



DFGRUPO

nourishing the future

SUSTAINABILITY REPORT

DFGRUPO | 2022





LETTER FROM

CARLOS DELSO | CEO



The subject of this 2022 Annual Report, was another year filled with surprises, but also one in which our Group achieved outstanding results from all points of view.

Our team, and our company culture, have again proved their ability to face any challenge, no matter how complex, and to overcome any difficulty, achieving an excellent operational performance that enabled us to achieve a turnover and profits well above expectations, despite the lack of rain and reduced consumption.

None of these figures can be explained without referencing the talent of our team, the excellence of the work accomplished by our people in the industrial, commercial, logistics and corporate divisions. All of them are active participants in the main strategic lines of activity. They all share our commitment to continuous improvement and the constant drive for efficiency, allowing us to grow in the face of difficulties and opening up new markets in which to begin our activity.

We are aware of our responsibility and leadership capacity, and we are constantly striving to make a positive impact on our natural and social environments; on people, inside and outside the organisation; and on our value chain always through collaboration, with humility, prudence and ambition, principles of our Group's culture.

TABLE OF CONTENTS

2022 SUSTAINABILITY REPORT | DFGRUPO

ABOUT US

OUR ACTIVITIES	06
OUR HISTORY	07
CORPORATE STRUCTURE	08
THE GROUP IN FIGURES	09
2022 MILESTONES	10
OUR VALUES	11
CSR APPROACH	12

OUR COMMITMENTS

OUR COMMITMENT TO THE PLANET	14
SUSTAINABLE DEVELOPMENT	15
EUROPEAN GREEN DEAL	16
FERTILISERS SDGs	17
DFGRUPO SDGs	18
SDG 12	19
SDG 13	20
SDG 15	21
OUR COMMITMENT TO PEOPLE	22
DFGRUPO SDGs	23
PEOPLE AND TALENT	24
WORKING CONDITIONS	27
FARM TO FORK	29
HUMAN RIGHTS	30
LOCAL DEVELOPMENT	31
COLLABORATIONS: AMIBIL	32
OUR COMMITMENT TO EFFICIENCY	33
R&D&I AT DFGRUPO	34
DIGITISATION	35
VALUE CHAIN	36
OUR CUSTOMERS	37
PRODUCT EXCELLENCE	38
TRAINING	39

NOURISHING THE FUTURE

2023 GOALS	41
SCOPE OF THE EXTERNAL REPORT (PwC)	
GRI STANDARDS	43



ABOUT US



FERTILISERS

CONVENTIONAL FERTILISERS
SPECIAL FERTILISERS

_PRODUCTION
_IMPORTS
_EXPORTS
_R&D&I

LOGISTICS SERVICES

STORAGE
PROCESSING
PACKAGING / PALLETISING
DISTRIBUTION AND TRANSPORT
CUSTOMS WAREHOUSES
DANGEROUS GOODS

LUBRICANTS (CAT)

CEPSA
ERTOIL
TEXACO
ADBLUE

ANIMAL WELFARE

ANIMAL BEDDING
SLURRY CONDITIONERS
MINERAL BLOCKS

PRESENT THROUGHOUT THE VALUE CHAIN

OUR HISTORY

The Group's values and vision have made this significant development and growth possible. Our commitment to upholding the values that have guided us since our founding, to good economic management, to talent and to people, and having the capacity to adapt and a clear vision of our future have kept **DFGRUPO** where it is and help to keep it looking ahead.

1978 Our history begins in the town of Calatayud in 1978 with the founding of a small fertiliser marketing company by the Delso family.

1988 Regional expansion is consolidated with the founding of **Fertilizantes del Noreste**, which acquires its second warehouse in Calatayud.

1992 Through the creation of **Ferticenter** and the development of its distribution structure, the Group expands its operations across Spain.

1998 We expand into Portugal with the creation of **Aubos Deiba. Deladubos** is also set up in the logistics sector and goes on to become the leading distributor of fertilisers and agrochemicals in Portugal at present.

2000 We diversify our activities by developing the logistics division. New facilities are built at various strategic points throughout Spain and Portugal (**Via Líquida, Cantábrica de Graneles** and **Peninsular Logistics**, among others).

2003 The Group strengthens its distribution in Catalonia by creating the company **Fertilizantes Catalanes**, FERTICAT, which also has an engine lubricants division.

In the same year, the company begins operations in Angola with the creation of **FertiAngola**, currently the country's market leader in solid fertilisers.

2007 **Ferticcyl** is founded, marking a shift from the sale and distribution of fertilisers to producing them, NPK fertilisers in this case.

2011 We expand our production capacity through **Fercoex**, a new NPK fertiliser factory located in Talavera la Real (province of Badajoz).

2013 **Via Fertysem** is created with the aim of consolidating the Group's leading position in Andalusia. In addition, **Tránsitos Vía Sur**, which possesses strategically located warehouses close to the port of Seville, is acquired.

2015 Construction of the Group's first facilities in Morocco, located in the port of Jorf Lasfar, as a base for distributing fertilisers through our marketing company, **Société d'Agriculture et de Logistique Maroc** (SALM).

2017 Creation of **DFINNOVA** for the purpose of developing a new range of more efficient and sustainable fertilisers that incorporate new fertiliser technologies. A commitment to the more technological solutions for agriculture.

2019 **DFBLUEAGRO** is created as a vehicle through which to expand our sales network into France, boost the Group's business in northern Spain and our R&D&I capacity.

2021 After a year of major investment in order to develop our logistics capabilities, in 2021 we launch our first **in-house R&D&I laboratory**. We also achieve and new alliance for supplying low-emission nitrogen fertilisers.

2022 Investment in an R&D&I laboratory begins with 4 favourable EQA reports, and **DFBLUEFARM** is created for animal welfare products with the aim of reducing both CO₂ emissions and the use of antibiotics in animals.

The involvement of the Family Board, the Board of Directors and General Management in value generation and in responsible, sustainable management marks the way forward for the Group.

Corporate governance management is key to the Group's real and effective functioning.

MANAGEMENT BOARDS

FAMILY BOARD

Board composed of the Group's shareholders and/or their proxies. Its decisions are sovereign in the Group's global strategy and are referred to the Board of Directors to become part of the Group's continuity plan.

BOARD OF DIRECTORS / GENERAL MANAGEMENT

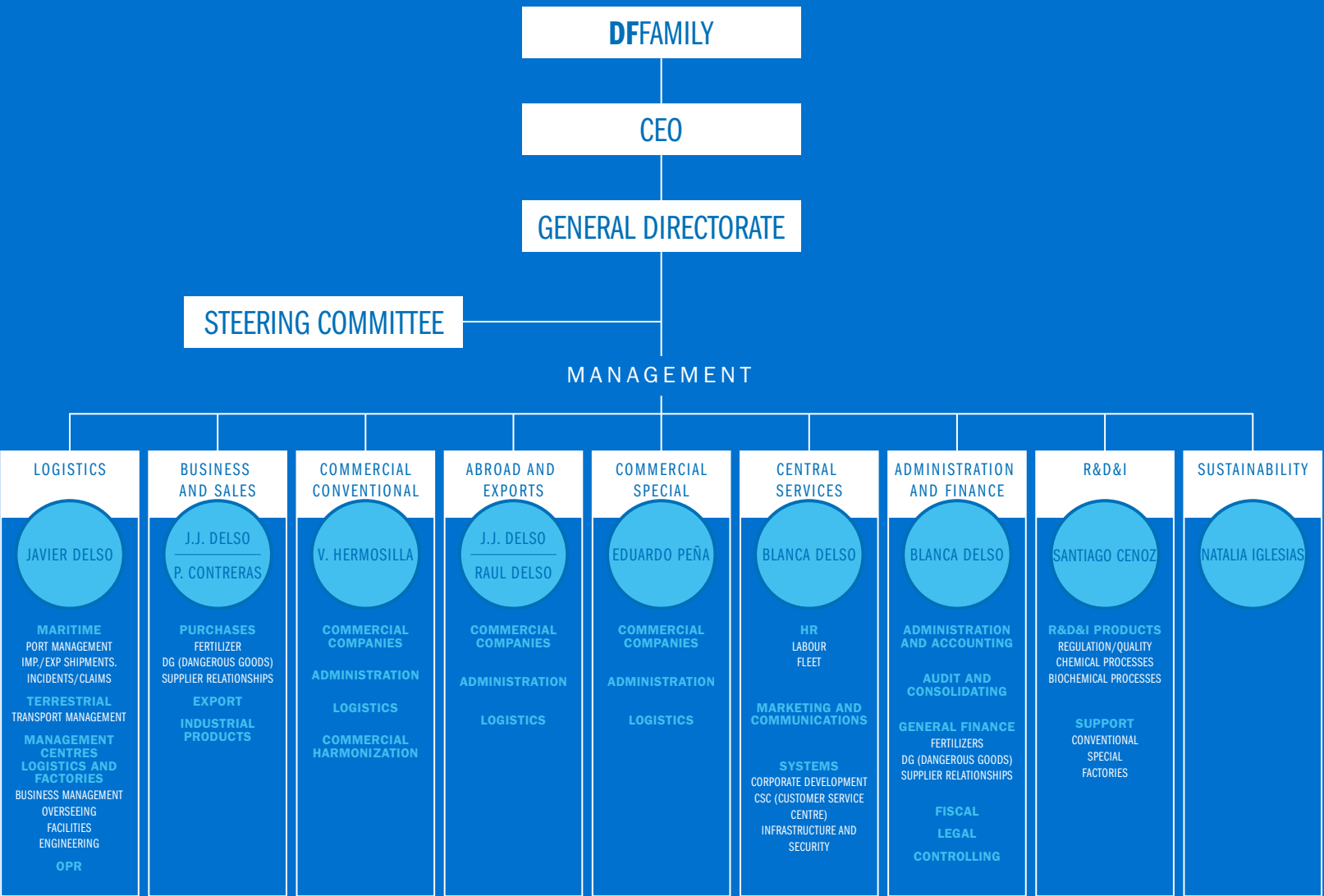
In compliance with the DFGRUPO senior management policy, this board comprises one member from each family branch of senior management, as well as other DFGRUPO executive directors, accompanied by 3 non-executive directors. The Board has a total of 6 members, 16% of whom are women between 30 and 50 years of age. Its role is to mediate between shareholder decisions and business realities. The next level is General Management, headed by Mr Carlos Miguel Delso Ibáñez, the chairman of DFGRUPO.

MANAGEMENT COMMITTEE

This is primarily responsible for the organisation of DFGRUPO, connecting the global strategy with the strategies of the 27 individual companies (33 in 2021) that make up the Group.

The decrease in the number of companies is a result of our Group's aim of streamlining the corporate structure. This objective was accomplished by integrating multiple companies into other companies within our Group.

ORGANISATIONAL CHART



THE GROUP IN FIGURES



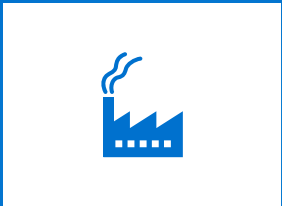
27 COMPANIES

These make up the Group and make possible an extensive sales and logistics network.



942 MILLION

Annual turnover of the Group in euros.



3 FACTORIES

Located across Spain.



+300 PEOPLE

Work at **DFGRUPO**, of whom 97% are on permanent contracts.



1.46M TONNES

Total quantity sold by the Group in 2022.



23 FACILITIES

Number of Group logistics facilities.



4 COUNTRIES

We have a physical presence in Spain, Portugal, France and Morocco



100,000 TONNES

Our blending production capacity.



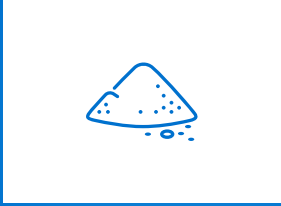
250,000 M²

Storage capacity.



42M EBITDA

Gross Operating Profit before financial expenses.



122,933 TONNES

Total compacted fertiliser produced in 2022.



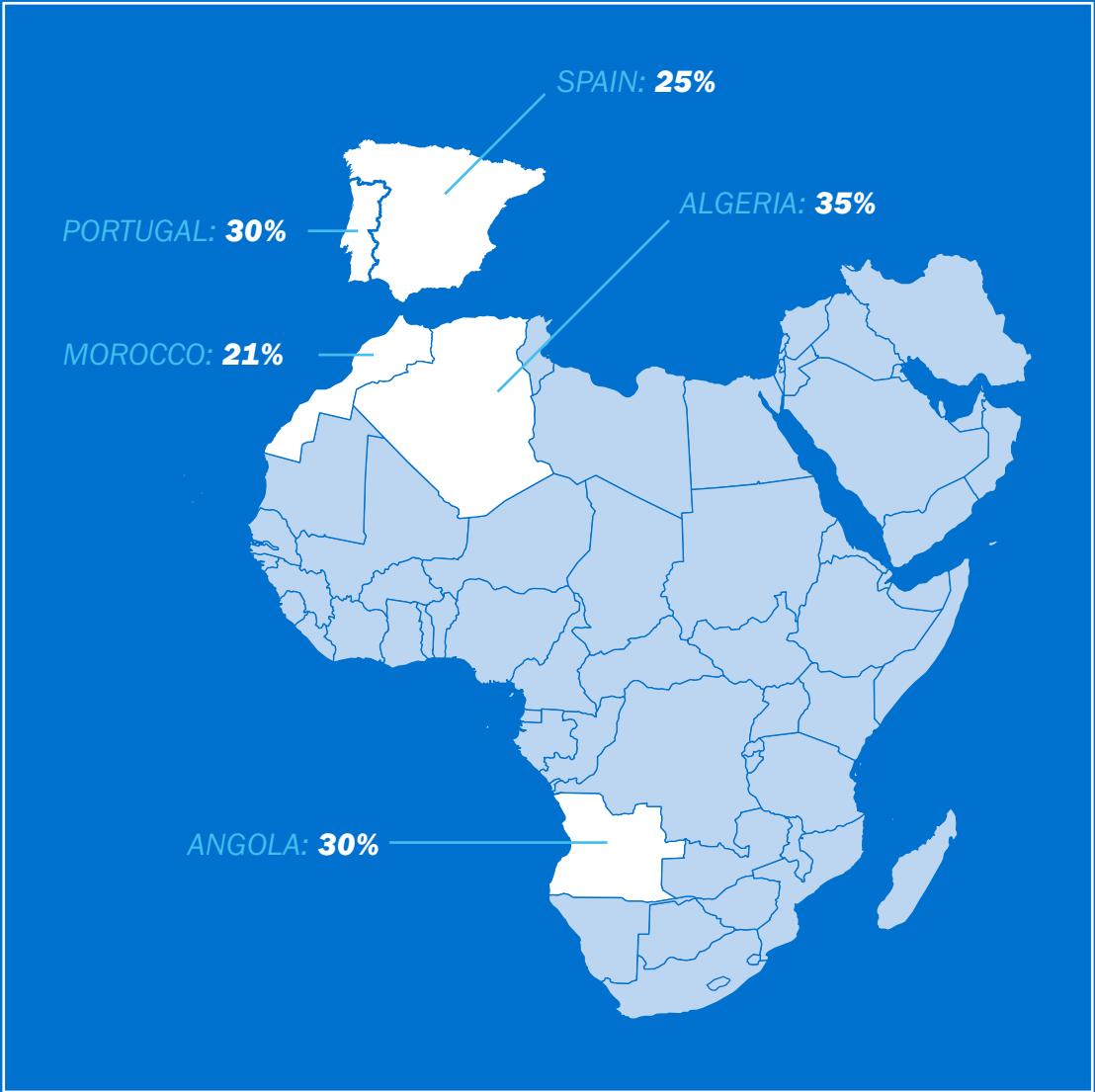
74 SHIPS

Unloaded in total.
(543,705 t)

Value generation – both for the company and society as a whole – is clear from our figures. This is due to **DFGRUPO**'s investment efforts and its ceaseless spirit of improvement.

The efforts made in 2021 by the entire team at **DFGRUPO** came to fruition in 2022, giving us important results that are helping us to consolidate and to continue to invest in the future, in **SUSTAINABILITY** in every sense.

MARKET SHARES



OTHER IMPORTANT MILESTONES



Our corporate values are our calling card and a seal of quality for our customers; they are also our guiding light when it comes to identifying goals and setting out procedures. Establishing them properly and respecting them is an essential part of consolidating ourselves as a Group.

KNOW-HOW

We generate value at every stage of our processes, thanks to the talent and knowledge of our team, and have been accumulating experience since 1978. We convey this know-how to employees, customers and suppliers on a daily basis.

HUMAN FACTOR

We believe in people as a differential and value-generating element. That is why we are committed to them and invest in their talent, their training and their full development.

EFFICIENCY

We promote our efficiency through appropriate resource allocation of resources; optimal and productive management; and ongoing controls and improvements across each of our processes.

COMMITMENT

Reliability, trust and efficiency. This is how we generate value with customers and suppliers, creating important commitment-based over time.

PERMANENCE AND ADAPTATION

Our continuously growing Group leverages the resources needed to guarantee robust development and sustainable leadership in the industry. To this end, we assimilate every change and adapt to any circumstance, maintaining a constructive and entrepreneurial spirit.

SUSTAINABILITY

We believe that our tomorrow will depend on what we do today, so we encourage sustainability, environmental respect and responsible practices in our businesses.

DFGRUPO’s commitment to sustainable development means that the Group must integrate this into its vision and strategy in such a way that its corporate governance is clearly involved, allowing the Group to make decisions on policies aimed at caring for the environment and society.

OUR COMMITMENT...

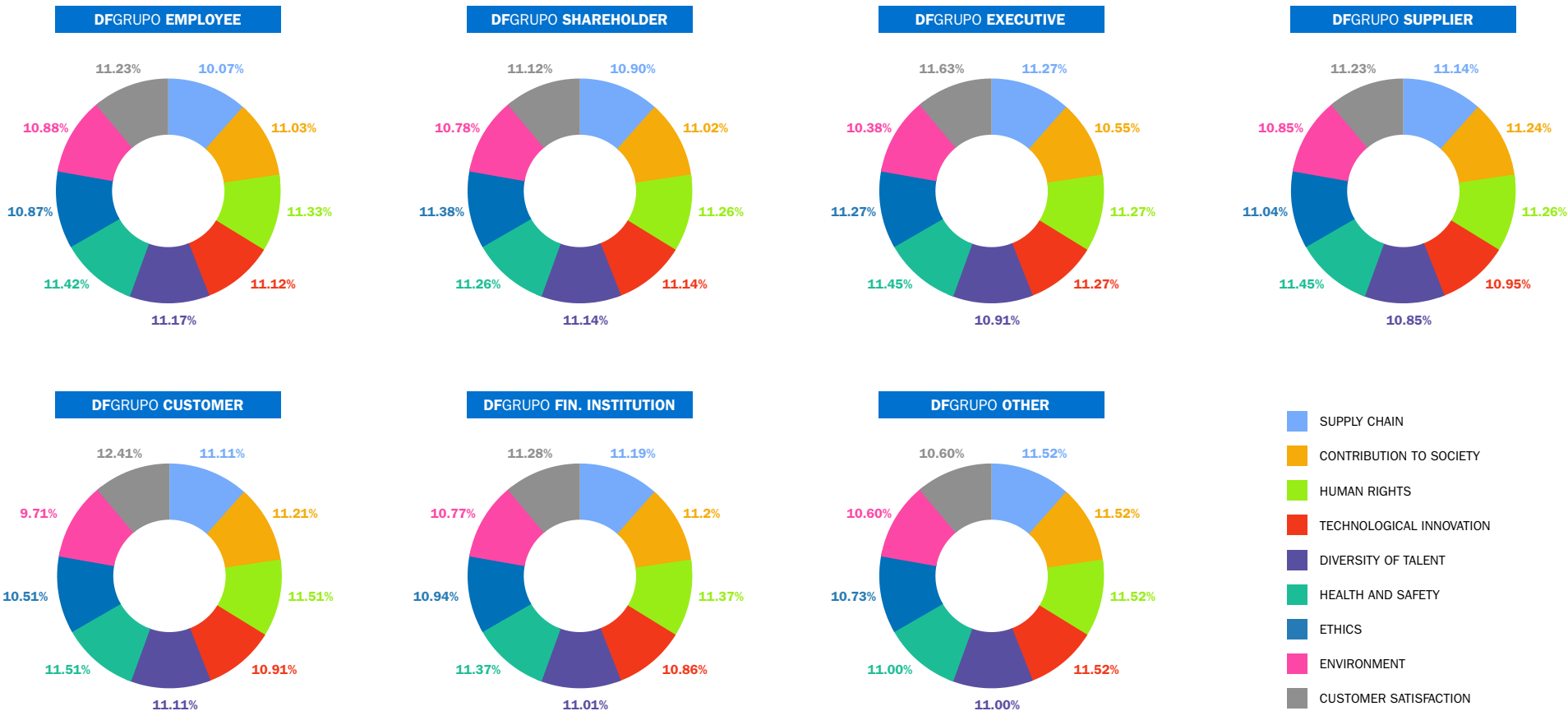
...TO PEOPLE

...TO THE ENVIRONMENT

...TO EFFICIENCY

The Group should identify the most relevant sustainability issues for its stakeholders, both internal and external.

For this reason, a survey is carried out each year, identified by groups, to analyse the results in depth and identify both the importance and the level of performance of the Group. This allows us to prioritise those issues considered to be of greatest interest and helps us to set targets for improvement.





OUR COMMITMENTS



OUR COMMITMENT...



to the Planet

The term ‘sustainable development’ refers to the organising principle of achieving human development goals while sustaining the capacity of natural systems to provide the natural resources and ecosystem services on which the economy and society depend. The desired outcome is a society where living conditions and resource use continue to meet human needs without undermining the integrity and stability of natural systems. Sustainable development can also be defined as development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

In summary, sustainable development is a concept developed towards the end of the 20th century as an alternative to the concept of ‘development as usual’, emphasising reconciliation between economic well-being, natural resources and society, avoiding compromising the possibility of life on Earth and the quality of life of the human species. At present, there is widespread concern about climate change, as well as about care for the environment and the conservation of material and immaterial goods of historical and cultural interest, so that new generations can continue forwards living on this planet with a future.



In 2015, the UN adopted the 2030 Agenda for Sustainable Development, creating an opportunity for countries and their societies to embark on a new path to improve the lives of all, leaving no one behind. The Agenda includes 17 Sustainable Development Goals (SDGs), ranging from the elimination of poverty, combating climate change, education and women’s equality to environmental protection and urban design. In the period 2020–30, action is needed to tackle growing poverty, empower women and girls and address the climate emergency.

Compared to the previous decade, more people are living a better life. However, inequalities and climate change are threatening to reverse this progress. Investing in sustainable economies can provide important opportunities for shared prosperity. Moreover, the political, technological and financial solutions are within our reach. However, rapid and unprecedented changes are needed to bring these mechanisms of change in line with the Sustainable Development Goals.

1NO POVERTY

2ZERO HUNGER

3GOOD HEALTH AND WELL-BEING

4QUALITY EDUCATION

5GENDER EQUALITY

6CLEAN WATER AND SANITATION

7AFFORDABLE AND CLEAN ENERGY

8DECENT WORK AND ECONOMIC GROWTH

9INDUSTRY, INNOVATION AND INFRASTRUCTURE

10REDUCED INEQUALITIES

11SUSTAINABLE CITIES AND COMMUNITIES

12RESPONSIBLE CONSUMPTION AND PRODUCTION

13CLIMATE ACTION

14LIFE BELOW WATER

15LIFE ON LAND

16PEACE, JUSTICE AND STRONG INSTITUTIONS

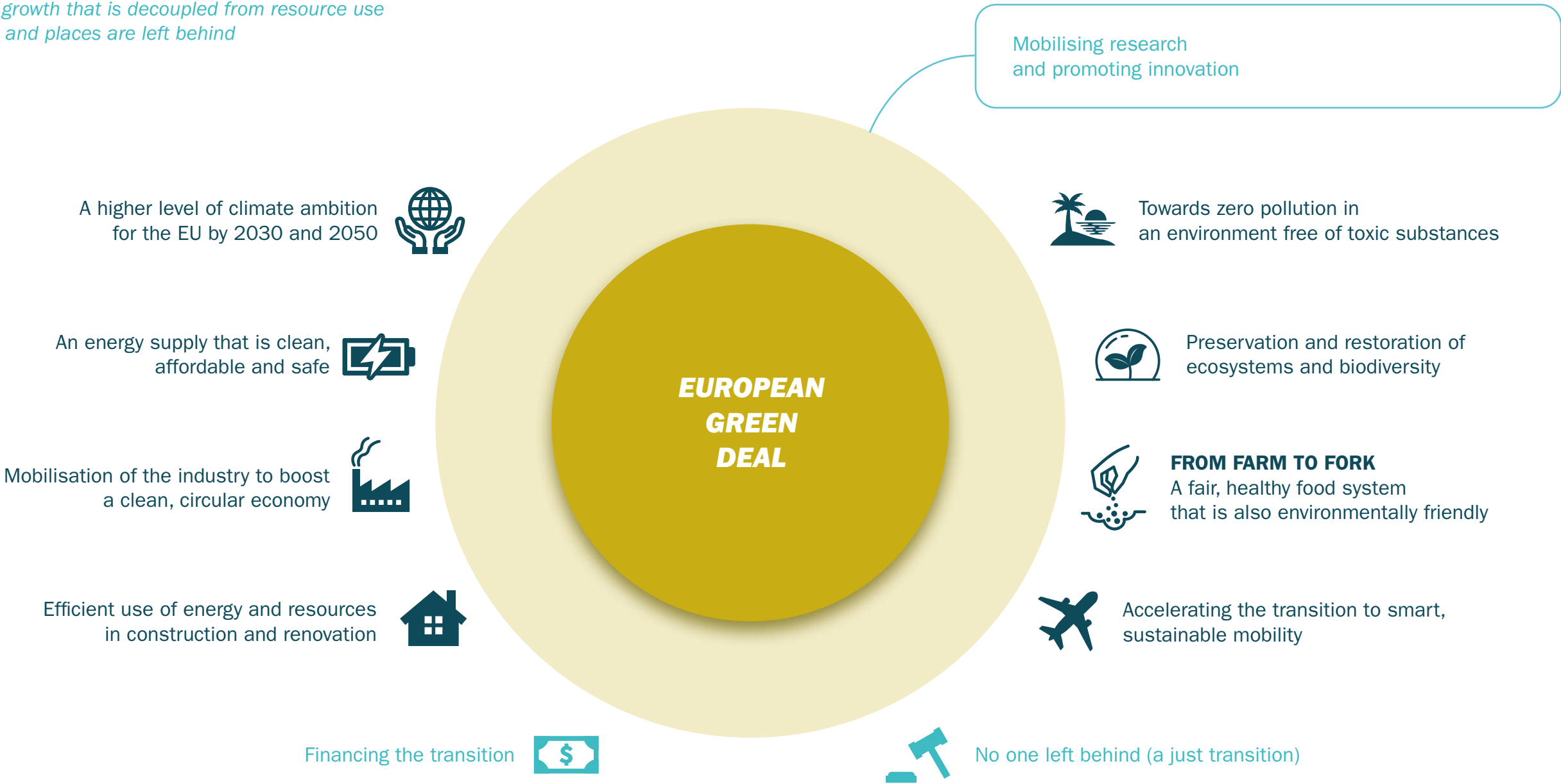
17PARTNERSHIPS FOR THE GOALS

SUSTAINABLE DEVELOPMENT GOALS



Climate change and environmental degradation are an existential threat facing Europe and the rest of the world. To meet these challenges, the European Green Deal will transform the European Union into a modern, resource-efficient and competitive economy by ensuring:

- > No net greenhouse gas emissions by 2050
- > Economic growth that is decoupled from resource use
- > No people and places are left behind





Fertilisers play an important role in the development of crops to increase yields. Current fertiliser consumption totals 550 million tonnes, with nitrogen, phosphate and potash among the most-used types. The main consumers are China, India, the USA and Brazil. “The five countries with highest levels of demand account for more than 40% of global demand”, and the world market is 60% nitrogen, 23% phosphates and 17% potash.

Fertilising means adding nutrients to the soil to promote plant growth and development, while ensuring that production can grow without compromising the nutrient content of the soil. This is of course fundamental to increase yield per hectare, but it is not the only reason for fertilising. Fertilised soils make water use more efficient, increase resistance to disease and improve the quality of the end products, among other historical cultural factors.

FERTILISERS



Fertilisers are the key to food security today, as they are responsible for about half of the world's food production. They are essential to increase productivity on existing agricultural land to feed some 9.7 billion people in the world by 2050.

At the same time, the fertiliser industry is fully aware of its contribution to global emissions and is committed to reducing its environmental footprint.

The fertiliser industry supports crop-specific and site-specific best management practises in line with the “4R” principles (RIGHT NUTRIENT, RIGHT RATE, RIGHT TIME, RIGHT PLACE), principles DFGRUPO stands for. In addition, manufacturers are also working hard as pioneers to increase energy efficiency, reduce emissions, reduce water consumption and improve resource efficiency methods.



What role should **DFGRUPO** play as part of its commitment to the Planet, according to the Sustainable Development Goals (SDGs) set out by the UN?

DFGRUPO is firmly committed to the following SDGs



Sustainable consumption and production is about doing more and better with less. It is also about decoupling economic growth from environmental degradation, increasing resource efficiency and promoting sustainable lifestyles.



Climate change is affecting all countries on all continents. It is disrupting national economies and affecting lives. Weather systems are changing, sea levels are rising and weather events are becoming more extreme.



As part of its *Working with the environment to protect people*, the United Nations Environment Programme details how to ‘build back better’ by using a strong scientific base to establish policies that contribute to a healthier planet and more green investments.





PRODUCTION

DFGRUPO manufactures its products using a mechanical compaction process instead of a chemical process, which **minimises CO₂ emissions and uses very little fuel and resources**. This production process utilises waste from industrial production as the main raw material, which actively contributes to a circular economy. Furthermore, this product is characterised by a high nitrogen content but low emissions.

Our aim to promote the proper use of fertiliser and to protect the soil means that we reduce environmental impacts. This is done via:

- + **SOIL TESTS:** €72,680 (€30,470 in 2021), 1,237 tests (51 in 2021)
- + **TRAINING FOR MORE THAN 200 FARMERS:** 58 training courses (11 in 2021)

In Spain, the Group has **environmental protection insurance** for a value of 3 million euros. In Portugal, it has **environmental liability insurance** with a financial guarantee of one million euros.

One of our largest facilities, Adubos Deiba, is located in Portugal, where it is a national leader in quality and management. It has a **Quality, Environment and Safety and Major Accident Protection Policy**. This is such an important measure that it forms part of the overall Setúbal Local Platform for Disaster Risk Reduction.

DFGRUPO, in its commitment to environmental protection, is a signatory to a collective system of extended responsibility for the **management of packaging for professional agricultural use** to help our end customers manage these in an environmentally responsible way.

NON-HAZARDOUS WASTE	AMOUNT GENERATED 2022	AMOUNT GENERATED 2021	CHANGE (%)	HAZARDOUS WASTE	AMOUNT GENERATED 2022	AMOUNT GENERATED 2021	CHANGE (%)
Plastics	110.18 t	106.17 t	+ 3.78%	Oils	5.02 t	2.24 t	+ 124%
Aqueous liquids	23.03 t	20.27 t	+ 13.62%	Filters	0.086 t	0.11 t	- 22%
Wood	4.88 t (*)	3.18 t	+ 53.46%	Aqueous waste	19.5 t	-	-
Raffia	0 t	2.38 t	- 100%	Contaminated packaging	0.184 t	-	-
Scrap	19.68 t	25 t	- 21.28%				
Paper and cardboard	0.805 t	0 t	+ 100%				
Ordinary industrial waste	26.212 t	0 t	+ 100%				
Earth and stones	0.1 t	0 t	+ 100%				
Tyres	1.8 t	0 t	+ 100%				
Other unspecified	0.042 t (**)	0 t	+ 100%				

* The table does not include 7 m³ of wood that cannot be quantified in tonnes as its degree of compaction is unknown.

** The table does not include 21 m³ of mixed construction and demolition waste in containers and 2 m³ of mixed metal packaging with waste from 2021.

CONSUMPTION

We promote the use of ammoniacal nitrogen to reduce soil leaching **by increasing the use of ammonium sulphate** (high nitrogen content with low emissions).

In our fertiliser compaction process, we can classify the raw materials consumed as follows:

	2022	2021	CHANGE (%)
+ PHOSPHATES (t)	9,989	22,539	- 55.32%*
+ NITROGEN (t)	96,573	71,832	+ 134.44%*
+ POTASH (t)	8,232	17,333	+ 52.51%*
+ OTHERS (L)**	42,535	18,715	+ 127.28%
+ OTROS (t)***	13,959	3,352	+ 316.44%

* The difference in consumption is due to changes in our fertiliser formulations.
** Including some of the liquids used as additives for products, as well as inhibitors and dyes.
*** For the year 2022, solid additives used for fertiliser production and product compaction processes are included in the Others category.

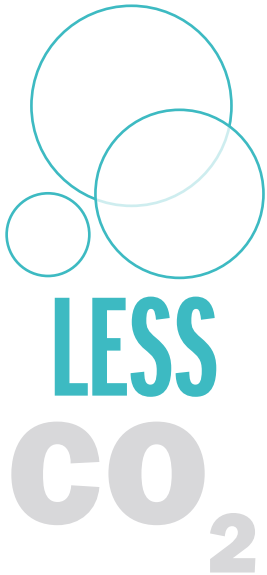
The consumption of energy resources by the Group as a whole is very low:

	MWh 2022	MWh 2021	CHANGE (%)
+ NATURAL GAS	90.28	27.68	+ 226%*
+ DIESEL	5,020.95	6,146.18	- 18%
+ PETROL	48.97	-	-
+ ELECTRICIY (NON-RENEWABLE SOURCES)	5,925.64	6,105.54	- 3%
+ TOTAL	11,085.91	12,279.40	- 10%

* Increase due to the change in the company's registered office, which is now owned by the Group, to which the supply amount is now charged.

Only 6,204.5 m³ of mains water was consumed (vs 5,457.5 m³ en 2021), of which 4,006 m³ was used for the compaction process (vs 3,762 m³ in 2021).





TRAINING

The Group has an important role to play in raising awareness among our external and internal stakeholders of the importance of environmental care. To this end, we constantly post about the environment and sustainability on our social media and on the employee channel, as well as raising awareness via the Group's own actions. In 2022: 19 POSTS

The Group's biannual convention was also held this year. With the slogan '*La Huella de Todos*' (Everyone's Footprint), it focused on corporate social responsibility.

The laboratory that the Group committed to setting up in 2021 is now a reality. This project involved an investment of 509,517 euros in 2022. It is a great boost for the Group at the regulatory level and will of course allow us to continue to develop our R+D+i

In 2021, we signed a strategic agreement that enabled us to use 80% nitrogen fertilisers with reduced and controlled emissions in our production processes in 2022 (made possible by the use of a waste product from industrial production converted into a by-product), instead of nitrogen fertilisers with CO₂ emissions. In this way, we are actively contributing to the development of a more sustainable circular economy, with a high proportion of the necessary nitrogen but also low emissions.

In 2021, work began on the project to replace the luminaires with LEDS in nine of our facilities. The project was ongoing in 2022 and involved an investment of 28,198 euros in 2022 and 115,658 euros in 2021.

The Group's facilities increased their inhibitor capacity by 225 t/h, enabling the more efficient use of fertiliser and a 20% reduction in fertiliser wastage (saving 57.75 g/t of CO₂ emissions and less pollution of aquifers through leaching), reducing nutrient loss. Investment in this project in 2022 amounted to 285,479 euros.

Following a study of the energy savings offered by photovoltaic solar installations, the project began in 2022 at the Group's two factories, with an investment of 285,479 euros, for delivery in 2022–2023, with renewable sources generating 40% of the energy consumed.

As a cross-cutting project, the logistics department is working on the development of a road transport management platform with for the essential purpose of limiting waiting times at logistics facilities, thus reducing the CO₂ emissions generated by transport operators. The investment in this project is approximately 500,000 euros for the first phase and installation. The project began in 2022 and implementation is to continue into 2023. The initial investment was 104,672 euros.

GHG EMISSIONS (tCO ₂ eq)		2021	%
SCOPE 1			
NATURAL GAS	16	5	+ 220%
DIESEL	1,277	1,569	- 19%
PETROL	9		
SCOPE 2: ELECTRICITY			
Electricity2	1,612	1,546	+ 4%

¹ Electricity consumed from non-renewable sources, which do not have a certificate of renewable origin.

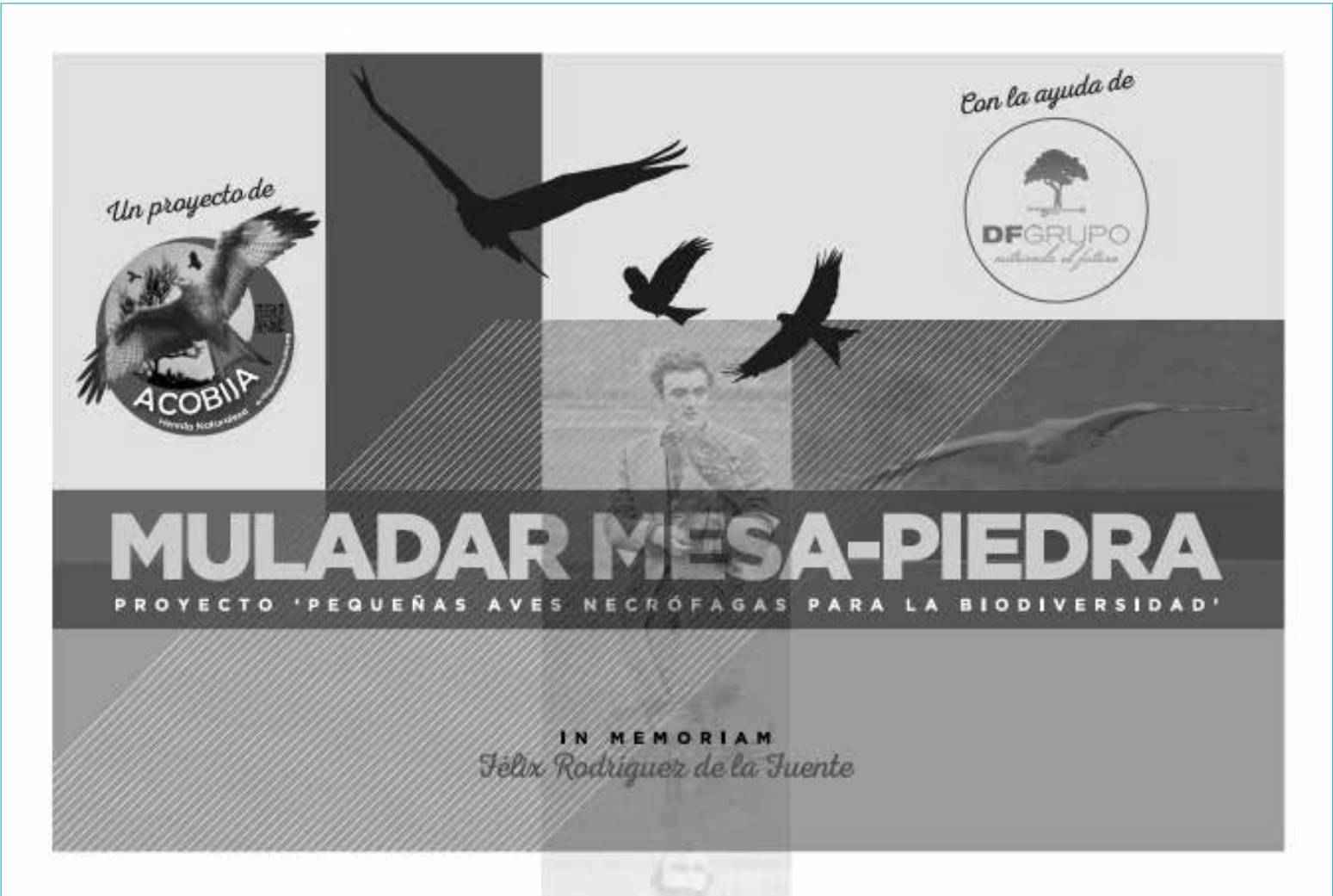




In 2022, the Mesa-Piedra Feeding Station was opened as part of the Small Necrophagous Birds for Biodiversity Project, which is working on the recovery and preservation of two of the most endangered necrophagous bird species: the red kite (*Milvus milvus*) and the Egyptian Vulture (*Neophron percnopterus*). The main goals of this project are to stem the loss of biodiversity, restoring the natural habitat in which these necrophagous birds feed, and strengthening the continuity of the Iberian Mountains biological corridor in the province of Zaragoza.

The new feeding station will serve these endangered species. By contributing 1,195.55 kg of food, we were able to prevent 1,027.75 kg in atmospheric CO₂ emissions corresponding to the reduction in the transport and burning of carcasses.

The total contribution was consumed by all the sighted and counted individuals. Specifically, a count was made of the following individuals:



OUR COMMITMENT...



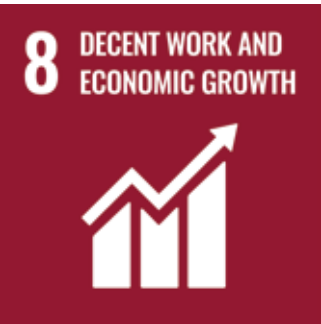
to People

What role should **DFGRUPO** play as part of its **Commitment to People**, according to the SDGs set out by the UN?

DFGRUPO is firmly committed to the following SDGs



Ending hunger, achieving food security and improved nutrition and promoting sustainable agriculture. Profound changes are needed in the global agri-food system.



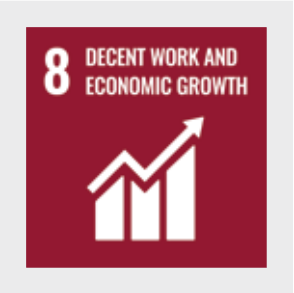
Inclusive and sustained economic growth is needed to drive progress, create decent jobs for all and improve living standards.



Cities and metropolitan areas are hubs of economic growth and contribute to about 60% of global GDP. However, they are also responsible for about 70% of global CO₂ emissions and more than 60% of resource consumption.



DFGRUPO in people as a differentiating factor and value generator. That is why we are committed to them and invest in their talent, their training and their full development.



Want to Do, Be Able to Do and Know How to Do

Through the Group's motto of WANT TO DO, BE ABLE TO DO and KNOW HOW TO DO, we enable the continuous training of employees, based primarily on identifying improvements in skills, not only technically, but also by improving soft skills.

Such is the importance we place on this that our people management platform, sends an annual survey to all employees to find out their training and career development needs. As a matter of company policy, training courses are given according to categories, positions and roles.

Our variable remuneration system allows us to assess and dialogue with each of our employees and to be aware of their individual needs.

**VARIABLE REMUNERATION
IS ENJOYED BY 65% OF
THE GROUP'S EMPLOYEES**

The proportion was 57% in 2021.

Training

On-the-job training generates numerous advantages for the company and the employee:

- > It broadens knowledge, skills and abilities.
- > It promotes the social integration of each employee.
- > It increases satisfaction, motivation and participation, and increases job security.

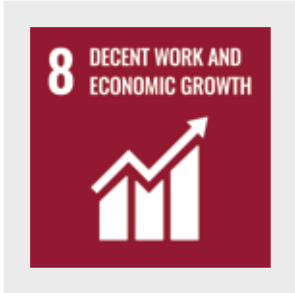
THERE WAS AN INCREASE IN TRAINING HOURS OF 271% (FROM 873H TO 3,243H) IN 2021, AND OF 20%, ALSO GREATER THAN 15%, IN 2022.

CATEGORY	2022 TRAINING HOURS	2021 TRAINING HOURS
SHAREHOLDERS	150	277
EXECUTIVES	28	156
DIVISION MANAGERS	505	313
TECHNICIANS	1,042	829
ADMINISTRATION	820	1,070
OTHERS	1,346	596
TOTAL	3,891	3,240
MEN / WOMEN	2,844 / 1,047	2,212 / 1,028

As of 2022 onwards we have been committed to posting information on our employee portal regarding different aspects that enhance the capabilities of our employees, from initiatives such as *Did you know?* focusing on social responsibility, or *IT Tips* for improvement within the work environment.



DFGRUPO is committed to people, as each employee is fundamental to the growth, development and sustainability of the business. It is therefore essential to provide a motivating environment where a work-life balance can be achieved.



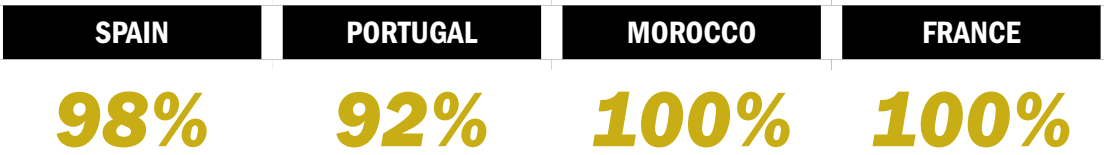
Objective 360º Care

DFGRUPO offers its employees a range of benefits through a flexible remuneration system:

- >> Childcare rebate
- >> Private health insurance
- >> Subsidised transport
- >> Funeral insurance
- >> Training
- >> Preferential banking services

In Spain, 100% of employees are covered by life insurance through a policy taken out by the Group; in Portugal, all employees have private health insurance.

WE ARE COMMITTED TO PERMANENT CONTRACTS

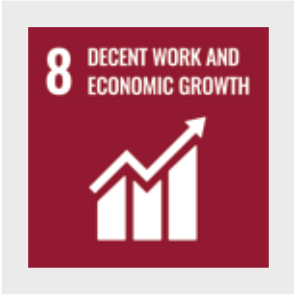


Distribution at year-end by country			Distribution of average number of employees by country		
COUNTRY	2022	2021	COUNTRY	2022	2021
SPAIN	234	222	SPAIN	218.63	232.25
PORTUGAL	48	51	PORTUGAL	51.07	51.44
MOROCCO	19	21	MOROCCO	19.99	21.05
FRANCE	5	4	FRANCE	3.75	3.16
TOTAL	306	298	TOTAL	293.43	306.92



TO PEOPLE: DFGRUPO SDGS | PEOPLE AND TALENT | WORKING CONDITIONS | FARM TO FORK | HUMAN RIGHTS | LOCAL DEVELOPMENT | COLLABORATIONS

PEOPLETALENT



Employees have a direct line of communication with the human resources (HR) department and an employee portal via the FACTORIAL platform where they can communicate matters of interest and make enquiries.

		GENDER DISTRIBUTION (AT YEAR-END)						GENDER DISTRIBUTION (ANNUAL AVERAGE)				
		PERMANENT	PERM. PART-TIME	TEMPORARY	TEMP. PART-TIME	NO. OF REDUNDANCIES	TOTAL	PERMANENT	PERM. PART-TIME	TEMPORARY	TEMP. PART-TIME	TOTAL
2022	WOMEN	60	5	2	1	1	67	56.97	4.72	3.15	0.50	64.84
	MEN	228	5	5	0	7	239	214.59	4.99	8.51	0.00	228.59
	TOTAL	288	10	7	1	8	306	271.56	9.71	11.65	0.50	293.43
2021	WOMEN	56	0	5	4	7	65	56.00	2.28	4.77	4.30	67.34
	MEN	208	0	20	5	12	233	211.01	0.00	25.14	3.42	239.57
	TOTAL	264	0	25	9	19	298	267.01	2.28	29.91	7.72	306.92

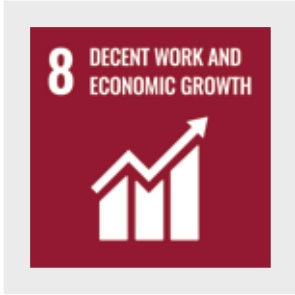
		AGE DISTRIBUTION (AT YEAR-END)						AGE DISTRIBUTION (ANNUAL AVERAGE)				
		PERMANENT	PERM. PART-TIME	TEMPORARY	TEMP. PART-TIME	NO. OF REDUNDANCIES	TOTAL	PERMANENT	PERM. PART-TIME	TEMPORARY	TEMP. PART-TIME	TOTAL
2022	< 30	22	0	1	1	0	24	17.41	0.00	2.13	0.50	20.04
	30-50	79	6	6	0	8	85	74.64	5.98	1.25	0.00	81.87
	> 50	187	4	0	0	0	197	179.51	3.73	8.28	0.00	191.52
	TOTAL	288	10	7	1	8	306	271.56	9.71	11.65	0.50	293.43
2021	< 30	15	0	4	0	0	19	14.43	0.00	7.94	0.00	22.57
	30-50	177	0	19	5	13	201	180.58	0.76	19.94	3.26	204.53
	> 50	72	0	2	4	6	78	72.01	1.52	2.13	4.16	79.82
	TOTAL	264	0	25	9	19	298	267.01	2.28	29.91	7.72	306.92

		DISTRIBUTION BY PROFESSIONAL CATEGORY (AT YEAR-END)						DISTRIBUTION BY PROFESSIONAL CATEGORY (ANNUAL AVERAGE)				
		PERMANENT	PERM. PART-TIME	TEMPORARY	TEMP. PART-TIME	NO. OF REDUNDANCIES	TOTAL	PERMANENT	PERM. PART-TIME	TEMPORARY	TEMP. PART-TIME	TOTAL
2022	DIRECTORS	6	0	0	0	0	6	6.00	0.00	0.00	0.00	6.00
	EXECUTIVES	6	2	0	0	0	8	6.91	1.99	0.00	0.00	8.90
	DIV. MANAGERS	25	0	0	0	0	25	23.82	0.00	0.00	0.00	23.82
	TECHNICIANS	87	0	2	0	1	89	79.68	0.00	2.70	0.00	82.38
	ADMINISTRATIVE STAFF	65	5	0	1	1	71	62.34	4.72	0.32	0.50	67.89
	OTHERS	99	3	5	0	6	107	92.81	2.99	8.64	0.00	104.44
	TOTAL	288	10	7	1	8	306	271.56	9.71	11.65	0.50	293.43
2021	DIRECTORS	7	0	0	0	0	7	7.00	0.00	0.00	0.00	7.00
	EXECUTIVES	10	0	0	0	0	12	9.99	0.00	0.00	2.00	11.99
	DIV. MANAGERS	23	0	0	0	0	23	22.83	0.00	0.00	0.16	22.99
	TECHNICIANS	76	0	2	1	5	79	75.78	0.00	2.66	0.15	78.58
	ADMINISTRATIVE STAFF	60	0	4	3	1	67	59.70	0.00	1.87	3.30	64.87
	OTHERS	88	0	19	3	13	110	91.71	2.28	25.38	2.12	121.48
	TOTAL	264	0	25	9	19	298	267.01	2.28	29.91	7.72	306.92



Management and HR policies promote equality of workers.

- The recruitment process is governed by the principle of equal opportunities.
- Training and tools are provided, facilitating access to positions of greater responsibility following the same principle.
- Reconciliation conditions are improved.
- Equality is integrated into both internal and external communication systems.
- There are spending and vehicle fleet policies that ensure equal opportunities, rights and duties in the same professional categories.
- Births and deaths policy.



WORK-LIFE BALANCE

THE GROUP IS DETERMINED TO MAKE SIGNIFICANT PROGRESS IN EMPLOYEE CARE AND ISWORKING ON POLICIES TO PROMOTE WORK-LIFE BALANCE. DIFFERENT KEY MEASURES WERE INTRODUCED IN 2022, INCLUDING:

- Flexibility in annual leave policy: change from 30 calendar days to 22 working days.
- Flexible starting times.
- Possibility of working from home, depending on the distance to the workplace.
- Throughout the year every Friday is a continuous working day (reduced working day with only a short meal/rest break), and a continuous working day is in place daily in all workplaces for four months over the summer period.

EQUALITY

THE EQUAL OPPORTUNITIES ADVOCATED BY THE GROUP IS SPECIFIED IN ITS CODE OF ETHICS. ALTHOUGH NO DISABLED PERSONS ARE CURRENTLY EMPLOYED BY THE GROUP, THE GROUP COLLABORATES WITH ASSOCIATIONS THAT PROMOTE LABOUR MARKET INTEGRATION, SUCH AS AMIBIL IN CALATAYUD. WE ALSO OUTSOURCE THE PREPARATION OF SAMPLES TO THE SHELTERED WORKSHOP RUN BY AMAFI, S.L.

GENDER PAY GAP

	Spain	Portugal	Morocco
2022	8.8%	- 0.1%	3.6%
2021	6.6%	- 10.5%	8.2%

* The following formula was used to obtain this figure: (average Men - average Women)/average Men. Positive inequality (+) indicates the % by which women's median wage is lower than men's median wage, and negative inequality (-) indicates the % by which women's median wage is higher than men's median wage.
** Last year, in Portugal, in the *Managers* category, there were staff assigned who should have been in the category of *Division Managers*.
*** Because there are only persons of the same gender in each category in France, the difference between men and women cannot be shown.

HEALTH AND SAFETY

Expenditure on PPE in 2022 was 36,724 euros, which brings the aggregate spending for 2021 and 2022 to 90,000 euros.

Occupational risk prevention plans are in place in all Group companies.

- 100% of the workers are covered by a collective bargaining agreement.
- 100% of workers are trained in occupational risk prevention.

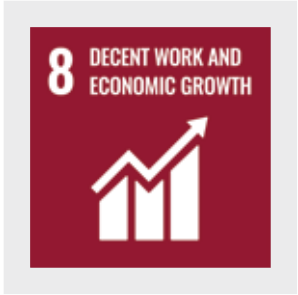
Since the creation of the Group's occupational health and safety department a few years ago, a great deal of work has been done in this respect. There are occupational risk prevention plans in place in all Group companies in Spain, and we are obligated to continue our efforts through the creation of a procedure, WE LEARN FROM OUR ACCIDENTS, in which the incident and its causes are described, and basic instructions are provided on how to prevent it. All workers performing similar tasks are provided with this document to inform them of the risks. Similarly, there is a policy in place in Portugal that commits to identify the risks of its facilities and act accordingly.

Following on from 2021, safety conditions continued to improve in 2022 to control the main risks at the work centres (warehouses and factories), such as collisions, falls from height and entrapment. Efforts to minimise the risk of accidents involving pedestrians being run over are ongoing, with measures such as enhancing visibility of work equipment through the use of blue spot lighting devices, mirrors and signage, and delineating pedestrian traffic areas and installing barriers and bollards. Additionally, there has been significant progress in upgrading and modernising the fleet of mobile machinery, including loaders and forklift trucks. Total investment of 189,212 euros. Anti-crush devices were studied and operational tests carried out in Via Luida. In terms of reducing the risk of falls from heights, the renovation of roofs and improvements to anchor plates and handrails were undertaken at the Group's main logistics facilities in Spain. This involved an investment of 520,953 euros in 2022.

In collaboration with an external engineering company that carries out improvements and integration of all the equipment on the production lines, a project was launched to obtain the EC declaration of conformity for the various production lines by integrating all the machines.

Another area of work was the improvement of fire safety in the Group's main facilities, the improvement of alarm and detection systems and especially the fire extinguishing system through the provision or upgrading of pumping equipment and the network of hose reels and hydrants. This investment for the Group amounted to 423,177 euros.





ACCIDENT RATE INDICATORS

SPAIN

Absenteeism hours in Spain amounted to 1,728 hours, all attributed to men. There were 7,544 hours in 2021, all attributed to men.

Accident rate indicators	WOMEN 2022*	MEN 2022**	WOMEN 2021*	MEN 2021**
Frequency rate	0	27.27	0	33.82
Severity rate	0	0.74	0	3.19
No. of accidents with sick leave (excluding commuting accidents)	0	8	0	10
No. of occupational illnesses detected	0	0	0	0
No. of deaths resulting from accidents at work or occupational diseases	0	0	0	0

PORTUGAL

Absenteeism hours in Portugal amounted to 656 hours in 2022, all attributed to men. There were 144 hours in 2021, all attributed to men.

Accident rate indicators	WOMEN*	MEN**	WOMEN*	MEN**
Frequency rate	0	43.50	0	20.49
Severity rate	0	0.89	0	0.18
No. of accidents with sick leave (excluding commuting accidents)	0	4	0	2
No. of occupational illnesses detected	0	0	0	0
No. of deaths resulting from accidents at work or occupational diseases	0	0	0	0

MOROCCO

There was no absenteeism reported in Morocco in 2022, while there were 1,152 hours in 2021, 968 attributed to men and 184 to women.

Accident rate indicators	WOMEN*	MEN**	WOMEN*	MEN**
Frequency rate	0	0	113.64	35.04
Severity rate	0	0	2.61	4.28
No. of accidents with sick leave (excluding commuting accidents)	0	0	1	1
No. of occupational illnesses detected	0	0	0	0
No. of deaths resulting from accidents at work or occupational diseases	0	0	0	0

FRANCE

As in 2021, there were no accidents, no illness (except for one 40-day maternity leave), no absenteeism and no COVID leave in 2022.

*
Frequency rate for women = (number of lost time accidents, excluding commuting accidents/number of actual hours worked by women) x 106
Severity rate for women = (number of days lost due to lost time accidents/number of actual hours worked by women) x 103

**
Frequency rate for men = (number of lost time accidents, excluding commuting accidents/number of actual hours worked by males) x 106
Severity rate for men = (number of days lost due to time accidents/number of actual hours worked by men) x 103





The European Green Deal contains a set of strategies aimed at achieving food systems that are fair, healthy and environmentally friendly. This is what the European Union has called **From Farm to Fork**. Farm to Fork seeks to achieve a food system in Europe that:

- **Guarantees food security**, nutrition and public health, ensuring that everybody has access to sufficient, safe, nutritious and sustainable food; guaranteeing food affordability while generating fairer economic returns, fostering the competitiveness of the EU supply sector and promoting fair trade.
- **Has a neutral or positive environmental impact** and helps mitigate climate change and adaptation to its impacts, and also to reverse the effect of biodiversity loss.



→

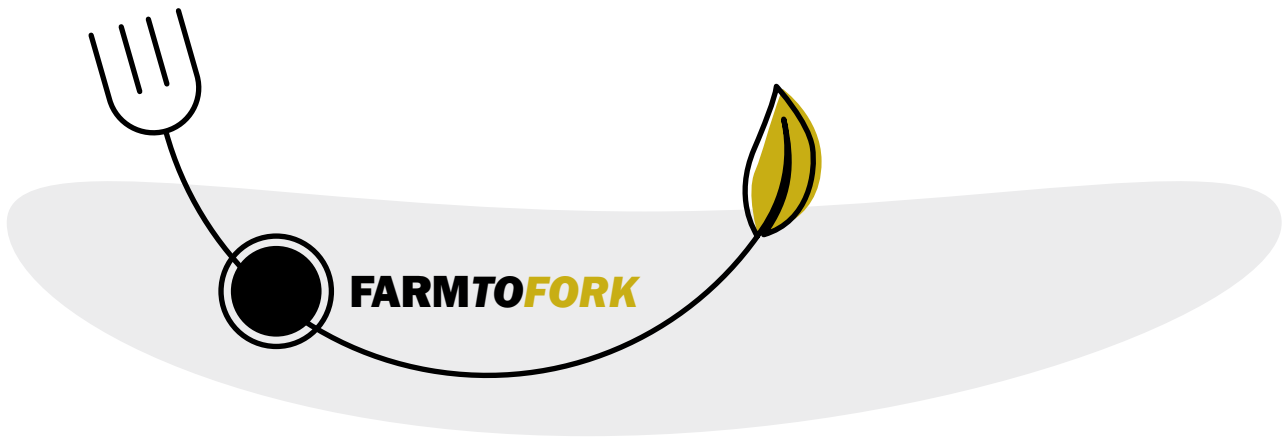
Food Security

Hidden Hunger

←

As part of our **Commitment to People** and in accordance with Farm to Fork guidelines, we make food safety a priority. DFGRUPO has been supplying fertilisers since 1978. Today, we produce more than 350,000 tonnes of fertiliser annually, and **thanks to our import and logistics capacity, we are able to place almost 1.5 million tonnes a year on the market**, distributed in more than 10 countries.

What does this translate into? In very general terms, if we consider, as certain studies indicate, that for every 200 kg of nitrogen provided, we could increase cereal production by 1,451 kg. And if we extrapolate our activity to fit statistics, **our activity would be responsible for the production of some 10.5 million tonnes of food annually. This would be enough to feed 15 million people for a year at the level of Spanish consumption in 2022.** This information gives us a good idea of the importance and impact our work has in ensuring food security.



According to the FAO, ‘hidden hunger, or micronutrient deficiencies, occurs when the quality of food that people eat does not meet their nutrient requirements, so they are not getting the essential vitamins and minerals they need for their growth and development’. It can lead to immune system disorders, stunted physical and intellectual development and even death.

‘The lack of food is not a chronic situation, but is linked to the low quality of food due to a lack of essential nutrients in its composition. It is a phenomenon known as hidden hunger and affects two billion people.’ **The current challenge for agriculture is to manage crop nutrition in a soil deficiency scenario to improve the quality of production.**

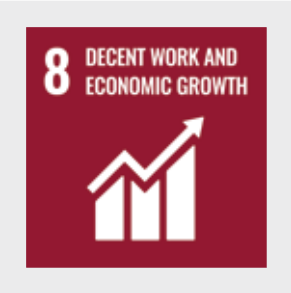
We must monitor strategies to increase the nutritional value of the food produced. Studies have shown that deficiencies in such micronutrients as zinc, selenium and manganese have an effect on the immune system. Progress must be made to improve the quality of crops with adequate fertilising, which will bring about an improvement in the quality of the food consumed.

For this reason, agricultural production must:

- Produce foodstuffs with specific basic compositions.
- Maximise crop production efficiency and monitor nutrient dilution when yields are increased.
- Implement balanced and strategic fertiliser application that allows quality to be maintained.
- Not neglect the effective incorporation of nutrients in food production through the proper application of fertiliser.



The Universal Declaration of Human Rights is a landmark document in the history of human rights. Drawn up by representatives from all regions of the world with different legal and cultural backgrounds, the Declaration was issued by the United Nations General Assembly in Paris on 10 December 1948 as a common ideal for all peoples and nations. For the first time, the Declaration set out the fundamental human rights to be protected worldwide. It has been translated into more than 500 languages. The UDHR is widely acknowledged to have inspired and paved the way for the adoption of more than seventy human rights treaties, which are now permanently applied globally and regionally.



Code of Ethics

In 2019, **DFGRUPO** drew up its Code of Ethics, its highest internal standard for the principles, values and conducts with which the exercise of our activity within the Group must comply. The work, individual and collective, of all the members of the company shapes our corporate culture and is a key part of how we work together and the success of the company. Furthermore, this Code allows us to show our suppliers, customers, shareholders and partners, and society in general the philosophy and culture ingrained in **DFGRUPO**, underscoring our commitment to ethics and compliance with the law.

The scope of application of this Code, as part of the essence of **DFGRUPO**, extends to any Group company, regardless of the country in which it operates. It also applies to all internal Group relations, as well as to any employment, commercial or administrative relationship. Furthermore, **DFGRUPO** respects freedom of association and the right to collective bargaining, and does not infringe the Code. Forced or compulsory labour of any kind and any discrimination in employment and occupation is prohibited, and no relationship is entered into with third parties of interest that do not similarly prohibit child labour and work towards its effective abolition.

DFGRUPO takes into account all the obligations and commitments set out in the ILO Declaration on Fundamental Principles and Rights at Work. Evidence of this is the development of and adherence to its **Code of Ethics**.

- **Freedom of association and assembly and the effective recognition of the right to collective bargaining**
- **The elimination of all forms of forced or compulsory labour**
- **The effective abolition of child labour**
- **The elimination of discrimination in respect of employment and occupation**
- **A safe and healthy working environment.**

DFGRUPO did not receive any complaints of human rights violations nor discrimination through existing channels in 2022, or previously.



Local economic development can be defined as the process of transformation of the local economy and society, aimed at overcoming existing difficulties and challenges, which seeks to improve the living conditions of the populace through decisive and concerted action between various local socio-economic players, both public and private. It aims to use existing endogenous resources more efficiently and sustainably through the promotion of local entrepreneurial skills and the creation of a local environment of innovation.

Local area

The head office of **DFGRUPO** is located in Calatayud, a small town in the Aragon region of Spain that is a very important hub of employment for its entire district, and with which it continues to have a recognised social commitment through its support for local sports teams, cultural events and festivals, among other activities.

The Group's factories in mainland Spain are located in rural areas and are therefore a revitalising force in the country's depopulated areas, known as 'empty Spain'.

The vast majority of our clients are located in rural areas, which means that our activity helps to generate wealth in these areas and, as a consequence, to retain their population.



90% OF OUR SUPPLIERS ARE LOCAL

Commitments

The Group cooperated with 17 associations and NGOs in various fields operating in the communities of which the Group is a member, with a contribution of 40,700 euros.

We are part of the ACEFER association, which fosters the relationship between business and society.

The Group has key facilities and locations in rural areas and small towns and therefore boosts their local economies.

We have a strong commitment to hiring local staff in the areas where we operate. Of the Group's employees in Spain, 34% work in what is known as 'empty Spain'.

In addition, in 2021, the Group joined two economic interest groups that undertake projects of general interest. We have projects focused on finding solutions related to general responsibility, health and the sustainability of society. This firm commitment continued in 2022, through collaborations in a growing number of projects.





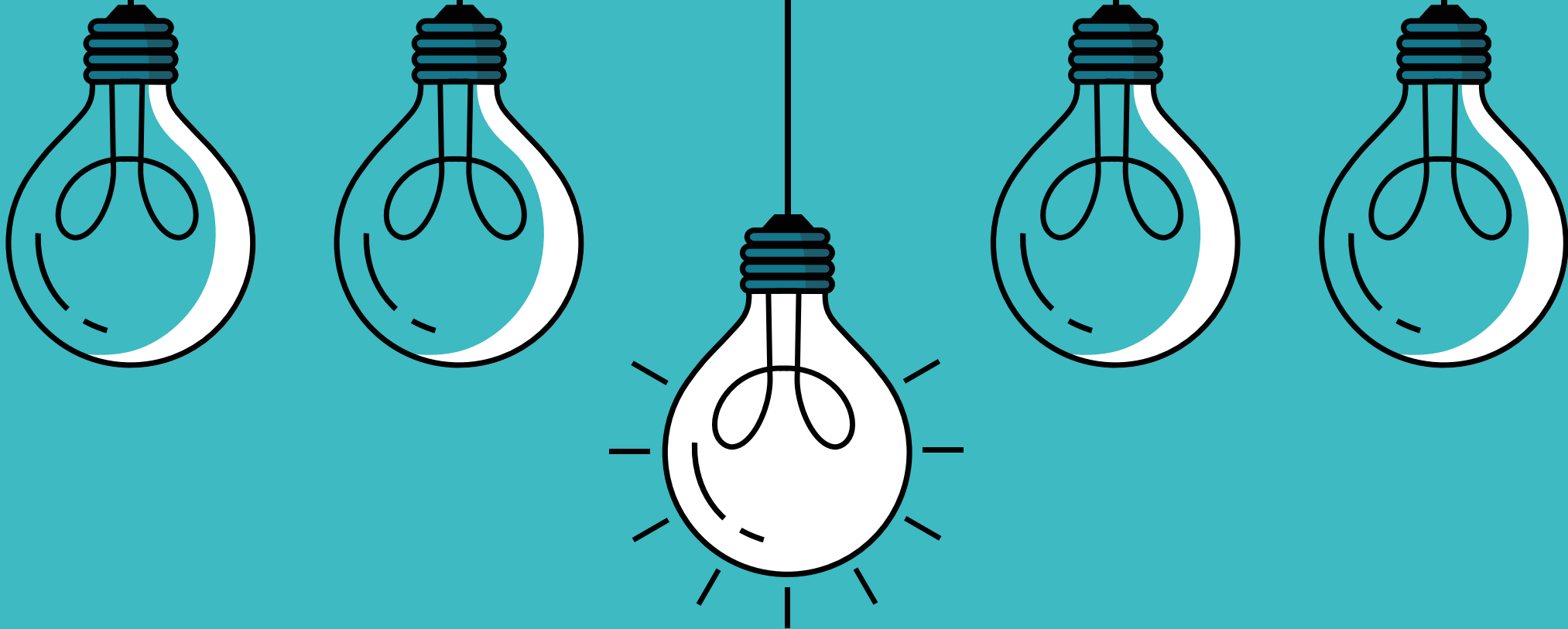
Local economic development can be defined as the process of transformation of the local economy and society, aimed at overcoming existing difficulties and challenges, which seeks to improve the living conditions of the populace through decisive and concerted action between various local socio-economic players, both public and private. It aims to use existing endogenous resources more efficiently and sustainably through the promotion of local entrepreneurial skills and the creation of a local environment of innovation.



AMIBIL is an NGO with a social mission that operates in the Calatayud district. It is part of Plena Inclusión, an umbrella association working towards the full integration of people with disabilities. The families are the real leaders of this association through their active participation in decision-making and the defence of the rights that affect the living conditions of people with intellectual disabilities and/or multiple disabilities.



OUR COMMITMENT...



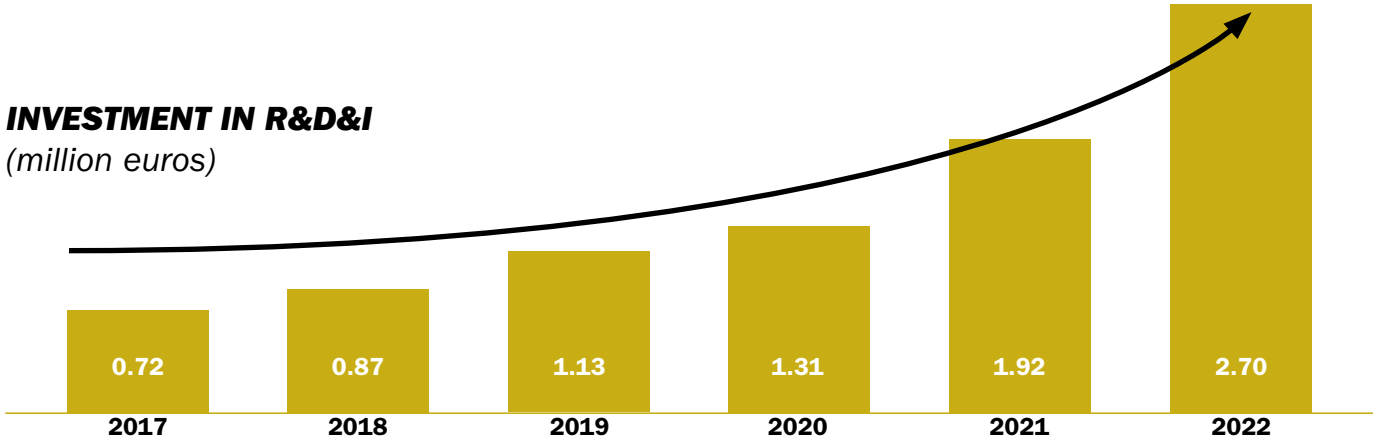
to Efficiency



As we are increasingly aware of what we can contribute to the world around us, more specific legislation and our ability to generate value, at **DFGRUPO** we are committed to investing in the creation of our own research & development & innovation (R&D&I) department.

Our employees, experts in the field of fertilisers, thus support our ability to make changes that have a genuine positive impact on the economic and social development of our planet.

INVESTMENT IN R&D&I
(million euros)



OWN DEVELOPMENTS

FERCOMBIOS:

New fertilisers for cereal crops using novel compounds of biological origin.

CONCENTRO:

New high-concentration nitrogen fertilisers with high absorption capacity for cultivation.

RECUBRIFER:

New slow-release fertilisers using new polymeric coatings.

PROTECTFERT:

Development of new compacted mulch fertilisers that provide weed protection.

I+DF+i

REGULATIONS AND QUALITY

Centralisation and management of technical documentation about raw materials and finished products

Quality testing of raw materials and finished products

Official product certifications (biostimulants, organics, etc.)

Approval of products in other countries

CHEMICAL PROCESSES

Fertiliser analyses

Quantitative analyses

Industrial processes at the Group's factories for product improvement

R&D&I of chemical formulas (solids/liquids)

Chemical testing

Work in unsuitable soil conditions

BIO-CHEMICAL PROCESSES

In-plant analyses

Processes with micro-organisms

In-plant testing

R&D&I for formulas micro-organisms

Biostimulation and plant defence work

Research on new materials





In 2020, **DFGRUPO** demonstrated its capacity for the digital transformation that was required at the time. That moment marked a turning point in our awareness of the development and improvement of digital systems and platforms that allow tasks and work to be carried out more efficiently, and therefore less polluting in all senses of the word. However, there are two sides to this coin, for while it offers important advantages, it also poses a number of threats.



Against a complex backdrop, organisations must reassess the level of exposure and risk and **implement new cybersecurity measures as necessary.**

The Group, which is always looking to progress, is aware of this need and plans to invest in the cybersecurity of its systems and its supply chain.

A successful digital transformation requires the best talent, creating a perfect symbiosis between people and technology. Although **digitisation requires investment in technology, it also requires acquisition of the skills and abilities needed** for its use and to ensure proper change management in order to benefit from its full potential.

The Group commenced this important project with a **professionalization plan for the IT and cybersecurity department**, which includes an analysis phase of the Group’s current situation and brings to the table the solutions and projects necessary for risk control.

The SECURISATION project was launched, which in addition to strengthening the IT department, draws on the collaboration of a company specialising in vulnerability analysis. All of this involves the planning of **21 individual projects in the space of 3 years.**

The department issues **DFGRUPO** ICT Security Policy.

INVESTMENT IN
COMPUTER EQUIPMENT

€74,799

+ 56% compared to 2021

INVESTMENT IN
WAREHOUSE DIGITISATION

€500,000

Implementation commenced in 2022

INVESTMENT IN
CYBERSECURITY AND HIGH AVAILABILITY

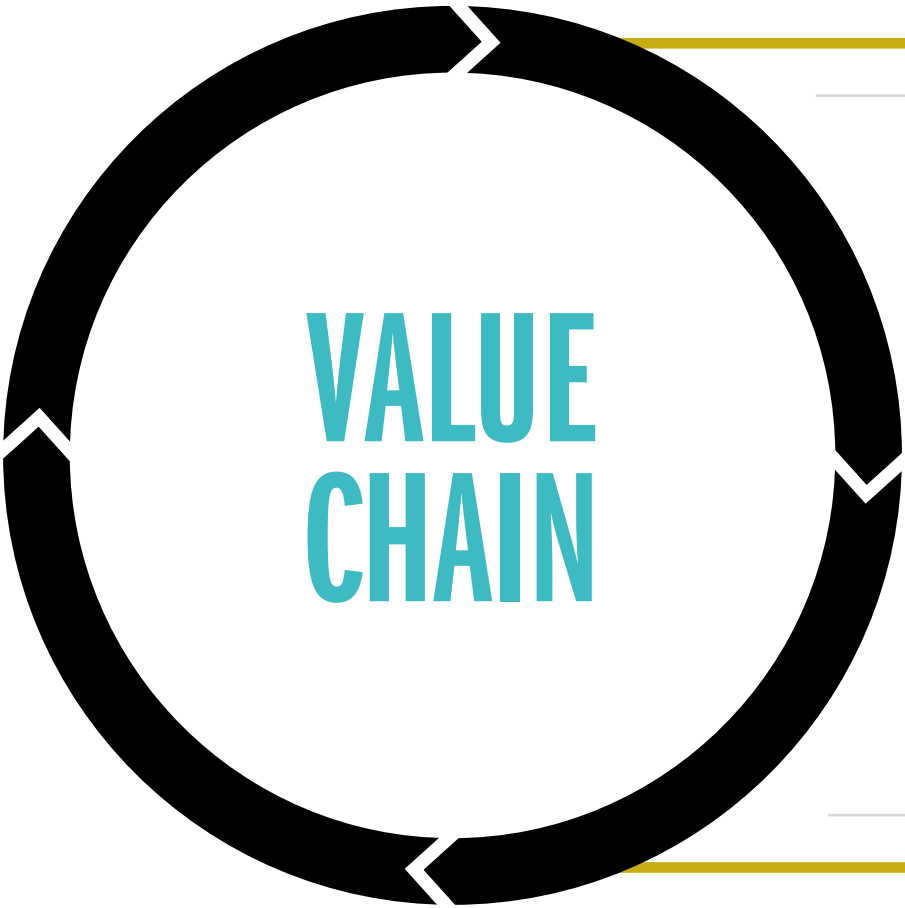
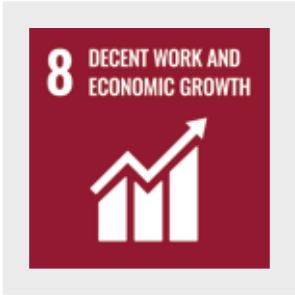
€42,122

Implementation commenced in 2022



The chemical sector, and in particular the main fertiliser producers, have a very active role in environmental preservation and sustainability. 580 manufacturers have signed the Responsible Care Global Charter.

A significant number of our suppliers are signatories, and they belong to the World Business Council for Sustainable Development (WBCSD).



The Group's most important suppliers guarantee their commitment via their published and verified sustainability reports.

The world's largest fertiliser producers and manufacturers are developing management system programmes using tools such as best available techniques (BAT) for industrial factories. The Group has developed a Supplier Approval Protocol which sets out our policy in this area in accordance with senior management guidelines.

In addition, the Group has worked and continues to work on supplier engagement with our own SDGs through questionnaires developed for supplier-partner categorisation.

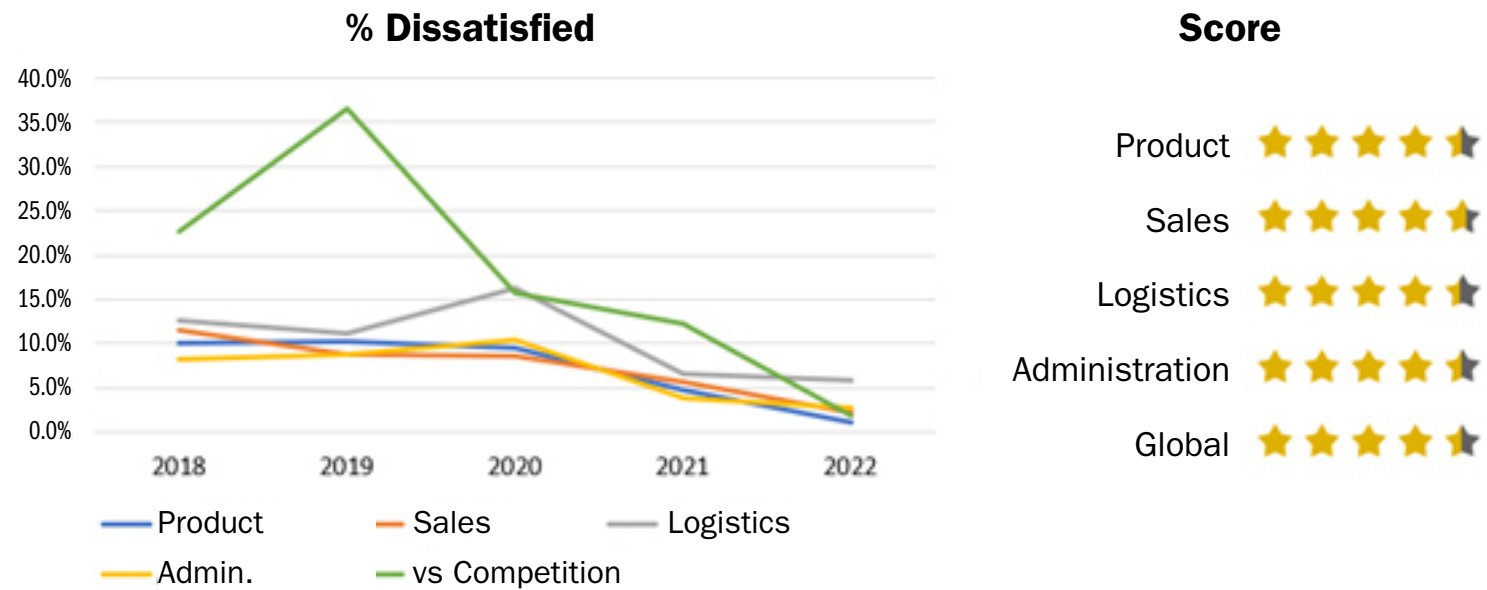
In Portugal, a supplier evaluation procedure is in place.

In this value chain, local development is very important, and we focus on improving and developing important areas where we are located.



Our customers are an essential part of our business; their endeavour and their good work is the basis for the development of society, for whose existence food is a basic and indispensable element, undoubtedly, one of its most important assets.

In Spain, customer satisfaction surveys are carried out by the conventional fertiliser sales department to find out their level of satisfaction from different angles: services, customer service, product quality, operations, etc. This is a graphic visualising the complaints:



In 2022, the Group’s policy initiated the previous year was maintained with the same rigorous standards, and we continued to meet the needs of our customers through various online communication channels. Through these communication channels (website, Facebook, LinkedIn, etc.), the Group is always open to dialogue and cooperation. We also worked on search engine optimisation (SEO) campaigns, focusing on quality information that allows our customers to improve efficiency and effectiveness in crop applications, through informational articles about the qualities and results of our products.

The Group is working on structuring and creating protocols to manage complaints in order to reduce them. In Spain, the conventional sales department works in two directions: surveys are conducted with our customers to find out their level of satisfaction at different levels, and complaints are managed to achieve a certain degree of loyalty and strengthen the relationship with our customers. Our special fertiliser companies in France and Portugal have a protocol to follow in terms of the complaints received by the sales representatives in order to manage and quantify them.



COMPLAINT MANAGEMENT:

Our special fertiliser companies received a total of 54 complaints in 2022 (53 in 2021), 87% of which were resolved within the same year.

In France and Portugal, there is a customer complaint management system that identifies the specific problem and to which division it corresponds in order to quantify, summarise and manage it.

In 2022, 44 complaints were received in France, 78% of which were resolved, and 28 complaints in Portugal, 100% of which were resolved. In 2021, 35 and 23 complaints were received, respectively.



DFGRUPO has the widest range of fertilisers, both conventional and specific and special, with 2,563 products, including 566 specific products and à la carte products as required. In 2022, we conducted a total of 1,237 product tests in Group companies.

In line with its goal of excellence, the Group is working on a series of measures:

1.

REGULATION AND COMPLIANCE:

It is essential to have clear and effective regulations that set safety and quality standards for fertilisers. At **DFGRUPO**, we adhere to all regulations for fertilisers as set out in European Regulation 2019/1009. All products marketed by **DFGRUPO** are covered by the EU REACH legislation, which guarantees that the products do not pose a risk to health or the environment within their authorised use.
2.

APPROPRIATE LABELLING AND PACKAGING:

Fertilisers must have clear and legible labels that provide important information to the consumer. This includes ingredients, instructions for safe use, warnings and precautions. All these warnings are included on our packaging. Safety and technical data sheets are also provided for all products. The packaging materials (plastic and raffia) are resistant to prevent leakage or spillage. During palletisation, the pallets are shrink-wrapped with resistant plastic to prevent deformation of the pallets and to ensure correct transport and handling.
3.

TRAINING AND CAPACITY BUILDING:

DFGRUPO understands the importance of educating customers on the proper use of fertilisers and the potential risks associated with them. We provide educational materials, either through physical media such as brochures or through publications on our website that explain best application practices, safe handling and potential health risks. We have also given training talks to farmers that include these topics.
4.

QUALITY CONTROL:

We have quality control programmes to check the composition and quality of fertilisers on the market. We carry out external laboratory analysis of products we receive by ship and have a quality control policy in relation to the products we produce in our compaction plants.



Our efforts centred on product excellence lead us to buy from manufacturers with high quality standards; we also develop specific products that we distribute through our three business units:



A group of companies that focus on products with high consumption and high profitability in harvests. Their main objective is the constant and regular supply of a wide range of fertilisers, especially imported ones, at competitive prices.



In response to the demand for new products where soil optimisation, efficiency, and sustainability are more than just a necessity, the company specialises in the production and marketing of the latest generation of fertilisers.

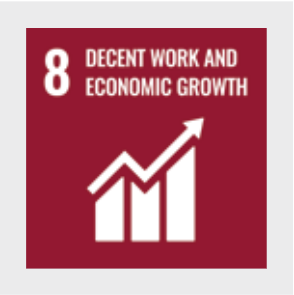


Fertiliser and animal health company specialising in technological and innovative products that make it possible to offer a range of effective and efficient solutions to the new challenges facing the agricultural sector.



DFGRUPO, in the knowledge that it has an opportunity to impact on the environment by contributing to the supply of healthy and sustainable food through product innovation, strives to drive change through sustainable production.

Its key partners for this are farmers, suppliers and intermediate customers.



THROUGHOUT 2022, WE TRAINED MORE THAN 200 PEOPLE VIA 11 PRESENTATIONS AND LECTURES.

We promote the transfer of knowledge and best practices with regards to fertiliser use. Through technical knowledge of innovative and more sustainable products, we increase the uptake of low-carbon technologies.

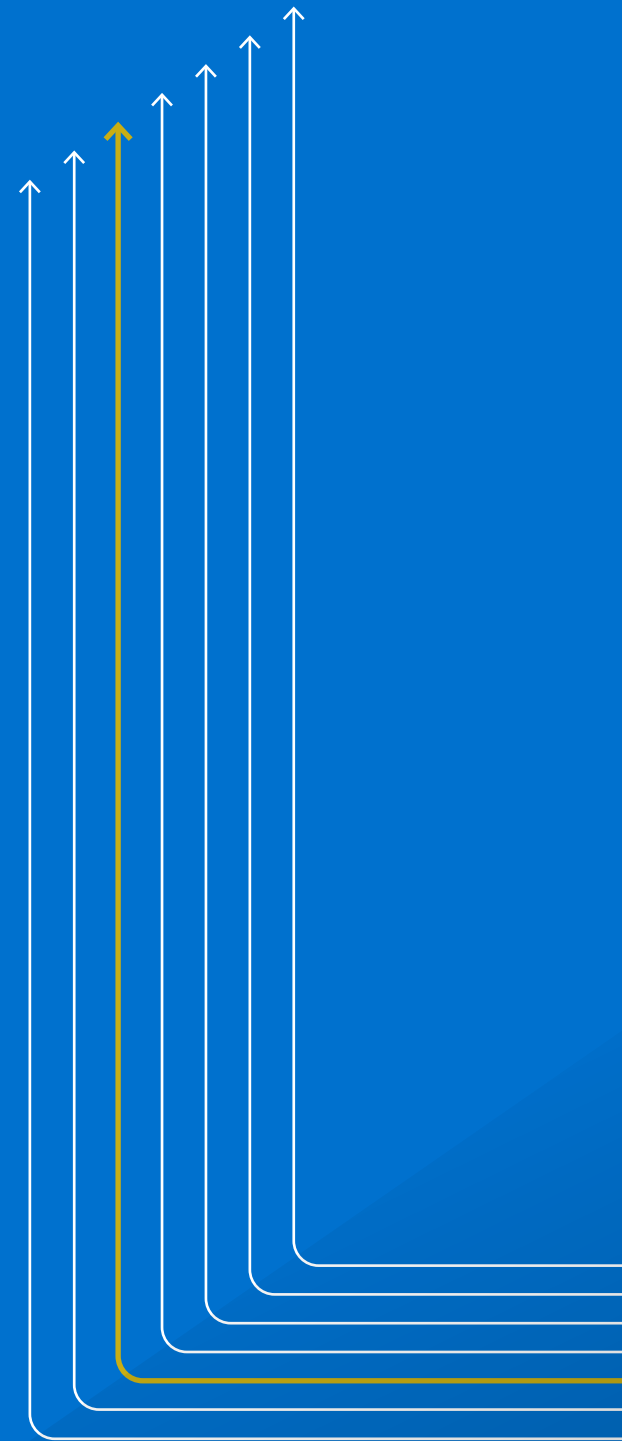
WE ALSO PERFORMED 398 SOIL TESTS AT A TOTAL COST OF €63,311.

By innovating in the field of fertilisers, we help transform food and enhance efforts to combat micronutrient deficiencies and thus malnutrition. This transforms our sustainable product portfolio management techniques and helps us communicate best practices.





NOURISHING *the* FUTURE



2023 GOALS

We are aware of our growth and everything we were able to achieve in 2022. But we need to continue to respond to new market needs and the growing demands of our customers, society and the planet.

These are the goals we want to achieve in 2023:

SUSTAINABILITY DEPARTMENT

New sustainability department, with 3 ESG areas: environment, social and governance, to be integrated into the company’s strategy, with the following goals:

- 1. Calculation of the carbon footprints of some products.
- 2. Code of Ethics and implementation of a complaints channel.

GOOD GOVERNANCE

In order to further guarantee its good governance and prevent risks that could jeopardise its future viability, the Group will promote the issuance of the compliance certification, which will allow us to add value to our strategic position and cement the future.

NEW MARKETS

Our experience in the markets in which we operate allows us to expand our business and grow in different sectors, such as industry and animal welfare, that add value to our supply chain. This business development will allow us to diversify our portfolio of customers and products, ensuring stability and continuity over time.

R&D&I

For the major players in each sector, this is no longer an option, but an obligation. The knowledge and synergies acquired over the years allow us to focus a large part of our efforts and resources in this area, with a new department that will undertake projects to assist us in our environmental strategy.

RISK MANAGEMENT

Sustainability means long-term viability in all areas, which implies a greater need for risk management. Rising interest rates may pose a threat for the continuity of companies that rely on high-volume sales. Diversifying and reducing financial risks is a priority goal for our Group.



nourishing the future

SCOPE OF THE EXTERNAL REPORT (PwC)

The content of this report addresses the relevant issues identified by DFGRUPO in the 2022 financial year. It has been prepared in accordance with the principles and standards of the *Global Reporting Initiative* (GRI) under the *GRI Standards* version, focusing on transparency and reliability of information, and follows the criteria and principles for defining the content and quality of information included in this guide.

The information corresponding to the following GRI indicators has been audited by an independent expert in accordance with the ISAE 3000 standard.

(PricewaterhouseCoopers S.L.)

GRI CONTENTS		PAGE
GENERAL CONTENTS		
102-8	Information on employees and other workers	24, 25, 26
102-16	Values, principles, standards and code of conduct	7, 8, 11, 30
102-41	Collective bargaining agreements	24, 26
ECONOMIC ISSUES		
204-1	Proportion of spending on local suppliers	31
ENVIRONMENTAL ISSUES		
302-1	Energy consumption within the organization	19
305-1	Direct GHG emissions (scope 1)	20
305-2	Indirect GHG emissions (scope 2)	20
306-2	Waste by type and disposal method	19
SOCIAL ISSUES		
403-2	Types of accidents and accident frequency rates, occupational illnesses, days lost, absenteeism and number of deaths due to work-related accidents or occupational illness	28
404-1	Average hours of training per year per employee	24
405-1	Diversity of governance bodies and employees	8
406-1	Incidents of discrimination and corrective actions taken	27



DEL SO FERTILIZANTES FAMILY S.L.

C/ Génova 10, 1ª planta, 28004, Madrid, Spain

www.dfgrupo.com