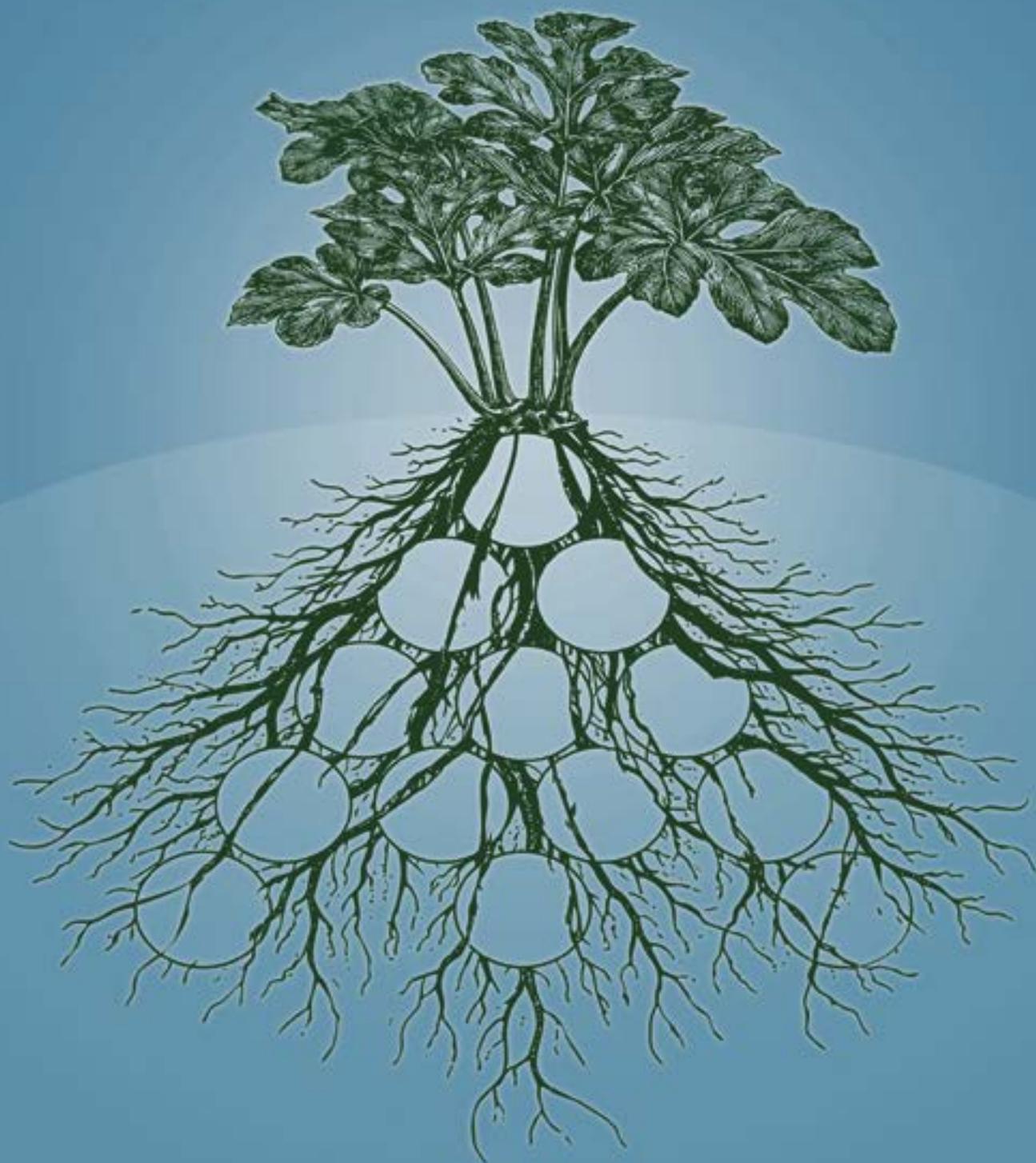


2024 / 2025 CSR REPORT



Anecoop

Structure, scope and boundary of this Report

This is Anecoop S. Coop.'s Corporate Social Responsibility Report (CSR) for the 2024/2025 financial year (from 1 October 2024 to 30 September 2025), which describes its impact on the economy, environment, and people, including impacts on their human rights. Reporting is carried out on an annual basis and coincides with the trading year.

This is the sixteenth CSR Report we have published. The previous report was compiled for the 2023/2024 financial year and was presented to the cooperative's members at the Annual General Meeting in March 2025.

This Report complies with Anecoop's commitment as a social economy enterprise to publish CSR reports. It showcases the social responsibility policies we have developed over the years in conjunction with our members, employees, customers and the broader community.

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

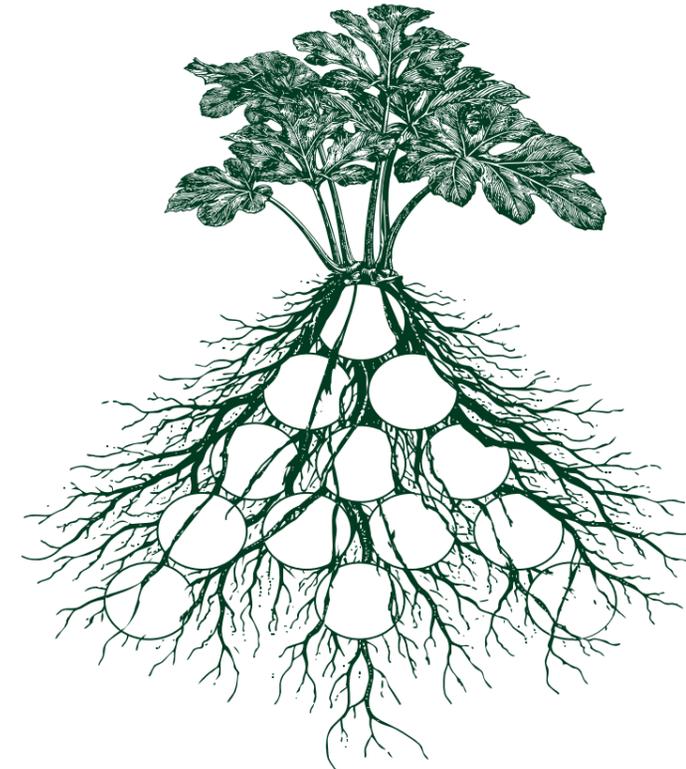
The 'Material Topics' information refers to Anecoop S.Coop. (Spain), as we exercise direct control over this. The audited Non-Financial Reporting Statement (NFRS) for the Anecoop Group, covering the companies included in its consolidated accounts, is published on <http://www.anecoop.com>.

This Report has been produced according to the standards contained in the Global Reporting Initiative (GRI)*, taking into account the key concepts on which sustainability reporting is based, i.e., "impacts", "material topics", "due diligence" and "stakeholders", as well as the principles of accuracy, balance, clarity, comparability, the sustainability context, comprehensiveness, timeliness and verifiability. In determining material topics, we relied on stakeholder engagement (members, employees, customers and society). These groups 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 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.

2024 / 2025 CSR REPORT





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Alejandro Monzón
Chairman

Anecoop's CSR Report for the 2024-2025 financial year provides a comprehensive overview of our economic, environmental, and social performance, as well as the milestones that define who we are today: a second-tier cooperative committed to innovation, sustainability, transparency, and, above all, people, who are our top priority. Anecoop has always been much more than just a company: it is a shared project that has established itself as an international benchmark for agri-food cooperatives.

The trading year covered in this report was a challenging one. Just a few days after it began, the torrential floods that hit Valencia, known as the Dana, showed us the cruellest and most destructive side of extreme weather events. It was an enormous human tragedy which, in material terms, devastated our fields and crops. We responded quickly and gave our best, demonstrating solidarity, which is the hallmark of the cooperative values that define and unite us. **Climate change** is undoubtedly one of our greatest challenges, and during this period, it significantly reduced production of certain strategic crops, such as persimmons.

We also operate in a global environment marked by constant geopolitical uncertainty. Shifts in US government policies and ongoing **tariff threats** continued to shape the context, alongside tensions surrounding the EU's agreement with **Mercosur**. At the same time, **generational renewal, technological transformation, digitalisation, sustainability, pest pressure, rising costs, unfair competition, and evolving consumption patterns** also influenced our roadmap this trading year.

Despite all these setbacks, we continued to push forward, regularly reviewing our strategy to respond effectively to the many challenges our industry faces, some of which are recurring and require a resilient and sustainable approach.

Against this background, it is worth noting that we ended the financial year on a positive note, reaching a new record turnover of €986,672,000, while also fulfilling our commitments to our customers.



The experience we have built up over the years, the high-quality and safe products we grow in our fields, and the talent of our teams, together with

our commitment to innovation, which is Anecoop's hallmark, enable us to keep moving forward, turning difficulties into opportunities and reaching new milestones.

During the 2024-2025 trading year, we continued to follow our pioneering sustainability roadmap, consolidating one of our most ambitious projects: the **Anecoop Sustainability Observatory**. This initiative uses data to generate the knowledge and innovations needed to help our members become more efficient, competitive, and resilient to climate change. More and more organisations are joining the Observatory, and I encourage you to explore the potential of this tool.

As a second-tier cooperative committed to transformation, we firmly believe in the strategic role of cooperativism in driving development, strengthening regional cohesion and creating opportunities. In this context, the initiative launched by Spanish Agri-food Cooperatives to create the Cooperative Product label represents a natural step forward, fully aligned with Anecoop's values and objectives.

Our participation in this initiative means continuing to move forward together to increase the visibility of our products and highlight their distinguishing features, while promoting sustainable, local consumption and the values that make us unique.

During the trading year reviewed in this report we laid the foundations for the newly launched **RELEVA Programme**, aimed at the younger generations. The initiative seeks to encourage the next generation of growers within our member cooperatives by promoting generational renewal, strengthening business acumen, and developing cooperative leadership. This pioneering project in the Valencian agricultural sector is one we hope to roll out in other regions.

We remain committed to **integration, inter-cooperation**, and building **synergies** to strengthen our position and gain scale in a highly competitive

global market. I would also like to congratulate the members who have stepped up during this trading year. One of our future goals is to streamline our organisation, with fewer yet stronger members, while preserving their identity and regional roots.

We will continue to promote innovation and sustainability; act responsibly and transparently; attract and inspire young talent, care for our people and, of course, remain profitable. Because growers' profitability is our main objective.

We remain committed to integration, inter-cooperation, and building synergies to strengthen our position and gain scale in a highly competitive global market. I would also like to congratulate the members who have stepped up during this trading year.

Thank you to everyone who is part of this project. Thank you for believing in what we do, in the strength of cooperativism and in the values we represent. Every contribution matters, and your work and commitment drive Anecoop's collective success.

Looking ahead, I am confident that the best is yet to come. We remain as enthusiastic and dedicated as ever. We are committed to the land, to growers and to rural communities. We have shown that, together, we are unstoppable. After all, when Anecoop moves forward, the entire industry, and the people who sustain it, move forward too.

Letter from the Managing Director



Joan Mir
Managing Director

I would like to start this letter from our 2024-2025 CSR Report by referring to the extreme flooding which occurred on 29 October, right at the start of this trading period. These floods, known as the DANA, devastated vast areas of the province of Valencia, claiming 230 lives and causing extensive damage to homes, infrastructure, industry, businesses and vehicles.

Agriculture was not spared by the disaster. Many municipalities were practically wiped out: field boundaries, roads, access to plots, wells and irrigation ponds disappeared, as did a large part of the crops, especially persimmons, oranges and mandarins.

Anecoop lost around 30,000 tonnes in a single afternoon, which is a lot for one year, but little when compared with the enormous losses caused by the flooding.

Yet, amidst the tragedy and the mud, a wave of SOLIDARITY, in capital letters, emerged throughout Spain and in other countries.

Anecoop did not remain indifferent to this movement and, from day one and within the limitations of the situation, we rallied to support those affected, as did many of our members in different parts of Spain and our subsidiaries, to ensure that aid reached the affected areas. Once again: THANK YOU.

Despite the extreme flooding, hailstorms and the increase in pest infestations, our turnover for the 2024-2025 trading year reached €986,672,000. This marks yet another record figure for Anecoop and represents an increase of 4.39% over 2023-2024. However, the decline in production of some of our

strategic products prevented growth in the volume marketed, which stood at 736,536 tonnes + kL, down 0.4% on the previous year. These figures do not include flowers, where we recorded growth of 52%, reaching 9,915,000 stems.

The Anecoop Group's combined turnover also reached a new record, rising from €1.126 billion in the previous financial year to €1.166 billion in 2024-2025, which represents an increase of 3.5%.

The average payment to members per kilo or litre sold increased by 4.7%, a significant and necessary improvement, given the sharp rise in production and handling costs.

In the first half of 2025, the company **Eurofruits Levante S.L.**, based in Rojales, Alicante, became a member of Anecoop, and the **Grup Cooperatiu Fruits de Ponent**, together with **Actel Grup**, created the company **Novacoop Mediterránea S. XXI S.L.**, with the new cooperative joining our organisation.

After many years of working to promote integration and collaboration between cooperatives, we are pleased to see that this process has gained momentum in recent years. We would like to highlight the partnership agreements reached between the second-tier cooperatives **Univall** and **Ribercamp**, the integration of the **Cooperativa de La Llosa de Ranes** into **Univall**, the partnership agreement between **CANSO** and **Cofrudeca**, another between **Toñifruit S.L.** and **Bio Lobrot**, and the entry of **Frucimu** as a shareholder in **Agriconsa**. The **Vitivinícola de Llíria** cooperative took over citrus production management from the **Cooperativa Agrícola de Bétera**.

Our integration projects, the Company Group, the Persimon® Group, and the Commercial Integration Challenge (DIC), which was joined by the Lora del Río cooperative, continued to make positive progress.

In the chapter on our subsidiaries, **Anecoop Polska** celebrated its 25th anniversary, demonstrating its resilience in a particularly complex environment in recent years. Congratulations to our colleagues in Poland.

We worked hard on a range of projects in Quality, Production, Marketing, Logistics, Information Technology and Digitalisation, Innovation, Talent and People Management, and in the Economic-Financial area during the last financial year. In addition, three projects took centre stage and will undoubtedly shape our future: the **Growth Plan**, the **Sustainability Observatory** and the **Releva Programme**.

The **Growth Plan** began to take shape in October 2024. We carried out a pilot test during the spring-summer season in Almeria, and it was implemented throughout Anecoop at the start of the 2025-2026 trading year. The Plan represents a profound change in our sales policy and organisation, transforming the way we have worked for many years. Its implementation will not be easy; it is a major challenge, but we have a duty to prepare our organisation for future challenges and make it more efficient and competitive, and we are ready to take on that responsibility.

Last year, we announced the launch of the **Sustainability Observatory**. Now, in just one year, it has moved from a pilot phase to full implementation: 26 new cooperatives and member companies joined during the year, bringing the total number of participating organisations to 32. Our goal is to reach 40 members in 2026.

The Observatory does not only seek to comply with regulatory requirements, but also to integrate sustainability as a key driver of competitiveness, efficiency and reputation in our management and that of our members.

Our industry is currently facing two very real challenges that demand immediate attention: generational renewal and profitability. These are two realities that affect us closely and have taught us a clear lesson: what worked in the past is no longer enough.

The Spanish Ministry for Digital Transformation and Public Administration has recognised Anecoop's Sustainability Observatory as a trusted data space that complies with Spanish and European regulations on quality, data sovereignty, security and interoperability. Participation in the Ministry's Data Spaces Kit is not an administrative formality; it is a driving force that enables Anecoop and its member organisations to transform an internal project into an internationally recognised federated infrastructure.

The Observatory already supports the drafting of sustainability reports, the calculation of carbon footprints and the establishment of food waste plans for our members.

In 2026, we plan to continue automating data collection and to start developing smart algorithms to support decision-making. **From data to action: we continue to Grow the Future.**

Our industry is currently facing two very real challenges that demand immediate attention: **generational renewal and profitability**. These are two realities that affect us closely and have taught us a clear lesson: what worked in the past is no longer enough.

We need to move forward to protect our livelihood. This is why we have created **RELEVA**, a comprehensive programme **promoted by Anecoop and its members, aimed at young professional growers in our cooperatives**.

However, **RELEVA** is not just about training; it combines analysis of our growers' holdings with digital tools and leadership dynamics. We aim to nurture cooperative entrepreneurs capable of combining a rigorous **business mindset** with our non-negotiable **cooperative values**. The ultimate goal is for participants to draw up their own **Business Improvement and Growth Plan**, which they will then implement on their holdings with the direct support of Anecoop and the expert staff at their cooperatives.

The first cohort of the Releva Programme is made up of men and women aged between 30 and 45. Some come from long-established agricultural families, while others have a background in industry and construction, yet they are all connected by a deep love of agriculture and a remarkable desire to learn and improve.

Their enthusiasm and drive make us believe that there is a future for rural communities, for our members and for Anecoop. Becoming more professional does not mean losing our essence; it is the best way to protect it.

Although it was a demanding and very challenging year, we take a positive view of what we have done and achieved, especially the financial results and the new projects, some of which are already a reality.

We would therefore like to thank everyone who has made these achievements possible: growers, members, directors, Anecoop employees, customers and consumers. Without your commitment and support, Anecoop would not have reached its 50th anniversary.

Our deepest thanks go out to all of you.



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 16 of the 17 SDGs in the 2024-2025 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.



•Participation in initiatives and the development of projects to minimise food waste, such as AECOC's "Don't waste food" initiative and the European Breadcrumb project. •Cooperation in projects promoting the recovery of by-products, such as ReLeaf (recovery of leaves and agricultural by-products for use in agriculture) and INEDITO, which seeks to develop natural, sustainable ingredients from food by-products. •Work on research projects, such as CASCV, to identify varieties and rootstock that are more resilient to climate change.



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



•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 growers on best agricultural practices and new technologies.



•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 to dignify the role of women in Indian society. •Implementation of an Equality Plan.

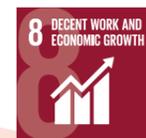


•Ongoing in-house development with members, promoting and facilitating the implementation of digital technologies and sensors in the field to better control irrigation, enabling precision water management. •Participation in the Cajamar Innova

accelerator, supporting entrepreneurs and companies in developing innovative solutions to address global water challenges. •Thanks to a collaboration project with the Hortamar cooperative, Anecoop received recognition for the implementation of water-saving measures and efficient water management measures in its crops.



•Photovoltaic plants on the roofs of three of its facilities. •Promotion of precision agriculture for more efficient resource management, using technologies such as geolocation, drones, robots, and mobile applications (CITRIAFORO project).



•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 growers. •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 growers. •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 fruit and vegetable consumption formats, such as ready-to-eat and ready-to-cook products, which add value to traditional varieties and adapt them to new market demands.



•Nationality, gender, race, religion or any other criteria that could cause discrimination are never taken into account in the company's recruitment processes. •Employment of people of different nationalities. •Employment of people with physical or mental disabilities.

•Member of the Novaterra Foundation, which works for social inclusion and justice through employment, and the Almeria Tierra Abierta Foundation, which strives to promote the wellbeing and inclusion of the migrant community and narrow the social divide. •Participation in a project to build a community centre for vulnerable groups in rural India.



•Thanks to its operations and its role as a social economy enterprise, Anecoop contributes to safeguarding the future of its producer members, promoting the sustainability of farming and, in turn, helping to prevent rural depopulation.

•Implementation of the RELEVA Programme, a plan to promote generational renewal among its members.



•Certified growing systems that guarantee food safety. •Participation in initiatives and the development of projects aimed at minimising food waste, notably the European Breadcrumb project, which focuses on optimising the value chain and reducing losses

from farm to consumer. •Sustainable farming practices, organic farming, and naturane certification. •Anecoop's Sustainability Observatory, an internal tool for assessing, monitoring, and improving the environmental and social performance of its members.



•Sustainable farming practices, organic farming, and naturane certification. •Promoting the use of efficient irrigation systems and technologies among its members to achieve significant water savings and improve adaptation to drought conditions.

•Photovoltaic plants on the roofs of three of its facilities. •Crop cover implemented in test field plots, helping to retain rainwater, reduce temperatures and increase biodiversity. •Participation in the PITAMED project to promote the development of dragon fruit as an emerging crop adapted to high temperatures and with low water requirements.



•Collaboration with the Ingenio Foundation, which is committed to ensuring the sustainability of the Mar Menor (Murcia). •Participation in the LINOMAR project, contributing to improving water quality and restoring highly sensitive ecosystems.



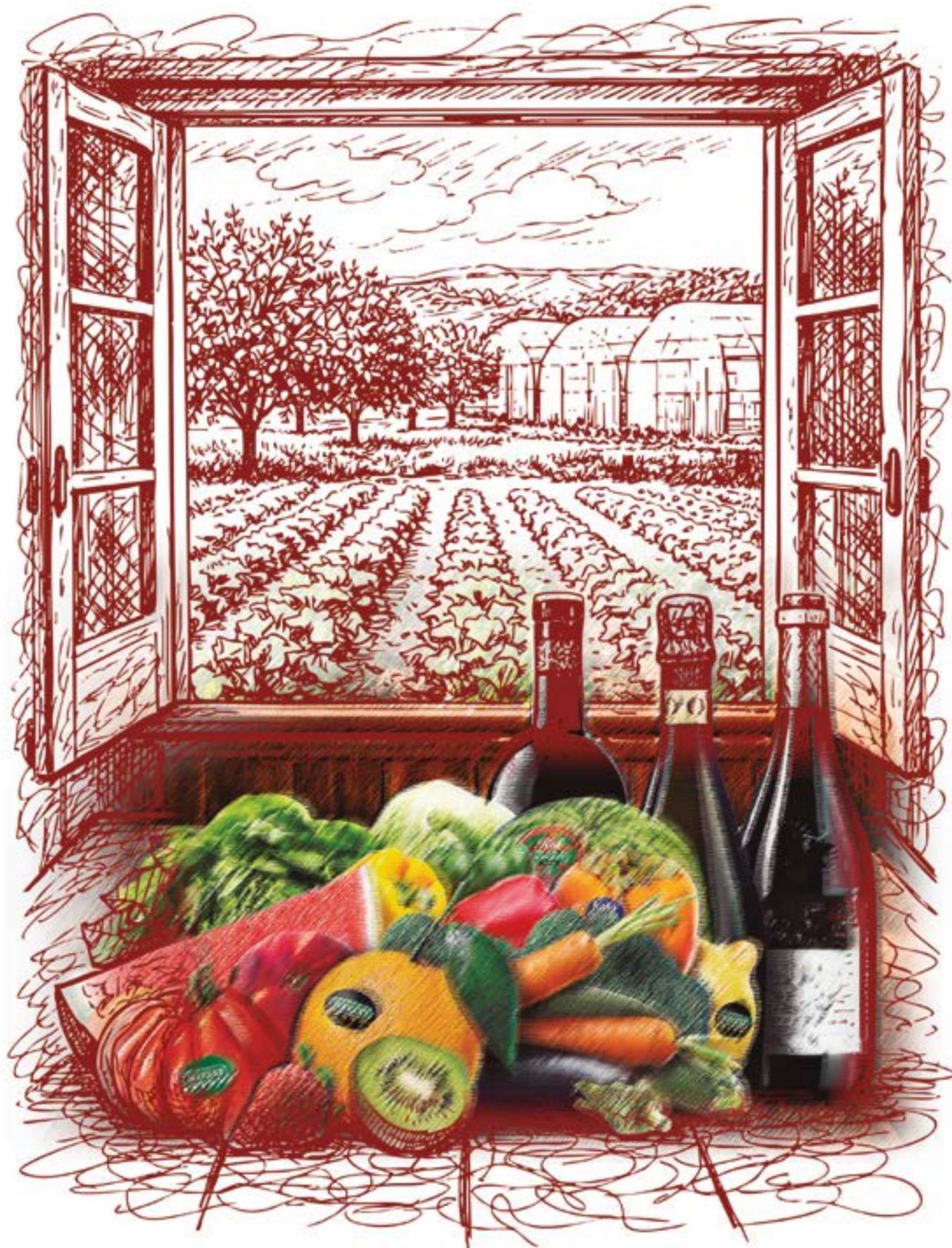
•Encouraging its members to use biological pest control methods. •Participation in projects focused on strengthening resilience to pests and diseases, such as CitrusBuster. •Participation in the Patafest project for the development of advanced adaptation strategies for Mediterranean crops.



•Public-private partnerships with universities and other organisations in projects that contribute to achieving these SDGs. •Participation in innovation forums to improve the sector. •Support for initiatives to drive technological innovation and sustainable resource management: Cajamar-Innova High-Tech Business Incubator; projects with the University of Almeria to harness technologies and AI in greenhouses; the Agrotec-UV programme with the University of Valencia and the Emuri chair to boost innovation in the Region of Murcia.

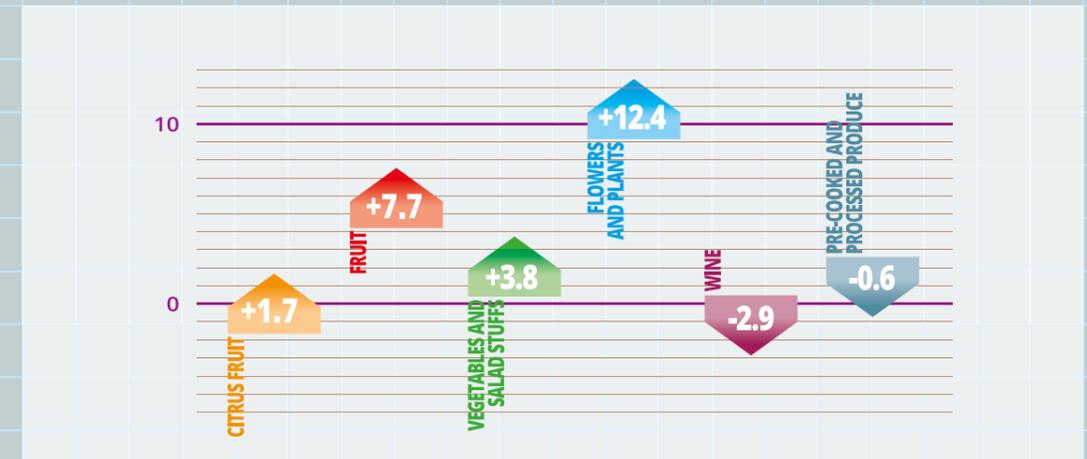


1. Products

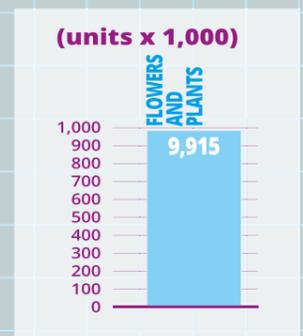
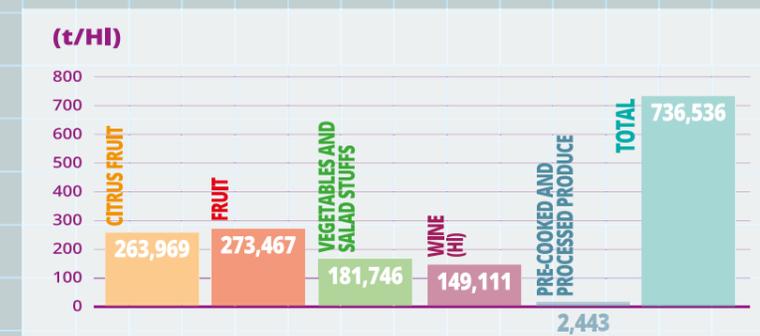
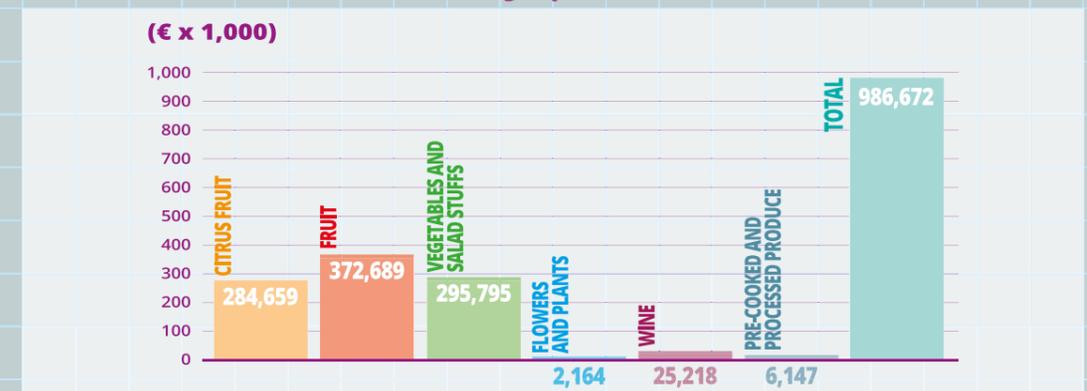


↑ € +4.39%

turnover



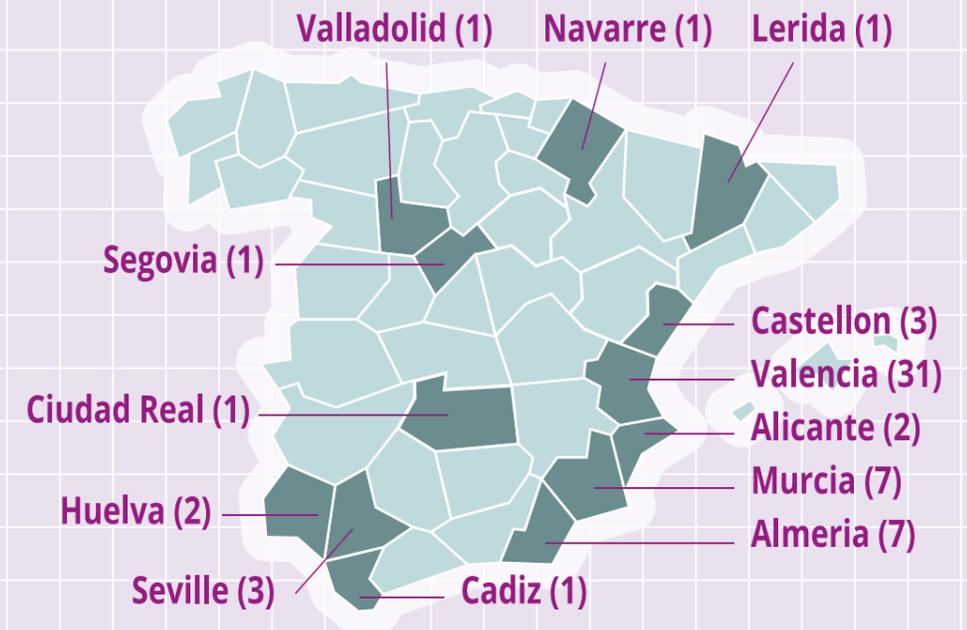
sales by products



2. Growers



Geographical location of Anecoop's member cooperatives



61 members / 7 autonomous regions / 13 provinces

our members

grower members	19,839
members – other services	17,932
employees	22,414

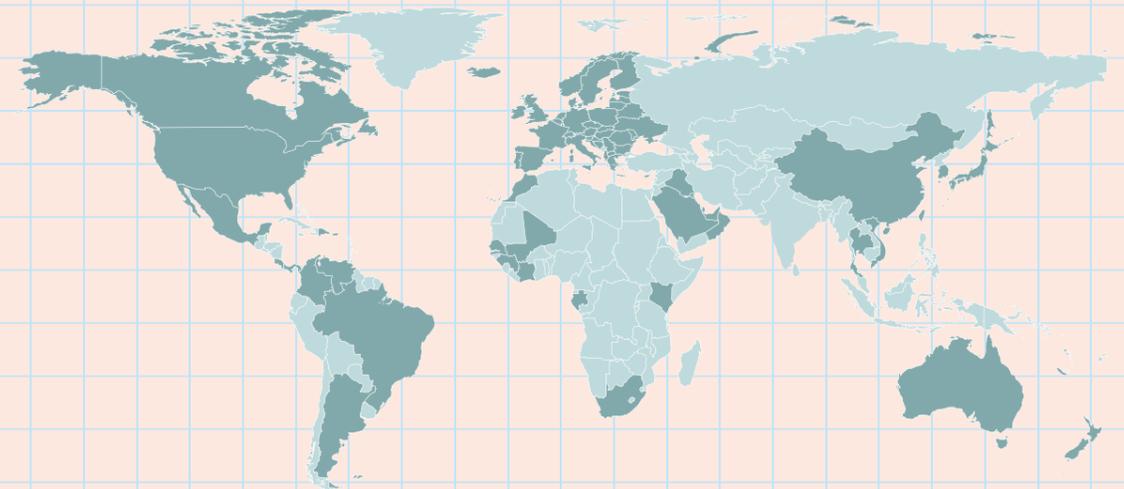
our fields

hectares cultivated	63,528.48
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3. Markets



our markets



67 countries

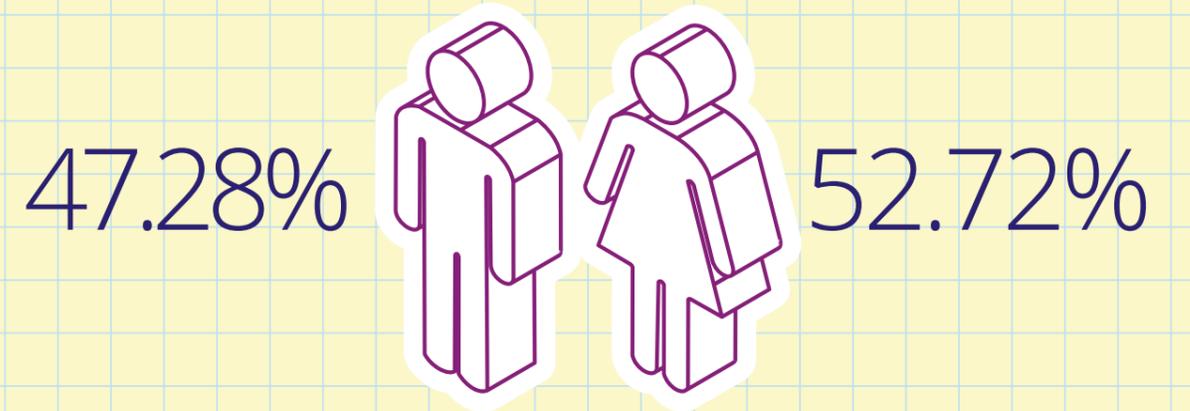
Anecoop Group



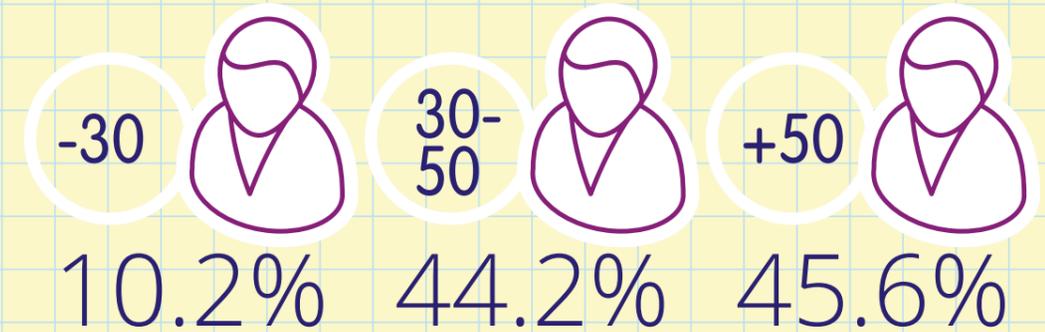
4. Employees



percentage of employees by gender



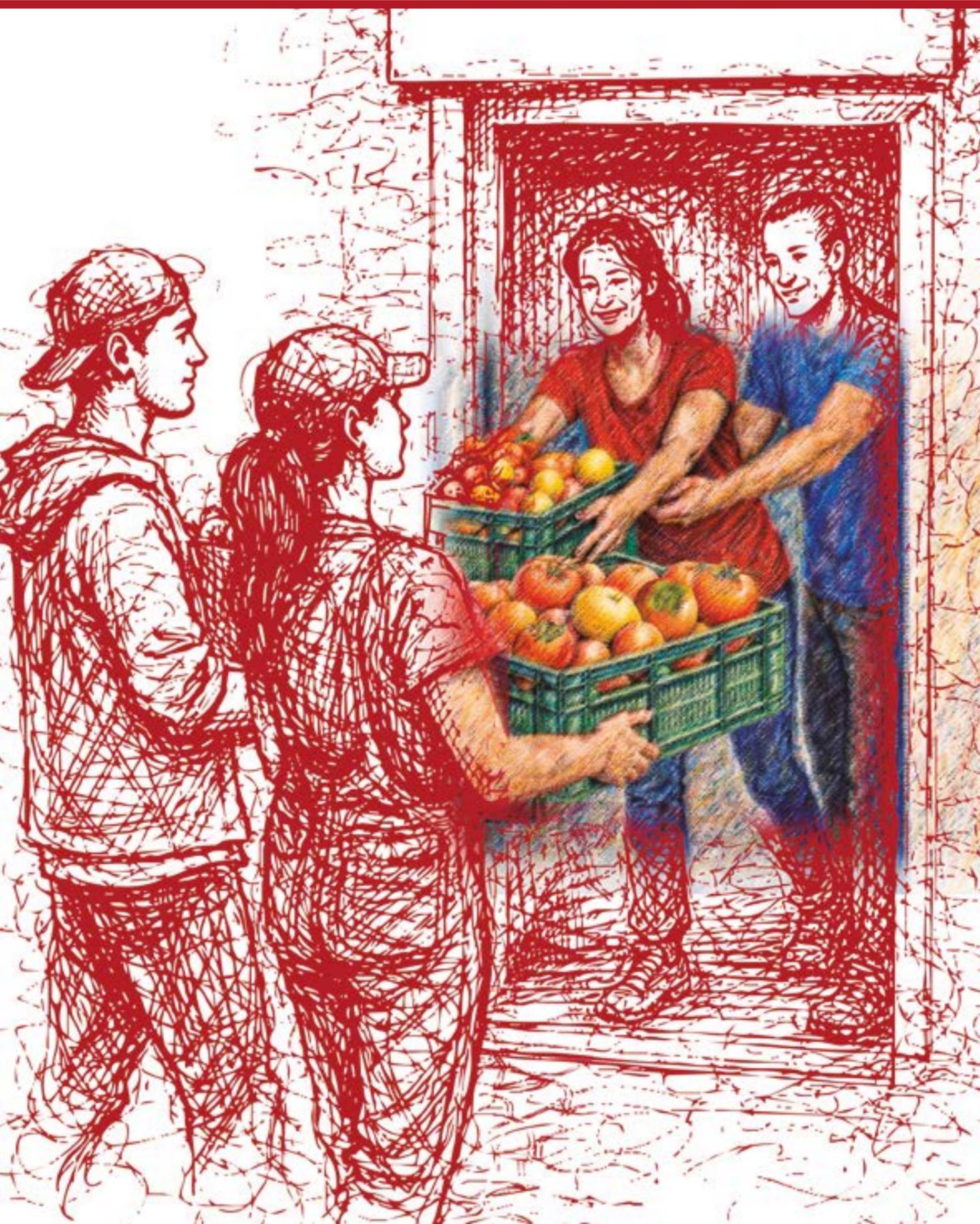
average age of workforce



training



5. Society



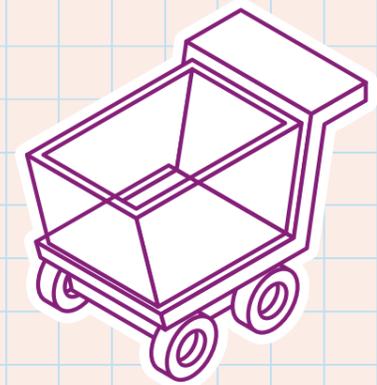
Anecoop and solidarity



+ €316,000

donated to over 50 charities, NGOs, associations and other cooperative organisations

820,000 kilos of fruit and vegetables donated by the Anecoop Group



committed to healthy eating



Cooperation in 140 sporting events and recreational activities in different countries

6. The Land



GO Pitamed project

developing dragon fruit crops adapted to the climate conditions of our production areas

our brands which are environmentally friendly and ensure food safety



+47,000 ha. certified by GLOBALG.A.P.

Bio: 36,209 t marketed

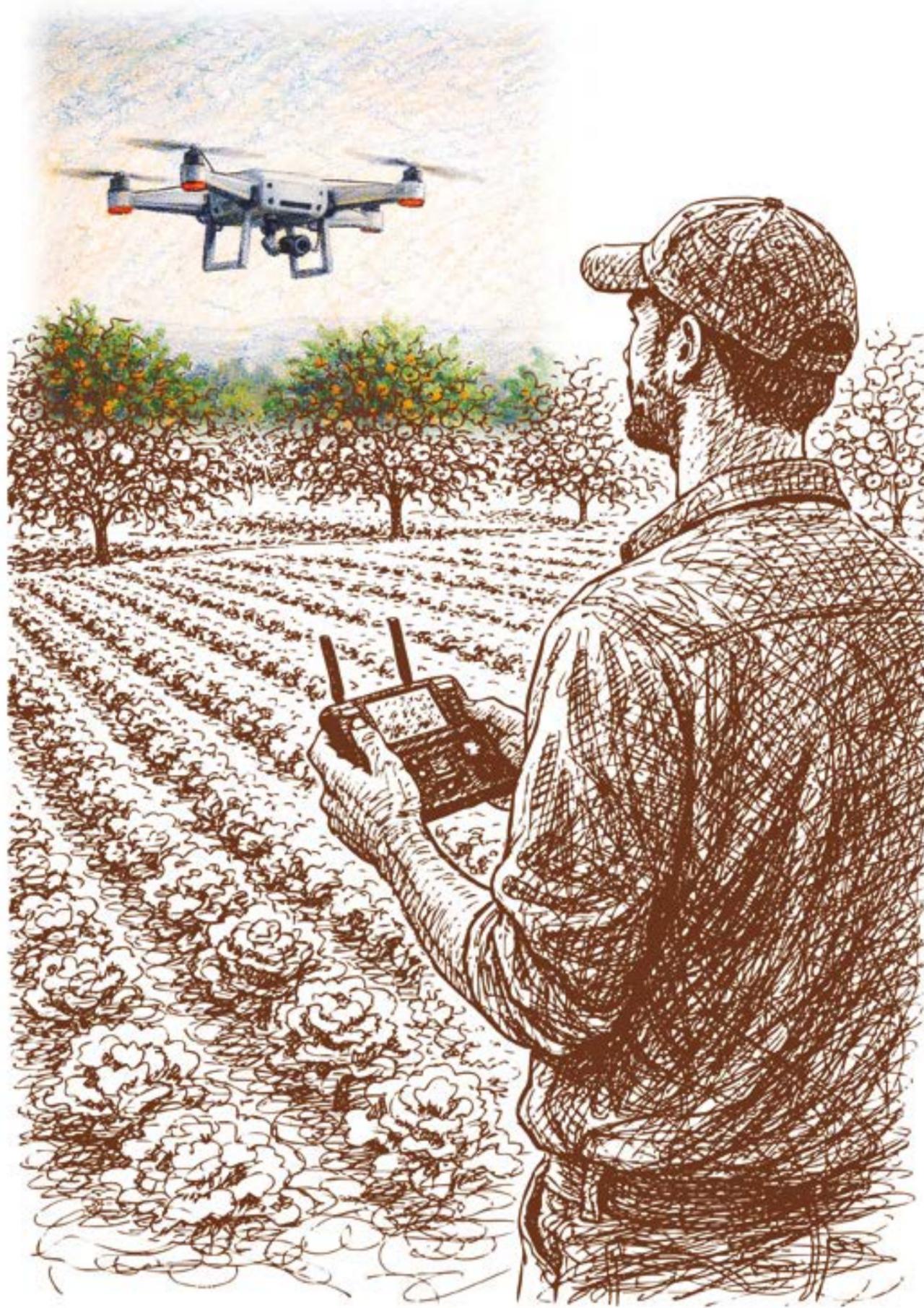


certification that guarantees food and resource management

GLOBALG.A.P.

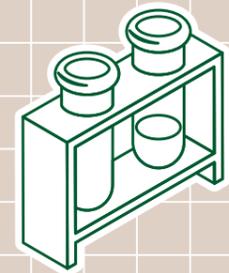


7. The Future



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



recovery of leaves and agricultural by-products for use in agriculture



sourcing and development of a biostimulant produced using seaweed extract



validation of CRISPR-Cas systems for improving Valencian crops

good for you, good for rural life

Promoting the consumption of cooperative products

At Anecoop, we have always understood that our raison d'être lies in the fields and in the people who work them. Over the years, we have consolidated a model based on cooperation, sustainability and social commitment, which is best expressed in our campaign **Good for you, Good for rural life**, created to highlight the strategic value of strong, innovative agriculture capable of guaranteeing a viable future for thousands of farming families. Today, this vision is further strengthened through our membership of the **Cooperative Product** brand initiative.

As a second-tier cooperative committed to driving transformation in the agri-food sector, we firmly believe in the power of cooperativism to generate development, strengthen territorial cohesion and create opportunities. Thus, when **Spanish Agri-Food Cooperatives** launched the **Cooperative Product** label, we knew it was a natural step forward for Anecoop. This **nationwide label** represents the principles we share: products sourced directly from the field, guaranteed quality, economic and social sustainability, and a fair and equitable approach to agri-food production.

The brand's logo, which appears on the packaging, makes it easy for consumers to identify products that come from cooperatives and therefore contribute directly to supporting rural life and social balance.

However, this step is not only a natural step forward for our reputation and image as a leading



cooperative: it also reinforces the values of **Good for you, Good for rural life**, the campaign we launched to raise awareness in society about the essential role of the fruit and vegetable industry. Since its inception, the campaign has had three clear objectives:

1. To highlight the importance of strong, independent agriculture capable of responding to global crises and challenges.

2. To defend fair conditions so that growers can continue to make a living from the land, helping to tackle rural depopulation and the abandonment of farmland.

3. To raise the profile of the innovative projects carried out by our members to ensure sustainability, generational renewal and competitiveness.

Today, these objectives are fully aligned with the philosophy of the **Cooperative Product** brand, which is based on ten principles that are also part of our way of working:

Our Principles

- 1 Cooperative origin
- 2 Producer families
- 3 People-led businesses
- 4 Revitalising the rural world
- 5 Generating local employment
- 6 Food straight from the field
- 7 Guarantee of quality
- 8 Fresh, natural products
- 9 Real taste
- 10 Sustainability



In a global context marked by regulatory changes, growing environmental demands and increasing international competition, which often makes it difficult for farms to remain profitable, we need more than ever tools that highlight the social, economic and environmental value of how we grow our produce.

Initiatives such as Good for you, Good for rural life and the Cooperative Product label help us explain in a simple and accessible way what national agricultural production means: protecting biodiversity, promoting more sustainable farming systems, ensuring generational renewal and keeping rural communities alive.

The Cooperative Product brand in figures

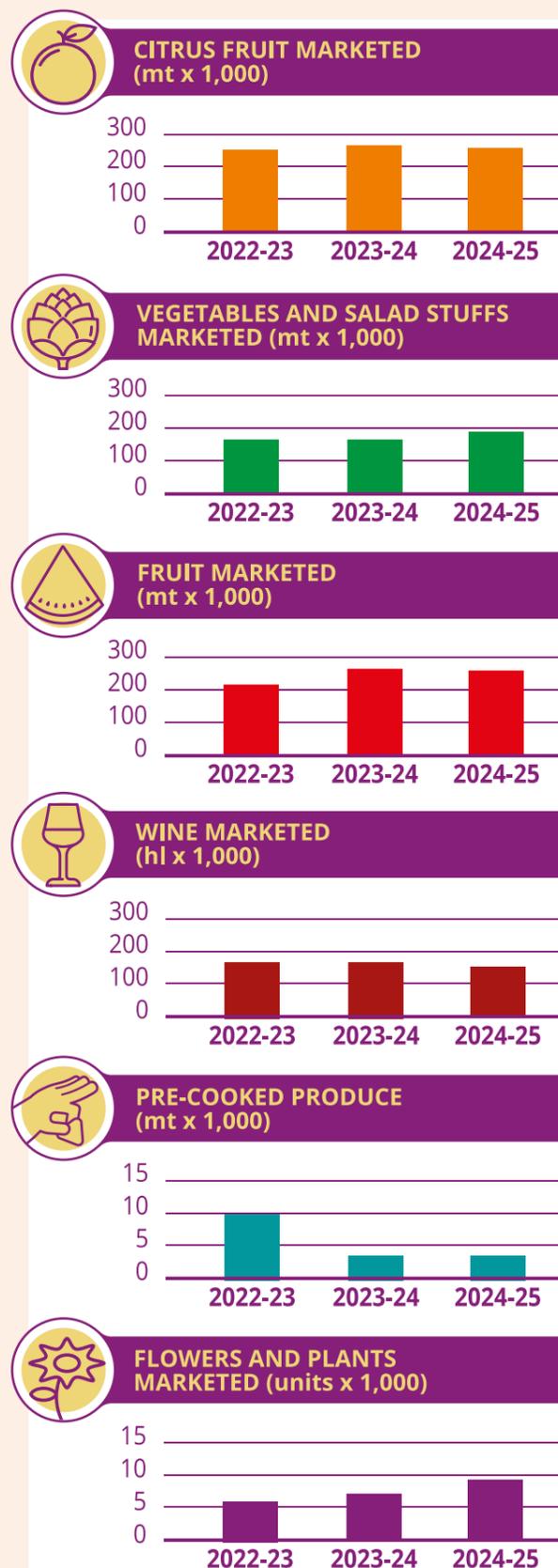
- 35 member cooperatives**
- 174,000 farming and livestock families involved**
- 4,700 permanent jobs created and over 2,200 seasonal jobs**



Products with the Cooperative Product label

At Anecoop, we will continue to work with the conviction that every decision, every project and every innovation contributes to keeping farming alive. We will do so with pride, offering consumers products that not only feed them, but also support, protect and build communities. Because together, and through cooperativism, we will continue to provide produce that is **Good for you, Good for rural life**.





2.1 Figures

Our turnover reached €986,672,000, another record figure for Anecoop, representing an increase of 4.39% over 2023-2024, in a year in which the decline in production of some of our strategic products prevented growth in the volume marketed, which stood at 736,536 tonnes + kL.

In line with previous years, 2024-2025 was marked by production difficulties such as flooding, periods of excessive rain and hail, an increase in pests, labour shortages and rising costs.

In **citrus fruit**, our sales volume was very similar to the previous year, standing at 262,969 tonnes. Turnover rose slightly to €284,659,000 (+1.7%), with average prices remaining stable. Supply was in line with demand in another year of low Spanish production and less pressure from Egypt and Turkey. Sector concentration and increased supply from other eastern Mediterranean countries persisted, while consumption continued to show a worrying downward trend.

Our market share increased, particularly in mandarins in the second half of the year. We continued to maintain our leadership in Navelina and made significant progress in the blood orange segment.

Overall, the fruit group recorded a decline in volume (273,467 tonnes, -1.63%) but a significant increase in turnover (€372,689K, +7.66%) thanks to higher average sales prices.

Lower volumes were mainly the result of the sharp drop in Persimon® kaki production, which was severely affected by the October cold spell that hit the growing areas, and of reduced stone fruit production in the spring months, which was offset in this case by growth in the second half of the year.

Volumes were similar to those of the previous year for watermelons and melons, in a season with two very different phases, highlighting the need to continue working on supply in order to remain the European leader in this category.

It was a good year for red berries, with positive growth in both volume and prices.

It was a positive year for **vegetables**, with

growth in both volume (181,746 tonnes, +2.18%) and turnover (€295,795,000, +3.79%), and good average prices, in line with previous years.

Both greenhouse and open-air vegetables are particularly affected by the climate crisis and the growth of pests and diseases, which cause sharp fluctuations in production, with periods of excess supply followed by significant shortages. Sound planning and close collaboration with our members are essential to provide the service and quality demanded by our customers for these increasingly strategic products.

The incorporation of **Eurofruits Levante S.L.** as a member of Anecoop is good news, as it will help us to offer a wider and steadier supply of products such as peppers, broccoli, courgettes and artichokes.

We returned to double-digit growth (+13.8%) in **organic products**, with 36,209 tonnes marketed, thanks to our involvement in projects aimed at greater product diversification and expanding our customer base.

Our flower production initiatives continued to gain ground among our members, thanks to our French subsidiaries, and generated a turnover of €2,164,000. Flowers and plants as well as **fresh-cut and pre-cooked produce** are products with significant growth potential that add value to our range and help us respond to new consumer demands.

Performance in the **wine** segment was very similar to that of the 2023-2024 trading year. The geopolitical situation remained turbulent which, combined with market developments, exacerbated a general trend away from alcohol consumption. This context has placed the sector in a disruptive phase, with its future direction still unclear.

At Anecoop, following the sharp downturn experienced in the post-pandemic year, the last three financial years have been stable, **with results remaining relatively steady** since then.

In 2024-2025, we worked hard to turn this situation around by investing more in our sales force and marketing team. We are confident that these measures will start to pay off in 2025-2026.

In terms of **strategic management**, we rolled out a series of major improvements and transformation projects within Anecoop during the year, including the launch of the Growth Plan. This involved a reorganisation of the sales department to help us tackle the challenges posed by the new global scenario, with more uncertain supply, growing competition, changing markets and more demanding customers and consumers.



Tasting Red Bouquet orange juice at Fruit Logistica 2025.

Distribution of profit

In the 2024-2025 financial year, Anecoop obtained a profit of €2,006,487.

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,

SALES			
Tonnes	2022-23	2023-24	2024-25
Citrus fruit	251,255	265,155	263,969
Fruit	205,293	277,996	273,467
Vegetables and salad stuffs	168,547	177,855	181,746
Pre-cooked produce	9,263	2,554	2,443
Total fruit, vegetables and salad stuffs	634,358	723,560	721,625
Total flowers and plants*	5,698	6,520	9,915
Total wine (hl.)	166,200	166,819	149,111
* Units (x 1,000)			
Euros*	2022-23	2023-24	2024-25
Citrus fruit	269,321	279,895	284,659
Fruit	262,535	346,155	372,689
Vegetables and salad stuffs	273,177	285,003	295,795
Pre-cooked produce	14,755	6,184	6,147
Total fruit, vegetables and salad stuffs	819,788	917,237	959,290
Total flowers and plants*	1,195	1,925	2,164
Total wine (hl.)	25,873	25,993	25,218
Total	846,856	945,155	986,672
* Euros (x 1,000)			

to increasing the mandatory reserve fund, and to the education and promotion fund. In 2024-2025, 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 to 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 30 September 2025 was €26,475,251. This is made up of compulsory contributions and voluntary contributions paid into the 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 €52,879,199 at 30 September 2025, together with other reserves totalling €9,682,424. The percentage of liabilities belonging to collective or undistributable funds was 61.20%.

Anecoop champions 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 across Spain.

Taxes paid and grants awarded

Corporation Tax paid in 2024-2025 amounted to €146,693 compared to €31,433 in the previous year. Other taxes paid came to €63,031. Anecoop was awarded operating grants totalling €745,089 compared to €356,182 in the previous year.

Planning processes and budget management

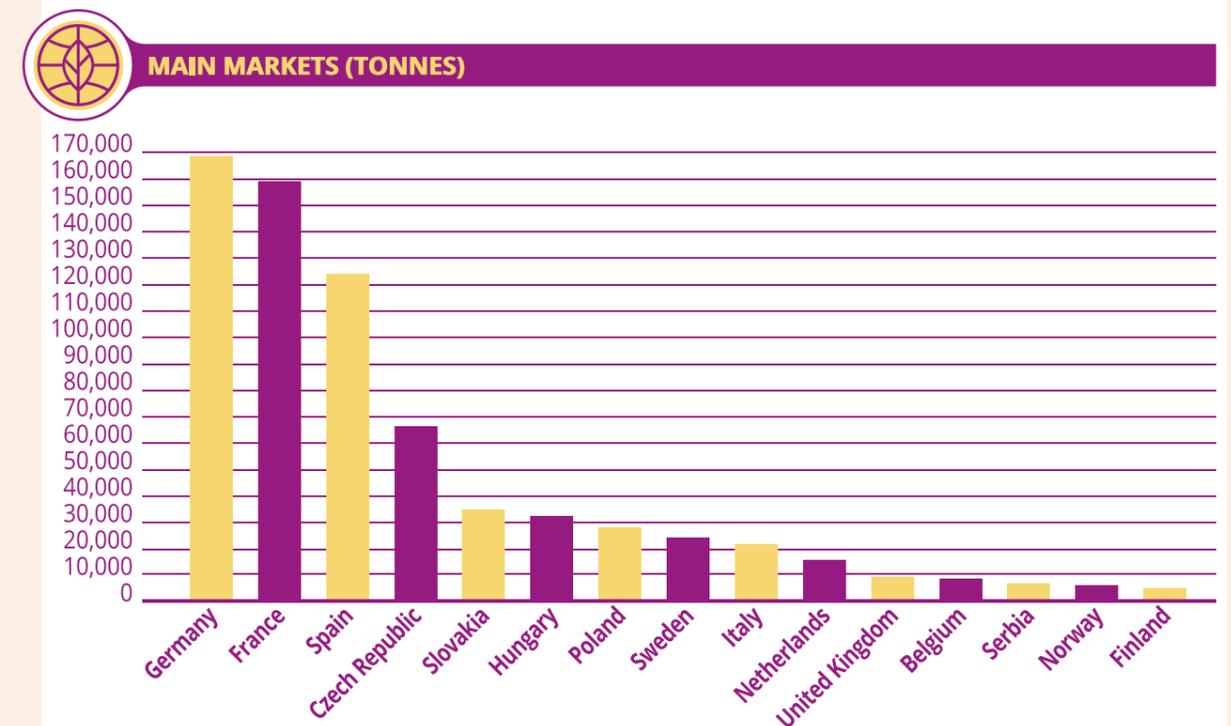
We produce a budget forecast at the beginning of each financial year, which is monitored throughout the year.



Anecoop and its members at the 9th Spanish Agri-Food Cooperatives Congress during the launch of the Cooperative Product brand.



SALES BY GEOGRAPHICAL AREAS							
	Citrus fruit (mt.)	Fruit (mt.)	Vegetables and salad stuffs (mt.)	Pre-cooked produce (kg.)	Total fruit, vegetables and salad stuffs (mt.)	Total flowers and plants (Units x 1,000)	Wine (hl.)
European Union	251,806	258,511	179,667	2,439	692,423	9,915	120,657
Rest of Europe	5,958	13,706	1,992	4	21,660	-	8,175
America	5,006	696	-	-	5,702	-	12,262
Asia + Africa	1,199	554	87	-	1,840	-	8,017
Total	263,969	273,467	181,746	2,443	721,625	9,915	149,111



ASSETS	30/09/25	30/09/24
NON-CURRENT ASSETS	45,912,099	47,573,446
Intangible assets	2,549,836	2,939,842
Patents, licences, trademarks and similar rights	2,190,628	2,868,480
Computer licences	50,945	71,362
Other intangible assets	308,263	-
Property, plant and equipment	12,159,943	12,168,279
Land and structures	10,843,650	10,987,350
Plant and other items of property, plant and equipment	1,316,293	1,145,846
Tangible assets in the course of construction and advances	-	35,083
Investment property	3,129,230	3,675,482
Land	1,099,133	1,133,842
Constructions	2,007,313	2,535,730
Plant and other items of property, plant and equipment	22,784	5,910
Non-current investments in Group and associated companies, and members	25,176,099	24,925,487
Equity instruments	21,414,064	20,614,064
Loans to Group companies	843,730	1,565,366
Loans to members	2,918,306	2,746,057
Non-current investments	1,522,746	2,617,463
Equity instruments	154,937	155,007
Loans to third parties	1,363,130	1,457,776
Other financial assets	4,680	1,004,680
Deferred tax assets	1,374,244	1,246,892
CURRENT ASSETS	102,928,336	99,453,527
Inventories	1,183,764	1,631,714
Trade and other receivables	49,925,487	41,702,054
Trade receivables for sales and services	35,832,657	31,016,669
Receivable from Group and associated companies, and members		
Group companies	4,044,615	2,283,849
Associated companies	597,981	573,235
Members	152,509	150,106
Sundry accounts receivable	150	-
Receivable from employees	329,460	361,614
Current tax assets	519,663	522,557
Other accounts receivable from public authorities	8,448,451	6,794,024
Current investments in Group and associated companies, and members	2,219,556	2,164,683
Loans to Group companies	736,324	1,210,601
Other financial assets	150	-
Loans to members	1,483,082	954,082
Current investments	8,320,253	10,227,929
Loans to companies	199,078	62,809
Other financial assets	8,121,175	10,165,120
Current accruals and prepayments	114,754	104,447
Cash and cash equivalents	41,164,521	43,622,700
TOTAL ASSETS	148,840,435	147,026,974

EQUITY AND LIABILITIES	30/09/25	30/09/24
EQUITY	91,153,643	88,414,999
SHAREHOLDERS' EQUITY	89,719,600	86,548,211
Subscribed cooperative share capital	25,151,489	23,997,218
Reserves	62,561,624	60,072,562
Compulsory reserve fund	52,879,199	50,390,138
Other reserves	9,682,424	9,682,424
Cooperative profit	2,006,487	2,478,431
GRANTS, DONATIONS AND BEQUESTS RECEIVED	1,434,043	1,866,788
NON-CURRENT LIABILITIES	10,736,849	10,622,870
Repayable "capital" receivable	1,323,763	1,263,011
Non-current liabilities	294,704	284,315
Other financial liabilities	294,704	284,315
Non-current payables to Group and associated companies, and members	8,722,632	8,524,273
Payable to members	8,722,632	8,524,273
Deferred tax liabilities	395,750	551,271
CURRENT LIABILITIES	46,949,944	47,989,104
Current education and promotion fund	120,000	120,000
Current provisions	-	151,470
Current payables	1,192,023	1,068,127
Other financial liabilities	1,192,023	1,068,127
Current payables to Group and associated companies, and members	5,926,108	2,902,251
Payable to Group companies	817,450	423,904
Payable to members (current account in Credit Section and deposits received)	5,108,658	2,478,347
Trade and other payables	39,677,148	43,722,431
Payable to suppliers	14,163,426	16,492,117
Suppliers, Group and associated companies, and members		
Goods and others	12,994,082	13,219,264
Supplier members (pending invoice)	6,504,562	9,000,370
Payable to suppliers, Group and associated companies	632,456	177,153
Sundry accounts payable	1,026,085	787,498
Remuneration payable	2,745,065	2,628,634
Current tax liabilities	62,652	125,427
Other accounts payable to public authorities	857,591	603,543
Customer advances	691,230	688,425
Current accruals and prepayments	34,665	24,825
TOTAL EQUITY AND LIABILITIES	148,840,435	147,026,974

The annual financial statements have been audited by Ernst & Young.
Balance sheet at 30/09/2025.
Figures in euros.





2.2 Marketing and communication

Marketing and communication are key areas within the organisation that help us to **promote our products and our business model**. The actions we carry out in this area are aligned with the company's overall strategy and also help to enhance the Anecoop Group's corporate reputation.

2.2.1 Fruit, vegetables and salad stuffs

Bouquet is our flagship brand for promoting the fruit and vegetables grown by our members. It is widely recognised in the markets as a benchmark for quality, availability and a consistent supply of fruit and vegetables. It also champions our sustainable development strategy through the **Good for you, Good for Rural Life** campaign.

In line with previous years, in 2024-2025 our most important promotional campaigns focused on products in which Anecoop leads the market, such as **citrus fruit, seedless watermelons** and **Persimon® kakis**. These campaigns require significant investment, as well as careful planning, design and implementation

in the media and on social networks. They are carried out in different European countries and coordinated by the Anecoop Group's offices in Spain, as well as by its subsidiaries in France and the Czech Republic.

Partnerships with organisations such as the **Kaki de la Ribera del Xúquer PDO** and the **Valencian Citrus Fruit PGI** underpinned and broadened the scope of these campaigns.

For the first time this year, we joined the **Cooperative Product Brand** campaign, promoted by Spanish Agri-Food Cooperatives to promote products made or produced by cooperatives. We also sit on its governing board, where we hold the vice-presidency.

Trade fairs and congresses

We exhibited our fruit and vegetables at **Fruit Attraction** (Madrid), **Fruit Logistica** (Berlin), **Medfel** (Perpignan) and **Asia Fruit Logistica** (Hong Kong). We also sponsored **Freshfel's** General Assembly and its annual **Fresh Consumption Monitor**. Finally, we were one of the sponsors and participants at the **Fruitnet Citrus Congress**, held in Valencia in 2025.

2.2.2 Wine

A key characteristic of this business area is the diversity of products offered. The company's wine division, **Anecoop Bodegas**, has three member wineries, two that belong to the Valencia PDO and one to the Navarre PDO.

Our wine communication strategy is tailored to our target markets and channels.

Spanish market

- **Advertising campaigns.** We renewed and modernised the advertising space on the



monopole on one of the main motorways leading into the city of Valencia and we also continued to promote our wines in Metrovalencia with a billboard at the Colón metro station and a giant mural at the Xátiva station for the Black Friday campaign (these are two of the busiest metro stations in the city of Valencia). Furthermore, we continued to take advantage of the momentum generated by Christmas and the Fallas festival, two key dates in our advertising calendar, to strengthen our outreach with press campaigns, advertisements in specialist magazines and active social media campaigns.

- **Wine guides and yearbooks.** We published the tasting notes and the points awarded to our wines in the some of the leading 2025 Spanish wine guides and yearbooks, such as the Peñín Guide and Semana Vitivinícola.

- **Events and promotions.** We showcased our wines once again at two of the most important events in the Valencian Region, the **PROAVA Wine Fair** and the **DO Valencia Wine Night**. We also participated in the fifth Barcelona Wine Week fair, alongside the PDO, promoting our Valencian wines.

We also had a stand at the presentation of the **Hedonist Guide** by the digital newspaper Valencia Plaza, where we paired our wines with our **Easy by Bouquet** avocado-based spreads.

The Food&Fun cooking space continued to be the perfect setting for promoting Anecoop Bodegas' wines, and we also took part in other promotional events, such as the **Vall dels Alforins Wine Fair**.

We continued to work on boosting sales in La Viña's online shop, putting together special campaigns during the year around key occasions such as Black Friday, Christmas, New Year, Epiphany, Valentine's Day, Father's Day, Mother's Day and St. John's Day. We also ran corporate gift campaigns and promoted the winery's wine tourism activities and summer packs.

We also continued to promote Bodegas Reymos' online business in special campaigns around occasions such as Halloween, Christmas, Valentine's Day, Fallas, Mother's Day and Father's Day. One of our more unconventional initiatives, linking the brand with the music scene, was the third **Reyvindicativo by Reymos** award, which this year went to the group LisaSimson.

New developments this year included working alongside Cooperativa La Viña to launch its **La**



Presentation of La Bandida Valenciana at Prowein 2025.

Bandida Valenciana range of wines, designing specific materials, a website and a promotional video.

We would like to congratulate La Viña on obtaining the **Sustainable Wineries for Climate Protection** certification, awarded by the Spanish Wine Federation (FEV), which endorses its commitment to sustainable production and management. In this area, it was also recognised by the publication **5 Barricas**, winning the award in the **Together** category for its work as a cooperative company.

Anecoop Bodegas was an exhibitor at Wine Paris 2025.



Follow us on

 <p>Spain @bouquetcultivamosfuturo @AnecoopBodegas @BouquetYsi France @CultivonsLeFutur Czech Republic @BouquetOvoce</p>	 <p>Spain @Bouquet_es @AnecoopBodegas @BouquetYsi France @cultivons_futur</p>
 <p>Spain @Bouquet_Ysi @anecoop_scoop @anecoop_bodegas France @Bouquet_cultivonslefutur @florensud Czech Republic @Bouquet_ovoce @anecoop_praha United Kingdom @anecoop_uk</p>	 <p>Spain Anecoop S. Coop. France Anecoop France Solagora Floren'Sud Alma Bouquets Sudespa Czech Republic Anecoop Praha Netherlands 4 Fruit Company</p>
 <p>@youtube.com/grupoanecoop @youtube.com/anecoopbodegas</p>	<p>Specific trade channel accounts.</p>

International market

We showcase our wines in other countries by participating in trade fairs and events. In the 2024-2025 trading year, we exhibited at **Wine Paris**, the **World Bulk Wine Exhibition** (Amsterdam) and **Prowein** (Düsseldorf).

The 2024-2025 trading year also saw the launch of an online shop in the United States under the **Spanish Soul Wines** brand, along with an Instagram profile to promote our wines on social media.



2.2.3 Product and corporate communication

The Communication Department supports all our promotional campaigns through the publication of press releases, articles and interviews in both general media and specialist publications. It also disseminates news about the organisation and the industry through our own channels, including newsletters, websites, social media profiles and pages, and video channels.

The Department's responsibilities extend to covering the organisation's corporate activities, as well as those of our members, whom we support by providing visibility for their most significant events and developments.

In the 2024-2025 trading year, we issued 31 press releases and published 83 articles and interviews in various written and audiovisual media.

Social networks have consolidated their role as a direct channel of communication with our customers and consumers. We address them via different profiles, even within the same social network, according to our target audiences. The Anecoop Group currently has a community of 334,000 followers, up 24.7% on the previous year, with profiles and accounts on Meta, X, YouTube, Instagram and LinkedIn.

Our online communications are further enhanced by a series of informative websites, where we highlight our corporate, social and business activities.

2.2.4 Awards and recognition

- **Society.** The **International Centre of Research and Information on the Public, Social and Cooperative Economy (CIRIEC Spain)** recognised Anecoop for its academic and social commitment at its 6th 'Best Social Economy Studies' Awards. Anecoop **received this accolade for its rapid response in providing assistance following the extreme flood episode in Valencia (DANA).**

- **Sustainability.** Anecoop won first prize in the '**Committed to Water**' competition organised by **Carrefour** as part of its trade fair, thanks to a project **developed in collaboration with Hortamar**, focused on implementing

water-saving measures and efficient water management in its crops.

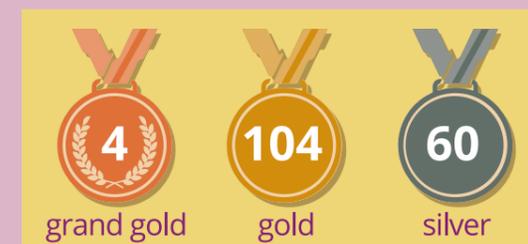
- **Logistics.** In May, the consultancy firm **Kaizen España** presented Anecoop with the **Operational Excellence Award** for its role as a benchmark in the application of best practices for continuous improvement, in this case in the field of logistics.

- **Career.** Anecoop's Managing Director, **Joan Mir**, received the **Spanish Five-a-Day Association Professional Career Award**, in recognition of over 25 years of service and dedication to the sector.



Anecoop was recognised for its academic and social commitment at the 6th CIRIEC Spain Awards.

Wine awards



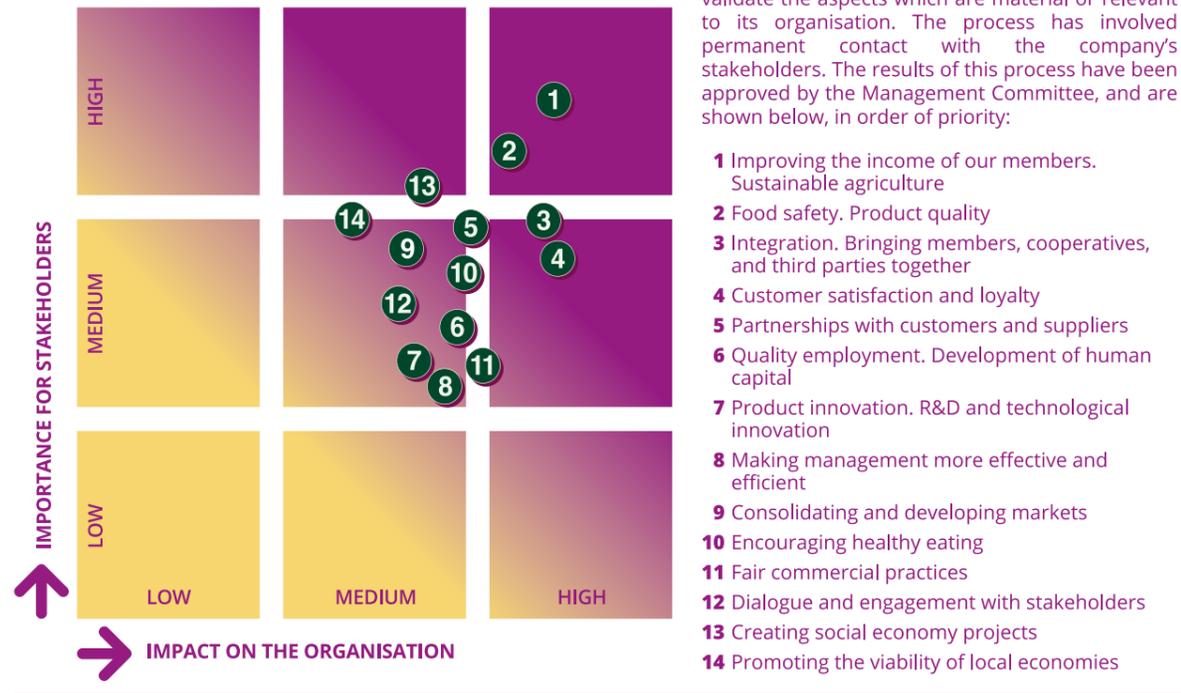
- **Wine.** Anecoop Bodegas won **169 medals** at eight national and international wine competitions: **4 Grand Gold**, **104 Gold** and **60 Silver medals**. In addition, Anecoop Bodegas

was named **Best Cooperative Spain** at the spring 2025 **Berliner Wein Trophy**, becoming the only Spanish winery to win this title for the ninth consecutive year.

Furthermore, it received the **Best Producer Spain** award for the sixth year running at the **Mundus Vini** International Wine Awards.



3.0 Materiality matrix graph



3. Corporate Social Responsibility. Our values

Anecoop's Corporate Social Responsibility has four cornerstones:

- I. Encouraging healthy eating habits in society, and especially in children, through the consumption of fruit and vegetables
- II. Guaranteeing the food safety of our products
- III. Respecting the environment and safeguarding natural resources
- IV. Creating social economy projects that promote the wellbeing of our growers and of society in general

Our business operations are always ethical and responsible, and present accurate information to the consumer. This is why Anecoop has never been accused or found guilty of unfair competition.

Our values align with those of society. We promote safe and healthy eating and work towards environmental sustainability and people's wellbeing, helping to improve their quality of life and their environment.

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

We complemented the campaigns carried out by the Marketing and Communication areas with initiatives aimed at the general public, particularly children, to encourage greater consumption of fruit and vegetables.

We mainly participated in sporting and family leisure events by giving out fresh fruit and vegetables, as well as supporting initiatives aligned with our CSR strategy that help promote our products. Over the course of the year, we took part in **140 sporting events and competitions** held in Spain and the Czech Republic.

Bouquet watermelons at the Granada Race Against Cancer in 2025.



We continued to cooperate with **Expedició Juvenil Cavanilles**, a social, cultural and adventure project that emerged from the second UVemprén Rural programme run by the University of Valencia. Its purpose is to organise routes and outings that introduce young people to rural environments, giving them the opportunity to learn about their cultural, economic, historical and social aspects.

Internationally renowned sporting events, such as the **Valencia Half Marathon** and the **Valencia Marathon**, the **Las Provincias 15K** and the **10KFEM**, help us to raise the profile of our products as healthy food options. We supported these events yet again by giving out Persimon® kakis and citrus fruit.

We also cooperated with non-profit organisations and associations whose objectives are the same as ours, such as the Health and Flavour Foundation, the Five-a-Day Association, Freshfel, the More Broccoli Association, and the Love Klabaza initiative (butternut squash), supporting sporting events as well as other educational, cultural and gastronomic initiatives.

3.2 Guaranteeing the food safety of our products

The Quality and Sustainability Department carries out a range of initiatives each year aimed at implementing and strengthening quality and food safety systems, as well as optimising processes from the field to the point of sale. This work is carried out in conjunction with the specialist teams at Anecoop's cooperatives and member companies to provide consumers with safe, healthy products which comply with food legislation and ensure respect for the environment.

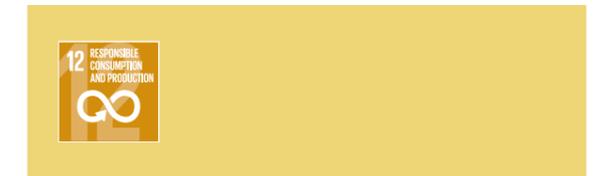
Initiatives

Supplier inspections and audits, traceability exercises, application of waste control plans, etc. based on HACCP and in compliance with national and international production and marketing legislation.

Development and implementation of improvement plans.

In 2024-2025, we successfully renewed our IFS Broker certification, this time extending its scope to include wine and wine derivatives. The standard 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. We also have GLOBALG.A.P Chain of Custody certification, which means we can guarantee that any product sold with GLOBALG.A.P certification comes from a certified producer/group of producers.

More Sustainable Development Goal initiatives



3.3 Respecting the environment and safeguarding natural resources

Protecting the environment and natural resources in our different spheres of business is a key part of our management strategy. This enables us to ensure the sustainability of agriculture.

3.3.1 In the field of agricultural production

We implement environmentally friendly production systems in our cooperatives and member organisations which follow 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.

From 2014 to 2025, Anecoop's members increased the number of hectares of fruit and vegetables certified by GLOBALG.A.P from 28,000 ha to over **47,000** ha. This international standard ensures that good agricultural practices are applied in all areas of production and guarantees food safety.

Despite slightly slower sales of organic fruit and vegetables in the previous three years,

we remain firmly committed to this product line to meet market and customer demand. In the 2024-2025 financial year, we recorded an increase of around 14% in sales volume, returning to the growth trend seen in earlier years.

	2022-23	2023-24	2024-25
Tonnes	28,535	31,783	36,209

Anecoop's members who grow and market organic produce do so in line with the standard included in **Regulation EC 2018/848**. 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.

We continued to cooperate with the **Ingenio Foundation**, a civil organisation made up of growers, cooperatives, fruit and vegetable companies, irrigation associations and agricultural processing companies in Campo de Cartagena, whose aim is to promote responsible, sustainable, innovative, competitive and family-based agriculture, including a commitment to safeguarding the sustainability of the Mar Menor. We also worked with the **Sedex** platform once again. This is a data-based tool that helps us identify, manage and assess Anecoop's social and environmental risks and those of our supply chain.

Sustainability Observatory

In 2023, we set up the **Anecoop Sustainability Observatory** in partnership with the Kiwa Chair, guided by the principles of **MEASURE, EVALUATE** and **ACT**. The project is an ambitious work programme designed to gauge sustainability at Anecoop and in its member cooperatives. The Observatory's main goals are divided into three main areas:

- **Compiling, analysing and presenting data** to measure the impacts and improvements implemented or that could be implemented by Anecoop and its members, quantifying the social,

economic and environmental implications of our actions in order to maximise positive outcomes and minimise negative impacts.

- **Identifying, cataloguing and sharing information** by transferring knowledge and setting up a training campus.
- **Monitoring** regulations and trends.

After the successful completion of our one-year pilot programme, in October 2024 we began to encourage our members to join the Observatory. At the close of this report, 32 cooperatives and member companies were participating in the project.

Minimising food waste remains one of our priorities. We continued to work with the Spanish Association of Manufacturers and Distributors (AECOC) on the 'Don't Waste Food' campaign, a public-private initiative supported by more than 700 organisations, including manufacturers, distributors, logistics and transport operators, business associations, consumer organisations and other institutions.

The Quality and Sustainability and Production and Innovation departments continued to participate in the European BREADCRUMB project, which aims to address the main challenges arising from the implementation of food marketing

Representatives from Anecoop and the Sustainability Observatory at Fruit Attraction 2024.



standards that contribute directly to increased food waste across the supply chain. The project is scheduled to run until December 2026.

More Sustainable Development Goal initiatives



3.3.2. In the working environment Material management

The implementation of the 'Paperless Office' Plan in recent years has enabled us to further reduce paper consumption. Usage remains below pre-implementation levels, partly due to teleworking and partly due to the optimisation of our digitalisation processes. In the 2024-2025 trading year, we reduced paper use by 22%.

	2022-23	2023-24	2024-25
Kilograms	2,130	1,970	1,545

Water management

We used 87,072 m³ of water during the year. **85,732 m³** were used at the Museros Field Station and the rest was used in the offices we have in Spain. This represents a 26% increase over the previous year, mainly due to the acquisition of new agricultural land, which expanded the area under cultivation. The water used at Museros comes from a well located on the site.

	2022-23	2023-24	2024-25
Cubic metres	48,553	69,134	87,072

Energy management and energy-saving measures

Total non-renewable fuel consumption in 2024-2025 amounted to 1,866 kg of propane used for greenhouses and heating at the Museros Field Station. This represents a 48.10% increase on the previous year, although the figure remains below that recorded two years earlier. The variation depends on the type of activities carried out at the Field Station.

	2022-23	2023-24	2024-25
Museros F.S.	2,824	1,260	1,866

The energy-saving measures implemented in all of our offices, such as LED technology, light sensors and air-conditioning programming, help us to control consumption. This has brought greater efficiency. However, electricity and gas consumption rose by 6.15% this year, primarily driven by increased use of the technologies available in the post-harvest and biotechnology laboratories at the Museros Field Station.

	2022-23	2023-24	2024-25
Electricity kWh	430,109	424,311	450,399

Since the start-up of the **photovoltaic plants in Museros and Algemesi** in 2022-2023, aimed at improving energy efficiency and advancing sustainability, the Algemesi facility has consolidated its performance, reducing energy consumption by 23.81% over the previous year.

These photovoltaic roofs complement the 1,000 kW **solar panel installation** (500 kW of our own and 500 kW rented) on the roof of our packing house in Torrent (Valencia).

These three solar installations, comprising a total of **6,414 modules**, generated a **total of 463,248 kWh** in 2024-2025, sufficient energy to supply **133 homes, each with an average of three members per household**. The energy produced by these plants prevented the emission of



152.87 tonnes of CO₂ into the atmosphere, i.e., the annual emissions produced by **64 vehicles**. Similarly, this amount of CO₂ would have required **23,519 trees** to absorb it. The plants emit zero CO₂ into the atmosphere, while the production of the same energy with other technologies would have resulted in the emission of **504.94 tonnes of CO₂** in the case of coal combustion, **189.94 tonnes of CO₂** in the case of combined-cycle plants and **370.60 tonnes of CO₂** in the case of fossil fuels. Emissions of other polluting gases that were avoided thanks to this initiative were **0.248 tonnes of sulphur dioxide (SO₂)** and **0.186 tonnes of nitrates (NO_x)**.

Two years ago, we also installed **electric vehicle chargers** at both sites as an additional cost-saving measure.

Waste management

In line with data protection regulations, we protect the privacy of our members and customers through strict handling of sensitive information. Documents containing confidential data are clearly identified and disposed of in designated secure paper bins. During the reporting period, the volume of documents destroyed fell by 36% compared with the previous year, largely due to further progress in the company's digitalisation processes.

Kilos	PAPER DESTRUCTION		
	2022-23	2023-24	2024-25
	914	891	573

All 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.

The Group's offices also have a **Recycling Guide** to ensure the entire workforce is aware of the need to look after the environment and safeguard natural resources. This initiative aims to encourage sustainable practices and foster a strong environmental culture across the organisation.

On 1 May 1998, we signed an agreement with Ecoembalajes España, S.A. to join the Integrated Waste and Used Packaging Management System, under Law 11/1997, of 24 April, on Packaging and Packaging Waste. We use the 'Green Dot' symbol on the packaged products marketed by Anecoop to identify our participation in this scheme. We collaborate with the Industry Prevention Plan to improve the composition and weight of the materials used in our packaging and to reduce the amount of waste generated.

Three types of waste are handled at the Masía del Doctor Experimental Field Station in Museros: first, **organic waste**, which comes from harvest waste and from fruit and plant material discarded during varietal testing, including firewood that cannot be shredded for reuse. Second, **inorganic waste**, such as plastic and material replacements, which is sent to authorised landfills. Finally, **chemical waste**, which mainly consists of empty plant protection product containers used in agricultural treatments. These are placed in special containers known as Big Bags and subsequently collected by an authorised waste manager. In 2024-2025, we processed 425 kg, representing a 12% increase on the previous year. The volume of this type of waste is largely determined by the nature of the trials carried out and by the larger cultivated area at the field station.

3.3.3 Environmental legislation

Anecoop keeps a record of the environmental legislation which affects its activities. During 2024-2025 and the previous trading years, it was not fined or otherwise penalised for any environmentally unsound business practices due to non-compliance with legislation.

3.3.4 Pollution

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

Air pollution: this aims to raise awareness about the CO₂ emissions that cause the greenhouse effect. Electricity consumption figures are used to calculate 'equivalent CO₂ emissions' (the term used to measure these emissions). The increase in energy consumption led to a rise in CO₂ emissions during the year.

	POLLUTION CO ₂ (t)		
	2022-23	2023-24	2024-25
Electricity	468,784	441,567	475,954
CO ₂ equivalent	232.75	219.24	236.31

3.3.5 Soil pollution

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

3.3.6 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: cooperatives and member companies receive training through the Anecoop Sustainability Campus.

3.3.7 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.

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



3.4 Creating social economy projects that promote the wellbeing of our growers, of society, and rural development

We are a second-tier agri-food cooperative comprising 61 member cooperatives and companies located in Spain's main agricultural areas. We are committed to supporting our members' activities and defending the value of their products. Accordingly, most of the produce we market is sourced directly from Spanish agriculture.

The Production and Innovation Department works to increase the competitiveness of our members and promote sustainable agriculture. It does so by combining varietal improvement, health management, the incorporation of new technologies and knowledge transfer. We use a network of test fields and carry out scientific and technical collaborations and innovation projects to provide growers with access to more profitable varieties, more efficient cultivation techniques, and tools that help them address today's production, climate and market challenges.

Anecoop attended Expociencia 2025 where it explained the Patafest project.



3.4.1 Product innovation

During the 2024-2025 trading year, we continued to expand and evaluate new production alternatives for Anecoop's main crops, namely citrus, watermelons, Persimon® kakis and vegetables, as well as emerging lines of subtropical and pome fruit.

We carried out variety screenings and selected promising materials at our two experimental field stations, La Masía del Doctor (Valencia) and the UAL-Anecoop Experimental Farm (Almeria). We validated their performance under real conditions through trials conducted in our members' fields.



The UAL-Anecoop Foundation's cut-flower greenhouse.

Innovation takes the form of both completely new products unfamiliar to many consumers, such as dragon fruit and orange-fleshed watermelons, as well as varieties that offer significant agronomic benefits, such as improved resistance, ease of cultivation, and enhanced organoleptic qualities, although these are not perceived as novel by customers.

Bringing a new product to market is the result of a lengthy development process, ranging from varietal selection and adaptation of the crops to different production areas, to packing house management and the final presentation to customers and consumers.

Citrus fruit

We are at a critical juncture: climate change and the emergence of new pests and diseases are putting pressure on citrus production. The correct choice of rootstock and variety is essential

because citrus trees are woody crops with long cycles (approximately five years before they begin producing fruit). This is why our trials last several years, evaluating the performance of each variety in different seasons and climatic conditions.

We have introduced new varieties of **mandarins and oranges** at the La Masía del Doctor Field Station, as well as launching and continuing production trials of commercial varieties in members' fields. Some of these new varieties are beginning to gain ground as they offer improvements over existing varieties.

Special attention is being paid to the **pigmented citrus project**, which is achieving significant commercial volumes, consolidating production lines with different members and customers under the 'Red Bouquet' brand.

Finally, we have been working with the IVIA on the project entitled 'Study of factors contributing to the emergence of physiological problems in citrus fruit', aimed at improving skin disorders in late citrus varieties, focusing particularly on **lemons**. This initiative will continue over the coming years.

Watermelons

The second most widely marketed product in our portfolio has been the subject of an intensive evaluation process, which involved studying **35 new varieties**, five of which have been included in pre-commercial trials.

These include the **Orange Sunglow** watermelon, a club variety that we are continuing to work with to expand production next year. We also consolidated our varietal selection and production programme for **varieties suited to the fresh-cut market**.

Finally, we continued working with the **COMAV Institute at the Universitat Politècnica de València** (UPV) on the project 'Prospecting for viruses in outdoor cucurbits' and with **IFAPA** on

Anecoop sponsors various sporting events throughout the year with its Bouquet watermelons.



strategies for controlling and reducing damage to watermelons through the project 'Actions to combat watermelon viruses in greenhouses' as part of our efforts to find solutions to plant health problems.

Horticultural crops

We work with the main crops of interest to our members and customers, such as **peppers**, evaluating mainly commercial varieties that are resistant to powdery mildew, with the aim of bringing them into production in just one trading year, and providing our members with information prior to transplanting so that they can make informed production decisions.

In **tomatoes**, we continued the project with IFAPA to evaluate virus resistance in different varieties and rootstocks. Plant material that passes this stage is then evaluated at agronomic and commercial levels. Progress has been very positive, and we are finding new plants that could address this phytosanitary issue while maintaining good marketable quality.

In melons, we evaluated five large-sized Piel de Sapo varieties for the Spanish market and two Galia varieties with a longer shelf life and better flavour in crops both in our own trial fields and on members' plots.

Finally, in **pumpkins**, a crop that has become more popular in recent years, we assessed four peanut-type varieties, measuring the shelf life and quality of this product during storage until May.

We also collaborated with the **University of Almeria** on two projects focused on advanced greenhouse monitoring using sensors and artificial intelligence.

Fruit

The fruit production area continues to be strategic for Anecoop. **Persimon® kakis** are a key economic mainstay for many members and a segment in which we are market leaders. This year, work focused on evaluating new varieties from the ANC-Biotech programme, developing semi-intensive and intensive cultivation models, and improving pest management, all of which are key factors for crop sustainability.

The varieties, calendar and production locations for the stone fruit group (peaches, nectarines, apricots, plums and flat peaches) are currently being consolidated. **Overall, the segment continues to strengthen.** The Department is

implementing a more modern nomenclature and varietal grouping in line with the new situation. We are currently working to grow profitability through mechanisation and digitalisation, as well as improving shelf life, which is a key aspect for this group of products.

In traditional crops such as **pomegranates**, we supervise the entire cycle, from recommending new plantations based on technical criteria to the final harvest, integrating innovation and continuous monitoring throughout the process.

We also conducted trials on other crops such as **table grapes, kiwis** and **pome fruit**, and made planting recommendations, reinforcing diversification and profitability for our members.

Exotic fruit and other crops

Avocado production is expanding, albeit with mixed results in different production locations. During the year, we monitored crop yields in different areas, liaising with breeders of varieties and rootstocks. We ultimately selected rootstocks that can bring improvements in our production areas.



Ángel del Pino, our Production and Innovation Director, at the Fruitnet Tropicals Congress.

Papaya is now a well-established project, and we continued to seek improvements. We evaluated 14 new varieties, three of which are 'Solo'-type. Four varieties have been selected for pre-commercial trials with members.

In the case of **dragon fruit**, the priority is to concentrate production around the varieties we have selected in order to reduce the diversity currently found on supermarket shelves, which clearly discourages consumption.

Finally, a minor crop such as passion fruit is beginning to attract considerable commercial interest due to its added value as an exotic fruit and the agronomic opportunities it offers. We are therefore evaluating varieties and monitoring our members' plantations.



Mari Carmen Morales, our Quality and Sustainability Director, at a conference organised by CATIECA.

Pests and diseases

Growing pest pressure, combined with adverse weather and a reduction in available plant protection products, has prompted us to promote Integrated Pest Management (IPM) projects in collaboration with leading organisations:

- **IVIA:** studies on new persimmon pests and Kiwifruit Vine Decline Syndrome (KVDS), aimed at developing sustainable control strategies.
- **UPV:** pest management and cover crops in citrus fruit as well as a comprehensive study on watermelon viruses in different production areas.
- **IFAPA:** support for research on viruses in watermelons and tomatoes.
- **ICIA:** improvement of subtropical crops such as papaya and dragon fruit.

Technological transformation

The Anecoop-Biotec laboratory has strengthened its genetic analysis capabilities for varietal identification and pre-selection using molecular markers in varietal improvement programmes.

Furthermore, the Production and Innovation Department is promoting digitalisation within the sector through sensors, automation, image analysis and artificial intelligence. Many of these

projects involve start-ups we have connected with through various initiatives in which we participate:

- Leading member of **CAJAMAR-INNOVA**, supporting the development of agri-food start-ups.
- Membership of **Agrotec UV**, the University of Valencia's technology incubator.
- Membership of the **EMURI Chair**, participating in activities to promote innovation.
- Membership of the **CBE (Circular Bio-based Industry)**, one of the leading European innovation platforms.

These initiatives help to attract young growers to the agri-food sector and provide technologies to improve water efficiency, climate control and calculate production capacity.

R&D projects

Anecoop plays an active role in national and European public funding calls, developing projects aimed at improving sustainability, digitalisation and agricultural competitiveness.

These projects, lasting from one to several years, cover topics as diverse as improving the management of specific crops (**GOPITAMED**, **PATAFEST**), reducing waste and making better use of by-products (**Breadcrumb**, **Go Linomar**, **RELEAF**), precision technologies applied to crops (**AgriSmart**, **CITRIAFORO**, **DigitalRiego**) and the use of biotechnological tools (**CASCV**).

The Production and Innovation Department has consolidated its role as a driver of varietal, technological and agronomic development within Anecoop. Thanks to collaboration with research centres, the promotion of R&D projects and the active transfer of knowledge to members, we continue to move towards more profitable and sustainable agriculture aligned with the demands of the market and society.

3.4.2 Management innovation

One of the statements in our Vision is Anecoop's commitment to management excellence based on innovation, among other aspects. In the 2024-2025 trading year, the **Innovation Committee** focused its efforts on implementing, monitoring and completing pilot projects, prioritising operational results and transferable learning.

Within this framework, the **DIC (Commercial Integration Challenge) and Campaign Planning pilot projects** were carried out with the Ribercamp and Benaguacil cooperatives, aimed at coordinating the integration of members' production and sales management with Anecoop. The DIC pilot, which began in early 2024, achieved several milestones, such as the joint analysis of customer portfolios and joint sales planning for 100% of the production of these members, as well as cross-cutting analyses (Quality and ECOFIN areas), while maintaining progress in field productivity and planning monitoring. The Campaign Planning pilot project has reinforced implementation and operational support in the pilot cooperatives, including data review and preliminary checks for the inclusion of new products and users.

Likewise, during the financial year, the **Recovering the Essence** challenge was developed as a strategic line to reinforce the sustainability of the cooperative model. This is being tackled as a structural challenge and has been divided into four drivers, namely, Communication and Participation, Value Proposition, Profitability and Efficiency, and Talent and Succession. In response, projects linked to these drivers were activated: **Grower Entrepreneur (RELEVA)**, aimed at improving growers' business skills through training and support; **Service Catalogue**, to organise and communicate the value of cooperatives' services and encourage their use; and **Communication System**, aimed at establishing a coordinated framework with communication managers and a common plan to enhance the consistency and effectiveness of messaging across the cooperative network.

Finally, a multidisciplinary team was set up to evaluate **artificial intelligence** applications that could be harnessed in operations. The aim is to identify opportunities for improvement and define frameworks for their use before rolling them out across the entire organisation.

Anecoop Company Group (ACG)

In 2024-2025, the ACG's performance was similar to that of the previous year across all its member companies, with the ACG accounting for 20% of Anecoop's total business.

If we analyse the data by product category, the ACG

accounted for 43% of the citrus fruit marketed by Anecoop. This figure rose to 62% for oranges and 39% for mandarins, remaining remarkably stable compared to the previous trading year.

In terms of the Group's organisational structure, the second-tier cooperative **Univall** consolidated its position this year, joining the ACG and adding the production of the first-tier cooperatives of Lutxent-Otos and Pobla del Duc.

Persimon® Group

The 2024-2025 year for the Persimon® Group was marked by the consequences of the extreme flooding event that hit the La Ribera region, the main growing area for the Rojo Brillante persimmon variety, causing a significant drop in production.



Despite this, the concerted efforts of the Persimon® Group's members brought generally positive results, guaranteeing profitability for our growers even in a context of constantly rising production and packaging costs.

Pomegranate Group

The concentration of supply, together with the expansion and diversification of the pomegranate production calendar, is the main strength of this working group, which is establishing itself within Anecoop as a management platform for the members who grow this fruit. The importance of early pomegranates was key to the strong profitability of this product category in the 2024-2025 trading year. We are convinced that these varieties position us as a leading supplier in the

corporate social responsibility

pomegranate market, and we will continue to focus on increasing the area under cultivation among our members.

Kiwi Group

Thanks to the joint efforts of this group, yellow kiwis recorded remarkable growth in the 2024-2025 trading year, reaching a record one million kilos sold. Now that we have organised supply and optimised our production processes, the challenge is to expand our production area and diversify our marketing channels and destination markets.

The year was also positive for green kiwis, with a significant increase in volume. The challenge now is to extend the production calendar to cover the spring season as well.

Avocado Group

We continued to grow thanks to the hard work and professionalism of the group's members, with the aim of offering avocados practically all year round. This is an essential step in establishing ourselves as a leading supplier of this fruit in different markets.

Our current challenge is to properly organise supply in Valencia in order to strengthen our image as a leading operator in this growing production area.

3.4.3 Stakeholder relations

Members, employees, customers and the society we live in are our stakeholders and the cornerstones 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.

Members

Our members are our raison d'être and are a fundamental value of our organisation. We share the same objectives and a firm commitment to the future of agriculture. We therefore maintain close relationships with them, in which the exchange of information plays an essential role in helping 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 events with them, complementing and strengthening our day-to-day contact.

In 2024-2025, 38 of our member cooperatives visited our field stations in Valencia and Almeria, in addition to individual visits from grower members, and product information and/or evaluation sessions on citrus fruit, Persimon® kakis, tomatoes, exotic fruit and kiwifruit, among others. We also held **strategic product workshops** during the year, in which Anecoop members and teams discussed aspects such as quality, innovation, marketing strategies and lines of work to promote sustainability, encouraging the exchange of ideas to strengthen continuous improvement.

The **IT Department** rolled out a number of projects, including the deployment of the PLANPRO platform (Anecoop Production Planner) among citrus and Persimon® kaki members. The platform is designed to efficiently coordinate production between Anecoop and its members, using operational planners to organise weekly activities for packaging and recording actual entries, ensuring smooth coordination in the marketing process and **integration with UNICOO** (the ERP developed by Anecoop to manage fruit and vegetable cooperatives and packing houses). Another new development was the **GEMA project**, in coordination with the Quality Department, aimed at developing



a Specification and Material Management System to efficiently manage, communicate and distribute information to members and partners. Training webinars were also offered to quality specialists working with the **Traceability** solution on the latest developments and improvements made.

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 the Anecoop Group's sales offices and subsidiaries. A total of 1,594 children participated in the 2024 Christmas competition.

Employees

We believe that fluent two-way communication with our employees is essential for the smooth running of the entire organisation.

The channels we use to communicate with our employees are:

Communication channels



The **Intranet** hosts corporate documentation, the training course calendar, day-to-day management applications and corporate communications and news, simplifying internal management. The **Employee web**, which is accessed via the Intranet, enables every employee to manage the details of their job at Anecoop, together with the People and Talent Department.



In the 2023-2024 trading year, we rolled out a solution called **Sesame** to automate and digitalise our human resource processes. This tool became fully operational across all departments in the 2024-2025 trading year. It has also become an increasingly popular internal communication channel for employees at Anecoop's offices throughout Spain.

We use our **internal news releases** to inform staff of relevant updates, such as new faces and departures from the organisation, the launch of media campaigns, corporate policies and new projects.

Although the company continues to run an 'open-door' policy which enables direct contact with top management, employees can also contact the **Works Committee**, which has an online suggestions box for questions and queries that are sent on to the People and Talent Department and to senior management.

Meanwhile, the IT Department initiated **projects to automate processes and streamline data sharing and integration** with customers, members, suppliers, group companies and transport carriers, delivering key benefits such as fewer manual errors and improved operational efficiency. Work was also carried out on **optimising processes and resources**, including logistics management, which led to the development of a platform that streamlines truck loading and logistics routes, with the consequent reductions in time spent by the team managing these tasks and in lower transport costs.

The second round of the **Coopera365** project took place. This is a digital transformation office to encourage the uptake of tools that improve productivity, communication and teamwork

corporate social responsibility

among Anecoop employees. The **AI in the Workplace** project was also launched to lay the organisational, operational and governance foundations required to introduce generative AI safely and ensure a real impact on day-to-day work.

The **development of the ICT Continuity Plan** was one of the cybersecurity-related initiatives undertaken.



Customers

We are in constant contact with our customers, both in our day-to-day management and on a more detailed level, to keep them informed about campaigns, products, services, regulations, certifications, and other aspects of the customer relationship. Transparency and the pursuit of mutual benefit are our top priorities.

In this context, we use a **CRM (Customer Relationship Management)** system which enables us to improve the efficiency of our customer, member and supplier service, and interdepartmental coordination. It also ensures smoother integration with in-house tools and optimises business processes.

Furthermore, to mark Anecoop's 50th anniversary and renew and strengthen our corporate image, we worked with the Marketing and Communication departments to **update the website www.anecoop.com**. This project has modernised the web's design, layout and content, bringing it into line with the organisation's current corporate identity and improving the user experience. A promotional website was also launched for the new range of La Bandida Valenciana wines, strengthening the digital presence of our brands and their positioning in the market.

Society

As a social economy enterprise, we are firmly committed to improving our environment, ensuring that every project and initiative we promote is aligned with the values that guide our Corporate Social Responsibility.

During the year, we participated in many events and conferences related to the economy, agri-food, innovation and sustainability, both in general and cooperative contexts, with the aim of contributing positively and consistently to the development of society. In 2024-2025, we participated in **53 events**, including ceremonies, trade fairs, congresses and in-person and virtual seminars in different areas.

However, if there was one moment during the trading year that highlighted our commitment to society, it was the **natural disaster, known as the DANA, caused by the extreme flooding** that hit Valencia on 29 October 2024.

The entire Anecoop Group, including its offices, subsidiaries and partner organisations, responded immediately to support the people and businesses affected.

From the outset, despite logistical difficulties, we rallied to deliver essential supplies to the affected areas, as well as providing logistics and infrastructure support. One example of this was the transfer of a 15,000 m² plot of land to the Algemesi Town Council for use as a waste disposal site. Likewise, we were able to raise substantial funding thanks to contributions from Anecoop Group staff, subsidiaries, members, partner service companies and Anecoop's own social fund. This enabled us to contribute to various aid initiatives and provide direct support to

associations and cooperatives in different fields, particularly education and services, benefiting a total of 23 organisations.

Whistleblower Channel

In compliance with **Spanish Law 2/2023 of 20 February**, on the protection of persons who report breaches of the law and the fight against corruption (which enacts Directive (EU) 2019/1937), we included access to the Whistleblower Channel on the company's corporate website and intranet. This is an internal channel for reporting and/or filing complaints about potentially serious and very serious criminal and administrative offences, as well as breaches of EU law, which may have been committed at Anecoop.

3.4.4 Training

Our Mission states that the organisation shall ensure the **personal and professional development of its employees**, and this is why Anecoop has a Training Plan which aligns the needs of the company with the training needs of the employees in the different work teams. It covers management and senior management courses, skills and competency development, and foreign language and technical training courses. These courses are held both outside and inside working hours and are given by in-house staff, training organisations, business schools and external experts.

The company continued to invest in ongoing staff training in the field of **information technology**, promoting training in processes, the **use of corporate digital tools** and cybersecurity awareness.

Face-to-face sessions and webinars were held to explain new features and improvements. Internal training was also provided on **sales and administrative tools, customer relationship management, dashboards, productivity tools and best practices for information and workplace security**, for all the departments that use these solutions in their everyday work.

The training provided this year also included Product Manager specialisation courses for sales staff; a programme on development and transformation attended by the Management Committee and sales and administrative staff

from Anecoop Spain's offices; foreign language courses; finance training for non-financial staff, and cybersecurity training for all Anecoop employees.

A total of **17,855 training hours** were given to **294 employees**. This represents an average of **60.73 hours** of training per person. The percentage of the workforce receiving training during the trading year under consideration was 100%, and total investment was **€180,893**.

Member training

We are committed to providing our members with ongoing training in several fields of expertise, tailored to different profiles to **encourage and help them to acquire skills, strengthen relationships and guarantee a better service to our customers**. Both external specialists and staff from Anecoop's technical departments carry out these activities.

Between October 2024 and September 2025, the **Quality and Sustainability Department** developed an extensive training programme for cooperative staff, specialists and members, with a view to consolidating knowledge of persimmon harvesting, sorting, post-harvest processes and commercial quality, in addition to sustainability and customer requirements.

The sessions, which were attended by over **300 professionals**, covered topics such as decarbonisation strategies, astringency removal



processes, rot control, customer specifications, corrective and preventive actions, and end-product control methodologies.

Improvement plans were also implemented for members and suppliers, focusing on systematically analysing the main problems identified and defining the appropriate actions to resolve them.

Together, these actions have improved the technical and operational skills of packing house staff, quality managers, specialists and member organisations, helping to increase quality and sustainability across the cooperative network.

In turn, the Production and Innovation Department organised **38 visits and training sessions**, bringing together over **400 professionals** at the field stations in Valencia and Almeria.

The topics covered included:

- New varieties and cultivation techniques
- Use of new technologies
- Healthier and more environmentally friendly production (beneficial fauna, cover crops and efficient irrigation).

These activities enable members to evaluate solutions directly on their holdings and improve the sustainability of their crops.

Sustainability training for members and employees

One of the main objectives of Anecoop's Sustainability Observatory is to guide and train Anecoop employees and our cooperatives and partner companies in developing practical and effective sustainability strategies.

The **Anecoop Sustainability Campus** promotes this training in conjunction with university professors and leading experts, ensuring that participants have the knowledge they need to embed sustainability into their day-to-day management and tailoring the training to the needs of the cooperatives and companies within the Anecoop ecosystem.

This year, the following training courses were held through the Anecoop Sustainability Campus, complementing those already available on its website:



TRAINING COURSES

2024-25	No. participants
Decarbonisation strategies on agricultural holdings	55
Food waste and the food life cycle	30
LEAF Marque Standard	36
Expert panel - Sustainability Certifications	63

3.4.5 Human resource management model

This year, work continued on the **Cultiva Project**. The three levers that drive this cultural transformation project are management processes, leadership style, and the organisational model. This year, we focused on **transforming the organisational and sales model**. During the first half of the year, we defined the new model, roles, and processes, as well as the new organisational structure for the sales department. We also reassigned responsibilities within the team.

In April, we launched a pilot programme with part of the Sales Department to test the new model and make the necessary adjustments before rolling it out across the entire sales organisation on 1 October 2025, at the start of the 2025-2026 trading year.

Anecoop's workforce remained stable compared to the previous year. In 2024-2025, the number of staff continued to rise slightly, increasing from an average of 285 to **294 employees**. The workplaces included for the calculation of these figures were Valencia, Museros, Algemesi, 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 **47.28%** male and **52.72%** female employees.

The majority of the workforce (both men and women) are over 50 years of age and have been working at the company for ten years or more, providing stability and considerable experience in the sector.



ANECOOP EMPLOYEES' AGE GROUPS

Age	Men	%	Women	%	Total
> 50	71	24.15	63	21.43	134
31 - 50	56	19.04	74	25.17	130
< 30	12	4.08	18	6.12	30
Total	139	47.28	155	52.72	294

Types of contract

One of the Anecoop management priorities is to ensure a stable working environment for its employees. At present, **97.96%** of the workforce have a permanent contract, whilst only **2.04%** have a temporary contract. This circumstance 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 people left the company during the year, including those ending work placements. In total, six left of their own accord, seven left because their temporary contract ended and seven left for other reasons.

Salaries continued to be adjusted according to the responsibilities involved in the different job positions. The gross amount invested in salaries stood at over €13.5 million in 2024-2025. The amount included is for the period from 1 October 2024 to 30 September 2025.



ANNUAL SALARIES

	2022-23	2023-24	2024-25
Gross salary costs	12,316,655	12,977,635	13,904,259

Equal opportunities

All of the company's recruitment processes, including hiring new staff and internal promotion, are governed by equal opportunities. The criteria set out in the recruitment process approved and applied since 1 May 2022, which are available to all employees on the Sesame platform, are exclusively based on an appraisal of the candidate's education, training, 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 16 different nationalities who work together in perfect harmony. In its entire 50-year history, Anecoop has never seen a single incident resulting from discrimination. Our written salary policy guarantees equal treatment for all employees. It is no coincidence that diversity and equality feature prominently in our mission, vision and values statement.



Anecoop S.Coop's 2nd Equality Plan was completed and published in 2024-2025. Implementation will be supported through training and the deployment of the measures it sets out.

Social and working conditions

As soon as a new member of staff is taken on at Anecoop, the People and Talent Department gives them all the necessary documentation, providing 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 considered in all the processes undertaken by the company, and especially those which involve change. Their opinion and suggestions are valued and taken into account. 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.

corporate social responsibility

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 the same company 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.

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 16 September to 14 June so as to facilitate a shorter working day in the summer (15 June to 15 September). There have been adjustments and modifications to working hours in certain departments where, due to operational requirements, a shorter working day cannot be implemented.

However, individual working agreements are reached to adapt to specific staff needs, such as reductions in working hours for different reasons, and adaptation of the working day in cases of urgent need, in addition to strict application of current legislation.

In 2024-2025, the working day schedules were adapted to allow for face-to-face work in the morning and teleworking shifts in the afternoon for all staff.

3.4.6 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.

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



3.4.7 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 through 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 General Data Protection Regulation (GDPR). 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 procedure over the supply and use of any product or service, in connection with our customers.

3.4.8 The local community. Anecoop and solidarity Social fund

We have an annual solidarity fund that we allocate to different charitable organisations. In 2024-2025, we donated a total of **€56,100** to the following organisations and NGOs:

- **Asociación Española contra el Cáncer** • Asociación Valenciana de la Caridad • **NASCO Feeding Minds** • Fundación Novaterra • **Asindown** • Fundación Vicente Ferrer • **Fundación por la Justicia** • Associació Guadassuar d'Alzheimer • **Intermón-Oxfam** • Fontilles • **Médicos del Mundo** • Misiones Salesianas • **Manos Unidas** • Asociación España ACNUR • **Aspadis** • Acción contra el Hambre • **Fundación Beneficio Asistencial AFIM** • Asociación General Solidaridad con Congo • **Médicos sin Fronteras** • Fundación Maides • **Asociación Fondos de Comercio Ético** • Asociación Carena • **Fundación Almería Tierra Abierta**.

Furthermore, Anecoop France and Anecoop Praha collaborated with several local associations and NGOs through financial contributions and product donations.

DANA social fund

In addition, in response to the extreme flooding that took place at the end of October, Anecoop and its subsidiaries, members, Group staff and

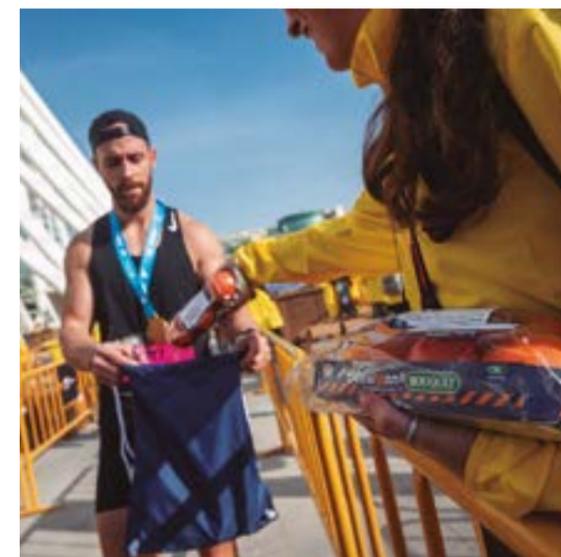
several partner companies made extraordinary contributions to the fund, raising a total of **€260,000**.

This was distributed to various associations, including Cáritas, AVAPACE and the Valencian Region Red Cross. In addition, we provided direct financial assistance to 16 cooperatives affected by the floods in different municipalities and sectors, including education, services and employment.

Anecoop also set up an emergency fund to provide financial support to employees directly affected by the floods.

Inclusive sport

We upheld our commitment to sport as a vehicle for the inclusion of people with functional and intellectual disabilities. In 2024-2025, we renewed our cooperation agreement with Unión Rugby Almería's **Fundación URA-Clan** and we continued to support the **AVAPACE Corre** athletics club, run by the Valencian Cerebral Palsy Association, through the DANA social fund.



Handing out Bouquet persimmons at the 2025 Valencia Marathon.

Other initiatives

The Anecoop Group's offices and subsidiaries also made contributions in kind to charitable organisations and support communities to help disadvantaged individuals and households. **This year we gave out over 820,000 kg of fruit and vegetables.**

Participation in public policy

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



Cost of fines or penalties arising from the failure to adhere to regulatory and legal requirements

During the 2024-2025 trading year, Anecoop paid out €6,427.55 in transport fines for excess weight and other minor issues.

3.4.9 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.

3.4.10 Social objectives

- Persevering in encouraging our grassroots members to embrace full integration and in consolidating our Company Groups.
- Launching a programme to promote generational renewal among our members.
- Moving forward with our members in terms of co-responsibility and commitment towards achieving sustainable agriculture.
- Fostering talent and inclusion in the organisation through the Cultiva Project.
- Making progress in consolidating the Equality Plan among the company's senior management.

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



institutional information

4.1 The Anecoop Group

Anecoop is an agri-food cooperative that brings together, coordinates and markets its members' production in line with the highest quality and food safety standards, as well as providing its members with different services to streamline and optimise their businesses.

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

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, China and the United States.

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

The cooperative sells its products in 67 countries. Its main sales destinations are in Europe, with Germany, France, Spain, the Czech Republic and Slovakia at the head, followed by Hungary, Sweden, Poland, Italy and the Netherlands.

Anecoop began the 2024-2025 trading year with 61 member cooperatives. In April, **Grup Cooperatiu Fruits de Ponent** ceased to be a member after forming **Novacoop Mediterránea S. XXI S.L.** with **Actel Grup**. Novacoop subsequently joined Anecoop as a member cooperative.

In the first half of 2025, the company **Eurofruits Levante S.L.**, based in Rojales, Alicante, joined the Group. This move enabled Anecoop to strengthen its position in south-eastern Spain and expand its range of vegetables.

The trading year was fruitful in terms of the integration and collaboration processes signed by Anecoop's members, such as the partnership between the Valencian second-tier cooperatives **Univall** and **Ribercamp**, the integration of the **La Llosa de Ranés cooperative** into **Univall**, the collaboration agreement between CANSO and Cofrudeca and the agreement between Murcia-based **Toñifruit S.L.** and Bio Lobrot, as well as the

entry of **Frucimu** into the shareholding structure of **Agriconsa**.

Another agreement which led to a member leaving Anecoop involved the **Cooperativa Agrícola de Bétera**, which started managing its production through **Vitivinícola de Llíria**. The former will now focus its operations on providing other services to its members.

Finally, the Group's subsidiary in Poland, **Anecoop Polska**, celebrated its 25th anniversary, demonstrating its resilience in a particularly complex environment in recent years.

According to the in-house census updated in January 2026, Anecoop's member cooperatives and companies have a social base of **60,185** people, of which **19,839** are grower members, **17,932** are members providing other types of services, and **22,414** are employees. The total surface area farmed by Anecoop's members was **63,528.48** hectares of fruit trees, vegetables and vines in this trading year.



- 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 persimmon operators.

Growing systems

Anecoop makes sure that its cultivation systems show maximum respect for the environment. (*)
(*) 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 pre-cooked produce and wine. In addition to being one of the world's leading citrus fruit operators, Anecoop's other

Anecoop Group



'star products' are its seedless watermelons and Persimon® kakis. Anecoop and its members are constantly introducing new crop alternatives to adapt their range of products to cater for changing demand. These include seedless grapes, kiwifruit, papaya, dragon fruit, and extra-flavour tomatoes, as well as new consumer products which are designed to make healthy eating easy and convenient, such as the 'Easy by Bouquet' vegetable spreads and sauces.

Brands

Anecoop continues to promote Bouquet, its most emblematic brand, in all its different fruit and vegetable categories: **Bouquet**, **Bouquet Exotic**, **Bouquet Bio** as well as **Easy by Bouquet** for its pre-cooked produce range. **Nadal** and **Black Cat** are also key Anecoop brands.

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

Services

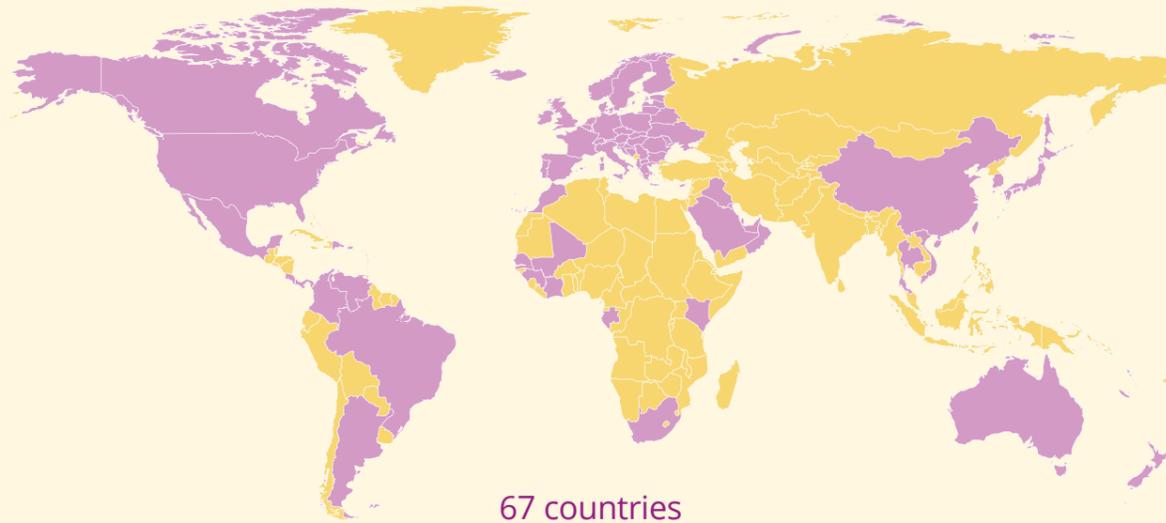
All Anecoop departments are involved in members' cooperative activities, providing them with the services they require.

Market position of our company's products and services, and knowledge of our direct competitors

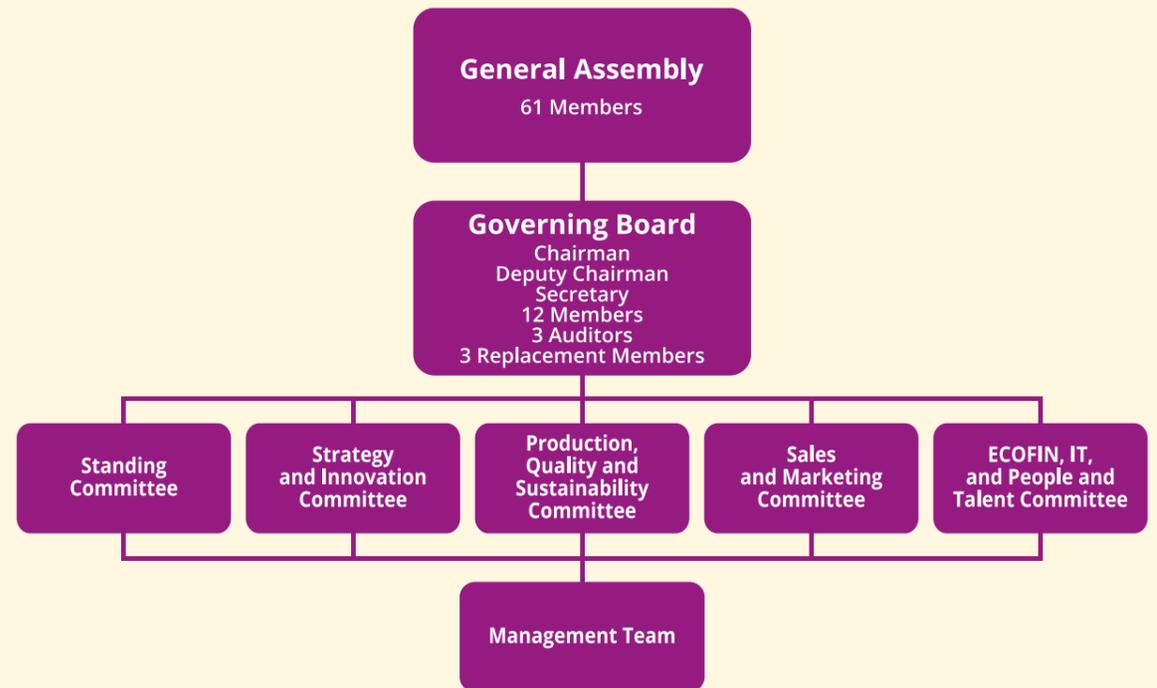
Anecoop's Sales Department carries out an in-depth yearly analysis of the market and of the company's competitors to establish the market position of our main products. Anecoop currently handles around 8% of all Spanish citrus fruit exports. In addition to citrus fruit, watermelons and Persimon® kakis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



our markets



67 countries



4.2 Governing and management bodies

Anecoop is governed by Spanish Law 27/1999, of 16 July on Cooperative Societies. It is a social economy 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.

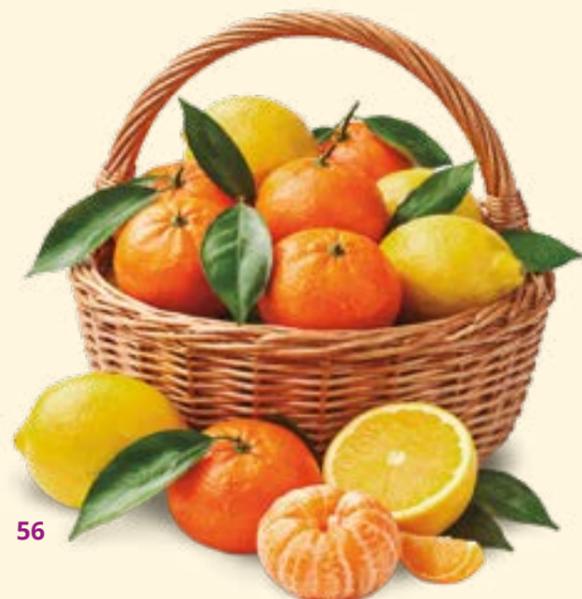
The Governing Board is elected by members as the collegiate body handling the Cooperative's management and representation. The Board's members are elected for a period of four years and can be indefinitely elected. The Board is partially renewed, by halves, every two years, according to article 29.1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

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

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

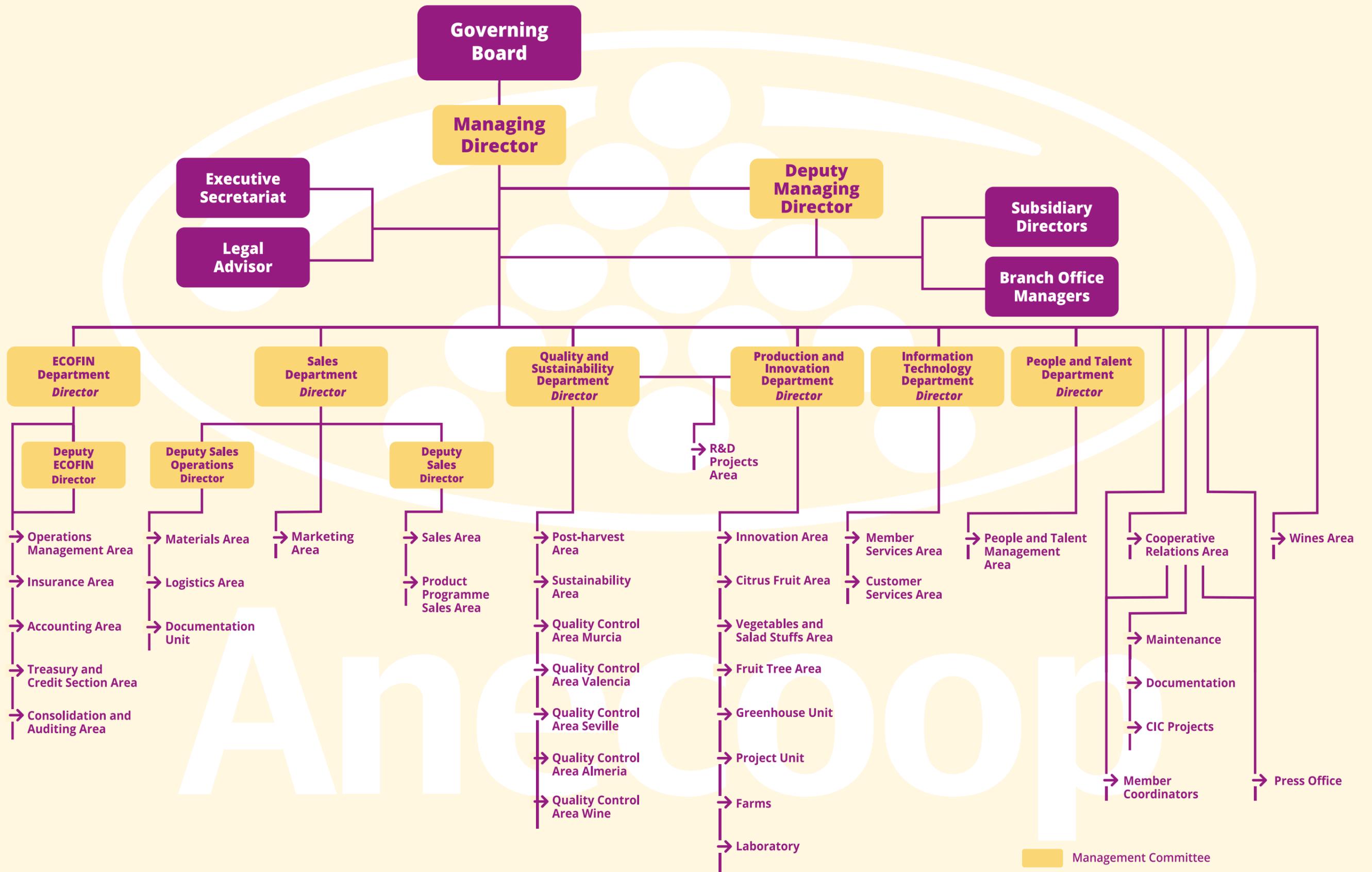
- Standing Committee
- Strategy and Innovation Committee
- Production, Quality and Sustainability Committee
- Sales and Marketing Committee
- Ecofin, IT, and People and Talent Committee

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



GOVERNING BOARD	
Chairman	Alejandro Monzón
Deputy Chairman	Miguel Ángel Navarro
Secretary	Juan José Gimeno
Members	Cirilo Arnandis, Rafael Rosendo Biosca, Francisco De Ves, José Feltrer, Pedro González, Javier León, José Miguel López, Juan Antonio Martínez, José Vicente Navarro, José Vicente Rodrigo, Josep Vicent Salort, Inma Vaquer.
Replacement Members	Juan Canet, Francisco Javier López-Esparza, Alejandro Molina
Auditors	Jesús Guzmán, Salvador López, Luis Navasquillo
MANAGEMENT TEAM	
Managing Director	Joan Mir
Deputy Managing Director and Sales Director	Miguel Abril
Legal Advisor	José María Costa
Ecofin Director	M ^a Carmen Traver
Production and Innovation Director	Ángel del Pino
Quality and Sustainability Director	M ^a Carmen Morales
People and Talent Director	Ricardo Díaz
IT Director	Isabel Rodríguez
Murcia Office Manager	José Hidalgo
Eastern Andalusia Office Manager	Iván Rodríguez
Western Andalusia Office Manager	Marco A. Fernández
Ebro Valley Office Manager	Elisenda Casals
Anecoop France / Solagora / Sudespa Director	Jean-Luc Angles
Floren'Sud / Alma Bouquets Director	Antoine Lamy
Anecoop U.K. Director	Hakim Elmouaffaq
4 Fruit Company Director	Pieter de Ruyter
Anecoop Polska Director	Diego Giménez
Anecoop Praha / Servifruit Director	Ferran Cabrera
Agriconsa Director	José J. Felici
Janus Fruit Director	Agustín Planells





institutional information

4.3 Members

The cooperative is a form of business organisation based on a democratic structure and operating principles. 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 undertake or participate in the cooperative activity in line with the corporate purpose of this organisation, are admitted by the Governing Board, in accordance with the criteria set by the General Assembly.

Entry requirements and conditions

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

Financial conditions

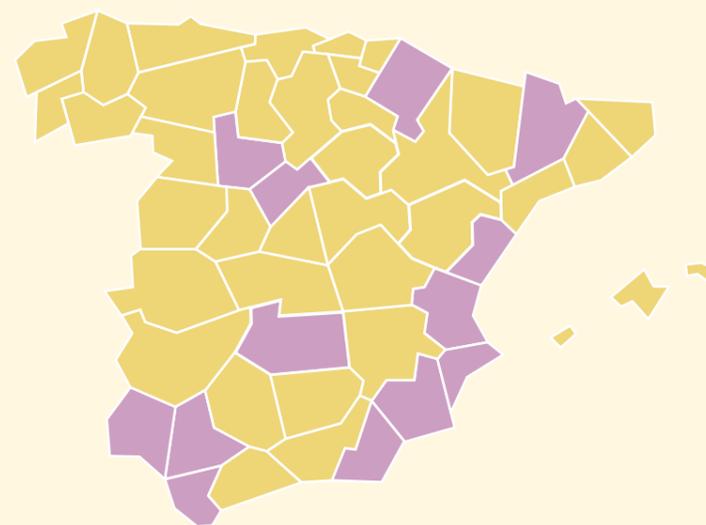
- Affiliation fee set at €10,000 as of 1 January 2023, increased by the RPI on a yearly basis
- A fixed amount as a compulsory contribution to share capital which is currently set at €1,833.
- A voluntary contribution to share capital, the calculation formula for which was adopted by the Governing Board at its meeting of 22 December 2022.

- 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

Each member cooperative must market a percentage of its production through Anecoop. In the 2024-2025 trading year, this percentage was 40%.

geographical location of Anecoop's member cooperatives



Valencian Region		
Alicante		1
Castellon		3
Valencia		31
Andalusia		
Almeria		7
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

61 members / 7 autonomous regions / 13 provinces

4.4 Mission, Vision and Values

	Members	Customers	Suppliers	People	Society
Mission	To maximise profitability and sustainability for members and growers.	To build a mutually beneficial relationship with our customers and suppliers based on cooperation.		To promote the personal and professional development of our people.	To achieve consumer satisfaction through a wide range of healthy, sustainable products.
Vision	Anecoop aims to lead the fruit and vegetable sector in Europe, through active member participation and the development of a sustainable agricultural model, establishing mutually beneficial alliances with members and customers, and deploying management excellence based on quality, innovation and the promotion of talent .				
Transparency & trust	We are all in this together. That is why Anecoop's success is the success of all its members and growers.	We establish mutually profitable, long-lasting partnerships by supplying the right products to our customers.	We build mutually beneficial relationships.	We respect people and believe that together we are stronger. We prioritise team success and wellbeing.	Our behaviour has a positive impact on society, providing solutions for a constantly changing world.
			We improve processes and build synergies.		
Participation & cooperation					
Shared responsibility & commitment	We share the same objectives and pursue them out of a profound commitment to agriculture and its future.	We are committed to quality and food safety above all else.	We consolidate and strengthen cooperativism based on the utmost respect for our suppliers.	Our people are committed to the same objectives as our members, customers and suppliers and, above all, they act with integrity.	We are committed to consumer health and the development of a sustainable economy.
Talent & diversity					
	We advocate team-based projects involving our members and customers.		We share knowledge and move forward together.	We never stop learning and encourage the diversity of backgrounds and opinions.	We always choose the right way of doing things.

institutional information



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 ranges.
- Diversification of its total product range, both in terms of product variety and production calendars.
- As a result, we aim to obtain a more powerful negotiating position when dealing with large-scale distribution chains.
- Promotion of cooperativism as a powerful business and economic model through initiatives aimed at enhancing production and streamlining resources.

4.6 Strategic objectives

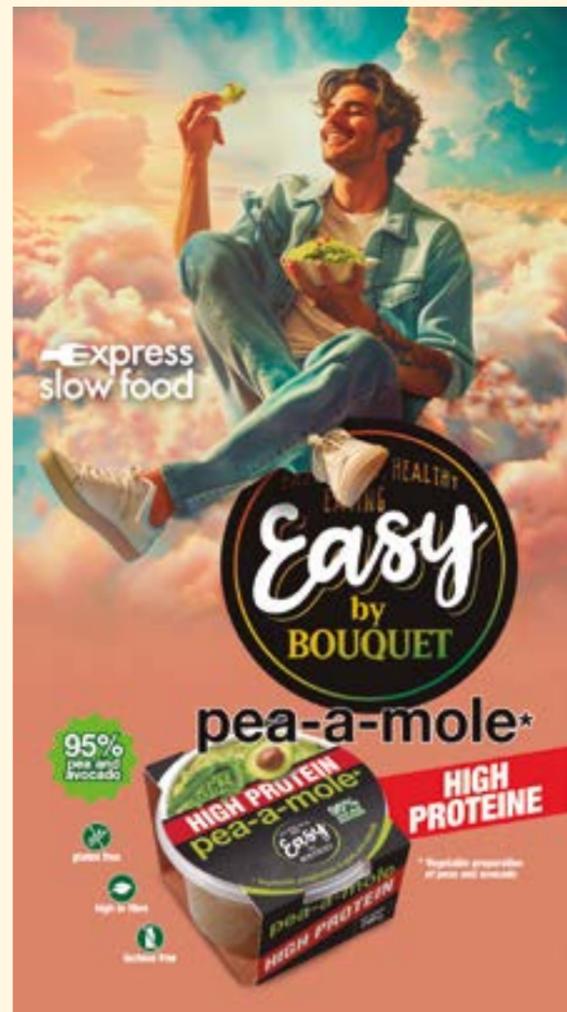
The 2022-2026 Strategic Plan establishes the objectives that are set to define Anecoop's roadmap over the next few years (See Strategic Objectives chart).

Strategic objectives

- ➔ **1 Integration.** Attracting and integrating grassroots members, cooperatives and third parties by concentrating supply and diversifying our product ranges both in terms of varieties and production calendars, putting us in a strong position when negotiating with large-scale distribution chains.
- ➔ **2 Effectiveness & efficiency.** Increasing effectiveness and efficiency in all our business and operational management processes.
- ➔ **3 Value.** Adding value for customers by upholding high quality and food safety standards and through constant innovation processes.
- ➔ **4 Markets.** Consolidating and developing markets, strengthening our cooperatives' business and economic performance.
- ➔ **5 Innovation.** Becoming a benchmark for innovation in the fruit and vegetable industry.

4.7 Business strategy

Anecoop's main goal is to ensure sustainable agriculture for its member cooperatives which is both profitable for growers 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.



In May 2022, the organization held a series of sessions for reflection, attended by 38 managers and executive staff from all of the Group's offices and subsidiaries, with representation from all departments.

A series of conclusions were reached in each of the six areas (Strategy, Customers, Product, Quality, Members and Organisation) and were subsequently analysed. The Management Committee then drew up the 2022-2026 Plan, which consists of eight strategic challenges. Working groups were set up to tackle each of these challenges, involving Anecoop directors, managers, executives, and other external advisors.

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 embraces 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 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 to uphold the values that identify its

CSR: concentrating production, forging alliances with customers and suppliers in new markets, and encouraging the consumption of fruit and vegetables, all 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 all its operations embedded in the organisation's systems and procedures.

4.10 Involvement in society

Anecoop is a member of a number of foundations and associations such as the **Spanish Quality Association (AEC), Freshfel Europe, the Five-a-Day Association, the Health and Flavour Foundation, the Anecoop Foundation, the University of Almeria-Anecoop Foundation, Spanish Agri-food Cooperatives, the ETNOR Foundation, Ingenio Foundation, Novaterra Foundation, La Promotora platform** and the **Almería Tierra Abierta Foundation**.

It is also involved in research centres such as **IVIA, AINIA, ITENE** and the **University of Valencia's Science Park**. Anecoop belongs to cooperative farming associations such as **Valencian Region Agri-Food Cooperatives, FECOAM, FAECA** and **ENGRUPO**, as well as other agricultural associations, including the **Regulatory Board of the Ribera del Xúquer's Designation of Origin, the Valencian Wines Designation of Origin, the Protected Geographical Indication for Valencian Citrus Fruit, PROAVA, the Navarre Wines Designation of Origin, the More Broccoli Association** and the **Love Klabaza (Love Butternut Squash) initiative**.

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



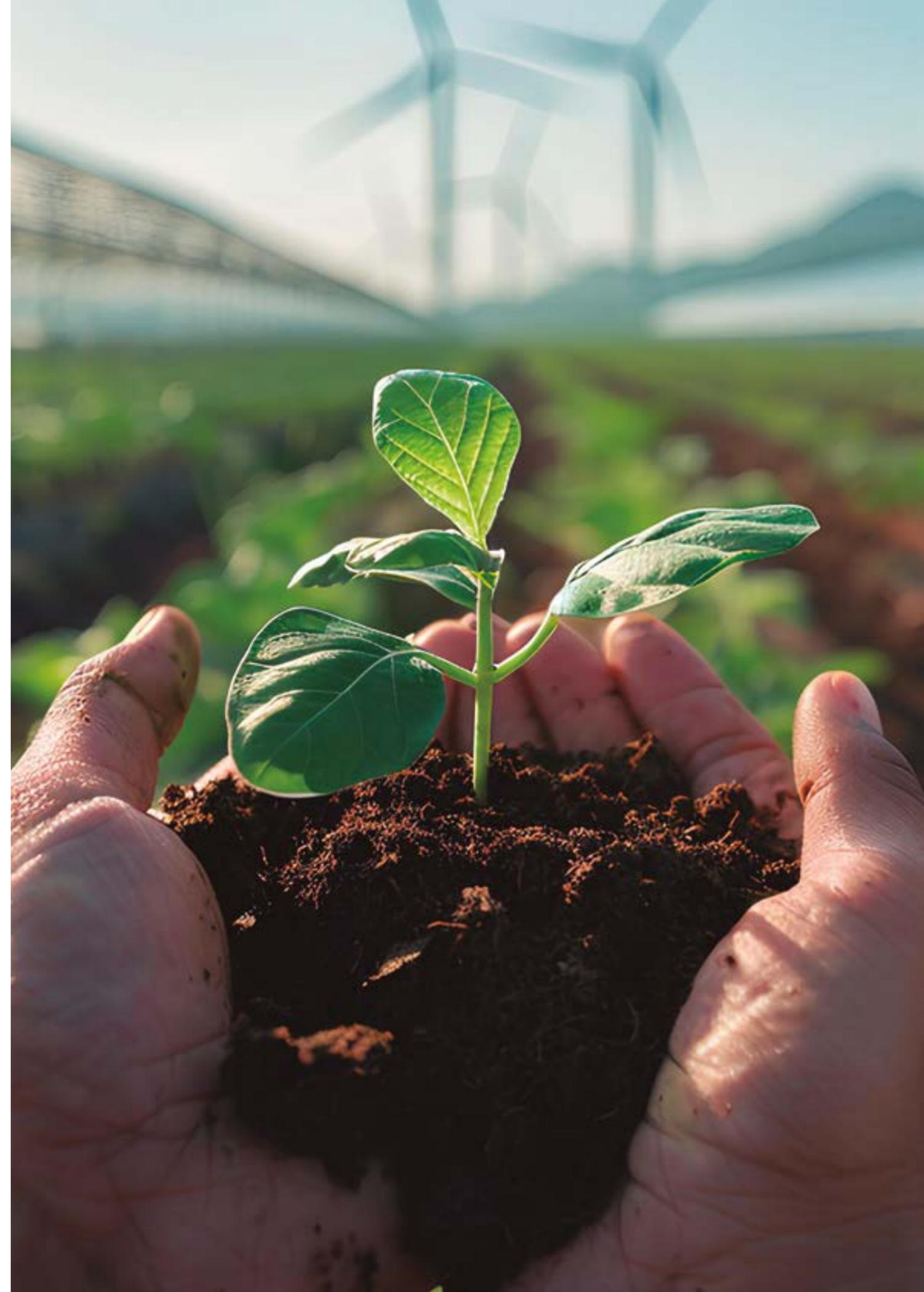
sustainability indicators

ANECOOP S.COOP. has presented the information cited in this GRI contents index for the period from 1 October 2024 to 30 September 2025 using the GRI Standards as a reference.

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2-14	Role of the highest governance body in sustainability reporting	56
2-15	Conflicts of interest	Art. 35 Corporate Bylaws
2-16	Communication of critical concerns	56
2-19	Remuneration policies	See NFRS report www.anecoop.com
4. STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on Sustainable Development Strategy	4-7
2-23-a	Policy commitments for responsible business conduct	61, 62
2-23-b	Specific policy commitment to respect human rights	52
2-24	Embedding policy commitments	61-63
2-25	Processes to remediate negative impacts	62
2-26	Mechanisms for seeking advice and raising concerns	47-48
2-27	Compliance with laws and regulations	37, 41, 52, 53
2-28	Membership associations	63
5. STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	46-48
2-30	Collective bargaining agreements	100% of employees

(*) The Non-Financial Reporting Statement (NFRS) for the Anecoop Group, which has been verified by SGS, will be published on the www.anecoop.com website.



GRI 3: MATERIAL TOPICS 2021

GRI standard	Content	Sector standard reference number	Page URL	Omissions Page indep. verif.	GRI standard	Content	Sector standard reference number	Page URL	Omissions Page indep. verif.
3-1	Guidance to determine material topics		36, Inside front cover		QUALITY EMPLOYMENT AND HUMAN CAPITAL DEVELOPMENT (cont.)				
3-2	List of material topics		36		402	402-1 Minimum notice periods regarding operational changes		2 weeks	
IMPROVING THE INCOME OF OUR MEMBERS					403	403-1 Occupational health and safety management system	13.19.2	51	
GRI 3: Material Topics 2021	3-3 Management of material topics	13.2.1	36, Inside front cover 11, 26-28		403-2	403-2 Hazard identification, risk assessment and incident investigation	13.19.3	51	
201 Economic performance 2016	201-1 Direct economic value generated and distributed	13.22.2	26-28	31	403-3	403-3 Occupational health services	13.19.4	51	
	201-2 Financial implications and other risks and opportunities due to climate change	13.22.2	8, 9, 41-45		403-4	403-4 Worker participation, consultation and communication on occupational health and safety	13.19.5	51	
	201-3 Social benefit programmes		Comp. Ret. Plan		404	404-1 Average hours of training per year per employee		48, 49	
	201-4 Financial programmes received from government		29		404-2	404-2 Programmes for upgrading employee skills and transition assistance programmes		48, 49	
SUSTAINABLE AGRICULTURE AND ENVIRONMENTAL MANAGEMENT					404-3	404-3 Percentage of employees receiving regular performance and career development reviews		50	
GRI 3: Material Topics 2021	3-3 Management of material topics		36, Inside front cover, 8, 9, 37, 38, 41-43		405	405-1 Diversity of governance bodies and employees	13.15.2	49-51	
301 Materials 2016	301-1 Materials used by weight or volume		38, 39		406	406-1 Incidents of discrimination and corrective actions taken	13.15.4	Have not occurred	
302 Energy 2016	302-1 Energy consumption within the organisation		39		202	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	13.15.3	Salary > Min. wage	
	302-2 Reduction of energy consumption		39-41		202-2	202-2 Proportion of senior management hired from the local community		100% senior management from significant locations of operation	
303 Water and effluents 2018	303-3-a Water withdrawal	13.7.4	39		INNOVATION IN PRODUCT R&D				
	303-5 Water consumption	13.7.6	39		3-3	Management of material topics	36, Inside front cover, 23, 43, 61, 42-44		
305 Emissions 2016	305-1-a Direct GHG emissions	13.1.2	39-41		MAKING MANAGEMENT MORE EFFECTIVE AND EFFICIENT				
	305-5-a Reduction of GHG emissions	13.1.6	39-41		3-3	Management of material topics	36, Inside front cover, 44, 45		
306 Waste 2016	306-3 Waste generated	13.8.3	40, 41		CONSOLIDATING AND DEVELOPING MARKETS				
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations		37, 41		3-3	Management of material topics	36, Inside front cover, 62, 24, 25		
FOOD SAFETY AND PRODUCT QUALITY					ENCOURAGING HEALTHY EATING				
3-3	Management of material topics		36, Inside front cover, 37		3-3	Management of material topics	36, Inside front cover, 36		
414 Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria (*) Basic standards 8. Compliance with environmental and labour laws		They all subscribe to Anecoop's basic fruit and vegetable supply standards (point 8)*		FAIR BUSINESS PRACTICES				
	414-2 Negative social impacts in the supply chain and actions taken		37		3-3	Management of material topics	13.25.1 36, Inside front cover, 53		
416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	13.10.2	37		206	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	13.25.2	53	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	13.10.3	52		205	205-3 Confirmed incidents of corruption and actions taken	13.26.4	No incidents of corruption have been identified	
417 Marketing and labelling 2016	417-1 Requirements for product and service information and labelling (*) Basic standards 3. Food safety and quality assurance system; Labelling control		Anecoop's basic fruit and vegetable supply standards (point 3)*		204	204-1 Proportion of spending on local suppliers		29	
	417-2 Incidents of non-compliance concerning product and service information and labelling		Have not occurred		GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations		53	
	417-3 Incidents of non-compliance concerning marketing communications		Have not occurred		DIALOGUE AND ENGAGEMENT WITH STAKEHOLDERS				
INTEGRATION: BRINGING MEMBERS, COOPERATIVES AND THIRD PARTIES TOGETHER					3-3	Management of material topics	36, Inside front cover, 61, 62, 44, 45		
CUSTOMER SATISFACTION AND LOYALTY					CREATING SOCIAL ECONOMY PROJECTS				
3-3	Management of material topics		36, Inside front cover, 61, 47, 52, 47, 52		3-3	Management of material topics	13.12.1 36, Inside front cover, 41, 52, 53		
416 Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of product and services		52		413	413-1 Operations with local community engagement, impact assessments and development programmes	13.12.2	52,53	
418 Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		52		PROMOTING THE VIABILITY OF LOCAL ECONOMIES				
PARTNERSHIPS WITH CUSTOMERS AND SUPPLIERS					3-3	Management of material topics	36, Inside front cover, 9, 41		
3-3	Management of material topics		36, Inside front cover, 61, 63, 44-47		203	203-1 Infrastructure investments and services supported		41, 52, 53	
QUALITY EMPLOYMENT AND HUMAN CAPITAL DEVELOPMENT					203-2	203-2 Significant indirect economic impacts		41, 52, 53	
3-3	Management of material topics		36, Inside front cover, 46-49, 61,62		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.				
401 Employment 2016	401-1 New employee hires and employee turnover		50						
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees.		Equal opportunities						

TABLE OF SOCIAL ECONOMY INDICATORS

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First Principle: Priority of people and the business purpose over share capital		Fifth Principle: Defence and application of solidarity principles	
ES1.1 Description of a brief report that shows the priority of people and the business purpose over its share capital.	56	ES5.1 Organisation, funding or other types of involvement in social, cultural or solidarity-based events.	36, 37, 52, 53
Second Principle: Voluntary and open membership		ES5.2 Existence of actions linked to socially responsible investments.	
ES2.1 Requirements for new members to join the organisation.	60		52, 53
ES2.2 Requirements and conditions for leaving the organisation.	60	ES5.3 Existence of a formal statement which involves asking suppliers and hired companies to commit to environmentally friendly and socially responsible management.	
ES2.3 Evolution of members, describing the changes in those joining or leaving the organisation.	54	ES5.4 Consideration of environmental criteria when choosing suppliers, products and services.	
Third Principle: Business organisation and culture for participative and democratic management		ES5.5 Number and type of cooperation activities carried out in conjunction with other organisations.	
ES3.1 Percentage of people or groups with voting rights in the highest governing bodies compared to the total number of people in the organisation.	56		36, 37, 52, 53
ES3.2 Frequency of renewal in the organisation's representational bodies, indicating the channels, the frequency and addressees.	56	ES5.6 Percentage of purchases made in the region (raw materials, services and assets) / total purchases.	
ES3.3 Working groups or areas created which encourage decision-making in the organisation.	56		28
ES3.4 Percentage of people in the organisation who take part in any of the groups or areas created.	56	ES5.7 Existence of equal opportunity policies or procedures in the recruitment, promotion and development of people in the organisation.	
ES3.5 Information process through which people in the organisation are given access to three types of information (social, business and economic), indicating the channels, the frequency and addressees.	46-48		51
ES3.6 Percentage of members in the organisation who have received or taken part in specific social economy training activities over the last year in relation to the total number of members in the organisation.	N.A.	ES5.8 Knowledge and documentation of significant environmental impacts produced by the organisation's activities.	
ES3.7 Average percentage of real participation in the highest governing bodies.	56		37-45
ES3.8 Description of the preparatory process of the highest social governing body.	56	ES5.9 Definition and documentation of annual environmental objectives based on significant environmental impacts.	
Fourth Principle: Combination of interests of the user members			37
ES4.1 Definition of a map of the stakeholders focused on the organisation.	46-48	ES5.10 Breakdown of staff by position, contract and region, including the positions held by disabled people as a percentage of the entire organisation.	
ES4.2 Relational channels existing between the organisation and its stakeholders.	46-48		50-52
ES4.3 Existence of a section on human rights (rejection of child labour and forced and compulsory labour, freedom of association, prohibition of the acceptance of bribes, corruption, etc.) within the social responsibility policy.	52	ES5.11 Total number of staff broken down by age groups, gender and region, including disabled employees.	
ES4.4 Adaptation to the cultural identity of the region the organisation is active in.	48		50
ES4.5 Existence of a system to assess stakeholder satisfaction.	N.A.	ES5.12 Average staff turnover broken down by age groups, gender and region, including disabled employees.	
Sixth Principle: Management autonomy and independence from public authorities			N.A.
ES6.1 Description of a brief report which details the requirements and limits of the powers of the organisation's highest governing bodies.			51
Seventh Principle: Application of the surplus or the majority of the surplus to fulfil the objectives in favour of the common good or that of its members		Sixth Principle: Management autonomy and independence from public authorities	
ES7.1 Percentage of liabilities which correspond to collective or non-shared funds.	28	ES6.2 Description of a brief report which details the requirements and limits of the powers of the organisation's highest governing bodies.	
ES7.2 Percentage of surplus distribution assigned to collective or non-shared funds.	28		56
ES7.3 Percentage of surplus assigned to members of the organisation or to the inclusion of people (capitalised or monetary surplus).	N.A.	Seventh Principle: Application of the surplus or the majority of the surplus to fulfil the objectives in favour of the common good or that of its members	
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(*) Anecoop's basic fruit and vegetable supply standards.





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2024 / 2025 CSR REPORT



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