

ROOTS

2020 / 2021 CSR REPORT



Anecoop

Structure, scope and boundary of this Report

This is Anecoop S.Coop.'s Corporate Social Responsibility Report (CSR) for the 2020/2021 trading year (from 1st October 2020 to 30th September 2021), which details the company's economic, environmental and social performance. Reporting is carried out on an annual basis and coincides with the trading year.

This is the twelfth CSR Report we have published. The previous report was compiled for the 2019/2020 trading year and was presented to the cooperative's members at the Annual General Meeting in April 2021.

This Report complies with Anecoop's commitment as a social economy sector enterprise, and evidences the social responsibility policies we have developed over the years in conjunction with our members, workforce, customers and the broader community.

The 'General Disclosures' information refers to the Anecoop Group, whose headquarters are in Valencia (Spain), and to our subsidiaries and other companies in which we have a stakeholding in Europe.

The 'Materials' information refers to Anecoop S.Coop. (Spain), as we have direct control over these details. The audited Non-Financial Reporting Statement on the companies that are part of the Anecoop Group's consolidated accounts will be published on www.anecoop.com.

This Report has been produced according to the standards contained in the Global Reporting Initiative (GRI)*, taking into account the principles of materiality, stakeholder inclusiveness, the sustainability context and the boundaries in determining the content of the Report. The stakeholders (members, employees, customers and society) were identified and defined according to EFQM criteria, maintaining ongoing communication through various channels provided by the company for this purpose. This Report was drawn up using the 2016 GRI Standards as a reference.

Contributions to the CSR Report may be sent to info@anecoop.com. We are confident that this will lead to further enhancement of future CSR Reports.

* The Global Reporting Initiative (GRI) is a not-for-profit organisation which lays down standards for the production of social responsibility reports.





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Letter from the Chairman



Alejandro Monzón
Chairman

In the 2020-2021 trading year, Anecoop once again confirmed its status as one of the leading international players in the supply of fresh fruit and vegetables. Our growth in volume and turnover this year, albeit modest, confirms this.

Although the backdrop to the year was a highly challenging scenario, the truth is that our industry has played a major role in Spain's trade balance over the last two years.

And it is this position as a strategic core industry that Anecoop continues to strive for, championing the value of our land and our growers. This financial year saw the highest ever payment to our members. We are duty bound to look after the first link in the chain: our growers, and we are convinced that sustainable, strong, independent agriculture is not a pipe dream but a reality we can achieve.

We also firmly believe in our business model and we are aware that it will remain valid, as long as we keep on innovating and adapting to the changing times. It is a commitment to the future that is built on very solid ground, the land, which is worth investing in, not giving up on, even if it is

sometimes the subject of smear campaigns that question its viability.

Like any business, we have to contend with numerous market difficulties, competition and lack of reciprocity on a daily basis. But, in the end, as with everything in life, it is a question of trust, when faced with a challenge that must be tackled with the utmost professionalism and quality to ensure optimum results.

Our members have to trust and believe in our cooperative integration model as our main competitive advantage. Year after year we insist on this point: if we are to consolidate business, the number of operators must be reduced. This is not something we have invented; it is the market that is pushing for it. Our members are stepping up, but we need to move faster, and if we all join forces and work as one this is what will stop farmers from being the weakest link in the chain. Together, we are stronger and will be better able to respond to market needs.

Our business model is a commitment to the future that is built on very solid ground, the land, which is worth investing in, not giving up on, even if it is sometimes the subject of smear campaigns that question its viability.

Continuous innovation is another of our trademark features and our commitment to sustainability, as evidenced by becoming a signatory to the Global Compact last June, is the way forward if we want to be part of the future.

Our production is part of a market, the European market, which has the best food safety guarantees, shows respect for the land and for people. We can safely say that we have the best produce to meet the demands of today's society.

This model, which strikes a balance between management, innovation and sustainability, places Anecoop in the limelight. We also need government to give credit to the efforts made by the tens of thousands of people who are part of this Group and to focus on consolidating an independent primary sector, which is vital to our economy. Above all, we need to try to avoid a model of agricultural dependence. If we do not look after the sector ourselves, others will set their sights on it. This is already happening. Because let us not forget: our production is part of a market, the European market, which has the best food safety guarantees, shows respect for the land and for people. We can safely say that we have the best produce to meet the demands of today's society and we need to join forces to give our industry the visibility it deserves, but we cannot do it alone: we urgently need government support at all levels because we cannot continue to play second fiddle to producers in other countries.

Those of us who belong to Anecoop have a responsibility to everyone: growers, member organisations, staff, customers and consumers. Let us make it clear that we are all part of a

common project in which there is no room for failure because that would mean we have failed ourselves. There are expectations riding on us, starting from the need for farmers who work the land to be able to make a decent living, to consumers being satisfied when they purchase our products because they are premium quality, have an excellent taste, and are obtained through responsible farming practices.

I would like to end by once again thanking the Group's members and staff for their efforts in a difficult scenario to which we have had to adapt at breakneck speed. I encourage you to continue working to give meaning to our mission of providing society with healthy food, always looking after those who work the land.



Alejandro Monzón with the Minister of Agriculture, Mr. Luis Planas, during his visit to the Anecoop Foundation in Museros (Valencia).

Letter from the Managing Director



Joan Mir
Managing Director

The 2020-2021 trading year was the second to be affected by the pandemic yet, despite this, and the many difficulties involved, Anecoop S. Coop. continued to grow. We reached record figures both in terms of turnover, which rose to €790.3 million, and sales volume, with a total of 845,410 tonnes + kilos. This represented increases of 2.6% and 2.4%, respectively, compared to the previous year. The combined turnover of the Anecoop Group increased by 3% from €966 million to €994 million.

We also improved our performance in vegetables, lemons, watermelons, melons and organic produce. Our turnover in wine was over €36m, with our three wineries reaching an all-time record in terms of wine bottled and sales in one trading year.

As highlighted throughout this Corporate Social Responsibility Report, Anecoop's ongoing objective is to further the concentration and integration of our members and our Company Groups. Last year was particularly significant in this area, with Hortofrutícola Costa de Almería and the Bodegas San Martín wine cooperative in Navarre becoming members of Anecoop.

In Valencia, the Benimodo cooperative was taken over by the CANSO cooperative (L'Alcudia), and the Andalusian members San Sebastián de Lora del Río, Alcafruit and FOASAT created ProVega to streamline their citrus production.

Special mention should be made of COPAL's (Algemesi-Valencia) move into Green Fruits, making it the largest citrus growing organisation

within Anecoop and the most important in the Spanish cooperative industry. We wish them every success and offer them our unconditional support.

Our product platforms are also an example of the cooperation and integration of our members. During this trading year, they handled 70,000 tonnes of fruit and vegetables, providing us with a highly specialised service and enhanced product optimisation.

One of the most important milestones in our international sales network in 2020-2021 was the establishment of the Anecoop UK subsidiary in the United Kingdom. We wish it at least as much success as Floren'Sud in France following its integration into the Anecoop Group and the major reorganisation carried out in the company.

In order to further our commitment to society and sustainability, and to demonstrate our commitment to human rights, work ethics, the environment and the fight against corruption, Anecoop joined the United Nations Global Compact in June as a signatory.

Training has always been a key part of Anecoop's success. That is why we promote it among our employees and, year after year, the amount of training continues to grow, with 90.27% of the workforce having benefited from courses in the 2020-2021 financial year.

Anecoop's ongoing objective is to further the concentration and integration of our members and our Company Groups. Last year was particularly significant in this area.

We also provide ongoing training for our members in different specialist areas, mainly in production and quality, which is tailored to their profiles: growers, harvesters, warehouse staff, quality and production experts, sales staff, production managers, managing directors and chairpersons.

The Quality and Systems Department implemented various initiatives throughout the year, including 85 Quality and Management Improvement Plans for our members. Over 350

growers and experts took part in training sessions and technical visits to the experimental field stations in Almería and Valencia, coordinated by the Production and Development Department, in addition to another 250 who attended the workshops organised by the department in our members' facilities. We believe that information and training in quality and production are key to our progress. Customers and consumers demand sustainable, natural, healthy, fresh, nutritious, food-safe, innovative, and high-quality products with guaranteed levels of service. And this is where we must not and cannot falter.

Information and training in quality and production are key to our progress. Customers and consumers demand sustainable, natural, healthy, fresh, nutritious, food safe, innovative, and high-quality products with guaranteed levels of service.

Although Anecoop has high standards, it must improve its quality and service levels because the market is pushing us to go that extra mile. We will have to pull out all the stops throughout our organisation from the grower to the sales department, via our entire supply chain. This is and will be one of our focal points and a key priority for action.

The Cultiva Project is our plan for change in Human Resources Management in order to adapt to the future, a future that is expected to be much more complex and competitive. Cultiva has a three-year timeframe and is a highly ambitious initiative. Given its importance, we have appointed Ricardo Díaz as our new People and Talent Director to speed up its implementation.

One of the cornerstones of Cultiva is gender equality. Whereas in the 2019-2020 trading year, female Anecoop employees accounted for 50.19% of the total workforce, in 2020-2021 this percentage rose to 51.75%.

Another of Anecoop's objectives is to promote sustainable agriculture and protect the environment in everything it does, which is why a

working group has been set up to strengthen and improve our position in this sphere, in addition to the policies and initiatives that have already been deployed. In addition, Anecoop continues to work and push forward with ongoing innovation.

Just as we were closing this report, on 24 February, we were surprised and shocked by the sudden death of Francisco Gilabert, the Chairman and one of the driving forces behind Green Fruits Coop. V., as well as Anecoop's Deputy Chairman. Paco leaves a big hole in Green Fruits, in Anecoop and in the cooperative world. There have been many heartfelt, well deserved words of praise for Paco over the last few days, but I would like to quote a member of Anecoop's Governing Board who said, "Today we have said goodbye to a GREAT man, a pioneer in cooperative integration, common sense, good humour, and a friend to all... This is a huge loss". The best tribute we can pay to Paco is to nurture and support the project to which he dedicated a large part of his life: Green Fruits. That is our commitment. We send our sympathy to his family, and we hope that our friend Paco will rest in peace. We will always remember you.

We hope and wish that the COVID pandemic will soon be over, that it will end up being just a memory, and that we will be able to return to a long-awaited personal and professional normality.

We must thank all those who, despite the pandemic, have contributed in one way or another to achieving our record figures. Special mention goes out here to our Sales Department, given that, at a very sensitive time, when growers are clamouring for greater profitability, we are confident that these results have played a part in bettering their situation.

And finally, we would like to thank Anecoop's Governing Board for their support, and all our colleagues in our branches, subsidiaries, packing houses, experimental field stations and at head office who, despite the difficulties, have always been there, with their outstanding professionalism, and constant engagement and commitment.

Thank you, thank you very much.



SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD

In 2015, a meeting of world leaders at the UN passed a new sustainable development mandate, the 2030 Agenda, which includes a series of Sustainable Development Goals (SDGs). There are 17 goals which have 169 targets that focus on eradicating poverty, combating climate change and reducing inequalities.

A high degree of involvement on the part of all the social stakeholders involved in the system is required in order to comply with these SDGs.

In this report, Anecoop, a social economy company whose Corporate Social Responsibility values have been firmly implemented in all areas of the organisation, highlights the actions which, as part of its business operations, dovetailed with 15 of the 17 SDGs in the 2020-2021 trading year.

Anecoop joined the United Nations Global Compact as a Signatory in June 2021, confirming its commitment to meeting the 2030 Agenda objectives.



•Cooperation with different charity organisations and NGOs in projects aimed at improving the lives of the disadvantaged and socially vulnerable.



•Promotion of healthy lifestyles by supporting national and international sport and health-related events, both independently and through foundations, schools and other associations.



All the company's recruitment processes are governed by equality of opportunities. •Recruitment criteria are based on candidates' level of education and training, their skills, job experience and aptitude for the position. •Salary criteria are exactly the same for all staff, irrespective of gender. •Participation in the project "A cooperative village in Anantapur" (India) for disadvantaged families in order to dignify the role of women in Indian society. •Implementation of an Equality Plan.



•The company has a solar power plant on the roof of its packing house in Torrent (Valencia). •Use of precision farming for agricultural management through new technologies such as geolocation, drones, robots and mobile applications to improve resource efficiency, including energy (IDRONE Project).



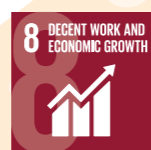
•Promotion of sustainable agricultural practices among its member farmers. •Participation in initiatives and the development of projects to minimise food waste. •Waste recovery: BIOPRO (national) and PRO-ENRICH (European) projects. •Promotion of the future of food by participating in projects to adapt fruit and vegetables to climate change.



•Implementation of an Annual Training Plan adapted to the company's specific needs and aligned with the requirements of Anecoop's employees. •Training courses for cooperative members and member companies, especially in the areas of R&D and technological innovation, quality and systems, organisation and strategic management. •Offering work placements in the company. •Technical courses for farmers on best agricultural practices.



•Promoting the use of water-saving irrigation systems and technology that ensures efficient water use, such as GRANAREC and DIKACOVAL 2. •Participation in projects that enhance crop water management by adjusting water inputs through the installation of moisture sensors in the soil.



Application of quality employment policies, based on equality and training for staff and members. •In-house deployment of the Cultiva Project to manage People and Talent. •Application of distributive justice among members. •R&D and technological innovation support for its member cooperatives, member companies and farmers. •Application of health and safety measures in the workplace.



•Major annual investment in R&D and technological innovation. •The company has two trial centres, one in Valencia and the other in Almeria, to develop R&D and technological innovation projects that benefit its member farmers. •Involvement and participation in numerous national and international working groups and projects in conjunction with different government bodies and agencies. •Support for more sustainable infrastructure, such as the Mediterranean Corridor. •Development of new ways to consume fruit and vegetables (ready-to-eat, ready-to-cook).



•Thanks to its operations and its role as a social economy company, it contributes to safeguarding the future of its producer members, fostering the sustainability of farming and, with it, preventing the rural population from moving to urban areas. •Participation in a project to recover abandoned plots of land: Innoland project.



•Practices to encourage sustainable farming, organic farming, zero residue and *naturane* certification. •Promotion of the use of water-saving irrigation systems among its members. •Use of plant cover in our trial centre plots to retain rainwater, reduce ambient temperatures and promote biodiversity in plots. •Promotion of the future of food by participating in projects to adapt fruit and vegetables to climate change. •Participation in two projects to obtain 100% biodegradable materials for sustainable packaging obtained from food-based bio-waste. •Participation in a project to monitor and minimise packing house waste together with its members in Murcia.



•In-company recruitment criteria, nationality, gender, race, religion or any other criteria that could cause discrimination are never taken into account. •Inclusion of people with different nationalities on the staff. •Inclusion of people with physical or mental disabilities on the staff.



•Certified growing systems that guarantee food safety. •Participation in initiatives and the development of projects to minimise food waste. •Practices to encourage sustainable farming, organic farming, zero residue and *naturane* certification. •Implementation of policies to efficiently manage natural resources and waste in its activities.



•Participation in the Innoland project to recover abandoned plots of land. •Encouraging its members to use biological pest control. •Participation, together with its partners and the Asociación de Naturalistas del Sudeste, in a project for the conservation of biodiversity.



•Public-private partnerships with the academic world and other organisations in development projects that contribute to achieving these SDGs. •Participation in innovation forums to improve the industry.

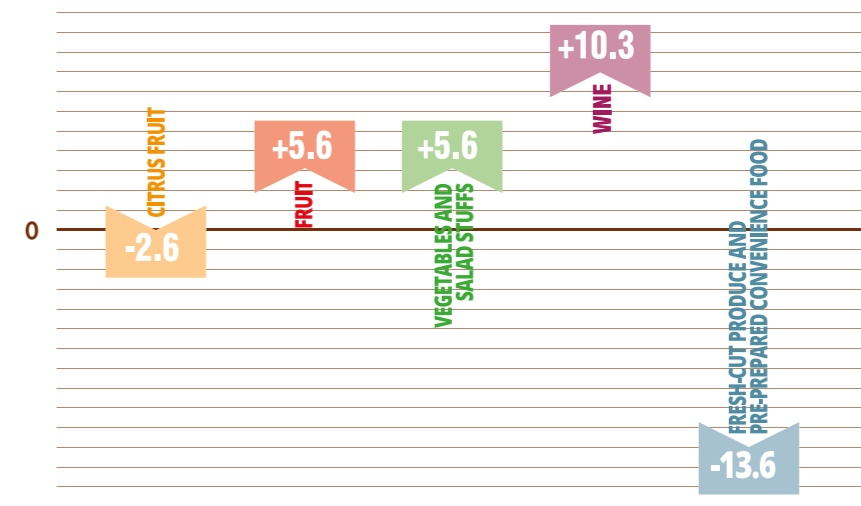


1 ROOTED TO OUR PRODUCTS



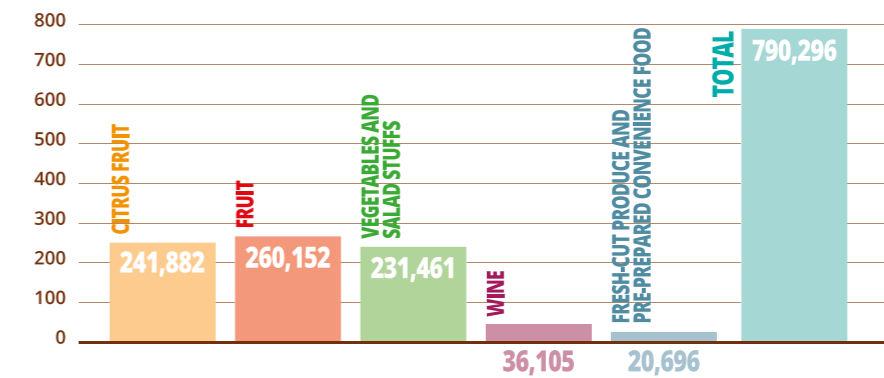
↑€ : +2.6%

turnover

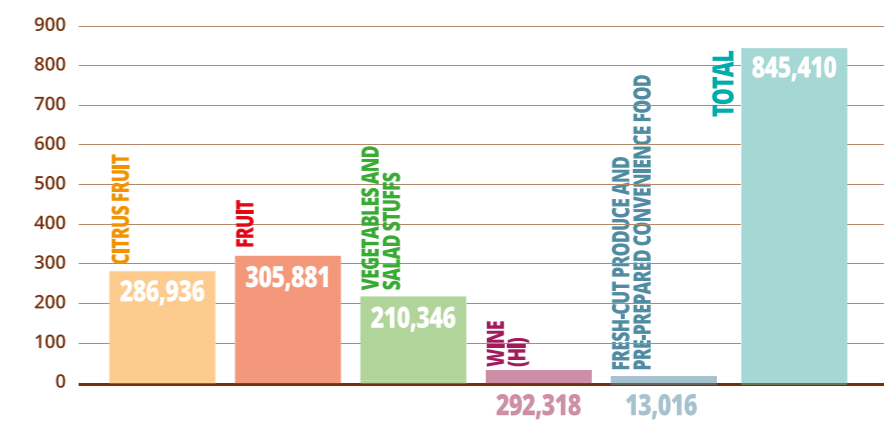


sales by products

(€ x 1,000)

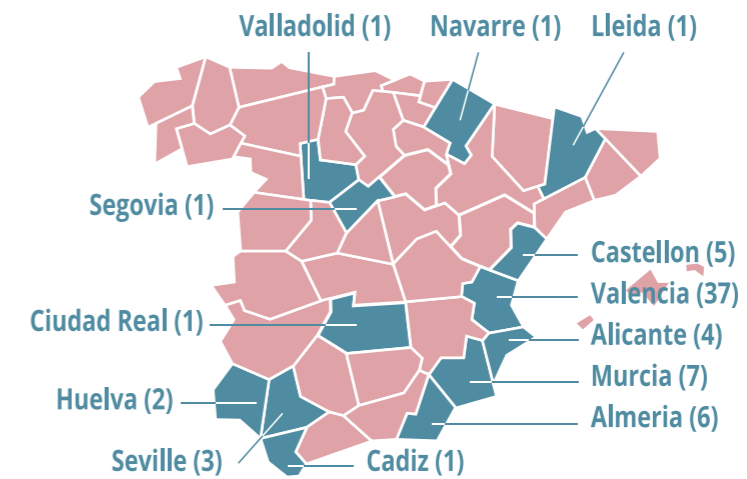


(t)





geographical location of Anecoop's members



70 members / 7 regions / 13 provinces

our members

farmer members **23,302**

employees **23,944**

our land

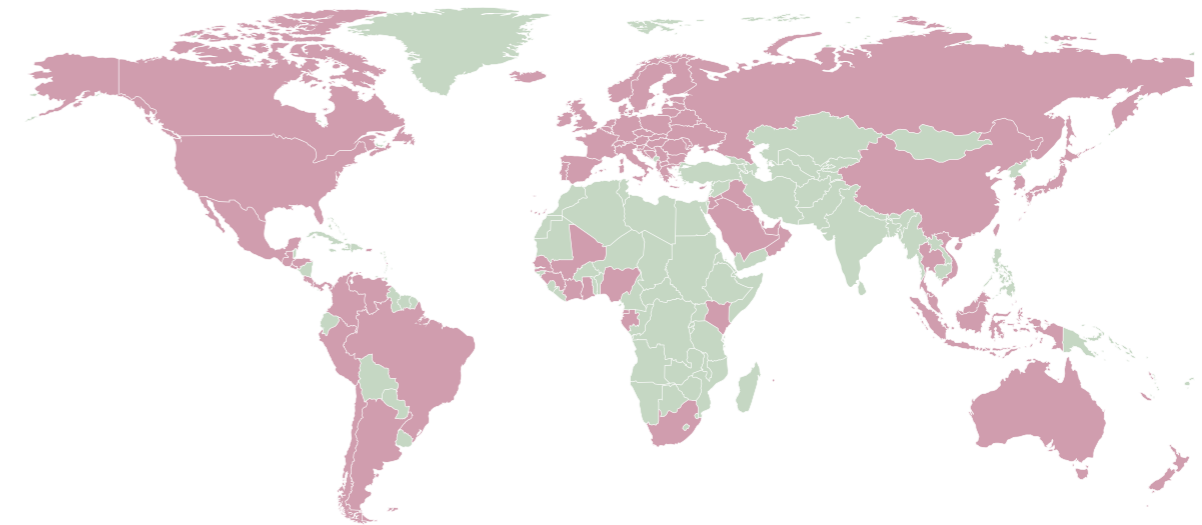
hectares cultivated **67,208.62**



3
ROOTED TO THE MARKETS

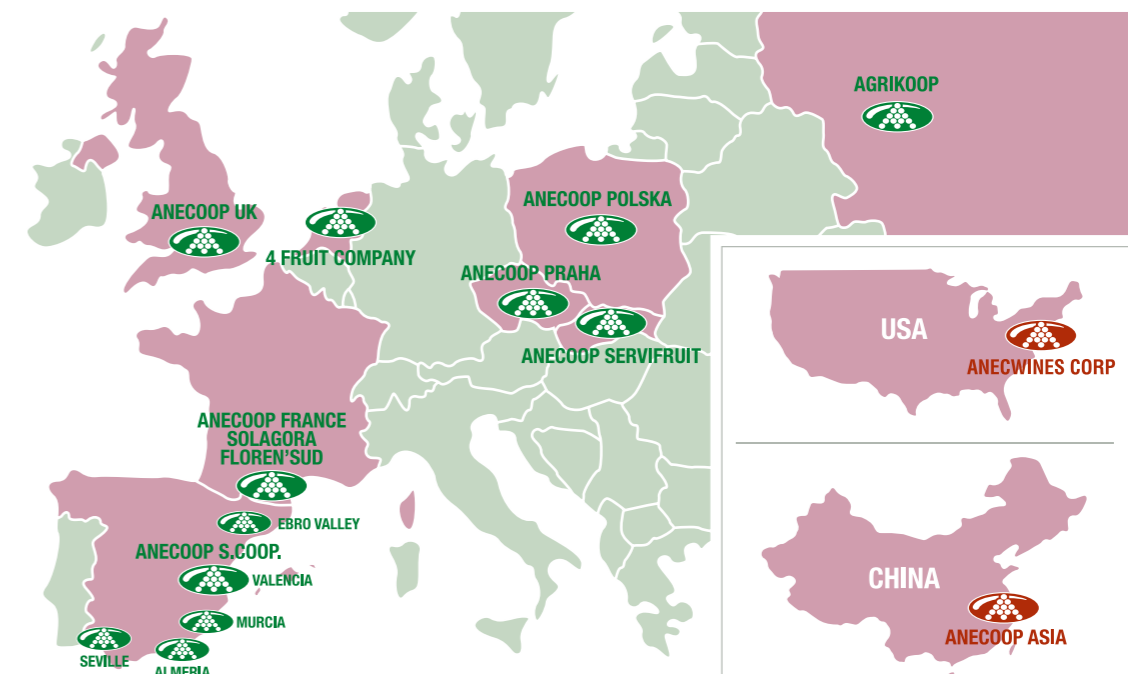


our markets



85 countries

the Anecoop Group

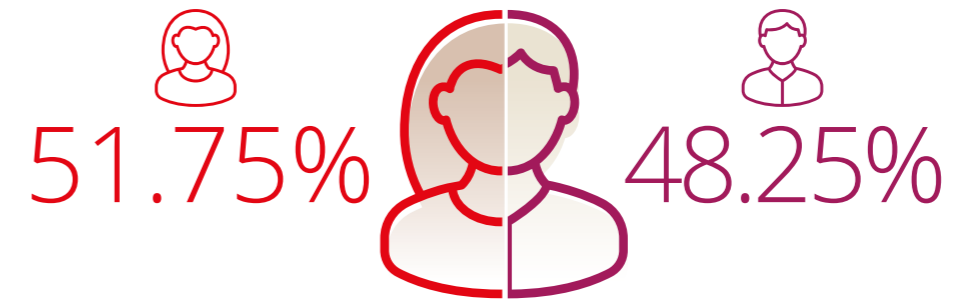




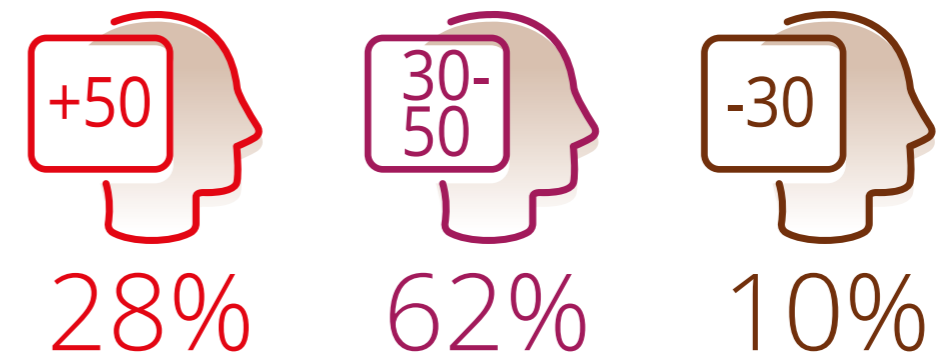
4
EMPLOYEES
TO OUR EMPLOYEES



percentage of employees by gender



average age of workforce



training

46.6 hours
of training
per employee



€93,800
invested
in training



90.27%
employees
received training





5 ROOTED TO SOCIETY



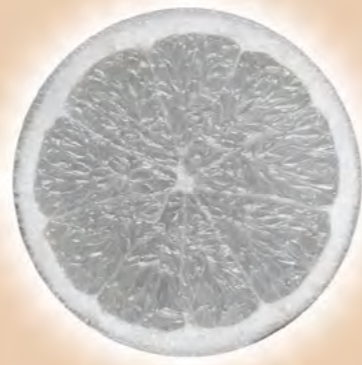
Anecoop and solidarity

€72,575 
donated to several charity
organisations, NGOs and associations

 +900,000 kg
of fruit and
vegetables
donated by the
Anecoop Group

committed to healthy eating

 cooperation in
37 sporting
events and
recreational activities
in different countries



6
ROOTED TO THE EARTH



BIOPRO project
waste recovery as a vehicle to boost
the circular economy

certifications that guarantee
excellent food and
resource management

GLOBALG.A.P.



our environmentally
friendly brands
which ensure food safety



54,715.72 Ha. certified*
by GLOBALG.A.P.

(*) Over 90% of our fruit and
vegetable production is certified



5,082 tonnes
marketed

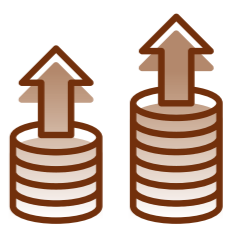


32,546 tonnes
marketed



our R&D resources

2 experimental field stations 

€1.5 million spent on R&D and technological innovation 

some projects we are taking part in



GO INVERCONEC
Desde el cultivo hasta el consumidor final

integrated digital management of greenhouse crops to improve sustainability



social innovation in land management



ANC-Biotech Lab
development of selected new varieties with genetic markers in citrus and in other crops



Actions that Bring Life to Farming



The Spanish TV presenter Juan Pablo Carpintero fronted our campaign "Actions that Bring Life to Farming", supporting our Bouquet Persimon kakis.

The fruit and vegetable industry requires consumer support more than ever. We all agree that the work carried out in the rural world is ESSENTIAL to feed the population, to protect the environment and our surroundings, and to promote economic, productive and social sustainability by developing rural areas.

In addition, we are also undergoing major changes in the food model, promoted by the EU, which is much greener and more protective of our biodiversity. However, this agricultural model, which is more respectful of the planet and much more demanding production-wise, has a significant economic impact on our agriculture, since it entails higher production costs, which the market does not allow us to pass on to the rest of the food chain. Our premium quality fruit and vegetables, which are local products and guarantee a more environmentally friendly working philosophy, are finding it increasingly difficult to compete on price with non-EU products, which require much less stringent standards and are cheaper to produce.

This unbalanced scenario means that our growers have to put up with downward pressure on prices in our own markets, as they have no other alternative to sell their produce, and often find their income from this produce to be insufficient to cover their costs. This situation leads to serious difficulties in maintaining their farms and they are forced to abandon their fields and crops.

However, the consequences of not having our own powerful agricultural system would be inconceivable. The recent COVID-19 pandemic, the lack of healthcare material in the first phase of the crisis and the dependence on third countries to obtain it showed us that we must defend our own production so we can tackle any eventualities arising in the future.

The fruit and vegetable industry must remain united and assert its strategic importance, as well as sending a sole message to society: **we need your support to keep feeding you.**

BY CHOOSING BOUQUET FRUIT AND VEGETABLES, you are supporting over 23,000 growers and their families who live in Spain's main production areas and who work hard every day to grow tasty, healthy fruit and vegetables to feed us.

"Actions that bring life to farming" is an awareness-raising communication campaign which was launched in spring 2020 in Spain with a threefold social objective:

1. To promote the strategic value of strong, independent agriculture among the general public, so that the sector can deal with difficult situations such as the current crisis.

2. To defend farmers' ability to continue to make a living from the countryside, putting a stop to rural depopulation and the abandonment of land.

3. To publicise some of Anecoop's innovation projects as they help to improve the future of our growers and to facilitate generational renewal.

Projects with common objectives:

- **Promoting cooperation** as a formula for competitiveness and local development, highlighting the strategic role of our member producers.
- **Preventing the rural population from moving to urban areas.** Putting a stop to rural depopulation.
- **Stopping farming land from being abandoned.**
- **Facilitating generational renewal** in farming. Creating new jobs in rural environments for young people.
- **Increasing employment opportunities** for intermediate generations.
- **Creating long-term employment opportunities** in agriculture and ancillary industries.
- **Incorporating technology** and technological advances into production.
- **Improving the competitiveness** of farms. Bringing farming closer to market demands.
- **Reducing crop uncertainty for growers** as much as possible in terms of varieties, more sustainable production systems, optimising the use of natural resources, etc.
- **Combating climate change.**
- **Safeguarding** a strong, independent Spanish agricultural industry.
- **Offering a consistent, profitable and high-quality range of products.**

Broadly speaking, these projects are aimed at:

1. Optimising resources in agriculture. Technological and artificial intelligence, reduction of inputs, optimisation of water use, minimisation of environmental impact, sustainability...

2. Cleaner agriculture. Reduction of plastics and use of biodegradable and compostable materials.

3. Certified conventional agriculture: naturane. Proprietary certification guaranteeing the consumer healthy, environmentally friendly produce.

4. Zero waste and organic agriculture. Aligned with the EU strategy and consumer demands.

5. Crop alternatives. New varieties to offer consumers and ensure farm profitability.

6. Alternatives to process and recover waste from different crops, thus minimising food waste.



Economic Information

2.1 Figures

Once again, we experienced a year that was very different from what we had expected and was again marked by the difficulties caused by COVID at an organisational and business level. This had a clear impact on demand, especially in the first part of the year, making it difficult to plan ahead in sales terms. Increased competition, dramatically higher quality demands from customers, and disruptions caused by weather incidents in the winter months made 2020-2021 a far from easy year.

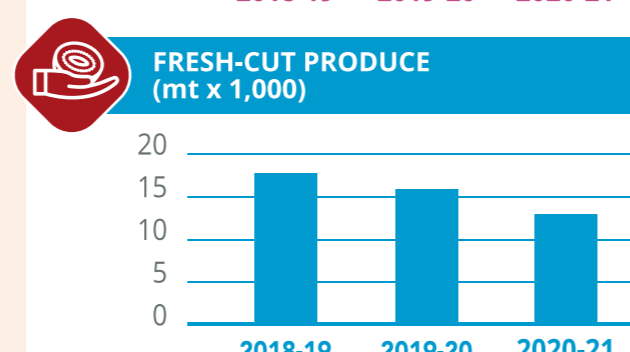
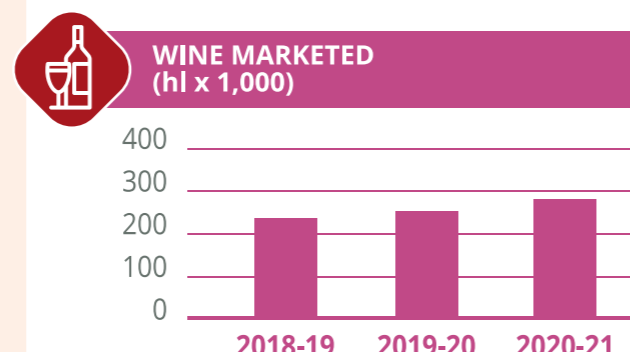
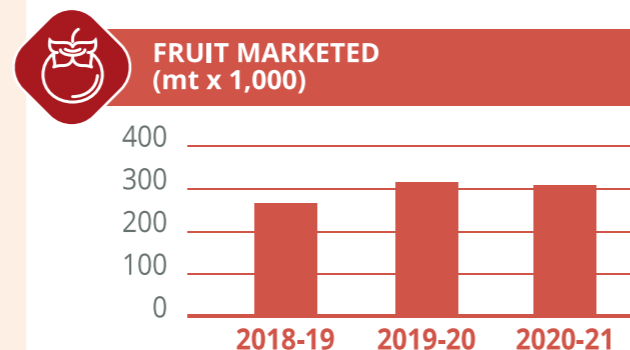
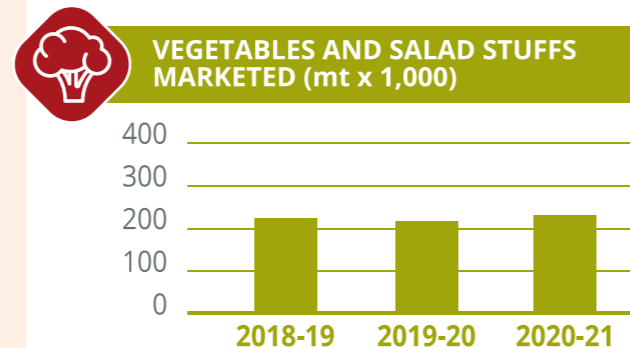
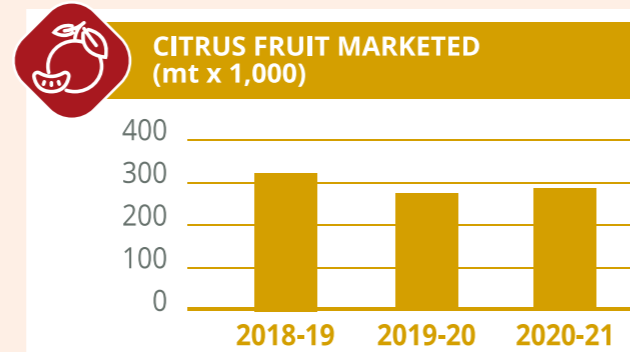
Despite the challenges, we continued to grow, reaching record figures both in terms of volume marketed, with **845,410 tonnes + kilos** (+2.4% compared to 2019-2020), and in terms of turnover, with a 2.6% increase from **€770.5M** to **€790.3M** in 2020-2021.

This year, our **wines** confirmed the positive trend of the last few years with the group's three wineries achieving their highest sales in Anecoop Bodegas' history in terms of both bottling volume and payments.

This sales growth pushed Anecoop's turnover in this product group to over **€36M** for the first time, 83% of which came from bottled wine, which continued to rise this year thanks to robust sales in supermarkets, the boom in online purchases and the continuity of the HORECA channel despite the pandemic. Sound management of bulk sales, especially of muscatel in both wine and must, was also instrumental in reaching this milestone, which constitutes a major yardstick for future years.

Citrus volume grew by 4% though turnover went down by 2.6%. These results were acceptable in a year that did not live up to the expectations generated at the end of the previous year. Demand did not pan out as we had anticipated and increasing competition from third countries was felt.

We continued to work with our members to round out our production calendar and make our products more appealing to our customers. As a result, we marketed over 33,000 tonnes of **lemons**, the highest figure to date, and we improved our positioning in the second part of the citrus season both in **oranges** and **mandarins**.



Fruit continued to be the product family with the highest volume reaching 305,881 tonnes, with turnover rising by 5.6% to over **€260M**.

In a year with less **Persimon** kaki production, we managed to sustain volume and bolster our dominant position with an export share of 50%, thanks to the inclusion of a new member specialising in this crop and to the excellent work carried out by the Persimon Group, obtaining significant improvements in the prices paid, although perhaps not enough to offset the greater production difficulties and cost increases.

We registered record sales volumes for **watermelons** and **melons** in a season with higher production but with lower demand due to summer temperatures which were well below average in almost all of Europe and brought poor prices as a consequence. We had the same issue with **stone fruit** which, despite lower production, did not see a price recovery until well into the summer. Varietal renewal and greater production in areas where we are not very well represented are essential factors in order to be able to grow.

We consolidated our work in **exotic fruit**, enhancing our range with new projects in heavyweight products such as avocados, and adding others such as dragon fruit. Prices for berries were reasonable, though this is a product group in which we need to increase our supply base.

Vegetables was the product group that grew the fastest during the year, reaching **€231.5M** and exceeding 30% of fruit and vegetable turnover for the first time, with increases in all the major products: peppers, lettuce, broccoli, cucumbers

and carrots, with the exception of tomatoes, where the percentage of Moroccan competitors in some of our main markets is increasing.

We need to continue to boost production in Almeria and Murcia, and to encourage growers to increase the amount of produce from other areas in order to diversify our range of fruit and vegetables even further.

Replacements of our products with local produce and other changes in some customers' strategies led to a downturn in the marketing of **fresh-cut and pre-prepared convenience food** products, in a trend we are working to turn around.

Our **organic produce** continued to grow, with a marketed volume of over 32,000 tonnes, up 7.5% on 2019-2020, though it was not all plain sailing. Replacements of our product range with domestic production, consumer stagnation in some countries and an increase in the number of organic operators are all forcing us to be more efficient and improve quality in order to continue to increase our client portfolio and to be able to provide an outlet for our thriving production.

Highlights

We increased our share to 4.87% of total Spanish fruit and vegetable exports

Two new members joined Anecoop: Hortofrutícola Costa de Almería and Bodegas San Martín

Anecoop UK was set up

Significant boost to the Quality Improvement Plan

In progress

Implementation of processes to concentrate members' production and bring in new members

Development of innovation projects

Launch of Cultiva Project

Creation of a Sustainability Plan

Economic Information

SALES EVOLUTION

Tonnes	2018-19	2019-20	2020-21
Citrus fruit	317,389	276,054	286,936
Fruit	278,811	307,504	305,881
Vegetables, salad stuffs and plants	207,868	202,400	210,346
Fresh-cut produce	17,101	15,588	13,016
Total fruit, vegetables and salad stuffs	821,169	801,546	816,179
Total wine (hl)	216,820	243,934	292,318

Euros*	2018-19	2019-20	2020-21
Citrus fruit	223,270	248,429	241,882
Fruit	219,973	246,308	260,152
Vegetables, salad stuffs and plants	215,517	219,140	231,461
Fresh-cut produce	23,939	23,950	20,696
Total fruit, vegetables and salad stuffs	682,700	737,827	754,191
Total wine (hl)	30,382	32,747	36,105
Total	713,082	770,574	790,296

* Euros (x 1,000)

Distribution of profit

In the 2020-2021 financial year, Anecoop obtained a profit of €2,171,134.

Surplus

100% of the surplus was allocated to collective or undistributable funds. Each year, the General

Assembly agrees that the surplus will be allocated to the members' cooperative income, to increasing the mandatory reserve fund, and to the education and promotion fund.

In 2020-2021, part of the cooperative's surplus was allocated to the education fund and the rest was assigned to the reserve fund.

According to article 48.2 of the Corporate Bylaws, "From the surplus recognised for the purpose of calculating the cooperative's profit for the year, after deducting any previous years' losses, and prior to taking into account Corporation Tax, at least 20% will be allocated to the mandatory reserve fund; and 10% to the education and promotion fund", and article 48.3, "At least 50% of the extra-cooperative or extraordinary profits [...] will be allocated to the mandatory reserve fund".

Share capital

Anecoop's share capital at 30th September 2021 was €25,025,262. This consists of mandatory contributions and voluntary contributions added to members' share capital. The mandatory reserve fund allocated to the consolidation, development and guarantee of the cooperative, which may not be distributed among members, amounted to €44,643,404 at 30th September 2021, as well as other reserves of €9,682,424. The percentage of liabilities belonging to collective or undistributable funds was 54.05%*.

*This percentage is calculated as follows: (Share capital + reserves + profit (loss))/Total equity and liabilities = (25,025,262+54,325,828+2,171,134)/150,832,922 = 54.05%

Anecoop defends Spanish agriculture. The raw materials (fresh fruit, vegetables and salad stuffs, and wine) marketed by Anecoop come from the Valencian Region, Andalusia, Murcia, Extremadura, Castile and Leon, Castile-La Mancha, Catalonia, Navarre, Aragon and the Canary Islands. Materials, other purchases and the provision of services are supplied by other companies from different areas of Spain.

Taxes paid and grants received

Corporation Tax paid in 2020-2021 amounted to €131,563, compared to the €56,421 received

in the previous year. Other taxes (council tax, business tax, road tax, etc.) amounted to €103,587 compared to €63,564 in 2019-2020.

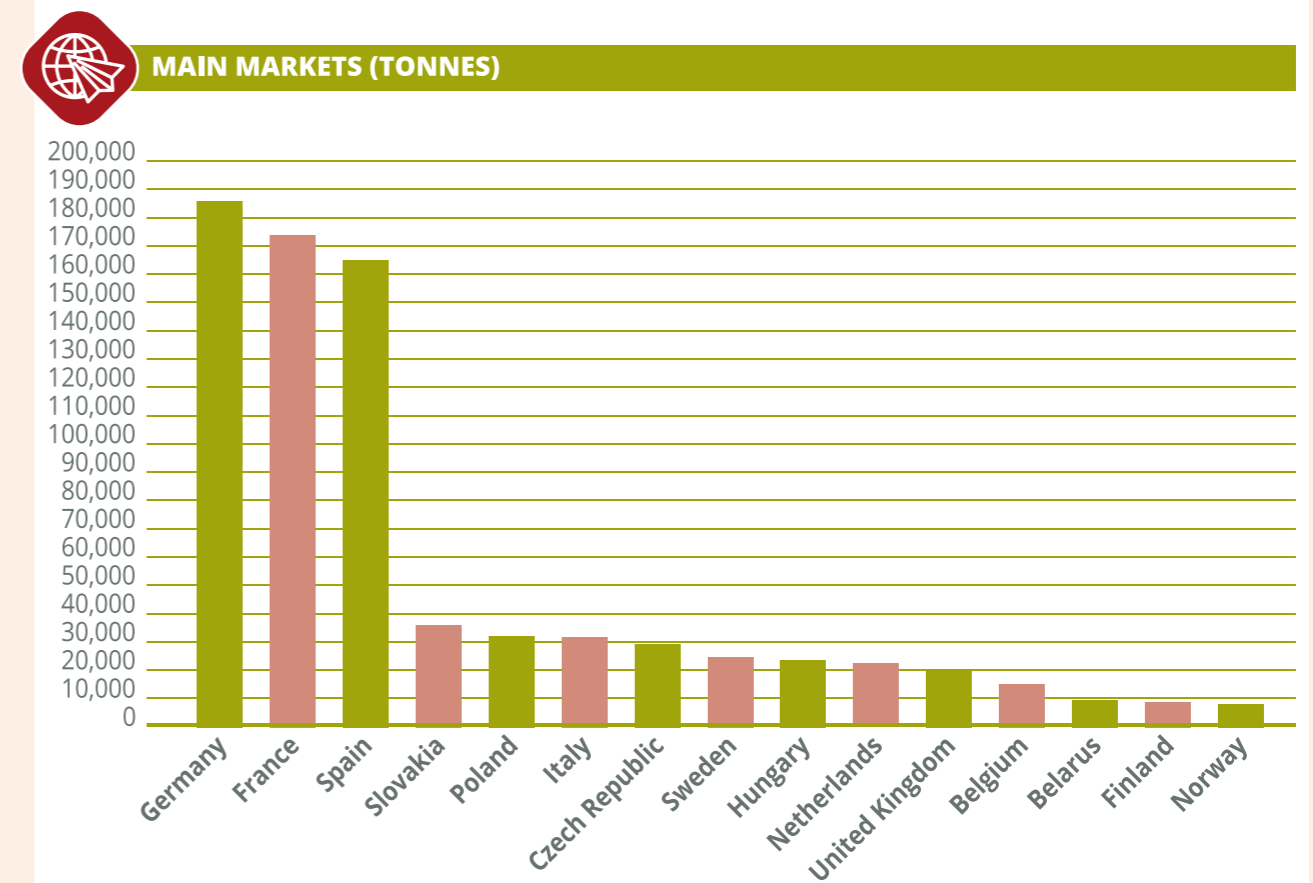
Anecoop was awarded operating grants totalling €220,031, compared to €303,958 in the previous year.

Planning processes and budget management

We produce a budget forecast at the beginning of each financial year, which is monitored throughout the year.

SALES BY GEOGRAPHICAL AREAS

	Citrus fruit (mt)	Fruit (mt)	Vegetables, salad stuffs and plants (mt)	Fresh-cut produce (kg)	Total fruit, vegetables and salad stuffs (mt)	Wine (hl)
European Union	266,097	274,851	204,499	12,620	758,067	195,892
Rest of Europe	10,644	27,193	5,628	396	43,861	69,870
America	7,372	2,888	216	-	10,476	8,865
Asia+Africa	2,823	949	3	-	3,775	17,691
Total	286,936	305,881	210,346	13,016	816,179	292,318



Economic Information

ASSETS	30/09/21	30/09/20
NON-CURRENT ASSETS	47,559,311	48,173,872
Intangible assets	4,178,559	3,984,549
Patents, licenses, trademarks and similar rights	3,994,071	3,642,852
Computer software	74,489	81,735
Advance payments	110,000	259,962
Property, plant and equipment	12,512,314	12,702,493
Land and structures	11,000,928	11,141,084
Plant and other items of property, plant and equipment	1,493,296	1,408,152
Tangible assets in the course of construction and advances	18,090	153,257
Investment property	5,115,105	5,595,126
Land	1,133,842	1,133,842
Constructions	3,963,771	4,439,785
Plant and other items of property, plant and equipment	17,492	21,499
Non-current investments in Group and associated companies, and members	23,360,575	23,557,587
Equity instruments	21,114,935	21,159,935
Loans to Group companies	220,000	574,992
Loans to associated companies	152,074	278,257
Loans to members	1,873,567	1,544,403
Non-current investments	1,498,795	1,716,899
Equity instruments	71,490	71,671
Loans to third parties	1,122,119	1,340,042
Debt securities	300,506	300,506
Other financial assets	4,680	4,680
Deferred tax assets	893,963	617,218
CURRENT ASSETS	103,273,611	94,151,871
Inventories	1,331,367	1,251,332
Trade and other receivables	46,194,474	42,310,478
Trade receivables for sales and services	34,642,938	31,974,986
Receivable from Group and associated companies, and members		
Group companies	1,285,351	933,608
Associated companies	537,794	907,418
Members	78,070	255,365
Receivable from employees	270,334	275,823
Current tax assets	562,402	226,586
Other accounts receivable from public authorities	8,817,585	7,736,692
Current investments in Group and associated companies, and members	664,455	1,470,270
Loans to Group companies	343,810	394,714
Loans to associated companies	126,184	122,459
Loans to members	194,462	953,097
Current investments	2,127,709	5,071,857
Loans to companies	121,334	-
Debt securities	9,893	73,394
Other financial assets	1,996,482	4,998,463
Current accruals and prepayments	93,491	45,064
Cash and cash equivalents	52,862,115	44,002,870
TOTAL ASSETS	150,832,922	142,325,742

EQUITY AND LIABILITIES	30/09/21	30/09/20
EQUITY	82,928,522	79,452,489
SHAREHOLDERS' EQUITY	80,270,962	76,896,667
Subscribed cooperative share capital	23,773,999	22,580,332
Reserves	54,325,829	52,909,916
Compulsory reserve fund	44,643,404	43,227,492
Other reserves	9,682,424	9,682,424
Cooperative profit	2,171,134	1,406,419
GRANTS, DONATIONS AND BEQUESTS RECEIVED	2,657,561	2,555,822
NON-CURRENT LIABILITIES	10,065,733	9,594,577
Repayable "capital" receivable	1,251,263	1,188,439
Non-current payables	147,297	147,297
Other financial liabilities	147,297	147,297
Non-current payables to Group and associated companies, and members	7,665,761	7,349,173
Payable to members	7,665,761	7,349,173
Deferred tax liabilities	1,001,412	909,669
CURRENT LIABILITIES	57,838,667	53,278,676
Current education and promotion fund	120,000	120,000
Current provisions	300,000	-
Current payables	955,490	1,071,125
Other financial liabilities	955,490	1,071,125
Current payables to Group and associated companies, and members	9,048,611	10,140,457
Payable to Group companies	-	6,337
Payable to members (current account in credit section and deposits received)	9,048,611	10,134,120
Trade and other payables	47,414,566	41,947,094
Payable to suppliers	19,653,577	15,469,348
Suppliers, Group and associated companies, and members		
Goods and others	14,126,769	15,596,774
Supplier members (pending invoice)	9,948,520	7,288,033
Payable to suppliers, Group and associated companies	158,986	243,375
Sundry accounts payable	832,520	883,798
Remuneration payable	1,633,453	1,451,809
Current tax liabilities	192,701	3,448
Other accounts payable to public authorities	416,421	409,976
Customer advances	451,619	600,533
TOTAL EQUITY AND LIABILITIES	150,832,922	142,325,742

The annual financial statements have been audited by Ernst & Young.
Balance sheet at 30/09/2021.
Figures in euros.

2.2 Marketing and communication

Marketing and communication, within a responsible framework, are essential to broaden the outreach and visibility of our products and the activities we carry out with our members.

2.2.1 Fruit, vegetables and salad stuffs

Our strategy places our brands as the ambassadors of our produce, and of our philosophy as a company. Quality, consistent supply and a firm commitment to sustainability, focused above all on environmental policies and on championing agriculture, are the values we seek to transmit to our target audiences.

We divide our campaigns by domestic or international markets and by target audience, i.e., the trade channel and end consumer.

Bouquet is our flagship brand in fruit and vegetables. Most of our promotional work is focused on the **Persimon kaki** and **seedless watermelon** campaigns, which are geared specifically towards the consumer. They are our most ambitious initiatives in terms of investment, number of activities and media channels, including press, radio, television and social networks. These campaigns are carried out in various European countries and are coordinated by the Anecoop Group's offices in Spain and mainly by its subsidiaries in France and the Czech Republic.

To broaden the scope of our promotional campaigns, we work hand in hand with organisations such as the P.D.O. Kaki de la Ribera del Xúquer, as a large part of our production of this fruit is certified under the D.O. label, and with the Valencian Citrus Fruit Protected Geographical Indication to promote Valencian oranges and mandarins in different European countries.

Children in the Czech Republic enjoying Bouquet watermelons.



Actions that Bring Life to Farming, an example of responsible communication

One of the milestones in our organisation's marketing strategy, which is based on the Bouquet Growing the Future campaign, is the pioneering **Actions that Bring Life to Farming** initiative, which is one of the first in the Spanish agri-food sector to launch a campaign to raise social awareness of the essential role of the primary sector as the cornerstone of the food chain.



This campaign first took shape at the end of 2019 and reached its peak with the outbreak of COVID-19 around the world in the first few months of 2020. The health emergency put the agri-food sector to the test, yet its ability to produce and supply the market in the darkest times demonstrated just how important it is to have a strong, independent agri-food industry.

In 2020-2021, we continued to raise awareness of the Actions that Bring Life to Farming campaign in all of our communication and promotion initiatives. In summer 2021, with the return to some degree of "normality", especially in social terms, the message was transformed into **Actions that Bring Happiness**, celebrating the fact that families and friends could finally get together, enjoy nature, etc.

Trade fairs and congresses

The trade fair and event schedule continued to be conditioned by the need to protect citizens,



Media launch of the 2021 Bouquet Watermelon campaign.

with the events in which we regularly take part being cancelled or limited to the virtual environment. In October 2020, we participated in **Fruit Attraction Live Connect** with a virtual stand and a full schedule of online forums and events. In June 2021, we sponsored the Annual Freshfel Congress (European Fresh Produce Association) and, in September, we attended the AECOC Fruit and Vegetable Congress, where we also took part in the media presentation of a recently created association to promote the consumption of butternut squash, **Love Klabaza**, of which we are a member.

2.2.2 Wine

The promotion of the wines made by our wineries is also segmented by their target market, and we choose the most effective strategies for each country and channel.

Spanish market

Our wineries' most prestigious brands, and the ones that we promote most in Spain, are **Icono**, **Juan de Juanes**, **Reymos**, **Venta del Puerto**, **Amatista**, **Los Escribanos**, **Vermutante**, **El Enebro**, **Dominio de Unx**, **Hacienda Uvanis**

and **Unsi**. The aim is to reinforce these brands so that they are increasingly recognised by both the trade channel and the end consumer.



Economic Information

Our marketing activities this year were divided into three areas:

• **Advertising campaigns.** We continued to work on local advertising campaigns and promotional events. We have permanent advertising on a monopole located at one of the main entrances to Valencia and a billboard in the city centre. Although our activities are normally stepped up during the Christmas campaign and the Fallas festivities, in 2020-2021, as in the previous year, these were severely affected by the pandemic. We placed advertisements in the main cultural and food guides, industry magazines and local newspapers.

• **Wine guides and yearbooks.** We published the tasting notes and the points awarded to our wines in the main 2021 Spanish wine guides and yearbooks.

• **Events and promotions.** For the second year running, the number of events held was considerably reduced. Our **Icono** wines once again sponsored the Valencia Negra Festival in 2020 and 2021, both of which coincided in the same trading year in two different formats: online and in person.

The traditional Valencian Wine Festival organised annually by PROAVA was replaced last year with a Virtual Interactive Wine Fair, which was complemented by a series of in-person tastings that took place at PROAVA's former Medieval winery in April and May 2021, and interactive tastings on the association's website.



Amatista 0.0 sponsored the first Giro Moscato, a stage cycling race that took place in the region of La Hoya de Buñol, the birthplace of the Valencia Muscat variety.



We supported the social media campaign and the launch of **Bodega La Viña's online shop**, with special activities at Christmas and in summer. The objectives included increasing the winery's community of followers, increasing online sales and improving the brand's visibility. We also continued to promote **Bodegas Reymos'** social media activities throughout the year, with new content and publications every week.

We worked very closely with Bodega La Viña to commemorate its 75th anniversary, the celebration of which had had to be postponed due to the pandemic. A special campaign was run on social networks with a review of the winery's history. A documentary video was also made and a commemorative book was produced.

International market

Fairs and events are the main springboards we use to present our wines to international distributors. As in the previous year, this type of events was severely limited and most of them were cancelled. Most of the activities that were held took place in Asia. We participated in the **TaoShow/TaoWine** fair and the **China Food & Drinks Fair**, both held in spring 2021 in Chengdu (China).

Awards and recognition

Wine competitions are a powerful marketing tool to add value to our wines and position them in the market. This year, we won **279 medals**

in 30 national and international competitions, including four Grand Gold medals, 130 Gold medals, 139 Silver medals and six Bronze medals.

For the fifth year running, **Anecoop Bodegas** was named "**Best Cooperative Spain**" at the Berlin Wine Trophy in its spring 2021 fair, being **the only Spanish winery to receive this award**. For the second successive year, it was also named "**Best Producer Spain**" at the Mundus Vini International Wine Awards, also held in spring 2021.

Likewise, in November it was awarded "**Best Winery 2020**" in the framework of the Champions Wine Cellar.

The oenologist **Fernando Tarín** who is the Technical Director of Bodegas **Reymos**, and the "father" of the Reymos Muscatel sparkling wine, received the **Best Oenologist Award** from the **Valencian Oenologists Association (AVE)**. This

was the 2019 award but the ceremony, which was scheduled for March 2020, had to be postponed as a result of the COVID-19 pandemic.

We also launched a number of new wines produced by our three member wineries: **Reymos Versión Libre (sulphite-free)**, **Amatista Dry White**, **El Calamar**, **Lawn Chair**, **Castillo de Ferrate** and **Violet**.

Wine awards



2.2.3 Product and corporate communication

The Communication Department backs up all this promotional work with the publication of press releases, the management of articles and interviews in the general media and specialist press, and the dissemination of news about the organisation and the industry in our own channels: newsletters, websites, profiles and pages on social networks and video channels.

The Department's work also extends to our organisation's corporate operations, as well as those of our members, whom we support by providing coverage of their most significant events and developments.

In the 2020-2021 trading year, we issued 21 press releases, managed 78 articles and interviews in

different written and audiovisual media, and published 18 videos on our Youtube channels. These were self-produced videos coordinated by the Marketing Department.

Social networks are becoming increasingly important as a direct channel of communication with our customers and consumers. We use them via different profiles according to our target audience, even within the same social network. The Anecoop Group currently has a community of 160,822 followers, up 7% on the previous year, with a presence on Facebook, Twitter, YouTube, Instagram and LinkedIn.

Our online communications are supplemented by a series of informative websites on which we publicise our corporate, social and business activities.

Follow us on

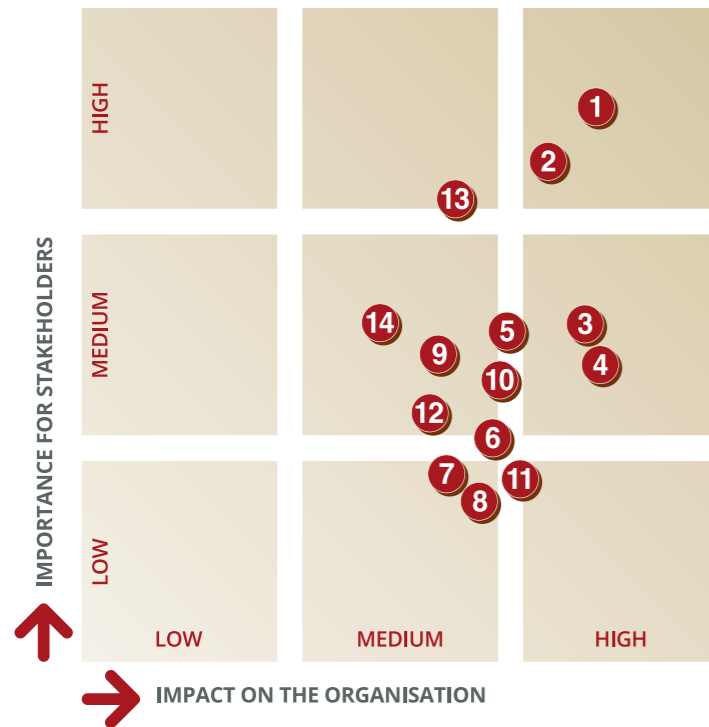
f	Spain	@bouquetcultivamosfuturo
	France	@AnecoopBodegas
	Czech Republic	@BouquetYsi
i	Spain	@CultivonsLeFutur
	France	@Bouquet_ovoce
	Czech Republic	@BouquetOvoce
i	Spain	@Bouquet_Ysi
	France	@Bouquet_cultivonslefutur
	Czech Republic	@Bouquet_ovoce
t	United Kingdom	@anecoop_uk
	Spain	@youtube.com/grupoanecoop
	France	@youtube.com/anecoopbodegas

in	Spain	Anecoop S.Coop.
	France	Anecoop France
	Czech Republic	Solagora
t	Poland	Anecoop Praha
	United Kingdom	Anecoop Polska
	Netherlands	Anecoop UK
t	Spain	4 Fruit Company
	France	@bouquetcultivamosfuturo
	Czech Republic	@AnecoopBodegas
t	France	@BouquetYsi
	Czech Republic	@CultivonsLeFutur
		@BouquetOvoce

Specific trade channel accounts

Corporate Social Responsibility

3.0 Materiality



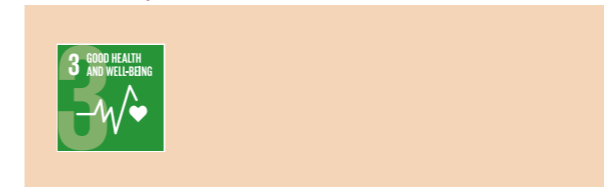
This has enabled Anecoop to identify, prioritise and validate the aspects which are material or relevant to its organisation. The process has involved permanent contact with the company's stakeholders. The results of this process have been approved by the Management Committee, and are shown below, in order of priority:

- 1 Improving the income of our members. Sustainable agriculture.
- 2 Food safety. Product quality.
- 3 Integration. Bringing members, cooperatives, and third parties together.
- 4 Customer satisfaction and loyalty.
- 5 Partnerships with customers and suppliers.
- 6 Quality employment. Development of human capital.
- 7 Product innovation. R&D&TI.
- 8 Making management more effective and efficient.
- 9 Consolidating and developing markets.
- 10 Encouraging healthy eating.
- 11 Fair commercial practices.
- 12 Dialogue and engagement with stakeholders.
- 13 Creating social economy projects.
- 14 Promoting the viability of local economies.



and Health, the 5-a-day Association, Freshfel, the More Broccoli Association, and the Klabaza initiative (Love Butternut Squash), supporting sporting competitions as well as other educational, cultural and gastronomic events.

Which SDG do we have an impact on in this section?



3.2 Guaranteeing the food safety of our products

Anecoop's mission statement includes a commitment to providing consumers with healthy, safe produce.

Initiatives

Application of *naturane*, the quality control and food safety system used by Anecoop and its member cooperatives. This is a standardised production system based on Integrated Crop Management which is recognised by the international organisation GLOBALG.A.P. and certified by the majority of European supermarkets.

Supplier inspections and audits, traceability procedures, and the application of residue control plans based on HACCP, which comply with Spanish and international production and sales legislation.

Development and implementation of Improvement Plans.

Anecoop's Quality and Systems team works closely with our members on the implementation

of **food safety and quality systems**, and the continuous improvement of processes from production to distribution, while complying with food legislation and ensuring respect for the environment.

In 2020-2021, we again passed the **IFS Broker** audit, a standard that was set up to ensure that the process operations that fill the gap between production and distribution are performed according to a series of requirements that guarantee the legality, quality and safety of the products supplied to the retail industry.

More Sustainable Development Goal initiatives



3.3 Respecting the environment and safeguarding natural resources

One of our objectives is to promote **sustainable agriculture**. Protecting the environment in our different spheres of business is part and parcel of our management strategy.

3.3.1 In the field of agricultural production

To achieve this, we implement environmentally friendly production systems in our cooperatives and member organisations, as well as *naturane*, which is based on the principles of **Integrated Pest Management (IPM)** systems, promoting biological control, and the rational use of plant protection products during cultivation and in post-harvest treatments.

Anecoop's members have **54,715.72 ha** of fruit and vegetables certified by GLOBALG.A.P. This international standard ensures that good agricultural practices are applied in all areas of production and guarantees food safety.

In the last six years, we have given a significant boost to organic production, managing to quadruple our volume in tonnes and we expect growth to continue at a steady pace.

3. Corporate Social Responsibility. Our values

Anecoop's Corporate Social Responsibility has four cornerstones:

I. To encourage healthy eating habits in society, and especially in children, through the consumption of fruit and vegetables.

II. To guarantee the food safety of our products.

III. To respect the environment and to conserve natural resources.

IV. To create social economy projects that promote the wellbeing of our farmers and of society in general.

All our marketing activities are ethical and responsible, and always present accurate information to the consumer. This is why Anecoop has never been accused or found guilty of unfair competition.

The values of our company dovetail with those of society as a whole. We are concerned about healthy, safe food, environmental sustainability and people, striving to improve their quality of life and their surroundings.

3.1 Encouraging healthy eating habits in society, and especially in children, through the consumption of fruit and vegetables

We work constantly to promote the benefits of eating fresh fruit and vegetables, especially for children. Our aim is to make these essential healthy products a regular part of children's and adults' daily nutrition.

Our activities in this area mainly take place at sporting and family leisure events at which we hand out fresh fruit and vegetables. Although some of the health restrictions were lifted in the last quarter of 2020, the number of events in this area remained low compared to previous years, with our promotional activities being significantly curtailed.

In 2020-2021, we supported 37 sporting events in Spain and the Czech Republic, highlighting our role as sponsors for the first time in the **Valencia Half Marathon** and **Marathon**, which suffered participation restrictions due to COVID-19 in 2020.

We also cooperate with non-profit institutions and associations whose objectives are the same as ours, such as the Foundation for Flavour

Corporate Social Responsibility

ORGANIC PRODUCTS MARKETED

	2018-19	2019-20	2020-21
Tonnes	30,491	30,302	32,546

Anecoop's members who grow and market organic produce do so in line with the standard included in **Regulation EC/834/2007**. We hold the **Valencian Region's Organic Farming Committee certificate (ES-ECO-020-CV)**, which accredits us as marketers of organic fruit and vegetables, grape juice, wine, seeds, plant material and nursery plants. In addition, an "organic crop" plot at our Masía del Doctor Field Station in Museros has been registered and approved for the study of organic crop production and profitability.

For the third year running, we continued to promote the crops identified with the "**naturane zero residue**" label in conjunction with our members. This is a practical example of agricultural management that takes economic, environmental and social sustainability aspects into consideration and through which we produce residue-free fruit and vegetables(*).

(* Pesticide residues not exceeding 0.01 mg/Kg on a minimum of 386 active substances analysed by an ENAC (Spanish National Accreditation Agency) accredited laboratory (according to UNE-EN ISO / IEC 17025).

Which SDGs do we have an impact on in this section?



3.3.2. In the working environment

Material management

After the situation caused by the pandemic during the previous trading year, the return to the office led to an upturn in paper consumption. Despite this, the "paperless office" plan implemented in recent years continues to bear fruit, as we remain below the levels of the years prior to the pandemic. In 2020-2021 we

increased paper consumption by 9% though prioritised digital formats. Compared to 2018-2019, the year before the pandemic, we have reduced consumption by 4.1%.

PAPER CONSUMPTION (kg)

	2018-19	2019-20*	2020-21
Valencia	1,851	1,642	1,799
Seville	-	-	-
Murcia	125	63	75
Almeria	125	138	63
Museros F.S.	75	75	150
Total	2,176	1,917	2,087

(* The figure has been amended in comparison with the 2019-2020 report, adjusting it to the consumption of paper for office use only, without taking into account the consumption of paper for sanitary use.

Water management

We consumed **44,177 m³** of water during the year, of which 42,500 m³ was used at the Museros experimental field station, which comes from a well located on the premises. The rest of the consumption corresponds to Anecoop's branches around Spain.

The 9.9% increase compared to last year was mainly due to consumption at the Algemesi logistics warehouse, which returned to pre-pandemic levels, and the use of water for irrigation at the experimental field station.

WATER CONSUMPTION (m³)

	2018-19	2019-20	2020-21
Valencia	1,080	823	749
Seville	community	community	community
Murcia	98	73	56
Almeria	61	70	70
Algemesi	809	292	802
Museros F.S.	40,525	38,918	42,500
Total	42,573	40,176	44,177

Energy management

Total **energy** consumption in 2020-2021 in the various branches throughout Spain was **496,146 kWh**, down 5.5% on the previous year.

The energy-saving measures implemented in all of our offices help us to control consumption:



The consumption of organic fruit and vegetables continues to increase. By renewing its logo and packaging with a more modern, nature-based design, Anecoop aims to further consolidate the Bouquet BIO brand and make it more visible.

LED technology, light sensors, air conditioning and heating programming, among others.

ENERGY CONSUMPTION (Electricity kWh)

	2018-19	2019-20	2020-21
Valencia (*)	304,116	311,596	287,726
Seville	14,156	15,887	12,348
Murcia	19,982	21,037	17,558
Almeria	20,321	17,673	24,238
Algemesi	30,227	28,144	31,519
Museros F.S.	130,591	130,704	122,757
Total	519,393	525,041	496,146

(* Heating in the Valencia office has been included in the energy consumption figures since the 2017-2018 trading year.

The total consumption of **non-renewable fuels** was 4,770 kg of propane for greenhouses and heating at the Museros experimental field station, which represented an increase of 5% over the previous year.

Waste management

In order to comply with the Spanish Data Protection Law, we safeguard the privacy of our members' and customers' data. For this purpose, we differentiate between documents containing confidential information and discard them in paper bins that are specifically used for collecting documents that include personal details and data. These must subsequently be sent for destruction, as per the aforementioned legislation.

All of our offices have special containers and eco bins for the collection of organic waste, plastic and cans, and paper and cardboard. We also have specific containers for batteries, small electrical appliances, electronic waste and printer cartridges.

CONSUMPTION OF NON-RENEWABLE FUELS (kg)

	2018-19	2019-20	2020-21
Propane	4,702	4,552	4,770

The Group's offices also have a **Recycling Guide**, the purpose of which is to boost our staff's environmental awareness, using recycling as a key tool for change and a shift in mindset, as well as to support sound environmental management. It is intended to be a reference tool for the correct treatment of the waste we generate and to provide information, practical ideas, experiences and guidance on effective waste management.

PAPER SENT FOR DESTRUCTION (kg)

	2018-19	2019-20	2020-21
Valencia	1,312	2,763	1,667
Seville	120	-	-
Murcia	36	84	16
Almeria	210	131	20
Museros F.S.	-	-	-
Total	1,678	2,977	1,703

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Three types of waste are handled at the Masía del Doctor experimental field station in Museros: organic waste, which comes from harvest waste and from the recovery of the numerous crops planted on the estate. This includes firewood that cannot be shredded for reuse; inorganic waste, which includes plastic and old piping that is replaced. This waste is weighed when taken to controlled landfills; and chemical waste, which comes from empty containers of pesticides that are used to treat crops at the field station. This waste is collected in special containers, called Big Bags.



3.3.3 Energy-saving measures

To save energy, we have a 1,000 kW (500 kW of our own and 500 kW rented) solar panel installation on the roof of our packing house in Torrent (Valencia). The photovoltaic plant, which is made up of 6,100 modules, has a nominal power of 1,124 kWp.

In 2020-2021, we generated 570,220 kWh in this facility, which is sufficient to supply 164 homes, each with an average of three members per household. The energy produced by this plant avoided the emission of 188.17 tonnes of CO₂ into the atmosphere, i.e., the annual emissions produced by 78 vehicles. Similarly, this amount of CO₂ would have required 28,950 trees to absorb it. The plant emits zero CO₂ into the atmosphere, while the production of the same energy with other technologies would have resulted in the emission of 621.54 tonnes of CO₂ in the case of coal combustion, 233.79 tonnes of CO₂ in the case of combined-cycle plants and 456.18 tonnes of CO₂ in the case of fossil fuels.

Emissions of other polluting gases that were avoided thanks to this initiative are 0.306 tonnes of sulphur dioxide (SO₂) and 0.229 tonnes of nitrates (NO_x).

3.3.4 Environmental legislation

Anecoop keeps a record of the environmental legislation which affects its activities. During 2020-2021 and the previous trading years, it was not fined or otherwise penalised for any environmentally unsound business practices due to non-compliance with legislation.

3.3.5 Pollution

Noise pollution: Anecoop does not generate any significant noise since we only have offices. Thus, we have not assessed this aspect.

Air pollution: this aims to raise awareness about the CO₂ emissions that cause the greenhouse effect. The electricity consumption figures are used to calculate "equivalent CO₂ emissions" (the term used to measure these emissions). The drop in energy consumption led to a decrease in CO₂ emissions.

	2018-19	2019-20	2020-21
Energy	583,787	587,381	561,471
CO ₂ equivalent	285.29	292.60	279.69

3.3.6 Soil pollution

Our main activity is to market the production of our members efficiently and competitively. Therefore, we do not directly engage in any activity that affects the soil. The work carried out in our experimental field stations is not significant given the size of Anecoop.

3.3.7 Environmental information and training

Environmental information: we provide information about the environment in general and about our environmental management in particular both on the www.bouquet.es website, which is run in line with our CSR values, and in our newsletters aimed at our employees and members.

Environmental training: specific training is given to the head of the *naturane* unit in Anecoop's Quality and Systems Department.

3.3.8 Relationship with the environment

Anecoop does not own any land in protected areas. It is not involved in any protection, conservation or restoration projects in any nearby nature areas, nor is it engaged in any activities related to the recovery or promotion of any natural or cultural heritage it owns.

regions of Spain. Practically all the produce we market is of Spanish origin.

3.4.1 Rural development

One of our priorities, as a social enterprise, is to ensure the future of our member producers. Thus, we encourage wide-reaching rural development projects that enable farming to continue to be a driving force in production areas. Creating quality employment and ensuring the viability of local economies is one of the cornerstones of our CSR policy, an objective which is also shared by our member cooperatives.

3.4.2 Product innovation

The objective of Anecoop's Production and Development Department is to offer alternatives to our member growers that help them to maintain the profitability of their businesses by constantly improving their crop production.



To accomplish this, we are constantly looking for new products (crops and varieties) that offer a competitive advantage over current offerings, assessing their adaptation to our members' growing methods and areas, comparing them on an agronomic and commercial level with current products and crops, and providing support and technical advice in project development (including crop management), adaptability to members' plots and tailoring them to market needs.

The vast majority of our R&D&I projects are carried out in our two experimental field stations, "La Masía del Doctor" in Museros (Valencia) for outdoor crops and the FUAL-Anecoop experimental farm in La Cañada de



Mari Carmen Morales, Anecoop's Quality and Systems Director, participated in the 3rd Sustainable Entrepreneurship Conference organized by the University of Valencia.

Which SDGs do we have an impact on in this section?



3.4 Creating social economy projects that promote the wellbeing of our farmers and of society in general

Anecoop is a second-tier agri-food cooperative which brings together farming cooperatives and businesses located in the main agricultural

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San Urbano (Almeria), which specialises in greenhouse production and belongs to the Anecoop-University of Almeria Foundation, a unique partnership between a university and the cooperative sector.

The department's main lines of work for the 2020-2021 trading year were as follows:



Citrus fruit

The aim was to agronomically assess the collection of the main citrus varieties available on the market, as well as the management of the varieties that can help most in solving varietal issues. This year, a new 12,500 m² plot was created with a total of 42 varieties, including some interesting variety-stock combinations.

Meetings were held with cooperatives and treatments were shared to improve various production aspects, such as enhancing the condition of ultra-late Navels and of fruit for overseas shipments, as well as strategies to control the main pests and diseases.

One of our lines of work is to transfer advances from trial centres to the cooperatives, when these advances are deemed to be an improvement on an existing product or are of commercial interest because there is a new market niche for them. During this year, new demonstration plots were created in cooperatives, in addition to those we had from previous years, to assess mandarins, oranges and rootstocks under different market conditions.

Watermelons

Watermelons are another strategic crop for Anecoop and our cooperatives. In order to improve the different types of watermelons that we produce and sell, trials have focused on micro-seeded and small-sized watermelons, large and medium seedless striped watermelons, seedless black watermelons and specialties, including hard-fleshed fruits in the latter category.

In 2021, we conducted outdoor trials on 26 varieties and 18 varieties under glass.

In the result transfer area, we worked with twelve member cooperatives on growing pre-selected varieties from previous years, in addition to the development of specific programmes for the production of premium watermelons and watermelons suitable for use as fresh-cut produce.

Fruit trees

We maintained and expanded our collections with new varieties of apricots, plums and kiwis. Some of these varieties were transferred to our cooperative members' fields.

In our Persimon kakis, we continued to look for alternatives to improve the Rojo Brillante season, as well as introducing changes in pest management and handling.

In seedless grapes, in addition to introducing new varieties, we carried out handling trials with project members in terms of pruning, the use of gibberellic acid and pest control.

We continued to make progress with the annual planning of subtropical fruit, introducing a dragon fruit production programme with members alongside the project we already have for papaya.

Other crops

Given the diversification of our members' produce, we continued to work on other crops of commercial interest.

Thus, we conducted pre-commercial trials on different melon specialties. We have tomato projects underway aimed at selecting specialties with intense flavour in conjunction with our partners Coprohnijar and Hortamar from Almeria.

With the latter, we continued to work on the selection of pepper varieties for tricolour packs.

We also focused on other outdoor vegetables, such as the trials carried out on different coloured cauliflowers (white, purple and orange), aimed at showcasing the product to members and customers.

Finally, as part of the project to extend the commercial season for butternut squash, in conjunction with Cheste Agraria, we assessed new types of this vegetable with the San Vicente Ferrer cooperative in Benaguasil.

R&D projects

We run projects in conjunction with research centres and universities to develop innovations that we can transfer to our members. Most of them finished in 2021, yielding interesting conclusions.

Biopro. Study of active substances developed from agri-food by-products using bioconversion and biorefinery processes.

Pro Enrich. This project is similar to Biopro. We participated in this initiative by sending samples of different waste products, as well as contributing to the study of the by-products obtained in order to assess their commercial applications.

Stone fruit adaptation to climate change. We completed this project with numerous initiatives to disseminate the strategies and tools that we developed to achieve the defined objectives.



Go Innoland. The joint land stewardship strategies that have been developed through this Operational Group have been successfully implemented in three of our member cooperatives.

GOCitrus. This project came to a conclusion with the development of an application for selecting varieties. Major advances were also made in the knowledge accumulated on the Citrusseq genomic database, with the generation of markers for varietal identification in different citrus varieties.

GO Citrustech. The work of this Operational Group has enabled us to develop and demonstrate tools that are useful for farm mechanisation and optimisation.

GO Carismed. Thanks to this project we have increased our knowledge of how to grow papayas, a subtropical fruit. We have also trialled new varieties and selected the most suitable growing techniques for the areas in which we cultivate papayas in Almeria.

DiKaKoVal. We have finished the first phase of this project. In the second phase, which is scheduled to last for a further two years, the objectives are to improve Persimon kaki growing techniques (variety-pattern combinations, irrigation, and organic crop management).

FRUIT FLY IPM. This European project is focused on the management and warning of the presence of fruit flies, both those currently present in the atmosphere and potential new invasive species.

ANC-Biotech laboratory. Start-up of a laboratory furnished with molecular biology and in vitro culture equipment for the development of selected new varieties with genetic markers in citrus and in other crops, such as kiwis.

These projects also aim to encourage young professionals to join and stay in agriculture, making it a more modern, more attractive option.

All these projects are being developed with the participation of our members and the technical support and know-how of institutions such as the **Valencian Agricultural Research Institute (IVIA), the Centre for the Conservation and Improvement of Valencian Agrodiversity (COMAV), the University of Almeria, the Universidad Politécnic de Valencia, and the Centre for the Development of Industrial Technology (CDTI).**

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3.4.3 Management innovation. Company groups

The ability to innovate and a willingness to change create excellent organisations. Anecoop is well aware of innovation's crucial role in any company and has made an even greater commitment to innovative management through the creation of the **Innovation Committee**, at the start of the year. This Committee is made up of professionals from different departments in Anecoop and external experts in business and innovation management.

This initiative constitutes a major step forward in driving innovation in all the Group's offices and subsidiaries, setting out six challenges to be addressed during the year, which have an impact on products, marketing, organisation and operations with members.

In addition to this initiative, we take advantage of the management skills developed through the various Business Groups within the company.

Anecoop Company Group (ACG)

The ACG was set up in 2001 and is made up of Anecoop and several of its member organisations. It has four objectives: improving management, optimising available resources, identifying synergies, and strengthening cooperatives and streamlining their businesses.

In 2020-2021, the ACG's activity increased by 3% in volume due to an overall increase in citrus production, which is the main crop grown by the Group's cooperatives. Thanks to this increase,

the ACG maintained its share within Anecoop, representing 41% of the citrus fruit marketed by the cooperative, with a 55% share in oranges and 38% in mandarins.

In terms of quality and as part of the aim to improve management, the ACG continued to lead the way for other suppliers thanks to the joint work carried out by the technical departments in the cooperatives, member organisations and Anecoop.

As part of the work carried out in the search for synergies between members, the Organisation and Systems Department created the **Growing the Future APP**, with the aim of streamlining communication with ACG cooperative members, offering "just in time" information on harvesting, sorting, payment and on the profitability of their crops compared to the cooperative's average.

The Persimon Group

We continued to work on the implementation of the strategic plan that we launched in the 2019-2020 financial year. One of the new features included in this plan is the creation of a Working Group of sales specialists, a purely operational tool for sales staff from the Group's cooperatives and member organisations. The results so far have been very satisfactory.

In addition, it has been a year since Coagri joined the Persimon Group. With the inclusion of this



new member, a Persimon kaki specialist, we continued to consolidate our export leadership in the category, which in 2020-2021 increased by 5% compared to the previous year, reaching 50% of total Spanish exports of this fruit.

The Pomegranate Group

This is a consolidated project in which Anecoop concentrates and markets 100% of the pomegranate production of its 27 members, whose plantations are located in the provinces of Huelva, Murcia, Alicante, Valencia, Castellon and Lerida, giving it an extensive, highly diversified production calendar. In the 2020-2021 trading year, the lines of work focused on making improvements in the field through pruning and the use of new technologies, and on enhancing conservation in order to extend the sales season with high-quality fruit.

Exóticos del Sur Economic Interest Group (E.I.G.)

In 2017, Anecoop established the Exóticos del Sur E.I.G. to organise, promote and consolidate the marketing of locally grown papaya in Europe. Currently, the group is made up of around twenty growers from Almeria. It supplements supply thanks to partnerships with growers from Murcia and the Canary Islands. Anecoop, with around 30 hectares of land under cultivation, is the leading national papaya operator in terms of consolidated production volume. It also has specific papaya packing houses in the different production areas.

The Table Grape Group

In 2018, Anecoop, together with several member cooperatives and a number of partners, launched this initiative aimed at promoting the cultivation and marketing of seedless grape varieties by establishing a series of uniform quality and production standards to meet customer requirements. The sales programmes were consolidated this year, expanding the supplier portfolio and seeking to fill the business niches for each production area with varieties from the existing improvement programmes.

The Kiwi Group

The Kiwi Group was set up in July 2018. The idea is to pool common interests in the fields, packing houses and sales of the six members involved in the project. The group members work together



to organise and coordinate supply so they can provide an attractive, premium quality product, which leads to greater bargaining power in the market, and consequently to better results.

Operational improvements have included packing all the kiwis harvested in a single packing house that works as a platform.

The Avocado Group

The appeal of this crop and its growth potential led to the launch of this project in 2019. After an initial research phase, in 2020-2021 we started to work with the experts in the member cooperatives, seeking to improve sizes, yields and product quality.

Which SDGs do we have an impact on in this section?



3.4.4 Stakeholder relations

Members, employees, customers and the society at large make up our stakeholder groups and are at the heart of our strategy.

As a cooperative, people are a priority in our day-to-day business and our social principles predominate over economic considerations. We apply distributive justice among all those who make up the Anecoop Group.

Corporate Social Responsibility

Members

Our members are our raison d'être, which is why we foster our interpersonal relations, in which the exchange of information plays a fundamental role for us to understand their needs and projects and to involve them in ours.

During the year, the different departments in the organisation coordinated a number of strategic, technical and informative activities, which complemented our day-to-day interactions. In 2020-2021 we received visits from eight of our member cooperatives to our field stations in Valencia and Almeria, in addition to individual visits from some grower members, and product information and/or evaluation sessions on citrus fruit, Persimon kakis, seedless grapes, tomatoes, exotic fruits and kiwis. These strategic workshops, four of which were held this year, are a meeting point for Anecoop members and teams to discuss aspects such as quality, innovation, marketing strategies and ways to promote sustainability.

We also supported and took part in major corporate events organised by our members, and others in which they played a leading role, i.e. congresses, conferences, opening ceremonies, anniversaries, award ceremonies and institutional visits.

On a less formal note, we should mention our Christmas Card Competition which is open to the children of members and employees in our cooperatives and member companies, as well as those of the staff in Anecoop Group's sales offices and subsidiaries. This year, 1,544 children participated in the 20th anniversary of this competition.

Employees

Maintaining fluent two-way communication is essential for the smooth running of the entire organisation.

In addition to company news and announcements, employees can also use the **Intranet** to access the most commonly used corporate documents, facilitating internal management and knowledge of the company. The **Employee Web**, which is included in the Intranet, enables employees to manage

the details of their job in Anecoop (such as personal details, salary-related aspects, and holidays) in conjunction with the People and Talent Department. The "En Contacto" news releases are the tool through which Anecoop's management shares information about company events, how the year is going, whether targets are being met and the cooperative's results.

Communication channels



This year we introduced the Internal **News Release**, a tool we use to inform staff of relevant issues in the different departments, such as new faces, people leaving the organisation, the launch of media campaigns, corporate policies and health protocols.

Although the company continues to run an 'open-door' policy which enables direct contact with top management, more formal communication channels are also available through the **Works Committee**. This Committee has an online suggestions box for employees to make enquiries and put forward contributions that are subsequently passed on to the People and Talent Department and to management.

In order to ensure a good, safe workplace, a Working Environment survey is carried out every two years, in which Anecoop's staff freely assess the company and suggest points for improvement they feel should be implemented. These points are passed onto management to be evaluated and progressively introduced.

Anecoop's staff are also active participants in the various strategic and product sessions held with members, thus helping to consolidate relations between the organisation and its social base.

Customers

Our Mission states our commitment "To establish business relations with our customers for the mutual benefit of all concerned". To achieve this, we maintain permanent contact with this stakeholder group, in terms of day-to-day management, offering them detailed information about different campaigns, standards, certifications, food safety, and any other general issues that are part of a business relationship with a customer. Transparency is essential.

Along these lines, we have implemented a CRM (Customer Relationship Management) programme to obtain all of the relevant business information about customers, suppliers and products. We also organise visits and product presentation sessions for individual customers, in addition to those we already organise for our sales teams so that they can pass on this information to their clients.

Society

As a social economy organisation, we have a major impact on our environment. All the projects in which we participate and the initiatives that we undertake as a result of our operations must be aligned with our CSR values. The aim is none other than to make a positive contribution to society.

Visit from the Minister of Agriculture, Mr. Luis Planas, to Anecoop's experimental field station in Museros (Valencia).



Events

36 Informative Conferences, Meetings and Webinars

5 Fairs and congresses

To this end, we develop and/or participate in many events and conferences related to the economy, agri-food, innovation and sustainability, both in a general and cooperative context.

Although some COVID emergency restrictions were relaxed between October 2020 and September 2021, the volume of activities in this area was significantly smaller than in pre-pandemic years, with the majority of initiatives being held online. We took part in **41 events**, including ceremonies, congresses, and face-to-face and online conferences and webinars, some of which we participated in as speakers.

On an institutional level, the most important event took place in October, with the visit of the **Spanish Minister of Agriculture**, Luis Planas, to our experimental field station in Museros (Valencia), where the Minister learned about our product innovation project, and exchanged views

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about the farming industry with members of Anecoop's Governing Board and Management Committee.

In June 2021, we joined the **United Nations Global Compact** as a signatory, thus reinforcing our social commitment to sustainability and our desire to safeguard human rights, labour standards, the environment and the fight against corruption.

3.4.5 Training

Our Mission states that the organisation shall ensure the **personal and professional development of its employees**. In the Training Plan, the company's needs are aligned with the training needs of the employees in their different teams. Training covers both senior management courses, as well as other skills, languages and technical courses. These are held both outside and inside working hours.

During the year, training was restarted as and when the pandemic permitted, starting with group language courses via videoconference. Senior management also participated in courses at business schools.

The Training Plan included **Strategy Workshops** given by Xavier Gimbert in June, in which all Anecoop Group's managers and executives took part.

In this section, we also take into account the internal training given by the Organisation and Systems Department on GESCO, CRM and PLANNING, aimed at the company departments that work with these digital tools, as well as four sessions on **Cybersecurity Awareness**, which were compulsory for all staff.

For the first time, the Production and Development Department carried out technical training for the entire organisation, in this case on **Citrus Pests and Diseases**.

The total number of hours of training given was 10,116 hours to a total of **232 people**. This represents an average of 46.60 hours of training per employee. The percentage of the workforce receiving training during the trading year under consideration was 90.27%.

Anecoop earmarked a total of **€93,800** for this purpose, as the majority of courses were given to the company's directors and executives.

Member training

In order to improve the services we provide to our customers, we are committed to giving our members ongoing training in several fields of expertise, tailored to different profiles (growers, harvesters, warehouse staff, quality control specialists, sales staff, production managers, chairpeople and managing directors). Anecoop's technical departments are the most active players in this field.

Accordingly, the **Quality and Systems Department** carried out the following training courses:

TRAINING COURSES	
	Nº
Improving sorting and harvesting	1
Labelling	2
Customer specifications refresher course	1
Organising processes and improving productivity	4
Improvement plans in packing houses	85

Meanwhile, in 2021, the Production and Development Department resumed some of its usual activities in this area, with visits to the trial centres and training meetings on how to handle different crops, while maintaining the online training tools used in the previous year.

The technical teams played host to over 350 farmers and members from Anecoop's cooperatives and companies in its Valencia and Almeria trial centres.

Through the workshops held at the members' facilities, more than 250 members received training in new crops such as papaya, dragon fruit and kiwis, as well as traditional crops such as Persimon kaki, citrus fruit, watermelon and table grapes.

The online training and communication activities carried out by the Production and Development technical team mainly focused on members and other stakeholders, as described in section 3.4.4 of this report, although the vast majority of these virtual events were also attended by Anecoop's members.



3.4.6 Human resource management model

This year saw the launch of the **Cultiva Project**, with a three-year timeframe for the implementation of the **Change Plan**. This is based on three **areas of transformation**: the development of talent management policies and processes; the evolution of the business model and updating of the organisational model; and the transformation of the leadership and team management model.

Significant progress was made in all three areas during the year. Some of the projects that were implemented and are included in the Cultiva Project were as follows:

- Regular meetings in all departments as part of the **Communication Plan**.
- Review of all **job positions** and **competency profiles** in the company.
- Definition of the new **Anecoop Competency Model**.
- Implementation of a new **salary model** applicable to all the company's work centres in Spain, in which the salary band for all positions has been defined.
- Updating and implementation of a new **Performance Appraisal** model.
- Implementation of a new **incentive system** for the entire company based on Management by Objectives.
- Definition and implementation of new **sales positions and sales management control tools**.

The **Cultiva Project**, which represents management's desire for cultural change and how Anecoop intends to manage talent over the coming years, continued to make progress with

the appointment of a People and Talent Director on 1st October 2021.

Workforce stability

Anecoop's workforce remained stable compared to the previous year. In 2020-2021, the number of staff continued to rise steadily, increasing from an average of 247 to **257 employees**. The workplaces included for the calculation of these figures were Valencia, Museros, Murcia, Seville and Almeria.

Breakdown of the workforce

In terms of gender, there was a slight variation in the number of women and men working at Anecoop with 48.25% male and 51.75% female employees.

The majority of the workforce (both men and women) are between 30-50 years of age and

University of Almeria-Anecoop Foundation. Flowering dragon fruit.



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have been working at the company for 10 years or more, providing stability and considerable experience in the sector, which are essential to reach the company's objectives. The criterion in the age parameters has changed due to the developments introduced by the Non-Financial Information Survey.

AVERAGE STAFF AGE

Age	Men	%	Women	%	Total
> 50	51	41.13	38	28.57	89
30 - 50	66	53.23	82	61.65	148
< 30	7	5.64	13	9.78	20
Total	124	100.00	133	100.00	257

Types of contract

One of the Anecoop management priorities is to ensure a stable working environment for its employees. At present, 96.1% of the workforce have a permanent contract, whilst only 3.9% have a temporary contract, a circumstance which is mainly used to cater for specific campaigns, the organisation of special events or short-term additions to the workforce.

Anecoop did not establish a minimum staff turnover rate threshold for this trading year. Twenty-three people left the company during the year: two left of their own accord, fifteen left because their temporary contract ended and six left for other reasons.

ANNUAL SALARIES

	2018-19	2019-20	2020-21
Gross salary costs	10,219,727	10,372,624	10,715,099

In terms of pay, a Written Salary Policy was drawn up during the year as part of the Cultiva Project. It establishes salary bands for each of the positions, using recognised salary surveys as a reference. In addition to being presented to all Anecoop Group employees in Spain, the system was voted on 15th July 2021 and was approved by 85.10% of the workforce. Salaries are also adjusted according to the responsibilities acquired in the job. The gross amount invested in salaries stood at over €10 million in 2020-2021. This amount covers the period from 1st October 2020 to 30th September 2021.

Equal opportunities

All of the company's recruitment processes, including hiring new staff and internal promotion, are governed by equality of opportunities. The criteria set out in the recruitment process approved in 2017-2018 are exclusively based on candidates' level of education and training, their skills, job experience, and aptitude for the position in question. Nationality, gender, race, religion or any other criteria that could cause discrimination are never taken into account as relevant factors.

We have employees of ten different nationalities (from Denmark, Netherlands, Ireland, Germany, Belgium, Russia, Ukraine, Colombia, France and Italy), who work together in perfect harmony.

In its entire 46-year history, Anecoop has never seen a single incident resulting from discrimination. Our written wage and salary policy is the same for all employees.

During this year, the **first Anecoop Equality Plan** continued to be applied and implemented, including a series of information days on Awareness and Equal Opportunities in which 100% of the workforce took part.



Conditions of employment

As soon as a new member of staff is taken on at Anecoop, the People and Talent Department provides them with an overview of the company

through its Welcome Manual, which helps to familiarise them with the workings of the organisation. From this moment on, employees are taken into account in all the processes undertaken by the company, and especially those which involve change. Their opinion and suggestions are valued and applied when necessary. This makes them a key element of Anecoop's growth.

We also have framework agreements with universities and training centres to carry out work placements.



General accessibility

No general building accessibility audit has been carried out. There is a lift connecting the main entrance with the offices. However, the steps leading from the street to the main entrance are not accessible. In exceptional circumstances, access can be gained via the building's main lifts, which are exclusively used by residents and people who use the garage for parking.

Health and safety in the workplace

We have an agreement with an external occupational health and safety agency, Quirón Prevención, which updates the company's general working conditions and the specific conditions of individual workstations through an annual review. We also have another contract with Quirón Prevención to provide a health monitoring service through which Anecoop offers an annual medical check-up for staff. Anecoop adds some extra tests to those included in the standard check-up, based on the different risks inherent to each job.

Anecoop Spain implemented a COVID-19 protocol for the pandemic situation, with a

series of measures that were continuously updated from March 2020 onwards. These included taking people's temperature when they arrived at the facilities, the use of hand dispensers, the provision of face masks for all staff, increased separation between work stations (with extension work being carried out in some departments) and the cancellation of visits, trips and trade fairs. This protocol was updated on a regular basis as state regulations were modified. Staff were also provided with mobility permits, IT tools for teleworking and part-time, in-person attendance, as well as the establishment of shifts. In addition, in the event of suspicious cases, the company facilitated the performance of rapid, serological, antigen and PCR tests through Quirón Prevención. A total of 625 tests were carried out in the 2020-2021 trading year.

Work-life balance

Under the Valencian Region's citrus fruit, fruit and vegetable handling and packing collective bargaining agreement, employees work a total of 1,790 hours per year. These hours are distributed unevenly, with longer hours being worked from 16th September to 14th June so as to facilitate a shorter working day in the summer (15th June to 15th September).

However, individual working agreements are reached to adapt to specific staff needs, such as a reduced working day to enable employees to continue their studies; flexible working hours; and extended leave of up to 14 days without pay.

This year, due to the pandemic, working hours were adapted to allow for face-to-face work in the morning and teleworking in the afternoon for all staff. The specifications are explained in the "Health and safety at work" section.

Which SDGs do we have an impact on in this section?



Corporate Social Responsibility

3.4.7 Human rights

Anecoop condemns any activity, commercial or otherwise, which directly or indirectly encourages child or forced labour, as well as any failure to respect human rights, human dignity, freedom, equality and solidarity.

3.4.8 Customer satisfaction

We believe that excellent management and service are essential to maintaining our leadership and satisfying our customers' needs. We use different systems to measure customer satisfaction: in a formal manner by the results of audits carried out by customers on our cooperatives' and member companies' premises or based on the annual number of complaints received and their causes.

On a more informal basis, we analyse the exchange of information at meetings, visits and encounters at industry events (trade fairs, congresses and forums) and through other channels on specific occasions.

We guarantee the confidentiality of personal data relating to customers, as laid down in the Spanish Organic Data Protection Law (LOPD). To date, there has been no claim or complaint in relation to privacy or disclosure of customers' personal data. There have been no fines or other penalties relating to any failure to observe correct procedures over the supply and use of any product or service, in connection with our customers.

3.4.9 The Local Community. Anecoop and solidarity

We have an annual solidarity fund that we allocate to different charitable organisations. In 2020-2021, we donated a total of **€64,500**, up **21.8%** on the previous year. The amounts were distributed as follows:

Different organisations and NGOs

- Cáritas: €11,000
- Casa de la Caridad Valencia. "365 Solidarity companies" Project: €8,000
- Spanish Cancer Association: €5,000
- Fundación Novaterra: €3,000
- Asindown: €2,500

- Fundación Vicente Ferrer. "A cooperative village in Anantapur (India) project: €2,200
- Fundación por la Justicia: €1,500

- €500 was given to each of the following charities: Intermón-Oxfam, Fontilles, Médicos del Mundo, Misiones Salesianas, Cruz Roja Española, Manos Unidas, UNHCR-ACNUR, Aspadiis, Acción contra el Hambre, Fundación Afín, NGO Congo-Alginet, Médicos sin Fronteras, and Fundación Maides.



Inclusive sport

Our commitment to promote the inclusion of people with functional and intellectual disabilities through sport continued to flourish. We supported the following associations once again this year:

- Unión Rugby Almería. Fundación URA-Clan. We renewed our cooperation agreement for the entire 2020-2021 season, making a donation of €10,000 that was used to organise various club events to promote inclusive rugby.

- AVAPACE Association: €1,000 for its athletics club, AVAPACE Corre.



Other initiatives

In addition, and in the context of the pandemic situation, we made a donation of €4,500 to the Food Bank and topped up our donations to Caritas, Casa de la Caridad Valencia and the Fundación Vicente Ferrer with €3,000, €3,500 and €2,800, respectively.

In turn, Anecoop Praha donated a total of €8,075 to associations and NGOs in the Czech Republic.

The Anecoop Group's offices and subsidiaries also made contributions in kind to charitable organisations and support communities to help families whose situation had been affected or aggravated by the health emergency. This year we **gave out over 900,000 kilos of fruit and vegetables, 170% more** than the previous year.

Participation in public policy

Anecoop is a private organisation, and thus does not take part in public policies.

Cost of penalties or fines resulting from non-compliance with laws and regulations

During the 2020-2021 trading year, Anecoop paid out €6,055.50 in transport fines for excess weight and other minor issues.

3.4.10 Competition

Our organisation's commercial practices are fair towards our competitors, and we undertake not to engage in monopolistic behaviour or seek to undermine free competition. Anecoop has not been the subject of any accusation of unfair competition.

3.4.11 Social objectives

- Continue to make progress in the concentration and integration of our cooperatives in our Company Groups
- Promote the Innovation Model within the organisation.
- Develop the Cultiva Project, focused on comprehensive human resource management.
- Promote female access to positions of responsibility through the Equality Plan.
- Encourage all our stakeholders to commit to sustainability.

Which SDGs do we have an impact on in this section?



Institutional Information

The details provided in the Institutional Information section is up to date as of the closing date of the report in March 2022.



4.1. The Anecoop Group

Anecoop is a food cooperative that integrates, coordinates, and markets its members' production in line with the highest quality and food safety standards, and provides these members with different services so they can streamline and optimise their business.

Since it was founded in 1975, Anecoop has become one of the largest, most important international distributors of citrus fruit, vegetables, non-citrus fruit and wine, as well as grape juice, fruit juice, canned fruit, fresh-cut fruit and vegetables, and pre-cooked vegetables.

The Anecoop Group is made up of a set of subsidiaries and invested companies. Its headquarters are located in Spain. The other companies are located in France, the United Kingdom, the Netherlands, Poland, the Czech Republic, Slovakia, Russia, China and the United States.

In addition, Anecoop has five offices in the heart of some of Spain's most important production areas: Valencia, Murcia, Almeria, Seville and the Ebro Valley.

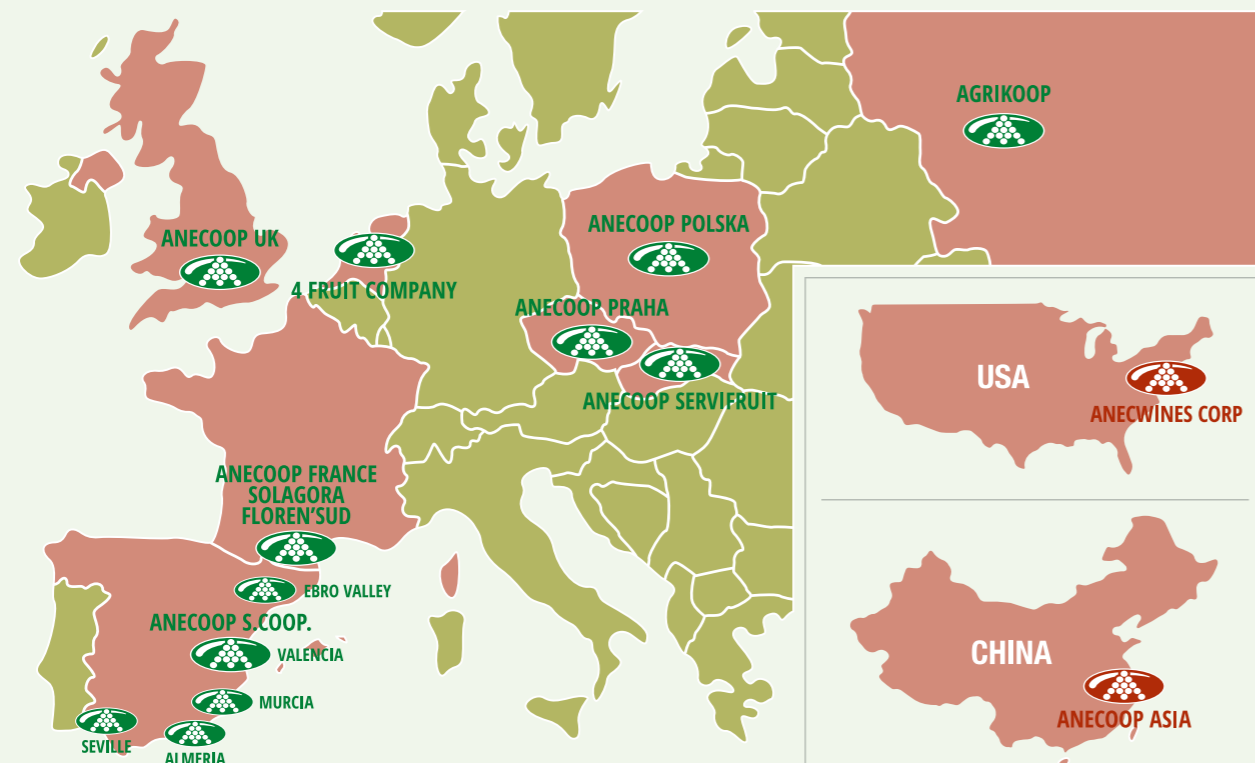


- The leading Mediterranean fruit and vegetable producer
- The Spanish leader in marketing fruit, vegetables and salad stuffs
- One of the world's leading citrus, watermelon and kaki operators

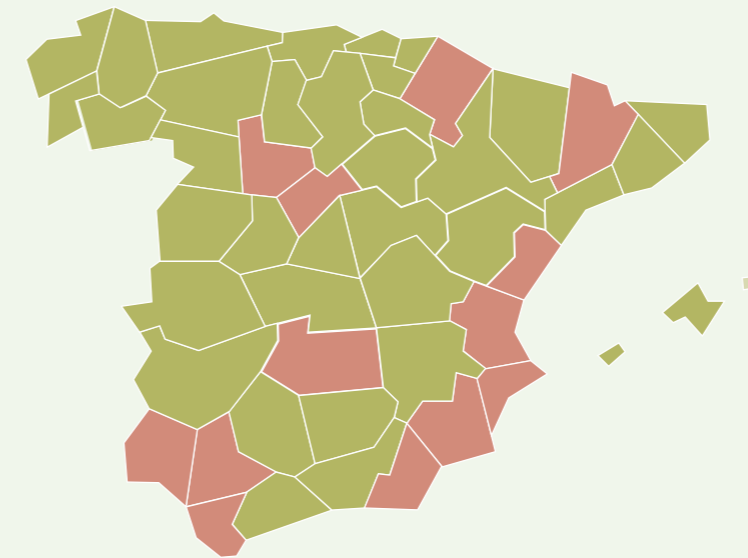
Anecoop sells its products in 85 countries. Its main sales destinations are in Europe, with Germany, Spain, France, Slovakia and Poland at the head, followed by Italy, the Czech Republic, Sweden, Hungary, the Netherlands and the United Kingdom.

Anecoop began the 2020-2021 trading year with 72 member cooperatives after Hortofrutícola

The Anecoop Group



Geographical location of Anecoop's member cooperatives



Valencian Region		
Alicante		4
Castellon		5
Valencia		37
Andalusia		
Almeria		6
Cadiz		1
Huelva		2
Seville		3
Murcia		
Murcia		7
Castile and Leon		
Valladolid		1
Segovia		1
Navarre		
Navarre		1
Catalonia		
Lerida		1
Castile - La Mancha		
Ciudad Real		1

70 members / 7 regions / 13 provinces

Costa de Almería S.L., based in Roquetas de Mar, became a member at the beginning of the year. In May 2021, the cooperative **Bodegas San Martín**, based in San Martin de Unx (Navarre), joined the Group, whilst **Cooperativa Agrícola de Altea S.C.V.** and **Sociedad Limitada Villaranja** left, bringing the number of members at the end of 2021 to 71.

With the takeover of the **Cooperativa Agrícola San Felipe Benicio** in Benimodo by the **Cooperativa Agrícola Nuestra Señora del Oreto** in L'Alcudia, the number of members stood at 70 at the close of this report.

According to the in-house census updated in January 2022, Anecoop's member cooperatives and companies make up a social base of 71,854 people, of which 23,302 are farmer members, 24,608 are members providing other types of services, and 23,944 are employees. The total surface area farmed by Anecoop's members was 67,208.62 hectares of fruit trees, vegetables and vines in this trading year.

In social terms, in addition to the aforementioned merger by takeover of San Felipe Benicio and Nuestra Señora del Oreto, the year saw the creation of **ProVega**, led by the Andalusian organisations **San Sebastián de Lora del Río**, **Alcafruit** and **FOASAT**.

In June, an overwhelming majority of the members approved the entry of the fruit and vegetable cooperative **COPAL** into the second-tier organisation **Green Fruits Coop V.**, Anecoop's main citrus fruit partner.

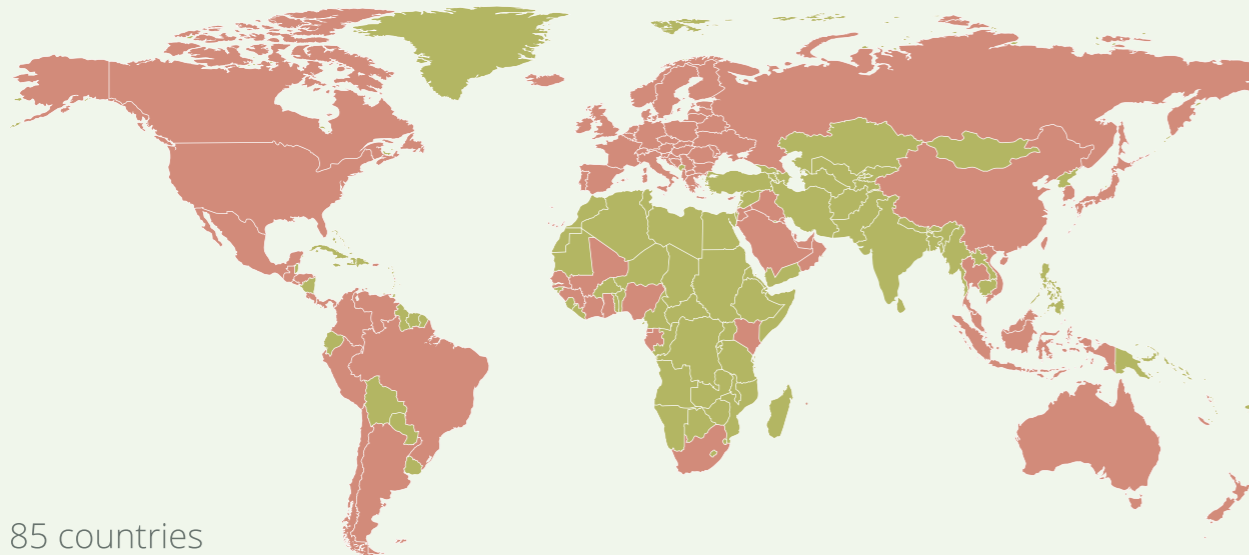
Growing systems

Anecoop makes sure that its growing systems show maximum respect for the environment. It grows *naturane*-certified conventional crops, organic produce and zero residue crops. (*)
(*) See CSR section, pages 37 and 38.

Products

We market a wide range of products including citrus fruit, non-citrus fruit, exotic fruit, and fresh vegetables, as well as fresh-cut fruit and vegetables, pre-cooked vegetables, and wine. In addition to being one of the world's leading citrus fruit operators, Anecoop's other "star products" are its seedless watermelons and Persimon kakis, marketed under its prestigious Bouquet brand. In recent years, the company has promoted the cultivation of other products such as seedless grapes and exotic fruit, such as avocados and kiwis, by creating or participating in working groups.

Our markets



85 countries

Brands

In the fruit and vegetable markets, Anecoop continues to promote Bouquet, its most emblematic brand, in all its different categories: **Bouquet**, **Bouquet naturane**, **Bouquet Exotic**, **Bouquet Bio** and finally **Bouquet naturane zero**, which labels its fruit and vegetables as having zero pesticide residue.

Our flagship wines are **Reymos**, **Venta del Puerto**, **Icono**, **Juan de Juanes**, **Amatista**, **Los Escribanos**, **El Enhebro**, **Dominio de Unx**, **Hacienda Uvanis** and **Unsi**.

Services

All Anecoop departments are involved in member cooperative activities and provide them with the services they require.

Market position of our products and services, and knowledge of our direct competitors

Anecoop's Sales Department carries out an in-depth yearly analysis of the market and of the company's competitors to establish the market position of its main products. Anecoop currently handles around 8% of all Spanish citrus fruit exports. In addition to citrus fruit, watermelons and kakis are another two of our reference products. Anecoop markets around 15% and 50%, respectively, of Spanish exports of these products.

4.2 Governing and management bodies

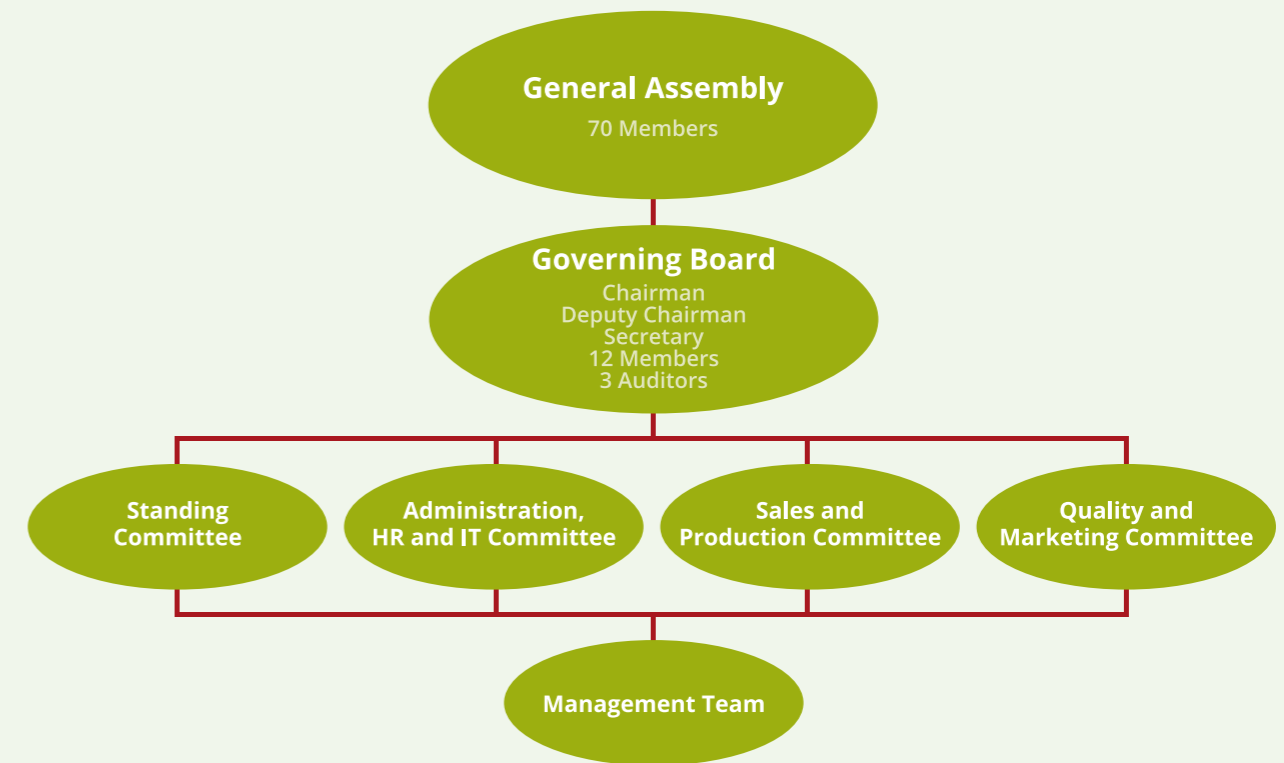
Anecoop is governed by Spanish Law 27/1999, of 16th July on Cooperative Societies. It is a social enterprise and, as such, is governed according to democratic values and principles, with people being a priority over share capital.

Its governing bodies are the General Assembly and the Governing Board.

The General Assembly is a members' meeting which is held at least once a year. All other assemblies are classed as extraordinary. It is made up of a representative from each of the cooperatives and member companies. Its competences, calls and operation are established in article 24 and the following articles of Anecoop's Corporate Bylaws.

Voting at the General Assembly is done on a multiple basis. Voting rights are assigned in proportion to the cooperative activity between the members and Anecoop during the two most recent accounting periods, to which two coefficients are applied, one for participation and the other for historical relations.

The Governing Board is elected by members as the collegiate body handling the Cooperative's management and representation. The Board's members are elected for a period of four years, and can be indefinitely elected. It is partially renewed, by halves, every two years according to article 29.1 of the Corporate Bylaws.



GOVERNING BOARD

Chairman

Alejandro Monzón

Deputy Chairman

Francisco Gilabert

Secretary

Juan José Gimeno

Members

Cirilo Arnandis, Juan Antonio Díaz, Juan Canet, Pedro González, Jesús Guzmán, Javier León, Alejandro Molina, José Vicente Navarro, Miguel Ángel Navarro, José Vicente Rodrigo, Juan Segura, Inma Vaquer Rafael Rosendo Biosca, Vicente Bomboí, José Manuel Rodríguez Guillermo Edo, José Miguel López, Álvaro Nogués

Replacement Members

Auditors

MANAGEMENT TEAM

Managing Director

Joan Mir

Deputy Managing Director and Sales Director

Miguel Abril

Legal Advisor

José María Costa

Administration and Finance Director

M^a Carmen Traver

Production and Development Director

Ángel del Pino

Quality and Systems Director

M^a Carmen Morales

People and Talent Director

Ricardo Díaz

Murcia Office Director

José Hidalgo

Eastern Andalusia Office Manager

Iván Rodríguez

Western Andalusia Office Manager

Marco A. Fernández

Ebro Valley Office Manager

Elisenda Casals

Anecoop France Director

Jean-Luc Angles

Solagora Director

Jean-Luc Angles

Anecoop U.K. Director

Hakim Elmouaffaq

4Fruit Company Director

Pieter de Ruitter

Anecoop Polska Director

Darek Wysocki

Anecoop Praha Director

Ferrán Cabrera

Agrikoop Director

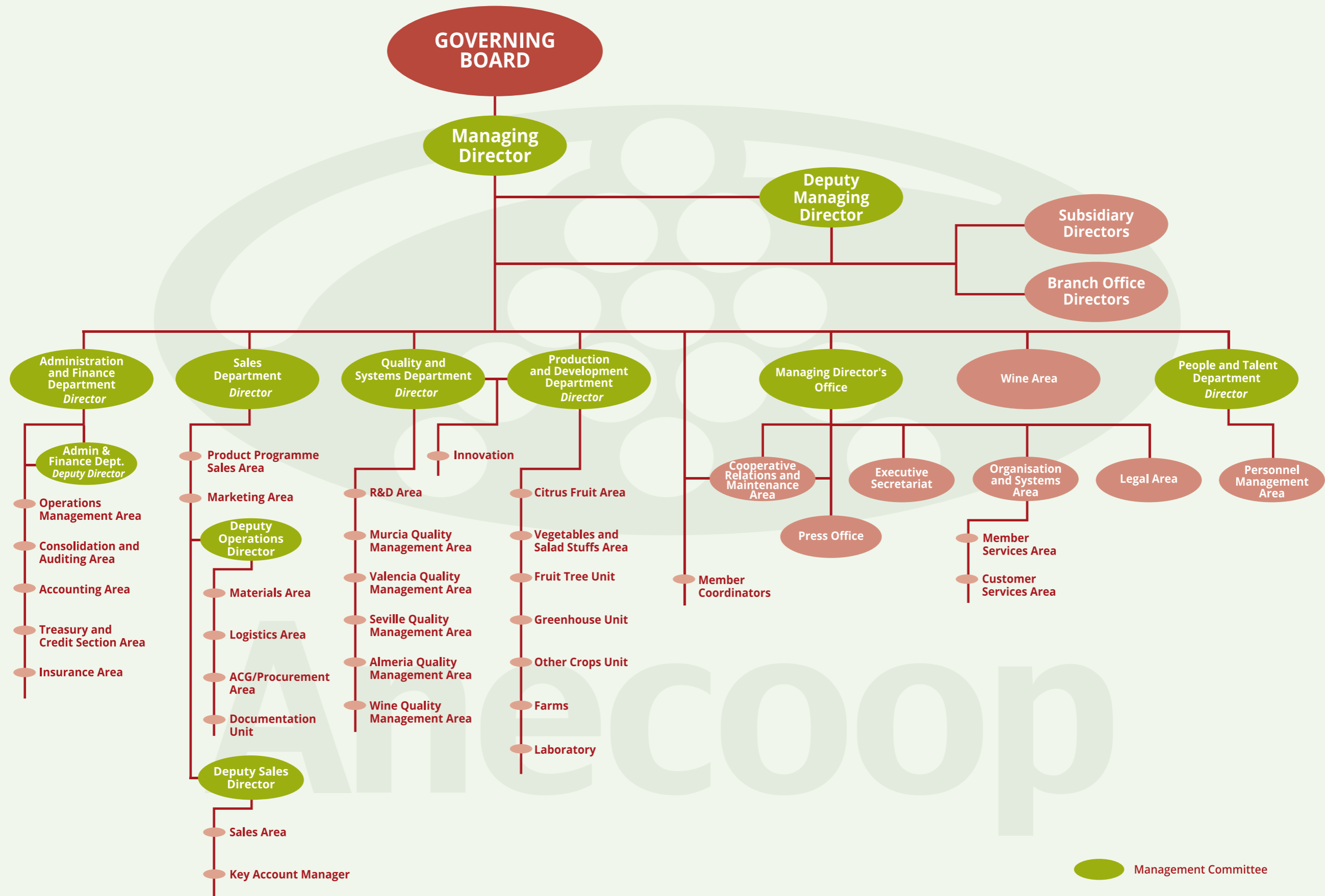
Alexei de los Llanos

Agriconsal Director

José J. Felici

Janus Fruit Director

Juan Carlos Bolta



Institutional Information

The Governing Board elects the Chairman, Deputy Chairman and Secretary from amongst its members.

Likewise, there are four Technical Committees which meet once a month and report directly to the Governing Board. These are:

- Standing Committee
- Administration, HR and IT Committee
- Sales and Production Committee
- Quality and Marketing Committee

The Management Committee is made up of directors from the different management teams and is responsible for the day-to-day running of the firm.

4.3 Members

The cooperative is a form of business organisation based on a democratic structure and operation. According to article 8 of the Corporate Bylaws, membership of Anecoop is available to “both cooperatives and other legal, public or private persons, joint ownership estates and individual entrepreneurs who have needs or interests which coincide with the corporate purpose of Anecoop S. Coop (...)”.

The figure of “cooperating member” is envisaged for natural or legal persons who, while not being able to develop or participate in the cooperative activity proper to the corporate purpose of this organisation, are admitted by the Governing Board, in accordance with the criteria set by the General Assembly.

After several years of working together, Bodegas San Martín (San Martín de Unx, Navarre) became a member of Anecoop and joined the Anecoop Bodegas project.



Entry requirements and conditions

Article 9 of the Corporate Bylaws sets out the requirements needed to become a member.

Financial conditions

- Affiliation fee of €30.05, plus 10% per year of the compulsory contribution to share capital, i.e. €1,803.04, based on the number of years that have elapsed since 1st January 1982, when this was established (Fee 2020-2021: €180.30 x 39 years = €7,031.70).
- An annual fee of €3,005.06, increased by the RPI (€4,483.05 in 2020-2021) and deductible from the activity contribution.
- Withholding of 2.5% of turnover for the payment of current expenses.
- Each member shall hold at least one title, according to article 39.1 of the Corporate Bylaws. Members shall make the compulsory contribution to share capital established in the Corporate Bylaws as well as any other contribution which the General Assembly may have established to acquire this status. This may vary according to the different types of membership. The General Assembly may agree (art. 40 of the Corporate Bylaws) to new compulsory contributions. Both the General Assembly and the Governing Board may agree to accept voluntary contributions from members. In the event of new compulsory or voluntary contributions being agreed, it will be decided whether these accrue interest or not.

Participation percentage

Each member cooperative must market a percentage of its production through Anecoop. In the 2020-2021 trading year, this percentage was 40%.

4.4. Mission, vision and values

Mission

- To ensure optimum profitability, social and sustainable development, and **the maximum harmony and integration** of its growers and members.
- To **encourage the personal and professional development** of its employees.
- To establish **business relations** with its customers for the **mutual benefit of all concerned**.
- To cater for the needs of end consumers and provide them with **healthy products**.

Vision

Anecoop aims to become a **leader** for its members, and an agri-food business that is globally recognised, meeting the expectations of its members and customers, thanks to excellent strategic and operational management, based on constant **innovation and adaptation, product quality, efficiency and growth**.

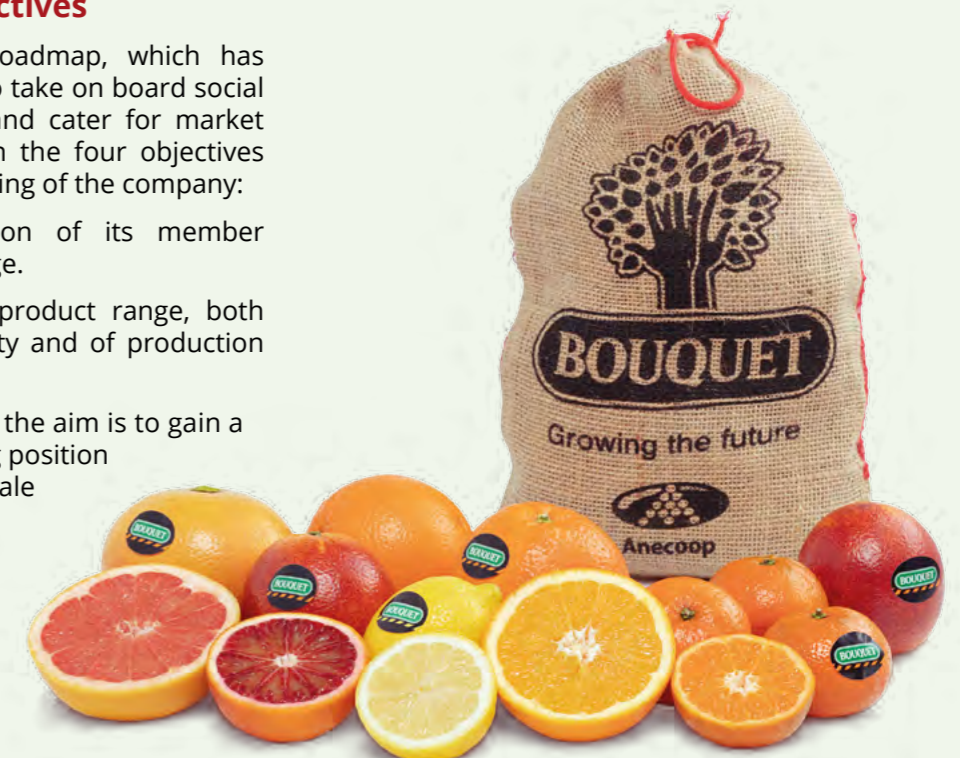
Values

- MEMBERS** - The relationship with our members is based on **transparency, participation, mutual benefit, and shared responsibility**, thanks to our deep-rooted commitment to agriculture and its future.
- PERFORMANCE** - Our performance aims to find a balance between **results and people**.
- STAFF** - Our staff work in a **stimulating, participatory environment**. Thanks to their **constant training**, they are able to create projects forged via **teamwork**. When implementing these projects, they take into account both our members and our end customers.
- CUSTOMERS** - The relationship with our customers is based on **trust, cooperation, long-term alliances**, and the supply of products suited to their markets which are **profitable** for both parties.
- SOCIETY** - Anecoop is committed to the **health** of those who consume its products and to the development of **sustainable agriculture**.

4.5 Cooperative objectives

Since 1975, Anecoop’s roadmap, which has been adapted over time to take on board social and economic changes, and cater for market demands, has focused on the four objectives that gave rise to the founding of the company:

- Progressive concentration of its member cooperatives’ product range.
- Diversification of total product range, both in terms of product variety and of production calendars.
- As a result of the above, the aim is to gain a more powerful negotiating position when dealing with large-scale distribution chains.
- Promotion of cooperativism as a business and economic model by means of initiatives to enhance production and streamline resources.



4.6 Strategic objectives

Anecoop's strategic lines are based on four cornerstones which have underpinned its roadmap since the implementation of the 2010 Action Plan.

Strategic areas

- 1 Bringing members, cooperatives, and third parties together
- 2 Making Anecoop more effective and efficient
- 3 Adding value for customers
- 4 Consolidating and developing markets

4.7 Business strategy

Anecoop's prime goal is to ensure sustainable agriculture for its member cooperatives which is both profitable for the producer and is

environmentally friendly, at the same time. Therefore, Anecoop looks after its own future by looking after the future of its members, which are part of the same project.

After laying the company's strategic foundations through the Action and Integration Plans developed between 2010 and 2018, Anecoop began implementing the AVANZA II Plan in the 2018-2019 trading year. This consisted of eight projects aimed at improving different management areas in the organisation, relations with its members and the competitiveness of its value chain. A key feature of Anecoop's strategy since 2001 has been the start-up and consolidation of its Company Groups. These have been created by Anecoop in conjunction with some of its members which comply with the requirements needed to be a part of these projects.

4.8 Impact, risks and opportunities

Anecoop is made up of its cooperatives and their members, its member companies and of a young, highly-educated, committed and dynamic workforce who embrace the company's values and the needs of member cooperatives, as though they were their own. The synergies between both groups have enabled Anecoop to



Joan Mir at Alimarket The Meeting - Fruit and Vegetables.

reach its current market position, and to create a powerful trading network. This, alongside major investment in R&D and technological innovation to adapt its products to market requirements, has given the company a privileged reputation in the eyes of the consumer.

Despite these strengths, the company also faces threats and risks. On one hand, these include those inherent to farming such as problems with generational renewal and farms being abandoned by members because of a lack of profitability and, on the other, those deriving from market instability as a result of political and economic issues. Finally, there are threats and risks linked to business, such as changes in the global retail industry.

To minimise the impact of these threats, Anecoop works hard on the values that identify its CSR: concentrating production, forging alliances with customers and suppliers in new markets, encouraging the consumption of fruit and vegetables so as to comply with point one of its Mission Statement: obtaining maximum profits for its members.

4.9 Integrating CSR into our management systems

Anecoop applies Corporate Social Responsibility principles to each and every activity included in the organisation's systems and procedures.

4.10 Involvement in society

Anecoop takes part in a number of foundations and associations, such as the Spanish Quality Association (AEC), Freshfel Europe, the 5-a-day Association, the Health and Flavour Foundation, the Anecoop Foundation, the University of Almeria-Anecoop Foundation, Spanish Food and Agriculture Cooperatives, the ETNOR Foundation and the INGENIO Foundation (Murcia).

We also cooperate with research centres such as IVIA, AINIA and ITENE. Anecoop belongs to cooperative farming associations such as FECOAV, FECOAM, FAECA and ENGRUPO, as well as other agricultural associations, including the Regulatory Board of the Ribera del Xúquer's Designation of Origin, the Protected Geographical Indication for Valencian Citrus Fruit, Fruit Logística, the Valencian Wines Designation of Origin, the Navarre Wines Designation of Origin, PROAVA, the More Broccoli Association and the Love Klabaza (Love Butternut Squash) initiative.

Finally, it also belongs to business associations such as AVE, CEV, ASCES, AECOC, the Valencia Chamber of Commerce, SNIFL-Saint Charles (Perpignan) and to business schools such as EDEM.



Sustainability Indicators

GRI 102: GENERAL DISCLOSURES 2016

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102-15 Key impacts, risks and opportunities	62
ETHICS AND INTEGRITY	
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102-40 List of stakeholder groups	45-47
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102-43 Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	45-47
102-44 Key topics and concerns that have been raised through stakeholder engagement	45-47
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102-45 Entities included in the consolidated financial statements	See NFRS Report at www.anecoop.com
102-46 Defining report content and topic Boundaries	Inside front cover
102-47 List of the material topics identified in the process for defining report content	36
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102-50 Reporting period	Inside front cover
102-51 Date of most recent report	Inside front cover
102-52 Reporting cycle	Inside front cover
102-53 Contact point for questions regarding the report	Inside front cover
102-54 Claims of reporting in accordance with the GRI Standards	Inside front cover
102-55 GRI content index	64-66
102-56 External assurance	Not applicable (*)

(*) The Anecoop Group's NFRS report has been verified by SGS and will be published on the www.anecoop.com website.



Sustainability Indicators

MATERIAL TOPICS

GRI standard	Content	Page URL	Omissions	Page indep. verif.
IMPROVING THE INCOME OF OUR MEMBERS				
103 Management approach 2016	103-1 Explanation of the material topic and its Boundary	36, inside front cover, 11		
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201 Economic performance 2016	201-1 Direct economic value generated	26, 28		31
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103 Management approach 2016	103-1 Explanation of the material topic and its Boundary	36, inside front cover, 8, 9, 41-43		
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	103-3 Evaluation of the management approach	37, 38		
301 Materials 2016	301-1 Materials used by weight or volume	38		
302 Energy 2016	302-1 Energy consumption within the organisation	38-39		
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307 Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	40		
FOOD SAFETY AND PRODUCT QUALITY				
103 Management approach 2016	103-1 Explanation of the material topic and its Boundary	36, inside front cover, 37		
	103-2 The management approach and its components	9, 21, 37		
	103-3 Evaluation of the management approach	37		
414 Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	They all subscribe to Anecoop's basic fruit and vegetable supply standards (point 8) *		
	(*) Basic standards, B. Compliance with environmental and labour laws	37		
	414-2 Environmental assessment of suppliers	37		
416 Customer health and safety 2016	416-1 Customer health and safety	37		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Have not occurred		
417 Marketing and labelling 2016	417-1 Requirements for product and service information and labelling	Anecoop's basic fruit and vegetable supply standards (point 3) *		
	(*) Basic standards, 3. Food Safety and Quality Assurance System: Labelling Control	Have not occurred		
	417-2 Incidents of non-compliance concerning product and service information and labelling	Have not occurred		
	417-3 Incidents of non-compliance concerning marketing communications	Have not occurred		
INTEGRATION: BRINGING MEMBERS, COOPERATIVES, AND THIRD PARTIES TOGETHER				
103 Management approach 2016	103-1 Explanation of the material topic and its Boundary	36, inside front cover, 61, 62		
	103-2 The management approach and its components	41-45, 61, 62		
	103-3 Evaluation of the management approach	44-45		
CUSTOMER SATISFACTION AND LOYALTY				
103 Management approach 2016	103-1 Explanation of the material topic and its Boundary	36, inside front cover, 47, 61		
	103-2 The management approach and its components	47, 52, 61, 62		
	103-3 Evaluation of the management approach	52		
416 Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Have not occurred		
418 Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	52		
	418-2 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Have not occurred		
PARTNERSHIPS WITH CUSTOMERS AND SUPPLIERS				
103 Management approach 2016	103-1 Explanation of the material topic and its Boundary	36, inside front cover, 61-63		
	103-2 The management approach and its components	41-44, 61-63		
	103-3 Evaluation of the management approach	45-47		
QUALITY EMPLOYMENT AND HUMAN CAPITAL DEVELOPMENT				
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401 Employment 2016	401-1 New employee hires and employee turnover	49		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Equal opportunities		
402 Labour/Management relations 2016	402-1 Minimum notice periods regarding operational changes	2 weeks		
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404 Training and education 2016	404-1 Training and education	48		
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	404-3 Percentage of employees receiving regular performance and career development reviews	49		
405 Diversity and equal opportunity 2016	405-1 Diversity	49-50		
202 Market presence 2016	202-1 Standard entry level wage	Salary > min. wage		
	202-2 Proportion of senior management hired from the local community	100% senior management from significant locations of operation		
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205 Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No cases of corruption have been detected		
204 Procurement practices 2016	204-1 Proportion of spending on local suppliers	29		
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The Non-Financial Reporting Statement (NFRS) of the Anecoop Group, which includes Anecoop S.Coop, and Group companies, verified by an independent certification body, will be published on the www.anecoop.com website.

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ES7.2 Percentage of surplus distribution assigned to collective or non-shared funds.	28	ES7.3 Percentage of surplus assigned to members of the organisation or to the inclusion of people (capitalised or monetary surplus).	NA
ES7.3 Percentage of surplus assigned to members of the organisation or to the inclusion of people (capitalised or monetary surplus).	NA	ES7.4 Increase or decrease in retained profits at the end of the year.	28
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(*) Anecoop's basic rules for the supply of fruit and vegetables.



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