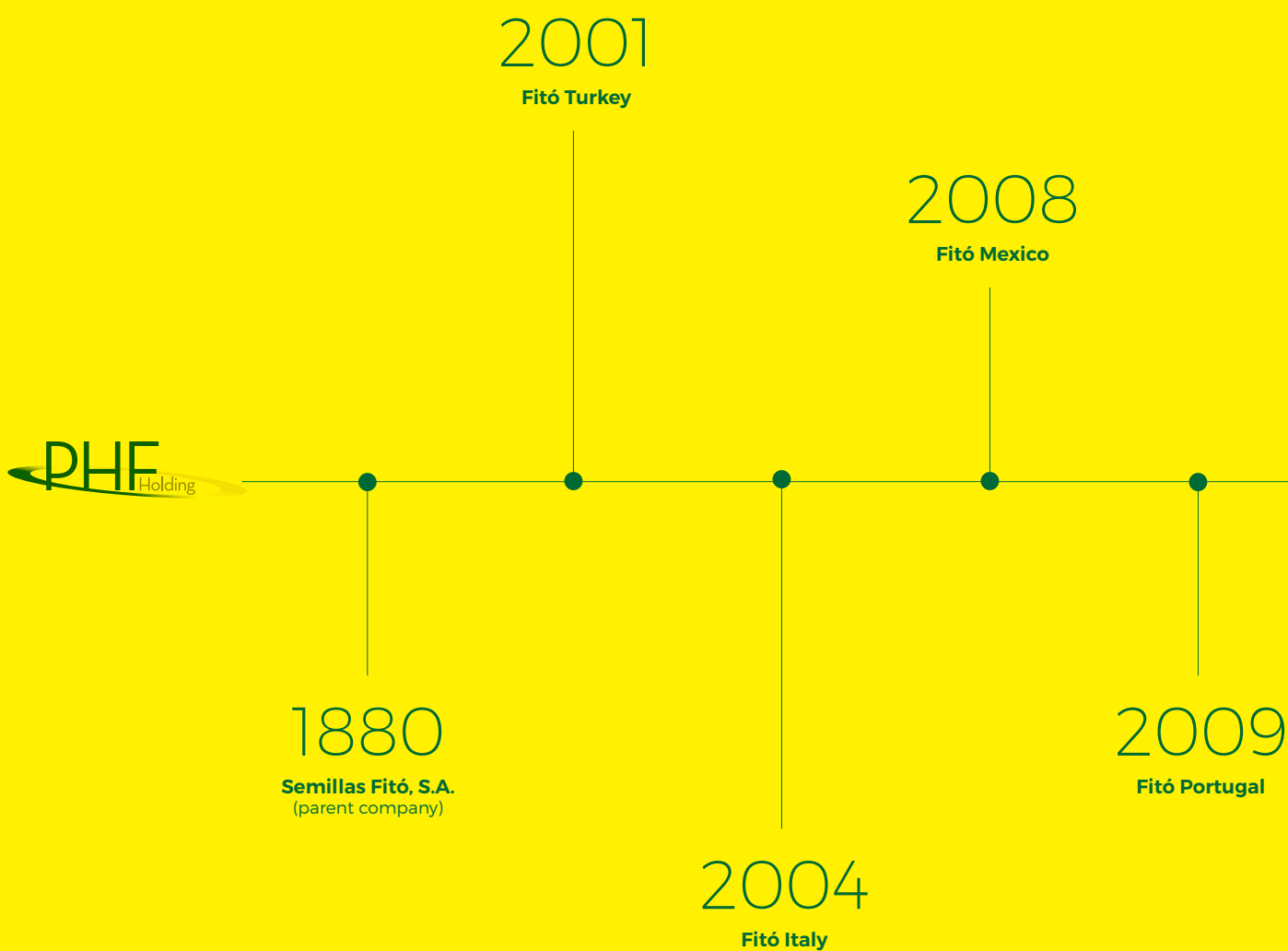
Aspects related to the social area have been more valued by external agents than by internal ones. The company's alignment with the expectations and projects of its stakeholders stands out, which in general is an aspect that external agents value positively thanks to the company's commitment and proactivity.



# 2. ABOUT THE COMPANY



# THE PHF GROUP



PHF S.L. is the company that owns **Semillas Fitó S.A.** and all its subsidiaries around the world.

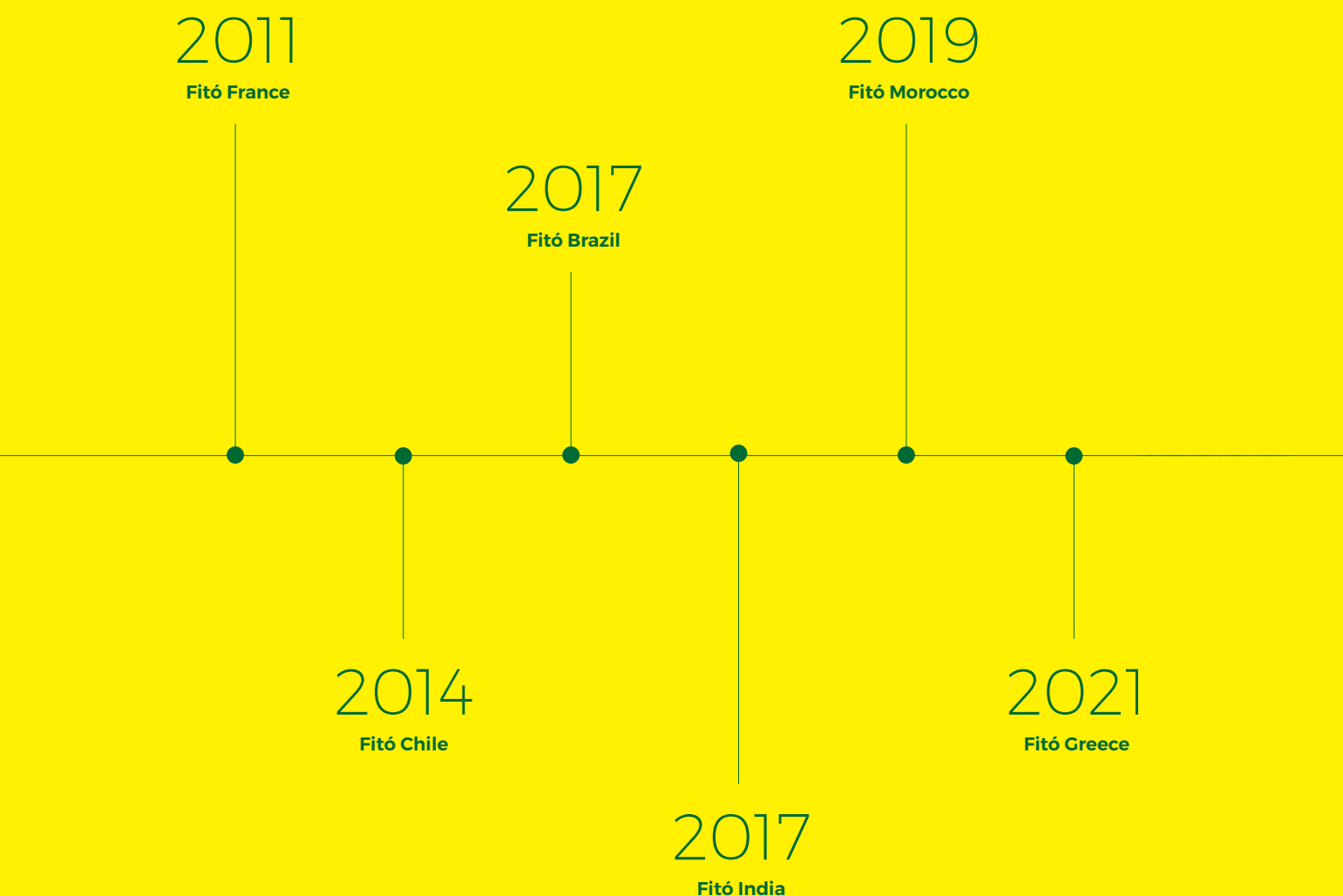
The group is comprised of a parent company, based in the Poblenou neighbourhood of Barcelona, and ten subsidiaries in other countries whose strategic objective is to provide commercial, production and/or R&D support to the different business units.

The very structure of the company is the greatest proof of its international outlook. The first subsidiary outside of Spain was opened in 2001 in Antalya (Turkey) and, since then, the Group has continued its international expansion on four continents.

In 2021, the PHF Group took a further step in its internationalization process with the opening of a new subsidiary in Greece.

## The opening of the subsidiary in Greece in 2021 reinforces our international presence.

On 1 November 2021, Semillas Fitó Hellas was established, the company's tenth subsidiary, to offer a better service to our customers in the area.





# OUR PURPOSE, VISION & VALUES

In 2021, the owners of Semillas Fitó renewed the company's mission, vision and values. Together with the management team, a process of reflection and review was carried out to adapt them to the present and future of the company, while reflecting the legacy of 140 years of history.

Out of this process arose the new Semillas Fitó purpose, visions and values which act as a roadmap for the company to achieve a future of strong growth, better coexistence as a team and organization and as a guide to help the company become what it wants to be and how it wants to be recognized.



# OUR PURPOSE

Generate sustainable wealth throughout the agri-food chain **through seeds, thanks to accomplished and committed teams.**



# OUR VISIONS

## **VEGETABLE SEEDS**

To be the expert partner in seeds at a global level in fruit vegetables & large seeds.

## **FIELD CROPS**

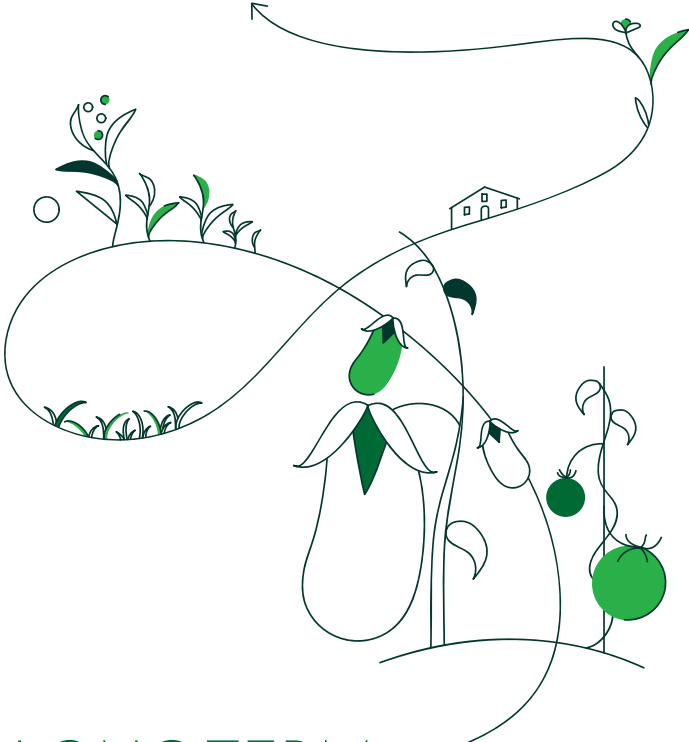
To be one of the main players in the Euro-Mediterranean region offering competitive solutions and an efficient service.

## **HOBBY**

To be the trusted and leading supplier for the amateur market.



# OUR VALUES



## LONG-TERM VISION

We put time and effort into thinking and planning on how to build our future.



## PROXIMITY

We are an accessible organization. We build trust in our customers, suppliers and colleagues.





## TEAMWORK

We achieve our goals collaboratively and respectfully. We always foster an atmosphere of respect, commitment and mutual help.



## PROFESSIONALISM

We love what we do. We set ourselves challenges and we are agile in proposing solutions based on our experience and know-how.

# BUSINESS UNITS

Semillas Fitó is a company that specializes in the development, production and sale of seeds of a wide variety of species, which are grouped into four business units.





## VEGETABLE SEEDS

Business unit specializing in the development, production and sale of cucurbits (courgette, melon, cucumber, watermelon), Solanaceae (aubergine, tomato, pepper) and large seeds (green beans, broad beans and sweet corn).

Its catalogue is composed of more than 500 varieties adapted to the different conditions of Mediterranean areas, temperate and subtropical climates.



## FIELD CROPS

Business unit specializing in the development, production and sale of varieties of maize, sunflower, forage and sorghum. It works with 15 segments of maize and 6 of sunflower, which comprise a wide range of very specific products for dry, hot and heat and water stress conditions.



## TURF GRASSES

Business unit specializing in offering varietal solutions for the creation and regeneration of green spaces and sports fields in the Mediterranean region.



## HOBBY

Business unit specializing in the sale of a wide range of seeds for the amateur market.

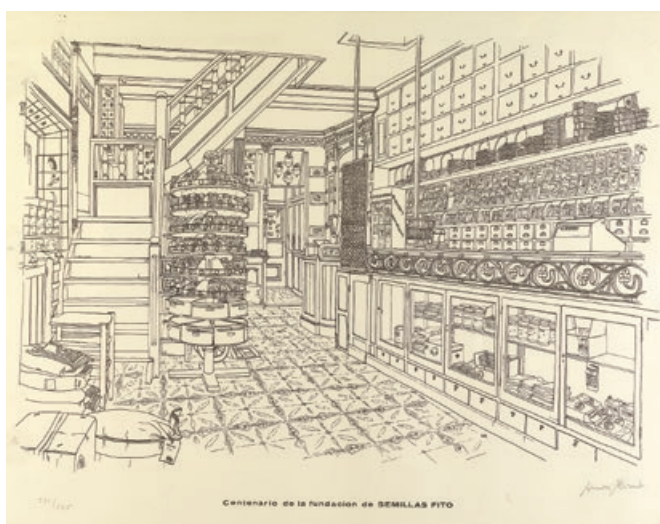


# BUSINESS MODEL

140 years after its founding, the Semillas Fitó business model continues to focus exclusively on seeds. In other words, unlike other companies in the sector that hold significant market shares, the PHF Group is dedicated exclusively to seeds, and has no agrochemicals or other agricultural inputs in its portfolio.

## A BRIEF HISTORY LESSON

In ancient times, farmers used to have to sacrifice a part of each year's harvest to ensure they had seeds for the following year. In this way, farmers were able to produce their own seeds with a lot of work, effort and very few synergies. At the end of the 18th century and throughout the 19th century, some farmers in Europe decided to specialize in the maintenance



and production of seeds, selling seeds and seedlings to those farmers who chose to specialize in food production. This fact gave rise to the appearance of the first seed companies in the world. Semillas Fitó was born in 1880 taking advantage of this specialization of tasks. The main role of seed companies at that time and even now is to provide the market with a stable range of seeds, ensuring uncontrolled varietal degradation.

A very significant development in the history of seed companies was the **appearance of the first hybrids in the middle of the 20th century**. The first to appear were maize hybrids which represented a major revolution in the market: they offered a spectacular increase in yield compared to the varieties at the time, and were therefore widely accepted by farmers around the world. In the 1960s, this technology was consolidated in the US. In Europe, from 1967, any variety that could be proven to be different, uniform and stable could be registered as intellectual property. This encouraged several companies to dedicate significant efforts to the research and development of varieties that provided significant differences in terms of natural resistance, yield, flavour and/or nutritional qualities. **In Spain, the pioneering company in this field in terms of investment in research and development was Semillas Fitó.** After consolidating its investment in R&D, the company went from dedicating itself to the production/purchase of seeds and their subsequent sale to a business model based on three pillars: research and development, production and sales.

## RESEARCH AND DEVELOPMENT

The main objective of the investment in research is to obtain new varieties that improve those already on the market in terms of natural resistance to plant pathogens, yield, flavour or nutritional qualities. This is one of the key areas at Semillas Fitó.

As a result of this research, 35 new varieties were registered during 2021. As shown in various sections of this report, the group's annual investment in R&D corresponds to 20% of turnover and more than 36% of the workforce is dedicated exclusively to this area. An example of Semillas Fitó's commitment to the generation and dissemination of knowledge regarding agronomic solutions was its participation in the Melonomics project, which in 2012 successfully sequenced the melon genome for the first time.



## PRODUCTION

Our seeds are bred on our own or third-party farms. Quality control and packaging of the seeds is carried out in the company's own facilities for their subsequent sale.



## SALE

Our own team of sales technicians is responsible for offering the Semillas Fitó own range to selected farmers in specific countries, where the weather conditions are most favourable. As shown in other sections of this report, more than 20% of the Group's workforce is fully dedicated to direct customer service and technical advice.



# VARIETIES: OUR CONTRIBUTION TO THE WORLD



**During 2021, Semillas Fitó registered the following 35 new varieties around the globe, in response to its commitment to more sustainable agriculture.**

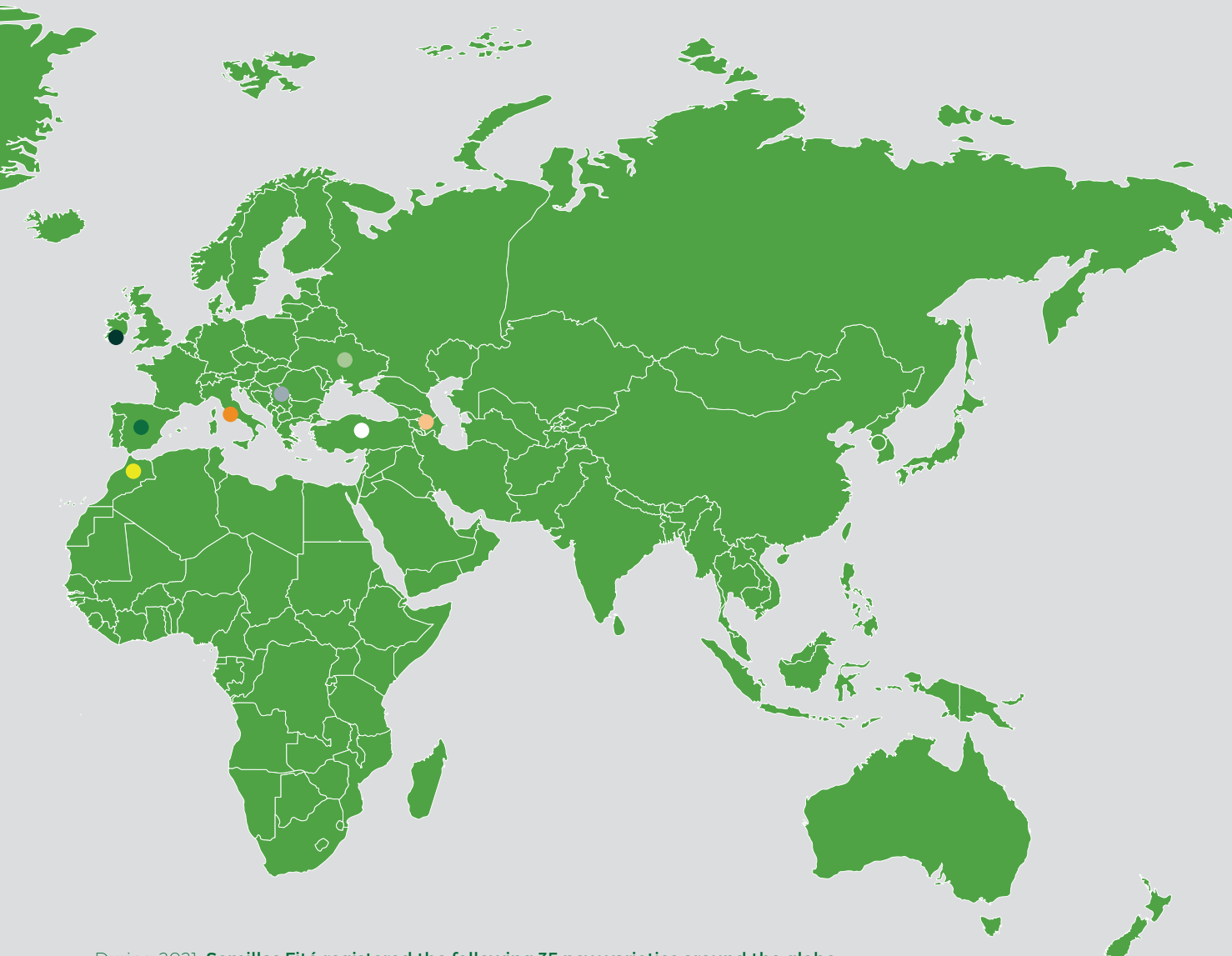
Semillas Fitó's vocation is to offer solutions to the challenges of modern agriculture, by offering plant varieties bred to overcome the difficulties faced by farmers around the world.

In this way Semillas Fitó provides new varieties resistant to emerging plant diseases, with higher yield than previous varieties and requiring less use of other agricultural inputs (such as fertilizers and plant protection agents).

The development of a new variety requires a research process of between 8 and 10 years of work. This work involved activities related to biotechnology, genomics and years of validation in field trials, until obtaining a variety that overcomes the limitations to which farmers in a given cultivation area are subject.

The set of varieties mentioned are a manifestation Semillas Fitó's *raison d'être*; with each one meeting the agronomic requirements needed by farmers from different areas to obtain sustainable production. An example of this are the Mulan and CPE1711165 tomatoes. Both varieties represent a solution for those areas subject to plant diseases caused by the fungus *Fusarium*, the bacterium *Pseudomonas syringae* and the tomato mosaic virus and tomato yellow leaf curl virus.





During 2021, **Semillas Fitó** registered the following 35 new varieties around the globe, in response to its commitment to more sustainable agriculture.

## VEGETABLE SEEDS

### TOMATO

- Mulan (Spain and Morocco)
- CPE 171165 (Spain)
- Luchino (Morocco)
- Tronix (Morocco)

### AUBERGINE

- Maya (Morocco)

### PEPPER

- Santiago (Morocco)
- Caminero (Morocco)

### CUCUMBER

- Cadiar (Korea)
- Aliaga (Korea)
- Yekta (Korea)
- Tormund (Korea)
- Patriot (Morocco)

### MELON

- Rodrigues (Korea)

### COURGETTE

- Leonardo (Morocco)
- Raffaello (Morocco)
- Donatello (Morocco)

### ONION

- Delfos (Morocco)

### BEAN

- Barcino (Morocco)

### SWEET CORN

- SF 1979 (Spain)
- SF 1982 (Spain)
- SF2070 (Spain)
- SF2079 (Spain)
- SF 1282 (Morocco)
- SF 1379 (Serbia)
- IFS 1770 (Morocco)

## FIELD CROPS

### MAIZE

- Minsk (Ireland)
- Ortaca (Ireland)
- Cardif (Ireland)
- Temuco (Marruecos)
- Portbou (Turkey)
- Cardiff (Ukraine)
- Abanto (Azerbaijan)

### SUNFLOWER

- Abdera (Italy)
- Abula (Italy)
- Arsa (Italy)



# GOVERNING BODIES

During 2021, there were several changes to the members of the company's governing bodies. However, the structure did not change, maintaining the four levels of management that are detailed in the following diagram which has been included in the previous four annual reports.

## PHF BOARD OF DIRECTORS

8 members



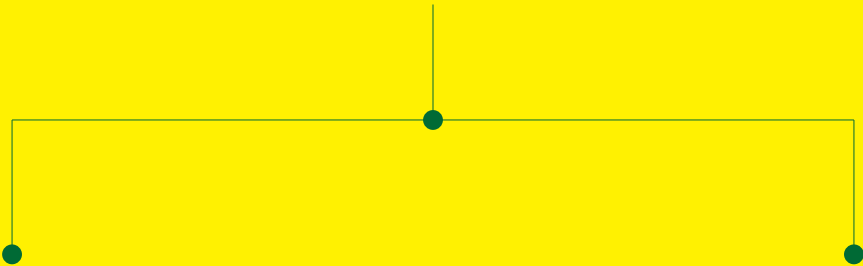
## SEMILLAS FITÓ BOARD OF DIRECTORS

4 members



## SEMILLAS FITÓ STEERING COMMITTEE

6 members



## FIELD CROPS EXECUTIVE COMMITTEE

6 members



## VEGETABLE SEEDS EXECUTIVE COMMITTEE

8 members



## PHF BOARD OF DIRECTORS

<b>8</b> Members 6 Men 2 Women	<b>Main responsibilities:</b> > Approval of the annual accounts of all group companies. > Assessment of new business opportunities. > Assessment of investments and divestments. > Appointment or removal of board members. > Appointment of family members with executive positions in the Business Group.	<b>1</b> Meeting / quarter Annual objective
		<b>4</b> Meetings in 2021

## SEMILLAS FITÓ BOARD OF DIRECTORS

<b>4</b> Members 2 Men 2 Women	<b>Main responsibilities:</b> > Validation of the strategy of each of the business units. > Validation of the management teams responsible for each business unit.	<b>2</b> Meetings / quarter Annual objective
		<b>5</b> Meetings in 2021

## SEMILLAS FITÓ STEERING COMMITTEE

<b>6</b> Members 4 Men 2 Women	<b>Main responsibilities:</b> > Operational review of each of the business units > Establishment of annual objectives. > Coordination of the different departments for the best implementation of the strategy and the achievement of objectives. > Presentation of new business opportunities. > Validation of the leaders of the work teams of each department (HR).	<b>1</b> Meeting / week Annual objective
		<b>45</b> Meetings in 2021

## FIELD CROPS EXECUTIVE COMMITTEE

<b>6</b> Members 5 Men 1 Women	<b>Main responsibilities:</b> > Definition and implementation of the business strategy for said unit. > Resolution of possible conflicts. > Validation of work teams (HR). > Validation of staff performance and evaluation of promotions.	<b>1</b> Meeting / month Annual objective
		<b>10</b> Meetings in 2021

## VEGETABLE SEEDS EXECUTIVE COMMITTEE

<b>8</b> Members 6 Men 2 Women	<b>Main responsibilities:</b> > Definition and implementation of the business strategy for said unit. > Day-to-day monitoring of the business. > Resolution of possible conflicts. > Validation of work teams (HR). > Validation of staff performance and evaluation of promotions.	<b>1</b> Meeting / month Annual objective
		<b>10</b> Meetings in 2021



# 3. GOALS

OUR CONTRIBUTION TO THE  
SUSTAINABLE DEVELOPMENT  
GOALS (SDGs)

# OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

In 2015, the United Nations approved **17 sustainable development goals (hereinafter, SDGs)** with the aim of establishing a clear common **sustainable development agenda for governments, civil society and the private sector to end to poverty, protect the planet and ensure that all people enjoy peace and prosperity**. These 17 goals are comprised of 169 specific targets to be achieved by 2030. For this reason, this initiative is also called the "2030 Agenda".

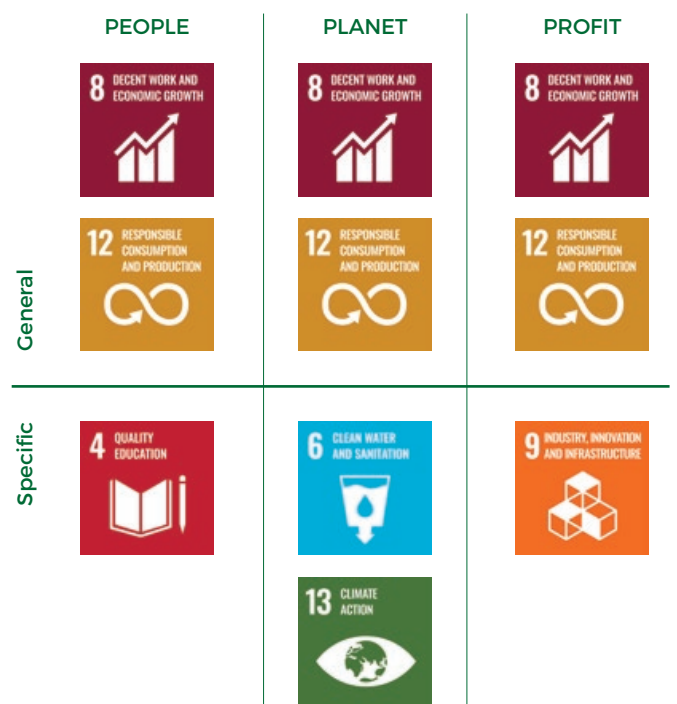
Since the launch of the 2030 Agenda, the awareness and importance of the SDGs among all the different stakeholders has increased. Today, many private companies have begun to link their strategic objectives to some of these objectives or have begun to define their policies and actions in social or environmental matters based on these 17 SDGs. This is very significant because engaging the private sector – especially at the level of senior management– in these aspects is essential to ensure that decision-making in companies is aligned with this philosophy. Indeed, only with the commitment of companies can there be an increase in positive impacts such as the creation of quality employment and the promotion of innovative solutions that improve quality of life in general and contribute significantly to the fight against climate change and the protection of the environment.

The following section describes how the PHF Group in general and Semillas Fitó in particular contribute to the achievement of these SDGs.

## CONTRIBUTION OF THE PHF GROUP TO THE SDGS

In order to facilitate the monitoring of the different sustainability actions carried out by PHF, the structure of this report follows is based on the triple bottom line framework. This means that the descriptions of the different actions are organized according to their impact on people, the planet and profit.

The various activities generated in the PHF Group have an impact in one way or another on 16 of the 17 Sustainable Development Goals. PHF/Semillas Fitó, faithful to its missions and values –as well as to the materiality aspects identified among the stakeholders– prioritizes its involvement in SDGs 4, 6, 8, 9, 12 and 13. Nevertheless, the actions associated with other SDGs are also included in this report.



## Guarantee inclusive, fair and quality education and promote lifelong learning opportunities for all.

- 4.4. Increase the number of youth and adults who have technical and vocational skills.
- 4.7. Promote sustainable development and sustainable lifestyles.



## Ensure access to water and sanitation for all.

- 6.4. Efficient use of water resources.



## Promote inclusive and sustainable economic growth, full and productive employment and decent work for all.

- 8.1. Promote sustained economic growth.
- 8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation.
- 8.5. Decent work and equal pay for work of equal value.
- 8.8. Promote a safe and risk-free environment for workers.









## Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

- 9.1. Develop infrastructure to support economic development.
- 9.4. Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies.
- 9.5. Enhance scientific research.

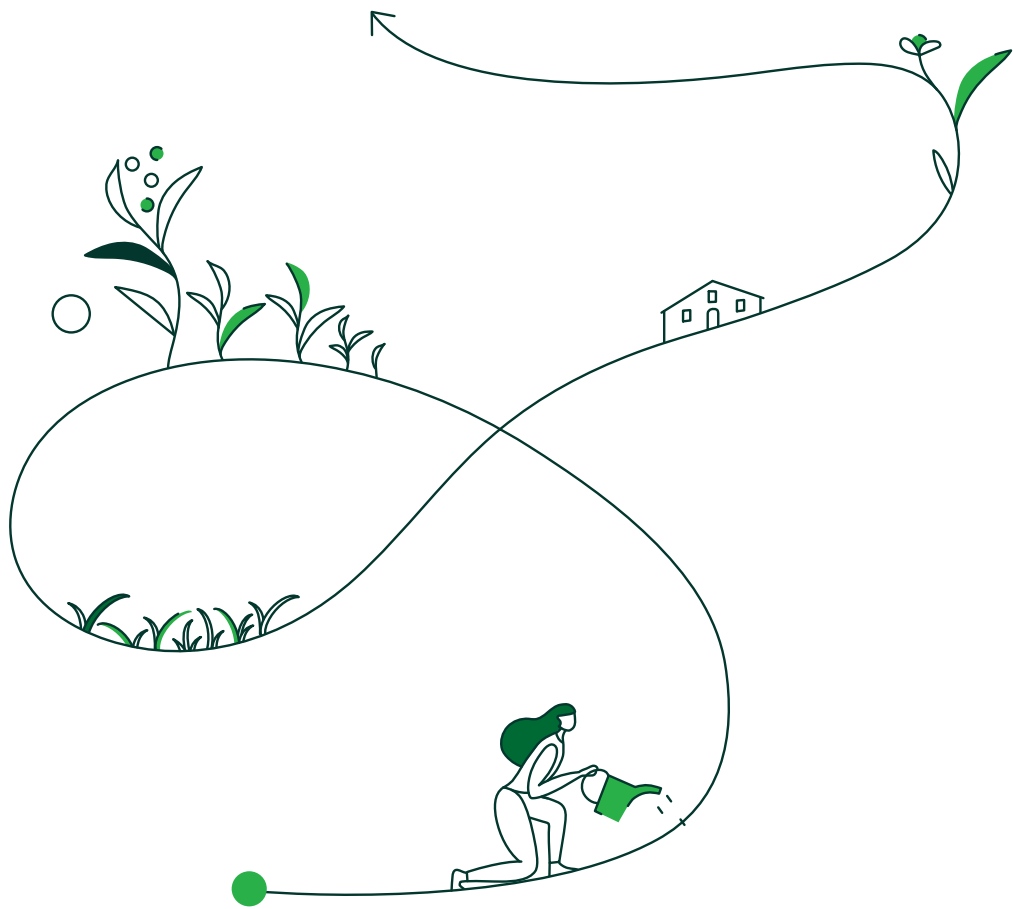


## Ensure sustainable consumption and production patterns.

- 12.2. Efficient use of resources.
- 12.3. Reduce food losses.
- 12.4. Sound management of chemicals and waste.
- 12.5. Reduce waste generation.
- 12.6. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
- 12.7. Promote procurement practices that are sustainable.



Throughout this report, the group's contribution to each of these SDGs selected as priorities will be discussed in more detail.



# 4. MAIN MILESTONES 2021

# MAIN MILESTONES 2021

The major milestones of 2021 are summarized in the image below in four blocks according to their relevance for the business group, which are none other than the values that define the conduct of the members of the organization: **long-term vision, proximity, professionalism and teamwork.**

## LONG-TERM VISION



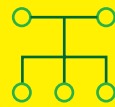
Company  
founded in

1880



100%

family-owned



Currently led  
by the

5th

generation



High level of profit  
re-investment  
in the company

## PROXIMITY



Direct participation in

8

national and  
international fairs



Organization of

4

macro events for  
international distributors



Organization of

115

field days



More than

12%

of the workforce  
dedicated exclusively to  
direct customer care



## PROFESSIONALISM



35

new varieties registered in 2021



+20%

of turnover is invested directly in R&D programmes



10

R&D centres of our own



+36%

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

## TEAMWORK



+60%

of turnover comes from **foreign markets**



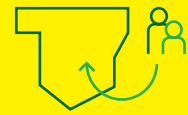
10

subsidiaries of our own, **7 of them outside the EU**



70

countries in which we have a continuous commercial presence



+35%

of the workforce resides outside of Spain



# 5. PEOPLE







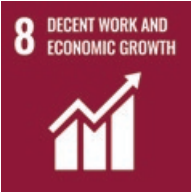
One of the most important elements of the company is its team of people. Thanks to its commitment to internationalization with its own subsidiaries going back to 2000 (the first subsidiary was opened in 2001 in Antalya, Turkey) and the organic growth of the company, the profile of the company's staff has become more diverse in terms of culture, geography, training, gender and age in recent years.

Below are the main figures regarding the evolution of the workforce in 2021, focusing on those aspects which are different with respect to other companies and, above all, highlighting those facts that have changed significantly compared to 2020.

The following pages also focus on the contributions of the actions carried out in 2021 to the SDGs. **In this section related to staff, 4 SDGs are prioritized in particular:**



# EMPLOYMENT: MAIN FIGURES 2021



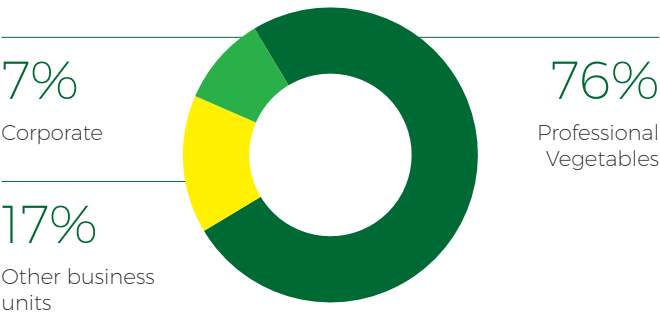
The PHF group ended 2021 with a workforce of 753 people (an increase of 63 people versus 2020). This increase is mainly because subsidiaries not accounted for to date\* have been included in the calculation, due to a slight growth in Mexico and Chile and due to a growth in Spain of 45 people in total.

**7.6 out of every 10 workers are dedicated to the professional vegetables business unit, the group's main activity.**

(\*2020 took into account Brazil, Portugal, Morocco, France, Italy, India, Chile, Turkey, Mexico, Spain. 2021, in addition to the above, took into account: Iran, Greece, Jordan, Romania, Serbia, Egypt, USA and Uzbekistan).

However, since it is an agricultural business with a clear seasonal component, the number of staff fluctuates throughout the year depending on the season. The total workforce during the year was comprised of **968 people**.

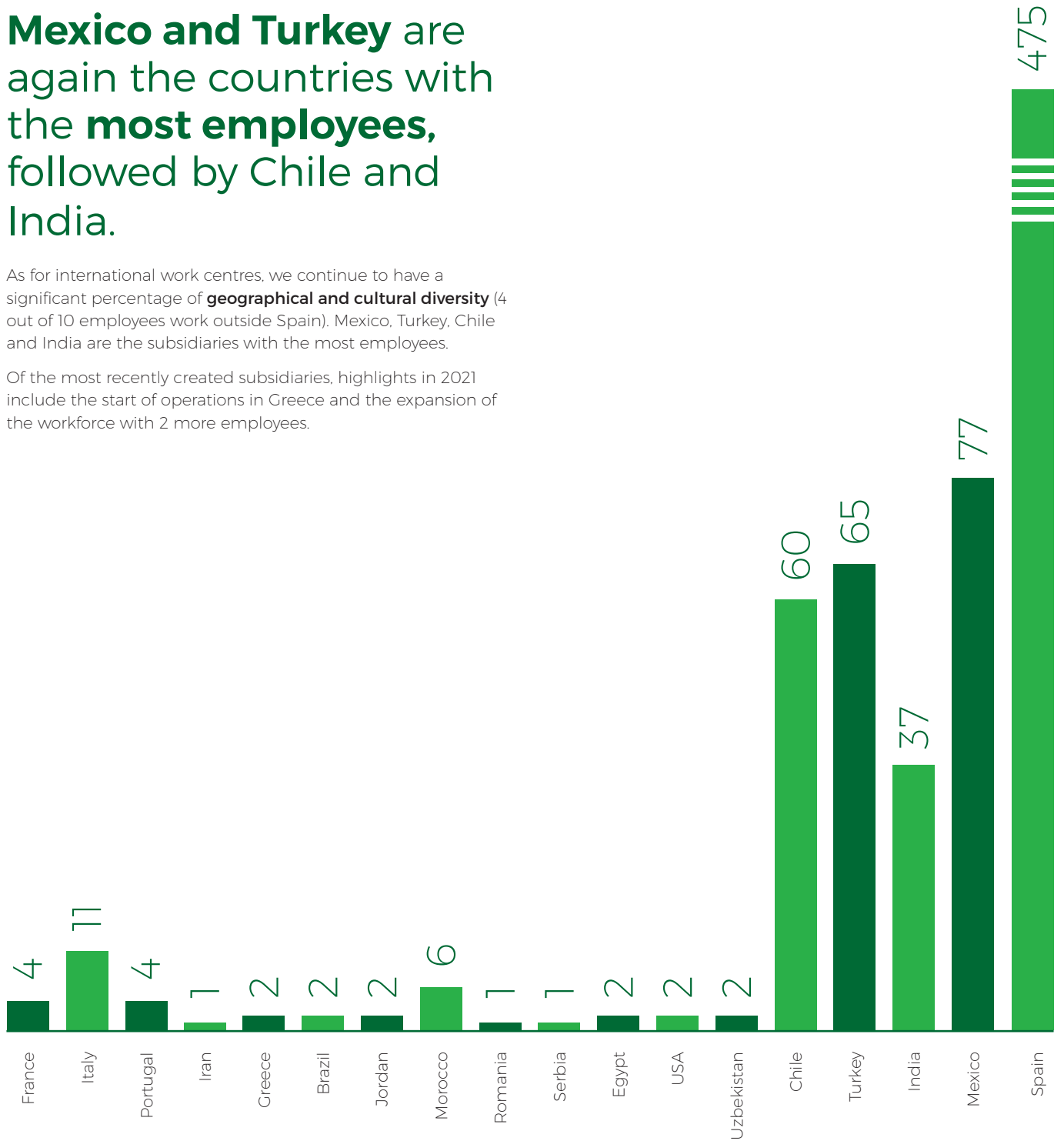
At the end of 2021, 37% of the group's workforce resided outside Spain, working for one of the group's 18 subsidiaries, 12 of which are outside the EU.



## Mexico and Turkey are again the countries with the most employees, followed by Chile and India.

As for international work centres, we continue to have a significant percentage of **geographical and cultural diversity** (4 out of 10 employees work outside Spain). Mexico, Turkey, Chile and India are the subsidiaries with the most employees.

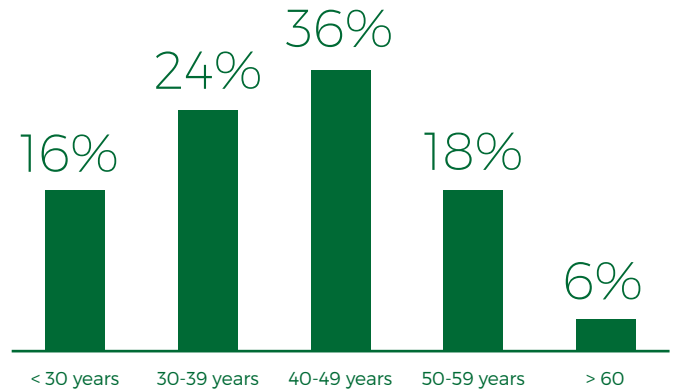
Of the most recently created subsidiaries, highlights in 2021 include the start of operations in Greece and the expansion of the workforce with 2 more employees.



In terms of gender diversity, 4 out of 10 people are women, practically the same number as in 2019. In 2021, the company established an Equality Committee, an Equality Diagnosis and an Equality Plan (which will see the light of day in 2022), aimed at working across the board towards gender equality and opportunities throughout the organization.

## 4 out of 10 employees are women.

There is an upward trend in the recruitment of female employees in the different work centres despite the fact that the final proportion remains the same as the previous year. Needless to say, the professional agriculture sector is traditionally a very male-dominated sector, especially in some countries where we have subsidiaries in which women do not enjoy the same equal opportunities as in other countries. In this sense, it is worth mentioning that Semillas Fitó continues to work to incorporate and have a more equal presence of all genders in all parts of the organization.



## 60% of the workforce is aged between 30 and 49 years.

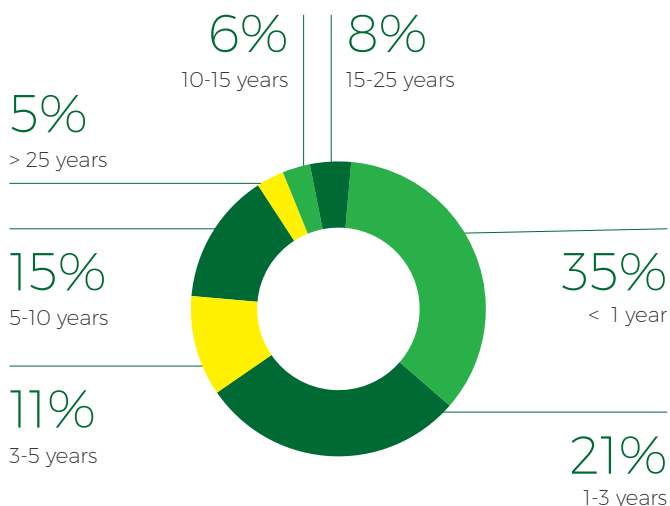
The graph below shows the breakdown of staff by age group. More than 60% fall within the two central ranges from 30 to 49 years of age and the group of young people under 30 years of age has grown by two percentage points compared to last year (19%).





In terms of **years in the company**, the distribution of the workforce at a global level is as follows.

**DISTRIBUTION ACCORDING TO YEARS IN THE COMPANY**



The figures are considerably different between work centres, depending on when each was opened.

It is worth noting that almost **20%** of employees worldwide have been in the company for **more than 10 years**. Spain, where the parent company is established, has the highest percentage of employees (30% of the total in Spain) with more than 10 years in the company. But we can also see that in some subsidiaries, the first to be created, such as Turkey, 26% of employees have been in the company between 5 and 15 years.

By contrast, it should also be mentioned that, given the international market consolidation strategy and in some cases expansion, the percentage of people who have joined in the last 3 years is 56%, mostly in the subsidiaries of Mexico, Chile and India (the result of including all work centres in the calculation).

**Almost 6 out of every 10 new Fitó employees have joined in the last 3 years** as a result of the business consolidation and expansion strategy, especially at the international level.

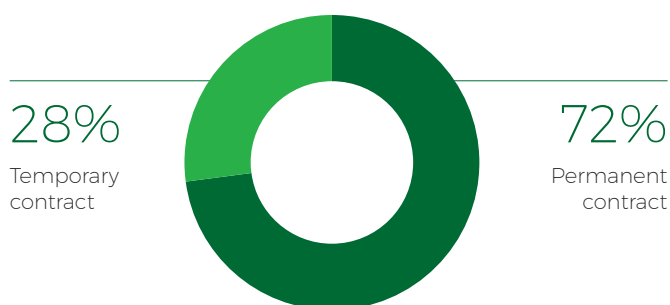
Regarding the **distribution by educational level**, there is huge diversity within the workforce, typical of the sector. More than 40% have university studies or higher, while almost 15% of the workforce worldwide have technical qualifications. The figures for 2021 are shown in the following table.

**DISTRIBUTION BY LEVEL OF STUDIES - 2021**

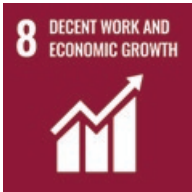
University studies	Doctorate or master's degree	9%	<b>31%</b>
	Bachelor's degree or diploma	22%	
Advanced vocational training and/or high school diploma	Vocational Training or High School diploma	14%	<b>14%</b>
Secondary school studies or lower	Compulsory Secondary Education	43%	<b>55%</b>
	No studies	12%	
<b>Total</b>		100%	<b>100%</b>

**More than 70% of the workforce are on permanent contracts.**

Finally, in terms of contract type, the total percentage of the workforce on permanent contracts is over 70%, with less than 30% on temporary contracts necessary due to the seasonality of the activity itself.



# ORGANIZATION OF WORK AND ACCESSIBILITY



The main challenge in terms of organization of work in 2021 has undoubtedly been to continue adapting to prevention and contingency measures in the face of the **COVID-19** crisis.

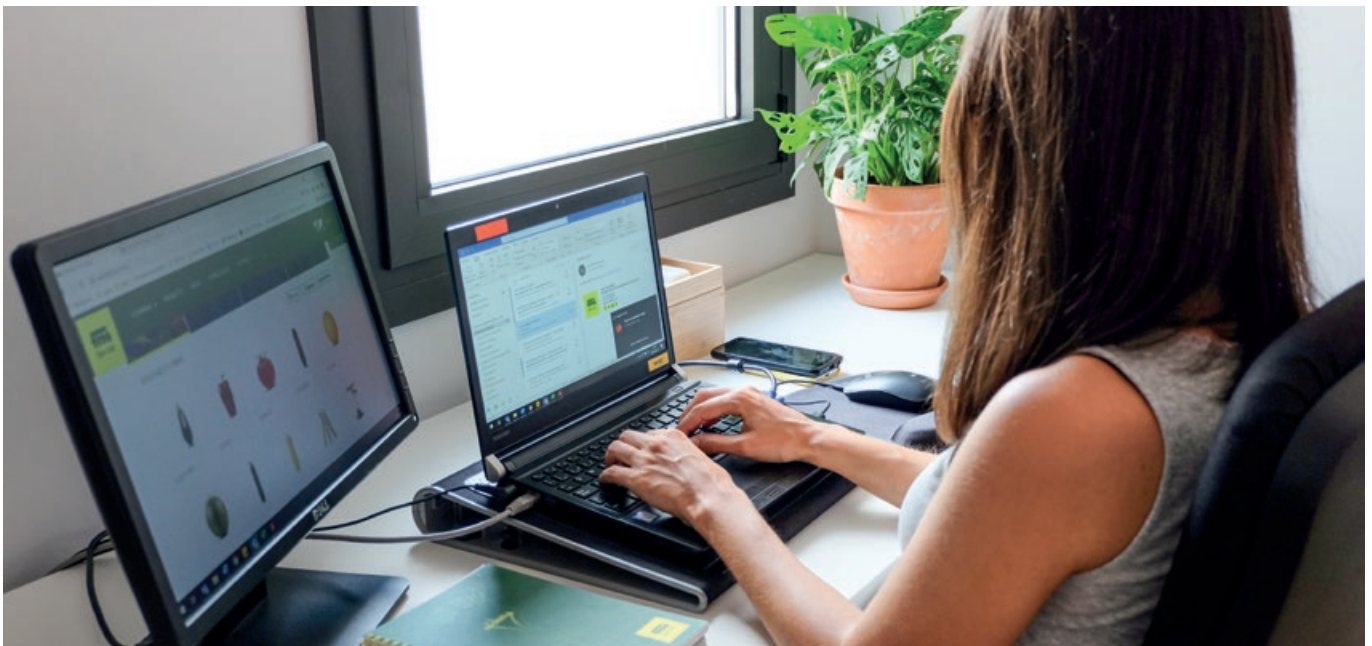
For many years now, the group's work centres have offered work timetables that facilitate a good work-life balance. This year these adapted and flexible schedules have been maintained depending on the nature of the work, in order to increase safety and prioritize the health of our employees over the organization of work.

In view of the COVID situation and in order to adapt the organization to the new normal and the waves that emerged in 2021, different measures were established: the consolidation of **flexible working hours** with new formulas in all areas allowing employees to start and end the working day at different times according to their needs and those of the team to which they belong. Each department has been given the liberty to define the time slots in which it offers its services for as long as the COVID crisis lasts.

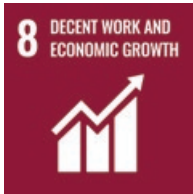
The concept of **flexible work** has been established in those departments and/or positions in which the provision of services can be carried out outside the company's usual facilities (basically office staff and some positions in the field of R&D and quality control), and in work centres in Spain the option of working remotely for a maximum of two days per week has been established.

A virtual link has been set up each week for anyone wishing to follow a yoga class.

In general, most of the workforce works full-time. During 2021, 23 female workers and 8 male workers have benefited from a reduced working day to take care of their children.



# HEALTH AND SAFETY



## HYGIENE MEASURES AGAINST COVID-19

In 2021, a series of special measures have been adopted in matters of Health and Safety due to the crisis caused by COVID-19. The **Technical Prevention Committee**, made up of different employees from different areas and departments of the company, has remained operational with the aim of ensuring prevention and compliance with the protocols and measures to avoid contagion in the company's work centres. This committee has prepared technical reports, implemented organizational measures and proposed changes in some of the procedures.

## The **cleaning service** was reinforced and disinfection by nebulization was implemented.

The main industrial hygiene measures to deal with the crisis have basically involved two areas, prevention and disinfection and cleaning. The purchase of Personal Protective Equipment has been centralized, especially FFP2 masks to ensure the weekly supply to all workers, and the cleaning service has been reinforced in all centres along with a nebulization disinfection service in specific areas. The hygiene measures implemented have achieved the desired effect of preventing COVID infections within the **Semillas Fitó work centres in Spain** and, by extension, reducing these to a minimum in the other international work centres.

## SPANISH WORK CENTRES

During 2021, in the work centres in Spain, 17 minor accidents that did not require medical leave and 10 accidents that did require medical leave were recorded. This represents a total of 311 working days lost due to accidents at work, which represents 164 days not worked out of 1000 working days. It should be noted that the PHF group's absenteeism and incidence rates derived from accidents at work are well below the sector average for the same employment categories.

This information can be obtained thanks to a team of 12 workers from the group who dedicate part of their working day to performing tasks aimed at preventing occupational risks in the company. Additionally, in 2021, this workers' committee redefined the prevention targets and by the end of the year had achieved 78.85% of these.

In 2021, in terms of prevention and health and safety, all the Occupational Risk assessments for all work centres in Spain have also been updated.



## INTERNATIONAL WORK CENTRES

In 2021, one work accident that required medical leave was reported in the work centre in Mexico.

# TRAINING



In 2021, a total of 2,375 hours have been dedicated (not counting language classes) to training, specialization and the acquisition of new skills by the workforce. In total, 36 group and individual courses or workshops have been carried out, in which a total of 363 attendees have participated, thus accounting for 2,375 working hours devoted to learning.

**In 2021, we have invested more than 2,000 hours in general training and more than 4,000 hours in language training, which represents a very significant increase compared to the hours of training carried out in 2020.**

Language training is part of a cross-departmental benefits programme for all Semillas Fitó employees, whatever their position in the organizational chart. Like every year, the company has continued to offer unrestricted access to language training (mainly in English, French, Spanish, Italian and Arabic) to employees who so desire.

This past year, 69 people signed up for language classes, completing a total of 4,740 teaching hours.

It is worth noting that courses have been carried out mostly on Digital content and New Technologies, Team Improvement, Neo-leadership, Transversal Influencer, Self-confidence, Personal Productivity, Collaborative Work, Safe Driving and Agile Methodology. Some people, as a result of their personal



development plan, have been trained in Management, Finance for beginners and Executive Development.

In relation to technical training, the company carried out sessions to update knowledge on process quality management systems, in order to enhance continuous improvement dynamics and achieve the highest level of excellence in the daily performance of the organization's core activities.

In this regard, the company carried out 26 retraining courses for the Vegetable Seeds business unit on the regulations and technical performance protocols of the Good Seed & Plant Practices standards. A total of 87 people participated in these groups. Each of them received a 90-minute training session on this subject. Compliance with this voluntary standard leads to the GSPP certification that Semillas Fitó obtained in 2019 and renewed in 2021. The regulated execution of the work guidelines described in said regulations helps prevent contamination of plants and seeds caused by the bacterium *Clavibacter michiganensis* subsp. *michiganensis*.

In parallel, the company also carried out 22 retraining courses for the field crops business unit on the regulations and technical performance protocols of the European Seed Treatment Assurance standards. A total of 68 people participated. Again, each of them received 90 minutes of training on this subject. Compliance with this regulation, also voluntary, confers ESTA certification (issued by the European Association of Seed Companies-Euroseed) which Semillas Fitó has had since 2020. The strict execution of work activities based on documented procedures following ESTA standards ensures the highest level of environmental and labour safety with respect to the phytosanitary treatment of maize seeds. It is worth noting that the training in this certification scheduled for 2021 was carried out in January 2022 as a result of the restrictions due to coronavirus pandemic.

In production-focused work centres, other technical specialization courses have been offered, according to the needs of each moment.

Apart from the aforementioned training sessions, the company has also offered coaching to employees for their professional development and also support processes for teams to help them achieve better cohesion in order to meet the established annual objectives.



## INTERNS

In terms of training young people, the table below shows the number of interns the business group took on 2021 in each work centre, as well as the total hours worked by them in each centre.

In the **Semillas Fitó centres in Spain** there were **16 interns** from different universities (10 students), vocational training centres (4 students) and high schools (2 students). This added up in 2021 to a total of 4,816 hours of internships carried out in work centres in Spain.

Work centre	Total hours	No. of students
Almeria - El Ejido	596	2
Barbens	150	1
Barcelona	672	4
Cabrera	2,248	7
Murcia	1,150	2
Mexico	4,060	7
Turkey	560	2
<b>Grand total</b>	<b>9,436</b>	<b>25</b>



The group has direct links with several universities. Worth highlighting is the relationship with the Barcelona School of Agricultural Engineering, with whom we have an agreement whereby the student who presents the best final course project is awarded a prize of €1,000.

## 25 students carried out a total of 9,436 hours of internships in the different Semillas Fitó work centres during 2021.

**Semillas Fitó México** took on **7 students** who completed a total of 4,060 hours of internships at our Culiacán facilities. Of these interns, 6 were Agricultural Engineering students and 1 was an International Business student.

**Semillas Fitó Turkey** hosted **2 Agricultural Engineering students** who completed a total of 560 hours of internships.



## NEW HIRES AND PROMOTIONS

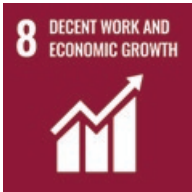
During 2021, 28 people joined the company in permanent positions, in various locations and with different profiles. Most of these new hires were in the **Professional Vegetable Seeds** division and mainly in the Sales and Development, R&D and Operations departments.

In Spain, new employees were hired in the work centres in Almería and Barcelona, the production farms in the Maresme area (Catalonia) and the new work centre located in Murcia.

Internationally, new talent was recruited on Chile, Italy, Morocco, Mexico, Portugal and Greece.

One of the pledges included in the Semillas Fitó mission is the company's firm commitment to the professional and personal development of the people who make up the company's workforce. As part of the fulfilment of this commitment, it is worth noting the number of **internal promotions** that were awarded in 2021, as a result of which **16 people** were either promoted to a higher position or given another function at the same level in the company's organizational chart. Of these 16 people, **11 were men and 5 were women** from the Research and Development (6), Sales and Production (5) and Corporate (5) departments in work centres in Spain.

# DEVELOPMENT OF PEOPLE AND TALENT



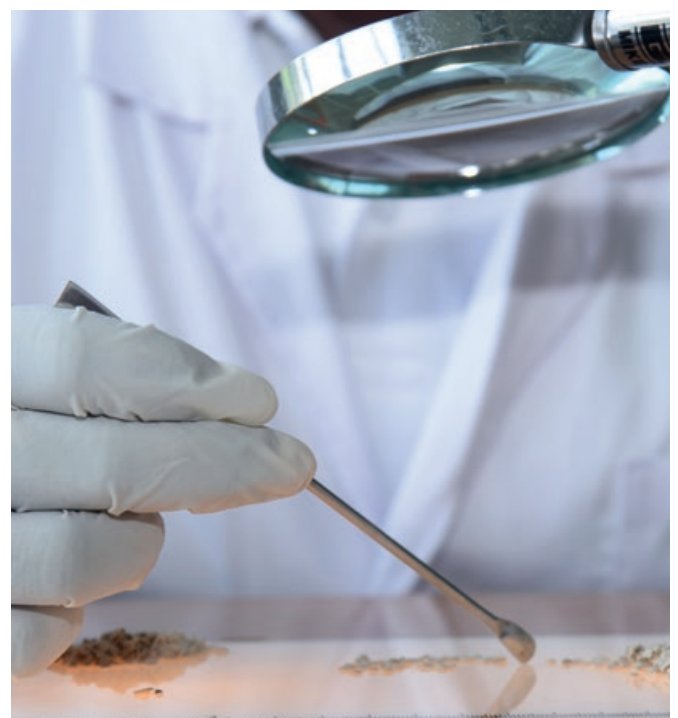
Semillas Fitó, as part of its commitment to the development of people, supports (and is building) an onboarding and development policy that ensures work is carried out in a highly focused manner on the Onboarding plans for supporting new hires. Moreover, once the recruitment of a new employee has been completed, a series of feedback meetings are held 4, 8 and 12 months after joining. At the end of this period, the manager and the candidate, as part of their professional development, have the option of carrying out a 180° questionnaire and a 360° questionnaire 2 and 3 years after joining, which offers them a more accurate perception of themselves and contributes to their development and organizational fit.



## 100% of new hires go through this On Boarding and Feedback process.

Moreover, the company always looks to internal promotions to fill vacant positions whenever feasible depending on the required profile.

All of this work is aimed at developing a Talent Model which, in the medium term, will offer talent maps, professional itineraries and continue to focus on internal promotions and professional development.



# INTERNAL COMMUNICATION



In terms of communication, we want our employees to have all the information they need to carry out their roles. As a result, we have a series of tools that enable us to reach out to our employees and transmit the necessary information:

- > **Fitó News** (3 editions per year)
- > **Survey-Diagnosis and Equality Committee**
- > **Regular meetings between managers** and their teams
- > **Communication with** employee representative bodies
- > **Meetings of the respective company Steering Committees and Executive Committees** of each business unit
- > **Special events** (Christmas, Book Day, etc.)
- > Others









# COMMITTED TO THE AGRI-FOOD SECTOR



Semillas Fitó is committed to actively participating in the different associations that operate in the agricultural sector at a national and international level. This consolidated presence can be summarized in the following milestones:

- > **Participation in more than 30 sector associations**, both nationally and internationally.
- > **Contribution of €150,000 in annual fees to help the growth of these associations.**
- > **15 Group workers actively participate in one association or another.**

## NATIONALLY



National Association of Plant Breeders  
[www.anove.es](http://www.anove.es)



Italian Seed Association  
[www.sementi.it](http://www.sementi.it)



French Union of Seed Companies  
[www.ufs-semenciers.org](http://www.ufs-semenciers.org)



Union of Seed Industrialists and Producers in Turkey  
[www.tsuab.org.tr](http://www.tsuab.org.tr)



Mexican Association of Seed Companies  
[www.amsac.org.mx](http://www.amsac.org.mx)



Federation of Seed Industry of India  
[www.fsii.in](http://www.fsii.in)



National Association of Seed Producers  
[www.anproschile.cl](http://www.anproschile.cl)

## INTERNATIONALLY



European Seed Association  
[www.euroseeds.eu](http://www.euroseeds.eu)



International Seed Federation  
[www.worldseed.org](http://www.worldseed.org)



Anti-infringement International Bureau  
[www.aib-seeds.com](http://www.aib-seeds.com)

The National Association of Plant Breeders (ANOVE) is the Spanish association that brings together companies and public institutions dedicated to the generation of added value in the agri-food sector through research, development and the exploitation of new plant varieties. ANOVE's mission is to represent the plant breeding sector in Spain by promoting the defence of its interests and awareness of its activity, supporting innovation and the development of agriculture.

ANOVE works to ensure a form of agriculture that is innovative, competitive, and sustainable, which values and has full access to plant improvement, thus and contribute to food security and the economic development of society.

Currently, ANOVE is made up of 55 entities and is structured in four areas of activity:

- > Cereals
- > Vegetables and ornamentals
- > Fruits and berries
- > Maize, oilseeds and industrial crops

During 2021, several workers of the Group were selflessly involved in the association:



#### **Eugenio González**

Director of Operations of the Field Crops business unit, he has represented Semillas Fitó in the meetings of the Maize, Oilseeds and Industrial Crops Section (SMOCl in its Spanish initials) after the retirement of Jaume Bell-Iloch in September 2021.



#### **Jaume Bell-Iloch**

Semillas Fitó Director of Operations of the Field Crops business unit, he participated between January and September 2021 in the meetings of the Maize, Oilseeds and Industrial Crops Section (SMOCl in its Spanish initials) to discuss issues related to the market dimension and seed processing.



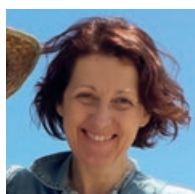
#### **Israel Roca**

Semillas Fitó Director of Marketing and Sales in Europe for the Professional Vegetable business unit is an active member of the Working Group of Integrated Companies (WIC) of the Vegetable Seeds section. Its main focus of action is to defend the interests of companies that are engaged in the research, production and sale of seeds.



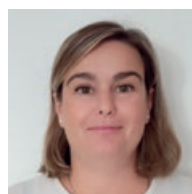
#### **Eduard Fitó**

President of Semillas Fitó, he has been president of the ANOVE Communication Committee in 2021, in which Dàmaris Moreno, technician from the Communication department of Semillas Fitó, has also actively participated.



#### **Dolors Baget**

Dolors Baget, Head of Regulatory Affairs of the Semillas Fitó Vegetables business unit, was part of the Cross-departmental Committee of Regulatory Affairs at ANOVE during 2021. Among other functions, Dolors Baget has actively participated in the annual meetings of the association, in the discussions regarding changes in seed legislation and in the proposals for optimizing processes and communication between all state bodies.



#### **Raquel Gómez**

Vegetable Seeds sales technician for Iberia, since 2021 she has been part of the Euroseeds CRLA ad-hoc WG Organics working group, which focuses on the issues being debated in the European Parliament in relation to the Green Deal and the From farm to fork project, which imply a change of model towards organic farming and, in our sector, towards the use of organic seeds.



Assosementi is an organization that represents the participating agents in the seed industry in Italy: producers of vegetable varieties, producers of seeds and distributors of seeds.

The main objective of Assosementi is to inform its member companies about regulatory measures and to moderate the debate on initiatives and issues in the sector. It periodically organizes meetings between its members and, at the same time, represents their views in discussions with the authorities. During 2021:



**Massimo Peruzzo**

Country Manager Italia, he regularly participates in the association's meetings. Specifically in the Gruppo Orto WIC (Work Integrated Companies), which includes the seed companies that select, produce and sell vegetable seeds.



AMSAC is a civil association which for 50 years has been promoting the production and use of improved seeds for planting and plant breeding research in Mexico. AMSAC is the national and international benchmark in everything concerning seeds for crops in Mexico.

With a voluntary membership of 70 national and international partner companies, which produce, research and market seeds, as well as service providers for the seed industry, this association represents 85% of the production and marketing of improved seeds.

AMSAC supports and informs members on handling the new regulations in the country related to imports, phytosanitary regulations, policies, etc. on the seed market and its environment. During 2021:



**Rogelio López**

Logistics at Fitó México, he has been selflessly involved in the association, participating in the organization's regular meetings.



Within Turktob, there is a sub-association called Tsuab: Union of Seed Industrialists and Producers in Turkey. It is a public institution of mandatory membership for all companies that operate in some way in the seed sector. Currently, there are 961 member companies of TSuab, including vertically integrated companies that are involved in all stages of the process, from the development of varieties to the distribution and sale of seeds, as well as companies that are only involved in certain stages of the business, such as production, supply or distribution. During 2021:



**Utku Ersoy**

Area Manager Professional Vegetables Turkey, he has been an active member of Tsuab's working group leading the fight against fraud and illegal seed breeding. He has met periodically with executives of other companies in the sector to follow up on these matters.



FSII is the Federation of Seed Industry of India. This association encompasses the main multinational companies in the sector and promotes the development of the Indian agricultural sector through export and import, as well as its rapid modernization. International companies operating in the country are involved in research into the applications of seed breeding and technology, enabling farmers to adopt technology-driven agricultural solutions to improve agricultural productivity in a sustainable manner, minimizing losses before and after the harvest. Semillas Fitó has been a member of the FSSI since 2020:



**Enrique Roca**

Sales and Marketing Director for Southeast Asia, he has been the company's representative in the association ever since.



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ANPROS is the National Association of Seed Producers in Chile. Its mission is to contribute to the progress and development of Chilean agriculture, representing its members in all matters concerning the seed sector, nationally and internationally, and promoting the sustainability of its industry.

It is an entity made up of producers, distributors, retailers, researchers and other organizations related to the seed industry. It was founded in Santiago in December 1959 by a group of farmers registered in the Registry of Certified Seeds of the Ministry of Agriculture.



#### **Luis Vielma**

Country Manager Fitó Chile, actively participates in the different activities of the association as the legal representative of Semillas Fitó in Chile. One of the most important activities is attendance at conferences organized by this entity where issues related to seed exports and imports are discussed. The association also maintains a close relationship and collaboration with the governmental entity SAG (Agricultural and Livestock Service).



#### **Claudia Gaete**

Farm Manager at the Arica production centre, participates in the Arica and Parinacota committee. Together with other seed companies located in the area, this committee collaborates on issues related to the seed industry such as regulation, training, plant protection agents, biotechnology and corporate social responsibility to help favour all stakeholders. Claudia Gaete also participates in the Environment and Sustainability and Phytosanitary working groups in Arica.



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Euroseeds, formerly known as ESA, is the representative of the European seed sector. It was founded in 2000 with the aim of being the voice of the European seed industry. It represents the interests of those associations, companies and institutions that are involved in the research, breeding, production and sale of agricultural, vegetable and ornamental plant seeds.

The mission of Euroseeds is to ensure a framework that guarantees the following three points:

- > **Fair and proportionate seed legislation at a European level.**
- > **Freedom of choice of seed supplier for the different customers (other seed companies, farmers and consumers).**
- > **Effective protection of intellectual property rights related to plants and seeds.**

Anove, Assosementi, UFS and TSUAB are members of Euroseeds.

During 2021, several workers of the Group were selflessly involved in the association. We highlight the main roles:



#### **Eugenio González**

Semillas Fitó Director of the Field Crops Unit, is a member of the Euroseeds maize section, which analyses the issues faced by the European maize sector, in terms of regulations and plant protection agents among other things.



#### **Israel Roca**

Semillas Fitó Director of Marketing and Sales in Europe for the Professional Vegetable business unit is an active member of the Working Group of Integrated Companies (WIC) of the Vegetable Seeds section. Its main focus of action is to defend the interests of companies that are engaged in the research, production and sale of seeds.





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AIB is an international association that represents the main companies in the vegetable seed industry.

AIB's mission is to prevent and combat infringements of the intellectual property rights of its members.

Its member companies are committed to supporting sustainable horticulture through innovation in vegetable farming and seed production.



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The International Seed Federation (ISF) is the most important seed sector association in the world and its annual congress is a key meeting point for the best seed companies around the world.



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**Eduard Fitó**

President of Semillas Fitó, he is a member of the AIB Board of Directors. Also participating in the association are Israel Roca, Director of Marketing and Sales in Europe for Professional Vegetables, Massimo Peruzzo, Country Manager for Italy, and Utku Ersoy, Area Manager Professional Vegetables Turkey.



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**Eduard Fitó**

Director and chairman of PHF, after being president of the ISF between 2019 and 2020, he is still connected to the association. As is Eugenio González, Semillas Fitó Director of Field Crops, who represents Spain in the field crops section (wheat, maize, sunflower, soybeans, rapeseed, among others). This involves attending several meetings a year to discuss issues related to the legislation of seeds worldwide and the transportation of goods.

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# COMMITTED TO SOCIETY



## WE COLLABORATE WITH THE PERE TARRÉS FOUNDATION

Semillas Fitó has collaborated with the Pere Tarrés Foundation for several years now on different projects. Specifically in 2021 we took part in several campaigns to collect educational games, food and materials for vulnerable children in the Poblenou neighbourhood of Barcelona, where our headquarters are located.

In addition, in 2021 Semillas Fitó financed the purchase of fruit once a week for users of three Foundation centres in the Poblenou, Raval and Poblesec neighbourhoods of the Catalan capital.



## FITÓ AWARD

**Granting of the Fitó Award for the best Final Degree Project of the Barcelona School of Agricultural Engineering.**

Since 2014, Semillas Fitó has collaborated with the Barcelona School of Agricultural Engineering (ESAB) of the Technical University of Catalonia (UPC), annually granting the Final Degree Project Award to the ESAB students whose projects demonstrate excellence under the theme of improvements in sustainability and crop efficiency.

In 2021 the winner was Carmen Grech Hernández for her work "Evaluation of the growth and content of chlorophylls, carbohydrates and lipids in the winter crop of Lactuca Sativa".

The award comes with a financial prize of €1,000 for the student and its objective is to promote and encourage young talent.



# CIRCULAR ECONOMY



Fruits are generated during the seed production process for the purpose of observing and assessing the variety in question. In order to give a second life to this foodstuff, which is in perfect condition, we donate it through non-profit organizations.

## We provided a second life to **7 tonnes of tomatoes** in 2021.

At the Semillas Fitó production centre in Sant Andreu de Llaveneras (Maresme) we provide a second life to the fruit generated from the observation of hybrids. Once checked, this fruit, which is in perfect condition, is donated to the Sant Joaquim de Mataró Foundation and to Càritas de Sant Andreu de Llaveneras.

In 2021 we donated 7 tonnes of tomatoes.









# COMPLIANCE AND THE CODE OF ETHICS



For the PHF Group, respect for human rights and compliance with the law, both from a regulatory and ethical point of view, is fundamental.

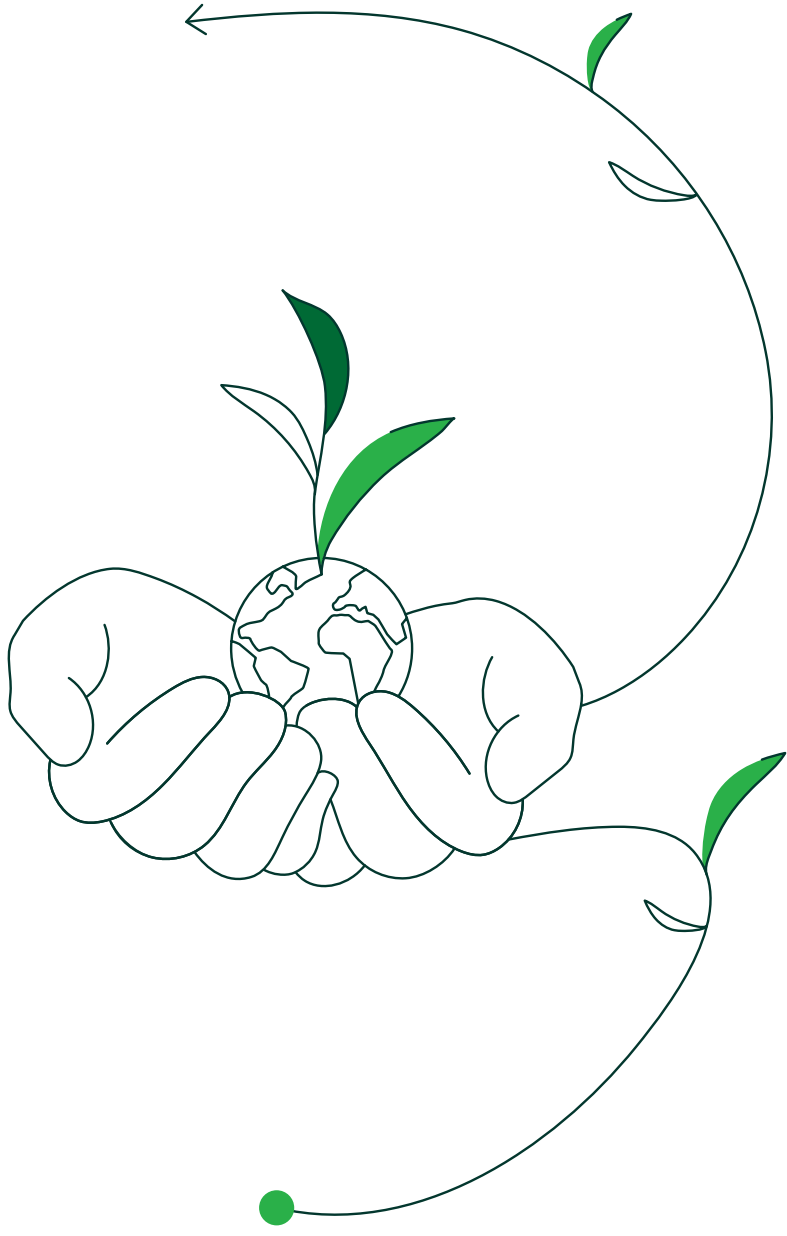
In line with this, in 2020 the company started to develop a Compliance Policy which is periodically updated and which encompasses, regulates and promotes respect for the values, mission and commitments of the company with its stakeholders through a code of ethics, which represents the main ethical basis on which the organization carries out its activity.

This policy is also supported by a series of recommendations based on the detection of the possible risks of infringement arising from its activity (risk map), as well as the creation of a complaints channel. This complaints channel was created with the aim of informing the organization of any detected or potential irregularity involving any member of the organization or department incurred during the performance of their activities.

All those people who interact directly or indirectly with the organization, whether internal or external to it, may report any query or complaint through a form on the website or by email to the bodies responsible for supervising compliance with the policy.

The internal body that is mainly in charge of supervising said regulatory policy and its compliance is the Ethics Committee, made up of the Director of Operations, the Director of Finance and the Compliance Officer who then jointly issue a report to the Board of Directors which can then take the relevant decision and order the execution of the agreed actions.





# 6. PLANET

# SUSTAINABLE USE OF RESOURCES



## PLASTIC

The genomics laboratory at the Cabrera de Mar biotechnology centre is responsible for identifying genes that encode agronomic characteristics of interest: resistance to pathogens, tolerance to abiotic stress factors (drought, salinity, etc.) and even factors related to the flavour of the fruits. To achieve this goal, DNA extraction techniques are used after which PCR tests are carried out to confirm the presence of these genes.

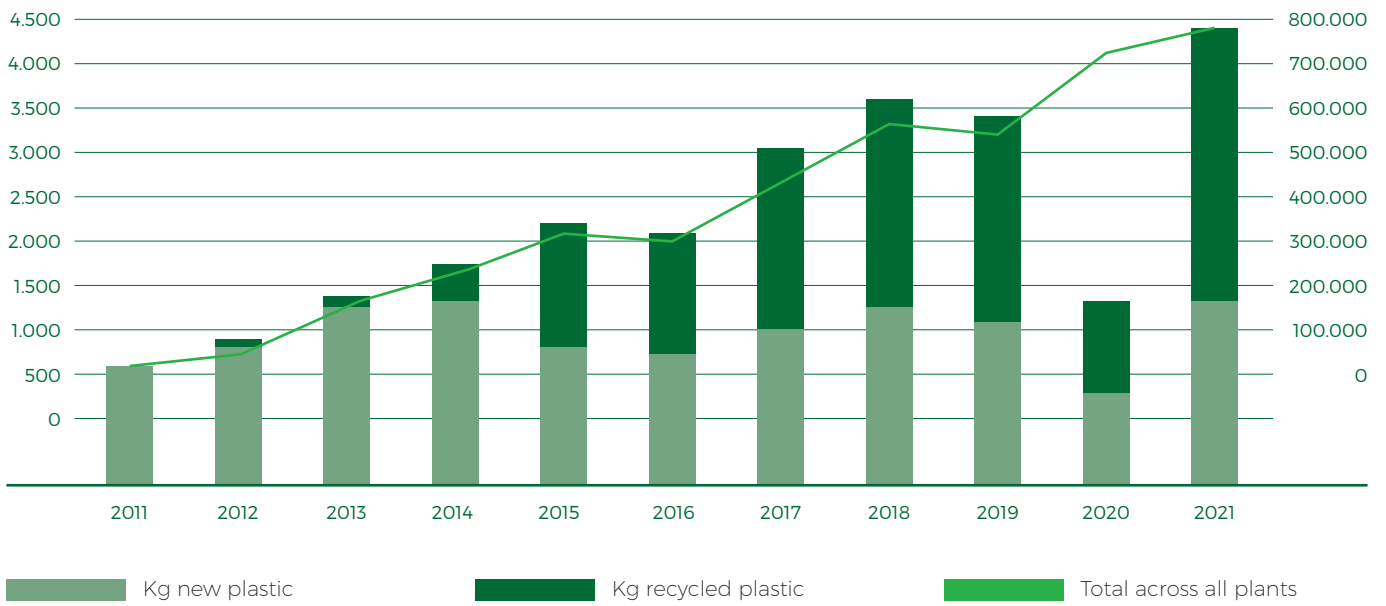
Both techniques (DNA extraction and PCR) require plastic materials for their execution. Since 2011, this centre has implemented a strategy to reduce the consumption of plastic in these practices. The plates can be reused after washing with water and pressurized air. Moreover, during 2021, a change was made in the plastic plates used; replacing the traditional 96 g plates with 16g ones. This has resulted in a substantial reduction in the consumption of plastic. **This has led to a reduction in the plastic used for genetic analysis of more than 50%.**



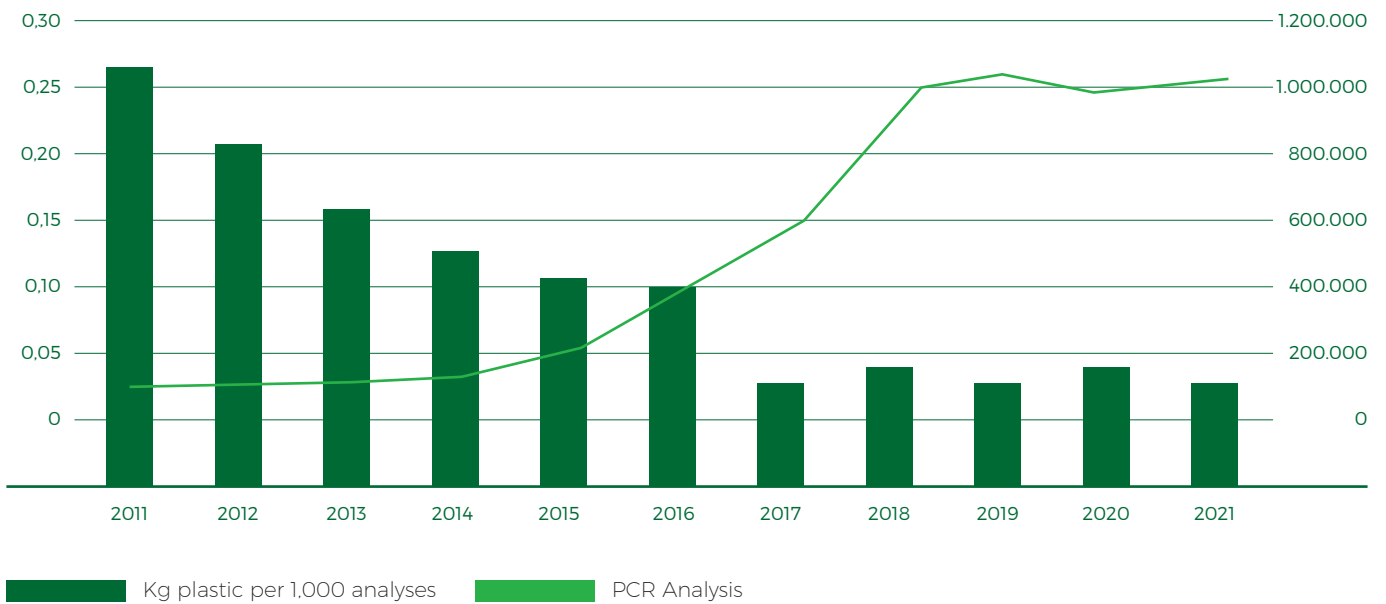


For DNA extraction, this practice has enabled an increase in the use of recycled plastic over the years:

**USED AND RECYCLED PLASTIC FOR DNA EXTRACTION**



**PLASTIC USED FOR PCR ANALYSIS**



## LED LIGHTING

Since 2020, the company has been progressively replacing traditional bulbs with new LED ones. LED lighting offers the following main advantages:

- > The use of light-emitting diodes instead of filaments allows for **lower energy consumption**. Estimates suggest that a LED lamp can emit the same light as a traditional light bulb at 15% of the cost.
- > **They have a longer useful life** and there are no energy losses due to heating.
- > **LED lighting turns on immediately** unlike fluorescent lamps.

During 2021, the **Cabrera de Mar biotechnology centre** replaced **65 traditional lights** with new LED ones, achieving a **saving of 41w** for each of them.

## PHYTOSANITARY PRODUCTS

Intensive plant production is subject to the possible emergence of diseases and pests that require the use of phytosanitary products to manage and control these. In order to reduce the incidence of this problem, Semillas Fitó has implemented different means and methodologies over the last two years:

- > **Colour zoning within the farms with the aim of isolating the different greenhouses from each other.**
- > **Plant hygiene practices.**
- > **Disinfection of work utensils.**
- > **Increased frequency of predictive techniques.**



This set of practices should reduce the consumption of phytosanitary products in the different vegetable farms. In order to monitor progress in this aspect over the next few years, data on the consumption of phytosanitary products per farm and the amount of seed produced or number of plants grown will be collected and reported.



#### CABRERA DE MAR FARM

**149 kg of phytosanitary products** used to produce 11,000 solanaceous plants and 9,500 cucurbit plants.



#### EL EJIDO FARM (ALMERIA)

**1,325 litres of phytosanitary** mixture used to produce 112.27 kg of solanaceous seeds and 231.16 kg of cucurbit seeds.



#### MARESME FARMS: LLAVANERES AND PREMIÀ

**125 kg of phytosanitary products** used to produce **114.95 kg of solanaceous seeds, 863.10 kg of cucurbit seeds** and **1,275.98 kg of other types of seeds** (broad beans, sweet corn and green beans).

# WASTE MANAGEMENT AND RECYCLING



Following the principle of “The three Rs”, Semillas Fitó implemented waste recycling in the seed processing, packaging and logistics warehouse and the main office headquarters in Barcelona. During 2021, this project has been extended to the rest of the PHF group centres located throughout Spain.

To this end, containers for the different types of waste have been implemented in office receptions, warehouses, farms and canteens. As a result, the amount of waste recycled throughout 2021 in these centres is listed below:

	Waste	Quantity
<b>Barcelona</b>	Paper and cardboard	37,891.04 kg
	Compostable waste	21,669.11 kg
	Misc.	70,054.38 kg
<b>Sant Andreu de Liavaneres farm</b>	Compostable waste	30,680 kg
	Misc.	131,060 kg
<b>Cabrera de mar</b>	Compostable waste	68,340 kg
	Misc.	46,800 kg

During 2021, Semillas Fitó recycled more than **37,000 kg of paper/ cardboard**, more than **21,000 kg of plastic** and more than **98,000 kg of compostable waste**.

Other types of waste are also recycled, such as WEEE (Waste Electrical or Electronic Equipment), toners and coffee capsules. The amounts managed are detailed below:

Type	Quantity
WEEE	147 kg
Toners	57 kg
Capsules	Three 12 L drums



It is undoubtedly important to contribute to the recycling of waste, but it is equally important to consume materials that are produced sustainably. For this reason, during 2022 the Barcelona centre will exclusively use paper from suppliers that are certified either with Ecolabel (European certification for products that reduce harmful environmental effects) or Blauer Engel (German certification for products that respect the environment).





# SUSTAINABLE USE OF WATER



As mentioned in the 2020 report, the production of vegetable seeds involves different activities that require the supply of water resources. These activities basically include the sowing and irrigation of the crop, among other things. The consumption of water is especially high in seed extraction and washing operations. These activities are essential, since they allow the seeds to be separated from the fruit, removing all plant remains.

Seed extraction has traditionally been carried out through wet mechanical extraction and requiring high water consumption. With the aim of optimizing water resources for this activity, the PHF group implemented two new extraction technologies back in 2020 at the farms in Llavaneres and Almería (Spain). In 2021, these technologies have also been implemented at the Premià and Cabrera farms. These systems enable the following savings:

- > **For Solanaceae** (pepper, tomato and aubergine) a vacuum extraction system was implemented that reduced water requirements by 100%.
- > **For cucurbits** (melon and courgette), the water flows were reduced. This technological change allows for a reduction of approximately 95%.

**For seed washing, a work methodology has been implemented on the Almería farm** that replaces the previous practice of cleaning through a continuous flow of water with one that is based on the use of centrifugation appliances. This enables a greater quantity of seed to be concentrated in each operation with an **approximate reduction in water consumption of 30%**.







# REDUCTION OF OUR CARBON FOOTPRINT



The carbon footprint concept was created as a measure to quantify the impact that an activity has on climate change. It is defined as the set of greenhouse gas emissions (primarily CO<sub>2</sub>) produced, directly or indirectly, by individuals, companies, products or by geographical area. It is measured in equivalent tonnes of CO<sub>2</sub>.

To help global CO<sub>2</sub> emissions, various actions can be carried out, such as creating more vegetated areas to promote carbon sequestration. This is a process carried out by plants through their photosynthetic metabolism, which removes CO<sub>2</sub> from the atmosphere and deposits it in the biomass of the crop (roots, leaves, etc.). This therefore reduces the amount of one of the most polluting gases in the atmosphere which causes climate change.

In this regard, the PHF group helps promote carbon sequestration through the vegetable growing activities carried out by the business group as a whole. This report presents an estimate of the amounts of carbon sequestered through the maize and broad bean production activities of the company. The reason for limiting the quantification to these two crops is because they take up the largest cultivation area and, in particular, because the scientific data shows that there is a relationship between cultivation area and tonnes of carbon sequestered.

The Association Générale des Producteurs de Maïs has published studies that reveal an average sequestration of 25 tonnes of CO<sub>2</sub> for each Ha of maize cultivation. Semillas Fitó allocated 770 Ha to the production of maize seed; consequently, the company's maize seed production activities generate an approximate sequestration of 19,250 tonnes of CO<sub>2</sub>.

Meanwhile, a study presented by the Higher Technical School of Agricultural Engineering of the University of Córdoba, shows that each hectare destined to the cultivation of broad beans leads to the carbon sequestration of 2.18 tonnes of CO<sub>2</sub>. In this regard, Semillas Fitó allocated 391 Ha to the production of broad bean seeds; consequently, an additional 852 tonnes of CO<sub>2</sub> were sequestered.

To give an idea of the amount of carbon sequestered as a result of these activities, the ecoscore data portal indicates that a diesel car consumes 132 g CO<sub>2</sub> per kilometre travelled. Therefore,

the **activities reported** in this article **contribute to sequestering CO<sub>2</sub> emissions equivalent to those produced by travelling more than 150 million km in a diesel vehicle.**



# PROMOTING HEALTHY LIFESTYLES



## WE HIGHLIGHT THE VALUE OF PEPPER CONSUMPTION IN THE REGION OF MURCIA

In 2021, Semillas Fitó Spain organized an event involving the pepper producers of Murcia and the restaurateurs of the area through the #VitamínateConPimiento campaign. Its objective was to **promote the consumption of pepper as a local product of high quality and high nutritional value, while also highlighting the importance of the sector due to its social and economic value in Campo de Cartagena (Murcia).**

The event consisted of a one-day bus tour that enabled chefs from all over the Region of Murcia to learn about the different phases of pepper cultivation, from the seed to the table.



## WE COLLABORATE WITH THE “5 A DAY” MOVEMENT

Since 2019 we have been part of the international “5 a day” movement that promotes the consumption of at least 5 servings of fruit and vegetables a day as recommended by the WHO (World Health Organization). We do so as partners of the “5 a day” Association for Promoting the Consumption of Fruit and Vegetables, a Spanish non-profit association that manages this initiative.

The objectives of the association are: to increase the consumption of fruit and vegetables, promote healthy eating habits, disseminate health messages and fight against childhood obesity.





## BRINGING OUR FOODTURE BRANDS CLOSER TO THE CONSUMER

Semillas Fitó's **Monterosa tomato specialty was recognized as the best natural and organic product at the 2021 World Food Innovation Awards**. These awards, organized by FoodBev Media in collaboration with IFE, have been celebrating innovation and excellence in the global food industry for more than ten years and are internationally recognized as the most credible and influential awards in the food and beverage industry.

Monterosa was not our only product present at the World Food Innovation Awards. Nippo and Crú, the tomato and courgette specialties developed by Semillas Fitó, were also nominated. Nippo is a totally new concept of melting tomato that did not exist until now, with an exceptional flavour and texture, while CRÚ is a new courgette ideal for eating raw.

Semillas Fitó is committed to **making healthy eating** and the consumption of vegetables something **fun and attractive** for the consumer.

In 2021 Semillas Fitó also continued to promote its Foodtore brands. Specifically for Monterosa, in Catalonia, where it is already a consolidated brand, outdoor advertising was used during the Christmas campaign on Barcelona's public transport. The new Monterosa brand image was presented in this way, to make it stand out more and bring it closer to the consumer.

For the Waikiki brand an advertising campaign was launched during the summer in Portugal to publicize this exclusive variety of melon under the slogan "Devour the summer with Waikiki!".

And finally, to give visibility to Crú in 2021, healthy recipes were published on social media that used this product as the main ingredient.







# SMALL ACTIONS, BIG CHANGES



For the fourth consecutive year, the underlying principle of the staff gift has been ecological awareness, in line with our mission of being respectful with the community and actively contributing to the preservation of the planet with gestures that reduce our environmental footprint.

In 2021 the gift was a backpack manufactured with rPET material, made with fabric produced from recycled plastic bottles. Its production starts in the recycling plant, hence the importance of depositing packaging in the right container. As an example, approximately eight plastic bottles were reused to make this backpack.

rPET fabrics are also very resistant materials that are very durable and, among other advantages, have a high heat tolerance and are flexible and waterproof.

The "Small actions, big changes" initiative encompasses all those actions aimed at workers that generate a positive impact in social or environmental matters.







# 7. PROFIT

# WASTE RECOVERY



Waste recovery involves the transformation of a waste so it can be used for a new purpose or to replace materials within other industrial processes or products.

The provision of seeds to farmers is the launchpad for series of production and processing process, which involve a chain of industrial activities aimed at selecting those seeds with the highest germination quality and discarding those that do not germinate. This situation is of special importance, since the regulations require a certain level of germination for each container of seeds, which varies depending on the crop.

Therefore, in order to sell only the seeds that germinate properly, during industrial processing the different batches of seeds are subjected to cleaning and calibration operations. The latter can be by weight, shape, size, density and even colour.

## In 2021, Semillas Fitó recovered more than 200 tonnes of seed losses for use as feed.

Consequently, throughout said succession of calibration activities, a series of losses are generated that cannot be used as seeds. However, these losses meet the nutritional properties necessary to be used as grain for animal feed. Therefore, in order to avoid the generation of organic waste, these losses are made available to the livestock industry as a source of grain for feed.

In this report, the amounts recovered for this purpose are shown for maize and broad bean crops, as these represent the largest amount of recovered seeds. For both crops, recovery takes place at the Les Cases de Barbens centre (Lleida, Spain):

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99  
tonnes

Quantities of **maize seed** losses recovered for feed

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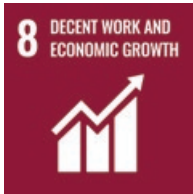
104  
tonnes

Quantities of **broad bean seed** losses recovered for feed

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# COLLABORATION AGREEMENTS FOR R&D&I



Research, Development and innovation activities are part of the essence of the PHF Group. Therefore, a budget of more than 20% of annual turnover is allocated to these activities and approximately 40% of the global workforce works in the R&D&I department.

The company has a long history of collaboration with public research centres. In 2021, it participated in the Melonomics project (consortium with other companies and researchers from CRAG-IRTA, University of Barcelona and Autonomous University of Barcelona) that sequenced the melon genome for the first time. Since then, the PHF group (mainly through the company Semillas Fitó) has participated in numerous collaborations.

In 2021 a collaboration was established with the iPlantMicro research group of the Institute of Chemical and Biological Technology of the Universidade Nova de Lisboa. **This research group is led by Dr Ignacio Vilchez.** The aim of the collaboration is to determine the feasibility of using algae as a sustainable fertilizer. Through biochemical, molecular and other tests, the iPlantMicro group will determine possible improvements in the composition of the microbial communities in the soil that promote better crop development, a possible increase in molecules in the composition of the soil that favour the germination of seeds and other parameters of agronomic interest. For this purpose, Semillas Fitó provides varietal genotypes for the development of the project.



**iPlantMicro research group of the ITQB NOVA.**

In addition to this collaboration, it is also worth noting that Semillas Fitó is involved in research projects with the Council for Agricultural Research and Economics (CREA, Italy) and the University of Jordan to obtain varieties of Solanaceae resistant to emerging pathogens.

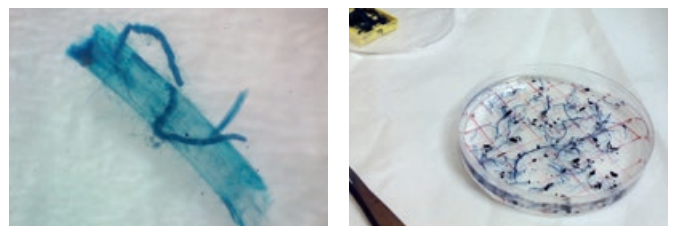
# INNOVATION IN AGRICULTURE



As previously mentioned, Semillas Fitó's (as a member of the PHF group) is committed to providing solutions that promote sustainable agriculture. In this regard, the 2020 report offered details on two innovation projects related to the inoculation of microorganisms in seeds. It is worth noting that throughout 2021, these projects have evolved from the research phase to the development phase:

**Testing has begun on the development platforms, tomato seed pelletized with microbial inoculants.** The addition of microorganisms promotes greater efficiency in the absorption of nutrients and water.

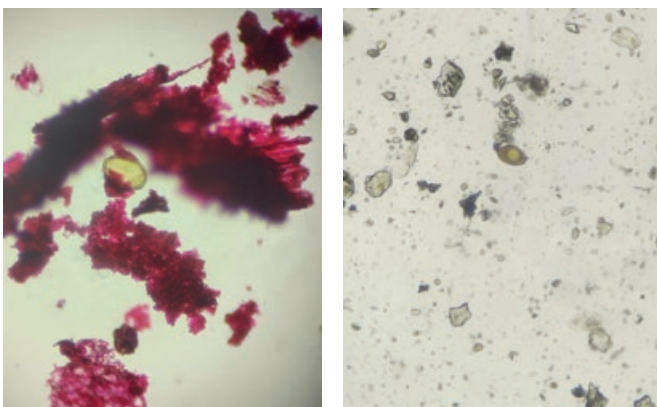
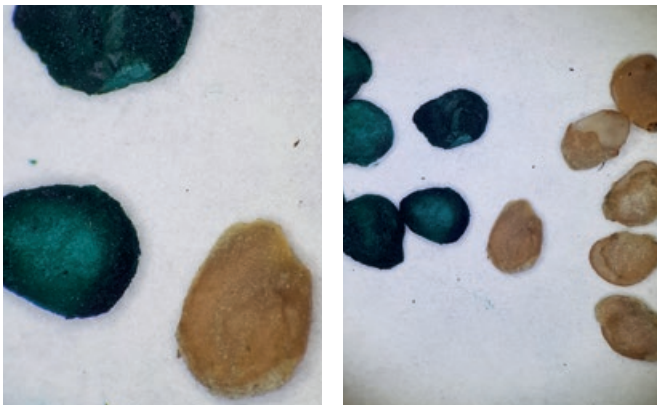
Tests have also begun on extensive crop platforms of maize seed inoculated with microbial inoculants. **Once again, the inoculated microbial group achieves greater efficiency in the absorption of water and nutrients.**



Detail of inoculated microbes.

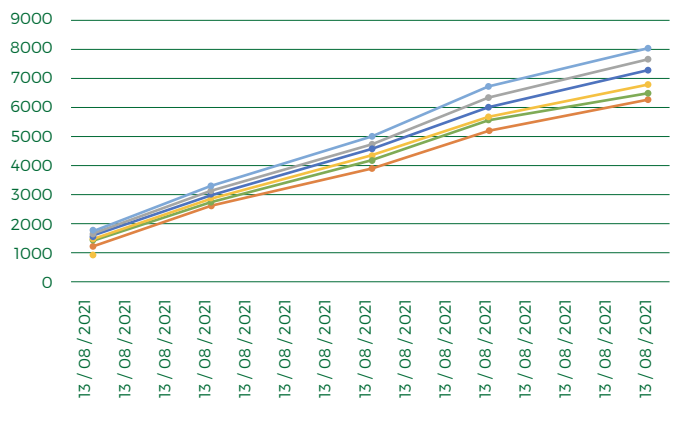


Maize harvest inoculated (left) and control (right) under water stress.



Microscopic images of inoculated seeds and microbial structures.

## Accumulated production of 5 harvests - Overall weight (g)



■ WW Control    ■ WS Control    ■ WW Pelleted A  
 ■ WS Pelleted A    ■ WW Pelleted D    ■ WS Pelleted D

WW refers to under optimal irrigation conditions  
 WS means under water stress conditions

Production of pelleted tomatoes with microbes and controls.

The commercial launch of solutions similar to those reported is expected to happen in 2022/2023. **Semillas Fitó therefore continues to promote the development of disruptive solutions to reduce the use of fertilizers and water in agriculture.**



# INVESTMENTS IN INNOVATION



Under the framework of our commitment to offer varieties that offer solutions to the global challenges of modern agriculture, the investments carried out by the PHF group are aimed at increasing the qualitative and quantitative capacity of our Research, Development and innovation activities.

In this regard, **during 2021, Semillas Fitó invested in the expansion of its facilities at the Cabrera de Mar Biotechnology Centre** (Barcelona, Spain). The following improvements were implemented:

- > **Expansion of the in vitro culture laboratory** to be able to apply and develop new techniques that speed up the varietal breeding process.
- > **Expansion of the pathology culture laboratory** to be able to apply and develop new techniques that offer varieties resistant to emerging diseases.
- > **Implementation of high-capacity DNA extraction systems**, with the aim of increasing the number of genetic tests carried out and therefore the probability of developing new varieties with agronomic capabilities of interest.

**In 2021**, Semillas Fitó also invested in new technology at the Llavanes centre (Barcelona, Spain). Specifically, construction began on a greenhouse which allows the execution of Speed Breeding techniques. This concept covers the set of methodologies that allow new varieties to be developed in a shorter period of time and that require the implementation of advanced technological systems for their execution.

It is worth pointing out that thanks to the quality of the research project that will be carried out in these facilities, the set of actions described was awarded public funding from the ALT IMPACTE programme of the Government of Catalonia, through resolution EMC/1128/2021.









# PROCESS OPTIMIZATION AND CONTINUOUS IMPROVEMENT



In order to promote greater efficiency in the management of resources (human and material), various standardized methodologies and standards related to process optimization and continuous improvement have been designed over the years. Over time, these methodologies/standards have also been applied to reduce corporate externalities that could generate impacts on the environment, as well as occupational risks of various kinds. In turn, it is possible to demonstrate satisfactory compliance with these standards before agents external to the company through certification audits.

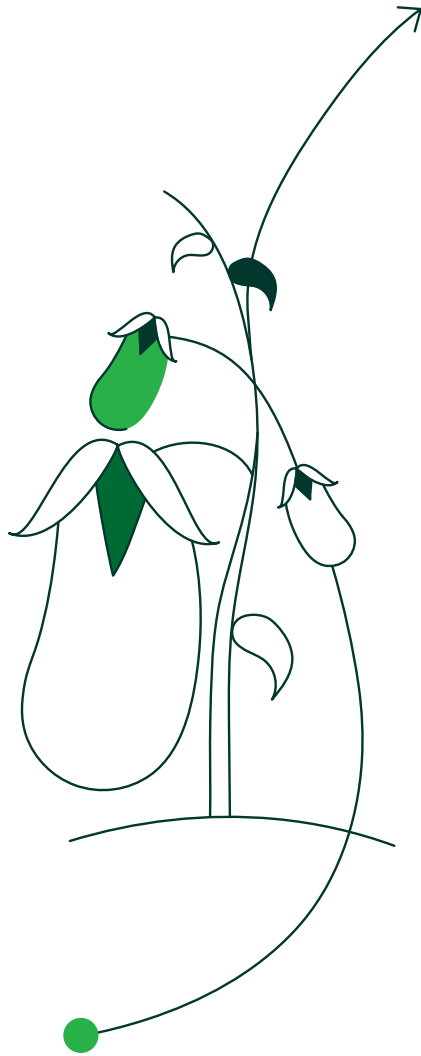
In this regard, the Semillas Fitó centre in Barcelona obtained the Good Seed and Plant Practices (GSPP) certification in 2019. This certification validates that the handling carried out by Semillas Fitó of tomato seeds (from their production to their packaging, including all processing and quality control activities) is carried out under conditions that minimize possible contamination from the plant disease caused by the pathogen *Clavibacter michiganensis subsp. michiganensis*, the main disease of bacterial origin for this crop worldwide. In 2021, Semillas Fitó achieved the renewal of its GSPP certification.

Meanwhile, the Semillas Fitó centre in Les Cases de Barbens (Lleida) obtained the European Seed Treatment Assurance certification in 2020. Said certification demonstrates that

the industrial processing of maize seed (from its reception to cleaning, calibration, the application of phytosanitary treatments on the surface of the seed, quality control, packaging and delivery to the farmer) is carried out in conditions that minimize the detachment of the phytosanitary treatment from the seed, preventing negative repercussions in the management of occupational risks and a higher level of environmental hygiene during seed sowing operations. Once again, **Semillas Fitó achieved the renewal of its ESTA certification for the period associated with 2021.**



Moreover, Semillas Fitó, with the aim of optimizing the efficiency of its different production processes, applies these standard regulations internally in other work centres. For example, during 2021 the first phase of a quality management system was developed for the Llanereres, Cabrera, Premià and Almería farms.





# 8. ANNEXES

# GRI CONTENT INDEX AND REQUIREMENTS OF LAW 11/2018

## GRI INDICATOR AND DESCRIPTION

### GENERAL TOPICS:

1. About this report · 2. About the company · 3. Contribution to the SDGs · 4. Main milestones · 5. Annexes

GRI 101 - Foundation 2016

102-1 Name of the organization  
 102-2 Activities, brands, products and services  
 102-3 Location of headquarters  
 102-4 Location of operations  
 102-5 Ownership and legal form  
 102-6 Markets served  
 102-7 Scale of the organization  
 102-8 Information on employees and other workers  
 102-9 Supply chain  
 102-11 Precautionary principle or approach  
 102-12 External initiatives  
 102-13 Membership of associations  
 102-15 Key impacts, risk and opportunities

GRI 102 - General Disclosures

102-16 Values, principles, standards and norms of behaviour  
 102-18 Governance structure  
 102-40 List of stakeholders  
 102-41 Collective bargaining agreements  
 102-42 Identification and selection of stakeholders  
 102-43 Approach to stakeholder engagement  
 102-44 Key topics and concerns raised  
 102-46 Defining report content and topic Boundaries  
 102-47 List of material topics  
 102-50 Reporting period  
 102-51 Date of most recent report  
 102-52 Reporting cycle  
 102-53 Contact point for questions regarding the report  
 102-55 GRI content index  
 102-56 External assurance

103-1 Explanation of the material topic and its boundary

GRI 103 - Management approach

103-2 The management approach and its components  
 103-3 Evaluation of the management approach

\* Non-Financial Report 2018; pages 35-39

\*\* The traceable elements that will endow all the PLANET initiatives with a global scope are currently being designed.

\*\*\* Non-Financial Report 2018; pages 62-63

\*\*\*\* The traceable elements that will allow scope 1 and scope 2 of GRI 305-5 to be reported are currently being designed.

\*\*\*\*\* The Health and Wellbeing initiatives specifically contribute to SDG 3 and to SDG 2 thanks to the very nature of the PHF group's business

This 2021 annual report has been prepared taking into account the requirements established by Law 11/2018 of 28 December 2018, which modifies the Commercial Code on non-financial information and diversity. Said Law requires companies to provide non-financial information based on some form of official national or international framework. As noted on several occasions throughout this report, the management team has taken into account as the methodological

framework of reference the GRI (Global Reporting Initiative) indicators, the Sustainable Development Goals and the Principles of the Global Compact. The following table details the GRI indicators that have been addressed at some point in the report and relates them to the requirements demanded by Law 11/2018. To help find these more easily, their location in the report (page number) is indicated in the table itself.

CONTENT OF LAW 11/2018	"2021 ANNUAL REPORT" SECTION	RELATED SDG	PAGES
Methodology: Use of official frameworks	About this report		5-7
Brief description of the group's business model	About the company		10-25
Brief description of the group's business model	About the company		10-25
Brief description of the group's business model	About the company		10-25
Brief description of the group's business model	About the company		10-25
Brief description of the group's business model	About the company		10-25
Brief description of the group's business model	About the company		10-25
Brief description of the group's business model	About the company		10-25
Employment: number and distribution of employees	People - Employment		40-43
Environmental issues	Planet - Waste Management and Recycling		66
Main risks	*		-
Information on respect for human rights	People - Compliance & Code of Ethics		59
Information about the company	People - Committed to		51-56
Main risks	*, and if applicable, update with Financial Report 2021		-
Brief description of the group's business model	People - Compliance & Code of Ethics; About the company; Annexes	SDG 8 SDG 9 SDG 12 SDG 16	59; 10-25; 84-91
Brief description of the group's business model	About the company		10-25
Methodology: Use of official frameworks	About this report		10-25
Methodology: Use of official frameworks	People - Internal communication		49
Methodology: Use of official frameworks	About this report		5-7
Methodology: Use of official frameworks	About this report		5-7
Methodology: Use of official frameworks	About this report		5-7
Methodology: Use of official frameworks	About this report		5-7
Methodology: Use of official frameworks	About this report		5-7
Methodology: Use of official frameworks	About this report		5-7
Methodology: Use of official frameworks	About this report		5-7
Methodology: Use of official frameworks	About this report		5-7
Methodology: Use of official frameworks	Annexes		84-91
Methodology: Use of official frameworks	Annexes		84-91
External assurance by a third party	Annexes		84-91
Explanation of information regarding environmental and social issues, or staff, or respect for human rights and the fight against corruption and bribery	Planet - Sustainable use of resources		62-65
Management approach with regard to environmental and social issues, or staff, or respect for human rights and the fight against corruption and bribery	Planet - Sustainable use of resources	SDG 12	62-65
Evaluation of the management approach to environmental and social issues, or staff, or respect for human rights and the fight against corruption and bribery	Planet - Sustainable use of resources		62-65

## GRI INDICATOR AND DESCRIPTION

### PEOPLE

GRI 205 - Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures
GRI 401 - Employment	401-1 New employee hires and employee turnover
	401-3 Parental leave
GRI 403 - Occupational health and safety	403-1 Workers representation in formal joint management worker health and safety committees
	403-2 Hazard identification, risk assessment, and incident investigation
	403-3 Occupational health services
	403-5 Worker training on occupational health and safety
	403-6 Promotion of workers' health
GRI 404 - Training and education	404-1 Average hours of training per year per employee
	404-2 Programs for upgrading employee skills
	404-3 Percentage of employees receiving regular performance and career development reviews
GRI 405 - Diversity and equal opportunities	405-1 Diversity of governance bodies and employees
GRI 406 - Non-discrimination	406-1 Incidents of discrimination and corrective actions taken
GRI 407 - Freedom of association and collective bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
GRI 408 - Child labor	408-1 Operations and suppliers at significant risk for incidents of child labor
GRI 409 - Forced or compulsory labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
GRI 410 - Security Practices	410-1 - Security personnel trained in human rights policies or procedures
GRI 102 - General Disclosures	102-13 Membership of associations
GRI 412 - Human rights assessment	412-1 Operations that have been subject to human rights reviews or impact assessments
GRI 413 - Local communities	413-1 Operations with local community engagement
GRI 306 - Effluents and waste	306-2 Management of significant waste-related impacts

### PLANET\*\*

GRI 301 - Materials	301-2 Recycled input materials used
GRI 302 - Energy	302-4 Reduction of energy consumption
GRI 303 - Water and effluents	303-1 Interaction with water as a shared resource
GRI 304 - Biodiversity ***	304-2 Significant impact of activities, products and services on biodiversity
GRI 305 - Emissions ****	305-5 Reduction of GHG emissions
GRI 306 - Effluents and waste	306-3 Waste generated
GRI 308 - Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria

### PROFIT

GRI 102 - General Disclosures	102-13 Membership of associations
	102-16 Values, principles, standards and norms of behaviour
GRI 103 - Management approach	103-2 The management approach and its components
GRI 306 - Effluents and waste	306-2 Management of significant waste-related impacts

\* Non-Financial Report 2018; pages 35-39

\*\* The traceable elements that will endow all the PLANET initiatives with a global scope are currently being designed.

\*\*\* Non-Financial Report 2018; pages 62-63

\*\*\*\* The traceable elements that will allow scope 1 and scope 2 of GRI 305-5 to be reported are currently being designed.

\*\*\*\*\* The Health and Wellbeing initiatives specifically contribute to SDG 3 and to SDG 2 thanks to the very nature of the PHF group's business



CONTENT OF LAW 11/2018	"2021 ANNUAL REPORT" SECTION	RELATED SDG	PAGES
Information on the fight against corruption and bribery	People - Compliance & Code of Ethics	SDG 16	59
Employment: number and distribution of employees	People - New hires and promotions	SDG 5; SDG 8	47
Employment: number and distribution of employees	People - Organization of work and accessibility	SDG 8	44
Employment: health and safety	People - Health and Safety		45
Employment: health and safety	People - Health and Safety		45
Employment: health and safety	People - Health and Safety	SDG 8 SDG 12	45
Employment: health and safety	People - Health and Safety		45
Employment: health and safety	People - Health and Safety		45
Employment: training	People - Training	SDG 4 SDG 9	46-47
Employment: training	People - Training		46-47
Employment: training	People - Development of people and talent; People - Internal communication	SDG 8	48-49
Employment: equality	People - Employment; About the company	SDG 5 SDG 8	40-43; 10-25
Employment: equality	People - Employment		40-43
Information on respect for human rights	People - Compliance & Code of Ethics		59
Information on respect for human rights	People - Compliance & Code of Ethics	SDG 8 SDG 16	59
Information on respect for human rights	People - Compliance & Code of Ethics		59
Information on respect for human rights	People - Compliance & Code of Ethics; People - Health and Safety		58, 45
Information relating to social and personnel matters	People - Committed to	SDG 8 SDG 12 SDG 16	51-56
Information on respect for human rights	People - Compliance & Code of Ethics		59
Information relating to social and personnel matters	People - Committed to		56-57
Circular economy, waste prevention and management; Information related to social issues	People - Circular Economy	SDG 12	56-57
Sustainable use of resources	Planet - Sustainable use of resources	SDG 12	62-65
Sustainable use of resources	Planet - Sustainable use of resources		62-65
Sustainable use of resources	Planet - Sustainable use of water	SDG 6; SDG 9; SDG 12	67
Pollution and climate change		SDG 12; SDG 13	-
Pollution and climate change	Planet - Carbon footprint reduction	SDG 13	69
Circular economy, waste prevention and management	Planet - Waste management and recycling		66
Circular economy, waste prevention and management	Planet - Small actions, big changes; Planet - Waste management and recycling	SDG 12	73, 66
Information about the company	Profit - Process optimization and continuous improvement	SDG 9	81
Information about the company	Profit - Process optimization and continuous improvement		81
Information about the company	Profit - Collaboration Agreements; Profit - Innovation in agriculture; Profit - Investment in innovation	SDG 8; SDG 9; SDG 12	77-99
Circular economy, waste prevention and management	Profit - Waste recovery	SDG 12	76

# SUSTAINABILITY COMMITTEE, MATERIALITY ANALYSIS AND NEXT STEPS

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

\*In a later phase, a global materiality analysis will be carried out to complement the results of the national analysis .

\*\*For any questions about this report, write to [sustainability@semillasfito.com](mailto:sustainability@semillasfito.com)

The sustainability committee of Semillas Fitó SA, which jointly collects information from the entire group, is responsible for managing the preparation of this Non-financial Report. This committee is made up of the following members:

- > Chair of the Committee – Director of Corporate of Semillas Fitó S.A.
- > Technicians from the HR department.
- > Technician from the Communications department.
- > Assistant from the Process quality department.
- > Head of the seed technology and process quality department.

Currently, the committee is made up of 5 women and 1 man.

In addition to the preparation of the Non-Financial Report, the functions of the sustainability committee include of structuring the sustainability

strategy for the 2022-2026 period (in accordance with the first period of action of the 2030 Agenda), executing the plan of action and monitoring its progress.

As a result of these functions, the materiality analysis was carried out in 2021 (the conclusions of which are presented in this report). This scope of this analysis covers activity at the national level\*. The first action based on the materiality analysis involved selecting the SDGs and specific targets that the company should contribute to, as considered most relevant by the stakeholders of the PHF group. The resulting table shows which sections of the report describe the actions that contribute to the targets of the selected SDGs.

## SDG TARGET

## 2021 REPORT THEME

12.3 - Reduce food losses.	People - Circular Economy
12.2 - Efficient use of resources	Varieties, our contribution to the world
12.2 - Efficient use of resources	Profit - Waste recovery
8.8 - Promote a safe and risk-free environment for workers	People - Health and safety
4.4 - Increase the number of youth and adults who have technical and vocational skills	People - Training
8.5 - Decent work and equal pay for work of equal value	People - Employment; People - Promotion
8.1 - Promote sustained economic growth	About the company; Business units; About the company; business model
8.1 - Promote sustained economic growth	Contribution to the SDGs
9.5 - Enhance scientific research	Profit - Collaboration Agreements
9.4 - Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies	Profit - Innovation
9.1 - Develop infrastructure to support economic development	Profit - Investments
8.8 - Promote a safe and risk-free environment for workers	Profit - Process optimization and continuous improvement
9.4 - Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies	Profit - Process optimization and continuous improvement
12.7 - Promote procurement practices that are sustainable	Planet - Small actions, big changes
8.8 - Promote a safe and risk-free environment for workers	People - Health and safety
12.4 - Sound management of chemicals and waste	Planet - Sustainable use of resources
12.5 - Reduce waste generation	Planet - Waste management and recycling
9.4 - Upgrade infrastructures, use resources more efficiently, promote clean and environmentally sound technologies	Profit - Process optimization and continuous improvement
6.4 - Efficient use of resources	Planet - Sustainable use of water
13.3 - Improve human capacity to mitigate climate change and reduce its effects	Planet - Carbon Footprint Reduction
4.7 - Promote sustainable development and sustainable lifestyles	Planet - Promoting healthy lifestyles
12.4 - Sound management of chemicals and waste	Planet - Sustainable use of resources
12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	People - Committed to
9.1 - Develop infrastructure to support economic development	People - Development and talent
12.7 - Promote procurement practices that are sustainable	Planet - Sustainable use of resources
8.2 - Achieve higher levels of economic productivity through diversification, technological upgrading and innovation	Profit - Innovation; Profit - Collaboration Agreements; Profit - Investments; Profit - Process optimization and continuous improvement
12.6 - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	About this report: Materiality matrix
8.5 - Decent work and equal pay for work of equal value	People - Employment; People - Promotion
8.5 - Decent work and equal pay for work of equal value	People - Employment; People - Promotion

# POLICIES

After selecting the specific targets of the SDGs to which the PHF group intends to contribute, based on the materiality analysis carried out during 2021, the sustainability committee is then also responsible for developing a new integrated sustainability policy that is currently under internal review. Meanwhile, the quality and occupational risk prevention policies of Semillas Fitó S.A. remain in force. (applicable to all foreign subsidiaries). These are detailed below.

## QUALITY POLICY

SEMILLAS FITÓ strives to be a leading multinational company in obtaining the varieties that meet the needs of our clients as well as acting as a driver for transformation in the agricultural sector.

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

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

- > **Guarantee the quality of our seeds.** Driven by the development and implementation of best work practices.
- > Striving to **meet the needs and expectations of customers**, ensuring the effectiveness of our products.
- > **Continuous improvement** in the effectiveness of the processes. Achieve the loyalty of our customers through a strategy of trust, proximity and cooperation.
- > **Operate in accordance with the regulatory framework** and the company's own requirements.
- > **Involve staff in the Management System**, defining responsibilities for its operation.
- > Work to create a **climate of freedom, respect and teamwork** which promotes the professional and personal development of our employees.

- > **Promote effective management of the company** and one that is open to change to strengthen the company's financial and workplace stability. Be respectful in our actions with the community.

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

## OCCUPATIONAL RISK PREVENTION POLICY

We truly believe that occupational health and safety depends on adequate preventive management. We believe that the prevention of occupational hazards must be one of the objectives of the company, just like quality and productivity; since these three concepts are part of a whole.

We understand prevention as an action that is intrinsic to all the activities of the company, that requires the establishment of the necessary preventive measures in order to control the risks and create a preventive environment that enhances its efficiency.

It is the responsibility of the Management team to achieve these objectives and it is the obligation of the employees to act in accordance with the established procedures and the training received.

Adequate information channels must be provided so that both the staff of this organization and our suppliers adopt these principles. This will result in a better service to our customers.

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

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

Our thanks in advance for supporting this policy.



# PRINCIPLES OF THE GLOBAL COMPACT

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

## HUMAN RIGHTS

<b>Principle 1</b>	Businesses should support and respect the protection of internationally proclaimed human rights, within their sphere of influence.	See "Information on matters relating to human rights" (pages 28-31 and 39-59)
<b>Principle 2</b>	Businesses must make sure they are not complicit in human rights abuses.	

## LABOUR RULES

<b>Principle 3</b>	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	
<b>Principle 4</b>	Businesses should support the elimination of all forms of forced and compulsory labour.	See "Information on matters relating to the workforce" (pages 39-59)
<b>Principle 5</b>	Businesses should support the effective abolition of child labour.	
<b>Principle 6</b>	Businesses should support the elimination of discrimination in respect of employment and occupation.	

## ENVIRONMENT

<b>Principle 7</b>	Business should support a precautionary approach to environmental challenges.	
<b>Principle 8</b>	Businesses should undertake initiatives to promote greater environmental responsibility.	See "Information on environmental issues" (pages 62-81)
<b>Principle 9</b>	Businesses should encourage the development and diffusion of environmentally friendly technologies.	

## ANTI-CORRUPTION

<b>Principle 10</b>	Business should work against corruption in all its forms, including extortion and bribery.	See "Information on anti-corruption and bribery" (page 59)
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# ASSURANCE

## LETTER FROM THE SHAREHOLDERS

**"CARTA MANIFESTACIONES"**  
**EN RELACIÓN AL**  
**INFORME DE INFORMACIÓN NO FINANCIERA**

Sr./es. DPMC, S.L.  
Ronda General Mitre, 145 – 1º2º  
08022 Barcelona  
España.

Barcelona, 14 de junio de 2022

En relación con el examen que están realizando de las Cuentas Anuales de esta Entidad, correspondientes al ejercicio terminado el 31 de diciembre de 2021, por la presente les manifestamos que, según nuestro leal saber y entender:

1. Los miembros del Consejo de Administración, de la PHF, S.L. somos los responsables de la formulación de las Cuentas Anuales en la forma y los plazos establecidos en la normativa vigente.
2. Las Cuentas Anuales han sido obtenidas de los registros de contabilidad de PHF, S.L., las cuales reflejan la totalidad de sus transacciones y de sus activos y pasivos, mostrando la imagen fiel de su situación financiero-patrimonial al 31 de Diciembre de 2021, así como el resultado de sus operaciones y los cambios habidos en su situación financiera durante el ejercicio 2021 de conformidad con los principios y normas contables generalmente aceptados, aplicados uniformemente.
3. No tenemos conocimiento de incumplimientos o posibles incumplimientos de la normativa legal de aplicación a la Sociedad, cuyos efectos deban ser considerados en las cuentas anuales o puedan servir de base para contabilizar pérdidas o estimar contingencias.
4. No tenemos conocimiento de la existencia de errores e irregularidades significativas que afecten a las cuentas anuales, así como de la existencia de ninguna irregularidad que haya afectado al control interno, ni de situaciones de este tipo que hubiera estado implicada la Dirección de la entidad.
5. Los únicos compromisos, contingencias y responsabilidades a la fecha de cierre son los reflejados en las Cuentas Anuales.
6. PHF, S.L. no tenía, ni tiene en proyecto, ninguna decisión que pudiera alterar significativamente el valor contabilizado de los elementos de activo y de pasivo, que tengan un efecto en el patrimonio, y en la información no financiera revelada en las Cuentas Anuales.
7. Entre el día de la formulación de las Cuentas Anuales y la fecha de esta carta, no ha ocurrido ningún hecho, ni se ha puesto de manifiesto ningún aspecto que pudiera afectar, significativamente, a las Cuentas Anuales y que no esté reflejado en las mismas.
8. La Entidad no tenía, ni tiene en este momento pasivos contingentes en curso, de los que pudieran derivarse pagos por penalizaciones de importancia, al amparo de la legislación vigente, que no estén ya reflejadas en las cuentas anuales.

9. La Sociedad no tiene compromisos por prestaciones laborales similares de los que puedan derivarse obligaciones futuras, adicionales a las indicadas en las Cuentas Anuales.
10. La Sociedad ha llevado a cabo todas sus operaciones con terceros de una forma independiente realizando sus operaciones en condiciones normales de mercado y en libre competencia.
11. Cuando fuera aplicable, el informe de gestión contiene toda la información requerida por la legislación vigente.



Sra: Elisabet Fitó i Baucells

Directora de *Corporate Affairs* de Semillas Fitó

## INDEPENDENT ASSURANCE REPORT



Dirección por Misiones, S.L.  
Ronda General Mitre, 145 - 2ªª  
08022 Barcelona

### Informe de Verificación Independiente del Estado de Información No Financiera Consolidado de Productos Hortícolas Fitó, S.L. y sociedades dependientes del ejercicio 2021

A los accionistas de Productos Hortícolas Fitó, S.L.:

De acuerdo al artículo 49 del Código de Comercio, hemos realizado la verificación, con el alcance de seguridad limitada, del Estado de Información No Financiera Consolidado (en adelante, el EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2021 de Productos Hortícolas Fitó, S.L. (en adelante, PHF o grupo PHF) y sus sociedades dependientes (en adelante, Semillas Fitó S.A. y sus filiales), que forma parte del Informe de Gestión de 2021.

El contenido de Informe de Gestión incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera que no ha sido objeto de nuestro trabajo de verificación. En este sentido, nuestro trabajo se ha limitado exclusivamente a la verificación de la información contenida en el Anexo: Índice de contenidos de acuerdo a la Ley 11/2018 de información no financiera y diversidad, y su relación con el índice GRI y con la Agenda 2030, incluida en el Informe de Gestión consolidado adjunto.

#### Responsabilidad de los Administradores

La formulación del EINF incluido en el Informe de Gestión Consolidado del Grupo, así como el contenido de este, es responsabilidad de los administradores de la Sociedad dominante. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente (Ley 11/2018 publicada en el BOE el 29 de Diciembre de 2018) y con referencias a los *Sustainability Reporting Standards* de Global Reporting Initiative (estándares GRI) seleccionados de acuerdo a lo mencionado para cada materia en la tabla "Relación Ley 11/2018 con GRI y con Agenda 2030" del citado Informe de Gestión, así como los objetivos de desarrollo sostenible aprobados por la Organización de las Naciones Unidas en 2015.

Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los administradores de la Sociedad dominante son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

#### Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de aseguramiento independiente de seguridad limitada basándonos en el trabajo realizado que se refiere exclusivamente al ejercicio 2021. Los datos correspondientes a ejercicios anteriores no estaban sujetos a la verificación prevista en la normativa mercantil vigente.

Hemos llevado a cabo nuestro trabajo de revisión de acuerdo con los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 Revisada en vigor, "Encargos de Aseguramiento distintos de la Auditoría y de la Revisión de Información Financiera Histórica" (ISAE 3000 Revisada) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC) y con la Guía de Actuación sobre encargos de verificación del Estado de Información No Financiera emitida por el Instituto de Censores Jurados de Cuentas de España.

Reg. Mer Barcelona 7.39.925.F.206, H.M. 357040, Inscríp. 1ª  
N.I.F. B-46660780





**Dirección por Misiones, S.L.**  
Ronda General Mitre, 145 - 2ªª  
08022 Barcelona

En un trabajo de aseguramiento limitado los procedimientos llevados a cabo varían en naturaleza y momento, y tienen una menor extensión, que los realizados en un trabajo de aseguramiento razonable y, por lo tanto, la seguridad proporcionada es también menor.

Los procedimientos que hemos realizados a efectos de este encargo se basan a nuestro juicio profesional y han consistido en la formulación de preguntas a la Dirección y los miembros que han participado en la elaboración del EINF, en la revisión de los procesos para recopilar y validar la información presentada en el EINF y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo que se describen a continuación:

- Reuniones con el personal de la Sociedad dominante para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2021 en función del análisis realizado por PHF, S.L. y descrito en el capítulo "Contribución a los objetivos de Desarrollo Sostenible (ODS)", considerando los contenidos requeridos en la normativa mercantil en vigor.
- Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2021.
- Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación con los aspectos materiales presentados en el EINF del ejercicio 2021.
- Comprobación, mediante pruebas, en base a la selección de muestras, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2021 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- Obtención de una carta de manifestaciones de los Administradores y la Dirección.

### Conclusión

Basándonos en los procedimientos realizados y en las evidencias que hemos obtenido, no se ha puesto de manifiesto aspecto adicional alguno que nos haga creer que el EINF de PHF, S.L. correspondiente al ejercicio anual 2021, no ha sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y relacionándolos con los estándares GRI seleccionados, de acuerdo a lo mencionado para cada materia en las "referencias bibliográficas" del citado Informe de Gestión consolidado. El trabajo se ha limitado exclusivamente a la verificación de la información contenida en el Anexo: Índice de contenidos de acuerdo a la Ley 11/2018 de información no financiera y diversidad, y su relación con el índice de contenidos GRI y con la Agenda 2030, incluida en el Informe de Gestión consolidado adjunto.

### Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos y jurisdicciones. El presente informe en ningún caso puede entenderse como un informe de auditoría en los términos previstos en la normativa reguladora de auditoría vigente en España.

DPMC - Dirección por Misiones, S.L.  
María José Sánchez Yago  
27 de junio de 2022

Reg. Mer Barcelona T. 39.925, F. 206, H. M. 357040, Inscrp. 1ª  
N.I.F. B-64660780









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