

Structure, scope and boundary of this Report

This is Anecoop S. Coop.'s Corporate Social Responsibility Report (CSR) for the 2023/2024 trading year (from 1 October 2023 to 30 September 2024), which describes its impact on the economy, environment, and people, including impacts on their human rights. Reporting is carried out on an annual basis and coincides with the trading year.

This is the fifteenth CSR Report we have published. The previous report was compiled for the 2022/2023 trading year and was presented to the cooperative's members at the Annual General Meeting in March 2024.

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

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

The 'Materials' information refers to Anecoop S. Coop. (Spain), as we have direct control over this. The audited Non-Financial Reporting Statement on the companies that are part of the Anecoop Group's consolidated accounts is 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). These groups were identified and defined according to EFQM criteria, maintaining ongoing communication through various channels provided by the company for this purpose. This Report was drawn up using the GRI Standards as a reference.

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

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

T O O G E T H E R



CSR REPORT 2023 / 2024

contents

	Page		Page
1 Growing the Future		3.4 Creating social economy projects that promote the wellbeing of our farmers and of society in general	42
1.1 Letter from the Chairman - Alejandro Monzón	4	3.4.1 Product innovation	42
1.2 Letter from the Managing Director - Joan Mir	6	3.4.2 Management innovation	45
1.3 Sustainable Development Goals	8	3.4.3 Stakeholder relations	46
1.4 Abbreviated Report	10	3.4.4 Training	49
1.5 Actions that bring life to farming	24	3.4.5 Human resource management model	50
		3.4.6 Human rights	52
		3.4.7 Customer satisfaction	52
		3.4.8 The local community	53
		3.4.9 Competition	53
		3.4.10 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 Product and corporate communication	34	4.5 Cooperative objectives	62
2.2.4 Awards and recognition	35	4.6 Strategic objectives	62
		4.7 Business strategy	62
		4.8 Impact, risks and opportunities	63
		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 of our products	37		
3.3 Respecting the environment and safeguarding natural resources	37		
3.3.1 In the field of agricultural production	37		
3.3.2 In the working environment	39		
3.3.3 Environmental legislation	41		
3.3.4 Pollution	41		
3.3.5 Soil pollution	41		
3.3.6 Environmental information and training	41		
3.3.7 Relationship with the environment	41		

letter from the chairman



Alejandro Monzón
Chairman

In this Corporate Social Responsibility Report for the 2023-2024 trading year, we reflect on the progress we have made in our commitment to transparency in economic, social and environmental sustainability. The agri-food industry is heavily exposed to some of the most significant challenges in sustainable development and at Anecoop we are striving to cement our position as an advanced, competitive, supportive, approachable and accessible organisation which is passionate about our surroundings. This goal enables us to chart a yearly path towards continuous improvement, extending beyond purely business aspects.

We closed the trading year with double-digit growth in both volume and turnover and we are embarking on a new financial year with the unwavering commitment to continue delivering returns to our members while meeting the challenges ahead. The most pressing issues we

need to address include adapting to climate change to curb the vulnerability of our industry; unlocking technological innovation; transitioning towards more sustainable and environmentally friendly agriculture; investing in research and development and fostering generational renewal to stem the abandonment of farmland and production.

Cooperatives are much more than a way of doing business: we are a means of building communities. We hope our message will help to inspire, attract and retain a new, well-skilled generation that is committed to agriculture, thus safeguarding the future of our industry.

This is our programme for a year in which cooperatives are taking centre stage as the United Nations has declared 2025 the International Year of Cooperatives. This is an outstanding initiative to raise our profile, furnishing us with a powerful platform to publicise the principles and values we champion and the benefits the cooperative model brings to socioeconomic development. It is run under the theme "Cooperatives Build a Better World", a banner which defines Anecoop as a social economy company, in which solidarity is firmly embedded across all areas of our business management.

This celebration is also a call to action. We aim to showcase the power of cooperation to deliver lasting, transformational economic, social and environmental change through communication, awareness-raising and advocacy campaigns.

We are seizing this opportunity to make further headway in the strategy we have been pursuing to attract new members to our model by sharing integration success stories which enable us to grow our business and become more competitive. We will also be investing in building and promoting our brand, gaining in relevance and distinctiveness, and forging an emotional bond with domestic and international consumers alike.



Anecoop's Chairman, Governing Board and Managing Director welcome the Minister of Agriculture, Luis Planas, and other ministry authorities to the Anecoop stand at the 2023 Fruit Attraction trade fair.

Through these campaigns, we aim to encourage young people to look towards a business model with values and an ambition for social transformation. Cooperatives are much more than a way of doing business: we are a means of building communities. We hope our message will help to inspire, attract and retain a new, well-skilled generation that is committed to agriculture, thus safeguarding the future of our industry.

Against this backdrop, it is time to call for greater institutional, legislative and tax support to drive the growth of cooperatives and enable us to continue creating quality jobs, breathing new life into rural areas and fostering sustainable production models.

In 2025, we will keep on striving tirelessly to enhance the bottom line of our 61 cooperatives and member companies along with the more than 20,000 farmers who are at the core of what we stand for. We aim to show that the cooperative model is an essential solution to meet many global challenges and is pivotal to the rollout of the 2030 Agenda's Sustainable Development Goals.

Before concluding this letter, I would like to emphasise that we are acutely aware of the challenge posed by the 2024-2025 trading year in terms of recovering the productive capacity of the agricultural holdings which have been hard hit by the recent flooding. Anecoop, its cooperatives and member businesses have stood with those

affected from the outset, meeting people's basic needs and helping to rebuild the devastated areas. We remain fully engaged with those who are still reeling from the tragedy. Months later, its scale continues to call for renewed efforts by all authorities, coordination of their actions and faster and more flexible aid to offset the actual losses sustained by the industry. We are extremely concerned about the possible abandonment of farmland in the stricken areas. Agriculture cannot afford to wait.

Before I end this letter, I would like to pay tribute to Álvaro Nogués who, over and above his responsibilities as head of Ribercamp, the Persimon Group and on the Anecoop Governing Board, was a colleague and a friend. We are deeply saddened by his loss. He left us too soon, when he still had many projects and dreams to accomplish.

Álvaro would have been proud of Anecoop in the way it is optimistically moving forward to tackle the fresh challenges that lie ahead in this new period, anchored in its commitment to a fairer, more supportive and sustainable world with cooperative values and principles as its hallmark. Thanks to you all for joining us on this journey.

letter from the managing director



Joan Mir
Managing Director

We presented the 2023-2024 financial year at the General Assembly held in Algemesi, Valencia, on 14 March at the head office of Copal, Greenfruits, as Algemesi was one of the municipalities hardest hit by the terrible flooding which devastated a large part of the province of Valencia on 29 October.

Overall, the 2023-2024 trading year was a positive one in financial terms as well as in the projects which were started, together with others that are in the pipeline, as described below in this comprehensive CSR report.

Our volume grew by 13.7% over the previous financial year to over 740,000 tonnes. Turnover rose by 11.6% to stand at €945 million, our highest figure to date.

We have also achieved an all-time record combined turnover for the Anecoop Group, rising by 12.5% from €1.001 billion in the previous year to €1.126 billion in the 2023-2024 year.

In the previous trading year, we were able to boost payments to members significantly. The trend

continued in 2023-2024 with a 1% increase, despite a 3% drop in our average sales prices over the year. This was achieved thanks to the deployment of a number of management improvements, including reorganising the Logistics Department, greater digitalisation, streamlining some processes and cutting costs.

The geopolitical situation has taken its toll on us, especially on our wines and wineries due to the war in Ukraine. While the fall in sales has been extremely significant since the outbreak of the conflict, in this trading year we managed to curb the decline by opening up new markets and customers, releasing new wines and also by implementing a Strategic Plan involving the three member wineries and Anecoop. We have every confidence in its progress and successful rollout with modest yet nonetheless encouraging results so far.

During the year, we celebrated Anecoop Praha's 25th anniversary while expanding and opening the warehouse in Lipence. Meanwhile, in the current financial year, Anecoop Polska is also set to hit the quarter of a century milestone. We would like to take this opportunity to congratulate our colleagues in the two subsidiaries who have made these 25 years happen. The journey has not been easy, but it has been rewarding and constructive. We wish both enterprises a great future.

Our FlorenSud and Alma Bouquets flower subsidiaries in France have already posted over €20 million in turnover, and more importantly our members have sent them over 6,500,000 cut flowers generating almost €2 million in turnover. These are modest figures, yet they would have been unthinkable just a few years ago. We hope they will continue to grow in both areas which will help to achieve one of the project's primary goals: to diversify our members' production by furnishing them with new production alternatives.

Furthermore, in April 2024, the group in France expanded with the acquisition of Sudespa, a vegetable processing company. We commend the professional team for their track record and urge them to keep on growing as they are doing with our members' production: fruit, vegetables and citrus fruit, followed by organic produce and now flowers.

Integration is one of Anecoop's founding objectives and is still a cornerstone of our management: we are continuing to make progress with the GEA (Anecoop Company Group) and the DIC (Sales Integration Challenges). In the forthcoming trading year, we hope to extend the DIC to more members when the pilot scheme with the San Vicente Ferrer de Benaguasil and Ribercamp cooperatives is completed.

Univall consolidated and completed its official integration over the course of the year; Cooperativa Vinícola de Llíria and Coabe reached an agreement to process all their citrus fruit at the Llíria cooperative's facilities, and the Persimon Group continued to make steady progress. Once sales integration has been secured, we will then need to make headway in improving and integrating management.

We also backed the integration of Fruits de Ponent and Actel which have teamed up to create Novacoop Mediterránea, an extremely robust project for stone and pip fruit which we are convinced will benefit both organisations as well as Anecoop.

Sustainability has always been a core part of our management. This commitment has now been strengthened with the launch of the Anecoop Sustainability Observatory designed to gauge sustainability at Anecoop and its members.

Following the assessment by the independent external provider EcoVadis, which involves measuring 21 indicators in four areas (environment, labour practices and human rights, business ethics and sustainable procurement), Anecoop has been placed in the silver category of this exacting sustainability scheme and is one of the top 15% companies in the industry rated by the organisation over the last 12 months. We are happy with what we have accomplished though we are keen to keep moving forward and improving further.

While we began by stating that the 2023-2024 trading year could be described as positive and a step forward for Anecoop and its members, I would also like to point out that two events which took place just a few weeks before the end of the

year left us deeply saddened: the flooding and the passing away of Álvaro Nogués.

The flooding was unexpected and savage. Nevertheless, Anecoop, its employees, members and partners got involved right from the start to offer coordinated help to the people affected. We responded in line with our essence: a cooperative company underpinned by solid values which is committed to society. We have not forgotten the people who were stricken by this tragedy, and we are continuing and will continue to support them.

Álvaro Nogués blew into cooperatives and into our lives like a gale: his strength, his enthusiasm, his passion, his smile, his ideas and his doggedness in forging ahead soon made him indispensable, someone you couldn't imagine outside Ribercamp, the Persimon Group, Anecoop and other cooperative organisations and institutions. Yet sometimes the world is more stubborn than our wishes and affections and he was snatched away from us in mid-November.

Álvaro has left behind a great void and a great responsibility; the void will always be with us as will his memory. We need to commit to ensuring that the projects he began or fostered are brought to a successful conclusion, and that his ideas and vision of cooperativism and the agricultural industry keep pushing forward despite his absence. This will be the best tribute we can pay to our friend Álvaro.

At such a difficult and emotional time, we would like to thank you for your support in every position you hold: members, board members, employees and customers.

Our most heartfelt appreciation goes out to all of you.

*In July 2024, Anecoop's Managing Director, Joan Mir, received the **Commander of the Order of Agricultural, Fisheries and Food Merit** *accolade in the Agricultural Merit section, awarded by the **Ministry of Agriculture, Fisheries and Food** to people who have provided exceptional service or made outstanding contributions to the industry.**





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 2023-2024 trading year.

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



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



•Promotion of sustainable agricultural practices among its member growers (Ruralfruit-Agroeco project). •Participation in initiatives and the development of projects to minimise food waste, such as AECOC's "Don't waste food" initiative and the European Breadcrumb project. •Recovery of waste produce: participation in the Food Collect project, which enables mechanical harvesting of fallen fruit. •Working on the future of food by participating in projects to assess rootstocks and varieties that are more resistant to climate change, such as the Caquiarrels project.



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



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



•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.



•Promotion of irrigation systems and technologies that ensure efficient water use among its members. •Participation in projects that involve efficient management of water resources, such as Digital Riego, Granarec, Inverconec and Ruralfruit Eco. •Participation in projects that enhance crop water management by adjusting water inputs through the use of new technologies in plots. •Transfer of project results to the primary sector and especially among its members (Digital Riego project).



•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 water (Granarec project).



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



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



•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, and the Almeria Tierra Abierta Foundation, which strives for the wellbeing and inclusion of the migrant community to narrow the social divide. •Participation in a project to build a community centre for vulnerable associations in rural India.



•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.



•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.



•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 field station plots to retain rainwater, reduce ambient temperatures and promote biodiversity in the plots.



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



•Participation in a project to recover abandoned plots of land: Innoland project. •Encouraging its members to use biological pest control. •Participation in two European projects to control pests and diseases from third countries and prevent their spread in the EU (FF-IPM and Patafest projects).



•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. •Support for initiatives to drive technological innovation and sustainable resource management: Cajamar-Innova High-Tech Business Incubator; projects with the University of Almeria to harness technologies and AI in greenhouses; the Agrotec-UV programme with the University of Valencia and the Emuri chair to unlock innovation in the Region of Murcia.

1. products

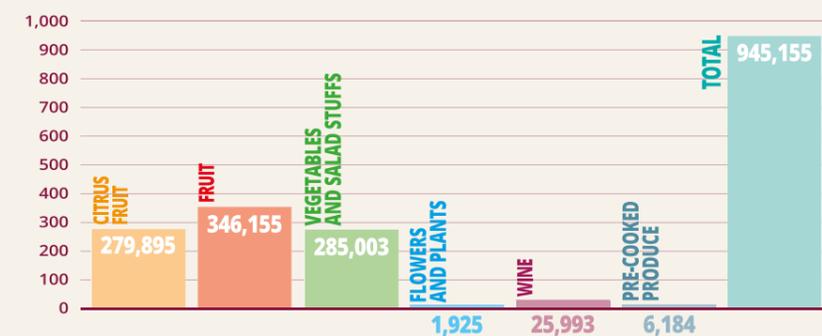
↑€ + 11.6%

turnover

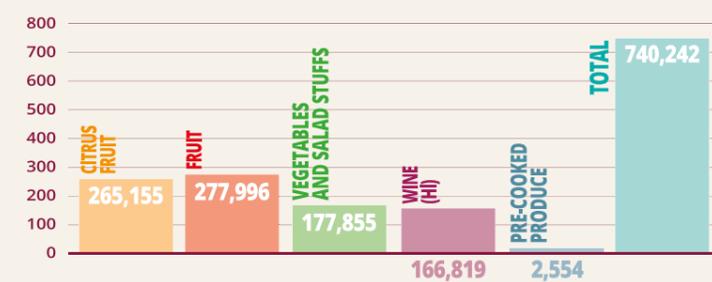


sales by products

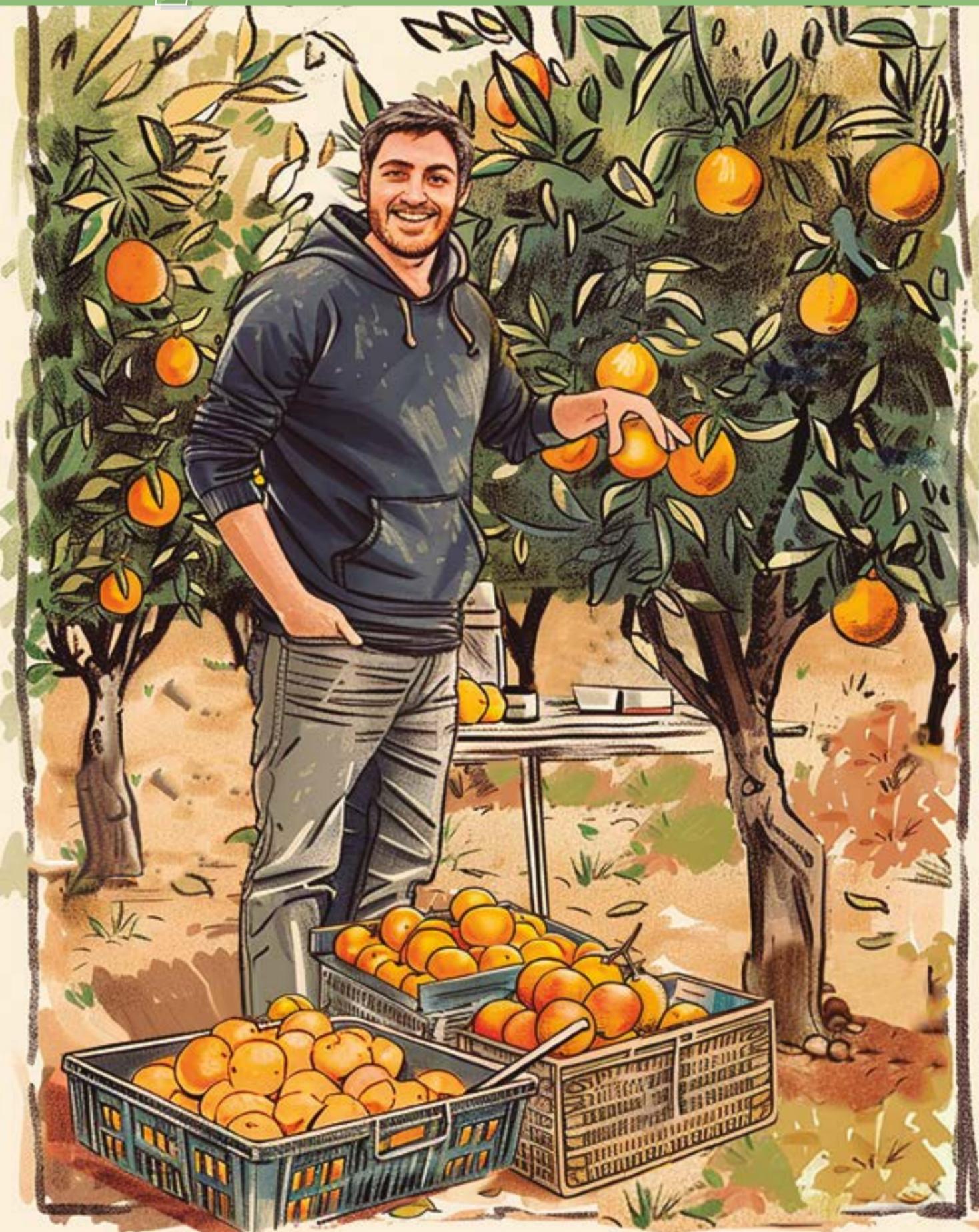
(€ x 1,000)



(t/HI)



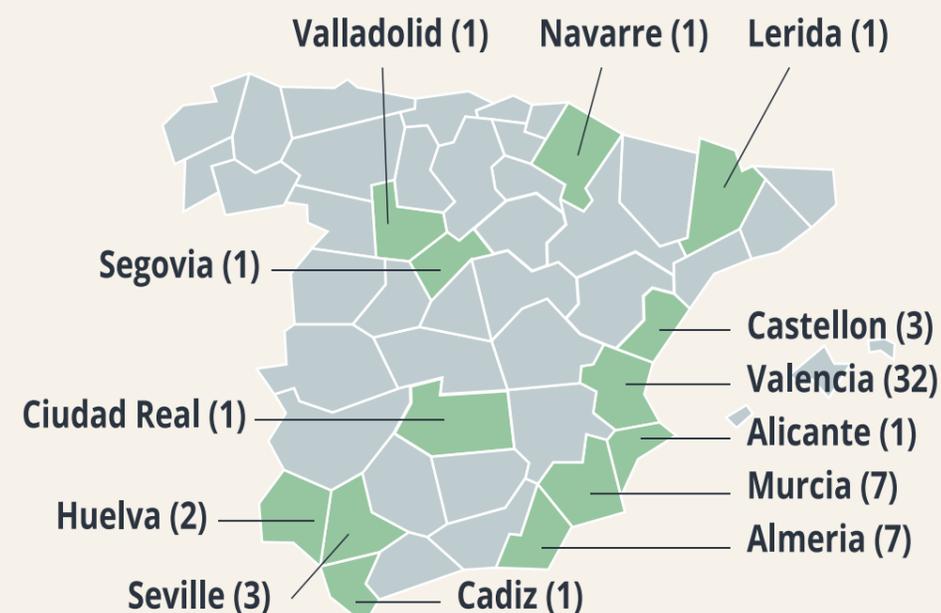
(units x 1,000)



2. growers



geographical location of Anecoop's member cooperatives



61 members / 7 autonomous regions / 13 provinces

our members

grower members	20,222
members - other services	22,567
employees	19,155

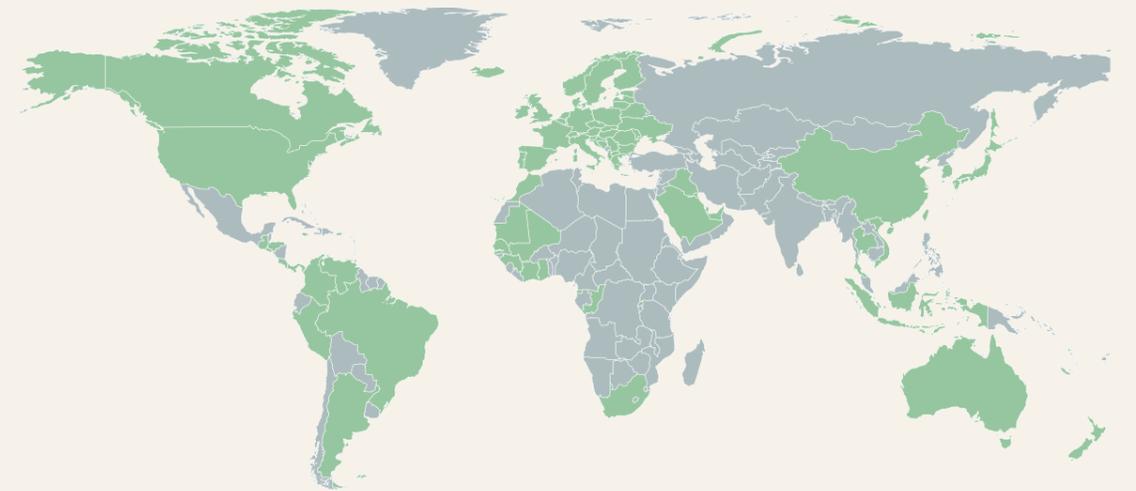
our fields

hectares cultivated	61,643,31
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3. markets

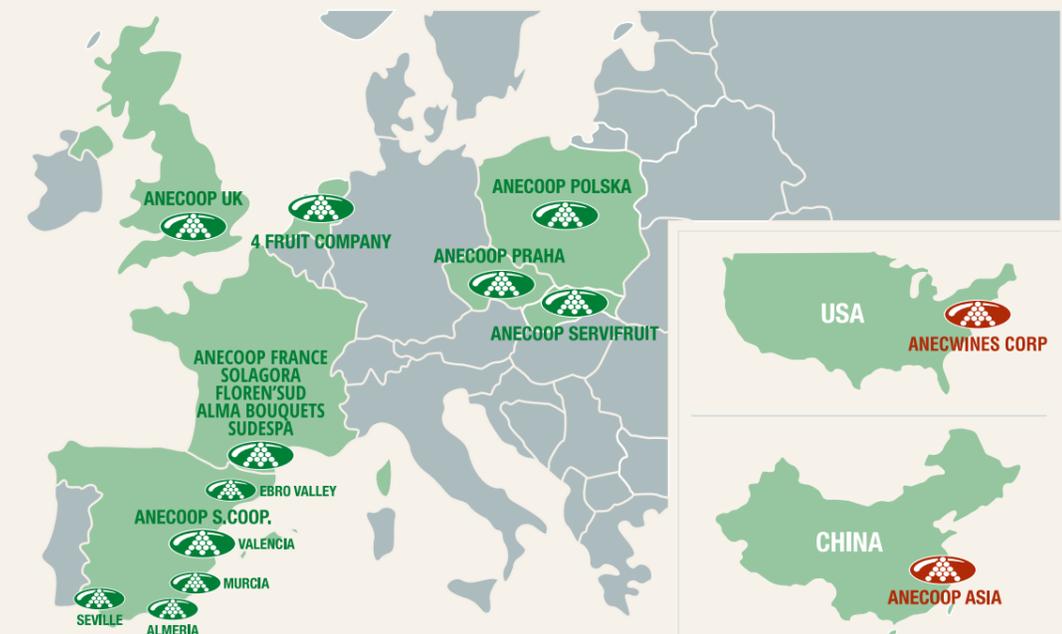


our markets



74 countries

Anecoop Group



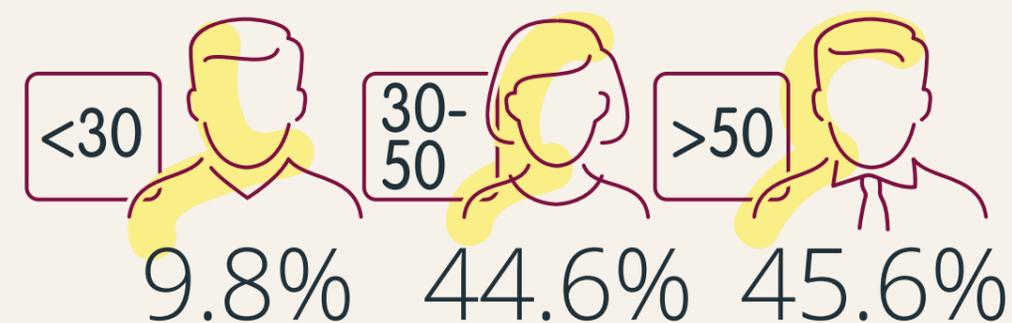
4. employees



percentage of employees by gender



average age of workforce



training

22.79 hours
of training
per employee

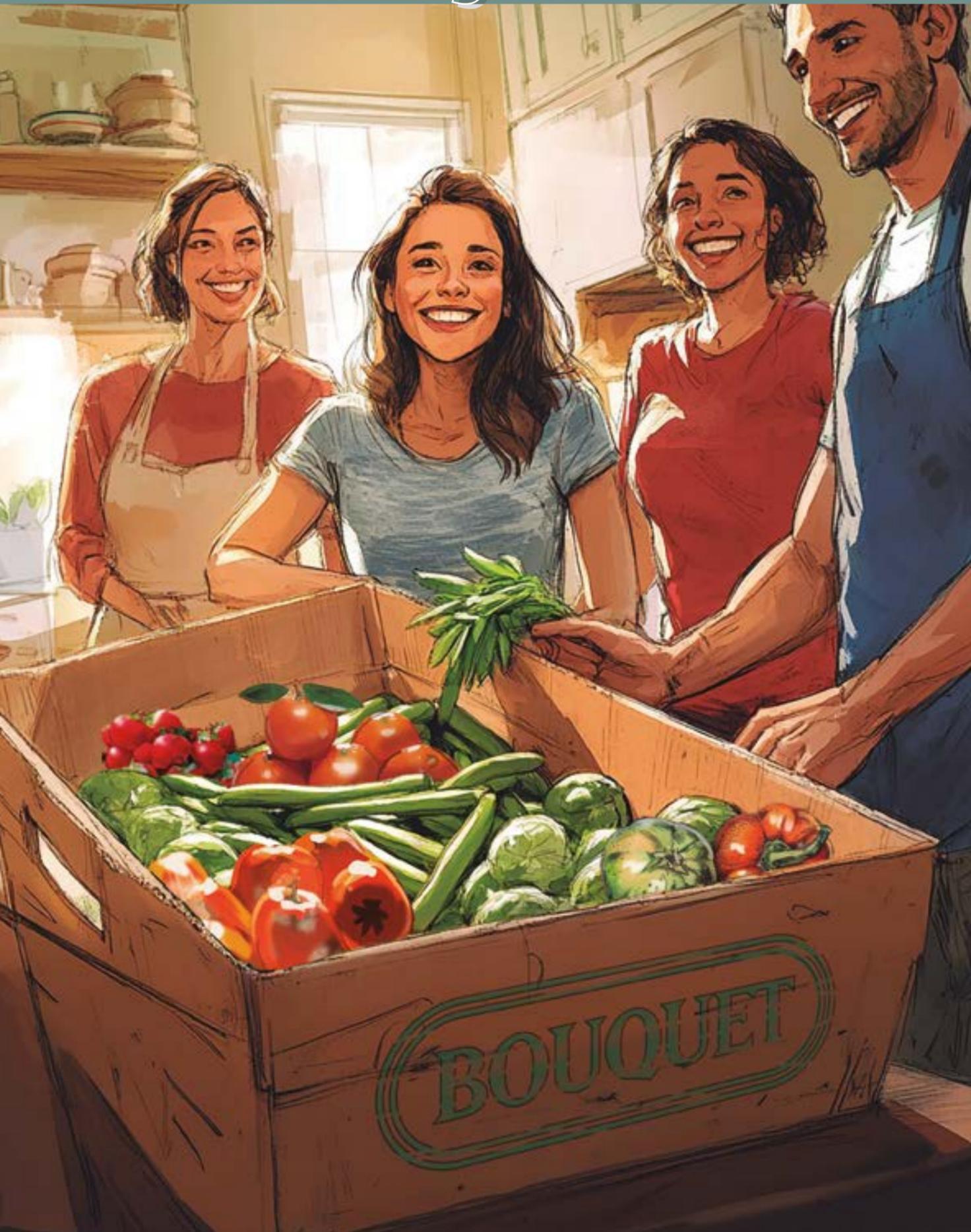


€201,752
invested
in training



78.94%
of the workforce
received training

5. society



Anecoop
and solidarity



€76,200
donated to
34 charity organisations,
NGOs and associations

>750,000 kilos
of fruit and vegetables
donated by the
Anecoop Group



committed to
healthy eating



cooperation in
105 sporting events
and recreational activities
in different countries

6. the land



BRinging Evidence-bAseD food Chain solutions to prevent and RedUce food waste related to Marketing standards, and deliver climate and circularity co-Benefits

BREADCRUMB project

study of the food chain to reduce the amount of food waste

our brands which are environmentally friendly and ensure food safety



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

Organic (Bio Bouquet): 31,783 t marketed



certification that guarantees food and resource management

GLOBALG.A.P.

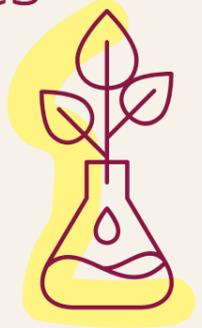


7. future



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



mechanised solutions for estimating citrus fruit production and yield



developing and adapting dragon fruit cultivation to our production areas



AgriSmart data
Agricultura de Precisión

artificial intelligence for greenhouse crop production

actions that bring life to farming

Communication, advertising and consumption go hand in hand

Every year, we receive the same disheartening news: fruit and vegetable consumption keeps declining in Spain and across Europe.

Traditionally, a product category gains a foothold in the market thanks to advertising campaigns run by the different brands within the category. **Seedless watermelons** are a case in point. **Anecoop** launched this category in Europe in 1992 under its **Bouquet brand** and, along with other brands, boosted consumption in Spain to 9.5 kg of watermelon per person per year in 2020, before production began to decline due to climate issues and the general rise in costs and prices.

However, nowadays fruit and vegetable brands struggle to stand out on supermarket shelves.

Despite this, **we cannot give up**. We must find a way to get our message across to consumers, ensuring it grabs their attention and adds value.



Piedra Coscollá, Anecoop's Marketing Manager, during the round table on the relationship between communication and consumption at the 2024 AECOC Fruit and Vegetable Congress.

What messages should we use to reach consumers?

Fruit and vegetable marketing is usually built around two main concepts.

The first is **health**... we push so hard to make fruit and vegetables seem like medicinal products that we even imply that people will get sick if they don't consume them.

The second is **recipes**... social networks, in particular, have led to a proliferation of options and different styles: quick, sophisticated, modern, traditional...

These approaches to fruit and vegetable marketing are very important, **but they alone are not enough**.

The so-called algorithm is not complete. **It usually lacks an emotional** element, something that resonates with feelings, aligns with consumer interests and drives consumption. For example, our campaign "**Actions that bring life to farming**", which kicked off in 2020, is currently trending in the sector.

In addition, we have to use specific messages aimed at children and teenagers because fruit and vegetables are not part of their daily diet, and this is the reason for the drop in consumption. Yet they are our future.

A joint effort

A major challenge for our sector is making fruit and vegetables trendy so that children naturally choose seasonal produce as their favourite mid-morning or mid-afternoon snack. We need them to choose us and ask their parents to buy fruit and vegetables. To become fashionable, we must invest in advertising because **YES**, communication, advertising and consumption go hand in hand and **YES**, they drive fruit and vegetable consumption.

The government contributes with generic advertising campaigns, but more is needed. The European Union does not allocate enough resources to training and education to boost consumption among young people. In fact,



according to a recent Freshfel study, one-third of European consumers do not eat a single portion of fruit and vegetables a day.

This low consumption will eventually lead to an unprecedented public health crisis. If we want to take real action, we must step up and involve the entire value chain. **The only way forward is for producers and distributors to work together.**

As producers, we must join forces to develop and implement promotional activities, but we need the support of the entire distribution chain to reach the end consumer, whether by providing visibility on the shelves for the promotional campaigns proposed by brands and associations, or participating in national campaigns, initiatives and movements, or both. We must do everything we can to encourage fruit and vegetable consumption, as this is essential for the health of our society and for the future of our agriculture.

Actions that Bring Life to Farming is an awareness and communication campaign in Spain with a threefold social objective:

1. To highlight **the strategic value of strong, independent** agriculture in society, ensuring it has the capacity to handle difficult situations like the current scenario.
2. To defend the right of growers to continue making a living from the land, **preventing rural exodus and the abandonment of agricultural land.**
3. To showcase the innovation projects **in which Anecoop is involved and which contribute to improving the future of our growers and fostering generational renewal.**

By **choosing Bouquet fruit and vegetables, you are supporting over 20,000 growers and their families in Spain's main production areas:** dedicated individuals who work tirelessly every day to grow tasty, healthy fruit and vegetables for us to enjoy.

economic information

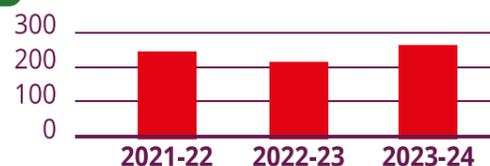
CITRUS FRUIT MARKETED (mt x 1,000)



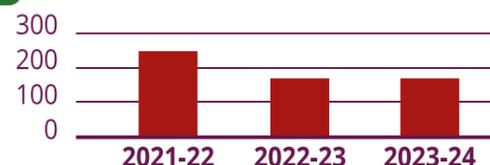
VEGETABLES AND SALAD STUFFS MARKETED (mt x 1,000)



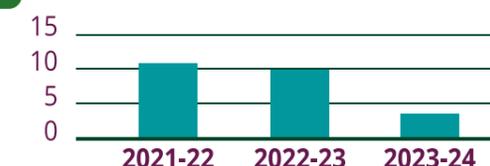
FRUIT MARKETED (mt x 1,000)



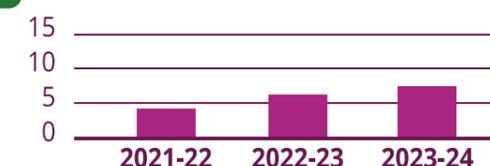
WINE MARKETED (hl x 1,000)



PRE-COOKED PRODUCE (mt x 1,000)



FLOWERS AND PLANTS MARKETED (units x 1,000)



2.1. Figures

The trading year yielded positive results, with significant progress being made in terms of volume sold, with **740,242 t + KI (+13.7%)**, and in terms of turnover, with **€945 million (+11.6%)**, thus enabling us to meet our objectives. These figures maintained our position as the leading Spanish marketer of fruit and vegetables and increased our domestic export share to **5.04%**. All of the product groups grew, though to varying extents.

Sales prices were generally good, and we improved the average price paid to members.

During the year, we made significant progress in implementing improvements in product planning and management, which is an area we must continue to focus on as a key tool for dealing with an increasingly complex market.

In terms of production, the greatest difficulties stemmed from rising costs, labour shortages and more frequent outbreaks of pests and diseases, which are becoming increasingly difficult to control. In addition, declining consumption of fruit and vegetables in Europe, our main market, along with stricter customer supply policies, and a growing trend towards supplier consolidation, have posed significant challenges. Finally, greater competition, both domestically, where investment funds continue to gain ground, and from third countries, are the factors we have had to navigate and will continue to have to deal with in the coming years.

The points mentioned above are particularly relevant in the case of **citrus fruit**, a product group in which we marketed 265,155 tonnes, driven by a 5.53% increase in production growth, in a trading year that was once again marked by limited supply. The season started out on a strong footing but lost momentum towards the end.

An initial phase of strong pricing, with favourable returns for clementines and historically high prices for Navelinas, was followed by

a downturn. Increased competition from Egypt, declining consumption and sector-wide mismanagement of the season became increasingly evident, resulting in an outcome that fell well below expectations. Additionally, a record lemon harvest overwhelmed the market, which struggled to absorb the surplus effectively.

It is our responsibility to learn from this and apply the necessary measures, both at sector level and in Anecoop, if we do not want to lose our leading position.

The **fruit** category posted the highest figures and increases, both in terms of volume, with 277,996 t (+35.41%), and turnover, reaching €346,155,000 (+31.85%).

Although growth was recorded across nearly all fruit categories, the strong performance of key products was the primary driver of these positive results.

It was a good year for our Persimon® kakis, in a trading year in which we returned to 'normal' production levels, and where we noticed the improvements in the functioning of the Persimon Group, especially in terms of integration.

The volume of melons and watermelons sold increased, though these products remain highly speculative and require further improvements, particularly in production control.

Meanwhile, stone fruit experienced a second consecutive year of significant growth, with improved supply pushing sales beyond **50,000 tonnes**.

The volume of berries increased by almost 50%, while growth remained moderate in other products, such as exotic fruit and kiwis, where production is still limited.

In **vegetables**, the increases of +5.52% in volume and +4.33% in turnover increased figures to 177,855 t and €285,003,000. Although prices were slightly lower than the previous trading year, they were generally positive for growers.



The trading year began with production delays and was then marked by high winter temperatures and water shortages in some production areas.

We were delighted to welcome Ecoiver to the Anecoop family during the year. This has enabled us to expand the number of members in Almeria and grow the range of products available in the area.

Improving our supply network, optimising crop planning with members and diversifying our customer portfolio continue to be the focal points we need to concentrate on in our vegetable and salad stuff sales strategy, enabling us to deliver stronger performance in this product category.

Organic produce once again recorded double-digit growth, with sales reaching 31,783 tonnes. This increase, driven by the efforts of Anecoop and our subsidiary Solagora, was not uniform across all markets, as results varied by country and customer. Additionally, challenges arose due to a growing preference for locally sourced products.

These dynamics reaffirm our commitment to organic production, not only as a sustainable environmental strategy but also as a valuable production alternative for our members.

In addition, we invoiced €6,184,000 for **pre-cooked** and processed products and €1,925,000 for **plants and flowers**. Both categories are production alternatives and complement the range of products we can offer our customers.

The **wine business** continued to be affected by the complex global geopolitical situation (Russia and Israel) and a sustained decline in wine consumption in countries such as China and, more recently, in well-established markets such as the United States.



economic information

This turbulent environment prompted us to carry out important strategic work in this area during the year, with the active involvement of Anecoop's member wineries. We devised a series of plans with the guidance of an innovation expert, and we are convinced that they will be of great help in our quest for future growth.

SALES			
Tonnes	2021-22	2022-23	2023-24
Citrus fruit	315,546	251,255	265,155
Fruit	231,060	205,293	277,996
Vegetables, salad stuffs and plants	177,949	168,547	177,855
Pre-cooked produce	10,661	9,263	2,554
Total fruit, vegetables and salad stuffs	735,216	634,358	723,560
Total flowers and plants*	4,855	5,698	6,520
Total wine (hl.)	246,657	166,200	166,819
<small>* Units (x 1,000)</small>			
Euros*	2021-22	2022-23	2023-24
Citrus fruit	272,325	269,321	279,895
Fruit	260,456	262,535	346,155
Vegetables, salad stuffs and plants	243,487	273,177	285,003
Pre-cooked produce	14,677	14,755	6,184
Total fruit, vegetables and salad stuffs	790,945	819,788	917,237
Total flowers and plants*	807	1,195	1,925
Total wine (hl.)	32,671	25,873	25,993
Total	824,423	846,856	945,155
<small>* Euros (x 1,000)</small>			

In terms of results in the wine business, following the substantial adjustments we experienced in 2022-2023, with declines in turnover of 21% and 32% in sales volume, the downward trend turned the corner in the 2023-2024 trading year. We achieved slight growth of 0.37% in volume and 0.46% in revenue.

Distribution of profit

In the 2023-2024 financial year, Anecoop obtained a profit of €2,478,431.

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 2023-2024, part of the cooperative's surplus was allocated to the education fund and the rest was assigned to the reserve fund. According to article 48.2 of the Corporate Bylaws, "From the surplus recognised for the purpose of calculating the cooperative's profit for the year, after deducting any previous years' losses, and prior to taking into account Corporation Tax, at least 20% will be allocated to the mandatory reserve fund; and 10% to the education and promotion fund", and to article 48.3, "At least 50% of the extra-cooperative or extraordinary profits [...] will be allocated to the mandatory reserve fund".

Share capital

Anecoop's share capital at 30 September 2024 was €25,260,229. This is made up of compulsory contributions and voluntary contributions paid into the members' share capital. The mandatory reserve fund allocated to the consolidation, development and guarantee of the cooperative, which may not be distributed among members, amounted to €50,390,138 at 30 September 2024, together with other reserves totalling €9,682,424. The percentage of liabilities belonging to collective or undistributable funds was 59.72%*.

* This percentage is calculated as follows: (Share capital + reserves + profit (loss))/Total equity and liabilities = (25,260,229+60,072,563+2,478,431)/147,026,974).

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



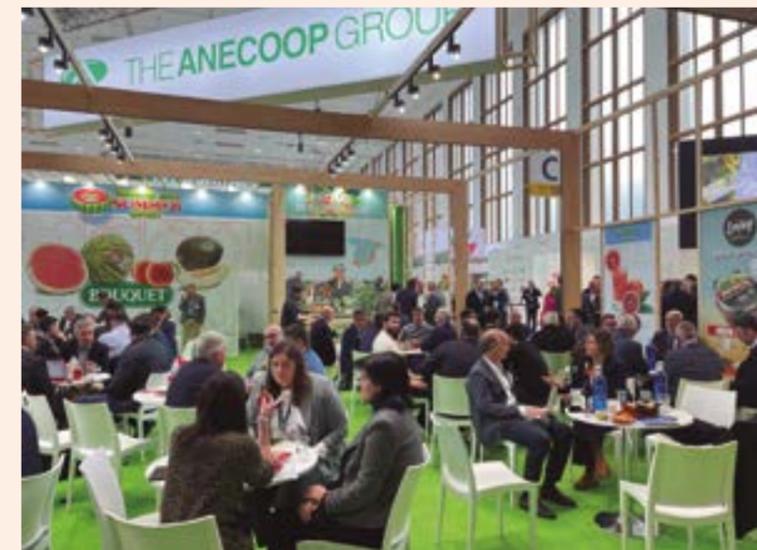
come from the Valencian Region, Andalusia, Murcia, Extremadura, Castile and Leon, Castile-La Mancha, Catalonia, Navarre, Aragon and the Canary Islands. Materials, other purchases and the provision of services are supplied by other companies across Spain.

Taxes paid and grants awarded

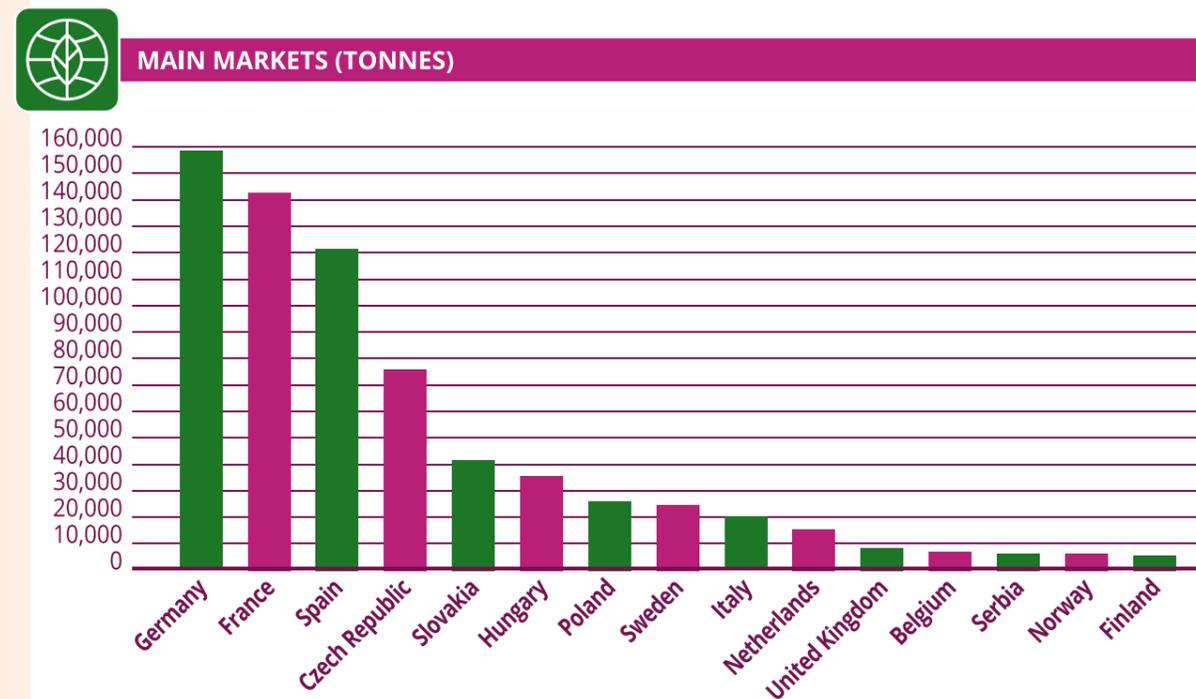
Corporation Tax paid in 2023-2024 amounted to €31,433 compared to €71,921 in the previous year. Other taxes received came to €41,687. Anecoop was awarded operating grants totalling €356,182 compared to €406,896 in the previous year.

Planning processes and budget management

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



SALES BY GEOGRAPHICAL AREAS							
	Citrus fruit (mt.)	Fruit (mt.)	Vegetables, salad stuffs and plants (mt.)	Pre-cooked produce (kg.)	Total fruit, vegetables and salad stuffs (mt.)	Total flowers and plants (Units x 1,000)	Wine (hl.)
European Union	248,069	259,141	175,562	2,533	685,305	6,520	137,897
Rest of Europe	7,622	16,064	1,882	8	25,576	-	8,219
America	7,297	1,679	276	13	9,265	-	10,336
Asia+Africa	2,167	1,112	135	-	3,414	-	10,367
Total	265,155	277,996	177,855	2,554	723,560	-	166,819



economic information

ASSETS	30/09/24	30/09/23
NON-CURRENT ASSETS	47,573,446	48,550,676
Intangible assets	2,939,842	3,598,893
Patents, licenses, trademarks and similar rights	2,868,480	3,546,331
Computer software	71,362	52,562
Property, plant and equipment	12,168,279	12,068,321
Land and structures	10,987,350	10,771,756
Plant and other items of property, plant and equipment	1,145,846	1,253,329
Tangible assets in the course of construction and advances	35,083	43,236
Investment property	3,675,482	4,155,350
Land	1,133,842	1,133,842
Constructions	2,535,730	3,011,744
Plant and other items of property, plant and equipment	5,910	9,764
Non-current investments in Group and associated companies, and members	24,925,487	25,568,985
Equity instruments	20,614,064	20,648,826
Loans to Group companies	1,565,366	1,584,298
Loans to members	2,746,057	3,335,861
Non-current investments	2,617,463	2,115,716
Equity instruments	155,007	155,014
Loans to third parties	1,457,776	1,655,516
Debt securities	-	300,506
Other financial assets	1,004,680	4,680
Deferred tax assets	1,246,892	1,043,412
CURRENT ASSETS	99,453,527	99,573,627
Inventories	1,631,714	1,483,595
Trade and other receivables	41,702,054	38,823,440
Trade receivables for sales and services	31,016,669	30,725,097
Receivable from Group and associated companies, and members		
Group companies	2,283,849	1,168,403
Associated companies	573,235	494,165
Members	150,106	182,683
Receivable from employees	361,614	337,654
Current tax assets	522,557	344,138
Other accounts receivable from public authorities	6,794,024	5,571,300
Current investments in Group and associated companies, and members	2,164,683	2,347,402
Loans to Group companies	1,210,601	1,335,486
Loans to associated companies	-	22,052
Other financial assets	-	2,404
Loans to members	954,082	987,460
Current investments	10,227,929	6,127,053
Loans to companies	62,809	664
Debt securities	-	1,994,753
Other financial assets	10,165,120	4,131,636
Current accruals and prepayments	104,447	88,809
Cash and cash equivalents	43,622,700	50,703,328
TOTAL ASSETS	147,026,974	148,124,303

EQUITY AND LIABILITIES	30/09/24	30/09/23
EQUITY	88,415,000	86,635,844
SHAREHOLDERS' EQUITY	86,548,211	84,312,664
Subscribed cooperative share capital	23,997,218	24,276,951
Reserves	60,072,562	58,212,028
Compulsory reserve fund	50,390,138	48,529,604
Other reserves	9,682,424	9,682,424
Cooperative profit	2,478,431	1,823,685
GRANTS, DONATIONS AND BEQUESTS RECEIVED	1,866,788	2,323,180
NON-CURRENT LIABILITIES	10,622,870	10,390,958
Repayable "capital" receivable	1,263,011	1,317,734
Non-current payables	284,315	252,813
Other financial liabilities	284,315	252,813
Non-current payables to Group and associated companies, and members	8,524,273	8,115,514
Payable to members	8,524,273	8,115,514
Deferred tax liabilities	551,271	704,897
CURRENT LIABILITIES	47,989,104	51,097,500
Current education and promotion fund	120,000	120,000
Current provisions	151,470	134,366
Current payables	1,068,127	2,260,434
Other financial liabilities	1,068,127	2,260,434
Current payables to Group and associated companies, and members	2,902,251	3,607,059
Payable to Group companies	423,904	-
Payable to members (current account in credit section and deposits received)	2,478,347	3,607,059
Trade and other payables	43,722,431	44,975,641
Payable to suppliers	16,492,117	17,983,941
Suppliers, Group and associated companies, and members		
Goods and others	13,219,264	14,858,843
Supplier members (pending invoice)	9,000,370	7,265,531
Payable to suppliers, Group and associated companies	177,153	453,647
Sundry accounts payable	787,498	1,118,594
Remuneration payable	2,628,634	2,120,840
Current tax liabilities	125,427	151,742
Other accounts payable to public authorities	603,543	660,535
Customer advances	688,425	361,968
Current accruals and prepayments	24,825	-
TOTAL EQUITY AND LIABILITIES	147,026,974	148,124,303

The annual financial statements have been audited by Ernst & Young.
Balance sheet at 30/09/2024.
Figures in euros.





2.2 Marketing and communication

The strategy in these two areas extends to the entire organisation and is fully aligned with the company's overarching objectives. We focused on three key areas during the year: enhancing the value of our product brand, refining the business model, and strengthening our corporate reputation.

2.2.1 Fruit, vegetables and salad stuffs

Throughout the year, we focused on promoting our products, through targeted segmentation by market, audience, and channel, with particular emphasis on our market-leading categories, such as **citrus fruit**, **seedless watermelons**, **persimmons** and **vegetables**. The **Bouquet** brand stood as the flagship for our fruit and vegetables, under the umbrella of the **'Actions that Bring Life to Farming'** campaign, which promotes our CSR values.

Official opening of the 1st Persimon Group Congress, organized by Anecoop.



Our promotional campaigns are strategically planned to maximise the significant investment we make. We rely above all on mass media campaigns, cinema advertising, aerial advertising, billboards at train stations and social media campaigns in collaboration with well-known influencers to maximise their impact, as well as other initiatives aimed at promoting our products by associating them with sport and healthy living. These initiatives, which are carried out in different European countries, are coordinated by the Anecoop Group offices in Spain and mainly by our subsidiaries in France and the Czech Republic.

Partnerships with organisations such as the Kaki de la Ribera del Xúquer PDO and the Protected Geographical Indication for Valencian citrus fruit underpinned and broadened the scope of these campaigns.

Trade fairs and congresses

We exhibited our fruit and vegetables at **Fruit Attraction** (Madrid), **Fruit Logistica** (Berlin), **Medfel** (Perpignan), **Asia Fruit Logistica** (Hong Kong) and at the **AECOC Fruit and Vegetable Congress** (Valencia), where we also moderated a debate on advertising and promoting these products.

In September 2024, we held the **1st Anecoop Persimon Group Congress**, in collaboration with various sponsors and the support of Carlet Town Council. The congress was aimed mainly at members of the cooperatives that make up the Persimon Group and was intended to highlight the work done over the years to promote Persimon® kakis in terms of production, technical



aspects, sales and marketing. The conference was a resounding success, with the participation of nearly 350 attendees.

2.2.2 Wine

A key characteristic of this business area is the diversity of products offered. The company's wine division, Anecoop Bodegas, has three member wineries, two that come under the Valencia wines Protected Designation of Origin and one under the Navarre wines PDO.

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

Spanish market

• **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, a billboard at the Colón metro station and a giant mural at the Xàtiva station for the Black Friday 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 appeared 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 some of the leading 2024 Spanish wine guides and yearbooks, such as the Peñín Guide and Semana Vitivinícola.

• **Events and promotions.** We showcased our wines once again at two of the most important events in the Valencian Region, the PROAVA Wine Fair and the DO Valencia Wine Night. Our wines were also showcased in the Wine Tunnel at the Mediterranean Gastronomy Fair, held at the Feria Valencia exhibition centre.

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

The year proved fruitful with the introduction of new wines and the launch of collaborative projects: the PROAVA Wine Fair was the backdrop designated to launch the Icono Urban red wine, and the Borgia's Palace in Gandia was the setting chosen to **present the new member of the Venta del Puerto family: our No. 5 white wine**. In November 2023, we presented 'Kilates de Emoción' to the media and influencers in the sector. This partnership was undertaken in conjunction with master chocolatier David Pallás who created three versions of a unique boxed set combining a bottle of one of Venta del Puerto's red wines and a one-kilo bar of chocolate, handmade by the master chocolatier, to pair with the different wines.

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





In addition, we continued to promote Bodegas Reymos' online business in special campaigns such as Halloween, Christmas, Valentine's Day, Fallas, Mother's Day and Father's Day. We also put together new initiatives, such as our ongoing collaboration with indie music group Melifluo, winner of the 2023 First Reyvindicativo Award by Reymos, and the recording of recipes for social media with Izzi, the head chef at a well-known restaurant in Valencia.

International market

We showcase our wines in other countries by participating in trade fairs and events. In 2023 and 2024 we took part in a number of fairs, including

the **World Bulk Wine Exhibition** (Amsterdam), **Prowein** (Düsseldorf), **Vinexpo Asia** and **Vinexpo America** (New York), among others.

2.2.3 Product and corporate communication

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

The Department's responsibilities extend to covering our organisation's corporate operations, as well as those of our members, whom we assist by providing coverage of their most significant events and developments.

In the 2023-2024 trading year, we issued 24 press releases and published 69 articles and interviews in different written and audiovisual media. We also published seven videos on our YouTube channels, which were self-produced and coordinated by the Marketing Department.

Social networks have consolidated their role as a direct channel of communication with our customers and consumers. We address them via different profiles, even within the same social network, according to our target audiences. As of March 2025, the Anecoop Group had a community of 270,760 followers, up 22.1% on the previous year, with profiles and accounts on Facebook, X, YouTube, Instagram and LinkedIn.

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

2.2.4 Awards and recognition

• **Society.** We received recognition from the **NINOS educational community**, which is part of the Florida Universitaria group, for our contribution to growing and developing this project throughout its 15-year history.

• **Industry.** As part of its 25th anniversary celebrations, the **Kaki Ribera del Xúquer Protected Designation of Origin** recognised Anecoop for helping to promote sales and awareness of this fruit through the work of the Persimon Group.

• **Product.** For the second time, Janus Fruit's **Brocomole** won an award in 2023 from a fruit and vegetable industry organisation, in this case the magazine *Mercados*, which holds its **"Most Influential" awards** every year at Fruit Attraction.

• **Career.** Anecoop's Managing Director, **Joan Mir**, received the **Commander of the Order of Agricultural, Fisheries and Food Merit accolade** in the Agricultural Merit section, awarded by the Ministry of Agriculture, Fisheries and Food to people who have provided exceptional service or made outstanding contributions to the industry.

• **Commitment to the Social Economy.** During the celebration of World Cooperative Day, the **Valencian Region's Cooperative Confederation** honoured Anecoop as one of the three cooperatives behind Valencia's designation as Spain's Social Economy Capital.

• **Associationism.** The traditional **Levante EMV Awards** gala, held in October 2023, was particularly meaningful for Anecoop, which was awarded the **first Associationism prize in the history** of these renowned prizes.



Anecoop's Managing Director, Joan Mir, collects the Levante EMV Award for Associationism.

• **International outreach.** The 2023-2024 financial year ended with us receiving an award from the **Valencia Chamber of Commerce** at the Valencian Economy Awards for our **outreach over the last 25 years in Poland** through our subsidiary Anecoop Polska.

Follow us on

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	Czech Republic United Kingdom	@Bouquet_ovoce @anecoop_praha @anecoop_uk
v	youtube@grupoanecoop youtube@anecoopbodegas	

in	Spain France	Anecoop S.Coop. Anecoop France Solagora Floren'Sud Alma Bouquets Sudespa
	Czech Republic Netherlands	Anecoop Praha 4 Fruit Company
X	Spain	@bouquetcultivamosfuturo @AnecoopBodegas @BouquetYsi
	France	@CultivonsLeFutur

Specific trade channel accounts.

• **Wine.** Anecoop Bodegas won **151 medals** at 10 national and international wine competitions: 6 **Grand Gold**, 116 **Gold** and 29 **Silver**. In addition, Anecoop Bodegas was named **"Best Cooperative Spain"** at the spring 2024 **Berliner Wein Trophy**, becoming the only Spanish winery to win this title for the eighth consecutive year.

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

Anecoop Bodegas was also recognised as **"Best Retailer of the Year 2023"** at the **AWC Vienna** competition.

Wine awards



corporate social responsibility

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 safe and healthy 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

We complemented the campaigns carried out by the Marketing and Communication areas with initiatives for the general public, and especially children, to increase the consumption of fruit and vegetables.

We mainly took part in sporting and family leisure events by giving out fresh fruit and vegetables, as well as in all the initiatives that tie in with our CSR strategy and help to raise the profile of our products. Thus, during the year we participated in 105 races and sporting events held in the Czech Republic and Spain.

These events included the **Expedició Juvenil Cavanilles**, a social, cultural and adventure project which emerged in the 2nd UVemprén

Rural programme run by the University of Valencia and won the award for best Social Innovation project. Its purpose is to organise routes and outings which introduce young people to the rural environment, giving them a chance to learn about its cultural, economic, historical and social aspects.

We also partner year after year in Germany with the **EU School Fruit, Vegetables and Milk Scheme**, supporting two local distributors with more than 170,000 pieces of Persimon kakis which go to over 343,000 schoolchildren in 4,233 schools.

We sponsored the **Valencia Half Marathon and Marathon** once again this year. These two events have a huge international impact which helps to raise the profile of our produce as healthy foodstuffs. We additionally partnered for the first time with the Valencia **10KFEM**, the only women's race approved by the Royal Spanish Athletics Federation, which is entirely for women.

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

In 2023-2024, 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. We also have **GLOBALG.A.P. Chain of Custody** certification, which enables us to ensure that any product sold with GLOBALG.A.P. certification comes from a certified grower or group of growers.

More Sustainable Development Goal initiatives



3.3 Respecting the environment and safeguarding natural resources

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

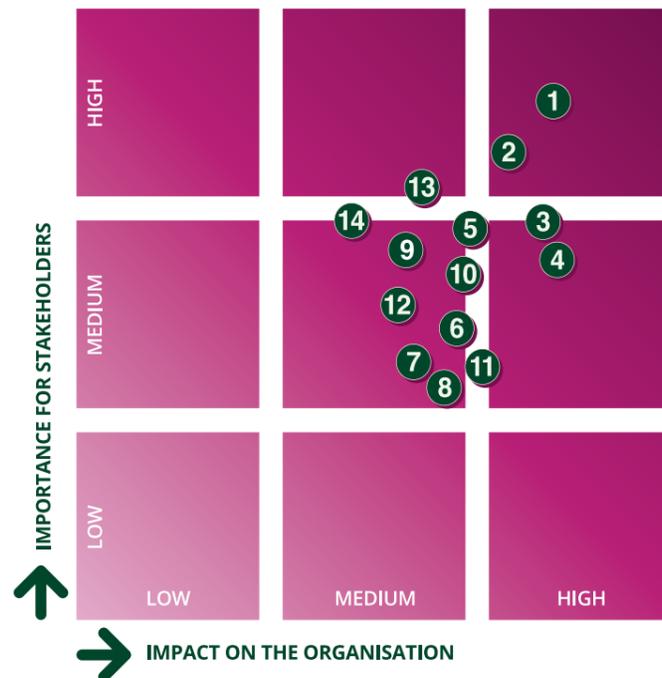
3.3.1 In the field of agricultural production

To achieve this, we implement environmentally friendly production systems in our cooperatives and member organisations, such 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 2014-2024, Anecoop's members increased the number of hectares of fruit and vegetables certified by GLOBALG.A.P from 28,000 ha to over **47,000** ha. This international standard ensures that good agricultural practices are applied in all areas of production and guarantees food safety.

Although the sales of organically grown fruit and vegetables have slowed over the last two years, we are still committed to this line of business to cater for market and customer demands. In 2023-2024, figures went up slightly in terms of volume.

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.

3.2 Guaranteeing the food safety of our products

The **Quality and Sustainability Department** is involved in projects to implement quality and food safety systems, as well as improving processes from farm to fork. This work is carried out in conjunction with the specialist teams at Anecoop's cooperatives and member companies, to provide consumers with safe, healthy products, complying with food legislation and ensuring respect for the environment.

Initiatives

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

Development and implementation of improvement plans.

corporate social responsibility

Anecoop's members who grow and market organic produce do so in line with the standard included in **Regulation EC 2018/848**. We hold the **Valencian Region's Organic Farming Committee certificate (ES-ECO-020-CV)**, which accredits us as marketers of organic fruit and vegetables, grape juice, wine, seeds, plant material and nursery plants. 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.

	2021-22	2022-23	2023-24
Tonnes	32,877	28,535	31,783

We continued to cooperate with **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; and the **Sedex** platform, 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.

A new feature in this trading year was the launch of the **Anecoop Sustainability Observatory**. We

Media presentation of Anecoop's Sustainability Observatory at Fruit Attraction 2023.



have drawn up an ambitious work programme to gauge sustainability at Anecoop and its member companies in partnership with the Kiwa Chair and under the slogan **MEASURE, EVALUATE** and **ACT**. This project's main goals are divided into three main blocks:

- **Compiling, analysing and displaying data** to measure the impacts and improvements Anecoop and its members implement or could implement, quantifying the social, economic and environmental ramifications of our actions to maximise positive outcomes and minimise negative impacts.
- **Locating, cataloguing and sharing information** by transferring knowledge and setting up an ANECOOP training campus.
- **Monitoring** of regulations and trends.

We ran the pilot stage in this first year with six of our member companies which has enabled us to define the methodology to be rolled out in 2025.

Our **sustainability management** system is getting better and better, as demonstrated by an independent external assessment conducted by EcoVadis. Its scorecard monitors performance across 21 indicators in four areas: the environment, labour practices and human rights, business ethics, and sustainable procurement.

According to these results, **Anecoop now has a silver rating** in this demanding independent assessment scheme and is one of the **top 15% of companies** evaluated by EcoVadis over the last 12 months, with a score of 70 out of 100. The survey shows that we have a robust management system in place which addresses sustainability criteria rooted in international sustainability standards, including the Global Reporting Initiative, the International Labour Organisation conventions, the UN Global Compact and ISO 26000.

Minimising food waste is also one of our goals. Here, we continued to liaise with the **Spanish Association of Manufacturers and Distributors (AECOC)** which leads the "Don't

waste food" campaign, a public partnership agreement involving more than 350 food industry businesses, including Anecoop.

This year, we began to take part in the **European BREADCRUMB project** through our Quality and Sustainability and Production and Innovation departments. This initiative kicked off in January 2024 and is to run until December 2026. Its main aims are to address the principal problems posed when implementing food marketing standards which have a direct influence on rising food waste across the entire supply chain.

More Sustainable Development Goal initiatives



3.3.2. In the working environment Material management

We have consistently reduced paper usage since 2020, driven by the shift to remote work and advancements in digital transformation. In the 2023-2024 financial year, we reduced paper consumption by 8%.

	2021-22	2022-23	2023-24
Kilograms	1,600	2,130	1,970

Water management

We used 69,134 m³ of water during the year. 67,559 m³ were used at the Museros Field Station and the rest was used in the offices we have in Spain. This represents a 42% increase on the previous year, due to a larger number of irrigated plots and crops at the Field Station. The water used at Museros comes from a well located on the premises.

	2021-22	2022-23	2023-24
Cubic metres	43,137	48,553	69,134

Energy management and energy-saving measures

The total consumption of **non-renewable fuels** was 1,260 kg of propane for greenhouses and heating at the Museros Field Station, which represented a decrease of 55.38% over the previous year.

	2021-22	2022-23	2023-24
Museros F.S.	4,184	2,824	1,260

Total **energy** consumption in the Group's facilities in Spain was 424,311 kWh.

The energy-saving measures implemented in all of our offices (LED technology, light sensors, air-conditioning programming, etc.) helped us to reduce consumption. This led to a **1.35%** drop in energy use compared to the previous financial year.



In the previous trading year, we started to install **two photovoltaic plants on the roofs of our facilities in Museros and Algemesi** (Valencia) to boost efficiency and reduce energy consumption. This year, the Algemesi plant began to bear

corporate social responsibility

fruit, bringing a 26.77% reduction in energy consumption compared to 2022-2023, whilst the Museros plant is being consolidated as a sustainability measure.

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

	2021-22	2022-23	2023-24
Electricity kWh	489,775	430,109	424,311

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 2023-2024, we generated sufficient energy, **655,891 kWh**, to supply **188 homes, each with an average of three members per household**. The energy produced by this plant prevented the emission of **216.44 tonnes of CO₂** into the atmosphere, i.e., the annual emissions produced by **90 vehicles**. Similarly, this amount of CO₂ would have required **33,299 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 **714.92 tonnes of CO₂** in the case of coal combustion, **268.92 tonnes of CO₂** in the case of combined-cycle plants and **524.71 tonnes of CO₂** in the case of fossil fuels. Emissions of

other polluting gases that were avoided thanks to this initiative were **0.352 tonnes of sulphur dioxide (SO₂)** and **0.263 tonnes of nitrates (NOx)**.

Waste management

In compliance with the Spanish Data Protection Law, we prioritize the privacy of our members' and customers' data. To ensure proper handling, we distinguish between confidential documents and dispose of those containing personal information in designated secure paper bins. These must subsequently be sent for destruction, as per the aforementioned legislation. During the year, the amount of confidential documents destroyed fell by 3% over the previous year.

	2021-22*	2022-23	2023-24
Kilos	18,791	914	891

*Destruction of confidential corporate documentation from the previous five years.

All our offices have special containers and eco bins for the collection of organic waste, plastic and cans, and paper and cardboard. We also have specific containers for batteries, small electrical appliances, electronic waste and printer cartridges, 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 to make the entire workforce aware of the need to look after the environment and preserve natural resources, and thus to get into the habit of recycling and fostering a good eco-friendly culture. This guide inspires employees to engage with environmental issues, embrace recycling as a key driver of transformation, and support comprehensive environmental management. It serves as a reference for proper waste handling while offering valuable insights, practical ideas, and best practices for effective waste management.

On 1 May 1998, we signed an agreement with Ecoembalajes España, S.A. to join the Integrated Waste and Used Packaging Management System,

under Law 11/1997, of 24 April, on Packaging and Packaging Waste. We use the "Green Dot" symbol on the packaged products marketed by Anecoop to identify our participation in this scheme. We collaborate with the Industry Prevention Plan to improve the composition and weight of the materials used in our packaging and to reduce the amount of waste generated.

Three types of waste are handled at the Masía del Doctor Experimental Field Station in Museros: first, organic waste, which comes from harvest waste and from the recovery of the numerous crops planted on the estate, including firewood that cannot be shredded for reuse. Second, inorganic waste (plastics, replacement of materials, etc.) that is deposited in 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. In 2023-2024, a total of 379 kg was collected, down 3% on the previous year.



3.3.3 Environmental legislation

Anecoop keeps a record of the environmental legislation which affects its activities. During 2023-2024 and the previous trading years, it was not fined or otherwise penalised for any environmentally unsound business practices due to non-compliance with legislation.

3.3.4 Pollution

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

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

	2021-22	2022-23	2023-24
Electricity	547,075	468,784	441,567
CO ₂ equivalent	271.62	232.75	219.24

3.3.5 Soil pollution

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

3.3.6 Environmental information and training

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

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

Training for cooperatives and member companies is also given through the Anecoop Sustainability Campus.

3.3.7 Relationship with the environment

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



corporate social responsibility

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

As a cooperative, our main responsibility and commitment is to champion our members' production, which is why most of the products we market are produced in Spain.

Working in comprehensive rural development projects is essential to ensure the future of our member producers. This means agriculture can continue to drive the economy and society in our production areas, creating quality employment and boosting the viability of local economies.

3.4.1 Product innovation

Product innovation is our flagship and has the greatest impact in terms of communication. When successful, it directly benefits our cooperative members, as product innovation ensures competitiveness, consumer demand, and customer interest.

Product development is a multi-year process involving several years of trials both at our facilities (the "Masía del Doctor" (The Doctor's Farm) Experimental Field Station in Valencia and the UAL-ANECOOP Foundation Experimental Farm in Almeria) and in our members' fields. The areas we focus on have remained consistent for several years, though we continuously adapt our projects as they evolve. The initiatives undertaken during this trading year included:

Products

Citrus fruit. Varietal development, albeit slow, continued to move forward. Variety companies and suppliers are constantly releasing new products, generally addressed to growers and in some cases with new sales plans.

We developed **14 new citrus varieties** this year at our La Masía del Doctor Experimental Field Station. Some of them are not yet on the market, though we are ready to assess them and make decisions as soon as possible.

Another **seven varieties selected in previous trading years** have now been planted in our members' fields and some have already begun to outperform their current counterparts.

As part of this development, **Anecoop's pigmented orange plan** has taken shape with the definition of specifications for its own brand.

Watermelons. This is Anecoop's second most important product in terms of volume and attracts a lot of attention from the technical staff in our Production and Innovation Department and from our members.

This year we evaluated **21 new varieties** in our two field stations covering the wide range of types we market, and five of them have been included in pre-commercial trials in cooperatives. Some of these varieties bring improvements while others are completely different, as is the case of the **Orange Sunglow** orange watermelon which scooped the Innovation Award at Fruit Attraction 2024. For the moment, this initiative is restricted in volume and only available in Spain. We are working on it with a small group of companies in the industry.

Horticultural crops. Our main efforts centred on the evaluation and selection of **pepper** varieties that resist powdery mildew, **tomato** varieties that tolerate the brown rugose virus, the **Piel de sapo melon**, and **pumpkins** with enhanced conservation conditions.



We evaluated commercial varieties of peppers, aiming to bring them into production in just one trading year.

The problem of the **brown rugose virus in tomatoes** prompted us to undertake a larger project. We worked with other companies and research centres to test resistance to the virus in several varieties in order to send the ones that give the best response for technical and commercial assessment. Progress has been very encouraging, and we are finding new plant material which can solve this health problem while maintaining marketable qualities.

We tested five varieties of large **Piel de sapo melons** for the Spanish market. These trials were repeated in three cooperatives with different planting dates. Results were positive with good quality fruit harvests from July to August.

Fruit. The fruit group includes **Persimon kaki**, a hugely significant crop for Anecoop and its members, although we also continued to evaluate new varieties of **pip fruit, stone fruit, kiwifruit, table grapes** and **pomegranates**. The approach to these crops includes assessing new varieties, recommending new plantations and managing existing ones to improve their use and profitability for growers.

This trading year we put a lot of emphasis on crop management when developing and improving the **Persimon kaki**, especially in connection with pests. Unfortunately, the impact of the flooding at the end of the year brought some of the trials we were running on our members' estates to an abrupt end. We started to assess semi-intensive and intensive cultivation in our field station and continued to evaluate new varieties created by the **ANC-Biotech** team.

In other crops, we introduced novel **table grape** plant material from a new programme plus a new rootstock which solves a major problem in **kiwifruit** cultivation, enabling the project to move forward after successful commercial outcomes, especially with our yellow kiwifruit variety.

Another diverse yet nonetheless appealing group for us is subtropical crops: we are running varietal projects for **papaya, dragon fruit** and **passion fruit** in both experimental and commercial production.

For some of the crops we work with, we also rely on the support of our **Anecoop-Biotech laboratory** in Valencia. This trading year, we expanded its capacity to strengthen the approach to ongoing projects, primarily by utilizing genetic markers to identify and pre-select varieties with specific traits through biotechnological tools. For example, we worked directly with members who discovered different plants in their crops to identify varieties. Our role has been to detect potential varietal errors in plantations and identify new mutations that could lead to the development of new varieties.

In short, it is our responsibility to keep up to date with the varieties emerging in our members' crops, help them to select the best ones, and provide opportunities to grow varieties with a sales plan that guarantees profitability.

Pests and diseases

This is one of the two main problems we are facing in production alongside the adverse weather conditions we are experiencing.

Here we have crucial partnerships with research centres and universities that provide us with technical support, project guidance and sufficient knowledge to roll out prevention and control measures.

We worked with the IVIA mainly on the new pests that are attacking one of our staple products, the Persimon kaki. The support of companies such as Koppert and Bioline that help us in these projects is also pivotal.

corporate social responsibility

We are additionally working with the IVIA to broaden our knowledge and look for solutions to the problem of "moria" or kiwifruit vine decline syndrome.

We partnered with the Universidad Politécnica de Valencia in pest and canopy management in citrus fruit and, crucially, on a project for evaluating viruses and pathogens in watermelons across our production areas.



IFAPA assisted us in our watermelon virus projects and also in the extremely worrying brown rugose virus in tomatoes.

We held a technical workshop in connection with these projects to address tomato and watermelon viruses at the head office of our member Coprohnijar in Almeria, which was attended by growers and specialists from Hortamar, Agroiris, Tomasol, Costa de Almeria and Montivel Export.

Technological transformation

We are investing in **new technologies** to enhance production such as sensors, automation, image analysis and digitalisation.

We were involved in a number of initiatives:

- We took part with the **University of Almeria** in two new projects during this trading year for analysing and evaluating sensor equipment and artificial intelligence as greenhouse technologies.
- We signed an agreement with **CAJAMAR-INNOVA**, playing an active role in the **High-Tech Business Incubator** specialising in Technological Innovation and Sustainable Water and Agri-Food Management.
- We also joined the **Agrotec-UV programme**, a technology business incubator at the **University of Valencia**, as one of the powerhouse companies and partners backing the project.

- Finally, Anecoop joined the **EMURI chair to foster innovation in the Region of Murcia** through a cooperation agreement with this platform, which brings together public authorities, universities and businesses.

All these efforts take shape through workshops, presentations, and pilot programmes with our members, where we introduce and evaluate solutions that best address their needs in the field, such as water efficiency, improved measurement, and climate control.

These initiatives are also designed to **help attract and retain young professionals in agriculture**, making it a more modern and appealing activity for our growers.

R&D projects

We team up with technology centres and universities to take part in public calls for R&D and technological innovation projects to develop joint solutions which we can then transfer to our members. In this trading year we embarked on the following projects:

PITAMED Operational Group. This project's purpose is to develop the dragon fruit production model with structures, cultivation techniques and technologies suitable for our production areas and to grow varieties which meet market demand and are tailored to each agro-climatic zone.



Breadcrumb. This project seeks to reduce food waste by analysing the food chain and suggesting ways of making better use of five food groups, including fruit and vegetables.

We continued to participate in multi-year projects such as **AgriSmart, Citriaforo, Digital Riego, Patafest, GOLinomar** and **Relea**, to develop 4.0 technologies, good cultivation practices and waste reuse.

These projects have been made possible thanks to grants from various European sources, such as the H2020 programme, supranational operational groups and the CIEN call for proposals from the CDTI, as well as regional funding from the Valencian Innovation Agency and cooperation projects.

3.4.2 Management innovation

One of the statements in our Vision is Anecoop's commitment to management excellence based on innovation, among other aspects. We deploy management innovation initiatives, such as our company and product groups to respond to environmental challenges and market demands.

In 2021, as part of this strategy, we set up our Innovation Committee, made up of employees from different departments in Anecoop and external experts in business and innovation management. During the 2023-2024 trading year, progress continued to be made on projects centring on produce, marketing, organisation and member management.

Anecoop Company Group (ACG)

In 2023-2024, the ACG's output grew by 16.6% due to increases in citrus fruit and stone fruit production, and especially the rise in Persimon kaki volumes. This meant the ACG increased its share within Anecoop, representing 44% of the citrus fruit marketed by the cooperative, with a 62% share in oranges and 39% in mandarins, representing an 8% increase on the previous year. At member level, the second-tier cooperative Univall was created during the year and joined the ACG, bringing together the production of the first-tier Llutxent-Otos and Pobla del Duc cooperatives.

The Group's member companies continued to work alongside Anecoop on the four objectives underpinning this initiative: improving management, optimising available resources, identifying synergies, and strengthening cooperatives.



Persimon Group

2023-2024 was a good trading year all round for the Persimon Group. Further progress towards greater consolidation and integration was made. Although we more than doubled the volume sold in the 2022-2023 year, we succeeded in keeping supply at price levels quite similar to the previous trading year, earning the best average return in € per m² for grower members in the five previous years.

However, mid-November weather conditions led to a 25% drop in the remaining volume of the trading year.

Pomegranate Group

Concentrating supply and extending and diversifying the pomegranate production calendar are key competitive advantages for this group, which has strengthened its position within Anecoop as the crop management platform for the 27 members growing this fruit across Huelva, Murcia, Alicante, Valencia, Castellon, and Lerida.



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

The amount of papaya plots increased to 36 hectares, maintaining Anecoop's position as the leading Spanish operator of this subtropical fruit. The Exóticos del Sur E.I.G. is made up of around twenty growers from Almeria and it supplements supply with partnerships with growers from

corporate social responsibility

Murcia and the Canary Islands. It has specific papaya packing houses in the different production areas.

Kiwi Group

We continued to work hard during the year to consolidate the Group's objective, which is to organise and optimise local kiwifruit supply to meet our customers' needs.

During the year, we focused mainly on the yellow kiwi project, which has good prospects for continued growth.

Avocado Group

The popularity of avocados continues unabated. They maintain their position as a fruit with significant consumer appeal and it is a product that we are continuing to invest in. Anecoop's technical and sales teams and our member cooperatives are joining forces to deliver quality crops leveraging a differentiating feature which is highly prized by consumers: local produce.

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



3.4.3 Stakeholder relations

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

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

Members

Our members are our raison d'être and are a fundamental value of our organisation. We share the same objectives and a firm commitment to

the future of agriculture. We therefore maintain close relationships with them, in which the exchange of information plays an essential role in helping us to understand their needs and projects and to involve them in ours.

During the year, the different departments in the organisation coordinated a number of strategic, technical and informative events with them, complementing our day-to-day contact.

In 2023-2024, **61 of our member cooperatives** visited our field stations in Valencia and Almeria, in addition to individual visits from grower members, and product information and/or evaluation sessions on citrus fruit, Persimon kakis, tomatoes, exotic fruit and kiwifruit, among others. We also held **strategic product workshops** during the year, in which Anecoop members and teams discussed aspects such as quality, innovation, marketing strategies and lines of work to promote sustainability.

The **IT Department** rolled out a number of projects, including the **implementation of the SIEX Digital Farm Book** integrated with UNICOO (ERP developed by Anecoop for managing fruit and vegetable cooperatives and wineries) which makes it easier to run estates and access all the information needed to comply with regulations, and the **introduction of an online cooperation platform** where our members can share production surpluses and product needs. We also kicked off the first phase of the **PLANPRO (Anecoop Production Planner) platform**, designed to efficiently coordinate production between Anecoop and its members, and featuring operational planners to organise weekly activities for drawing up and recording actual inputs, thereby ensuring seamless coordination across all stages of the sales process.

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

On a less formal note, we should mention our Christmas Card Competition which is open to

the children of members and employees in our cooperatives and member companies, as well as those of the staff in the Anecoop Group's sales offices and subsidiaries. A total of 1,629 children participated in the Christmas 2023 competition.

Employees

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

Therefore, we use the following channels to communicate with our staff:

Communication channels



The **Intranet** is a very useful in-house tool with multiple uses. It hosts 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**, which is part of the Intranet, enables every employee to manage the details of their job at Anecoop, together with the People and Talent Department. In the 2023-2024 trading year, we embarked on two actions in this area: firstly, revamping the image and content of our Intranet, and then late in the year, rolling out a solution called Sesame to automate and digitalise human resource processes. We expect this tool to be fully operational in all departments during the next financial year. It will add to or replace some of the features of our Intranet and internal communication tools.



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 and people leaving the organisation, the launch of media campaigns, corporate policies and the deployment of new projects.

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.

Meanwhile, the IT department has initiated **projects to automate processes and streamline data sharing and integration** with customers, members, suppliers, and group companies, delivering key benefits such as **fewer manual errors and improved operational efficiency**. For example, sales accounts, payment notices and payments have been automated, and data integration has been launched with several carriers.

It also kicked off the **Coopera365 project**, a digital transformation office to help Anecoop

corporate social responsibility

professionals switch to tools that enhance productivity, communication and teamwork.



Cybersecurity initiatives included **developing the ISMS** (Information Security Management System) and implementing **information security policies**. Anecoop's staff are also active participants in the various strategic and product sessions held with members, helping to consolidate relations between the organisation and its social base.

Customers

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

In this context, we use a **CRM (Customer Relationship Management)** system, which was updated during the 2023-2024 trading year, to improve the efficiency of our customer, member and supplier service, interdepartmental

coordination and to provide a platform that enables smoother integration with in-house tools and optimises business processes.

Society

We are a social economy company that has a significant impact on our community. Therefore, all the projects we participate in and the actions we undertake must be aligned with our CSR values, so that we can make a positive contribution to society.

During the year, we organised and/or participated in many events and conferences related to the economy, agri-food, innovation and sustainability, both in a general and cooperative context.

In 2023-2024, we took part in 57 events, including ceremonies, trade fairs, congresses, face-to-face and online conferences and webinars in different areas.

In this context, it is worth highlighting our role as one of the three cooperatives driving **Valencia's bid to become the Social Economy Capital**, with the presentation event taking place in April 2024. Over the course of the year, the city hosted various gatherings, conferences, meetings, assemblies and congresses under the slogan "The economy with values", to showcase the work of the more than 9,400 cooperative organisations in the Valencian Region.

We also participated in the **annual COTEC Foundation for Innovation Gala** which brought together over 700 people including institutional representatives, researchers, entrepreneurs and professionals in science, technology and the national innovation system. The event was presided over and closed by H.M. King Felipe VI.

Near the end of 2023, we took part in the 7th Business Event in support of the **Mediterranean Corridor**, and several of our directors and executives travelled to Madrid to back this initiative which is crucial for our exports.

Whistleblower Channel

In compliance with Spanish Law 2/2023 of 20 February, on the protection of persons who report breaches of the law and the fight against corruption (which enacts Directive



(EU) 2019/1937), we included access to the Whistleblower Channel on the company's corporate website and intranet. This is an internal channel for reporting and/or filing complaints about potentially serious and very serious criminal and administrative offences, as well as breaches of EU law, which may have been committed at Anecoop.

3.4.4 Training

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

During the 2023-2024 financial year, training was boosted, continuing with online group foreign language classes via Zoom and technical quality courses and webinars on new tools that had been implemented or improved. This section also includes in-house training given by the Information Technology Department on **planning/GESCO, CRM and productivity**, aimed at all the company departments that work with these digital tools, as well as sessions to disseminate the **Safe Use of Resources Policy** and the continuation of the sessions on **Cybersecurity Awareness**, which were compulsory for all staff.

The training provided this year also included courses on Persuasive Communication, and Change Management, with the participation of sales and administrative staff, middle managers and senior executives from all of Anecoop's offices in Spain; first-aid training and a specific Cooperative Leaders Course for cooperative chairs and managers, organized by the UPV's Business Management Research Centre (CEGEA).

The total number of hours of training given was **5,127 hours** to a total of **225 employees**. This represents an average of **22.79 hours** of training per person. The percentage of the workforce receiving training during the trading year under consideration was **78.94%**, and total investment was **€201,752**.

Member training

We are committed to giving our members ongoing training in several fields of expertise, tailored to different profiles (growers, harvesters, packing house staff, quality control specialists, sales staff, production managers, chairmen and chairwomen and managing directors) to **encourage and help them to acquire skills, strengthen relationships and guarantee a better service to our customers**. Both external specialists and staff from Anecoop's technical departments carry out these activities.



corporate social responsibility

Accordingly, the Quality and Sustainability Department gave the following training courses, some of which are included in the Anecoop Sustainability Campus:

TRAINING COURSES	No.
Introduction to sustainability. Benefits, challenges and opportunities for the sector	41
Sustainable cooperative management and governance	57
Decarbonisation strategies	29
Improving sorting and harvesting	15
Labelling	3
Improvement plans in packing houses	75

Likewise, the **Production and Innovation Department** organised **six training sessions** in our two field stations in Valencia and Almeria, with a total of **168 participants**.

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.

The purpose of a large part of our member training courses is to help them grow their produce in a healthier and more environmentally friendly way, in compliance with European regulations. With this aim in mind, we carried out experiments on useful fauna, plant covers and irrigation, which have served as a model for our growers to improve their crops, implementing new production systems.

3.4.5 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 sales and 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, which are part of the Cultiva Plan, were as follows:

- **Welcome Manual** issued to each new member of staff
- Implementation of changes **to the Intranet structure** and review of any incidents
- Extended training at both general and specific technical levels and the definition of the **framework for the future Training Plan**
- Change of sign-in system tool and initial training
- Change of Employee Portal tool
- Negotiation of Anecoop's Second Equality Plan
- Drafting of the **Wage Audit** within Anecoop's Second Equality Plan

Workforce stability

Anecoop's workforce remained stable compared to the previous year. In 2023-2024, the number of staff continued to rise slightly, increasing from an average of 284 to **285 employees**. The workplaces included for the calculation of these figures were Valencia, Museros, Algemesi, Murcia, Seville and Almeria.

Breakdown of the workforce

In terms of gender, there was a slight variation in the number of women and men working at Anecoop with 46.62% male and 53.38% female employees.

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

ANECOOP EMPLOYEES' AGE GROUPS

Age	Men	%	Women	%	Total
> 50	70	24.42	61	21.30	130
30 - 50	55	19.14	72	25.37	127
< 30	9	3.06	19	6.70	28
Total	133	46.62	152	53.38	285

Types of contract

One of the Anecoop management priorities is to ensure a stable working environment for its



employees. At present, **97.89%** of the workforce have a permanent contract, whilst only **2.11%** have a temporary contract. This circumstance is mainly used to cater for specific campaigns, the organisation of special events or short-term additions to the workforce.

Anecoop did not establish a minimum staff turnover rate threshold for this trading year. Twenty-eight people left the company during the year, including those ending work placements. In total, six left of their own accord, fourteen left because their temporary contract ended and eight left for other reasons.

Salaries continued to be adjusted according to the responsibilities involved in the different job positions. The gross amount invested in salaries stood at over €12.9 million in 2023-2024. The amount included is for the period from 1 October 2023 to 30 September 2024.

ANNUAL SALARIES	2021-22	2022-23	2023-24
Gross salary costs	11,513,803	12,316,655	12,977,635

Equal opportunities

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

We have employees of sixteen different nationalities who work together in perfect harmony. In its entire 49-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 implemented, including measures to ensure the use of non-sexist language and images in all our internal and external communication. Meanwhile, negotiations got underway on our **Second Equality Plan** though current measures will follow the previous Plan until the new one has been completed.

Social and working conditions

As soon as a new member of staff is taken on at Anecoop, the People and Talent Department gives them all the necessary documentation, providing them with an overview of the company through its Welcome Manual, which helps to familiarise them with the workings of the organisation. From this moment on, employees are considered in all the processes undertaken by the company, and especially those which involve change. Their opinion and suggestions are valued and taken into account. This makes them a key element of Anecoop's growth.

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

General accessibility

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

Health and safety in the workplace

We have an agreement with an external occupational health and safety agency, Quirón Prevención, which updates the company's general working conditions and the specific conditions of individual workstations through an annual review. We also have another contract with the same company to provide a health monitoring service through which Anecoop



Official opening of Anecoop Praha's new warehouse as part of its 25th anniversary celebrations.

offers an annual medical check-up for staff. Anecoop adds some extra tests to those included in the standard check-up, based on the different risks inherent to each job.

Work-life balance

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

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

In 2023-2024, the working day schedules were adapted to allow for face-to-face work in the morning and teleworking shifts in the afternoon for all staff.

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



3.4.6 Human rights

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

3.4.7 Customer satisfaction

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

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

We guarantee the confidentiality of personal data relating to customers, as laid down in the 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.

3.4.8 The Local Community. Anecoop and solidarity

We have an annual solidarity fund that we allocate to different charitable organisations. In 2023-2024, we donated a total of **€76,200**. The amounts were distributed as follows:

Different organisations and NGOs

- Cáritas • Casa de la Caridad Valencia. Proyecto "365 empresas solidarias" • Asociación Española contra el Cáncer • Asociación Valenciana de la Caridad • Banco de Alimentos de Valencia • NASCO Feeding Minds • Fundación Novaterra • Asindown • Fundación Vicente Ferrer • Fundación por la Justicia • Associació Guadassuar d'Alzheimer • Intermón-Oxfam • Fontilles • Médicos del Mundo • Misiones Salesianas • Cruz Roja CV • Manos Unidas • Asociación España ACNUR • ASPADIS • Acción contra el Hambre • Fundación Beneficio Asistencial AFIM • Asociación General Solidaridad con Congo • Médicos sin Fronteras • Fundación Maides • Asociación Fondos de Comercio Ético • Asociación Carena • ASPANION • Fundación Almería Tierra Abierta.

We partnered for the first time with the **Almería Tierra Abierta foundation**, which works for the wellbeing and inclusion of the immigrant community to narrow the social divide.

Inclusive sport

We upheld our commitment to sport as a vehicle for the inclusion of people with functional and intellectual disabilities. In 2023-2024, we renewed our cooperation agreement with Unión Rugby Almería's **Fundación URA-Clan** and we continued to support the **AVAPACE Corre** athletics club, run by the Valencian Cerebral Palsy Association.

Furthermore, Anecoop Praha renewed its commitment to several local associations and NGOs through financial contributions and product donations, in addition to those made by the subsidiaries in France and the offices in Spain.

Other initiatives

The Anecoop Group's offices and subsidiaries also made contributions in kind to charitable organisations and support communities to help disadvantaged individuals and households. **This year we gave out over 750,000 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 2023-2024 trading year, Anecoop paid out €1,926.87 in transport fines for excess weight and other minor issues.

3.4.9 Competition

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

3.4.10 Social objectives

- Persevering in encouraging our grassroots members to embrace full integration and in consolidating our Company Groups.
- 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?



institutional information

4.1 The Anecoop Group

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

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

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

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

The cooperative sells its products in 74 countries. Its main sales destinations are in Europe, with Germany, France, Spain, the Czech Republic and Slovakia at the head, followed by Hungary, Poland, Sweden, Italy and the Netherlands.

Anecoop began the 2023-2024 trading year with 67 member cooperatives. In the first quarter, the Andalusian cooperative **Albentillas Sociedad Cooperativa** ceased to be a member as it joined one of our other cooperatives, **Toñifruit S.L.**, headquartered in Librilla (Murcia), with the aim of becoming more competitive in the organic citrus fruit market.

Soex-2, from Castellon, also ceased to be a separate member in June when it became part of the second-tier cooperative **Green Fruits**, Anecoop's main citrus member.

The following member cooperatives also left Anecoop between February and September 2024: **Narvill Coop. V.**; **Citrisafor Coop. V.**; **Cooperativa Agrícola Valenciana Beato Carmelo**; **Albafruits Coop. V.** and **Surinver**.

This was offset by the arrival of new members. In the first half of the year, **Ecoinver Export S.L.**, based in La Mojenera (Almeria), became a member, as did the second-tier cooperative **Univall Coop. V.**, made up of the first-tier

cooperatives of **Llutxent-Otos** and **La Pobla del Duc**. All these moves brought the number of members to 61 at the end of the financial year.

Another development in the corporate sphere came with the signing of an agreement between the second-tier cooperatives **Green Fruits** and **Coalmar Fruits** to manage their products more efficiently and improve their market positioning.

Furthermore, in April 2024, our group in France expanded with the acquisition of **Sudespa**, a vegetable processing company.

To round off the year, the Group's subsidiary in the Czech Republic, **Anecoop Praha**, officially opened its new warehouse in the Lipence market in July, coinciding with the celebration of the subsidiary's 25th anniversary.

According to the in-house census updated in January 2025, Anecoop's member cooperatives and companies have a social base of **61,944** people, of which **20,222** are grower members, **22,567** are members providing other types of services, and **19,155** are employees. The total surface area farmed by Anecoop's members was **61,646.31** hectares of fruit trees, vegetables and vines in this trading year.



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

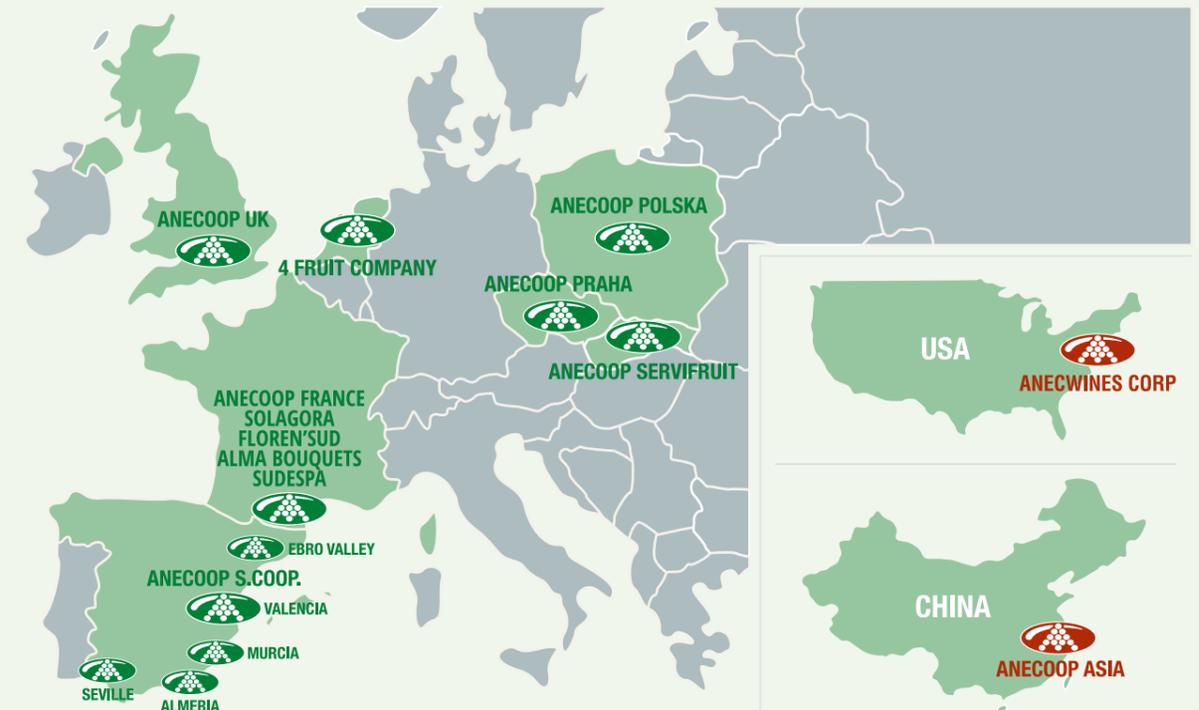
Growing systems

Anecoop makes sure that its cultivation systems show **maximum** respect for the environment. It grows **naturane**-certified conventional crops and organic produce.

(*) See CSR section, pages 37 and 38.

The details provided in the Institutional Information section have been updated as of the closing date of the report in March 2025.

the Anecoop Group



Products

We market a wide range of products including citrus fruit, non-citrus fruit, exotic fruit and fresh vegetables, as well as pre-cooked fruit and vegetables, wine and flowers. 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. Anecoop and its members are constantly introducing new crop alternatives to adapt their range of products to cater for changing demand. These include seedless grapes, kiwifruit, papaya, dragon fruit, and extra-flavour tomatoes, as well as new consumer products which are designed to make healthy eating easy and convenient, such as the "Easy by Bouquet" vegetable spreads, dips and sauces.

Brands

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

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

Services

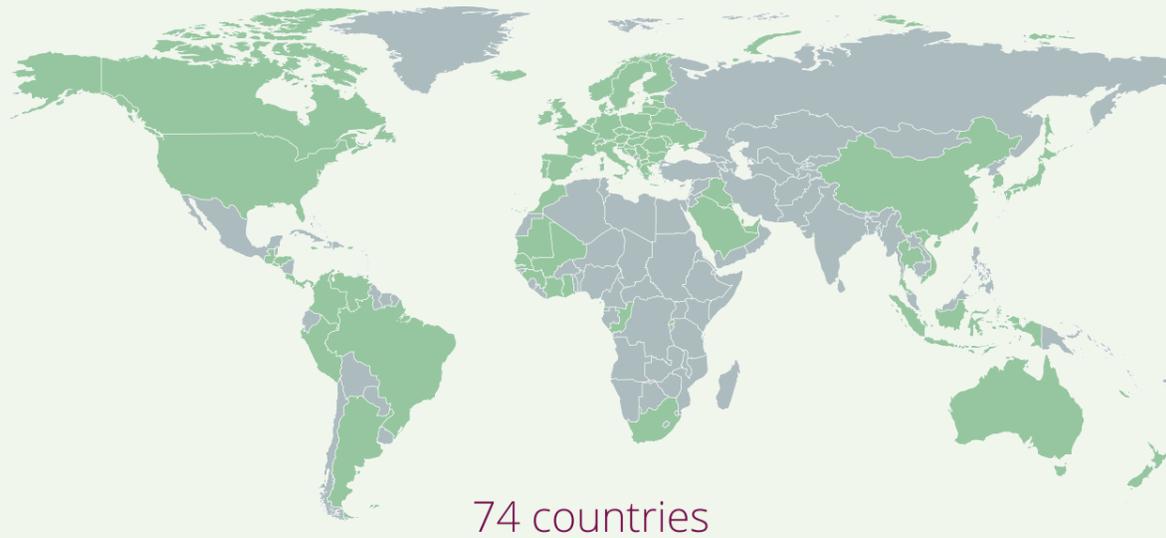
All Anecoop departments are involved in members' cooperative activities, providing them with the services they require.

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

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

institutional information

our markets



74 countries

4.2 Governing and management bodies

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

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

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

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

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

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

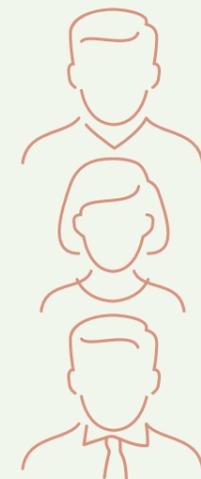
Likewise, there are five Technical Committees which meet once a month and report directly to the Governing Board. These are:

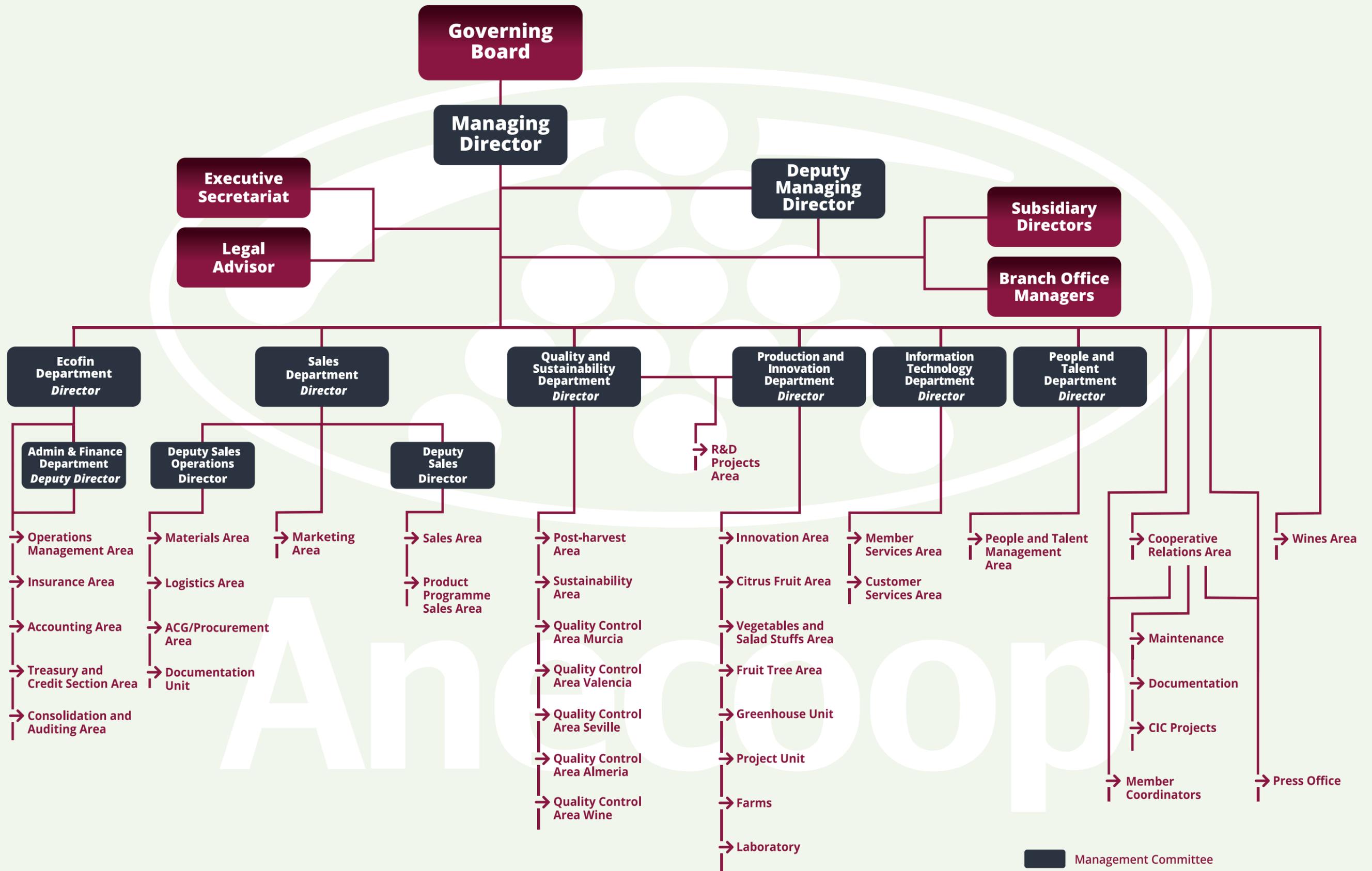
- Standing Committee
- Strategy and Innovation Committee
- Production, Quality and Sustainability Committee
- Sales and Marketing Committee
- Ecofin, IT, and People and Talent Committee

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



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





institutional information

4.3 Members

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

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

Entry requirements and conditions

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

Financial conditions

- Affiliation fee set at €10,000 as of 1 January 2023, increased by the RPI on a yearly basis.
- A fixed amount as a compulsory contribution to share capital which is currently set at €1,833.
- A voluntary contribution to share capital, the

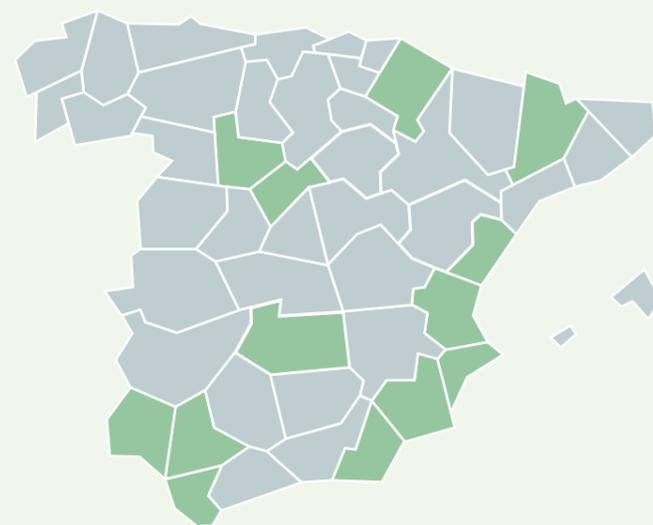
calculation formula for which was adopted by the Governing Board at its meeting of 22 December 2022.

- Withholding of 2.5% of turnover for the payment of current expenses.
- Each member shall hold at least one title, according to article 39.1 of the Corporate Bylaws. Members shall make the compulsory contribution to share capital established in the Corporate Bylaws as well as any other contribution which the General Assembly may have established to acquire this status. This may vary according to the different types of membership. The General Assembly may agree (art. 40 of the Corporate Bylaws) to new compulsory contributions. Both the General Assembly and the Governing Board may agree to accept voluntary contributions from members. In the event of new compulsory or voluntary contributions being agreed, it will be decided whether these accrue interest or not.

Participation

Each member cooperative must market a percentage of its production through Anecoop. In the 2023-2024 trading year, this percentage was 40%.

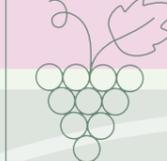
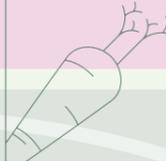
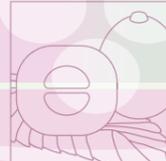
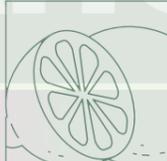
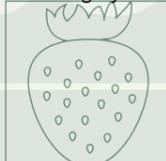
Geographical location of Anecoop’s member cooperatives



Valencian Region		
Alicante		1
Castellon		3
Valencia		32
Andalusia		
Almeria		7
Cadiz		1
Huelva		2
Seville		3
Murcia		
Murcia		7
Castile and Leon		
Valladolid		1
Segovia		1
Navarre		
Navarre		1
Catalonia		
Lerida		1
Castile-La Mancha		
Ciudad Real		1

61 members / 7 autonomous regions / 13 provinces

4.4. Mission, Vision and Values

	Members	Customers	Suppliers	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.				
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 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.
Shared responsibility & commitment	 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.	
Talent & diversity					

institutional information

4.5 Cooperative objectives

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

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

4.6 Strategic objectives

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



Strategic objectives

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

4.7 Business strategy

Anecoop's 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.

To advance this crucial social objective, the organization continued implementing its **2022-2026 Plan**, shaped through a series of



collaborative reflection workshops involving all departments and centred on 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, cooperative members and other external advisors.

4.8 Impact, risks and opportunities

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

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

To minimise the impact of these threats, Anecoop works hard to uphold the values that identify its CSR: concentrating production, forging alliances with customers and suppliers in new markets,

and encouraging the consumption of fruit and vegetables, all to comply with point one of its Mission Statement: obtaining maximum profitability 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 is a member of a number of foundations and associations such as the **Spanish Quality Association (AEC), Freshfel Europe, the Five-a-Day Association, the Health and Flavour Foundation, the Anecoop Foundation, the University of Almeria-Anecoop Foundation, Spanish Food and Agriculture Cooperatives, the ETNOR Foundation, Ingenio Foundation, Novaterra Foundation, La Promotora platform** and the **Almería Tierra Abierta Foundation**.

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



sustainability indicators

ANECOOP S.COOP. has presented the information cited in this GRI contents index for the period from 1 October 2023 to 30 September 2024 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 1/10/2023 to 30/09/2024
2-3-c	Publication date of the report	March 2025
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	47, 48, 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	56-59, 62
2-14	Role of the highest governance body in sustainability reporting	56
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	52
2-24	Embedding policy commitments	61-63
2-25	Processes to remediate negative impacts	62
2-26	Mechanisms for seeking advice and raising concerns	47-48
2-27	Compliance with laws and regulations	37, 41, 52, 53
2-28	Membership associations	63
5. STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	46-48
2-30	Collective bargaining agreements	100% of employees

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



GRI 3: MATERIAL TOPICS 2021

GRI standard	Content	Sector standard reference number	Page URL	Omissions Page indep. verif.
3-1	Guidance to determine material topics		36, Inside front cover	
3-2	List of material topics		36	
IMPROVING THE INCOME OF OUR MEMBERS				
GRI 3: Material Topics 2021	3-3 Management of material topics	13.2.1	36, Inside front cover 11, 26-28	
201 Economic performance 2016	201-1 Direct economic value generated and distributed	13.22.2	26-28	31
	201-2 Financial implications and other risks and opportunities due to climate change	13.22.2	8, 9, 41-45	
	201-3 Social benefit programmes		Comp. Ret. Plan	
	201-4 Financial programmes received from government		29	
SUSTAINABLE AGRICULTURE AND ENVIRONMENTAL MANAGEMENT				
GRI 3: Material Topics 2021	3-3 Management of material topics		36, Inside front cover, 8, 9, 37, 38, 41-43	
301 Materials 2016	301-1 Materials used by weight or volume		38, 39	
302 Energy 2016	302-1 Energy consumption within the organisation		39	
	302-4 Reduction of energy consumption		39-41	
303 Water and effluents 2018	303-3-a Water withdrawal	13.7.4	39	
	303-5 Water consumption	13.7.6	39	
305 Emissions 2016	305-1-a Direct GHG emissions	13.1.2	39-41	
	305-5-a Reduction of GHG emissions	13.1.6	39-41	
306 Waste 2016	306-3 Waste generated	13.8.3	40, 41	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations		37, 41	
FOOD SAFETY AND PRODUCT QUALITY				
3-3	Management of material topics		36, Inside front cover, 37	
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)*	
	414-2 Negative social impacts in the supply chain and actions taken		37	
416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	13.10.2	37	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	13.10.3	52	
417 Marketing and labelling 2016	417-1 Requirements for product and service information and labelling (*) Basic standards 3. Food safety and quality assurance system; Labelling control		Anecoop's basic fruit and vegetable supply standards (point 3)*	
	417-2 Incidents of non-compliance concerning product and service information and labelling		Have not occurred	
	417-3 Incidents of non-compliance concerning marketing communications		Have not occurred	
INTEGRATION: BRINGING MEMBERS, COOPERATIVES AND THIRD PARTIES TOGETHER				
3-3	Management of material topics		36, Inside front cover, 61, 62, 44, 45	
CUSTOMER SATISFACTION AND LOYALTY				
3-3	Management of material topics		36, Inside front cover, 61, 47, 52, 47, 52	
416 Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of product and services		52	
418 Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		52	
			Have not occurred	
PARTNERSHIPS WITH CUSTOMERS AND SUPPLIERS				
3-3	Management of material topics		36, Inside front cover, 61, 63, 44-47	
QUALITY EMPLOYMENT AND HUMAN CAPITAL DEVELOPMENT				
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	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees.		Equal opportunities	

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		Fifth Principle: Defence and application of solidarity principles	
ES1.1 Description of a brief report that shows the priority of people and the business purpose over its share capital.	56	ES5.1 Organisation, funding or other types of involvement in social, cultural or solidarity-based events.	36, 37, 52, 53
Second Principle: Voluntary and open membership		ES5.2 Existence of actions linked to socially responsible investments.	
ES2.1 Requirements for new members to join the organisation.	60		52, 53
ES2.2 Requirements and conditions for leaving the organisation.	60	ES5.3 Existence of a formal statement which involves asking suppliers and hired companies to commit to environmentally friendly and socially responsible management.	*
ES2.3 Evolution of members, describing the changes in those joining or leaving the organisation.	54	ES5.4 Consideration of environmental criteria when choosing suppliers, products and services.	*
Third Principle: Business organisation and culture for participative and democratic management		ES5.5 Number and type of cooperation activities carried out in conjunction with other organisations.	
ES3.1 Percentage of people or groups with voting rights in the highest governing bodies compared to the total number of people in the organisation.	56		36, 37, 52, 53
ES3.2 Frequency of renewal in the organisation's representational bodies, indicating the channels, the frequency and addressees.	56	ES5.6 Percentage of purchases made in the region (raw materials, services and assets) / total purchases.	28
ES3.3 Working groups or areas created which encourage decision-making in the organisation.	56	ES5.7 Existence of equal opportunity policies or procedures in the recruitment, promotion and development of people in the organisation.	51
ES3.4 Percentage of people in the organisation who take part in any of the groups or areas created.	56	ES5.8 Knowledge and documentation of significant environmental impacts produced by the organisation's activities.	37-45
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	ES5.9 Definition and documentation of annual environmental objectives based on significant environmental impacts.	37
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.	ES5.10 Breakdown of staff by position, contract and region, including the positions held by disabled people as a percentage of the entire organisation.	50-52
ES3.7 Average percentage of real participation in the highest governing bodies.	56	ES5.11 Total number of staff broken down by age groups, gender and region, including disabled employees.	50
ES3.8 Description of the preparatory process of the highest social governing body.	56	ES5.12 Average staff turnover broken down by age groups, gender and region, including disabled employees.	N.A.
Fourth Principle: Combination of interests of the user members		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.	
ES4.1 Definition of a map of the stakeholders focused on the organisation.	46-48		N.A.
ES4.2 Relational channels existing between the organisation and its stakeholders.	46-48	ES5.14 Availability of a world-recognised global accessibility audit.	51
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	Sixth Principle: Management autonomy and independence from public authorities	
ES4.4 Adaptation to the cultural identity of the region the organisation is active in.	48	ES6.1 Description of a brief report which details the requirements and limits of the powers of the organisation's highest governing bodies.	
ES4.5 Existence of a system to assess stakeholder satisfaction.	N.A.		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.	
		ES7.2 Percentage of surplus distribution assigned to collective or non-shared funds.	
		ES7.3 Percentage of surplus assigned to members of the organisation or to the inclusion of people (capitalised or monetary surplus).	
		ES7.4 Increase or decrease in retained profits at the end of the year.	
		Contents of social economy principles.	
		67	

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





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