



Annual Report 2021

**CULTIVAR GROUP'S
Non-Financial Report**

Cultivar 

**Cultivar Group's Annual Non-Financial
Report
2021**



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**Letter from
CULTIVAR
Group's
CEO**



The CULTIVAR Group closed 2021 fiscal year having built up its strength and consolidated its leadership in the importation and distribution of fruit and vegetables sector and having completed, in addition, the implementation of new business lines.

All this, despite the health and, indubitably, economic impact of the COVID-19 pandemic, which altered the world's activity drastically as from the month of March 2020 and which effects continued over said year and 2021.

It was precisely in this exceptional health, social and economic context resulting from the pandemic that the Group demonstrated its commitment to the principles that underpin its philosophy: professionalism; humbleness; customer-orientation; caring for its employees, innovation and solidarity, a principle that has become even more relevant than ever due to the exceptional circumstances.

Special mention must be made to the effort devoted by the Group, in these particularly adverse circumstances, to continue to exert its indomitable will to carry out actions and policies conducive to integrate the Sustainable Development Goals (SDGs) approved by the United Nations into its activities.

It should be noted that during 2021 fiscal year, the Group has, among many other actions, invested in the improvement in and renovation of its facilities, which has led to a significant reduction in CO₂ emissions, as detailed in this Report.

In addition, the Group also invested in its personnel. In particular, the investment in team trainings, the safety measures adopted due to the circumstances and the labour measures or personnel benefits implemented.

All things considered, the CULTIVAR Group has adhered firmly to the principles that define its corporate culture and has carried out its activities while rising to the challenges accepted, reaffirming its commitment to spare no effort to build a better and more sustainable society.

Pedro Sitjar Valverde
CEO CULTIVAR Group

The following SDGs are those with the greatest impact on the CULTIVAR Group:



Contribute to the reduction of poverty in general and in the surroundings of CULTIVAR.

By hiring people in the area where the Group's branches are located, collaborating, in addition, with solidarity campaigns aiming at fighting poverty.



Promote actions aimed at providing food to the population in need. Guarantee good-quality food in the market.

Through the donation of money to different entities and the supply of food to the Food Banks based in the areas where the different Group's Branches are located.



Ensure inclusive and quality education and promote learning opportunities.

By offering learning opportunities to the Group's employees and collaborating with different universities on their professional skills training programs, enabling the students of these institutions to participate actively in said programs.



Develop policies aimed at achieving real gender equality.

Through the incorporation of women into positions of responsibility and the progressive increase in the percentage of women in new hires.



Foster a change to a more sustainable business model and society.

By prioritising the development of sustainable policies related to the environment, increasing the use of renewable energies in the business model.



Implement policies aimed at ensuring the dignity of work, inside and outside the Group.

Through the strict compliance with labour regulations, and the fostering of the internal promotion of the Group's personnel in order to support the development of their professional career.



Develop and implement sustainable infrastructures within the Group.

Through investments in the improvement and modernisation of the Group's facilities to reduce the environmental impact and optimise available resources.



Reduce social inequalities in the territories where the Group conducts its activities.

By fostering the hiring of people of any gender and/or culture and demanding that the companies with which the Group works abroad comply with all the compliance requirements on this issue.



Encourage responsible consumption and foster efficient and sustainable production.

By applying sustainability criteria in working Centres, ensuring, in addition, the responsible supply and distribution within the Group



Encourage, in line with the Group's philosophy, fairness and solidarity.

Commitment to the compliance with all applicable rules and regulations and respect for people, and the development of its business activity on the basis of ethical and responsibility values.



Without prejudice of the SDGs N° 17, through the preparation of reports like the present one.

1/
PREVIOUS
MATTERS



The purpose of this report is to provide a clear account of all the activities conducted by the CULTIVAR Group (hereinafter CULTIVAR or The Group) that have had a special impact on society and the environment. In short, this report focuses on five key matters:

ENVIRONMENT

PERSONNEL

RESPECT FOR HUMAN RIGHTS

FIGHT AGAINST CORRUPTION AND BRIBERY

SOCIETY

This report complies with the requirements set out in Act 11/2018, of the **Non-financial Information and Diversity Act**, dated December 28, 2018, which requires companies or business groups with a certain number of workers and turnover volume (the Group falls within the aforementioned parameters) to publish the actions performed during 2021 in relation to the above-mentioned subjects, provide all relevant data, both at national and international level.

To this end, the following indicators have been used as reference and guidelines:

- a) The framework for the preparation of sustainability reports provided by the Global Reporting Initiative (GRI), GRI Standards version.
- b) In accordance with its business philosophy, the Group always conducts its activities seeking the effective adoption of the Ten Principles of the Global Compact arising from the UN Declarations on Human Rights, labour, environment and anti- corruption.
- c) In turn, these Principles are developed in the 17 Sustainable Development Goals (SDGs). Both are interrelated and incorporate the global challenges we face daily, such as poverty, environmental degradation, and the pursue of prosperity, peace and justice. The deadline set by the UN for each one of these goals is 2030.



Pacto Mundial
Red Española

The content index of the Non-Financial Report required by the above-mentioned Act 11/2018, making reference to GRI indicators and the SDGs, is included as Schedule I.

Schedule II attached hereto details the Ten Principles of the Global Compact

Schedule III shows the 17 Sustainable Development Goals (SDG).



Before proceeding further with this report, it is worthwhile to consider some issues, in particular:

- a Verification of the Group's (internal and external) stakeholders.
- b Outline of the significant risks in the Group's activity.
- c Impact of the COVID-19 on the Group.

a
STAKE-
HOLDERS

It should be noted that the CULTIVAR Group is built on a family structure (the Sijar family's) and that all the shareholders of the holding company (CULTIVAR GRUP) are members of that family,

The fact that CULTIVAR Group is a family business cements the relationships between the people working in the different companies: people in management or in high responsibility positions as well as the rest of the personnel on the payroll in the different areas and geographic regions, generating fluent communication dynamics.

With regards to external stakeholders, we should mention, because of their particular significance, customers, suppliers, and financial entities as well as wholesale markets and wholesalers' associations.

In view of the Group's main activity, the importation and distribution of fruit and vegetables, it is evident that the relationship with customers and suppliers is particularly important, in order to ensure, both, the supply of quality products; and, a constant communication and the provision of specialized services (in particular in the case of large sales surfaces), which represents value added by the Group, from the handling and maturity of food to specific packaging and labelling services.

Financial entities also play an important role, even though the good financial situation of the Group means that financial transactions are limited to investments related to the activity (Capex), such as specific machinery or large investment transactions, e.g., the building of a new warehouse.

As to the relationships with the wholesale markets (Mercabarna, Mercamadrid, Mercabilbao, Mercasevilla and Mercapalma), it is vital to maintain a fluent relationship, since the Group's main properties in which it carries out its activities are located in said markets. This relationship entails the adoption of each market's rules, the leasing of spaces and, in general, the compliance with all issues related to the proper conduct of activities in said markets. In addition, the Group participates, through its different companies, in wholesalers' associations (among which the AGEM, in Mercabarna, has particular significance).

b
RISKS

Based on the aforementioned, it is evident that the main risk involved in the activity described above is the manipulation of food. Thus, all applicable food safety and quality protocols must be followed.

The CULTIVAR Group devotes many hours to the training of its personnel. In addition, it has a risk analysis and critical point control system and has obtained the Food Safety IFS Wholesale certification.

All these points will be detailed in the corresponding sections of this report.

c
COVID-19
AND ITS
IMPACT

The impact that the pandemic has had on many aspects of the activity since March 2020 is unquestionable. In that year, but also during the fiscal year discussed in this report.

Fortunately for the Group, the impact of the pandemic on its activities has been less severe than on other companies and sectors, due to its low dependency on the leisure, tourism and catering industries. In fact, the Group has maintained (if not increased) its sales turnover in the supermarkets business, the main customers of the Group.

However, this does not mean that the resulting scenario has not entailed the need for the reorientation of certain areas more sensitive to the decrease in tourism, such as in the case of CULTIVAR's branch in Mercapalma.

In addition, the Group has needed to make an effort to adapt the infrastructure and resources (installation of screens, supply of gloves, masks and sanitizing gels, adaptation to telework, etc.) to the pandemic context.



2/ THE CULTIVAR GROUP



2.1 HISTORY AND VALUES

CREATION AND EVOLUTION OF THE CULTIVAR GROUP

The history of the CULTIVAR Group, its origins and evolution are built and developed along that of the Sitjar family.

In the difficult years that followed the civil war, the Sitjar family emigrated from Spain (Mallorca) and started a wholesale business in Alés, a small village in the south of France. Years later, they returned to Barcelona, where they opened a specialized fruit shop.

In 1974, Pedro Sitjar (part of the second generation of the family) started a wholesale business in Mercabarna, offering products that were novelties in those days, such as pineapples from the Ivory Coast, chicory from Belgium or strawberries from the Canary Islands.

In the nineteen eighties, a cold store was inaugurated along with new points of sales, and, as a result of the opening of the European market, imports increased exponentially. Consequently, there was a substantial increase in business volume. The company subsequently started the sale of contra-season and exotic imported products.

In the nineteen nineties, the third generation of the Sitjar family started to work in the company, increasing imports, developing sales to supermarkets and wholesalers, and opening branches in Madrid, Palma, Sevilla and Bilbao. At the same time, the line of packaged products for large surfaces was developed in their packaging plant.



In 2010, a new cold store was inaugurated in MERCAMADRID. Five years later, investments were made in ripening chambers in the Barcelona and Madrid facilities in order to develop the sales of bananas and “ready to eat” fruit.

Over the past years, the Group has bet on the development of the commercialization of avocados and mangoes, with the creation of CULTIPALTA, a company owned by CULTIVAR, which specializes only and exclusively in the storage, ripening, selection, packaging and distribution of mangoes and avocados. In 2020, the Group obtained the concession of a new plot of land in MERCABARNA to building a facility that will be devoted only to this activity, and which inauguration is expected in 2022.

In the same line of thought, in 2020, strategic investments were made, such as the acquisition of participation interests in TROPICSUR, a company specialized in the domestic production of avocados and mangoes.

The ongoing growth enjoyed by the Group involves, in addition, the creation of new specialized companies aimed at satisfying its needs: CULTIVAR GRUP (in the year 2002) and SIVAGES IMMOBLES (before, SIVA GESTIÓ IMMOBILIÀRIA).

MISSION, VISSION AND VALUES

The CULTIVAR Group’s mission is to offer Society the world’s widest selection of fruit and vegetables, with the highest quality and safety standards, in the most sustainable and respectful possible way.

To offer to our customers, in addition, enough added value to meet their needs and expectations.

Additionally, one of Cultivar’s goals is to offer the personnel of the Group’s enterprises a work environment where they can develop personally and professionally, in a climate of trust and respect based on teamwork by complying, in particular, with the Ten Principles of the United Nations translated into the Sustainable Development Goals.

Finally, Cultivar Group aims to be a trustworthy benchmark for the sector, with forward-looking projects.

Our long-term vision is to lead the importation and distribution of exotic fruits and fresh vegetables in the domestic market, and to be the benchmark supplier in the large distribution and wholesale sector and in the main supply markets in Spain, by means of a highly motivated, efficient, and consolidated team and a competitive Organization that respects the environment. Taking this into account, the challenge is to continue to offer our customers enough value to meet their needs and expectations, constantly seeking the best ways to develop the business while generating sustainable dynamics that have a positive impact on the society as whole.

Because of the aforementioned, Cultivar’s Business and Management policy is based on the following values and/or principles:

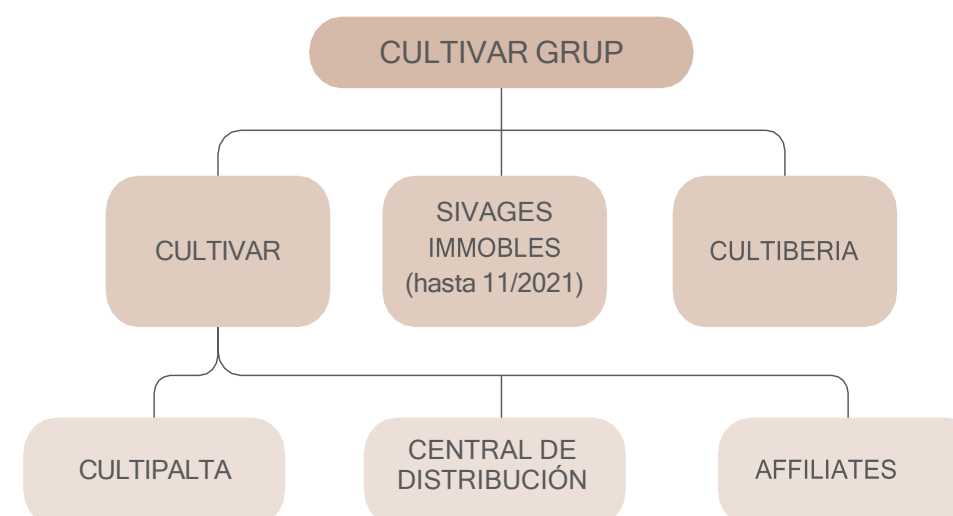
1/ Professionalism and commitment to the Organization	2/ Work capacity and adaptability	3/ Orientation to customers’ needs	4/ Long-term support to and collaboration with suppliers
5/ Provision of high-end products in the best possible conditions	6/ Innovation and proactivity	7/ Humbleness, honesty, transparency and discretion	8/ Solidarity with neighbouring communities

2.2 GROUP'S STRUCTURE

The CULTIVAR Group is made up of the companies owned by the Sitjar family.

The CULTIVAR GRUP company is the holding company, which concentrates all corporate services and positions, and all its Board members are members of the family. This company is, in turn, the parent company of CULTIVAR, SAU, a company that drives the Group’s business CULTIBERIA, SLU, and, until November 2021, of SIVAGES IMMOBLES, SLU (before, SIVA GESTIÓ D’IMMOBLES), devoted to property management.

CULTIVAR, SAU, is, in turn, the single shareholder of the following companies: CULTIPALTA, SLU (a company that also specialises in the importation and distribution of mango and avocado) and CENTRAL DISTRIBUIDORA DE FRUTAS Y HORTALIZAS, SAU (which offers packaging services). It also holds 30% of the participation interests in the company TROPIC SUR SUBTROPICALES, SL (engaged in the commercialization of mango and avocado at domestic level).



2.3 BUSINESS MODEL

The CULTIVAR Group is made up of several companies, and its main activity is the importation and distribution of fruit and vegetables. CULTIVAR GRUP is the holding company, and its Management Board runs the activities of the Group, while CULTIVAR SAU is the main business driver, with a turnover of over 200 million euros.

GROUP'S COMPANIES

CULTIVAR GRUP

Parent Company. It concentrates Management and Corporate positions and offers specialised and Management services to the other companies of the Group. From this company, the Management Board defines the Group’s lines of action, follows up the activities of the different companies and analyses potential strategies and investments.

COMPANIES DEVOTED TO THE IMPORTS AND/OR DISTRIBUTION OF FRESH FRUIT AND VEGETABLES

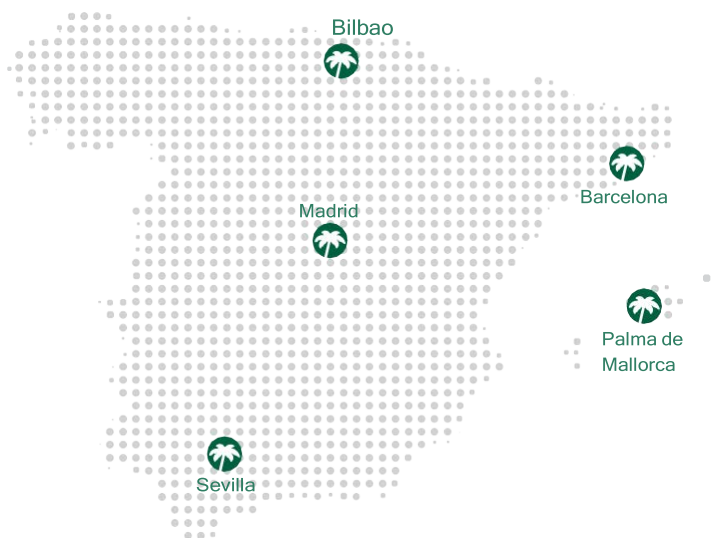
CULTIVAR

The company with the largest business volume and turnover in the Group. Thus, it occupies the most prominent role in this report.

Cultivar Cultivar is a leader importer and distributor of fresh fruits and vegetables. With sales of over 200 million euros, it imports products from over 30 countries and distributes them to a portfolio of more than 3,000 customers.

Cultivar offers the widest range of fruit and vegetables in the market, commercializing both national and proximity products and imports products. Although it specialises in the latter, it is currently developing a business plan that consists in promoting the growth of the business line related to national products by investing in companies like TROPICSUR SUBTROPICALES, SL, a company specialized in products such as the avocado, in which Cultivar holds 30 per cent of equity.

At present, some of the main products commercialized by the company are kiwis, avocados, mangoes, apples, pineapples, grapefruits, plums, tomatoes, bananas and several other exotic products.



Established as an operating company in Mercabarna, it is its strategic enclave, located 5 minutes from the port and Airport of Barcelona and 150 km from the border with France and is in permanent communication with the rest of Spain.

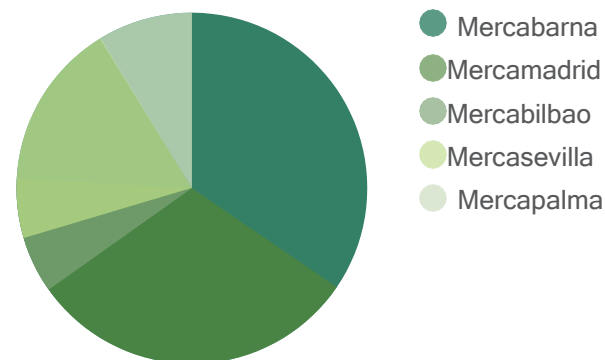
Based in Barcelona. Cultivar runs all overseas imports and distributes goods all over the peninsula through the Madrid, Bilbao, Sevilla and Palma de Mallorca centres.

Over the past decades, CULTIVAR has been adapting its business concept to meet the requirements of a sector in continuous evolution and has developed from offering services to small businesses to working with different types of customers: from large distribution and wholesalers - which account for most of its sales volume- to specialized retail stores and the hotel industry.

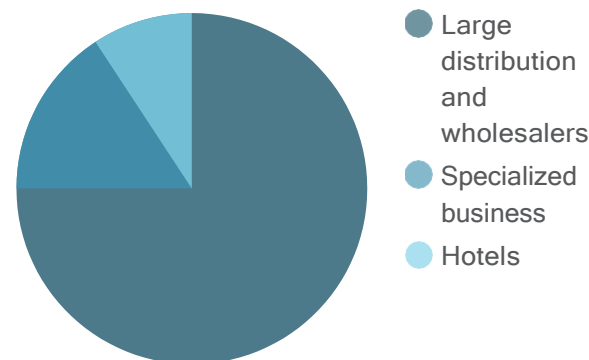
In MERCABARNA, Cultivar has a large operations centre, in addition to 8 points of sales in the central Market.

The main warehouse serves as a logistics centre and fruit and vegetables cold storage, with a surface of 8,000 m² and a storage capacity for 2,000 pallets.

Approximate business volumen per branch



Purchase volume per type of customer



“

At present, the company offers imports/exports services, cold storage and logistics, fruit ripening and handling, as well as the packaging of food and vegetables in a wide range of formats and systems.

CULTIPALTA

Born in early 2020 as a spin-off of CULTIVAR, it is part of a business strategy based on specialization. The goal is to apply the know-how, expertise and technology needed to offer the best avocados and mangoes, just at their ripening point.

Cultipalta CULTIPALTA is also located in Mercabarna.

At present, its facilities have a surface of about 2,000m², with ripening chambers and state-of-the-art technology able to detect potential imperfections, thus ensuring both the external and internal quality of the fruit.

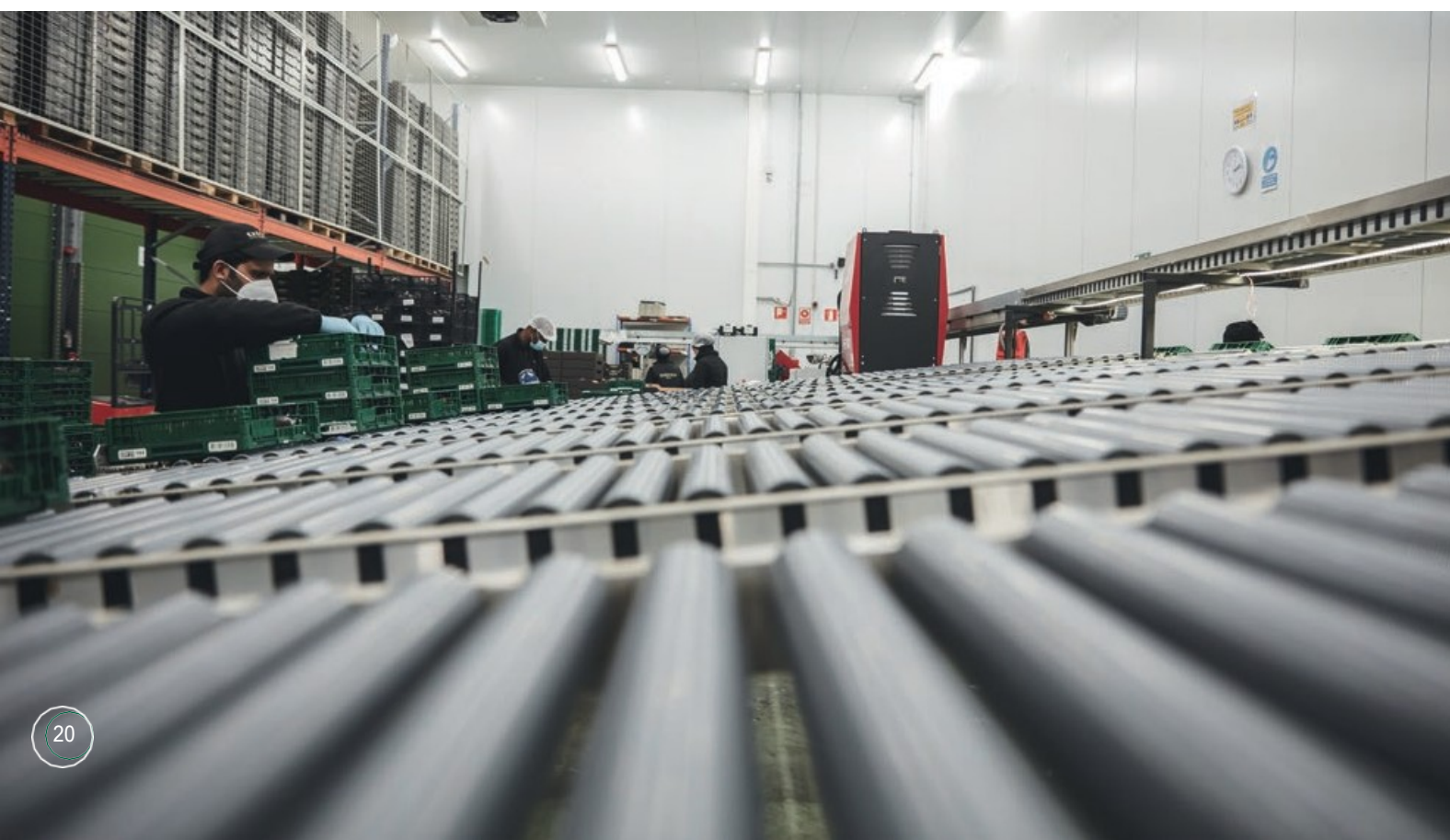
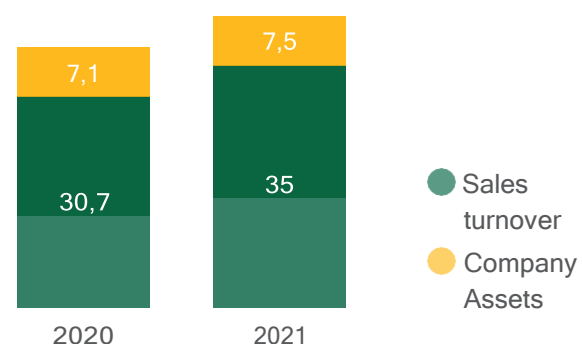
In order to respond to the evolution of the business and in view of the growth in the volume of its activities, the company plans to build a new site for CULIPALTA in 2022, also in Mercabarna.

This new project aims at achieving improvements in:

- Adaptation of the processes to incorporate 4th range products, such as the avocado and its derivative products.

- Separation of zones dedicated to ecological products.
- Enhancements of the indoor workspace in the fruit handling and classification areas with enough room to incorporate new technologies for automated processing lines (handling and classification) in order to be able to improve the fruit monitoring and selection systems and increase the current production capacity.
- Improvement in the inside spaces allocated to the new ripening chambers, incorporating with the latest technology available in the market in order to control the ripening process of the fruit at all times and monitor different regulation parameters (temperature, humidity, etc.).

CULTIPALTA data in millions of €



CENTRAL DISTRIBUIDORA DE FRUTAS Y HORTALIZAS

CENTRAL DISTRIBUIDORA DE FRUTAS Y HORTALIZAS (Fruit and Vegetables Distribution Centre) is a fully owned subsidiary of CULTIVAR, SAU.

Central Distribuidora obtains all its products from CULTIVAR, SAU and packages them to offer the packaging requested by CULTIVAR's customer. Central Distribuidora packages mainly products sold in the large distribution market, which requires fruit and vegetables packaged in more specific formants (returnable boxes, trays, flowpacks, etc.).

OTHER ACTIVITIES

SIVAGES IMMOBLES

Until late November 2021, this real estate

company, devoted to investments in real estate properties and the subsequent leasing of the real estate property purchases) was part of the Group, until the spin-off that resulted in its independence from the Group, formalized in the above-mentioned month. In any case, and since this report deals with 2021 fiscal year, said company is mentioned in this section.

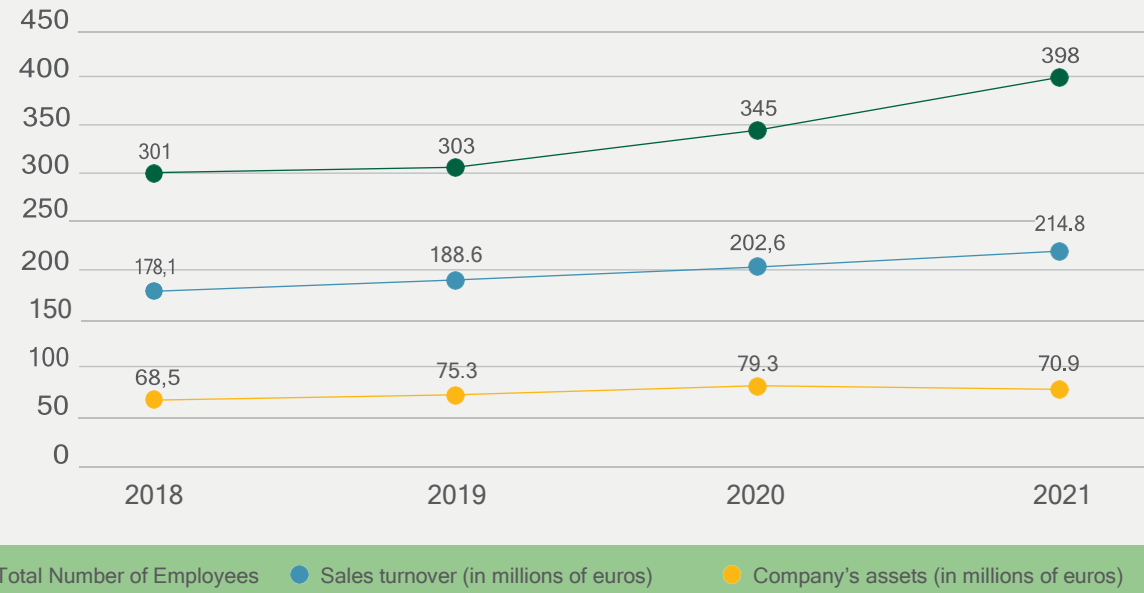
In 2021 fiscal year (in the period during which it was part of the Group and until its spin-off), CENTRAL managed about 50 properties owned by it. Most of them were located in the Autonomous Community of Catalonia.

It should be noted that CULTIBERIA, SL is a company that has conducted no operations during 2021 and expects to develop new business opportunities for the Group as from 2022.

	2018	2019	2020	2021
CULTIVAR GRUP				
Sales turnover	3,483,054	6,258,023	5,492,642	4,462,935
Company assets	18,137,318	22,568,740	22,342,022	22,315,106
Employees	6	6	5,61	6
CULTIVAR				
Sales turnover	178,694,865	189,038,212	189,118,036	184,211,003
Company assets	54,720,034	54,630,842	57,803,396	57,930,163
Employees	226,41	219,17	223,27	251
CULTIPALTA				
Sales turnover			30,741,773	43,429,726
Company assets			7,133,228	11,249,574
Employees			40	50
HUB				
Sales turnover	1,919,722	2,337,694	2,188,035	2,330,914
Company assets	555,233	594,775	680,612	750,823
Employees	67,69	77	75,33	89
SIVAGES				
Business figure	510,427	579,879	601,089	651,638
Company assets	9,974,870	12,666,935	13,229,084	17,200,333
Employees	1	1	1	2
GROUP'S TOTALS				
Sales turnover	179,141,934	189,533,928	203,734,735	217,103,545

Comparative data of the different companies of the Group

EVOLUTION OF THE GROUP 2018 - 2021



TRADEMARKS

The Group uses several specialized trademarks in addition to each Company's trademark.

The most significant is EXÓTICA PREMIUM, an indisputable quality seal on the products sold by CULTIVAR and CULTIPALTA.

Same promotional activities conducted during 2021 in relation to the EXÓTICA PREMIUM trademark are as follows:

- 📍 Promotions in the city markets of Barcelona during the month of May.
- 📱 Several social media campaigns, including a lottery of products on Instagram.
- 📍 Promotions with Sorli.
- 📰 Advertisements published in the sector's media.
- 📍 Promotions of the EXÓTICA PREMIUM avocado in Mercamadrid.



Other trademarks used by the Group have been:

Cozumel

Avocado	Passion fruit	Ñora pepper
Peeled garlic	Granadilla	Papaya
Tender garlic / leek garlic	Guava	Cape gooseberry
Berries blueberry	Hot pepper	Red pepper
Berries raspberry	Herbs	Pineapple
Berries redcurrant	Ginger	Yellow dragon fruit
Berries blackberry	Kiwi	Grapefruit
Broccoli	Iceberg lettuce	Cherry tomato
Star fruit	Mango	Dehydrated tomato
Coconut	Apple	Grapefruit
Chicory	Mesclun lettuce mix	
Green asparagus	Micro greens	

EXÓTICA PREMIUM

Avocado	Lime	Papaya
Berries	Mango	Pineapple



SUMMUM ECOLÓGICO

Herbs

SUMMUM TROPICAL

Avocado

Mango

PREMIUM TROPICALQUEEN

Avocado

Exotic

Berries

Mango

KIWIQUI EL DE AQUÍ.

Kiwi



4/ The ENVIRONMENT



The CULTIVAR Group prioritises the development of environmentally sustainable policies, implementing, in its business model, actions and structures conducive to improvements in this area.

Given the Group's main activity, the direct risks related to the development of its business in relation to the subject matter of this section are basically limited to the impact of the emissions of CO₂ and greenhouse gases and the use of plastics (in relation to the packaging service). Because of this, the Group's policies on this matter are orientated in line with the provisions of European Union Regulation No 517/2014, of the European Parliament and Parliament and the Council of April 16, 2014, on fluorinated greenhouse gases, which repealed Regulation (EC) No. 842/2006).

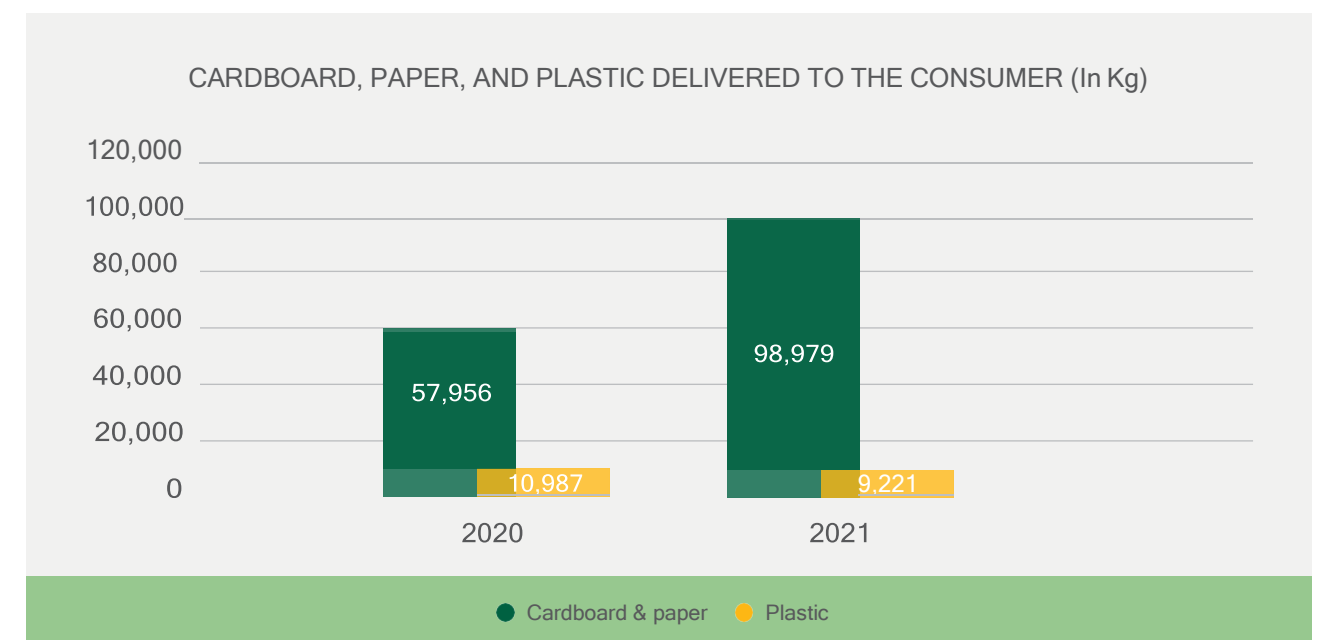
Goods transportation, on the other hand, is an indirect risk.

Below we proceed to inform the main measures implemented by the Group to prevent, reduce or repair any damage caused by the above-mentioned direct risks.

The material delivered to the final consumer has experienced a remarkable increase in the volume of paper and cardboard and a significant reduction in the quantity of plastic.

This is due to several causes, namely:

- 🌱 The increase in the company's business volume.
- 🌱 The impact of the Covid-19 on the fruit and vegetables sale and distribution business, which has led to a significant increase in the demand for packaged products for sale at supermarkets and large surfaces. This has been accompanied by the gradual substitution of expanded polystyrene packages for cardboard or cellulose packages.
- 🌱 The general bet on the reduction of plastics and the use of cardboard and paper.





As proof of the Group's commitment to reduce plastic, and in line with the above-mentioned statements, it should be noted that CULTIVAR, SAU has earned the World Food Innovation Award, in the BEST CONVENIENCE PACKAGING category, by reason of the plastic-free packaging of seedless grape and in recognition of the company's the package.

As to energy consumption and the reduction of environmentally toxic gases, the following aspects should be mentioned:

Regarding the production of electricity, the Group has been prioritizing the installation of photovoltaic panels. During the fiscal year covered by this report, a photovoltaic plant has been installed for the self-consumption of 221KWp, which will result in estimated savings in energy consumption of 300 MWh, and an estimated reduction in the carbon footprint of 1,200 tons CO₂ per year (1KWh FV = 0997 Kg CO₂). This, in addition to the financial savings arising from the installation, valued at 30,114 €.

As with lighting, the CULTIVAR Group has been making improvements over the past years, having carried out actions such as the installation of LED lighting in CULTIVAR's warehouse in Barcelona, and of a of presence sensors system in the conservation chambers of said facility in order to prevent lights from being constantly on. These actions have led to savings of 30 MWH per year in power consumption in the plant and a reduction in carbon footprint equivalent to 9 CO₂ tons.

Variable speed drives have been installed in the electric engines of the cold room compressors, which has made it possible to adjust the consumption of electricity and has resulted in energy consumption savings of 60 MWh per year. In addition, this has led to a reduction in the company's carbon footprint of 18 CO₂ tons per year.

As of the closing date of 2021 fiscal year:

- 🌱 The Group's carbon footprint was 1,159,785 CO₂ tons.
- 🌱 Energy consumption (100% electric power) was 4,639,141 KW h.
- 🌱 Water consumption totalled 4,168 m³.

Concerning waste management, the Group manages waste separation and treatment in compliance with the applicable laws and regulations. Approximately 220 tons of cardboard are valorised per year.

Regarding the reduction of greenhouse gas emissions, it should underline the substitution, in CULTIVAR's warehouse in Mercabama, of the direct expansion refrigeration systems (which emit GHGs) for indirect expansion systems that use glycol-water, thus reducing the amount of gas needed to run said facilities to a hundredth.

During the second half of 2021, a million euros were invested in improvements in the Barcelona warehouse in order to convert the facility's system to the glycol-water model.

The Group's activities do not generate significant waste, apart from cardboard, paper and plastic. On the other hand, it is worth mentioning the project (called "FOODBACK") launched by MERCABARNA during the reporting fiscal period, expected to be implemented by 2022, and aimed at increasing the volume of usable food and reduce the squandering of food.

It should be noted that the Group has not identified any non-compliance with the applicable environmental the laws or regulations o during this reporting year.

CULTIVAR Group's operations are not carried out near protected areas or areas adjacent to high biodiversity zones or where there are protected species. As such, the need to preserve or restore protected habitats is not relevant to the Group's operations.



4/ STAFF



CULTIVAR GROUP'S PEOPLE

CULTIVAR's staff is, undoubtedly, a fundamental and strategic pillar to the organization. The Group's personnel develop CULTIVAR's corporate culture, passing on to new entrants all the principles which underpin such culture. Said principles and values, mentioned in previous sections, are reinforced by the Code of Conduct, compulsory for all the staff, which sets out the policies based on respect and non-discrimination.

The Group fosters the balance between personal and professional life, and its management is approachable and flexible at the time of adapting/reducing the working hours in order to balance work and family life. Specifically, in the Barcelona Branch (Mercabarna), an agreement has been reached with SOMRIURE day-care centre, so that the children of the employees of several companies of the Group (CULTIVAR, CULTIPALTA and CENTRAL DISTRIBUIDORA DE FRUTAS Y HORTALIZAS) enjoy a discount of 100 euros per month, paid by the respective company, which also pays the registration fee.

Geographical and cultural diversity is present in the Group's staff. This is the result of both the reality of the business and society and of CULTIVAR's will to advance gender equality, reduce inequalities and promote a more sustainable society in every sense.

Although the Group does not have a formal digital disconnection policy, in practice, the Group applies several measures to guarantee its employees' right to disconnect from work and promotes a diverse workplace which ensures equal opportunities and is free from any form of discrimination.

sexual harassment, or any other kind of harassment, and the implementation of a project to incorporate and integrate people with disabilities. This global project will include several of the Group's work centres.

Specifically, the foundation for future cooperation with several social integration entities have already been laid. Some of said entities are:

- FSC Inserta (ONCE Foundation).
- Fundació Catalana Síndrome Down.
- Down Madrid.
- Adecco Foundation (with which the Group has already collaborated during the period covered by this report).
- Formació i Treball.
- Fundació Caviga.

In addition, the Group has implemented several measures aimed at ensuring accessibility for people with physical disabilities by eliminating architectural barriers and installing lifts and elevators in the different Branches. In addition, the Madrid Branch already has a parking area reserved specifically for people with disabilities.

Regarding the interaction between the employees and the companies of the Group, it should be underlined that the Human Resources Department establishes a direct relationship with the employees and has an open-door policy in aimed at hearing the workers' concerns. In addition, we should mention the role of the unions, present in several of the branches of the Group's



Companies (in particular, in Barcelona, Madrid and Bilbao).

It should be underlined that all employees' contracts are governed by the current Collective Agreements, in particular, by the applicable provisions set out in the following agreements:

- Collective agreement for the fruits, vegetables, bananas and potatoes wholesale sector of the province of Barcelona.

- Collective agreement for the fruits, vegetables and bananas wholesale sector of the province of the Community of Madrid.

- Provincial collective agreement for the fruit and vegetables wholesalers and bananas wholesalers of Biscay.

- Collective Agreement for Food Wholesalers and Retailers of Sevilla.

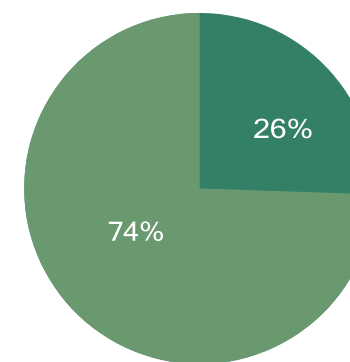
- Collective Agreement for the commercial sector of the Balearic Islands.

MAIN GROUP'S HEADCOUNT FIGURES DURING 2021*

*It should be mentioned that the data detailed below includes the data of the SIVAGES IMMOBLES company, which was part of the Group until its spin-off in November.

	18 to 30	31 to 50	> 51	Total
CENTRAL DISTRIBUIDORA	27	47	15	89
CULTIPALTA	10	36	4	50
CULTIVAR	53	156	42	251
CULTIVAR GRUP		5	1	6
SIVAGES IMMOBLES*		1	1	2
TOTAL	90	245	63	398

Staff broken down by gender

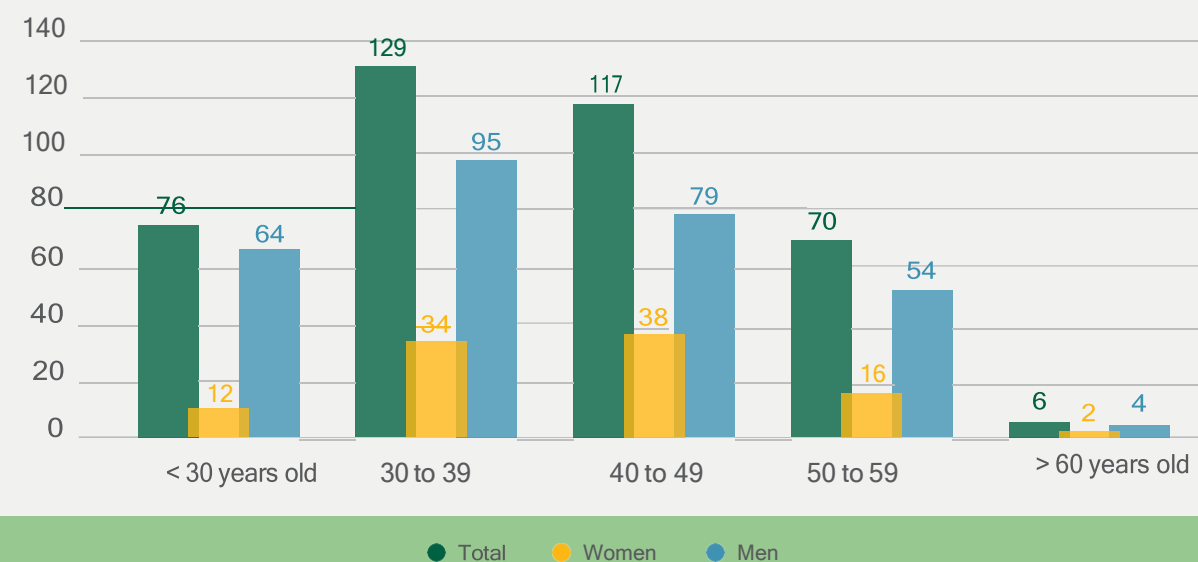


- Women
- Men

CULTIVAR Group's staff totalled, as of December 31, 2021, 398 people. 398 employees, there were 102 women and 296 men.

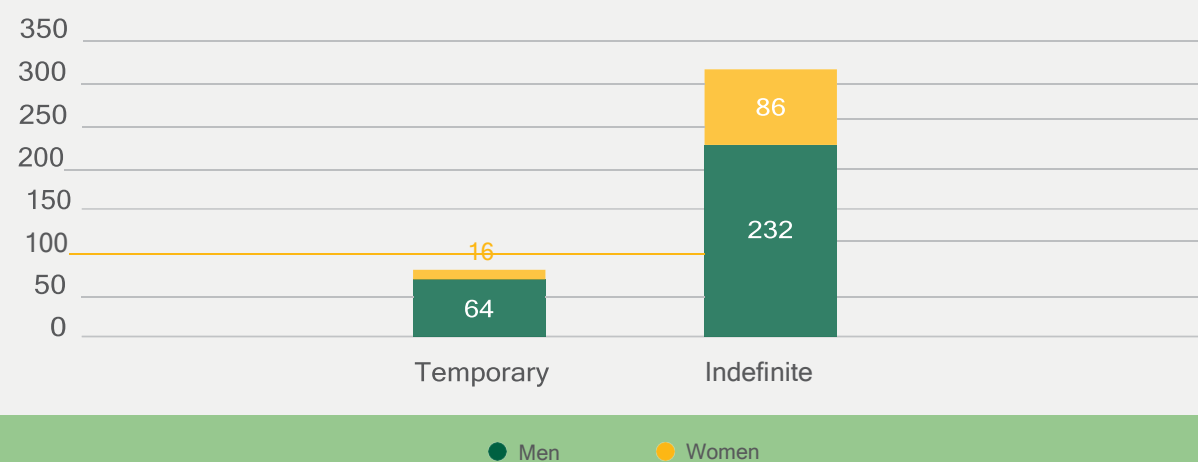
It should be noted that the bulk of the workforce is between 30 and 49 years old, guaranteeing a base of experienced, trained, mature and committed employees of staff with experience, training, maturity and commitment to the Group's values.

Staff broken down by age

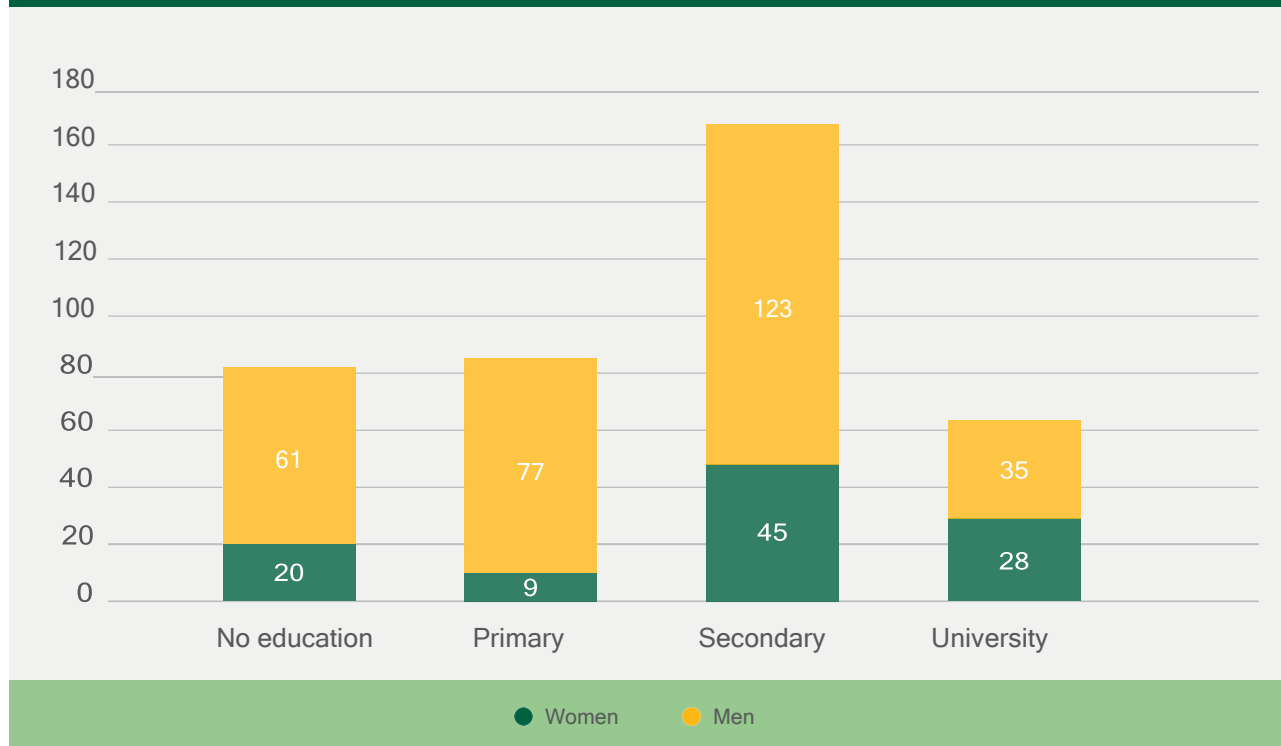


Most employees are under indefinite-term contracts

Staff broken down by kinds of agreement

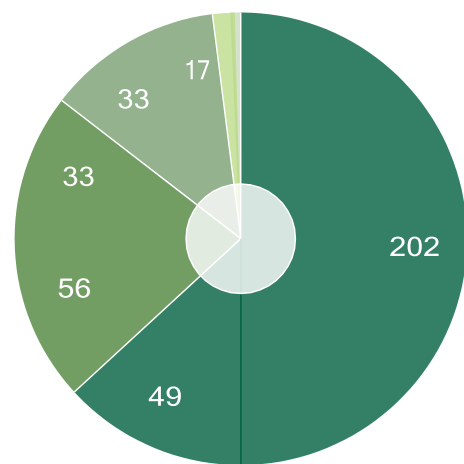


Staff broken down by education level



CULTIVAR, SAU employs the largest number of staff

Staff of each Group's company broken down by gender

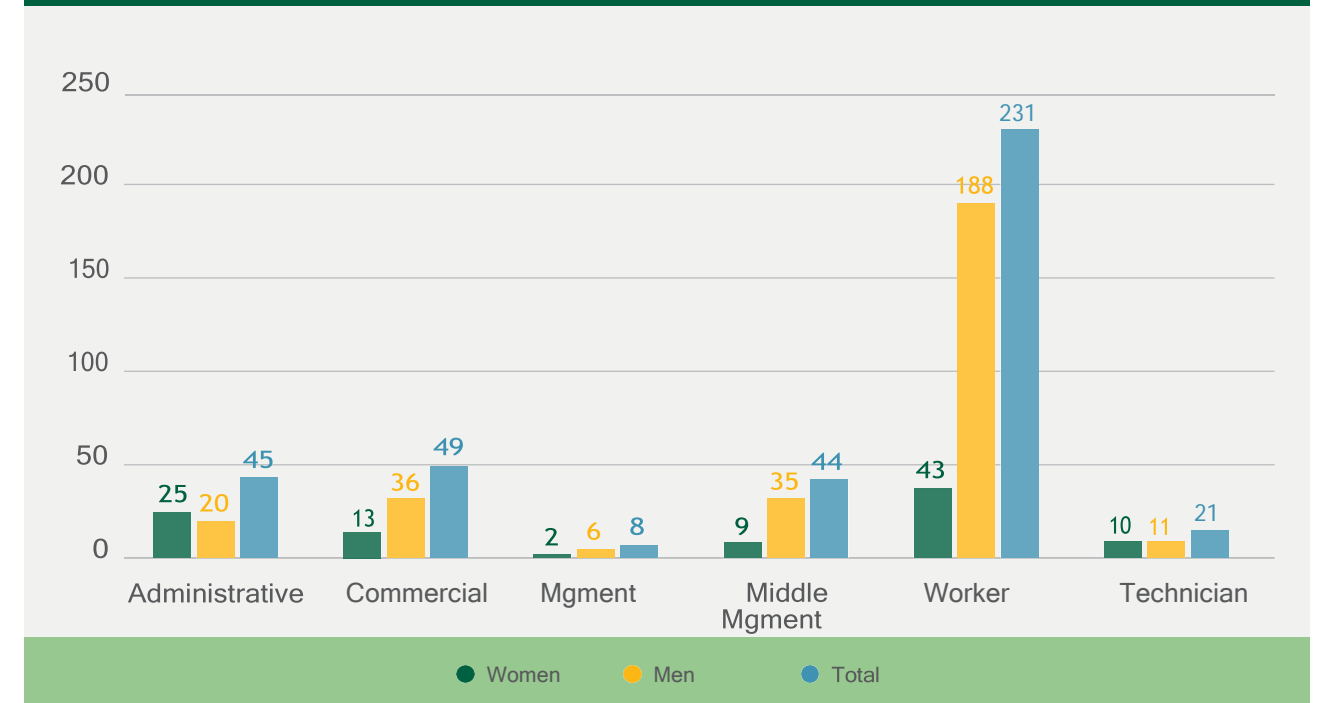


- Cultivar
- Central Distribuidora
- Cultipalta
- Cultivar Grup
- Sivages

CULTIVAR		
Women		49
Men		202
CENTRAL DISTRIBUIDORA		
Women		33
Men		56
CULTIPALTA		
Women		17
Men		33
CULTIVAR GRUP		
Women		1
Men		5
SIVAGES		
Women		2
Men		0

Other data that should be considered (figures at 31st December 2021) are as follows:

Staff broken down by categories and gender



OCCUPATIONAL ACCIDENTS

Concerning health conditions and occupational safety, several actions are conducted in the CULTIVAR Group, such as periodic job evaluations, training on said issues, and yearly explanatory sessions on ergonomics in the workplace.

Although there have been no cases of occupational sicknesses during the fiscal year covered by this report, there have been some occupational accidents.

	With medical leave			Without medical leave					
	ACCIDENTS			ACCIDENTS					
	Women	Men	Total	Women	Men	Total	Women	Men	Total
TOTAL GRUPO	6	18	24	10	20	30	76	449	525
CULTIVAR	3	12	15	0	11	11	0	343	343
Barcelona	2	5	7	0	4	4	0	181	181
Madrid	0	5	5	0	5	5	0	115	115
Palma	1	1	2	-	-	-	-	-	-
Bilbao	0	1	1	0	2	2	0	47	47
CULTIPALTA	1	4	5	4	5	9	24	46	70
CENTRAL	2	2	4	6	4	10	52	60	112
Barcelona	2	2	4	4	2	6	29	13	42
Madrid	0	0	0	2	2	4	23	47	70

ABSENTEEISM

			Holiday	Personal reasons	Sick leave	Other
CULTIVAR	Bilbao	Woman	192	-	0	68
		Man	1136	-	1078	32
	Palma	Woman	520	-	88	32
		Man	2352	-	2751	32
	Sevilla	Woman	304	-	271	632
		Man	1967	-	1720	472
	Madrid	Woman	1158	-	80	97
		Man	6160	-	5561	1707
	Barcelona	Woman	4641	58	2743	1802
		Man	11502	671	7889	2548
CENTRAL DE DISTRIBUCIÓN	Barcelona	Woman	348	104	4735	2538
		Man	2768	56	5046	57
	Madrid	Woman	1072	-	392	120
		Man	4224	-	3801	399
CULTIPALTA	Barcelona	Woman	2336	80	1742	98
		Man	4600	72	4780	973

DISMISSALS

	Woman	Men	Total
CENTRAL	4	5	9
CULTIPALTA	1	4	5
CULTIVAR	5	12	17
TOTAL	10	21	31

	>51 years old	from 31 to 50	from 18 to 30	Total
CENTRAL	1	5	3	9
CULTIPALTA	1	3	1	5
CULTIVAR	2	13	2	17
TOTAL	4	21	6	31

	Administrative	Commercial	Middle Manag.	Worker	Technician	Total
CENTRAL				9		9
CULTIPALTA			2	3		5
CULTIVAR	4	3	2	7	1	17
TOTAL	4	3	4	19	1	31

In the case of CULTIVAR GRUP and SIVAGES IMMOBLES, the total daily working hours amount to 8 hours (40 hours per week), from Monday to Friday.

As to CULTIVAR, CULTIPALTA and CENTRAL DISTRIBUIDORA DE FRUTAS Y HORTALIZAS, the shifts are as follows (24-hour clock):

SHIFTS	TOTAL	MEN	WOMEN
CULTIPALTA			
Monday to Friday 0-24 (8h)	31	21	10
Monday to Friday 17 - 17 (8h)	1	1	0
Tuesday to Saturday 0-24 (8h)	4	3	1
Rest days Tuesday + Saturday (8h)	5	4	1
Rest days Wednesday + Saturday (8h)	1	0	1
Rest days Thursday + Saturday (8h)	1	1	0
Rest days Friday + Saturday (8h)	2	1	1
CULTIVAR PALMA			
Monday to Friday 0-24 (8h)	17	14	3
Rest days Wednesday + Saturday (8h)	2	2	0
Rest days Thursday + Saturday (8h)	1	1	0
CULTIVAR SEVILLA			
Monday to Friday 0-24 (8h)	25	22	3
CULTIVAR BILBAO			
Bilbao Working hours	8	7	1
CULTIVAR BARCELONA			
Monday to Friday 0-24 (8h)	93	66	27
Monday to Friday 0-24 (7h)	1	0	1
Monday to Friday 0-24 (5h)	2	2	0
Monday to Friday -5 to +5 (8h)	4	4	0
Monday to Friday -17 to +17 (8h)	4	4	0
CULTIVAR MADRID			
Monday to Friday 0-24 (8h)	6	2	4
Monday to Friday -5 a +5 (8h)	6	6	0
Tuesday - Saturday 0-24 (8h)	9	7	2
Tuesday - Saturday from -17 to 17 (8h)	25	24	1
Rest days: Wednesday + Sunday 0-24 (8h)	1	1	0
Rest days: Friday + Sunday (8h)	1	1	0
CENTRAL DISTRIBUIDORA BARCELONA			
Monday to Friday 0-24 (8h)	26	14	12
Monday to Friday 0-24 (6h)	1	0	1
Tuesday to Saturday 0-24 (8h)	10	5	5
Rest days: Tuesday + Sunday (8h)	2	0	2
Rest days: Wednesday + Sunday (8h)	3	2	1
Rest days: Thursday + Sunday (8h)	3	1	2
CENTRAL DISTRIBUIDORA MADRID			
Monday to Friday 0-24 (8h)	34	26	8
Tuesday to Saturday 0-24 (8h)	2	1	1
Tuesday to Saturday 17- 17 (8h)	5	4	1

REMUNERATIONS AND GENDER PAY GAP

On 31st December 2021, the average salary (in euros) per category and gender, and resulting gender pay gap were as follows:

	WOMEN	MEN	TOTAL	G.P. Gap.
Administrative Ass.	24,344	21,595	23,122	1,13
Commercial	39,007	39,544	39,402	0,99
Senior Management	N/A*	145,104	N/A*	N/A*
Middle Management	39,199	46,514	45,018	0,84
Worker	16,226	19,862	19,185	0,82
Technician	26,827	33,068	30,096	0,81
Total	25,138	29,766	28,580	

(*) The file marked with an asterisk indicates a category that includes less than three persons and, therefore, such information cannot be provided since it would imply the violation of the Data Protection Act.

The remuneration of the members of the Board is not informed.

Number of (men) employees with indefinite contract, broken down by category and age				
	> 51 years old	18 to 30 years old	31 to 50 years old	Total
Administrative Assistant	2	7	8	17
Commercial	6	6	22	34
Senior Management	3		3	6
Middle Management	9	3	23	35
Worker	24	30	77	131
Technician	2	2	5	9
TOTAL	46	48	138	232

Number of (men) workers with temporary contracts, broken down by category and age				
	> 51 years old	18 to 30 years old	31 to 50 years old	Total
Administrative		2	1	3
Commercial			2	2
Worker	3	23	31	57
Technician		1	1	2
TOTAL	3	26	35	64

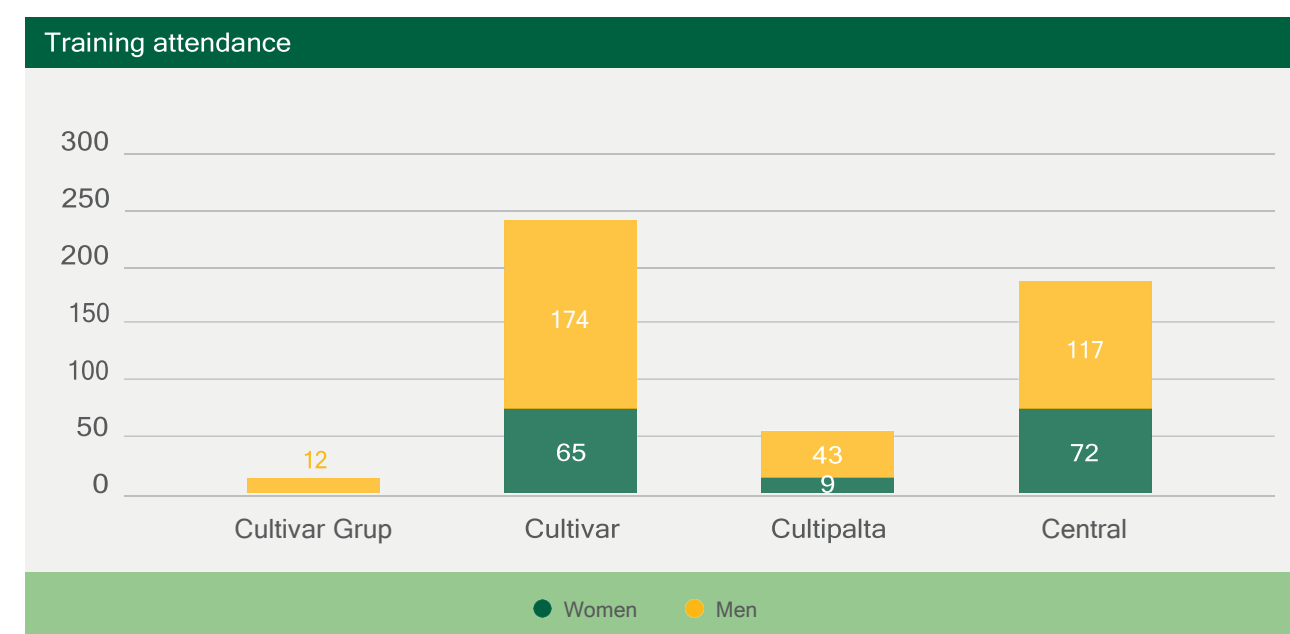
Number of (women) employees with indefinite contract, broken down by category and age				
	> 51 years old	18 to 30 years old	31 to 50 years old	Total
Administrative Assistant	5	4	13	33
Commercial			13	13
Senior Management	2			2
Middle Management	2		7	9
Worker	4	6	21	31
Technician		2	7	9
TOTAL	13	12	61	86

Number of (women) employees with temporary contracts, broken down by category and age				
	> 51 years old	18 to 30 years old	31 to 50 years old	Total
Administrative Assistant			3	3
Worker	1	4	7	12
Technician			1	1
TOTAL	1	4	11	16

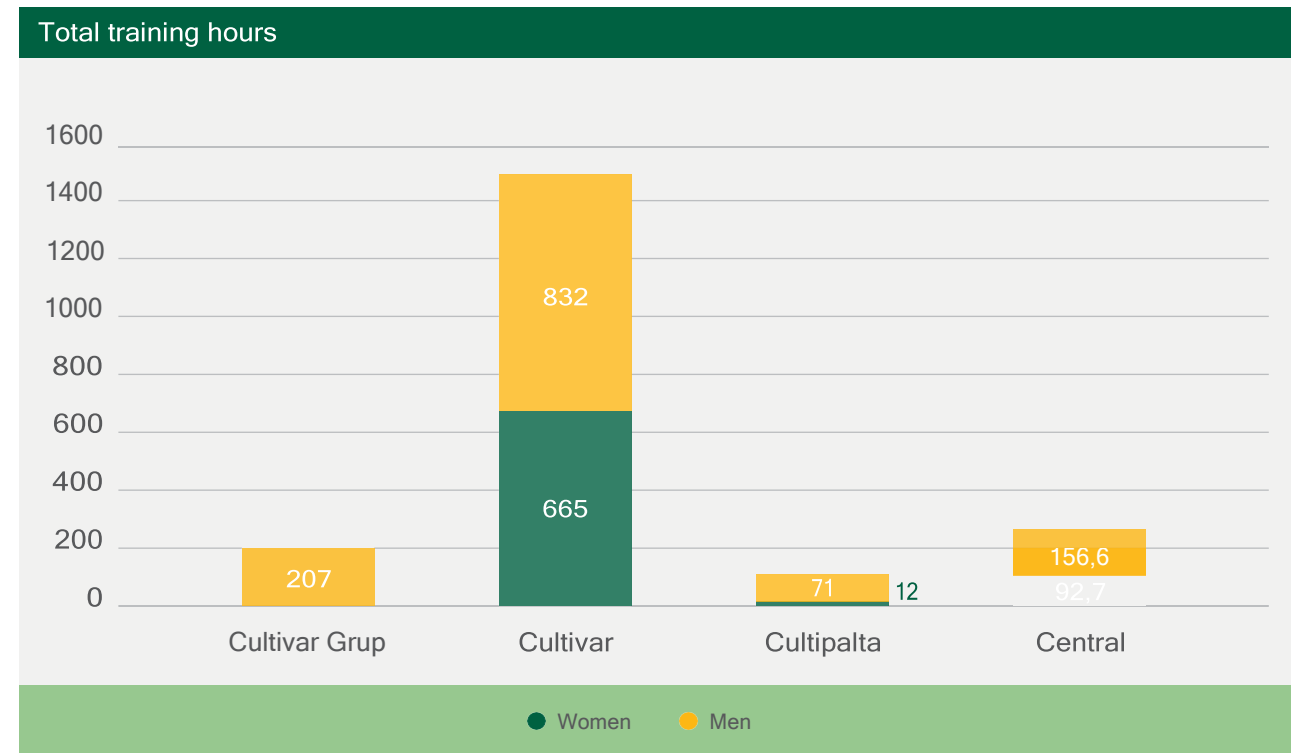
TRAINING

CULTIVAR Group's training plans include general courses for all the staff, and specific courses for particular collectives on the basis of their specialization, designed (or selected among the different external services offered) by the Human Resources Department and the specific Department on the subject matter of the training.

462 employees took part in training courses during the 2021 fiscal year, of which 346 were men and 146 were women.



The number of training hours in 2021 totals 2,036.2, having been attended by 1,266.6 men and 769.7 women.



Training hours, broken down by category and gender, are as follows:

	MAN	WOMAN	TOTAL
Worker	517	109	626
Administrative Ass.	44	157	201
Technician	37	244	281
Commercial	156	75	231
Middle Management	399	136	535
Senior management	103	62	165
Total	1255	782	2036



5/ HUMAN RIGHTS

FIGHT AGAINST CORRUPTION AND BRIBERY



The Group has a Code of Conduct that is shared with all of its employees. In addition, the Group has a communication and reporting channel, the “Ethical Line”, available to its employees, aimed at providing them with a tool to report any alleged irregularity detected in the development of the company’s activities or any type of discrimination in the workplace.

No human rights violation has ever been recorded in the CULTIVAR Group, The Group’s philosophy is founded on ethical principles and transparency, always in compliance with the applicable laws and regulations.

Since its beginnings, the Group has displayed a firm commitment to complying with all applicable rules and with the respect for people principle, and to conducting its business activity based on ethical and responsibility values.

At present, the Group is developing training programmes for its employees to ensure they perform their functions with diligence and transparency. In addition, it is currently developing its own compliance system.

The staff is not allowed to accept presents from customers and/or suppliers, regardless of their form, or to carry out, in their daily activities, any actions that may breach the above-mentioned principles. To date, the Group has not identified any actual risks related to corruption or bribery.

In line with the above, the CULTIVAR Group has integrated the 10 principles of the UN Global Compact into the manner it interprets its activities, incorporating the Sustainable Development Goals as the foundation of its projects.

In the field of international trade relations, the Group is required to comply with the above-mentioned principles, applying the pertinent measures to eradicate forced or compulsory labour and the effective elimination of child labour.

In addition, it should be noted that Cultivar is a signatory of the “Acord sobre el Codi de Bones

Pràctiques Comercials al llarg de la Cadena Alimentària a Catalunya (CBPC)” of the Agricultural Department of the Generalitat de Catalunya.

The ten principles mentioned above are outlined in Schedule II to this report.

The 17 Sustainable Development Goals are listed in Schedule III.

6/ SOCIETY



The CULTIVAR Group has always been committed to society. Such commitment is inherent to its culture. Thus, in accordance with its values and principles, the Group has proved itself willing to contribute actively to the improvement of the living conditions of society in general and especially of its neighbouring environment. All this, in line with the Ten Principles of the Global Compact (Schedule II).

To this end, the Group's companies employ a remarkable number of people living in the vicinity of its different work centres and participates actively in the improvements in and development of the populations through sponsorships, events and donations.

The Group bets on actions conducive to the achievement of a more sustainable world and, therefore, develops initiatives that align our environmental and social values with the corporate goals and the improvements in the neighbouring environment.

In this sense, we should underline the following actions related to direct association and sponsorship activities and, in general, to the developing of our relationships with different associations in the local communities:

"5 A DAY" COMMITMENT



In particular, we would like to underscore the Group's commitment to the 5-a-day Association over the past 24 years. The purpose of the association is to promote the consumption of fruit and vegetables, and the publication of its beneficial effects on our health.

Throughout the year, the Group welcomes a significant number of schools that visit its facilities, providing information about the activities conducted and the product developed.

SUPPORT TO THE FOOD BANK



Each year, millions of tons of edible food are wasted. As distributors of a valuable consumer product, we aim at zero waste. In particular, when we can simultaneously help people at risk of social exclusion.

Throughout the year, the CULTIVAR Group collaborates with the Food Banks located near each one of its branches, contributing fruit and vegetables which are edible but not easily marketable. We also make donations during the food solidarity gathering days which take place in Mercamadrid. Through these donations, we help feed vulnerable collectives in our area of influence.

COLLABORATION IN SPORTS EVENTS AND WITH SPORTS ASSOCIATIONS

- 🏃 Cursa del Prat: Cultivar has collaborated with the Cursa del Prat for over 20 years. Specifically, in 2021 and due to the pandemic, the Cursa (marathon) brought together a smaller number of participants. Nevertheless, Cultivar contributed bananas and kiwis for all the participants, as it had done in previous years
- 🏃 Stop Philip popular race: Cultivar collaborates with this race, which aims at collecting funds to help families affected by this rare disease.

Collaboration with the Sports and Challenge Association, by providing fruit baskets to be given as presents to the competitors that participate in its charity activities. Sponsorship of multi-adventure camps for children with disabilities.

Collaboration with the *Aprenem* Association in the Solidarity Marathon for the inclusion of students with autism. Cultivar provides fruit for all participants and collaborates with the foundation through a monetary donation that subsidises the creation of informative videos.

Thus, throughout the year 2021, CULTIVAR has made donations to these causes.

In particular, in connection to measures aimed at mitigating hunger, advancing medical research, fostering sports, and promoting social integration and fighting to ensure dignified living conditions.

We would also like to underline the significance of the *FOODBACK* project, already mentioned in previous chapters. Said project, launched by *MERCABANA* during the fiscal year covered by this report and expected to be implemented in 2022, is aimed at increasing the volume of food that can be put to good use and reducing food squandering.

As for supplier evaluation and audit, and all issues relating to social and environmental responsibility, it should be noted that both the



suppliers and the sub-contractors are evaluated by means of a supplier approval questionnaire that includes quality, food safety, environmental and social aspects. They are also required to submit a copy of any environmental and social certifications they may have earned. A higher score is given to those suppliers that have quality, food safety, environmental and social certifications, since an increasing number of customers establish such credentials as a minimum requirement.

As to consumers' health and safety, the Group boasts a Hazard Analysis Critical Control Point (HACCP) system. This system analyses food safety aspects related to the consumer, such as: allergens, product's labelling, maximum residue limit, etc. The company has earned the *IFS* Wholesale food safety certification.

In the event of receiving complaints, grievances, or reports on this matter from customers or suppliers, the Group has protocols aimed at determining the veracity and the scope or impact of the complaint, and the pertinent procedure, evaluating each particular case.

Specifically, the donations made during the above-mentioned year are:

DONEE	Amount (€)
Banc d'aliments	15,000.00
Food Bank of Madrid	15,000.00
Food Bank of Madrid*	8,607.56
Food Bank of Vizcaya*	2,830.79
APRENEM	3,000.00
Sports and Challenge Foundation	2,500.00
Pere Tarrés Foundation	1,500.00
Goteo Foundation	1,000.00
Rotary Club Private Foundation Barcelona Diagonal*	2,112.39
SHIP2B	1,250.00
Olot Skate Club Foundation	1,000.00
TOTAL	53,800.74

* Estimated values. Donations in kind

It should be noted that in 2021 fiscal year the Group received, through *CULTIVAR SAU*, the subsidy, (applied for on November 4, 2019, approved on March 13, 2021 and paid on June 29, 2021) for the installation of solar panels in the *Mercabarna* warehouse located at Calle Longitudinal 9, number 39, aimed at the mitigation of climate change in the processing and commercialization of agricultural products, funding amounting to 32,504€ (13,976.72 €, from the *FEADER*; 18,527.28€, from the *DARP*).



7/ INDICES

SCHEDULE I

GRI TABLE OF CONTENTS

GRI INDICATOR AND DESCRIPTION		Pages
GRI 101 - Foundation 2016		10 to 13
GRI 102 - General Disclosures	102-1 Name of the organization	14 and ss
	102-2 Activities, brands, products and services	17 to 23
	102-3 Location of headquarters	18 to 21
	102-4 Location of operations	18 to 21
	102-5 Ownership and legal form	15 to 21
	102-6 Market served	18
	102-7 Scale of the organization	17 to 22
	102-8 Information on employees and other workers	29 to 38
	102-13 Membership of associations	43 to 45
	102-16 Values, principles, standards and norms of behaviour	16
	102-46 Defining report content and topic Boundaries	10 to 13
	102-50 Reporting period	11
	102-52 Reporting cycle	11
GRI 205 - Anticorruption	205-2 Communication and training about anti-corruption policies and procedures	40 to 41
	205-3 Confirmed incidents of corruption and actions taken	40 to 41
GRI 301 - Materials	301-1 Materials used by weight or volume	25
GRI 302 - Energy	302-1 Energy consumption within the organization	26 to 27
	302-5 Reduction of energy consumption	26 to 27
GRI 306 - Effluents and waste	306-2 Waste by type and disposal method	26 to 27
GRI 307 - Environmental compliance	307-1 Non-compliance with environmental laws and regulations	27
GRI 401 - Employment	401-1 New employee hires and employee turnover	29 to 38
	401-3 Parental leave	29
GRI 403 - Occupational health and safety	403-2 Hazard identification, risk assessment and incident investigation	33
GRI 404 - Training and education	404-1 Average hours of training per year/ per employee	37 to 38
	404-2 Programs for upgrading employee skills and transition assistance program	37 to 38
GRI 405 - Diversity and Equal Opportunities	405-1 Diversity of governance bodies and employees	29 to 38
GRI 412 - Human rights assessment	412-1 Operations that have been subject to human rights reviews or impact assessment	41
GRI 413 - Local communities 2016	413-1 Operations with local community engagement, impact assessment, and development programs	29 and 43 to 45

SCHEDULE
II

THE TEN
PRINCIPLES OF
THE GLOBAL
COMPACT

The Ten Principles of the Global Compact mentioned in this report are derived from the Declarations of the United Nations on human rights, environment and anticorruption and enjoy universal consensus.



Pacto Mundial
Red Española

Each of the above-mentioned principles, the issues they are related to and the section in which they mentioned are explained in detailed below:

HUMAN RIGHTS

Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights, within its sphere of influence

Principle 2. Businesses should make sure that they are not complicit in human rights abuses.

See section 5 (Human rights and fight against corruption and bribery).

LABOUR STANDARDS

Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4. Businesses should support the elimination of all forms of forced and compulsory labour.

Principle 5. Businesses should support the effective abolition of child labour.

Principle 6. Businesses should support the elimination of discrimination in respect of employment and occupation.

See sections 4 (Personnel), 5 (Human Rights and fight against corruption and bribery) and 6 (Society).

ENVIRONMENT

Principle 7. Businesses should support a precautionary approach to environmental challenges.

Principle 8. Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

See section 3 (Environment).

ANTICORRUPTION

Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.

See section 5 (Human rights and fight against corruption and bribery).

SCHEDULE
III

SUSTAINABLE
DEVELOPMENT
GOALS

In the year 2015, and with the purpose of building a sustainable development agenda shared by governments, the civil society and the private sector, the United Nations organization approved the 17 sustainable development goals (SDGs).

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND
INFRASTRUCTURE

SUSTAINABLE DEVELOPMENT GOALS

These goals are expected to be achieved by 2030, especially (but not exclusively), the goals on equality, justice and environment.

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

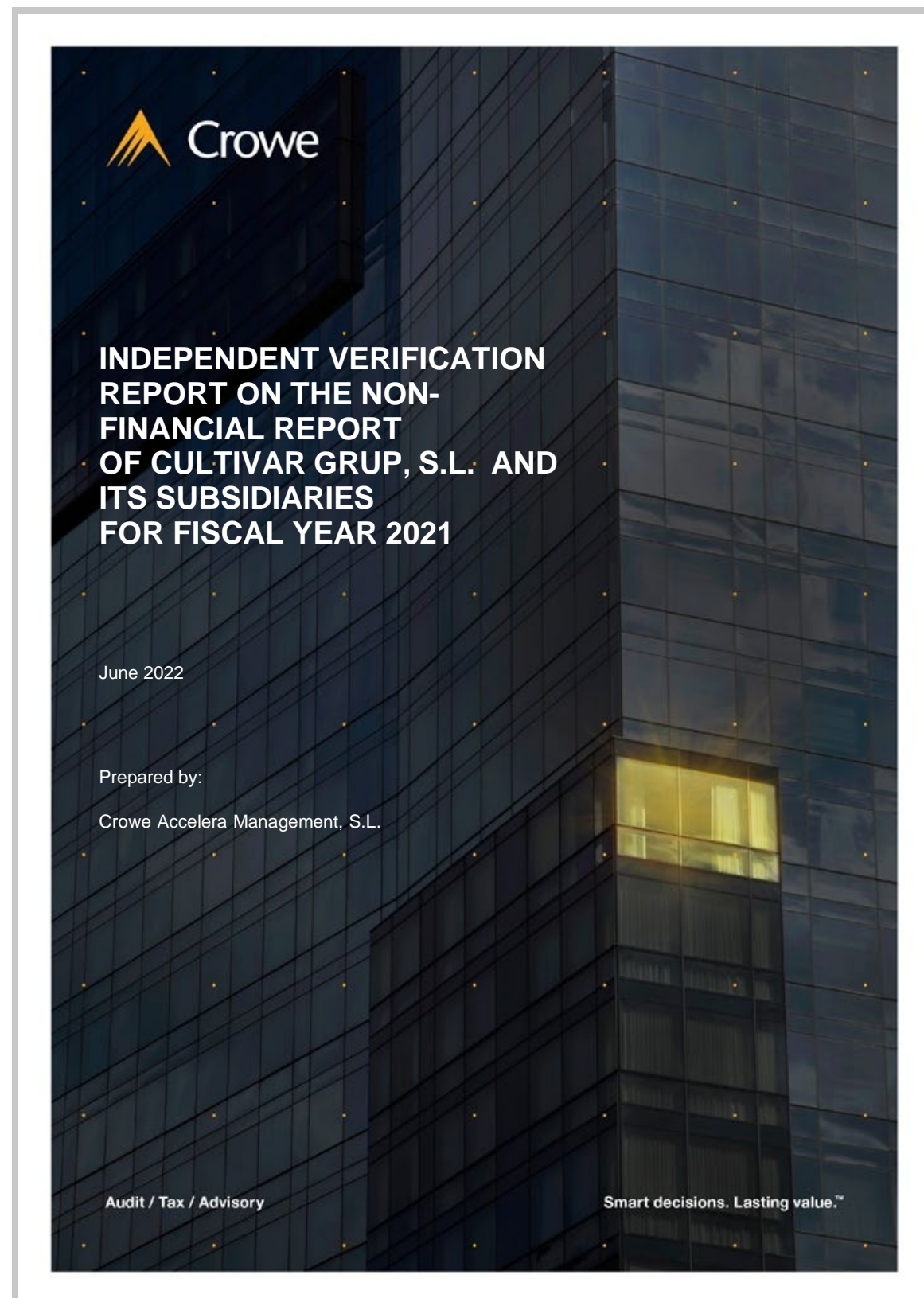
13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS



**INDEPENDENT VERIFICATION REPORT ON THE NON-FINANCIAL REPORT OF
CULTIVAR GRUP, S.L. AND AFFILIATES FOR FISCAL YEAR 2021**

To the shareholders of CULTIVAR GRUP, S.L.:

Pursuant to section 49 of the Commercial code we have conducted a limited verification of the Non-Financial Report (hereinafter NFR) for the fiscal year ended December 31, 2021, of CULTIVAR GRUP, SL and Subsidiaries (hereinafter the Group) which is part of the Group's Management Report.

Management Responsibilities

The preparation of the NFR included in the Group's management report and its content is the responsibility of the Group's Management. The NFR has been prepared in accordance with the current commercial laws and regulations.

These responsibilities also include the design, implementation and maintenance of the internal controls deemed necessary to ensure that this NFR is free from any material misstatements, whether due to fraud or error.

The Group's Management is also responsible for the definition, implementation, adaptation, and maintenance of the management systems that provided the information necessary for the preparation of this NFR.

Independence and quality control

We have conducted the verification in accordance with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Standards Board for Accountants (IESBA), which is founded on the fundamental principles of integrity, objectivity, competence, due care, confidentiality, and professional behaviour.

Our firm applies the International Standard on Quality Control 1 (NICC 1) and, therefore, maintains a comprehensive system of quality control which includes documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable statutory and regulatory standards.



Our responsibility

Our responsibility is to express our conclusion in an independent limited assurance verification report based on the procedures we have carried out. We have performed our review in accordance with the requirements set by the applicable International Standard in Assurance Engagement 3000, "Assurance Engagement Other than Audits or Reviews of Historical Financial Information" (ISAE 3000, Revised) issued by the International Audit and Assurance Standards Board (IAASB) of the International Association of Accounting Professionals (IAAP) and the Guidance on Verification of Non-Financial Reports issued by the Register of Economic Auditors of the General Council of Economists of Spain (GCES).

The procedures the practitioner performs in a limited assurance engagement vary in nature and timing from, and are less in extent, than for a reasonable assurance engagement. Therefore, the level of assurance obtained in a limited assurance engagement is lower than in a reasonable assurance engagement.

Our review has consisted of interviews with Management and the different Group's units that participated in the preparation of the NFR, the review of the processes used to collect and validate the information presented in the NFR and the application of certain analytical and sampling procedures, as described below:

- Meetings with the Group's personnel to know the business model, the management policies and approaches applied, the main risks related with said issues and to obtain the information needed for the external review.
- Analysis of the scope, relevance and integrity of the contents included in the NFR for 2021 fiscal year based on the materiality analysis performed by the Group, considering the contents required by the applicable commercial laws and regulations.
- Analysis of the processes used to collect and validate the data presented in the NFR for 2021 fiscal year .
- Review of the information related to the risks and the management policies and approaches adopted in relation to the material aspects presented in the NFR for 2021 fiscal year .
- Verification, through sampling, of the information related to the contents included in the NFR for 2021 fiscal year , and the suitable collection of information based on the data provided by the pertinent information sources.



- Reception of a statement letter from Management and the Board.

Bases of the limited conclusion

Observation: omission of information:

- The information on the average remuneration of the members of the board and management provided in the Group's report has not been broken down by gender.

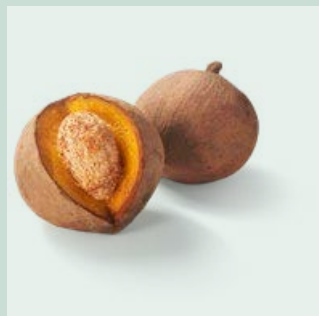
Conclusion

Based on the procedures we have performed and the evidence obtained, nothing, except for the omission described in the section "Observation: omission of information", has come to our attention that causes us to believe that the NFR of CULTIVAR GRUP S.L. and subsidiaries for fiscal year ended December 31, 2021, has not been prepared, in all material respects, in accordance with the applicable commercial laws and regulations and following the criteria established in the GRI standards selected.

Use and distribution

This report has been prepared in order to comply with the requirements set by the commercial laws and regulations applicable in Spain. Therefore, it may not be suitable for other purposes or in other jurisdictions.

June 30, 2022,
Crowe Accelera Management, S.L.
Luis D. Piacenza, Partner



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