

paths

anecoop - csr report
2021 / 2022



Anecoop

Structure, scope and boundary of this Report

This is Anecoop S. Coop.'s Corporate Social Responsibility Report (CSR) for the 2021/2022 trading year (from 1st October 2021 to 30th September 2022), which describe the actual and potential, negative and positive impacts 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 thirteenth CSR Report we have published. The previous report was compiled for the 2020/2021 trading year and was presented to the cooperative's members at the Annual General Meeting in March 2022.

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

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

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

This Report has been produced according to the standards contained in the Global Reporting Initiative (GRI)*, taking into account the 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); they 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.



proud to be producers

	Page		Page
1 Growing the Future		3.4 Creating social economy projects that promote the wellbeing of our farmers and of society in general	41
1.1 Letter from the Chairman - Alejandro Monzón	4	3.4.1 Rural development	41
1.2 Letter from the Managing Director - Joan Mir	6	3.4.2 Product innovation	42
1.3 Sustainable Development Goals	8	3.4.3 Management innovation	44
1.4 Abbreviated Report	10	3.4.4 Stakeholder relations	45
		3.4.5 Training	48
		3.4.6 Human resource management model	50
		3.4.7 Human rights	52
		3.4.8 Customer satisfaction	52
		3.4.9 The local community	52
		3.4.10 Competition	53
		3.4.11 Social objectives	53
2 Growing the Economy. Economic Information		4 Growing Business. Institutional Information	
2.1 Figures	26	4.1 The Anecoop Group	54
2.2 Marketing and communication	32	4.2 Governing and management bodies	56
2.2.1 Fruit, vegetables and salad stuffs	32	4.3 Members	60
2.2.2 Wines	33	4.4 Mission, Vision and Values	61
2.2.3 Institutional and corporate communication	35	4.5 Cooperative objectives	62
		4.6 Strategic objectives	62
		4.7 Business strategy	62
		4.8 Impact, risks and opportunities	62
		4.9 Integrating CSR into our management systems	63
		4.10 Involvement in society	63
3 Growing Corporate Social Responsibility. Our Values		5 Sustainability Indicators	
3.0 Materiality	36	GRI contents	64
3.1 Encouraging healthy eating habits in society and especially in children, through the consumption of fruit and vegetables	36	Table of social economy indicators	67
3.2 Guaranteeing the food safety our products	37		
3.3 Looking after the environment and safeguarding natural resources	37		
3.3.1 In the field of agricultural production	37		
3.3.2 In the working environment	38		
3.3.3 Energy-saving measures	41		
3.3.4 Environmental legislation	41		
3.3.5 Pollution	41		
3.3.6 Soil pollution	41		
3.3.7 Environmental information and training	41		
3.3.8 Relationship with the environment	41		

letter from the chairman

Agriculture is calling for change in a turbulent, confusing market, and is crying out to become a profitable option.



Alejandro Monzón
Chairman

The year ended with a discouraging scenario, with the Spanish agri-food sector suffering very badly. Agriculture is going through a very difficult, we could say unprecedented time, with soaring costs, weather conditions which are changing crop cycles and causing production losses, and an international climate fuelled by inflation.

Despite this adverse situation, and selling less produce, Anecoop improved on the previous year's turnover. We could attribute this solely to market adjustments and the law of supply and demand, but this would not do justice to the cooperative model we advocate.

While it is true that the average payments to our members were higher than in 2020-2021, the difficulties of a trading year full of ups and downs brought uneven results for the various product groups and, in some cases, even failed to cover production costs. What is clear, however, is that the high prices paid by the consumer did not generally correspond to what farmers ended up with. The rising costs of transport and packaging materials, among others, prevented growers from receiving fair payment for their efforts.

The saying goes that we need to look on the bright side when something bad happens. However, it is difficult to look on the bright side when the wind is never in one's favour. The pandemic brought with it an optical illusion:

suddenly the agri-food sector was "heroic". It was on the front line alongside other essential sectors, it came to life in the eyes of the government and society.

Then the crisis faded, and things went back to business as usual, although some minor advances have been made.

At Anecoop, this is why we are even more determined to pursue our strategy as advocates of change, transferring this philosophy to the entire organisation.

As this Corporate Social Responsibility Report shows, we work to be proactive in all areas of the organisation, together with our stakeholders (members, staff, customers and society), not "reactive". The ultimate goal is to be able to respond to the challenges posed by the environment, and to anticipate them whenever possible.

We must continue to focus on our cooperative business model, which is geared towards integration, so we can enhance the value of our business and our produce. During the trading year covered by this report, as well as the current one, our members have taken several steps in this direction, joining forces within Anecoop. Congratulations to all of you. This is the way forward.

Agriculture is calling for change in a turbulent, confusing market. It is crying out to become a profitable option that can bring about the generational change farming desperately needs.

We must keep moving forward, before it is too late. It is important to value our land and our produce. We must tirelessly implement innovation and continue to work on supply, adapting it to the market and growing conditions, looking after the entire chain from production to marketing. Technology and digital transformation in the field are part of the change we need. Organisations that do not see this as playing a leading role in their roadmap are condemned to disappear.

We need to be the "influencers" of the rural world, bringing consumers to the table, promoting campaigns that make them understand that defending a strong and independent agricultural sector is beneficial for them and for future generations. Today's consumers are very powerful, and they are driven by environmental and social welfare criteria. We need to champion our sustainable model. Based on our convictions that this is the way to go, we need to give our model visibility and ensure that its value is recognised and adopted by consumers.

When we decided to join the United Nations Global Compact, we did so in the belief that,

in our day-to-day work, we are in a position to defend agriculture through the implementation of ethical, responsible measures to help people, the environment and economic development.

These are the three cornerstones on which our strategy and management are based. As a social economy enterprise, it is our duty to ensure that we always put the grower-member at the centre of our business equation.

Before concluding, I would like to dedicate a few words in this CSR Report to a colleague and friend who left us suddenly last July. Miguel Ángel Ramos worked with us for almost 33 years, seven of them as a member of the Governing Board. We will miss his good nature, his professional experience, which he generously shared with his colleagues, his energetic and enterprising character and his smile. We will never forget him.



Alejandro Monzón collected the International Outreach Award on behalf of Anecoop from the Valencia Professional Union.

letter from the managing director

“The mergers our members have chosen to pursue make us bigger, stronger and more competitive, and enable us to respond better to our customers' needs.”



Joan Mir
Managing Director

When we were planning the 2021-2022 trading year in August and September 2021, we pinpointed a series of problems which we knew could have an impact on the year's results. These problems were increasing inflation, a new wave of the COVID pandemic, and pests affecting some vegetables, clementines and Persimon kakis.

In the end, the situation was much worse than we had expected. In addition to the negative impact of the variables mentioned above, we had

to take on board and manage other factors that had a significant bearing on our performance and production. There were major and, in some cases severe, adverse weather incidents. In spring 2022, we experienced heavy rain and dust storms from the Sahara Desert in the southeast of Spain and suffered widespread frost in the Ebro Valley. This was followed by a very hot summer with hailstorms in some production areas. We also failed to foresee a transport strike and obviously the invasion of Ukraine by Russia. This led to galloping inflation and the loss of the Russian market for our wineries and wines, which was a key market for Anecoop, as we were one of the major sellers in this country. In addition, we lost the Belarus market for wines, fruit and vegetables, and access to the Ukrainian market became more difficult.

As a result of all of the above, the 2021-2022 trading year was extremely difficult. I would even go so far as to say the most difficult we have ever had to manage. There was major tension in all the links in the value chain and yet, in spite of everything, Anecoop achieved a record turnover of €823.6 million, up 4.2% on the previous year, and marketed 759,882 tonnes, down 10.1% on 2020-2021, with payments to members rising over the previous year.

On the social front, it was an intense year with major advances that should pave the way for further initiatives. The Ribercamp project got underway, made up of the Sant Bernat cooperative in Carlet and Guadacoop; the Marquesado cooperative from Llombai and the San Salvador cooperative from Alfar merged to create Coalmar; Alzicoop

became part of Green Fruits, and Productos Bio de Mula, S.L., in Murcia, and the SAT Montivel Export based in Berja, Almeria, joined Anecoop as members. All these social advances, together with the acquisition in France of the flower company Alma Bouquets, have increased our range of products (and our responsibility), making us bigger, stronger and more competitive, and enabling us to respond better to our customers' needs.

However, there is no room for complacency. We still have a long way to go in terms of cooperation, collaboration and integration between members.

We need to analyse our organisations, including Anecoop, and find out how we can manage them more efficiently and be more cost-effective. We must bring greater profitability for our members, who are the weakest link in the chain and our *raison d'être*. Our companies must become more competitive (the market and consumers are demanding this), and we cannot afford to fall by the wayside in the medium or long term or be side lined or incidental. The future and the market demand that we take decisions now, no excuses, and without further delay.

There are currently many ways to cooperate, collaborate and join forces, in social or commercial terms, without losing one's identity. At Anecoop we are working hard to achieve this. This is demonstrated by the fact that the four innovation projects currently underway, and seven of the eight challenges proposed by the Management Committee and recently approved by the Governing Board, focus on this issue.

We want, expect and need a breakthrough in this area and Anecoop aims to promote initiatives and support all those proposed by our members from day one.

Digital transformation and technological advances in our business, which seek greater, more sustainable agricultural production, are something we have in common with our members and are at the heart of several of the major lines of work that address the aforementioned challenges.

We are also concerned about the constant decline in the consumption of fresh fruit and vegetables in society. At Anecoop we strive to participate in all the initiatives that promote their consumption, as we are aware of their importance in terms of people's health. However, major initiatives by the industry and public agencies are needed to reverse these declining figures.

Anecoop received numerous awards throughout the year, but there was one milestone for which

we have been and still are widely recognised, and which stands out for the innovation and determination it represented at the time and still represents today: the launch of the Bouquet watermelon, the 30th anniversary of which we celebrated in 2022.

The Bouquet watermelon was a huge innovation. We were the first company to launch seedless watermelons on the European market, and we were also the first to complete a full range of Bouquet seedless watermelons. However, the key to this innovation was to involve, train and coordinate our growers, to plan the production of our members in different areas and to offer our customers a comprehensive production calendar, backed by effective advertising and public relations campaigns. Since then, year after year, we have continued to improve our programme and have tried to achieve the maximum economic sustainability for our growers, as well as the best and tastiest watermelons for our consumers. All of this means that the production and sales leadership that Anecoop achieved 30 years ago was even greater in the 2021-2022 trading year.

Before I finish, I would like to pay tribute to two people who have set a personal and professional example at Anecoop and in the cooperative world: Miguel Ángel Ramos, a colleague for 33 years, his entire professional life, and José Agustín Martínez, the Director of La Viña and a key player in a number of major projects at Anecoop. We thank you for everything you contributed and for your commitment. You will always be in our thoughts.

As already mentioned, and as explained throughout the report, the year was tough, very tough, and I sincerely believe that we passed with flying colours, though it is true that we did better in some areas than in others. Almost all of our management indicators improved, and I would like to thank our growers, members, Anecoop staff and our customers for their tremendous support during the year.

I would like to end by appealing to Anecoop's members and professionals to give their wholehearted dedication, involvement, professionalism and generosity to pursue and successfully complete the innovation projects and challenges we have set ourselves, and to continue to meet the needs of our customers and consumers by providing them with a comprehensive range of fresh, high quality, nutritious and healthy produce.



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 2021-2022 trading year.

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



1 NO POVERTY

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



2 ZERO HUNGER

- Promotion of sustainable agricultural practices among its member farmers.
- Participation in initiatives and the development of projects to minimise food waste, such as AECOC's "Don't waste food" initiative.
- Waste recovery: BIOPRO (national) project. and PRO-ENRICH (European) projects.
- Promotion of the future of food by participating in projects to adapt fruit and vegetables to climate change.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Major annual investment in R&D and technological innovation.
- The company has two trial centres, one in Valencia and the other in Almeria, to develop R&D and technological innovation projects that benefit its member 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 new ways to consume fruit and vegetables (ready-to-eat, ready-to-cook).



10 REDUCED INEQUALITIES

- In-company recruitment criteria, nationality, gender, race, religion or any other criteria that could cause discrimination are never taken into account.
- Inclusion of people with different nationalities on the staff.
- Inclusion of people with physical or mental disabilities on the staff.
- Member of the Novaterra Foundation, which works for social inclusion and justice through employment.



3 GOOD HEALTH AND WELL-BEING

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



4 QUALITY EDUCATION

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



11 SUSTAINABLE CITIES AND COMMUNITIES

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



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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



5 GENDER EQUALITY

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



6 CLEAN WATER AND SANITATION

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



13 CLIMATE ACTION

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



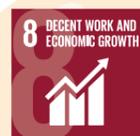
14 LIFE BELOW WATER

- Collaboration with the Ingenio Foundation, which is committed to ensuring the sustainability of the Mar Menor (Murcia).



7 AFFORDABLE AND CLEAN ENERGY

- Photovoltaic plants on the roofs of three of its facilities.
- Use of precision farming for agricultural management through new technologies such as geolocation, drones, robots and mobile applications to improve resource efficiency, including energy (IDRONE Project).



8 DECENT WORK AND ECONOMIC GROWTH

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



15 LIFE ON LAND

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



17 PARTNERSHIPS FOR THE GOALS

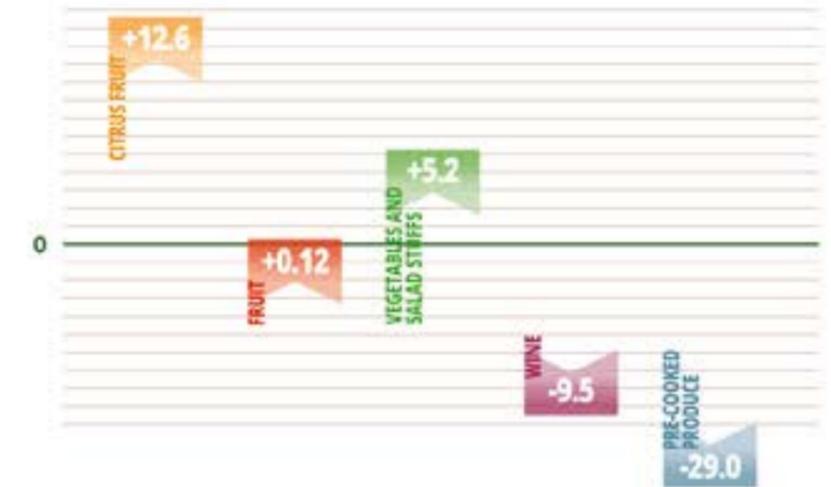
- Public-private partnerships with the academic world and other organisations in development projects that contribute to achieving these SDGs.
- Participation in innovation forums to improve the industry.

1 products

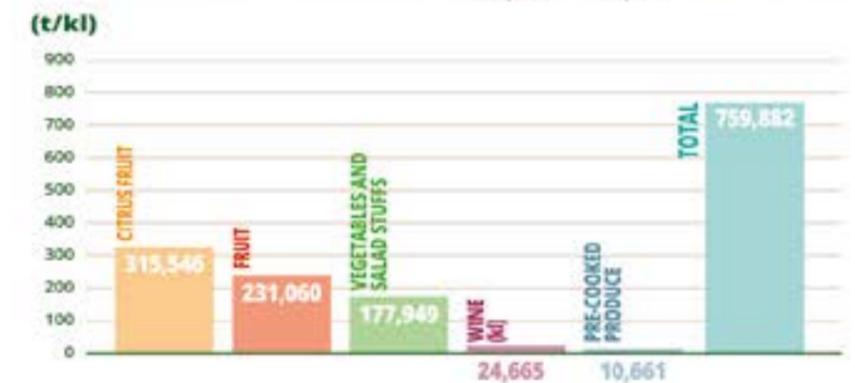
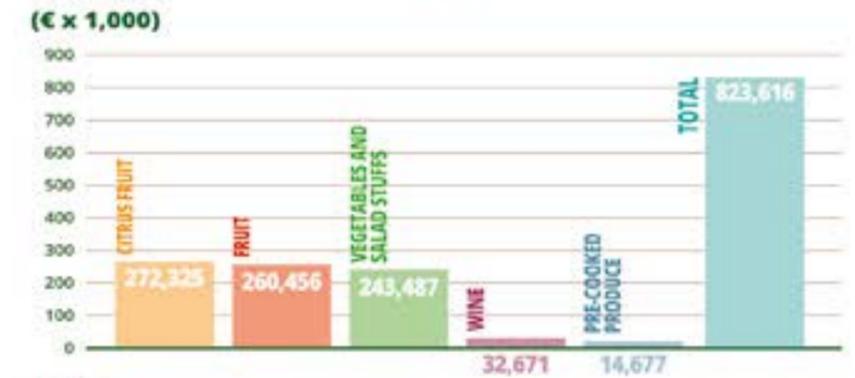


↑ € +4.2%

turnover



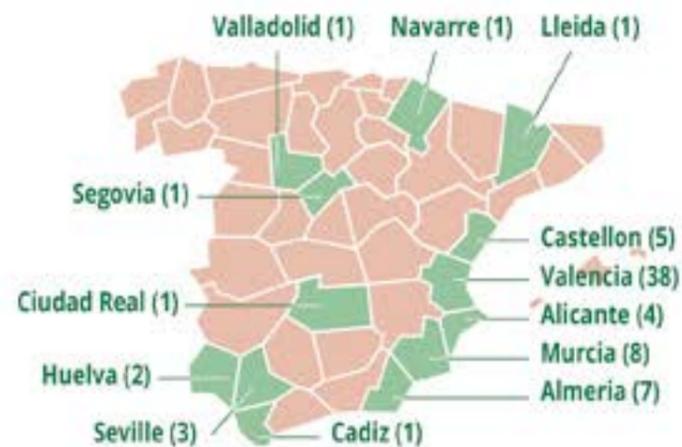
sales by products



2 Agriculture



geographical location of Anecoop's members



73 members / 7 regions / 13 provinces

our members

farmer members **22,298**

other members **23,205**

employees **19,268**

our land

hectares cultivated **65,439.24**

markets



our markets



79 countries

the Anecoop Group





employees

percentage of employees by gender



average age of workforce



training

20.6 hours
of training
per employee



€105,757
invested
in training



63.9%
employees
received training



society

1	2	3	4	5	6

Anecoop and solidarity

€105,270

donated to 34 charity organisations,
NGOs and associations



>600,000 kg
of fruit and vegetables donated
by the Anecoop Group

committed to healthy eating



cooperation in
76 sporting
events and recreational activities
in different countries

6 earth



DigitalRiego project
modernisation of Valencian irrigation
based on digital transformation and
new technologies

our brands which are
environmentally friendly
and ensure food safety



42,100 ha certified
by GLOBALG.A.P.



2,458 tonnes
marketed



32,877 tonnes
marketed

certification that guarantees
food and resource management

GLOBALG.A.P.

Sedex

Member





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

Caquiarrrels



new kaki rootstocks and varieties to adapt to sustainability and climate change issues



AGRISMART

artificial intelligence for greenhouse crop production



RURALFRUIT-AGROECO

citrus fruit adaptation to climate change

actions that bring life to farming

Bouquet: 30 years of the watermelon revolution in Europe

Thirty years ago, watermelon consumption in Europe was not as widespread as it is today. Back then, there were only seeded watermelons, which were only popular among some ethnic minorities. In the 1980s, a series of investigations began to yield interesting results in the field of "seedless" watermelons, which had small, white, soft pips that were hardly noticeable when eaten.

Anecoop decided to invest in the idea, seeing an opportunity to offer the market

an attractive new product and to provide its grower members with a profitable alternative that would enable them to diversify and supplement their production at other times of the year.



Presentation of the 30th Anniversary campaign during the Fruit Logistica 2022 trade fair.

Almeria was the starting point for the first plantations. The "Reina de Corazones" variety was chosen because it met all the requirements that would appeal to the end consumer in terms of quality, colour, taste and juiciness, with no unpleasant pips or seeds and a striped rind that made this watermelon easily recognisable.

The Bouquet seedless watermelon programme came to life through meticulous planning, a well-designed production and marketing calendar, a powerful image campaign and the creation of a brand. Three decades later, it has become a reference and a source of inspiration for other companies which also include this product category in their ranges today. Anecoop was therefore the pioneer in introducing this innovative fruit



Snapshot of the international watermelon campaign.

onto the European market. This innovation marked a turning point for watermelons.

From a single type of red striped watermelon, the range now includes alternatives for different consumer profiles, such as the yellow striped variety, mini versions, and the red flesh black watermelon, all available in both conventional and organic options.

Today, the summer's favourite fruit is one of Anecoop's main lines of business. It is marketed in over 25 countries and reflects the commitment of Anecoop and its members to safeguarding the future of agriculture thanks to its comprehensive support for Spanish growers.



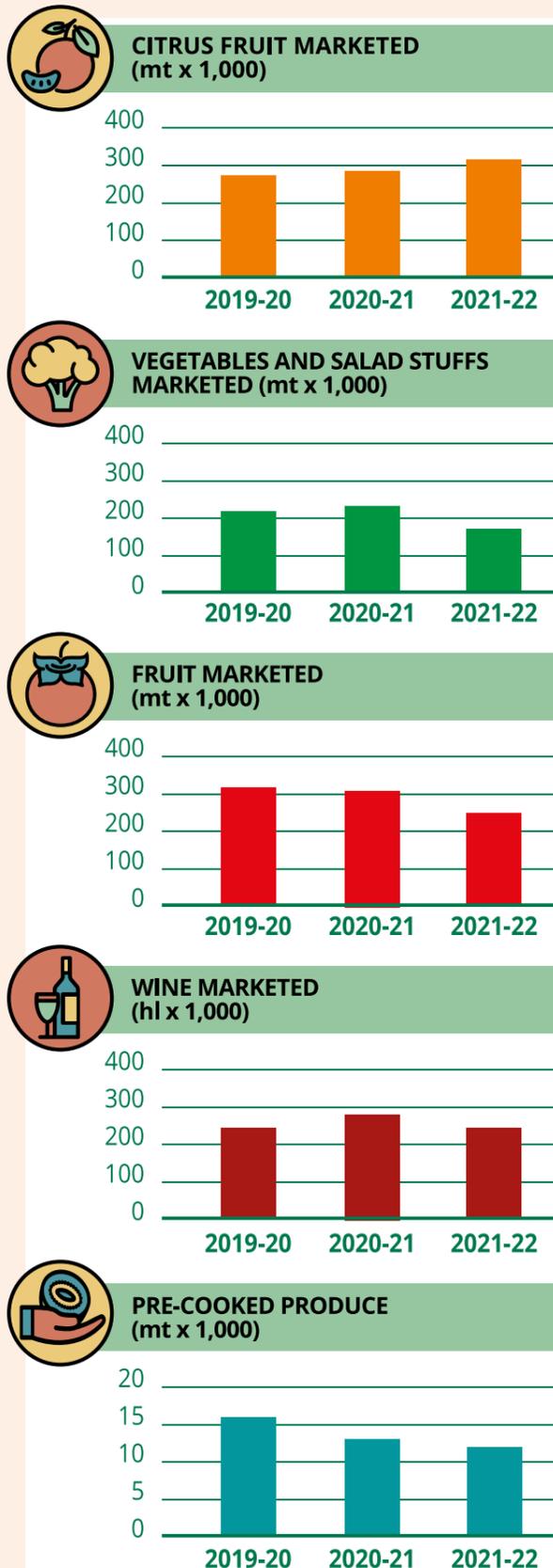
Fruit with a significant social value - Actions that Bring Life to Farming

The production calendar for Bouquet watermelons encompasses various provinces, starting in Almeria and ending in Ciudad Real, taking in Murcia, Alicante, Valencia, Castellon and Seville along the way. Many growers and their families rely on this crop, hence its important social value, and it highlights Anecoop's commitment to, and advocacy of Spanish agriculture.

This is the philosophy behind the Actions that Bring Life to Farming campaign, which the co-operative launched in May 2020 to champion the strategic nature of Spanish agriculture. The campaign has become a benchmark within the sector and for society as a whole.



Snapshot of the Spanish watermelon campaign.



2.1 Figures

Anecoop's turnover in the 2021-2022 trading year rose by 4.2% to **€823.6m**, a record figure for our company. This figure represents a sales volume of **759,882 t+kl**, which is **10.1%** less than the previous year. This meant that the average prices paid to our members for the produce we marketed were significantly higher than those of 2020-2021, though in many cases they were insufficient to cover the increases in costs and decreases in production.

The year was marked by a series of difficulties that made it an especially challenging one. They included:

- Adverse weather incidents: a prolonged period of rainfall and dust storms from the Sahara Desert tingeing crops brown, mainly in the southeast; frosts in the Ebro Valley, as well as an extremely hot summer and hailstorms.
- Pests, such as the citrus mealybug and others, which reduced the yield of clementines, Persimon kakis and of certain vegetables.
- Logistics issues: shipping difficulties and land transport strikes.

In addition to all this, there was the invasion of Ukraine, which led to problems gaining access to countries such as Belarus and Ukraine itself, and the worsening of the economic crisis, which led to higher production and packaging costs as well as galloping inflation. As a result, purchasing power fell and consumer habits changed as they were forced to prioritise the price factor.

This, together with the growing presence of investment funds in the fruit and vegetable industry and more stringent customer demands, will continue to be important factors in our environment over the next few years.

It was a challenging year for our wines. Spiralling inflation had a major impact, given that this is a gas and electricity-intensive sector, as did the invasion of Ukraine, which had devastating consequences for our member wineries given that Russia was one of our main markets.

The 17% loss in bottled wine and the 10% fall in bulk volume was offset to some extent by

higher sales prices, which helped with payments to our members and mitigated the impact of the drop in sales.

By channels, the most significant decline was in supermarkets, mainly due to the loss of sales in Russia from the end of February. Against this backdrop, it was once again the rise in prices that cushioned the drop in sales. The Horeca channel remained stable after the strong performance of previous years, and the monopolies and overseas channels performed reasonably well, with a 3.5% drop in volume being mitigated by a 7.5% rise in payments to growers.

Despite this scenario, we sold 24.6 million litres of wine, which represented the second highest volume ever and the best payments to growers in our history, though the year fell well short of the targets we had set.

Citrus fruit was once again the largest product group, growing by 10% in terms of volume and 12.6% in terms of turnover. On the positive side, our export share increased to almost 8%, thanks to strong growth in **mandarins**, the consolidation of a complete production calendar of nationally grown **oranges** from October to September, and a further rise in the volume of **lemons** marketed. Nevertheless, we need to keep an eye on some worrying points, such as the poor performance of the orange season, both due to the increased competition from third countries and to the decrease in per capita consumption, which was also the case for **grapefruit**, as well as some difficulties in marketing the increasing volumes of late mandarins, with the consequent drop in the prices obtained.

Fruit turnover was practically the same as in the previous year, although the volume marketed was 24.5% lower.

This decrease stemmed from a sharp drop in the amount of fruit produced in spring and summer. In **watermelons** and **melons**, the main reason was the continued period of rain and dust storms from the Sahara Desert in March, which had disastrous consequences on the plantations and led to a dramatic loss of supply. In the Ebro Valley, the heavy spring frosts caused a record drop in stone fruit production. The obvious lack of product and brisk demand in a hot summer resulted in high prices for the limited amount of produce available, but caused significant imbalances in sales planning with customers.

Persimon kakis decreased slightly in volume though this was offset by higher sales prices in a complicated season which was plagued by pests and a lack of CO₂ available for removing astringency, in addition to weather factors.

We increased the volume of **berries** marketed in a year of high average prices, and continued to make progress in our **kiwi**, **avocado** and other **exotic fruit** projects.

Once again, **vegetable** sales grew by 5.20% to over **€243 million**. This increase took place across the board and in the major products, though the total volume billed decreased due to the end of our partnership with Agrícola Villena.

In general terms, it was a good year for this product group, especially in the winter season, with generally good prices, despite the resistance of some customers to break with their loss leader policy for some produce, which was





economic information

complicated by the adverse weather in the spring.

We continued to increase our foothold in the different production areas. In this sense, we welcomed a new member in Almeria, SAT Montivel, which has strengthened our operations in this area.

It was another difficult year for the **fresh-cut and pre-cooked produce** sector. Our success will depend on our ability to adapt our product range to new consumer demands with innovative ideas and on making the most of our sales network.

We sold 32,877 tonnes of **organic produce**. This figure was up slightly on last year, but well short of our targets. The economic crisis has had a major impact on organic produce, with some consumers switching to cheaper products. Nevertheless, we remain firmly committed to this segment and we will continue to work on improving our product range to reach more customers.

Distribution of profit

In the 2021-2022 financial year, Anecoop obtained a profit of €1,691,846.

Surplus

100% of the surplus was allocated to collective or undistributable funds. Each year, the General Assembly agrees that the surplus will be allocated to the members' cooperative income, to increasing the mandatory reserve fund, and to the education and promotion fund. In 2021-2022, part of the cooperative's surplus was allocated to the education fund and the rest was assigned to the reserve fund. According to article 48.2 of the Corporate Bylaws, "From the surplus recognised for the purpose of calculating the cooperative's profit for the year, after deducting any previous years' losses, and prior to taking into account Corporation Tax, at least 20% will be allocated to the mandatory reserve fund; and 10% to the education and promotion fund",

and article 48.3, "At least 50% of the extra-cooperative or extraordinary profits [...] will be allocated to the mandatory reserve fund".

Share capital

Anecoop's share capital at 30th September 2022 was €25,950,761. This consists of mandatory contributions and voluntary contributions added to members' share capital. The mandatory reserve fund allocated to the consolidation, development and guarantee of the cooperative, which may not be distributed among members, amounted to €46,836,166 at 30th September 2022, as well as other reserves of €9,682,424. The percentage of liabilities belonging to collective or undistributable funds was 60.26%*.

*This percentage is calculated as follows: (Share capital + reserves + profit (loss))/Total equity and liabilities = (25,950,761+56,518,590+1,691,846/139,663,948)

Anecoop champions Spanish agriculture. The raw materials (fresh fruit, vegetables and salad stuffs, and wine) marketed by Anecoop come



SALES EVOLUTION

Tonnes	2019-20	2020-21	2021-22
Citrus fruit	276,054	286,936	315,546
Fruit	307,504	305,881	231,060
Vegetables, salad stuffs and plants	202,400	210,346	177,949
Pre-cooked produce	15,588	13,016	10,661
Total fruit, vegetables and salad stuffs	801,546	816,179	735,216
Total wine (hl)	243,934	292,318	246,657

Euros*	2019-20	2020-21	2021-22
Citrus fruit	248,429	241,882	272,325
Fruit	246,308	260,152	260,456
Vegetables, salad stuffs and plants	219,140	231,461	243,487
Pre-cooked produce	23,950	20,696	14,677
Total fruit, vegetables and salad stuffs	737,827	754,191	790,945
Total wine (hl)	32,747	36,105	32,671
Total	770,574	790,296	823,616

* Euros (x 1,000)

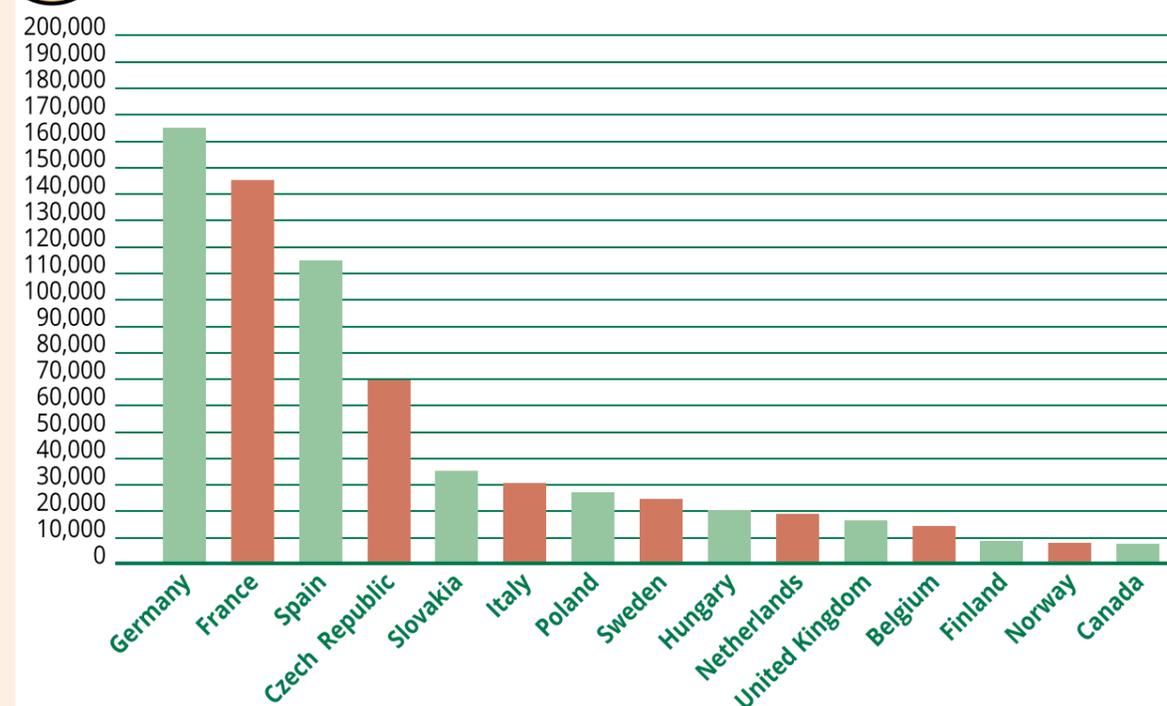


SALES BY GEOGRAPHICAL AREAS

	Citrus fruit (mt)	Fruit (mt)	Vegetables, salad stuffs and plants (mt)	Pre-cooked produce (kg)	Total fruit, vegetables and salad stuffs (mt)	Wine (hl)
European Union	286,008	211,891	173,397	10,004	681,340	187,711
Rest of Europe	14,539	15,564	4,512	617	35,232	36,604
America	11,353	3,052	-	-	14,405	6,146
Asia+Africa	3,646	553	40	-	4,239	16,196
Total	315,546	231,060	177,949	10,661	735,216	246,657



MAIN MARKETS (TONNES)



from the Valencian Region, Andalusia, Murcia, Extremadura, Castile and Leon, Castile-La Mancha, Catalonia, Navarre, Aragon and the Canary Islands. Materials, other purchases and the provision of services are supplied by other companies from different areas of Spain.



Taxes paid and grants received

Corporation Tax in 2021-2022 amounted to a -€12,535 refund, compared to a payment of €131,563 in the previous year. Other taxes amounted to €82,047. Anecoop was awarded operating grants totalling €455,970 compared to €220,031 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.

economic information

ASSETS	30/09/22	30/09/21
NON-CURRENT ASSETS	46,151,701	47,559,311
Intangible assets	4,114,270	4,178,559
Patents, licenses, trademarks and similar rights	4,069,183	3,994,071
Computer software	45,087	74,489
Advance payments	-	110,000
Property, plant and equipment	12,320,998	12,512,314
Land and structures	10,864,830	11,000,928
Plant and other items of property, plant and equipment	1,382,921	1,493,296
Tangible assets in the course of construction and advances	73,246	18,090
Investment property	4,635,225	5,115,105
Land	1,133,842	1,133,842
Constructions	3,487,757	3,963,771
Plant and other items of property, plant and equipment	13,626	17,492
Non-current investments in Group and associated companies, and members	22,497,649	23,360,575
Equity instruments	21,025,926	21,114,935
Loans to Group companies	-	220,000
Loans to associated companies	22,052	152,074
Loans to members	1,449,671	1,873,567
Non-current investments	1,682,026	1,498,795
Equity instruments	165,924	71,490
Loans to third parties	1,210,317	1,122,119
Debt securities	300,506	300,506
Other financial assets	5,280	4,680
Deferred tax assets	901,533	893,963
CURRENT ASSETS	93,512,246	103,273,611
Inventories	1,402,124	1,331,367
Trade and other receivables	40,938,053	46,194,474
Trade receivables for sales and services	28,941,202	34,642,938
Receivable from Group and associated companies, and members		
Group companies	1,244,123	1,285,351
Associated companies	538,943	537,794
Members	162,516	78,070
Receivable from employees	332,910	270,334
Current tax assets	287,378	562,402
Other accounts receivable from public authorities	9,430,981	8,817,585
Current investments in Group and associated companies, and members	1,170,763	664,455
Loans to Group companies	655,387	343,810
Loans to associated companies	130,022	126,184
Loans to members	385,355	194,462
Current investments	3,234,196	2,127,709
Loans to companies	155,321	121,334
Debt securities	73,015	9,893
Other financial assets	3,005,860	1,996,482
Current accruals and prepayments	81,962	93,491
Cash and cash equivalents	46,685,148	52,862,115
TOTAL ASSETS	139,663,948	150,832,922

EQUITY AND LIABILITIES	30/09/22	30/09/21
EQUITY	85,647,224	82,928,522
SHAREHOLDERS' EQUITY	82,863,660	80,270,962
Subscribed cooperative share capital	24,653,223	23,773,999
Reserves	56,518,591	54,325,829
Compulsory reserve fund	46,836,166	44,643,404
Other reserves	9,682,424	9,682,424
Cooperative profit	1,691,846	2,171,134
GRANTS, DONATIONS AND BEQUESTS RECEIVED	2,783,564	2,657,561
NON-CURRENT LIABILITIES	10,290,338	10,065,733
Repayable "capital" receivable	1,297,538	1,251,263
Non-current payables	76,800	147,297
Other financial liabilities	76,800	147,297
Non-current payables to Group and associated companies, and members	8,057,640	7,665,761
Payable to members	8,057,640	7,665,761
Deferred tax liabilities	858,359	1,001,412
CURRENT LIABILITIES	43,726,386	57,838,667
Current education and promotion fund	120,000	120,000
Current provisions	39,201	300,000
Current payables	1,089,078	955,490
Other financial liabilities	1,089,078	955,490
Current payables to Group and associated companies, and members	2,610,049	9,048,611
Payable to Group companies	109,654	-
Payable to members (current account in credit section and deposits received)	2,500,395	9,048,611
Trade and other payables	39,868,058	47,414,566
Payable to suppliers	15,335,101	19,653,577
Suppliers, Group and associated companies, and members		
Goods and others	13,319,121	14,126,769
Supplier members (pending invoice)	7,494,511	9,948,520
Payable to suppliers, Group and associated companies	170,473	158,986
Sundry accounts payable	583,562	832,520
Remuneration payable	1,990,266	1,633,453
Current tax liabilities	15,717	192,701
Other accounts payable to public authorities	455,867	416,421
Customer advances	503,440	451,619
TOTAL EQUITY AND LIABILITIES	139,663,948	150,832,922

The annual financial statements have been audited by Ernst & Young.
Balance sheet at 30/09/2022.
Figures in euros.



2.2 Marketing and communication

We use responsible marketing and communication to give greater visibility to our products and to the work carried out with our members. These initiatives are part and parcel of the organisation's overall strategy.

2.2.1 Fruit, vegetables and salad stuffs

We embed social, environmental and economic responsibility in our daily activities. Our **Bouquet** brand reflects the values that represent us and that we strive to transmit to our customers and to society.

It is also a sign of quality, availability and consistency in the supply of our fruit and vegetables.

We divide our campaigns by markets (domestic and international) and by target audience, i.e. the trade channel and end consumers.

In the 2021-2022 trading year, our benchmark products, such as **seedless watermelons**, **Persimon kakis** and **citrus fruit**, were the focus of consumer campaigns under the umbrella of the Bouquet brand. These campaigns required significant investment, leading to an ambitious calendar of initiatives in the mass media and on social networks. These campaigns were carried out in various European countries and were coordinated by the Anecoop Group's offices in Spain and mainly by its subsidiaries in France and the Czech Republic.

Our promotional campaigns are strengthened thanks to our cooperation with organisations such as the PDO Kaki de la Ribera del Xúquer, as a large part of our production of this fruit is certified under the D.O. label, and with the Valencian Citrus Fruit Protected Geographical Indication, to promote Valencian oranges and mandarins in different European countries.

30 years of the watermelon that revolutionised consumption in Europe

Spring-summer 2022 marked the thirtieth anniversary of the European launch of our Bouquet seedless watermelon, which was a pioneer in this product category. Its arrival on the market revolutionised watermelon

consumption throughout Europe, and ever since its launch, we have backed the product year after year with a powerful promotional campaign targeting the retail distribution channel and end consumers.

The marketing and communication campaigns to commemorate this anniversary were designed to reflect our values as a cooperative and as a social economy company. They were encompassed in the **Actions that Bring Life to Farming** initiative, which we launched in May 2020 and which focuses on championing the rural environment and the people who live and work in it, and promoting the value of 100% nationally produced fruit and vegetables.

The official media presentation of the 30th Anniversary campaign for Bouquet watermelons took place during the Fruit Logistica trade fair (Berlin) at the beginning of April (*).

(*). See pages 24 and 25

Actions that Bring Life to Farming was also the driving force behind other promotional initiatives for our products.

Nutritional information with added scientific rigour

During this trading year, we renewed our agreement with the Faculty of Pharmacy's Department of Nutrition and Food Science, at the Complutense University of Madrid, which we started in 2019 with the aim of providing scientific rigour to all the nutritional information we use in different communication media, such as the Group's websites, advertising, brochures,



Anecoop and Solagora's stand at Organic Food Iberia (IFEMA-Madrid).

newsletters, presentations, reports and social media publications.

Trade fairs and congresses

After two years of restrictions in this area, which is essential for showcasing new products and enhancing relations with the different stakeholders, we finally resumed our trade fair and congress agenda in the last quarter of 2021. In October, we exhibited once again at **Fruit Attraction** (Madrid). This year, **Fruit Logistica**, another of the sector's benchmark international trade fairs, was held in person once again, but was moved to April. We also attended **Organic Food Iberia** (Madrid), **Medfel** (Perpignan) and the **AECOC Fruit and Vegetable Congress** (Madrid). We also sponsored **Freshfel Europe's Congress and General Assembly**.

2.2.2 Wine

Our members include three wineries, two of them come under the Valencia wines Protected Designation of Origin and one under the Navarre wines PDO.

We promote our members' wines in the different target markets, tailoring our strategy to the characteristics of each country and the channel we are targeting.

Spanish market

The campaigns aimed at promoting our most representative brands, as well as supporting the launch of new products, were divided into three main areas in Spain.

- **Advertising campaigns.** Here, we maintained our strategy of running local advertising campaigns. We continued to focus on off-line advertising in high-visibility media, such as the monopole on one of the main motorways into the city of Valencia, the billboard at the Colón metro station and the giant mural at the Xàtiva station for Black Friday and the Christmas campaign. These are two of the busiest metro stations in the city of Valencia. Christmas, along with Fallas, continued to be two of the main events on our advertising calendar. During these periods, we ran press campaigns, placed advertisements and posted on social networks. Advertisements were placed in industry magazines and in local newspapers.

- **Wine guides and yearbooks.** We published the tasting notes and the points awarded to our wines in the main 2022 Spanish wine guides and yearbooks, such as the Peñín Guide and Semana Vitivinícola.

- **Events and promotions.** In the last quarter of 2021, face-to-face events began to pick up speed again and our activities returned to almost pre-pandemic levels.

We participated in two major events in the Valencian Region, the **PROAVA Wine Fair and the D.O. Valencia Wine Night**.



Anecoop Bodegas is always a firm fixture at PROAVA's traditional Mostra de Vins Wine Fair.

In Navarre, we took part in the "Working and Entrepreneurship in San Martín de Unx" conference, aimed at attracting young people to the municipality and preventing depopulation, as well as in the 23rd Rosé Day and the Concert in the Forest given by the Et in Carnatus Orchestra and the San Sebastian Choral Society. We worked with the Navarre D.O. during the visit of the English influencers Sarah Jane Evans and Susy Atkins, who went on a tour of our member winery in the area, **Bodegas San Martín**.

The Food & Fun cooking school restarted its programme of gastronomic events and we renewed our sponsorship of some of them with our **Venta del Puerto**, **Icono** and **Reymos** wines.

We took part in several wine tastings, wine shows and product promotions, such as



the Wine Tastings by the Sea, organised by the La Bobal restaurant (Valencia), and the Gastronomy Symposium tasting session, led by the oenologist **Fernando Tarín** from Bodegas Reymos.

For the second consecutive year, **Bodegas Reymos' Amatista 0,0** wine sponsored the Giro Moscato tour, a series of cycling races around the Hoya de Buñol area, which is home to the Valencia Muscat grape variety.

We continued to support the networking campaigns of our Anecoop Bodegas' members. We worked with Bodegas **La Viña** to prepare special events for Black Friday, Christmas, New Year's Eve, Epiphany, Valentine's Day, Father's Day, Mother's Day, St. John's Day, corporate gift campaigns, the winery's wine tourism route and summer packs to boost sales in its online shop. Special mention should be made of the launch campaign for the 75th Anniversary special limited-edition wine, with only 925 exclusive bottles going on sale in its online shop.

Bodegas Reymos has extensive experience in the online environment. We continued to support the winery's online initiatives with new features such as the "Reymos Stories" with Fernando Tarín and the **Amatista off-dry wine**, the celebration of World Agriculture Day and Christmas and New Year's Eve with videos featuring the winery's staff, and the fun, casual campaigns on Instagram and Facebook to reach a younger audience.

International market

We promote our wines in other countries through our participation in trade fairs and events. In the 2021-2022 trading year, we participated in **World Bulk Wine Exhibition** (Amsterdam), **Prowein Düsseldorf**, **Virgin Wines UK**, **Vinotrade** and **Gustoworld in Belgium**.

Awards and recognition

The awards and prizes we receive endorse the efforts we have made in this area. In this sense, wine competitions are the best way to add value to our wines and position them in the market. This year, we won **328 medals** in 26 national and international competitions, including six Grand Gold medals, 156 Gold medals, 159 Silver medals and seven Bronze medals.

The spring events of two prestigious international competitions once again recognised the prestige of Anecoop Bodegas. For the sixth year running,



Anecoop Bodegas' stand at the Prowein 2022 trade fair.

we were named "**Best Cooperative Spain**" at the Berliner Wein Trophy and "Best Producer Spain" at Mundus Vini for the third year running.

We were also named "**Best Producer Spain**", for the first time, at the Frankfurt International Trophy.

We also launched a number of new wines produced by our three member wineries: the new wines **Aroma de Corazón Dulce**, **El Port dels Alforins**, **El Calamar** and the rosé wine **En tu Casa o en la Mía**, all produced by La Viña; Bodegas Reymos showcased a new can format for the well-known **Amatista Rosé** aimed at

young people, and the Bodegas San Martín wines **Unsi Dulce Garnacha** and **Unsi Tinto Terrazas** now come in a Magnum bottle.

Wine awards



2.3.2 Product and corporate communication

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

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

During the 2021-2022 trading year, we issued **18 press releases**, managed **86 articles** and

interviews in different written and audiovisual media, and published **24 videos** on our YouTube channels, which were self-produced videos coordinated by the Marketing Department.

Social networks are becoming increasingly important as a direct channel of communication with our customers and consumers. We address them via different profiles according to the audience we target, even within the same social network. The Anecoop Group currently has a community of **186,578 followers, up 16%** on the previous year, with a presence on Facebook, Twitter, YouTube, Instagram and LinkedIn.

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

Follow us on

f	Spain	@bouquetcultivamosfuturo @AnecoopBodegas @BouquetYsi	in	Spain	Anecoop S.Coop.
	France Czech Republic	@CultivonsLeFutur @BouquetOvoce		France	Anecoop France Solagora
i	Spain	@Bouquet_Ysi	t	Czech Republic	Anecoop Praha
	France Czech Republic United Kingdom	@Bouquet_cultivonslefutur @Bouquet_ovoce @anecoop_uk		Poland	Anecoop Polska
v	Spain	@youtube.com/grupoanecoop	t	United Kingdom	Anecoop UK
	France	@youtube.com/anecoopbodegas		Netherlands	4 Fruit Company

Specific trade channel accounts

3.0 Materiality matrix graph



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

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

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 conserving natural resources.
- IV. Creating social economy projects** that promote the wellbeing of our growers and of society in general.

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

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

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

Our marketing and communication campaigns include initiatives to promote the consumption of fruit and vegetables as the basis of a healthy diet, especially in children. Our aim is to make these essential healthy products a regular part of children's and adults' daily nutrition.

We mainly take part in sporting and family leisure events by giving out fresh fruit and vegetables. As of the end of 2021, activities in

Anecoop collaborates in sporting events to promote the consumption of fresh fruit and vegetables among young people.



this area began to return to normal after the pandemic.

Thus, during the year we participated in **76** sporting events held in the Czech Republic and Spain. Yet again, we sponsored major international events, such as the Valencia Half Marathon and the Valencia Marathon, highlighting our commitment to sport.

We also cooperated with non-profit institutions and associations whose objectives are the same as ours, such as the **Foundation for Flavour and Health**, the **5-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.

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



3.2 Guaranteeing the food safety of our products

Anecoop's mission includes providing consumers with healthy, safe produce.

To achieve this goal, Anecoop's Quality and Systems Department works alongside its members' specialist teams to implement quality and food safety systems and improve processes from the field to the point of sale, always in compliance with food legislation and ensuring respect for the environment.

In 2021-2022, we again passed the **IFS Broker** audit, a standard that was set up to ensure that the process operations that fill the gap between production and distribution are performed according to a series of requirements that guarantee the legality, quality and safety of the products supplied to the retail industry.

Initiatives

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

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

Development and implementation of Improvement Plans.

More Sustainable Development Goal initiatives



3.3 Respecting the environment and safeguarding natural resources

Ensuring the sustainability of agriculture is one of the cornerstones of our organisation. Protecting the environment and natural resources in our different spheres of business is part and parcel of our management strategy.

3.3.1 In the field of agricultural production

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

From 2014-2022, Anecoop's members increased the number of hectares of fruit and vegetables

corporate social responsibility



certified by GLOBALG.A.P from 28,000 ha to **42,100 ha**. This international standard ensures that good agricultural practices are applied in all areas of production and guarantees food safety.

Organic production has increased significantly over the last seven years, and although growth has slowed in the last year, at Anecoop we continue to make progress in this area and expect further increases in the medium to long term.

ORGANIC PRODUCTS MARKETED			
	2019-20	2020-21	2021-22
Tonnes	30,302	32,546	32,877

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



We continued to promote the system identified with the "naturane zero residue" label in conjunction with our members. This is a practical example of agricultural management that takes economic, environmental and social

sustainability aspects into consideration and enables us to produce residue-free fruit and vegetables.

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

We have signed an agreement with the **Asociación de Naturalistas del Sureste (ANSE)** association for land stewardship. As part of the agreement, Anecoop has joined the "Agricultural corridors for the adaptation of pollinator populations to climate change" initiative, with the aim of conducting activities to conserve pollinators and adapt to climate change on estates belonging to Anecoop's members.

We also joined 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, and whose commitments include ensuring the sustainability of the Mar Menor.

Finally, we joined **Sedex**, which is a data-based tool that will help us identify, manage and assess Anecoop's social and environmental risks and those of our supply chain.

More Sustainable Development Goal initiatives



3.3.2. In the working environment

Material management

The "Paperless Office" plan implemented in recent years continues to bear fruit. The hybrid face-to-face and telecommuting working week and the digital transformation process ensured

that paper use remained below the levels of the pre-pandemic years. Paper consumption has fallen by 23%.

PAPER CONSUMPTION (kg)			
	2019-20	2020-21	2021-22
Valencia	1,642	1,799	1,442
Seville	-	-	-
Murcia	63	75	-
Almeria	138	63	75
Museros F.S.	75	150	83
Total	1,917	2,087	1,600

Water management

We reduced our water consumption by 2% compared to the previous year. **41,137 m³** of the 43,363 m³ of water consumed were used at the Museros Experimental Field Station and the rest came from the offices we have in Spain. The water used at Museros comes from a well located on the premises.

WATER CONSUMPTION (m ³)			
	2019-20	2020-21	2021-22
Valencia	823	749	1,013
Seville	community	community	community
Murcia	73	56	98
Almeria	70	70	60
Algemesi	292	802	603
Museros F.S.	38,918	42,500	41,363
Total	40,176	44,177	43,137

Energy management and energy-saving measures

The total consumption of **non-renewable fuels** was **4,184 kg** of propane for greenhouses and heating at the Museros Experimental Field Station, which represented a decrease of 12.4% over the previous year.

PROPANE CONSUMPTION (kg)			
	2019-20	2020-21	2021-22
Museros F.S.	4,552	4,770	4,180

The energy-saving measures implemented in all of our offices help us to control consumption including LED technology, light sensors, and air conditioning programming. This led to a 1.3% reduction in consumption compared to the 2020-2021 trading year.

ENERGY CONSUMPTION (Electricity kWh)			
	2019-20	2020-21	2021-22
Valencia	311,596	287,726	277,698
Seville	15,887	12,348	16,096
Murcia	21,037	17,558	22,257
Almeria	17,673	24,238	14,618
Algemesi	28,144	31,519	33,689
Museros F.S.	130,704	122,757	125,417
Total	525,041	496,146	489,775

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

In 2021-2022, we generated sufficient energy, **682,804 kWh**, to supply **196 homes, each with an average of three members per household**. The energy produced by this plant avoided the emission of **225.33 tonnes** of CO₂ into the atmosphere, i.e., the annual emissions produced by **94 vehicles**. Similarly, this amount of CO₂ would have required **34,665 trees** to absorb it. The plant emits zero CO₂ into the atmosphere, while the production of the same energy with

other technologies would have resulted in the emission of **744.26 tonnes** of CO₂ in the case of coal combustion, **279.95 tonnes** of CO₂ in the case of combined-cycle plants and **546.24 tonnes** of CO₂ in the case of fossil fuels. Emissions of other polluting gases that were avoided thanks to this initiative are **0.366 tonnes** of sulphur dioxide (SO₂) and **0.274 tonnes** of nitrates (NO_x).

To continue improving in this area, we have built two rooftop photovoltaic plants at our facilities in Museros and Algemesi. We hope that they will be fully operational in the 2022-2023 trading year.

Waste management

In order to comply with the Spanish Data Protection Law, we safeguard the privacy of our members' and customers' data. For this purpose, we differentiate between documents containing confidential information and discard them in paper bins that are specifically used for collecting documents that include personal details and data. These must subsequently be sent for destruction, as per the aforementioned legislation. This year, we shredded **confidential documentation from the last five years**, hence the significant increase in the number of kilos of paper destroyed.



PAPER SENT FOR DESTRUCTION (kg)

	2019-20	2020-21	2021-22
Valencia	2,763	1,667	18,694
Seville	-	-	-
Murcia	84	16	42
Almeria	131	20	55
Museros F.S.	-	-	-
Total	2,977	1,703	18,791

All of our offices have special containers and eco bins for the collection of organic waste, plastic and cans, and paper and cardboard. We also have specific containers for batteries, small electrical appliances, electronic waste and printer cartridges, as well as a container for the collection of plastic caps for their subsequent recycling, as part of our support for the "A new life for caps" charity project run by the SEUR Foundation.



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

On 1st 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 24th 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: organic waste, which comes from harvest waste and from the recovery of the numerous crops planted on the estate. This includes firewood that cannot be shredded for reuse; inorganic waste, which includes plastic and old piping that is replaced. This waste is weighed when taken to controlled landfills; and finally chemical waste, which comes from

empty containers of pesticides that are used to treat crops at the field station. This waste is collected in special containers, called Big Bags.

3.3.3 Environmental legislation

Anecoop keeps a record of the environmental legislation which affects its activities. During 2021-2022 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 have not assessed this aspect.

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



AIR POLLUTION (mt)

	2019-20	2020-21	2021-22
Energy	587,381	561,471	547,075
CO ₂ equivalent	292.60	279.69	271.62

3.3.5 Soil pollution

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



3.3.6 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 web site, which is run in line with our CSR values, and in our newsletters aimed at our employees and members.

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

3.3.7 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 and of society in general

Anecoop is a second-tier agri-food cooperative which brings together 73 farming cooperatives and businesses located in the main agricultural regions of Spain. Our responsibility and commitment is to champion our members' production, which is why most of the products we market are produced in Spain.

3.4.1 Rural development

We are a social enterprise, whose objective is to ensure the future of its member producers. To achieve this goal, we cooperate in comprehensive rural development projects that ensure agriculture continues to drive



the economy and society in our production areas, thus contributing to the creation of quality employment and the viability of local economies.

3.4.2 Product innovation

The vast majority of the projects to develop new products and bring new technologies to agriculture are carried out in our two experimental field stations, "La Masía del Doctor" in Museros (Valencia) for outdoor crops and the FUAL-Anecoop experimental farm, which is the result of an agreement signed in 2004 with the University of Almeria, for greenhouse crops.

The main objective of these projects focuses on enhancing efficiency in our members' plots and crops. Several specific goals are envisaged to achieve this, such as the use of alternative crops and improvements in technologies to sustainably boost yields.

The search for taste

One of the most sought-after characteristics in new products today is taste. This is one of the most valued features and one of the most important in terms of repeat purchases for fresh fruit and vegetable consumers.

In recent decades, companies and public research centres that develop varieties, encouraged by marketers, have geared a large part of their work towards obtaining new products and improving existing ones, with one common denominator: the search for taste.

Taste in watermelons

Anecoop pioneered the launch of seedless watermelons on the European market three decades ago and every year since then, it has strengthened its position as Europe's leading watermelon producer. The consolidated success of this category is due not only to the absence of seeds but also to its taste, a parameter that the Production and Development team takes into account in its projects, constantly striving to bring in new varieties with sweeter, firmer flesh, two of the factors that determine taste, from the beginning of the season in Almeria to the end of the season in Castile-La Mancha.

Taste in tomatoes

We have been working on the **Lygalan** tomato project for almost four years now, together with our members Coprohñijar and Hortamar, to give our tomatoes a better taste. We started the project with a pre-selection of 150 varieties.

In the last trading year, a variety that meets the criteria for flavour, colour, aroma and texture was selected. This variety was planted in a pre-commercial trial during the summer of 2022 for commercial trials with customers and consumers next year.

Taste in citrus

Citrus is another crop where trends point to a search for different flavours, in some cases bringing back traditional varieties. **Blood oranges** are the varieties that have the best appearance, taste and nutritional properties thanks to the accumulation of certain bioactive antioxidant components. Blood oranges are the easiest for consumers to recognise because of their reddish internal and external colour. They are also among the most popular because they taste different, have a high juice content and, above all, have excellent antioxidant properties.

There are three groups in this category: **Sanguinellos**, which are an intense reddish colour on the inside and outside, **Taroccos**,

which are an attractive red colour inside and out, a good size and have excellent organoleptic qualities and, finally, the **Moro** type varieties, which are barely grown in Spain but have some very interesting characteristics in terms of the colour and firmness of the fruit.

Taste in kiwis

A number of trials and variety selections were carried out until we reached a range of varieties that enabled us to market green, yellow and red flesh varieties in the 2021-2022 trading year. The first two are fully consolidated and the third is at the development stage.

Taste in exotic fruit

Thanks to the launch of the Exóticos del Sur E.I.G. in 2017, Anecoop has been able to consolidate the development of local exotic crops, seeking to minimise the time between harvesting and consumption, thereby improving the organoleptic qualities of the product, with flavours, aromas and textures that are highly popular with consumers.

Exotic fruit grown in Spain is more sustainable, as its proximity to European markets shortens transport times, reducing its carbon footprint. In addition, the fruit can be harvested at its optimum ripening point on the tree, giving it a better colour and taste.

Although we have been growing papaya in the Mediterranean region for several years now and have an established sales programme, we continue to look for varieties that are better adapted to our growing conditions, as well as offering alternative forms of consumption, such as the green papaya, a line that is almost exclusively used in the catering industry.

Taste in dragon fruit

Anecoop has been marketing dragon fruit for the last few years thanks to a project that began over five years ago, with the selection of two varieties as a result of an extensive screening programme.

The flesh of this fruit comes in a wide range of colours, the most popular being white and red. Its current harvesting period is from June to the beginning of December. In addition to

its exotic appearance, it has a sweet, juicy taste and a bright colour that make it very appealing to consumers.

Again, this kind of project requires hard work, starting with the selection of varieties and continuing with crop modernisation to improve our members' yields, whilst maintaining excellent product quality and consolidating consumption among our customers.

R&D projects

At the same time, we are working on other projects aimed at improving current cultivation methods and techniques, seeking to make them more sustainable, with minimum environmental impact and fewer inputs. **We run projects in conjunction with research centres and universities** to develop innovations that we can transfer to our members.

The projects we worked on in the 2021-2022 trading year were as follows:

Caquiarrels. We have been working for two years on the assessment of rootstocks that are more resistant to salt and water stress and on non-astringent varieties of **persimmon**, given sustainability and climate change issues in the Valencian Region.

Granarec. Agro-ecological irrigation and soil management strategies have been developed for **pomegranates**.





corporate social responsibility

DigitalRiego. Recently approved strategic three-year public-private cooperation project aimed at modernising Valencian irrigation based on digital transformation and new technologies.

Transition to an Agro-ecological Model and Adaptation to Climate Change of Conventional Citriculture in Valencian Cooperatives. The aim of this project is to assess and implement this management model, mitigating climate change and adapting citrus fruit to it.

Inverconec: Connected Greenhouse. From the crop to the end consumer. This is an Operational Group to develop apps for growers to boost integrated greenhouse crop management and a traceability system for sustainability-related information.

AgriSmart. Development of a system based on **artificial intelligence** for in-field assessment of greenhouse crop production.

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

Biopro. This year saw the completion of this project to obtain bioactive components for the agri-food industry through the **bioconversion** and **biorefining** of animal and vegetable by-products.

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

These projects have been made possible thanks to grants obtained from different sources such as the EU, through the H2020 programme; supranational operational groups and the Centre for the Development of Industrial Technology's CIEN programme, regional funding through the Valencian Innovation Agency, and cooperation projects.

3.4.3 Management innovation

Innovation is one of Anecoop's hallmarks, and it sees itself as an organisation which is well positioned to spearhead change.

The implementation of initiatives such as the creation of business and product groups within the cooperative to address specific objectives, as well as the Innovation Committee, which was launched in 2021, are proof of our desire and that of our members to seek alternative responses to the challenges posed by the environment.

The Innovation Committee, which is made up of employees from different departments in Anecoop and external experts in business and innovation management, made significant progress during the year on some of the projects that dovetail with the eight Strategic Challenges presented during the year, which focus on produce, marketing, organisation and member management.

Anecoop Company Group (ACG)

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

In 2021-2022, the ACG's activity increased by 16% in volume due to an overall increase in citrus production, which is the main crop grown by the Group's cooperatives and by the integration of the COPAL cooperative (Algemesi, Valencia) into the second-tier cooperative Green Fruits. Thanks to this increase, the ACG maintained its share within Anecoop, representing 40% of the citrus fruit marketed by the cooperative, with a 54% share in oranges and 35% in mandarins.

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

The Persimon Group

Despite the drop in the volume of Persimon kaki marketed due to the shortage of fruit caused by the citrus mealybug, in 2021-2022 there was an overall improvement in the payments received both by the member cooperatives for the product packed and by the grower members. In addition, improvements in harvesting and packing house measures had a positive impact on operational efficiency, helping the Persimon Group's cooperatives to increase their average payments to their members despite the slight increase in costs in 2021.

These results stem from the Group's improved strategic coordination since the start-up of the Working Group, a purely operational tool in which sales staff from the Group's member cooperatives and other organisations take part.

The Pomegranate Group

This group, made up of 27 members with plantations in Huelva, Murcia, Alicante, Valencia, Castellon and Lleida, has consolidated its position within Anecoop as the platform to manage this crop. Its main competitive advantages are the concentration of supply and the long, highly diversified production calendar.

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

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

The Kiwi Group

This project, which began in 2018, continued to make progress in 2022, with the creation of a second platform to manage the kiwifruit produced by the six members of the Group. In addition to green and yellow kiwifruit, a small line of red kiwifruit was added this year, raising expectations, although its sales potential still needs to be explored.

The results of the category as a whole show growth in turnover and volume, endorsing the Group's aim to ensure it has an organised, attractive, quality supply of produce, gaining greater bargaining power in the market, and bringing better results.

The Avocado Group

We continued to work hard on this project. The avocado remains a very popular, widely consumed fruit. The joint efforts of the specialists and sales teams of Anecoop and its member cooperatives are key to supplying customers with a high-quality, good-sized local product.

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



3.4.4 Stakeholder relations

Our organisation's strategy and all the initiatives we undertake to achieve our objectives centre on four key areas: members, employees, customers and society.

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



corporate social responsibility

Members

As set out in the Values of our organisation, we share the same objectives as our members and pursue these goals out of a profound commitment to agriculture and its future. Our success is the success of all our members and growers.

This is why we foster our interpersonal relations, in which the exchange of information plays a fundamental role for us to understand their needs and projects and to involve them in ours.

During the year, the different departments in the organisation coordinated a number of strategic, technical and informative activities, which complemented our day-to-day contact.

In 2021-2022 we received visits from eleven of our member cooperatives to 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, seedless grapes, tomatoes, exotic fruit and kiwifruit. We held three strategic workshops this year, which became a meeting point for Anecoop members and teams to discuss aspects such as quality, innovation, marketing strategies and ways to promote sustainability.

We also supported and took part in major corporate events organised by our members, and others in which they played a leading role, i.e. congresses, conferences, opening ceremonies, anniversaries, award ceremonies and institutional visits. During the year we celebrated the centenary of the founding of the Sant Vicent Ferrer cooperative in Benaguasil.

On a less formal note, we should mention our Christmas Card Competition which is open to the children of members and employees in our cooperatives and member companies, as well as those of the staff in Anecoop Group's sales offices and subsidiaries. In 2021, 1,676 children participated in the competition.

Employees

We are a people company working for people. We are well aware that our workforce is one of our main assets, and this is why maintaining

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

We use the following channels to communicate with our staff.

Communication channels



The **Intranet** is a very useful in-house tool. It includes the most commonly used corporate documentation, the training course calendar, day-to-day management applications and corporate communications and news. Its use simplifies internal management and knowledge about the company. The **Employee Web** is included in the Intranet. This enables every employee to manage the details of their job in Anecoop (personal details, salary-related aspects, holidays) together with the People and Talent Department. The **"En Contacto" news releases** are the tool through which Anecoop's management shares information about company events, how the year is going, whether targets are being met and the cooperative's results.

We use our **internal news** releases to inform staff of relevant issues in the different departments, such as new faces or people leaving the organisation, the launch of media campaigns, corporate policies and health protocols.

Although the company continues to run an 'open-door' policy which enables direct contact with top management, more formal communication channels are also available through the **Works Committee**. This Committee has an online suggestions box for

employees to make enquiries and put forward contributions that are subsequently passed on to the People and Talent Department and to management.

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

Customers

Communication with our customers is ongoing and transparent. We apply this policy in our daily management, providing information about the different products, services, regulations, certifications and, in general, about all aspects of our professional relationship with each customer. The search for mutual benefit is paramount, and forms part of our mission as a company.

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

Society

Our behaviour as a company has a direct impact on our environment. We have a responsibility towards society, seeking to generate positive inputs. Therefore, our business, the projects in which we participate and the initiatives we undertake must be aligned with our CSR values.



Miguel Ángel Ramos with his colleagues from the Administration and Finance team. Miguel passed away on 29th July 2022. He had been with Anecoop for 33 years, seven of them as a member of the Governing Board.



Anecoop's Marketing and Corporate Image Manager, Piedad Coscollá, received the Career Achievement Award from the 5-a-Day Association, accompanied by Miguel Abril, Sales Director, and Joan Mir, the company's Managing Director.

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

In 2021-2022, our corporate and institutional agenda returned to normal. We took part in **75 events**, including ceremonies, trade fairs, congresses, face-to-face and online conferences and webinars in different areas.

At institutional level, we were given several major awards. The Spanish Association of Academic and Professional Marketing (AEMARK) recognised Anecoop's track record as a benchmark company in the **international positioning of its Bouquet brand of fruit and vegetables**. The newspaper, *Ideal Almería*, awarded us the Export Prize, in its second Agro Awards. The Valencia Professional Union announced the winners of the Professional Excellence Awards, giving Anecoop the **International Outreach Award**. Our marketing strategy was recognised in the person of the Marketing and Corporate Image Manager, **Piedad Coscollá**, who received the **Career Achievement Award** from the 5-a-Day Association and was chosen by the sector as a "2021 Influencer" in an initiative promoted by *Mercados* magazine.

In addition to these awards, the **Bio Bouquet mini watermelon** was chosen as the **Most Innovative Product in the Organic Fresh Produce Category** by participants at Organic Food Iberia, held in June 2022 in Madrid.

Moreover, in the 2021 edition of **World Cooperative Monitor**, published by the International Co-operative Alliance, we climbed 12 places in the world multi-sector ranking of co-operatives by turnover/GDP per capita, from 300th to 287th.

In March, Anecoop's Managing Director was invited to one of the sessions held in the Valencian Parliament at the request of the **Special Study Commission on the current situation of the citrus fruit industry in the Valencian Region and its viability for the future**, in order to contribute the company's experience as one of the major operators in this product group.

At the end of September 2022, we were visited by the **Murcia Regional Minister of Agriculture, Antonio Luengo**, at our branch office in the province. Mr Luengo was welcomed by representatives of the Governing Board in the area, the Chairman and Managing Director of Anecoop, and the Murcia Office Manager.

In June 2022, we strengthened our commitment as members of the **United Nations Global Compact** through the presentation of our Communication on Progress (CoP), which details our social commitment to sustainability and our desire to safeguard human rights, labour standards, the environment and the fight against corruption.

Other activities included our participation in the campaign for the **Mediterranean Corridor** in November 2021 at the 5th Business Event held at IFEMA (Madrid).

3.4.5 Training

Our Mission states that the organisation shall ensure the **personal and professional development of its employees**, and this is why Anecoop gives so much importance to the Training Plan. This Plan aligns the needs of the company with the training needs of the employees in the different work teams, and covers management and senior management courses, as well as skills and competency development, and foreign language and technical training courses. These courses are held both outside and inside working hours.

During the year, training was restarted as and when the pandemic permitted, starting with group language courses via videoconference, technical quality courses and webinars on new tools that were deployed or upgraded. In this section, we also take into account the internal training given by the Organisation and Systems Department on Planning/GESCO, CRM and the Intranet, aimed at all the company departments that work with these digital tools, as well as sessions on **Cybersecurity Awareness**, which were compulsory for all staff.

The training delivered this year also included negotiation courses at EDEM, held in March and June, in which sales and administrative staff from all Anecoop Spain offices participated, and courses for executives and managers who took part in the PLD programme at Esade and the ADECA programme at the San Telmo Business School.



Anecoop's Managing Director, Joan Mir, accepts the award presented to Anecoop by the Spanish Association of Academic and Professional Marketing (AEMARK) at its 33rd International Conference.

The total number of hours of training given was **3,545 hours** to a total of **172 employees**. This represents an average of **20.6 hours** of training per person. The percentage of the workforce receiving training during the trading year under consideration was **63.9%**, and the total investment was **€105,757**.

Member training

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

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

TRAINING COURSES	No.
Improving sorting and harvesting	2
Customer specifications refresher course	1
Organising processes and improving productivity	1
Improvement plans in packing houses	98

In 2022, the **Production and Development Department** resumed its regular schedule of visits to trial fields, technical and informative workshops, meetings and seminars. In total, a total of **34 initiatives** were held, reaching **465 specialists** in our member organisations.

Training is geared towards improving the profitability of estates and exploring new areas of opportunity for our growers. This requires training in new varieties, cultivation techniques and the use of new technologies applied to agriculture (Inverconec, DigitalRiego, etc.).

On the other hand, the Green Deal is a European Union tool that consists of transforming climate and environmental challenges into opportunities. For this reason, a large part of the training courses for our members are linked to the "From Farm to Fork" strategy, the aim of which is to grow produce in a healthier and more environmentally friendly way. With this aim in mind, we carried out experiments on the use of useful fauna, plant covers and irrigation, which have served as a model for our growers to improve their crops, implementing new production systems.

The **online training and communication activities** carried out by the Production and Development technical team mainly focused on



Iván Rodríguez (centre), Director of Anecoop Almería, receives the Export Prize at the Ideal newspaper's Agro Awards, accompanied by Anecoop Board Members Juan Segura (left) and José Miguel López (right).

Group photo of the companies belonging to the Spanish Network of the United Nations Global Compact at Fruit Attraction 2021.



corporate social responsibility

members and other stakeholders, as described in section 3.4.4 of this report, although the vast majority of these virtual events were also attended by Anecoop's members.

3.4.6 Human resource management model

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

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

- Implementation of the new compensation system, with the application of the new percentages for variable pay.
- Implementation of the new performance appraisal system, supported by a computer tool that has optimised the response time for appraisals and the way they are recorded.
- Approval of Anecoop's new Recruitment Policy, including greater involvement of employees in proposing candidates.
- Creation of the new Training Plan Framework.
- Start of the draft for the new Welcome Manual.

Workforce stability

Anecoop's workforce remained stable compared to the previous year. In 2021-2022, the number of staff continued to rise steadily, increasing from an average of 257 to 269 employees. The workplaces included for the calculation of these figures were Valencia, Museros, Murcia, Seville and Almeria.

Breakdown of the workforce

In terms of gender, there was a slight variation in the number of women and men working at Anecoop with **47.36%** male and **52.64%** female employees.



AVERAGE STAFF AGE

Age	Men	%	Women	%	Total
> 50	56	43.83	43	30.56	99
30 - 50	66	51.46	83	58.61	149
< 30	6	4.71	15	10.83	21
Total	127	100.00	142	100.00	269

The majority of the workforce (both men and women) are between 30-50 years of age and have been working at the company for 10 years or more, providing stability and considerable experience in the sector, which are essential to reach the company's objectives. The criterion in the age parameters has changed due to the developments introduced by the Non-Financial Information Statement.

Types of contract

One of the Anecoop management priorities is to ensure a stable working environment for its employees. At present, 98.3% of the workforce have a permanent contract, whilst only 1.7% have a temporary contract, a circumstance which is mainly used to cater for specific campaigns, the organisation of special events or short-term additions to the workforce.

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



ANNUAL SALARIES

	2019-20	2020-21	2021-22
Gross salary costs	10,372,624	10,715,099	11,513,803

Salaries continued to be adjusted according to the responsibilities involved in the different job positions. The gross amount invested in salaries stood at over €11 million in 2021-2022. In the last year, the amount included is for the period from 1st October 2021 to 30th September 2022.



Equal opportunities

All of the company's recruitment processes, including hiring new staff and internal promotion, are governed by equality of opportunities. The criteria set out in the recruitment process approved and applied since 1st May 2022 are exclusively based on the candidate's level of education and training, his/her skills, job experience, and aptitude for the position in question. Nationality, gender, race, religion or any other criteria that could cause discrimination are never taken into account as relevant factors.

We have employees of ten different nationalities who work together in perfect harmony. In its entire 46-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.

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

Conditions of employment

As soon as a new member of staff is taken on at Anecoop, the People and Talent Department

provides them with an overview of the company through its Welcome Manual, which helps to familiarise them with the workings of the organisation. From this moment on, employees are taken into account in all the processes undertaken by the company, and especially those which involve change. Their opinion and suggestions are valued and 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.

Health and safety in the workplace

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



corporate social responsibility

Work-life balance

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

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

This year, due to the pandemic, working hours were adapted to allow for face-to-face work in the morning and teleworking in the afternoon for all staff. More details are given in the "Health and safety in the workplace" section.

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



3.4.7 Human rights

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

3.4.8 Customer satisfaction

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

On a more informal basis, we analyse the

exchange of information at meetings, visits and encounters at industry events (trade fairs, congresses and forums) and through other channels on specific occasions.

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

3.4.9 The local community. Anecoop and solidarity

We have an annual solidarity fund that we allocate to different charitable organisations. In 2021-2022, we donated a total of **€94,700**, up **46.8%** on the previous year. The amounts were distributed as follows:

Different organisations and NGOs

- Cáritas: €12,000
- Casa de la Caridad Valencia. "365 solidarity companies" project: €8,000
- Spanish Cancer Association: €5,000
- Fundación Novaterra: €3,000
- Asindown: €2,500
- Fundación Vicente Ferrer. A cooperative village in Anantapur (India) project: €2,200
- Fundación por la Justicia: €1,500
- €500 was given to each of the following charities: Intermón-Oxfam, Fontilles, Médicos del Mundo, Misiones Salesianas, Cruz Roja Española, Manos Unidas, UNHCR-ACNUR, Aspadis, Acción contra el Hambre, Fundación Afín, NGO Congo-Alginet, Médicos sin Fronteras, and Fundación Maides.

Inclusive sport

We continued to promote the inclusion of people with functional and intellectual disabilities through sport:

- Unión Rugby Almería. Fundación URA-Clan.



Staff from the Anecoop Group received a visit from Ousman Umar, founder of the NGO Nasco Feeding Minds.

We renewed our cooperation agreement for the entire 2021-2022 season, making a donation of €10,000 that was used to organise various club events to promote inclusive rugby.

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

Other initiatives

We allocated an additional €38,000 to humanitarian aid, which went mainly to Cáritas and ACNUR.

In addition, we entered into a collaboration agreement with the **NGO NASCO Feeding Minds**, which sets up computer classrooms in rural areas of Ghana to promote access to information and training through digital education, thus giving young people the opportunity to prosper in their own country and prevent migration. Besides a contribution of €5,000, we donated computer equipment that is in good condition but has fallen into disuse, assuming the cost of shipping it to the country of destination.

In turn, Anecoop Praha donated a total of **€10,570** to associations and NGOs in the Czech Republic.

The Anecoop Group's offices and subsidiaries also made contributions in kind to charitable organisations and support communities to help families whose situation had been affected or aggravated by the health emergency. This year **we gave out over 600,000 kilos 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 all regulatory and legal requirements

During the 2021-2022 trading year, Anecoop paid out €5,277.82 in transport fines for excess weight and other minor issues.

3.4.10 Competition

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

3.4.11 Social objectives

- Persevering in encouraging our grassroots members to embrace full integration and in consolidating our Company Groups.
- 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 Plan.
- Making progress in consolidating the Equality Plan among the company's senior management.

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



4.1. The Anecoop Group

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

Since it was founded in 1975, Anecoop has become one of the largest, most important international distributors of citrus fruit, vegetables, non-citrus fruit and wine, as well as grape juice, fruit juice, canned fruit, pre-cooked vegetables, 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 most important production areas: Valencia, Murcia, Almeria, Seville and the Ebro Valley.

The cooperative sells its products in 79 countries. Its main sales destinations are in Europe, with Germany, France, Spain, the Czech Republic and Slovakia at the head, followed by Italy, Poland, Sweden, Hungary, the Netherlands and the United Kingdom.

Anecoop began the 2021-2022 trading year with 70 member cooperatives. In March 2022, the Sociedad Agraria de Transformación Montivel Export, based in Berja (Almeria), joined the Group. In May, the second-tier cooperative Ribercamp Coop. V., which was created out of the partnership between the Sant Bernat (Carlet) and Guadacoop cooperatives, joined the Group. At the end of July, the limited company Productos Bio de Mula (Murcia) was set up at the request of the Anecoop member cooperative, Frutas y Cítricos de Mula. These corporate movements brought the number of members to 73 at the end of the trading year.

According to the in-house census updated in January 2023, Anecoop's member cooperatives and companies make up a social base of **64,771** people, of which **22,298** are grower members,

23,205 are members providing other types of services, and **19,268** are employees. The total surface area farmed by Anecoop's members was **65,439.24** hectares of fruit trees, vegetables and vines in this trading year.

Our members continue to make progress towards integration, as shown with **Alzicoop** from Alzira joining the second-tier cooperative **Green Fruits Coop V.**, Anecoop's main citrus partner, at the beginning of the 2022-2023 trading year.

In addition, the cooperatives **Agrícola del Marquesado** from Llombai and **San Salvador** from Alfarp merged to create **COALMAR Coop.V.**



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

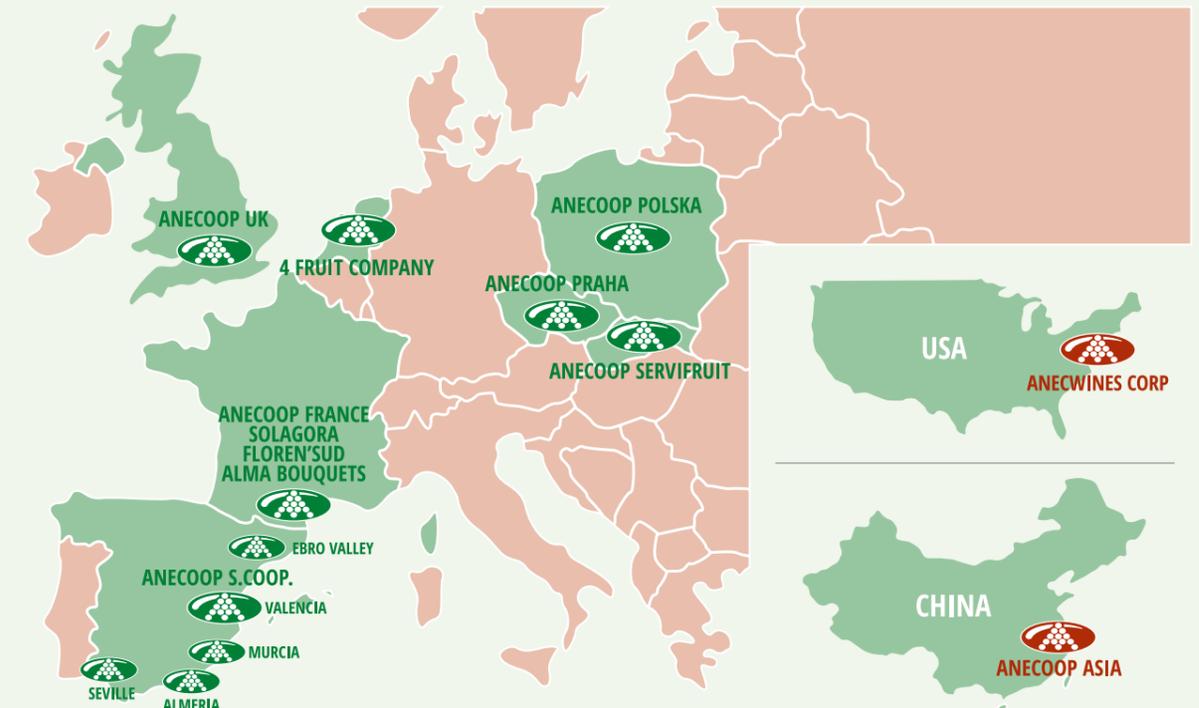
Growing systems

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

Products

We market a wide range of products including citrus fruit, non-citrus fruit, exotic fruit, and fresh vegetables, as well as pre-cooked vegetables, and wine. In addition to being one of the world's leading citrus fruit operators, Anecoop's other "star products" are its seedless watermelons and Persimon kakis, marketed under its prestigious Bouquet brand. Anecoop and its members are constantly introducing new crop alternatives, such as seedless grapes,

the Anecoop Group



kiwi, 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 "Bouquet to prepare" packs and the "Easy by Bouquet" vegetable spreads.

Brands

Anecoop continues to promote Bouquet, its most emblematic brand, in all its different categories: Bouquet, Bouquet **naturane**, Bouquet Exotic, Bouquet Bio and finally Bouquet **naturane** zero, for fruit and vegetables with zero pesticide residue, and Easy by Bouquet for its pre-cooked fruit and vegetable range.

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

Services

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

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

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



4.2 Governing and management bodies

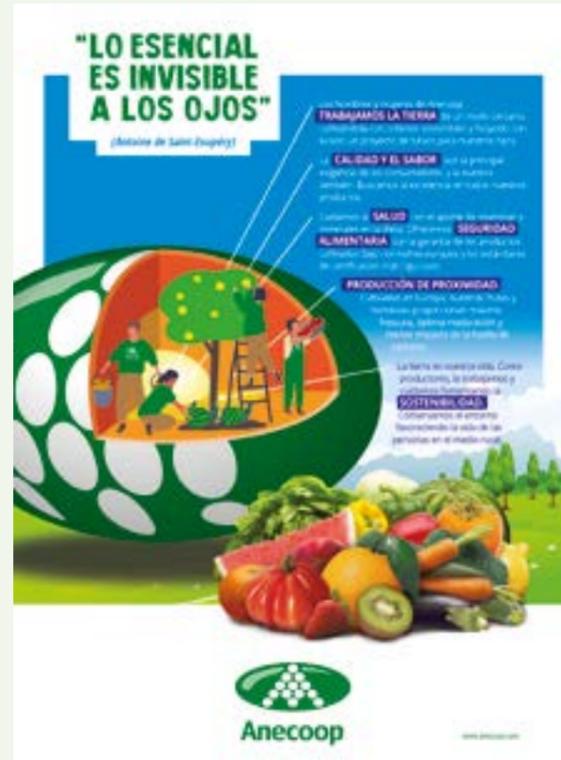
Anecoop is governed by Spanish Law 27/1999, of 16th July on Cooperative Societies. It is a social enterprise and, as such, is governed according to democratic values and principles, with people being a priority over share capital.

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

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

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

The Governing Board is elected by members as the collegiate body handling the Cooperative's management and representation. The Board's members are elected for a period of four years and can be indefinitely elected. It is partially renewed,



by halves, every two years according to article 29.1 of the Corporate Bylaws.

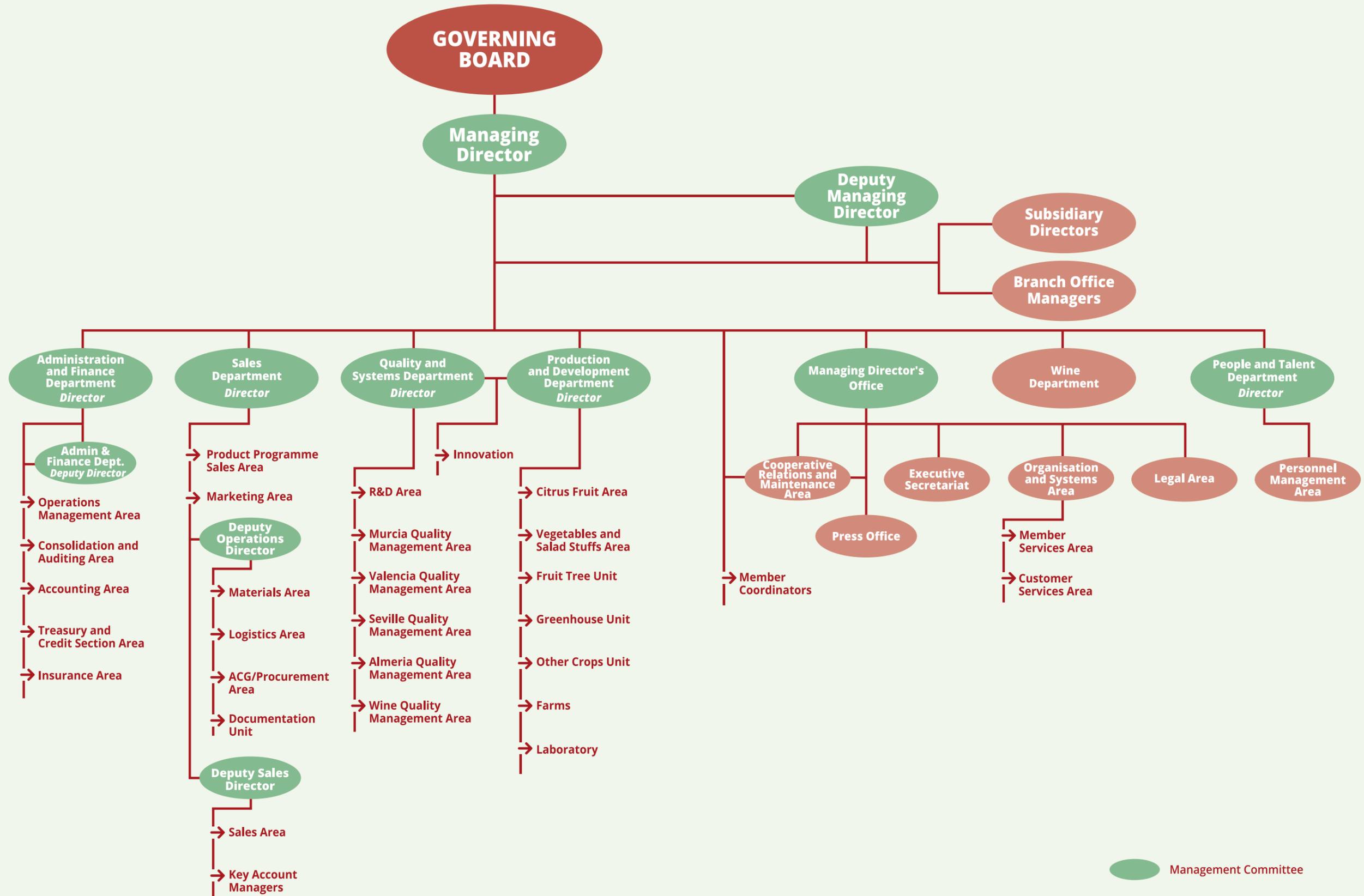
The Governing Board elects the Chairman, Deputy Chairman and Secretary from amongst its members.



GOVERNING BOARD	
Chairman	Alejandro Monzón
Deputy Chairman	Miguel Ángel Navarro
Secretary	Juan José Gimeno
Members	Cirilo Arnandis, Juan Canet, Juan Antonio Díaz, Pedro González, Jesús Guzmán, Javier León, Juan Antonio Martínez, Alejandro Molina, José Vicente Navarro, José Vicente Rodrigo, Inma Vaquer, Francisco de Ves
Replacement Members	Rafael Rosendo Biosca, Francisco Javier López-Esparza, Josep Vicent Salort
Auditors	José Feltrer, José Miguel López, Álvaro Nogués
MANAGEMENT TEAM	
Managing Director	Joan Mir
Deputy Managing Director and Sales Director	Miguel Abril
Legal Advisor	José María Costa
Administration and Finance Director	M ^a Carmen Traver
Production and Development Director	Ángel del Pino
Quality and Systems Director	M ^a Carmen Morales
People and Talent Director	Ricardo Díaz
Murcia Office Director	José Hidalgo
Eastern Andalusia Office Manager	Iván Rodríguez
Western Andalusia Office Manager	Marco A. Fernández
Ebro Valley Office Manager	Elisenda Casals
ANECOOP FRANCE Director	Jean-Luc Angles
SOLAGORA Director	Jean-Luc Angles
FLOREN'SUD Director	Antoine Lamy
ALMA BOUQUETS Director	Daniel Bussone
ANECOOP U.K. Director	Hakim Elmouaffaq
4 FRUIT COMPANY Director	Pieter de Ruiters
ANECOOP POLSKA Director	Diego Giménez
ANECOOP PRAHA Director	Ferrán Cabrera
AGRICONSA Director	José J. Felici
JANUS FRUIT Director	Juan Carlos Bolta

our markets





institutional information

4.3 Members

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

which coincide with the corporate purpose of Anecoop S. Coop (...)”.

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

Entry requirements and conditions

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

Financial conditions

- Affiliation fee set at €10,000 at 1st January 2023, increased by the RPI on a yearly basis.
- A fixed amount for the 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 22nd 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 percentage

Each member cooperative must market a percentage of its production through Anecoop. In the 2021-2022 trading year, this percentage was 40%.

4.4. Mission, vision and values

	Members	Customers	Suppliers	Employees	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 employees.	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 clients, and deploying management excellence based on quality, innovation and the promotion of talent.					
Values	Transparency & trust	We are all in this together. That is why Anecoop's success is the success of all its members and growers.	We aim to build mutually profitable, long-lasting partnerships by supplying the right products to our customers.	We build mutually beneficial relationships.	We respect people and go further together, prioritising team success and wellbeing.	Our behaviour has a positive impact on society, providing solutions for a constantly changing world.
	Participation & cooperation			We improve processes and build synergies.		
Values	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 employees 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.





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 of production calendars.
- As a result of the above, 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 to enhance production and to streamline 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).

4.7 Business strategy

Anecoop's prime 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 organisation held a series of workshops for reflection in which 38 managers and executives from all the Group's offices and subsidiaries participated, including representatives from all departments.

After reaching a series of conclusions in each of the six blocks (Strategy, Customers, Product, Quality, Members and Organisation) which were analysed, the Management Committee drew up the 2022-2026 Plan, which consists of eight strategic challenges. Formal working groups have been set up to meet each of these challenges with the participation of Anecoop Board Members, managers, executives and other external advisors.

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. Increasing the value we give to 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.

4.8 Impact, risks and opportunities

Anecoop is made up of its cooperatives and their members, its member companies and of a young, highly educated, committed and dynamic workforce who embrace the company's values and the needs of member cooperatives, as though they were their own. The synergies between both groups have enabled Anecoop to reach its current market position, and to create a powerful trading network. This, alongside major investment in R&D and technological innovation to adapt its products to market requirements, has given the company a privileged reputation in the eyes of the consumer.

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

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

4.9 Integrating CSR into our management systems

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

4.10 Involvement in society

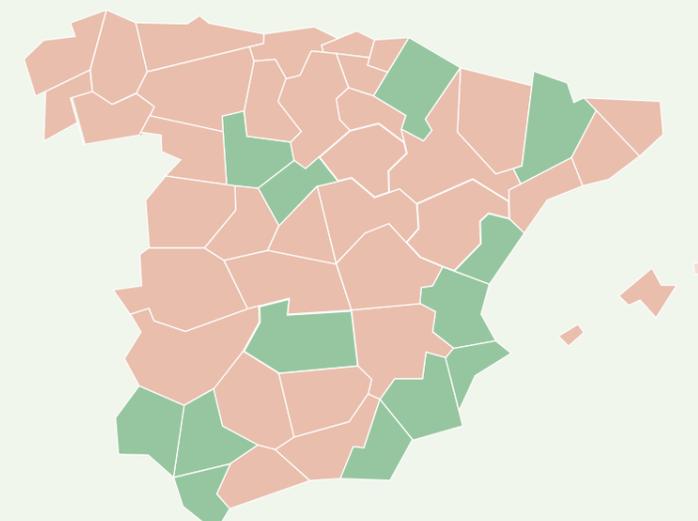
Anecoop takes part in a number of foundations and associations, such as the Spanish Quality Association (AEC), Freshfel Europe, the 5-a-Day Association, the Health and Flavour Foundation,

the Anecoop Foundation, the University of Almeria-Anecoop Foundation, Spanish Food and Agriculture Cooperatives, the ETNOR Foundation, Ingenio Foundation, Novaterra Foundation, and La Promotora platform.

We also cooperate with research centres such as IVIA, AINIA, ITENE and the University of Valencia's Science Park. Anecoop belongs to cooperative farming associations such as FECOAV, FECOAM, FAECA and ENGRUPO, as well as other agricultural associations, including the Regulatory Board of the Ribera del Xúquer's Designation of Origin, Valencian Wines Designation of Origin, Fruit Logística, 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 belongs to business associations such as AVE, CEV, ASCES, AECOC, the Valencia Chamber of Commerce, SNIFL-Saint Charles (Perpignan), Vitartis and to business schools such as EDEM.

Geographical location of Anecoop's member cooperatives



Valencian Region		
Alicante		4
Castellon		5
Valencia		38
Andalusia		
Almeria		7
Cadiz		1
Huelva		2
Seville		3
Murcia		
Murcia		7
Castile and Leon		
Valladolid		1
Segovia		1
Navarre		
Navarre		1
Catalonia		
Lleida		1
Castile-La Mancha		
Ciudad Real		1

73 Members / 7 Regions / 13 Provinces

sustainability indicators

ANECOOP S. COOP. has presented the information cited in this GRI contents index for the period from 1 October 2021 to 30 September 2022 using the GRI Standards as a reference.

GRI 2: GENERAL DISCLOSURES 2021

General disclosures		Page
1. ORGANISATIONAL DETAILS AND REPORTING PRACTICES		
2-1-a	Legal name	Back cover
2-1-b	Nature of ownership and its legal form	54
2-1-c	Location of its headquarters	Back cover
2-1-d	Countries of operation	54-56
2-2-a	Entities included in the organisation's sustainability reporting	Inside front cover
2-2-b	Differences between entities included in the organisation's financial reporting and its sustainability reporting	See NFRS report www.anecoop.com
2-3-a	Reporting period and frequency of sustainability reporting	Inside front cover
2-3-b	Reporting period for financial reporting	From 1/10/2021 to 30/09/2022
2-3-c	Publication date of the report	March 2023
2-3-d	Contact point for questions about the report	Inside front cover
2-4-a	Restatements of information made from previous reporting periods	Inside front cover
2-5	External assurance	Not conducted (*)
2. ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	54-56
2-7	Employees	46, 47, 50-52
3. GOVERNANCE		
2-9	Governance structure and composition	56-57
2-10	Nomination and selection of the highest governance body	56
2-11	Chair of the highest governing body	56
2-12	Role of the highest governance body in overseeing the management of impacts	56
2-13	Delegation of responsibility for managing impacts	58-59, 62
2-14	Role of the highest governance body in sustainability reporting	5
2-15	Conflicts of interest	Art. 35 Articles of Association
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	48, 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	46-47
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	45-48
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	Page URL	Omissions Page indep. Verif.	GRI standard	Content	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		403-3	Occupational health services	51	
IMPROVING THE INCOME OF OUR MEMBERS				403-4	Worker participation, consultation and communication on occupational health and safety	51	
GRI 3: Material Topics 2021	3-3 Management of material topics	36, Inside front cover 11, 26-28		404	Training and education 2016	48, 49	
201 Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	26-28	31	404-1	Average hours of training per year per employee	48, 49	
	201-3 Social benefit programmes	8, 9, 41-44		404-2	Programmes for upgrading employee skills and transition assistance programmes	48, 49	
	201-4 Financial programmes received from government	29		404-3	Percentage of employees receiving regular performance and career development reviews	50	
SUSTAINABLE AGRICULTURE AND ENVIRONMENTAL MANAGEMENT				405-1	Diversity of governance bodies and employees	50-51	
GRI 3: Material Topics 2021	3-3 Management of material topics	36, Inside front cover, 8, 9, 37, 38, 41-43		405	Diversity and equal opportunities 2016		
301 Materials 2016	301-1 Materials used by weight or volume	38, 39		406	Non-discrimination 2016	Have not occurred	
302 Energy 2016	302-1 Energy consumption within the organisation	39		202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Salary > Min. wage	
	302-4 Reduction of energy consumption	39-41		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	39		INNOVATION IN PRODUCT R&D			
	303-5 Water consumption	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	39-41		MAKING MANAGEMENT MORE EFFECTIVE AND EFFICIENT			
	305-5-a Reduction of GHG emissions	39-41		3-3	Management of material topics	36, Inside front cover, 44, 45	
306 Effluents and waste 2016	306-2 Waste by type and disposal method	40, 41		CONSOLIDATING AND DEVELOPING MARKETS			
	2-27 Compliance with laws and regulations	37, 41		3-3	Management of material topics	36, Inside front cover, 62, 24, 25	
GRI 2: General				ENCOURAGING HEALTHY EATING			
FOOD SAFETY AND PRODUCT QUALITY				3-3	Management of material topics	36, Inside front cover, 36	
3-3	Management of material topics	36, Inside front cover, 37		FAIR BUSINESS PRACTICES			
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)*		3-3	Management of material topics	36, Inside front cover, 53	
	414-2 Negative social impacts in the supply chain and actions taken	37		206	Anti-competitive behaviour 2016	36	
416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	37		205	Anti-corruption 2016	No Incidents of corruption have been identified	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	52		204	Procurement practices 2016	29	
417 Marketing and labelling 2026	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)*		GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	53	
	417-2 Incidents of non-compliance concerning product and service information and labelling	Have not occurred		DIALOGUE AND ENGAGEMENT WITH STAKEHOLDERS			
	417-3 Incidents of non-compliance concerning marketing communications	Have not occurred		3-3	Management of material topics	36, Inside front cover, 45-48	
INTEGRATION: BRINGING MEMBERS, COOPERATIVES AND THIRD PARTIES TOGETHER				CREATING SOCIAL ECONOMY PROJECTS			
3-3	Management of material topics	36, Inside front cover, 61, 62, 44, 45		3-3	Management of material topics	36, Inside front cover, 41, 52, 53	
CUSTOMER SATISFACTION AND LOYALTY				413	Local communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	52,53
3-3	Management of material topics	36, Inside front cover, 61, 47, 52, 47, 52		PROMOTING THE VIABILITY OF LOCAL ECONOMIES			
416 Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of product and services	52		3-3	Management of material topics	36, Inside front cover, 9, 41	
418 Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	52		203	Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	41, 52, 53
		Have not occurred		203-2	Significant indirect economic impacts	41, 52, 53	
PARTNERSHIPS WITH CUSTOMERS AND SUPPLIERS				QUALITY EMPLOYMENT AND HUMAN CAPITAL DEVELOPMENT			
3-3	Management of material topics	36, Inside front cover, 61, 63, 44-47		3-3	Management of material topics	36, Inside front cover, 46-49, 61,62	
401 Employment 2016	401-1 New employee hires and employee turnover	50		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		402-1	Minimum notice periods regarding operational changes	2 weeks	
402 Labour/Management relations 2016	402-1 Minimum notice periods regarding operational changes	2 weeks		403-1	Occupational health and safety management system	51	
403 Occupational health and safety 2018	403-1 Occupational health and safety management system	51		403-2	Hazard identification, risk assessment and incident investigation	51	

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.

TABLE OF SOCIAL ECONOMY INDICATORS

	Page		Page
First Principle: Priority of people and the business purpose over share capital			
ES1.1 Description of a brief report that shows the priority of people and the business purpose over its share capital.	56	Fifth Principle: Defence and application of solidarity principles	
Second Principle: Voluntary and open membership			
ES2.1 Requirements for new members to join the organisation.	60	ES5.1 Organisation, funding or other types of involvement in social, cultural or solidarity-based events.	36, 37, 52, 53
ES2.2 Requirements and conditions for leaving the organisation.	60	ES5.2 Existence of actions linked to socially responsible investments.	52, 53
ES2.3 Evolution of members, describing the changes in those joining or leaving the organisation.	54	ES5.3 Existence of a formal statement which involves asking suppliers and hired companies to commit to environmentally friendly and socially responsible management.	*
Third Principle: Business organisation and culture for participative and democratic management			
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	ES5.4 Consideration of environmental criteria when choosing suppliers, products and services.	*
ES3.2 Frequency of renewal in the organisation's representational bodies, indicating the renewal formula envisaged.	56	ES5.5 Number and type of cooperation activities carried out in conjunction with other organisations.	36, 37, 52, 53
ES3.3 Working groups or areas created which encourage decision-making in the organisation.	56	ES5.6 Percentage of purchases made in the region (raw materials, services and assets) / total purchases.	29
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.	51
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	ES5.8 Knowledge and documentation of significant environmental impacts produced by the organisation's activities.	37-44
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.	ES5.9 Definition and documentation of annual environmental objectives based on significant environmental impacts.	37
ES3.7 Average percentage of real participation in the highest governing bodies.	56	ES5.10 Breakdown of staff by position, contract and region, including the positions held by disabled people as a percentage of the entire organisation.	50, 51
ES3.8 Description of the preparatory process of the highest social governing body.	56	ES5.11 Total number of staff broken down by age groups, gender and region, including disabled employees.	50
Fourth Principle: Combination of interests of the user members			
ES4.1 Definition of a map of the stakeholders focused on the organisation.	46-48	ES5.12 Average staff turnover broken down by age groups, gender and region, including disabled employees.	N.A.
ES4.2 Relational channels existing between the organisation and its stakeholders.	46-48	ES5.13 Measures adopted to cooperate in the conservation or recovery of local species or natural habitats, as well as the natural and cultural resources of the organisation.	N.A.
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	ES5.14 Availability of a world-recognised global accessibility audit.	51
ES4.4 Adaptation to the cultural identity of the region the organisation is active in.	47	Sixth Principle: Management autonomy and independence from public authorities	
ES4.5 Existence of a system to assess stakeholder satisfaction.	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.	56
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			
ES7.1 Percentage of liabilities which correspond to collective or non-shared funds.	28	ES7.2 Percentage of surplus distribution assigned to collective or non-shared funds.	
ES7.2 Percentage of surplus distribution assigned to collective or non-shared funds.	28	ES7.3 Percentage of surplus assigned to members of the organisation or to the inclusion of people (capitalised or monetary surplus).	
ES7.3 Percentage of surplus assigned to members of the organisation or to the inclusion of people (capitalised or monetary surplus).	N.A.	ES7.4 Increase or decrease in retained profits at the end of the year.	
ES7.4 Increase or decrease in retained profits at the end of the year.	28	Contents of social economy principles.	
Contents of social economy principles.	67		

(*) Anecoop's basic fruit and vegetable supply standards.



THE ANECOOP GROUP



Anecoop France



Anecoop Praha



Anecoop Polska



Anecoop ServiFruit



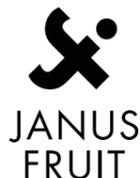
Anecoop UK



Fundación Anecoop



FUNDACIÓN FINCA EXPERIMENTAL
Universidad de Almería
Anecoop



JANUS
FRUIT



Anecoop Asia



AnecWines Corp



Agriconsa



THE ANECOOP GROUP

www.anecoop.com

ANECOOP S.COOP.

Head office

Calle Monforte, 1. Entlo.
46010 Valencia
E-mail: info@anecoop.com

• Switchboard and sales

Tel: +34 963 938 500

• Wine

Tel: +34 963 938 509

• Administration

Tel: +34 963 938 519

• Quality and Systems

Tel: +34 963 938 512

ANECOOP ALMERÍA

Avenida Pedro Muñoz Seca, 1, 1º
Aguadulce - Roquetas de Mar
04720 Almería
E-mail: infoalmeria@anecoop.com
Tel: +34 950 346 404

ANECOOP MURCIA

Avenida Europa, s/n
Edificio Roma. Entlo. 4, 5 y 6
30007 Murcia
E-mail: comercialmurcia@anecoop.com
Tel: +34 968 200 280

ANECOOP SEVILLA

Edificio Cartuja
Avenida Américo Vespucio, 5 (1)
Bloque A, 1ª planta, módulos 5 y 6
41092 Sevilla
E-mail: infosevilla@anecoop.com
Tel: +34 955 180 222

ANECOOP VALLE DEL EBRO

E-mail: ecasals@anecoop.com
Tel: +34 673 488 762

CENTRO LOGÍSTICO ANECOOP

P.E. Pepe Miquel
Calle Magraners, s/n
46680 Algemesí (Valencia)
E-mail: alfredocordellat@anecoop.com
Tel: +34 962 443 366

JANUS FRUIT S.L.

Calle Don Juan Subiela I Durà, 1
46180 Benaguasil (Valencia)
E-mail: albertocancer@anecoop.com
Tel: +34 963 938 500

ANECOOP FRANCE S.A.S.

Z.A.C. Saint Charles.
691, Avenue de Londres. B.P. 95052
66030 Perpignan Cedex. France
E-mail: direction@anecoop-france.com
Tel: +33 468 683 838

SOLAGORA S.A.S.

Z.A.C. Saint Charles.
545, Avenue de Londres. B.P. 95052
66030 Perpignan Cedex. France
E-mail: commercial@solagora.com
www.solagora.com
Tel: +33 411 643 410

FLOREN'SUD S.A.S.

Z.A.C. Saint Charles
Avenue de Bruxelles. B.P. 35402
66034 Perpignan Cedex. France
E-mail: commercial@florensud.fr
www.florensud.fr
Tel: +33 468 553 282

ALMA BOUQUETS S.A.S.

533 Route des Marais
83400 Hyères. France
E-mail: almabouquets@almabouquets.com
Tel: +33 494 124 212

ANECOOP POLSKA Sp. z o.o.

Ul. Rabowicka, 2
62020 Jasin. Poland
E-mail: anecoop@anecoop.pl
Tel: +48 618 975 700

FUNDACIÓN ANECOOP

Campo de experiencias y formación
Masía del Doctor
Partida de San Onofre, s/n
46136 Museros (Valencia)
E-mail: adelpino@anecoop.com
Tel: +34 963 938 583

FUNDACIÓN FINCA EXPERIMENTAL

UAL-ANECOOP
Carretera de Sacramento, s/n
Edificio CITE V - Despacho D 2 - 30
04120 Almería
E-mail: fincaexp@ual.es
www.fundacionualanecoop.org
Tel: +34 950 214 207
Mobile: +34 638 140 231

Estate

Paraje Los Goterones, s/n
Polígono 24, Parcela 281
04131 Retamar (Almería)

ANECOOP PRAHA s.r.o.

Petržilkova 13/2583
158 00 Praga 5. Czech Republic
E-mail: praha@anecoop.eu
Tel: +420 233 356 080

Warehouse

Velkotřžnice Lipence
K Radotínu 492. Hala č. 34
156 00 Praga 5 - Lipence. Czech Republic

ANECOOP SERVIFRUIT SK s.r.o.

Kupelna 767/4
92901 Dunajská Streda. Slovakia
E-mail: anecoop@real-net.sk
Tel: +421 903 407 929

Warehouse

Priemyselný park Žitný ostrov
930 03 Kostoln Kráčany

ANECOOP U.K. Ltd.

Clay Lake. Spalding
PE12 6BL Lincolnshire. United Kingdom
E-mail: info@anecoop.co.uk
Tel: +44 1775 714 700

4 FRUIT COMPANY Bv.

Handelsweg, 30
2988 DB Ridderkerk, Netherlands
E-mail: info@4fruitcompany.nl
www.4fruitcompany.nl
Tel: +31 180 641 900

ANECOOP ASIA CORPORATE Ltd.

Room 13, 6th Floor
International Trade Centre, 11 - 19
Sha Tsui Road, Tsuen Wan, NT. Hong Kong
E-mail: jpascal@anecoop.com
E-mail: brunoillera@anecoop.com
Tel. Spain: +34 608 031 744
Tel. Hong Kong: +85 2 64 256 023

ANECWINES CORPORATION

845 Third Avenue, Suite 607
Nueva York, NY 10022. United States
E-mail: jrpscual@anecoop.com
Tel: +1 516 519 6931

AGRICONSA

P.E. Pepe Miquel
Avenida Salvador Roig Giner, 18
46680 Algemesí (Valencia)
E-mail: agriconsa@agriconsa.es
www.agriconsa.es
Tel: +34 962 482 910

surcos

anecoop - memoria rsc
2021 / 2022



Anecoop

Anecoop S.Coop.
Monforte 1, Entlo.
46010 Valencia. España

www.anecoop.com