

Sustainability Annual Report Executive Summary

FY $\frac{24}{25}$



ROVENSA

— WELL BALANCED AGRICULTURE —

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This document provides a concise overview of the key highlights and progress from Rovensa's Sustainability Annual Report for Fiscal Year (FY) 2024/2025, covering our environmental, social, and governance (ESG) performance for the period July 1, 2024, to June 30, 2025.

Reporting Frameworks

Rovensa's Sustainability Annual Report aligns with GRI Standards 2025, SASB guidelines, UN Global Compact Principles, and Rovensa's own metrics.

From FY 2027/2028, we will report under the EU Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). To prepare, we conducted a Double Materiality Assessment (DMA) to identify key impacts, risks, and opportunities.

Our transition to ESRS underscores our commitment to transparency and ensures readiness for seamless CSRD adoption.

A [summary table of ESRS topical disclosures](#) is provided at the end of this document, showing our progress toward ESRS requirements.

Consolidation

The data in this Sustainability Annual Report is consolidated according to the same principles as the financial statements. Thus, the consolidated quantitative ESG data comprises the parent company, Rovensa, S.A., and subsidiaries controlled by Rovensa. The data covers Rovensa's direct operations and sites, and for the carbon footprint, direct tier 1 suppliers and clients in the upstream and downstream value chain.

Restatements

We work to continuously improve the quality and accuracy of our data, to support informed strategic decision-making. For this purpose, we have performed restatements of information when appropriate on the environmental metrics of fiscal year 2023/2024. The majority of these restatements have arisen from a new methodology to calculate GHG emissions due to our new ESG data management platform. This method ensures that our sustainability metrics remain comprehensive and comparable with previous periods. Further information on these restatements is available in the full Sustainability Report.

Data Quality and Transparency

Our restatements and updates reinforce our commitment to accuracy, transparency, and continuous improvement in ESG reporting. This fiscal year, we consolidated environmental data through a new ESG data management platform, significantly strengthening our internal control framework. By leveraging advanced digital tools and automation, we enhanced data traceability, reduced manual errors, and improved audit readiness. These developments reflect our dedication to delivering accurate, reliable, and high-quality disclosures aligned with regulatory standards and best governance practices, supporting long-term resilience and growth.

Limited Assurance

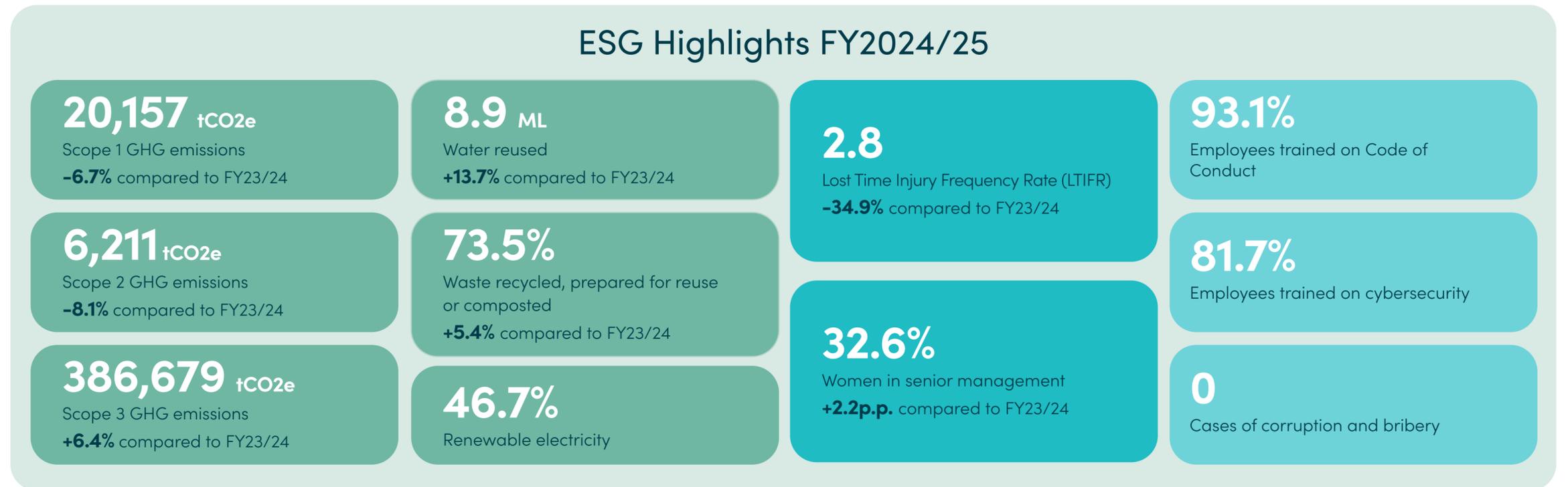
We engaged PricewaterhouseCoopers & Associados - Sociedade de Revisores Oficiais de Contas, Lda, as a third-party independent entity to provide limited assurance of full report and its contents in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised. The assurance opinion and reporting criteria are included in the full report, available upon request.



To request the full FY 2024/25 Sustainability Report, please contact us at: sustainability@rovensa.com

Our Impact at a Glance

This Executive Summary provides a snapshot of progress across our value chain since the launch of Rovensa’s Sustainability Strategy in 2023. Built on four pillars—Climate, Nature, People, and Governance—it highlights key achievements delivered during the past fiscal year.



Progress over the years

Upstream

- **100% of our suppliers were screened** using environmental and social criteria.
- **56.3% of total procurement spend** was allocated to suppliers located in the same country as the respective operation.
- Developed a comprehensive **Human Rights Policy** and established a governance structure to ensure effective implementation and accountability.
- Strengthened supplier sustainability standards: Introduced a dedicated **biodiversity clause in our Supplier Code of Conduct** to reinforce environmental responsibility across our value chain.

Direct Operations

- Rovensa has developed roadmap outlining its decarbonization pathway and, in 2024, secured validation of its GHG reduction targets for Scopes 1, 2, and 3 by the Science Based Targets initiative (SBTi).
- Increased **renewable electricity** through purchased green energy and on-site solar panels.
- Water and waste stewardship, focused on increasing **water reuse and waste recovery** across operations.
- The Lost Time Injury Severity Rate (LTISR) has shown consistent improvement, **declining by 26.6% in FY24/25** and marking the fifth consecutive year of reduced accident severity.

Downstream

- Ten of our 14 manufacturing sites are now **ISO 9001 certified**, ensuring that products delivered to growers meet rigorous international standards for quality and safety.
- **Biosolutions portfolio** designed to help growers adapt to and mitigate climate change impacts, improve water-use efficiency, soil health, while protecting biodiversity and ecosystems.
- Since the 2019/2020, the overall risk associated with Rovensa’s Crop Protection portfolio—measured using the EU Harmonised Risk Indicators (HRI)—has consistently decreased, achieving a 52.1% reduction.

Chairman Statement



Dear Employees, Customers, Shareholders, and Communities,

At Rovensa, we believe that the future of agriculture is the future of humanity. As a global leader in sustainable agri-inputs, our mission goes beyond products, we are here to empower growers to build climate-resilient agriculture and shape a food system that nourishes both people and the planet.

Our portfolio—biostimulants, biofertilizers, crop nutrition solutions, biocontrol products, adjuvants, and correctors—represents more than innovation. It is a catalyst for agricultural practices that are efficient, regenerative, and environmentally responsible. This report is not just a reflection of our progress; it is a testament to our shared vision for a thriving, sustainable agriculture.

We place growers at the heart of our business strategy, dedicating ourselves to helping them decarbonize and protect biodiversity while maintaining the economic viability of their operations. Rovensa is committed to guiding growers on this journey, supporting the adoption of practices that deliver environmental, social and economic sustainability.

The past year has been a defining chapter in our journey. We reaffirm our unwavering commitment to sustainability and share the steps we've taken to advance our environmental, social, and governance (ESG) agenda. In fiscal year 2024/2025, we laid stronger foundations for the future. Through a comprehensive double materiality assessment, we updated our material topics and aligned with the upcoming Corporate Sustainability Reporting Directive (CSRD).

This was not merely a compliance exercise, it was an opportunity to listen, learn, and understand what truly matters to our stakeholders and to society. This dialogue sharpened our focus and inspired us to transform ambition into action.

Building on insights from our Double Materiality Assessment (DMA), we will refine the priorities of our Sustainability Strategy 2030 in the coming fiscal year, revising metrics and targets to ensure they reflect what is most material to our business and stakeholders.

As we advance in executing our sustainability strategy, we are embedding environmental and

social considerations into our core business model—a clear commitment to strengthening Rovensa's competitiveness and resilience. These insights will guide us in creating long-term value for our business, our partners, and the communities we serve, while contributing to a healthier planet for generations to come.

While we are proud of the progress achieved this year, we know there is more to do. Sustainability is a journey, and we remain committed to continuous improvement. We will keep challenging ourselves to raise the bar—strengthening our practices, innovating across our value chain, and collaborating with stakeholders to deliver meaningful impact.

Sincerely,

Ignacio Dominguez

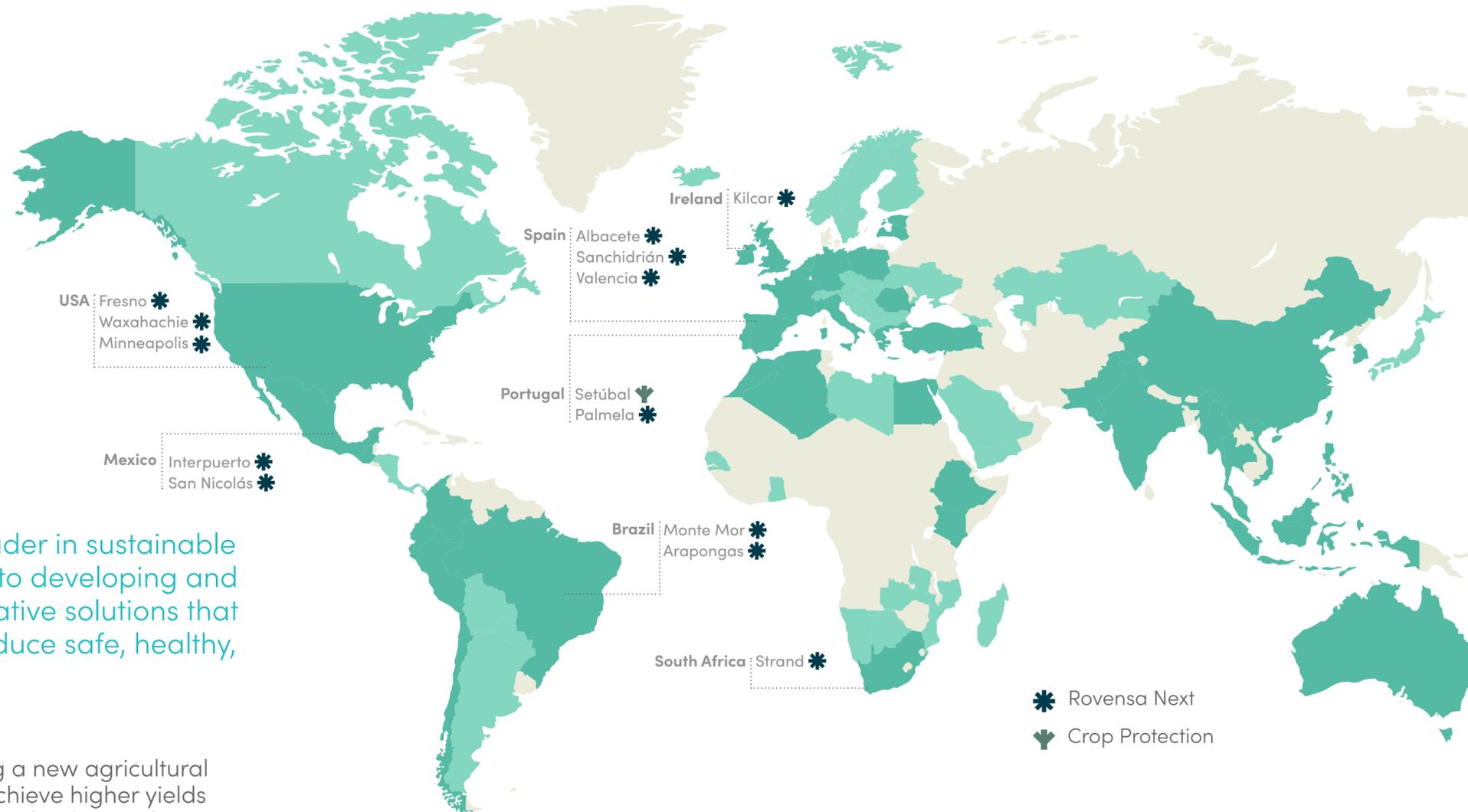
Rovensa Chairman

Our Business Model and Strategy

Rovensa is a global leader in sustainable agriculture, dedicated to developing and commercialising innovative solutions that enable growers to produce safe, healthy, and nutritious food.

We are committed to driving a new agricultural model that helps growers achieve higher yields and produce more and better food using fewer natural resources. This approach prioritises the preservation of nature while addressing emerging sociodemographic and nutritional needs and challenges.

With more than 2,600 employees operating in over 90 countries and supported by 44 R&D centres and greenhouses, Rovensa combines global reach with local expertise to advance agricultural innovation for soil health, nature protection, and human well-being.



- >50 countries** where we are present
- ~90 countries** where our products are sold
- 14 Manufacturing sites** where we develop agri-inputs
- 44 R&D Centers and Greenhouses**

Integrated Value Chain

Our comprehensive business model spans every stage of the value chain:

- Research & Product Development:** Advanced in-house R&D drives product design and refinement through laboratory research, field trials, and regulatory compliance.
- Manufacturing:** Once approved, products are responsibly manufactured at our industrial sites using carefully sourced raw materials, then packaged and prepared for global distribution.
- Commercial Network:** A strong network of distributors, retailers, and growers is supported by our Agronomist Technical Advisors who provide tailored solutions based on crop needs and grower priorities.
- End-of-Life Sustainability:** We offer options for packaging disposal, recycling, or return to designated collection points, reinforcing our commitment to circularity and environmental stewardship.

From 14 manufacturing sites worldwide, Rovensa develops, produces, and delivers high-quality agricultural inputs that empower growers to cultivate safe, nutritious food—contributing to global food security and safety.

Our Business Units and Product Portfolio



Rovensa Next drives innovation forward with a holistic and effective portfolio of groundbreaking biosolutions, backed by decades of technical expertise. Its comprehensive portfolio delivers integrated strategies to reduce abiotic stress, improve soil health, optimize water management, and manage pests and diseases, ensuring efficient use of agricultural inputs.



A global provider of crop protection solutions, committed to developing balanced and innovative approaches such as bioprotection and plant protection products, to promote a healthy and sustainable food system.



Biostimulants

Biostimulants are formulated with bio compounds derived from natural sources such as seaweed, humic acids, amino acids, and microbial extracts. These versatile solutions serve multiple purposes: they help crops prevent and recover from abiotic stress—an increasing challenge exacerbated by climate change—and improve overall resilience. Additionally, biostimulants enhance soil health by supplying organic matter and improving soil structure, enabling better moisture retention and increasing the soil's capacity to sequester organic carbon.



Bionutrition

Bionutrition is a nature-based fertilizer, which includes various types of natural raw materials, organic matter, micronutrients and microbial extract enhancers. In an integration nutrition program, they allow an optimized application of nutrition responding to specific needs of crops during their lifecycle, avoiding generic approaches that are frequently representing huge wastes of products, soil nutrient loss, and unnecessary GHG emissions.



Biocontrol

Designed to prevent and eliminate biotic stress on crops and maximise yields sustainably, Rovensa Next's portfolio offers a range of solutions based on active ingredients such as microorganisms, plant extracts, and other natural sources. These are used as bioinsecticides (to control or eradicate insects and mites), biofungicides (to regulate plant pathogenic fungi and bacteria), bionematicides (for nematode population management), among others.



Adjuvants & Correctors

Adjuvants and correctors enhance the performance of crop protection, biocontrol, and bionutrition solutions by improving the efficacy and consistency of applied formulations. This category includes 'Utility Adjuvants', which modify the physical and chemical properties of spray mixtures to maximise application efficiency and ease, as well as 'Activator Adjuvants', which boost the performance of bionutrition, biocontrol, and crop protection products by increasing absorption levels.



Crop Protection

Crop Protection consists of the production of generic and off-patent innovative Plant Protection Products (PPPs) for responsible and sustainable agricultural management. It also provides bio-protection products for all types of farming, conventional and organic, specialist crops and field crops alike.

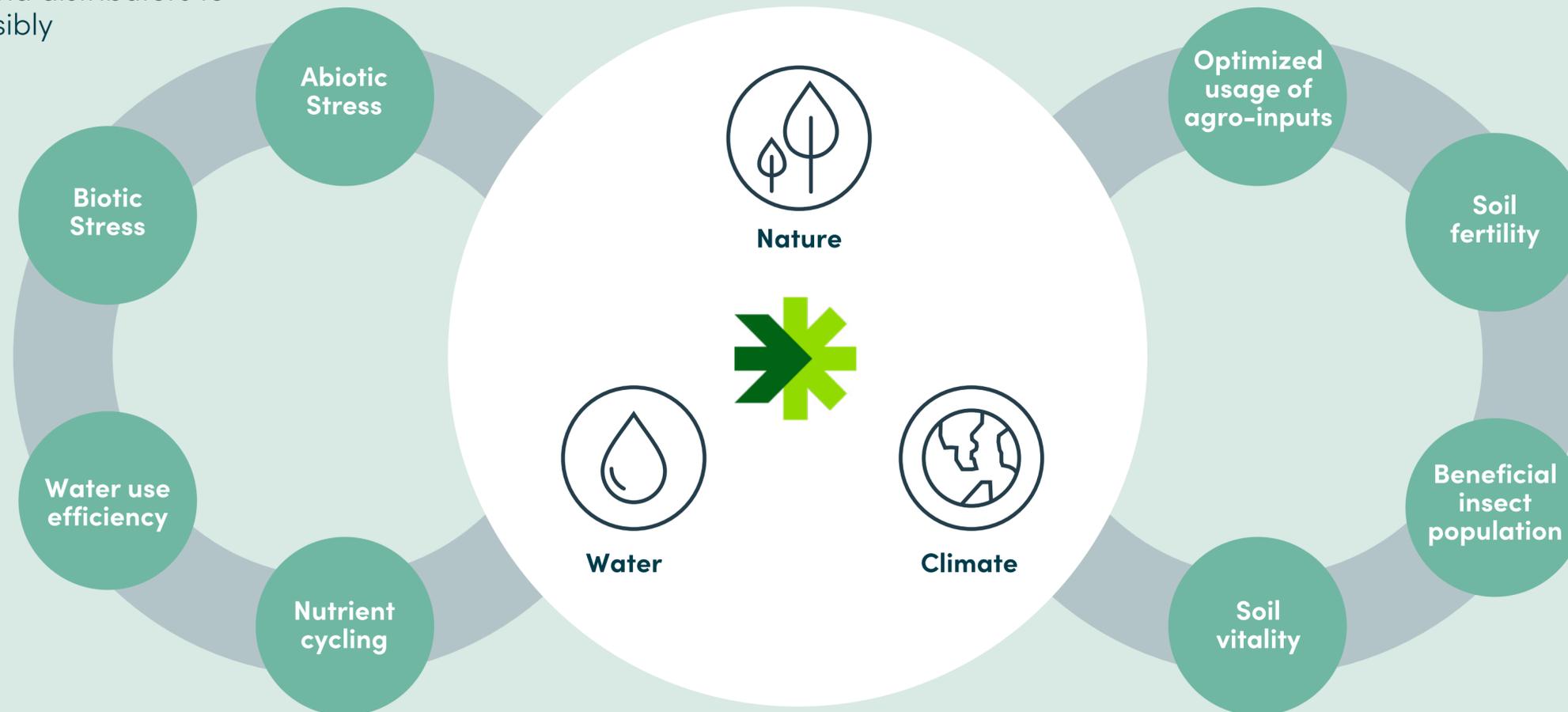
How We Are Transforming Agriculture Through Biosolutions

In 2022, Rovensa launched Rovensa Next, a dedicated company committed to shaping a sustainable future for agriculture and driving its bio-transformation. Since then, Rovensa Next has been at the forefront of a transformative journey, accelerating the adoption of biosolutions and advancing the transition toward sustainable farming practices. Driven by an innovative biosolutions portfolio, our approach empowers growers and distributors to produce food responsibly and sustainably.

Biosolutions are built to tackle current real-world pressures through integrated crop strategies.

More than just products, they represent a comprehensive solution, combining biological and nature-based products, innovative technologies, and farming practices.

This approach equips growers with essential tools to promote sustainable agriculture and address the global challenges facing the sector today.



In 2025, Rovensa Next was recognized as a global leader in the biostimulant market, according to [Dunham Trimmer's 2025 Global Biostimulant Market Report](#).



Discover more about how biosolutions drive profitable and sustainable farming

Our Governance and Sustainability Oversight

Sustainability is at the heart of our business, which is why it is overseen from the top. Dedicated governance bodies are guiding our ongoing journey to progressively embed sustainability priorities into Rovensa’s overall strategy and integrate them across core operations.

Sustainability Linked to Incentives

Rovensa ties variable compensation for the Executive Management Team (EMT) directly to Environmental, Social, and Governance (ESG) progress. This alignment reinforces accountability and accelerates progress toward strategic goals.

Cultivating a Sustainability culture

This year, Rovensa strengthened its sustainability culture by partnering with senior leadership, key departments, and workstreams across all business units. Together with the Global Sustainability team, cross-functional teams co-developed Sustainability Action Plans aligned with strategic goals—translating global ambitions into tailored plans that reflect each unit’s operational context and ensure accountability.

Leadership expertise driving sustainable decisions and actions

Rovensa assigns clear sustainability responsibilities to its Board and Executive Management Team (EMT), embedding sustainability into core decision-making. Both governance bodies strengthen their oversight through specialised expertise and training on climate, biodiversity, and ESG matters. We are advancing toward full alignment of policies, actions, and due diligence, making sustainability a key pillar of Rovensa’s governance framework to create lasting value and enable transparent disclosures.

Board of Directors

The Board of Directors holds ultimate responsibility for overseeing Rovensa’s sustainability strategy and performance. It plays an active role in shaping the company’s long-term direction, ensuring that Environmental, Social, and Governance (ESG) principles are fully integrated into the business model.

Sustainability Committee

The Sustainability Committee provides expert guidance on Environmental, Social, and Governance (ESG) matters, guide the strategic direction of sustainability initiatives, and supports Rovensa’s commitment to long-term sustainable growth.

Executive Management Team

The Executive Management Team plays a central role in embedding ESG principles into Rovensa’s strategic direction and operational execution. It is responsible for ensuring that sustainability is fully integrated into the Rovensa’s long-term vision, aligning ESG priorities with business objectives, and overseeing performance against key ESG indicators.

Global Sustainability Department

The Global Sustainability Department operates across the full sustainability spectrum—from ensuring regulatory compliance to unlocking business value through strategic ESG integration. It works closely with the Executive Management Team (EMT), providing both technical expertise and strategic input to support informed decision making and embed sustainability across business functions.

Cross-functional Teams

To embed sustainability into core business processes, the Global Sustainability Department partners with cross-functional teams to adapt global strategies to local contexts. Guided by four pillars—Climate, Nature, People, and Governance—this approach ensures consistent execution and fosters a unified culture that drives relevance, ownership, and impact.

Our Materiality

In 2025, Rovensa undertook a comprehensive Double Materiality Assessment (DMA) to identify and prioritize the sustainability topics that are most relevant to our business and stakeholders.



For the first time, this year’s sustainability report applies a double materiality approach—considering Rovensa’s impacts on people and the planet (impact materiality) alongside financial risks and opportunities for the business (financial materiality).

By applying this dual perspective, our disclosures reflect both our responsibility to society and the environment and our commitment to safeguarding long-term business value.

ESRS	Impacts, Risks and Opportunities
ESRS E1	Climate Change Adaptation: Product offering to help agriculture adapt to changing climate conditions such as extreme heat; Allocation of R&D resources toward adaptive climate strategies in agriculture
ESRS E1	Climate Change Mitigation: Scope 1 & 2; Scope 3; Product offering to mitigate GHG emissions; Significant capital investment to achieve decarbonisation goals
ESRS E2	Pollution of Air at our manufacturing sites
ESRS E2	Pollution of Water: Products Runoff; Incidents at our manufacturing sites
ESRS E2	Pollution of Soil: Chemical Pollution; Minimizing soil chemical load due to agri-inputs
ESRS E2	Substances of Concern: The use of substances that may become restricted or banned in certain markets
ESRS E3	Water: Water consumed for production; Products for water-use efficiency in agriculture; Water withdrawals
ESRS E4	Direct Impact Drivers of Biodiversity Loss: Land use change/deforestation
ESRS E4	Impacts on the extent and conditions of ecosystems: Soil and Ecosystems Health; Sustainable Finance; Products that provide proven sustainability benefits
ESRS E4	Impacts and dependencies on ecosystem services: Dependencies on natural raw materials
ESRS E5	Waste: Packaging; Use of byproducts for resource efficiency
ESRS S1	Own Workforce, Working Conditions: Adequate Wages; Access to Healthcare; Health and Safety; Mental Health
ESRS S1	Own Workforce, Equal Treatment and Opportunities for all: Gender Equality and Pay; Employment and Inclusion of persons with disabilities; Diversity
ESRS S2	Workers in the Value Chain, Working Conditions: Health and Safety
ESRS S2	Workers in the Value Chain, other work-related rights: Human Rights
ESRS S4	Information-related impacts for consumers and/or end-users: Access to quality information
ESRS S4	Personal safety of consumers and/or end-users: Responsible use of agri-inputs; Food safety and security
ESRS G1	Business Conduct, Corporate Culture: Integration Challenges
ESRS G1	Protection of Whistleblowers: Whistleblowing channel
ESRS G1	Corruption and Bribery: Policies, process and capacity building
ESRS G1	Cyber and Data Security: Cyber security incidents

Advancing our Sustainability Strategy

Building on insights from our Double Materiality Assessment (DMA), Rovensa is sharpening its strategic priorities to accelerate progress on material topics, strengthen business resilience against climate and biodiversity risks, and deliver positive outcomes for people and the planet.

This evolution has not slowed our momentum—quite the opposite. In FY24/25, we launched Sustainability Action Plans: practical roadmaps co-created with business units and corporate functions to ensure alignment with long-term goals while remaining firmly grounded in operational realities.

Sustainability Strategy Framework 2023–2030

Climate and Environmental Impacts

Our first pillar, 'Balanced Climate', covers our efforts to tackle climate change to balance life on Earth. We are committed to decarbonizing our operations, enhancing eco-efficiency, and supporting growers in their transition to climate adaptation and mitigation practices in agriculture.

Nature Impacts

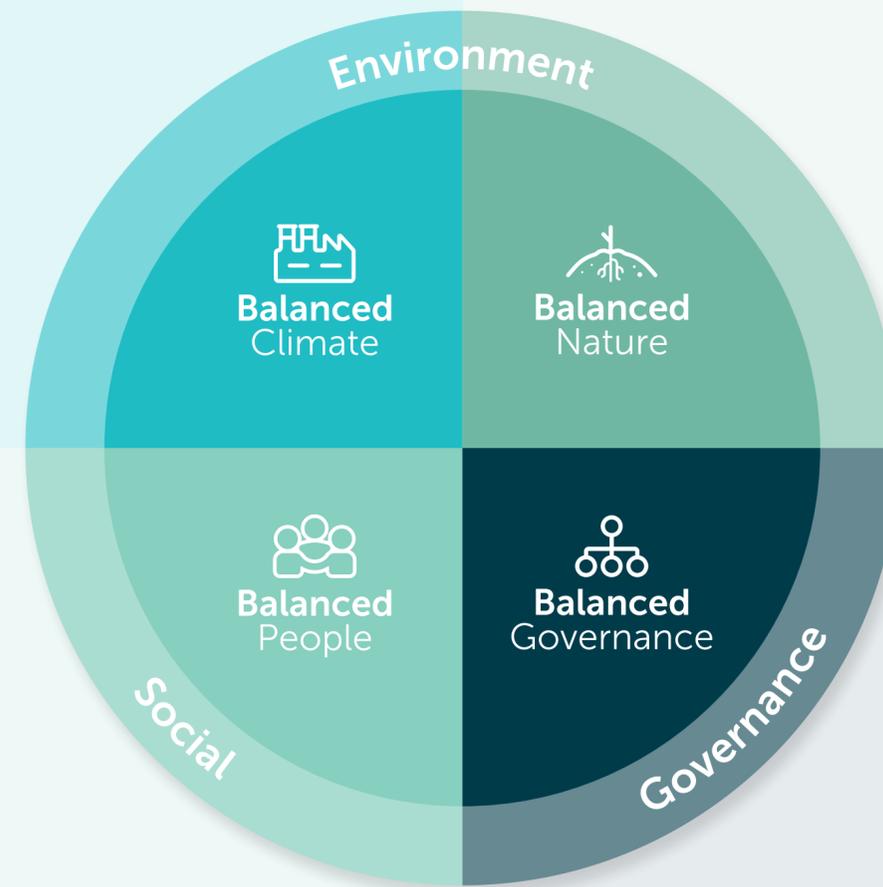
Our second pillar, 'Balanced Nature', highlights the work of an internal group of experts—our stewards of nature—who are initiating a sustainability attributes assessment of our biosolutions portfolio, focusing on its end-use application in agriculture.

Social Impacts

Our third pillar, 'Balanced People', reflects our commitment to promoting health, safety, and well-being at work; fostering diversity, equity, and inclusion; striving for gender balance; and enhancing the working conditions —both within our own workforce and across our value chain.

Governance Impacts

Our fourth pillar, 'Balanced Governance', reflects our commitment to embedding sustainability across the organisation through a robust governance model. We uphold our Code of Conduct and ESG standards, ensuring consistent alignment throughout our operations and extending these principles to our suppliers.



Climate Impacts

We acknowledge the climate impact of our operations and remain committed to achieving our validated Science Based Targets (SBTs) to reduce greenhouse gas emissions. We are implementing measures to progress toward these goals and have already reduced Scope 1 and Scope 2 emissions by 9.3% since our 2021/22 baseline.

Decarbonising our operations

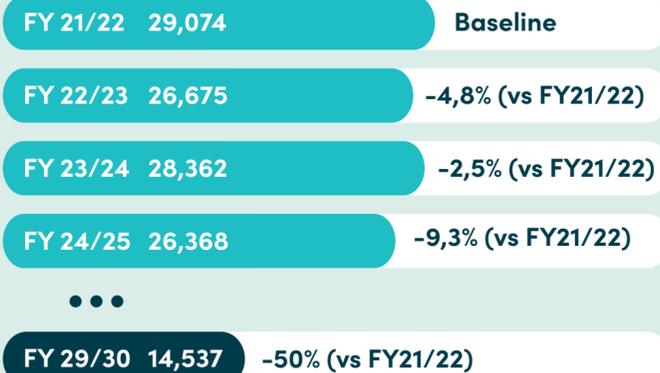
In FY2024/2025, Rovensa accelerated its decarbonisation strategy through structured Sustainability Action Plans across all our manufacturing sites.

Scope 1: Evaluating high-impact initiatives, such as replacing boilers with energy-efficient or electric models and electrifying the vehicle fleet.

Scope 2: Expanding renewable energy adoption – 7 of 14 sites now fully powered by renewable electricity, and 6 sites partially or fully generate on-site solar power.

These actions demonstrate Rovensa’s commitment to achieving Science Based Targets and delivering measurable reductions in GHG emissions across its global footprint.

Scope 1 & 2 Reduction Since FY21/22 (tCO2e)



SBTi reduction target by FY29/30
Reduce by at least 50% in absolute terms scope 1 & 2 compared to baseline FY 21/22.

Decarbonising our value chain

Scope 3: In FY2024/25, we strengthened our Scope 3 inventory methodology by implementing a new ESG data management platform. This upgrade enabled us to remap raw materials to emission factors using the Ecoinvent database, improving accuracy and providing detailed insights into the emissions intensity of materials purchased by Rovensa. These insights allow us to pinpoint high-impact areas and design targeted action plans to reduce GHG emissions across our value chain, including packaging, logistics, and raw material sourcing.

93.6% of Rovensa’s GHG emissions occur within the upstream and downstream value chain, primarily from sourcing, transportation, and product distribution.

Steps Toward 2030 Goals:

- Engage suppliers on decarbonisation strategies targeting raw material and packaging emissions.
- Optimize logistics to reduce transportation-related emissions.
- Focus on the most impactful contributors to our carbon footprint across the value chain.

Helping Growers Reduce GHG Emissions

We aim to support growers in lowering agricultural emissions by providing solutions that enable more sustainable practices during crop production. Through the application of our products, we aim to help reducing the carbon footprint of farming operations while improving efficiency and resilience.

We are continuously developing a portfolio of biosolutions that supports climate adaptation and mitigation, namely biostimulants and biofertilizers that enable plant growth and care.

Biostimulants enhance plant nutrition processes independently of their nutrient content, aiming to improve one or more key characteristics of the plant or its rhizosphere: nutrient use efficiency, tolerance to abiotic stress, quality traits, and the availability of nutrients in soil or rhizosphere

Biofertilizers use living organisms—such as nitrogen-fixing bacteria, fungi, and phosphate-solubilizing microbes—to naturally improve nutrient availability and plant growth. Unlike synthetic fertilizers, they do not add artificial nutrients; instead, they mobilize nutrients already present in the soil.

Most of our biofertilizers fall into two main categories:

- Phosphorus-Solubilizing:** Enhance phosphorus uptake, supporting photosynthesis and healthy plant development.
- Nitrogen-Fixing:** Provide biologically available nitrogen, essential for chlorophyll formation and overall plant growth.

They stimulate root growth and microbial activity, increasing carbon capture and storage through improved soil structure and plant biomass.



Azzofix is one of our biofertilizers designed to enhance nitrogen efficiency and plant resilience by leveraging a consortium of nitrogen-fixing and growth-promoting bacteria. These microorganisms improve use efficiency, reducing dependency on synthetic fertilizers, and increase microbial activity in the rhizosphere, helping to maintain soil health and strengthen plant resilience across diverse agroecological environments. More information about our biofertilizers is available [here](#).

Environmental Impacts

Alongside our efforts to reduce GHG emissions, minimizing air, water, and soil pollution and improving the eco-efficiency of our operations are essential to reducing our operational environmental impacts.

At the same time, we aim to help growers make better use of natural resources through our biosolutions, which enhance efficiency and reduce environmental impact.

Reducing Air Pollution

To minimize local air pollution impacts at our manufacturing sites, we are implementing the following measures:

Scope 1: Transitioning plant equipment from natural gas, propane, and diesel to renewable fuels, and electrifying part of our light vehicle fleet to reduce combustion-related pollutants.

Scope 2: Achieving 100% renewable electricity across all industrial plants through on-site solar installations and certified renewable energy procurement.

Preventing Water Pollution

Rovensa is committed to safeguarding water resources across all our manufacturing sites. We conduct regular monitoring and apply rigorous effluent treatment to ensure full compliance with environmental permits. Significant investments have been made in advanced wastewater treatment infrastructure to prevent contamination before water is released into natural ecosystems.

In FY2024/25, we commissioned a new wastewater treatment facility at one of our largest industrial sites in San Nicolás, Mexico. This investment reinforces our commitment to environmental compliance and continuous improvement in water management, ensuring robust prevention measures and avoiding any water-related incidents.

Water Stewardship

Rovensa’s approach to water management is guided by our commitment to environmental responsibility and resource efficiency

Most of our water withdrawal and discharge is linked to our manufacturing activities, particularly in the production of liquid formulations and the operation of industrial washing systems.

In FY2024/25, we advanced site-level action plans to reduce water impacts and increase reuse across operations. With 9 of 14 manufacturing sites located in water-stressed areas—representing 82.8% of total withdrawal—we are prioritizing efficiency and resilience.

Our goal: minimize freshwater dependency and safeguard resources where they matter most.

FY24/25

13.7%

Increase in volume of water reused compared to previous year

Waste Management

Our sustainability strategy prioritizes waste reduction as a key focus area—particularly the reduction of waste generated during the manufacturing of our products. Our R&D and industrial teams are proactively exploring ways to incorporate byproducts as raw material inputs.

Several manufacturing sites are exploring opportunities to repurpose certain waste streams as byproducts, supporting more resource-efficient and circular operations.

FY24/25

73.5%

of our waste was recycled reused or composted

Optimizing Natural Resources for Resilient Agriculture

Rovensa develops biosolutions that enable:

- Efficient water use management
- Enhanced nutrient uptake
- Reduced dependency on natural resources
- Maintained crop performance under challenging climate conditions

By integrating these innovations, we help growers adopt more resilient and sustainable agricultural practices.

Reducing Soil Pollution

Our biosolutions are designed to enhance plant resilience, improve nutrient uptake, and support pest control through natural mechanisms. They are typically biodegradable, target-specific, and less harmful to non-target organisms, helping minimize residual chemical load in the soil.

By integrating biosolutions into crop management systems, growers can:

- Reduce dependency on synthetic chemicals
- Lower toxicity levels and soil pollution.
- Preserve microbial biodiversity and soil structure
- Support resilient agriculture

Additionally, adjuvants and correctors improve application efficiency, reducing over-application and runoff.

More information about our biosolutions is available [here](#).

Lowering Risk in Crop Protection

We are committed to reducing the environmental impact of our crop protection portfolio. We are gradually replacing higher-risk products (Category 16) with alternatives of medium (Category 8) or low risk (Category 1) and substituting products requiring high application doses with those effective at lower doses.

In recent years, we have introduced more moderate-risk products than high-risk ones, driving this transition and reducing overall crop protection risk.

Since 2019, we have achieved a 52.1% reduction in the risk level of our Plant Protection Products per treated hectare.

Nature Impacts

Protecting biodiversity and ecosystems is essential for securing the future of food production. We are committed to managing our dependencies and minimizing impacts across our value chain, while contributing to Nature Positive Agriculture.

Driving Responsible Sourcing for Biodiversity Conservation

Recognizing our reliance on natural resources, Rovensa has strengthened its Supplier Code of Conduct with a dedicated biodiversity clause.

This requires compliance with biodiversity laws and promotes sustainable sourcing practices, including deforestation-free raw materials from responsibly managed forests, fisheries, and farms.

We conduct annual supplier assessments to address key drivers of biodiversity loss—such as land-use change, resource exploitation, and pollution—and enforce a strict zero-tolerance policy against illegal deforestation.

These actions reflect our commitment to protecting ecosystems and driving responsible sourcing across our value chain.

Zero tolerance for illegal deforestation in contracts

Requirements related to land-use change are embedded in commercial contracts with both

suppliers and clients and reinforced by a strict zero-tolerance policy against any form of illegal Deforestation.

End-Use Nature Benefits of our Biosolutions

In FY24/25, we established Stewards of Nature, an internal cross-functional taskforce designed to accelerate the integration of nature-positive strategies across our business. Its mandate is to embed nature considerations from product innovation to field application, driving solutions that safeguard ecosystem services while enabling more sustainable agriculture.

As part of this effort, the taskforce is conducting a comprehensive assessment of the nature-related benefits of our biosolutions in their end-use phase. Leveraging scientific evidence from product trials and peer-reviewed research, the initiative identifies the product attributes that most effectively help growers address key sustainability challenges.

The analysis examines how biosolution characteristics influence critical environmental outcomes — including climate, biodiversity, ecosystems, and water resources — while improving the health, resilience, and productivity of cropping systems.

Learn more about how our biosolutions are purpose-built to respond to the most pressing sustainability priorities in agriculture and to enhance grower profitability.

Our manufacturing sites near or within biodiversity protected areas

Setúbal, Portugal

In Setúbal, Portugal, our plant is adjacent to Reserva Natural do Estuário do Sado (RNES), a protected area for its avifauna biodiversity. To help preserve this delicate environment, we have installed a rainwater collection system to contain and monitor the rainwater for any harmful active substances, thus ensuring a safe treatment and discharge. We also conduct regular measurements of these substances in the estuary near our plant.

Monte Mor, Brazil

In Monte Mor, Brazil, our industrial plant crosses over the protected area surrounding the Capivari river. This is due to local regulation that requires 20% of protected area to be preserved within the operational facility. To ensure the local biodiversity is supported within the protected area, our site facilitated a restoration plan, approved by the local government, including planting local and beneficial tree species. Due to the proximity of our industrial plant to the protected area, we take measures to prevent impacts of our operations on this protected area. For example, all industrial construction occurs outside of the protected area.

Furthermore, treated sanitary effluents are rigorously monitored before discharging into the river via a sanitary pipe while complying with all relevant environmental legislation.

Social Impacts

We continue to advance our goals to enhance working conditions, health, safety, and overall wellbeing for our employees, while fostering gender diversity across Rovensa.

Health and Safety

Rovensa drives zero harm by embedding a strong safety culture across all operations. To support this goal, we have implemented a robust governance framework anchored by dedicated safety committees. These committees ensure open dialogue, share best practices, and drive continuous improvement—reinforcing leadership commitment at every level.

We have been expanding the STAR program across our global operations. STAR, which stands for Safe Team at Rovensa, is designed to strengthen our safety culture by promoting proactive risk management and encouraging employee involvement across sites. In FY2024/25, the program was extended to our facilities in Mexico, marking a significant step toward harmonizing safety standards and fostering a zero-harm mindset throughout the organization.

We apply the same rigorous standards to contractors through enhanced onboarding, targeted training, and frequent audits to ensure engagement and compliance. Our Health & Safety corporate team conducts audits to verify adherence, address non-conformities, and implement corrective actions—reinforcing our commitment to safety excellence across Rovensa and its contractors.

FY24/25

- Lost Time Injury Frequency Rate (LTIFR) **reduced by 34.9%** compared to the previous year.
- The Lost Time Injury Severity Rate (LTISR) also **declined by 26.6%**, marking the fifth consecutive year of reduced accident severity.
- **No fatalities** among Rovensa employees or contractors

Employee Working Conditions and Adequate Wages

As we strengthen our Health & Safety culture, we ensure that employees also benefit from fair, stable, and supportive working conditions. A safe workplace forms the basis for overall wellbeing, reinforced by secure employment and fair compensation that promote dignity and stability for every employee.

FY24/25

- **95.9%** of employees held permanent contracts.
- Entry-level wage meets or exceeds minimum legal requirements in key geographies with the largest workforce: **Brazil, Mexico, Portugal, and Spain.**

HealthCare Services

Rovensa is conducting an assessment of healthcare service accessibility across all regions where we operate. Among the services provided, we offer in-house occupational health programs and, in certain regions, private health insurance.

FY24/25

1,770 employees benefit from private health insurance, covering **70.8%** of our own workforce.

Diversity

Our Diversity, Equity, Inclusion and Belonging Policy (DEIB) defines diversity as the range of similarities and differences among individuals, including, but not limited to, gender, age, sexual orientation, disability, race, cultural background, and lifestyle choices such as pregnancy and maternity.

To promote equal treatment and opportunities for all, we emphasize in this policy that employees should not only be treated fairly but also in ways that reflect their unique needs and circumstances.

In fiscal year 2024/2025, we initiated a diagnostic of our Recruitment & Selection processes to identify and mitigate potential risks related to gender balance and equal pay in hiring processes. This assessment aims to strengthen our commitment to diversity, equity, and inclusion by ensuring fair and unbiased hiring practices.

FY24/25

Women represent **32.6%** of our senior management positions.

We aim to increase the representation of women in senior management roles and ensure equal pay for work of equal value. By 2030, our goal is for women to hold 35% of manager-level and above positions at Rovensa.

As part of our next steps, we will conduct a gender pay gap audit—internally or through external parties—at least every five years to confirm that roles of equal value receive equal compensation.



Social Impacts

We continue to pursue our social purpose: helping growers produce safe, nutritious, and affordable food for a growing global population. To achieve this, we ensure all products meet strict quality and regulatory standards and work closely with growers to promote responsible use of agri-inputs, minimise contamination risks, and optimise yields.

Food safety and security

At Rovensa, we recognize that food safety and food security are essential pillars of a sustainable food system. Our commitment begins with ensuring that all products meet stringent quality and regulatory standards, safeguarding human health and the environment throughout their lifecycle. We provide growers with clear guidance and technical support to guarantee the safe and responsible use of agri-inputs and reducing risks of contamination. At the same time, we contribute to food security by promoting efficient and sustainable agricultural practices that optimize yields, reduce losses, and preserve natural resources. Through innovation, stewardship, and collaboration with distributors, growers and industry partners, Rovensa strives to protect consumers and strengthen global food systems— ensuring safe, nutritious, and accessible food for present and future generations

Product Quality, Stewardship and Safety

As a manufacturer of agricultural inputs, we take full responsibility for maintaining a safe product portfolio and managing any potential impacts on distributors, growers, and consumers.

Our priority is product quality and safety throughout the entire lifecycle—from development to end use by growers. We follow strict environmental, health, and safety standards.

FY24/25

17

products were assessed for health and safety compliance, with zero incidents of non-compliance identified

Responsible use of agri-inputs

Our commitment to product stewardship extends beyond development, manufacturing, and registration—it continues through to end use. At Rovensa, we take responsibility for guiding agricultural workers, including growers, farm employees, and product distributors, to handle and apply our products safely and effectively. By ensuring proper use, we not only protect the health and safety of growers but also contribute to efficient application, minimizing environmental impact.

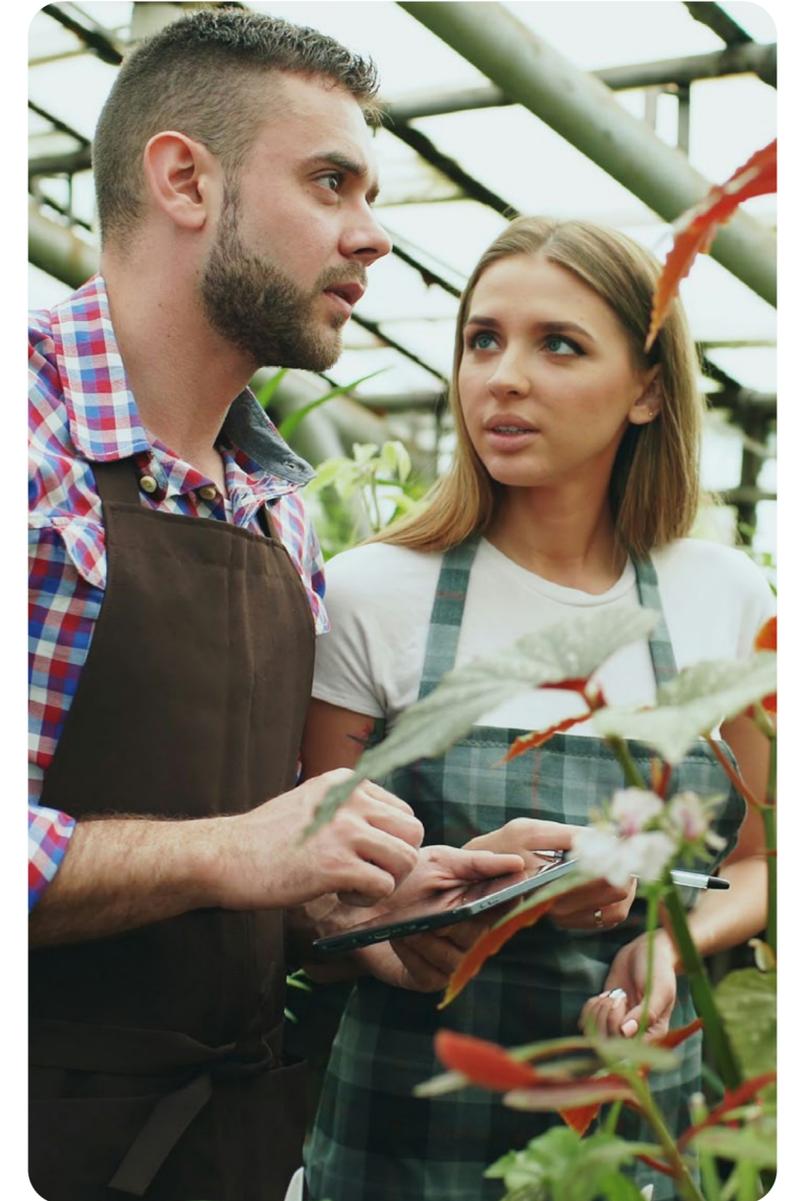
Empowering Growers with Reliable Information for a More Sustainable Agriculture

At Rovensa, our Agronomist Technical Advisors, also entitled 'boots-on-the-ground' commercial teams, are the frontline connection to growers and distributors, playing a vital role in delivering technical guidance and promoting the responsible use of our biosolutions. Their direct engagement in the field makes them key drivers of sustainable agricultural practices.

To ensure they are fully equipped to support growers effectively, we invest in continuous training and knowledge-sharing through a structured 'train-the-trainer' model. This approach provides our advisors with targeted learning programs, technical resources, and expert guidance across regions.

By strengthening their understanding of product innovation, agronomic best practices, and sustainability principles, we empower them to deliver accurate, relevant, and high-quality information to growers—helping optimize input use, enhance crop performance, reduce environmental impact, and contribute to cutting synthetic load and farming more sustainably across crops and climates worldwide

We invest in continuous training and knowledge-sharing through a structured 'train-the-trainer' model



Governance Impacts

At Rovensa, ethics is a core value that shapes everything we do. We stay true to our principles and act with transparency. Operating across diverse markets, our global values and standards guide responsible behavior.

Business ethics and corporate culture

As Rovensa grows, maintaining integrity and strong internal controls is vital. All new employees must complete Code of Conduct training to ensure alignment in values and behaviours. Ethical practices are reinforced through key policies—Business Conduct, Anti-Bribery and Corruption, Anti-Money Laundering, Conflict of Interest, and Incident Reporting—supported by our Corruption Prevention Plan, which identifies risks and mitigation measures across operations.

FY24/25

93.1%

employees completed training on Code of Conduct

In February 2025, Rovensa launched a new Incident Reporting Policy to establish clear guidelines for reporting events with potential financial or reputational impact. The policy applies to all employees and reflects our 'boots-on-the-ground' approach, recognizing that incidents are often first identified by frontline teams.

FY24/25

0

incidents of noncompliance with laws and regulations

0

incidents of corruption and bribery

Reporting channels

The Whistleblowing Channel was created to enable the communication of any kind of breaches or suspected transgression of the Code of Conduct. This Channel can be used by employees or any Rovensa stakeholder.

A group of professionals, impartial and external to the company will record all situations, and investigate

them, if necessary. This channel is managed by an external company, which in addition to the responsibility of receiving reports through a multiple channels, will ensure anonymity, if requested by the employee. Our online platform, is user-friendly and available in 24 languages, ensuring inclusivity and ease of access.

Once the report is filed by the external company, the cases are received by Rovensa's Ethics Committee—an internal body duly constituted and governed by formal procedures—to oversee the follow-up process. The Committee is responsible for determining the appropriate procedures to be followed for each case.

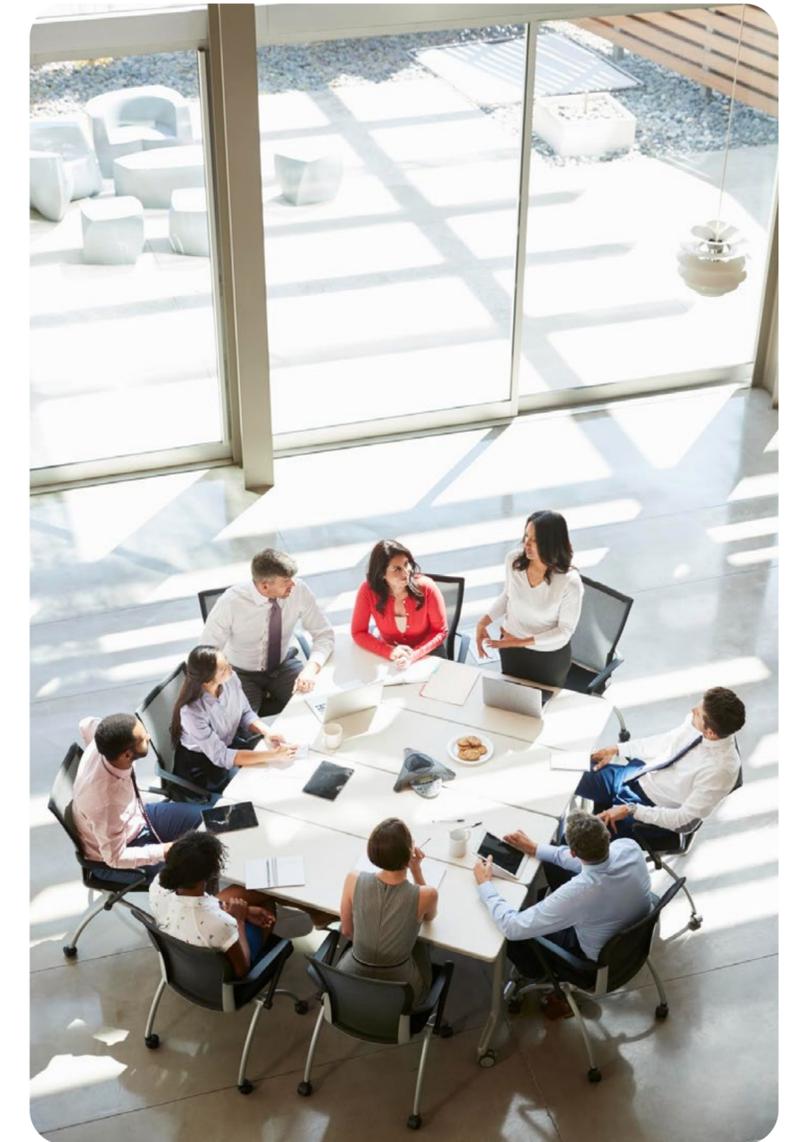
Cyber and data security

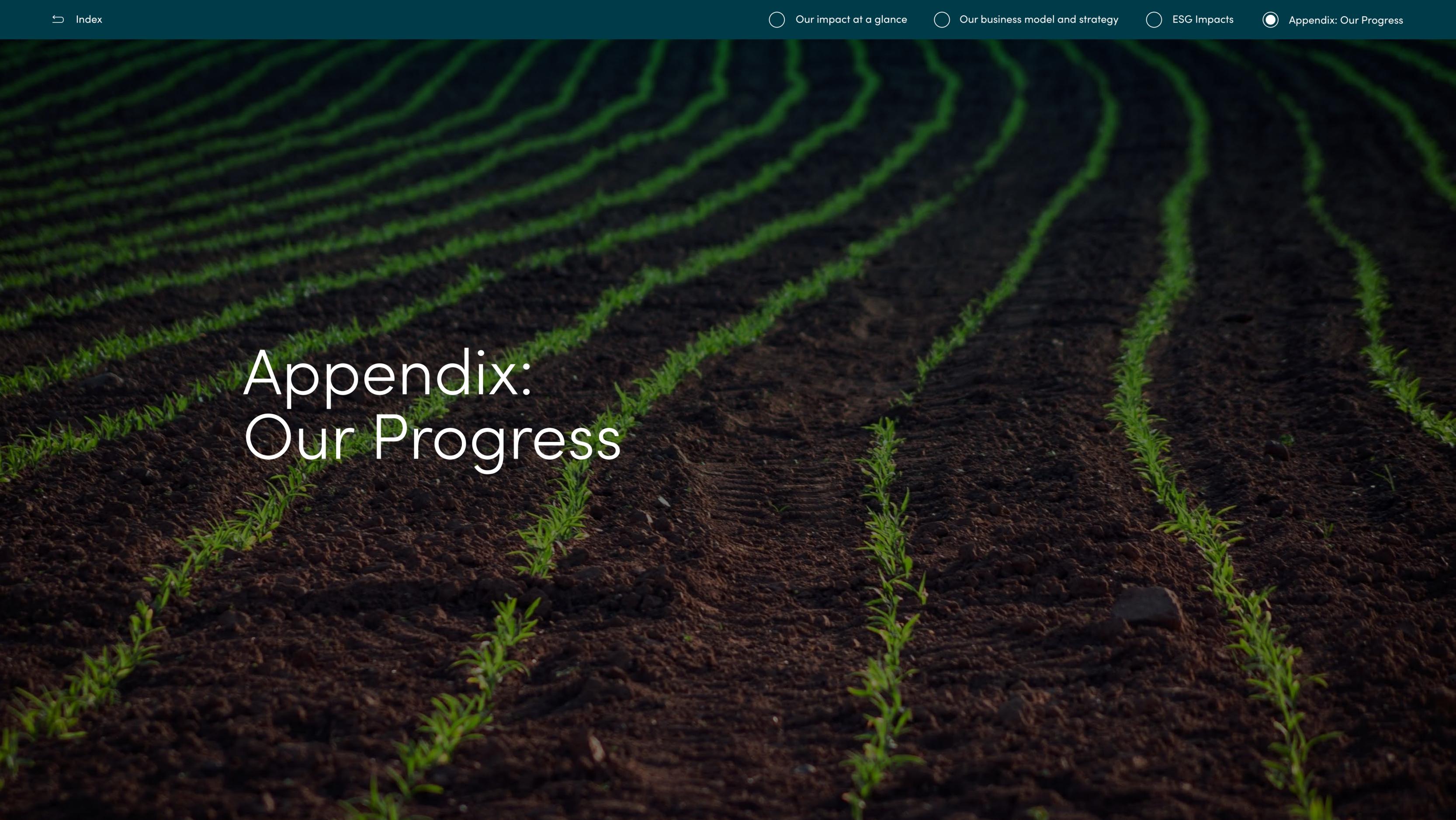
Rovensa strengthens data protection and information security as core pillars of governance.

In FY24/25, we advanced regulatory compliance and operational resilience through structured initiatives guided by our IT Cyber Security Policy.

To build employee capability, we launched two mandatory training programmes to promote responsible digital behaviour and safeguard technology and data assets.

Cybersecurity starts with our people: our **CyberGuardians**





Appendix: Our Progress

Our Progress: ESRS Topical Disclosures

This table provides a clear overview of Rovensa’s material topics, outlining the associated policies, actions, and progress. As we transition to the European Sustainability Reporting Standards (ESRS), it demonstrates our commitment to transparency and highlights key developments that position us for a smooth and effective adoption of the EU Corporate Sustainability Reporting Directive (CSRD).

E1 Climate Change

Material Topic	Policies	Actions	Metrics and Progress
<p>Climate change adaptation</p> <p>Product offering to help agriculture adapt to changing climate conditions</p> <p>Allocation of R&D resources toward adaptive climate strategies in agriculture</p>	<p>As part of our ESG Policy, we commit to invest in innovative agricultural technologies that promote the sustainable use of natural resources.</p>	<p>Rovensa Next helps agriculture adapt to climate stress with biosolutions for heat and drought tolerance, water-efficient crop treatments, and soil health enhancers.</p> <p>We operate a global network of labs and field centers to continuously improve our portfolio and provide growers with science-based solutions</p>	<p>Rovensa’s innovation and production capabilities are anchored in a global network of 14 manufacturing sites and 44 R&D centers and greenhouses, where we develop and produce our solutions with a strong focus on quality, safety, and sustainability.</p> <p>Rovensa Next launched a comprehensive evaluation of its sustainability portfolio, scheduled for completion by the end of FY25/26. This assessment leverages scientific evidence from product trials and peer-reviewed literature to determine which product features enable growers to address key sustainability challenges, including climate change adaptation.</p>
<p>Climate change mitigation</p> <p>Scope 1 & 2</p> <p>Scope 3</p> <p>Product offering to mitigate GHG emissions</p>	<p>Our Sustainability Strategy and ESG Policy outline our responsibility to decarbonize our operations and invest in innovative technologies to improve our product offering.</p> <p>To operationalize our commitment to reducing GHG emissions, we have developed a comprehensive Net Zero Roadmap.</p> <p>Rovensa's near-term targets are validated by the Science Based Targets initiative (SBTi). Our GHG reduction targets are scientifically grounded and aligned with the Paris Agreement's goal to limit global temperature rise to 1.5°C above pre-industrial levels.</p>	<p>To reduce Scope 1 emissions, we are replacing gas boilers and forklifts with more efficient or electric alternatives and electrifying our vehicle fleet.</p> <p>To reduce scope 2, we are reinforcing our efforts to use renewable electricity through 100% renewable contracts and installation of on-site solar panels.</p> <p>To target scope 3, we are expanding our efforts to develop action plans. This will involve developing targeted strategies to address emissions across our value chain, ensuring a comprehensive approach to climate responsibility.</p> <p>Rovensa Next's innovative biosolutions help growers to tackle current and future challenges. Our products, including biofertilizers, help reduce reliance on synthetic fertilizers, significantly cutting nitrous oxide emissions, a major greenhouse gas.</p>	<p>In FY24/25, Rovensa’s carbon footprint of scopes 1, 2 and 3 totalled 413,047 tCO2e. Our GHG emissions are comprised mostly of scope 3 (93.6%) activities. Purchased goods and services represented the largest contributor, making up 69.3% of emissions. While we achieved reductions in Scopes 1 and 2, Scope 3 emissions increased, resulting in an overall rise of 5.5% in our GHG footprint compared to FY 23/24.</p> <p>Our operations use 24.1% of renewable energy, an increase of 12.2p.p, sourced from renewable electricity and fuels such as biodiesel and ethanol in our vehicle fleet.</p> <p>We have installed solar panels in our site in Setúbal, Portugal, and negotiated new 100% renewable electricity contracts in Palmela, Portugal and Valencia, Spain.</p> <p>In total, 46.7% of electricity consumed was renewable, a reduction of 0.9p.p. By the end of FY24/25, out of 14 industrial sites:</p> <ul style="list-style-type: none"> • 7 purchase 100% renewable electricity, • 6 have onsite solar panels installed. <p>Rovensa Next’s sustainability portfolio assessment includes the evaluation of the climate change mitigation potential of our product portfolio.</p>

Our Progress: ESRS Topical Disclosures

E2 Pollution

Material Topic	Policies	Actions	Metrics and Progress
<p>Pollution of air</p> <p>Production: Gases resulting from Rovensa's manufacturing activities and those of its raw materials suppliers</p>	<p>This commitment is embedded in our Net Zero Roadmap which incorporates targeted initiatives designed to reduce emissions and improve local air quality.</p>	<p>Rovensa Next helps agriculture adapt to climate stress with biosolutions for heat and drought tolerance, water-efficient crop treatments, and soil health enhancers.</p> <p>We operate a global network of labs and field centers to continuously improve our portfolio and provide growers with science-based solutions</p>	<p>Rovensa's innovation and production capabilities are anchored in a global network of 14 manufacturing sites and 44 R&D centers and greenhouses, where we develop and produce our solutions with a strong focus on quality, safety, and sustainability.</p> <p>Rovensa Next launched a comprehensive evaluation of its sustainability portfolio, scheduled for completion by the end of FY25/26. This assessment leverages scientific evidence from product trials and peer-reviewed literature to determine which product features enable growers to address key sustainability challenges, including climate change adaptation.</p>
<p>Pollution of water</p> <p>Water pollution due to product runoff</p>	<p>Guided by our Group-wide ESG Policy, we commit to responsible water management, focusing on reducing consumption, minimizing incidents, and increasing water reuse to limit both withdrawal and discharge from our facilities.</p>	<p>Across our facilities, we conduct regular monitoring and rigorous treatment of effluents to ensure full compliance with environmental permits.</p> <p>We are installing wastewater treatment infrastructure that prevents pollution before water is released into third-parties or natural ecosystems.</p>	<p>A new wastewater treatment facility was installed and is now operational at our San Nicolás industrial site in Mexico.</p> <p>There were 2 recorded incidents related to water pollution, in our Setúbal site in Portugal. These incidents are related with exceedances of permitted discharge limits into a wastewater treatment plant supplier. To address this issue, the site has implemented a wastewater treatment unit at the end of June 2025.</p>
<p>Substances of concern</p> <p>Pollution of soil</p> <p>Chemical pollution</p> <p>Minimizing soil chemical load due to agri-inputs</p>	<p>Our approach to pollution prevention is embedded in our product stewardship framework and supported by compliance with applicable regulations.</p>	<p>Our Crop Protection business unit is focused on lowering the risk level of its portfolio. Also, we are substituting products that require high application doses with those that are effective at lower doses.</p> <p>Rovensa Next portfolio of biosolutions enable the optimized use of agri-inputs by enhancing plant resilience, nutrient uptake, and pest control through natural mechanisms.</p>	<p>While the amount of active substances used per hectare has remained constant, the combined risk per hectare has decreased by 12.5%. This means we are using lower-risk substances at the same dosage. Since our FY19/20 baseline, this indicator has dropped by 52.1%, showcasing our efforts to replace higher risk for lower risk substances.</p> <p>Rovensa Next launched a comprehensive evaluation of its sustainability portfolio, scheduled for completion by the end of FY25/26. This assessment leverages scientific evidence from product trials and peer-reviewed literature to determine which product features enable growers to address key sustainability challenges, including minimising pollutant loads.</p>

Our Progress: ESRS Topical Disclosures

E3 Water

Material Topic	Policies	Actions	Metrics and Progress
<p>Water</p> <p>Water consumed for production</p> <p>Water withdrawals</p> <p>Products for water-use efficiency in agriculture</p>	<p>Our Sustainability Strategy outlines clear priorities related to water consumption and reuse.</p> <p>Our ESG Policy encourages all industrial sites to minimize water use and reinforces our commitment to invest in innovative agricultural technologies that promote the sustainable use of natural resources.</p>	<p>Key actions in our Sustainability Action Plans, to be rolled out through 2030, include reducing lawn irrigation, installing water meters to optimize consumption, introducing water reuse systems, and upgrading industrial washing processes with more efficient pressure washers.</p> <p>Rovensa Next has been developing biosolutions to improve water-use efficiency. These biosolutions contribute to efficient irrigation management and nutrient uptake under both water-growers in reducing resource dependency while maintaining crop performance.</p>	<p>Total water withdrawal accounted for 395.3 ML (an increase of 10.6% compared to FY23/24) and water discharge for 225.6 ML (a decrease of 5.7% compared to FY23/24).</p> <p>Water consumption increased by 43.4%, driven by higher water withdrawal and lower water discharge. The rise in withdrawal is mainly due to an expanded reporting perimeter, which now includes pluvial water in the data, as well as previously unaccounted for meters within industrial facilities. Additionally, industrial production activity has increased by 5.3%, further contributing to this result.</p> <p>The volume of water reused across industrial sites has increased by 13.7%. Examples of water reuse include the reuse of water from evaporation processes in Kilcar, Ireland and Interpuerto, Mexico, and the reuse of water from our on-site wastewater treatment plant in Monte Mor, Brazil.</p> <p>Our portfolio includes advanced technologies such as wetting agents, humic acids, and soil correctors, each designed to restore soil vitality, optimize water distribution, and support crop performance under stress conditions.</p>

E4 Biodiversity

Material Topic	Policies	Actions	Metrics and Progress
<p>Direct impact drivers of biodiversity loss</p> <p>Land use change/deforestation</p> <p>Impacts on the extent and condition of ecosystems</p> <p>Soil and ecosystem health</p> <p>Sustainable finance</p> <p>Products that provide proven sustainability benefits</p> <p>Impacts on the extent and condition of ecosystems</p> <p>Dependencies on natural raw materials</p>	<p>Rovensa's ESG Policy reflects our commitment to minimizing operational impacts on nature while driving product innovation and stewardship.</p> <p>We have a dedicated biodiversity clause in our Supplier Code of Conduct.</p> <p>We carry out annual supplier assessments to address key drivers of biodiversity loss within the upstream value chain, including land-use change, invasive species, resource exploitation, pollution, and climate change.</p> <p>Requirements related to land-use change are embedded in commercial contracts with both suppliers and clients.</p>	<p>We created a cross-functional team, the Stewards of Nature, to embed nature-positive strategies across our business.</p> <p>Our product portfolio is designed to address growers' most pressing environmental and agronomic challenges, delivering measurable benefits for soil health, biodiversity, and ecosystem resilience.</p>	<p>Rovensa Next launched a comprehensive evaluation of its sustainability portfolio, scheduled for completion by the end of FY25/26. This assessment leverages scientific evidence from product trials and peer-reviewed literature to determine which product features enable growers to address key sustainability challenges, including biodiversity and soil health topics.</p>

Our Progress: ESRS Topical Disclosures

E5 Circular Economy i

Material Topic	Policies	Actions	Metrics and Progress
<p>Waste</p> <p>Packaging</p> <p>Use of byproducts for resource efficiency</p>	<p>Our Sustainability Strategy outlines clear priorities related to waste generation in our industrial sites.</p> <p>Rovensa’s ESG Policy affirms our commitment to promoting eco-efficiency across our industrial operations, in particular identifying opportunities to minimize waste generation throughout our production processes.</p>	<p>Key actions in our Sustainability Action Plans, to be rolled out through 2030, include acquiring raw materials in bulk, installing on-site storage containers, and reuse of pallets and raw material packaging.</p> <p>We are increasing the use of recycled and recyclable materials across our packaging portfolio.</p> <p>We are exploring opportunities to reclassify certain waste streams as byproducts, contributing to more resource-efficient operations.</p>	<p>In FY24/25, 73.5% of waste was treated through recovery operations, either recycling, preparation for reuse, or composting, representing an increase of 5.4p.p.</p> <p>8.4% in weight of packaging purchased was recycled, monitored for the first time through our ESG data management platform. This is the result of localized efforts, particularly in Spain and Brazil, where we utilize recycled packaging in some of our sold products.</p> <p>At our Monte Mor plant in Brazil, a portion of the waste is directed to third-party composting, where it is transformed into a raw material for fertilizer production.</p> <p>One of our innovative biostimulant is developed through the bacterial fermentation of sugarcane molasses—a by-product of sugar production.</p>

S1 Own Workforce i

Material Topic	Policies	Actions	Metrics and Progress
<p>Working conditions</p> <p>Health and safety</p>	<p>Rovensa’s Health and Safety (H&S) Policy reflects our ambition to be a reference in H&S, fostering a ZERO-HARM culture and continuously reducing incident rates to levels comparable to the best in our industry.</p>	<p>Rovensa is creating a safer work environment through investments in preventive measures, robust safety protocols, and comprehensive training programs.</p> <p>At our industrial site in Setúbal, Portugal, we uphold the highest safety standards for our operations, including compliance with ISO 45001.</p>	<p>Out of Rovensa’s 14 industrial sites, 12 have already implemented the STAR (A Safe Team at Rovensa) program, strengthening our commitment to fostering a safety-focused culture across all locations.</p> <p>Rovensa achieved a 9.9% reduction in the total number of work-related accidents and injuries among permanent and temporary employees compared to the previous period.</p> <p>The Lost Time Injury Frequency Rate (LTIFR) decreased by 34.9%, driven by a 36.4% reduction in lost time injuries.</p>
<p>Adequate wages</p>	<p>Our Code of Conduct sets out the minimum labor standards for all employees, ensuring fair and equitable treatment.</p>	<p>Rovensa conducts regular reviews and adjustments to ensure continue compliance with evolving legal requirements and wage benchmarks. For permanent employees under collective bargaining agreements, these frameworks provide a structured and transparent process for negotiating fair wages.</p>	<p>Our entry-level wage, which corresponds to the lowest full-time wage paid to employees, matches or exceeds the minimum wage set by regulations.</p> <p>75% of our permanent employees are covered by collective agreements.</p>
<p>Access to healthcare</p> <p>Mental health</p>	<p>To support flexibility and well-being, Rovensa has a Remote Working Policy that allows eligible employees to work remotely up to two days per week. This policy fosters a healthier work-life balance while maintaining strong collaboration and performance.</p>	<p>Rovensa offers private health insurance through its operations. In some regions, this coverage includes access to mental health care programs, reinforcing our holistic approach to employee health.</p>	<p>This fiscal year 70.8% of our permanent workforce have health insurance provided by Rovensa, a decrease of 6.5p.p compared to FY23/24.</p>

Our Progress: ESRS Topical Disclosures

S1 Own Workforce i

Material Topic	Policies	Actions	Metrics and Progress
Equal treatment and opportunities for all Gender equality and pay Diversity Employment and inclusion of persons with disabilities	Our Diversity, Equity, Inclusion and Belonging (DEIB) Policy ensures individuals are treated fairly and in ways that respect their unique needs and circumstances.	In FY24/25, we launched a diagnostic review of our Recruitment & Selection processes to identify and mitigate risks related to gender balance.	Women held 32.6% of senior management positions, including EMT, Heads, Directors, and Managers, reflecting a 2.2 p.p increase. In FY24/25, the global ratio for all job positions and geographies was of 0.95, calculated for base salary. This result indicates that women are generally paid less than men. Pay differences between men and women often reflect structural factors of Rovensa's job positions. Many job categories encompass a broad range of roles with distinct responsibilities and compensation structures.

S2 Workers in the Value Chain i

Material Topic	Policies	Actions	Metrics and Progress
Working conditions Health and safety Other work-related rights Human rights	Through the Supplier Portal, suppliers have access to key governance documents, including our General Terms and Conditions for Purchases, Sustainable Procurement Policy, and Supplier Code of Conduct. In terms of Health and Safety, our current policies already encompass the performance and compliance of service providers within the supply chain.	Our Human Rights Policy was developed throughout the fiscal year and published in June 2025. We annually evaluate potential risks related to ESG factors throughout our operations and supply chain. Based on identified risks, we implement tailored strategies such buyers and suppliers training programs, and corrective action plans to proactively address and reduce potential impacts.	In FY24/25, 100% of suppliers (5,734) were assessed using environmental and social criteria, marking an increase of 7.9 p.p compared to the previous year. Of these suppliers: <ul style="list-style-type: none"> • 784 (13.7%) were identified as having significant actual and potential social impacts, • 243 (4.2%) were identified as having significant actual and potential environmental impacts. 56.3% total procurement spend on suppliers local to that operation

S4 Consumers and End-users i

Material Topic	Policies	Actions	Metrics and Progress
Information-related impacts for consumers and/or end-users Access to quality information	Our Agronomist Technical Advisors are the frontline link to growers and distributors, providing technical guidance and promoting the responsible use of our biosolutions.	During the reporting period, we delivered a biosolutions training program to deepen knowledge of the Rovensa Next portfolio across our global teams. Upon request, we also provided tailored sessions to distributors, ensuring they receive high-quality information and technical insights.	97.5% of Rovensa Next's targeted Agronomist Technical Advisors successfully completed the Integrated Sustainable Crop Management Systems training.
Personal safety of consumers and/or end-users Responsible use of agri-inputs Food safety and security	We follow strict environmental, health, and safety standards, comply with legal and voluntary codes, and conduct comprehensive risk assessments to ensure our products pose no risk to human health or ecosystems.	Provide product labeling that includes detailed instructions for safe use, recommended protective equipment, and first-aid measures. Monitor field practices and respond promptly to any reports of off-label or unsafe application.	During this reporting year, 10 out of our 14 plants—including Setúbal (Portugal), Fresno and Waxahachie (USA), San Nicolás and Interpuerto (Mexico), Valencia, Albacete, Sanchidrián, and Madrid (Spain), and Arapongas (Brazil) were certified under ISO 9001, the global standard for consistent Quality Management Systems (QMS).. We have assessed 17 products for health and safety compliance, with no cases of non-compliance detected.

Our Progress: ESRS Topical Disclosures

G1 Business Conduct i

Material Topic	Policies	Actions	Metrics and Progress
<p>Corporate culture Integration challenges</p> <p>Protection of whistleblowers Whistleblowing channel</p> <p>Corruption and bribery Policies, process and capacity building</p>	<p>Our commitment to ethical behavior is supported by corporate policies, including our Business Conduct Policy, Anti-Bribery and Corruption (ABC) Policy, Anti-Money Laundering (AML) Policy, Conflict of Interest Policy, and Incident Reporting Policy.</p> <p>We also provide a Whistleblowing Channel for employees and all Rovensa stakeholders to report any breaches or suspected violations of our Code of Conduct.</p>	<p>In FY 24/25, we developed the 'Rovensa Ethics Policies' e-learning course to strengthen awareness of ethical standards and expected behaviors.</p> <p>We implemented a targeted action plan to ensure completion of Code of Conduct training and formal acknowledgment by all employees</p>	<p>Over 90% of employees across the Group acknowledged the Code of Conduct and completed the training.</p> <p>18 cases were submitted through the Whistleblowing Channel, which allows anonymous reporting in multiple languages. All reports were thoroughly reviewed by the Ethics Committee, which safeguards appropriate follow-up in line with Rovensa's governance standards.</p> <p>Throughout the fiscal year, no significant cases of non-compliance, corruption, or bribery were reported.</p>
<p>Cyber and data security Cyber security incidents</p>	<p>Our IT Cyber Security Policy establishes security standards and practices across the organization, serving as the foundation for safeguarding data and systems.</p>	<p>We launched two mandatory training programmes to promote responsible digital behaviour and safeguard technology and data assets.</p>	<p>No major cybersecurity incidents were reported, reflecting the effort of our preventive measures and internal controls.</p> <p>81.7% of employees completed dedicated cybersecurity training programs, totaling 3,221 hours.</p>



 To request the full FY 2024/25 Sustainability Report, please contact us at sustainability@rovensa.com



ROVENSA

— WELL BALANCED AGRICULTURE —



Sustainability Report

FY 24/25



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This executive summary is based on publicly accessible and Rovensa Group's own information, believed by it to be reliable. This document provides a concise overview of the key highlights and progress from Rovensa's Sustainability Annual Report for Fiscal Year (FY) 2024/2025, which has been limited assured by PwC. Whilst reasonable care has been taken to ensure that the facts stated herein are accurate and that the opinions and expectations contained herein are fair and reasonable, no representation or warranty, express or implied is made by Rovensa Group, or by any of their respective affiliates, related funds, advisers

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