

# 20 24

# CORPORATE REPORT

<b>1. INTRODUCTION</b>	<b>PAGE 3</b>
<b>2. CORPORATE STRUCTURE AND GROUP SITE ACTIVITIES</b>	<b>PAGE 4</b>
<b>3. HISTORICAL DEVELOPMENTS</b>	<b>PAGE 8</b>
<b>4. GROUP SITUATION</b>	<b>PAGE 9</b>
<b>5. MARKETS, IMAGE AND BRAND</b>	<b>PAGE 11</b>
<b>6. THE GROUP IN FIGURES</b>	<b>PAGE 14</b>
<b>7. ENVIRONMENTAL ACTION</b>	<b>PAGE 15</b>
7.1. Integration of the sustainable development goals	PAGE 15
7.2. Sustainable development commitments and policies	PAGE 16
7.3. Determination and management of the sustainability strategy	PAGE 16
7.4. Key sustainability goals	PAGE 17
7.5. Energy efficiency	PAGE 19
7.6. Reduction of natural resource consumption	PAGE 20
7.7. Reduction and responsible management of waste	PAGE 20
7.8. Reduction in GHG emissions	PAGE 21
7.9. Reduction of plastic consumption	PAGE 22
<b>8. SOCIAL ACTION AND HUMAN TALENT</b>	<b>PAGE 23</b>
8.1. Quality and consumer satisfaction	PAGE 24
8.2. Alignment with suppliers	PAGE 25
8.3. Social impact	PAGE 26
8.4. Human talent	PAGE 28
8.5. Occupational safety	PAGE 29
8.6. Commitment to equality at work	PAGE 30
8.7. Commitment to continuous improvement	PAGE 31
8.8. Commitment to people at all times	PAGE 32
<b>9. GOVERNANCE</b>	<b>PAGE 33</b>
9.1. Governing body	PAGE 33
9.2. Commitment to sustainability	PAGE 33
9.3. Ethical and responsible management	PAGE 34
9.5. Animal welfare	PAGE 35
<b>10. SCOPE AND COVERAGE OF THIS REPORT</b>	<b>PAGE 36</b>
<b>11. GRI CONTENT REFERENCING</b>	<b>PAGE 37</b>

# 1 INTRODUCTION

Grup Cañigueral, which operates under the Costa Brava Mediterranean Foods brand, is a holding company in the food sector dating back sixty years. It has grown since 1965, maintaining its origins and the values handed down since it was first founded: concern for people, continuous improvement through hard work and a passionate belief in a job well done. With four business lines (livestock farming, fresh meat, elaborated products and cured products) and 17 production sites, it is one of the leading companies in the sector, which works hard every day **to offer balanced and healthy products of the utmost quality, sustainably produced in line with current tastes and needs.**

The 2024 financial year saw a degree of **cost stabilisation**, in particular in raw materials, serving to **restore the profitability of the sector and the group, continuing the sustained growth seen in previous years.** The total sales generated were **1.509 billion euros**, an **increase of 2.7%** compared with 2023, and a rise of 24.5% over the last three years.

The factors contributing to these figures include the commercial **consolidation** undertaken by the group with regard to **Spanish products for European markets and retailers**, consistent volumes in markets such as **Japan, China and the United States**, and increased volumes in markets such as **LATAM.**

(\*) Overall score of 65 out of 100. 81st centile.






The group also **integrated a company in Poland within its corporate structure** for the packaging and distribution of sliced, cured products, while bringing to market **new, innovative product lines and activating consumer points of sale**, showcasing Spanish gastronomy and fostering balanced, healthy, quality nutrition. It likewise maintained its leading position by attending international trade fairs, conducting product campaigns, and collaborating in initiatives within the sector, such as 'The Meaning of Meat'.

A task undertaken in alignment with its **strategic "Plan de ruta 2021-2025" (2021-2025 Roadmap)**, focusing the business on sustainability and addressing the group's **commitment to the climate, reduced consumption of plastics and natural resources, animal welfare and commitment to the quality of its products, while having a positive impact on people.** This plan has furthermore succeeded in positioning the group ahead of 81%\* of all companies evaluated in all sectors, earning it a bronze medal from Ecovadis, a globally recognised provider of sustainability evaluations.



## 2 CORPORATE STRUCTURE AND GROUP SITE ACTIVITIES

Grup Cañigueral has a total of **four business divisions, general office and marketing services** and **19 industrial or commercial operational companies**:

LIVESTOCK PRODUCTION DIVISION		INDUSTRIAL DIVISIONS				GENERAL AND MARKETING SERVICES			
 FARMS		 FRESH AND FROZEN MEAT		 ELABORATED PRODUCTS		 CURED PRODUCTS		 MARKETING AND SERVICE COMPANIES	
PIG LIVESTOCK UNION, S.A. TAX ID: A43019868	60%	FRIGORÍFICOS COSTA BRAVA, S.A.U. TAX ID: A17013657	100%	FRESCOS Y ELABORADOS DELISANO, S.A.U. TAX ID: A96945530	100%	EMBUTIDOS MONTER, S.L.U. TAX ID: B17240722	100%	GRUP CAÑIGUERAL, I.M.P., S.L. TAX ID: B17082454	100%
	83%	FRIGORÍFICOS CÁRNICOS LAS FORCAS, S.L.U. (FRICAFOR) TAX ID: B17017237	100%	COOPECARN GIRONA, S.L.U. TAX ID: B17606815	100%	EMBUTIDOS CASEROS COLLELL, SLU. TAX ID: B17695156	100%	COSTA BRAVA MEDITERRANEAN FOODS, S.L.U. TAX ID: B55349880	100%
EXPLOTACIONES PORCINAS MONEGRILLO, S.L. * TAX ID: B25614033						JAMCAL ALIMENTACIÓN, S.A. TAX ID: A44168573	25%	PRODUCTOS CÁRNICOS FLUVIÀ, SAU TAX ID: B17451907	100%
						PERNILS LLÉMENA, S.A. TAX ID: A17483124	25%	CBMF LATAM, S.L. TAX ID: B06922918	90%
						COSTA BRAVA MEDITERRANEAN FOODS USA LLC., Toano, Virginia (USA) TAX ID: EIN 88-2675214	90%	Other companies without industrial operations	
						ARTISANAL TAPAS, SP. ZO.O., Szczecin, Poland (Europe) NIP 7010806889	25%	FRESCOS DELISANO, S.A.U. TAX ID: A55274922	100%
								MEDITERRANEAN VEGAN FOODS, S.L.U. TAX ID: B01721257	100%
* Investee via Pig Livestock Union, S.A.								CAÑIGUERAL GROUP CORP. TAX ID: EIN 88-2607472	100%



2.1. BUSINESS DIVISIONS

LIVESTOCK DIVISION



Focused on management and integration of farms with 100% animal welfare.

FRESH AND FROZEN MEAT DIVISION



Focused on slaughtering and/or butchering, packaging and distributing fresh and frozen pork and beef products.

ELABORATED PRODUCTS DIVISION



Focused on producing convenience products: self-service packaged meat, burgers, marinated and breaded products and croquettes. In addition to a vegetable protein product line.

CURED PRODUCTS DIVISION



Focused on producing cured pork, turkey and chicken products, both whole and sliced; and whole and sliced serrano ham.

## 2.2. PRODUCTION SITES AND FACILITIES

It has 17 specialist production sites located mainly in small towns, which fulfil a social function by driving the local economy and retaining population in the rural environment. They are specifically located in the towns indicated in the table set out below, mainly in Spain, in the provinces of Girona, Aragon and Valencia; in Europe, in Poland; and in the United States, in Virginia.



Riudellots De La Selva (GI)- 40,810 m<sup>2</sup>



Vilamalla (GI)- 20,470 m<sup>2</sup>



Vilafant (GI)- 9,470 m<sup>2</sup>



Llambilles (GI)- 4,000 m<sup>2</sup>



Cheste (VL)- 35,000 m<sup>2</sup>



Cassà De La Selva (GI)- 2,840 m<sup>2</sup>

### FRESH AND FROZEN MEAT



Sant Jaume De Llerca (GI)- 10,000 m<sup>2</sup>



Serinyà (GI)- 6,000 m<sup>2</sup>



Les Planes d'Hostoles (GI)- 22,600 m<sup>2</sup>



Olot 1 (GI)- 14,000 m<sup>2</sup>



Olot 2 (GI)- 9,665 m<sup>2</sup>



Olot 3 (GI)- 4,000 m<sup>2</sup>

### CURED PRODUCTS



Les Preses (GI)- 10,000 m<sup>2</sup>



Calamocha (TE)- 20,000 m<sup>2</sup>



Sant Esteve De Llémena (GI)- 23,000 m<sup>2</sup>



Toano Virginia (USA) - 2,000 m<sup>2</sup>



Artisal Tapas Szczecin (Poland) - 1,850 m<sup>2</sup>

### PROCESSED PRODUCTS



Each site specialises in different product ranges, with each of them undertaking both production and R&D and innovation for its own range.

### **FRIGORÍFICOS COSTA BRAVA S.A.U.**

It has two production sites: Riudellots de la Selva and Vilamalla (both in Girona). The first of them has a slaughterhouse, while the organisation has cutting and butchery rooms in place at both sites. There are also rooms for different automated processing tasks for fresh and frozen meat, and a packaging room. Meanwhile, both facilities are equipped with advanced traceability control and working process technology, with their own microbiology laboratory, and a combined slaughtering and butchering capacity of 70,000 pigs/week.

### **FRESCOS Y ELABORADOS DELISANO S.A.U.**

It has a site in Cheste, in the province of Valencia, specialising in cutting and packaging fresh pork and producing processed convenience products, such as burgers, breaded and marinated meat, and croquettes. The site has high-speed technology in place for slicing, low-pressure burger preparation lines to achieve succulent meat, and industrial kitchens for its processed products. It also has its own microbiology laboratory to guarantee food safety.

### **COOPECARN GIRONA S.L.U.**

It has two production sites specialising in different processed product ranges and plant protein solutions. Llambilles (Girona) handles meat marinating processes, while Cassà de la Selva (Girona) produces such specialist goods as lard and marinated products.

### **EMBUTIDOS MONTER S.L.U.**

It has three sites specialising in cured sausage production, using meat selected from the group's slaughterhouse. One in Sant Jaume de Llierca, focused on product slicing, equipped with cutting-edge technologies which serve to guarantee the utmost efficiency and food quality throughout the process, retaining optimal organoleptic qualities, texture and flavour in the products. Another in Les Planes d'Hostoles (Girona), focused on the production of premier products, such as loin and head of loin, which also has its own kitchen preparing what are known as "torpedoes", larger cuts which are cured on-site using robotic conveyor and drying control processes. There is another site in Serinyà (Girona), focused on the production of small cured cuts known as "sticks" and processed cured pork, turkey and chicken products.

### **EMBUTIDOS CASEROS COLLELL S.L.U.**

It has four production sites specialising in producing and drying cured sausages and ham, whole, in blocks or sliced. Cured sausages and ham are produced at three plants located in Les Preses (Girona) and one in Olot (Girona). The plants in Sant Esteve de Llémena (Girona) and Calamocha (Teruel) are used to salt and cure ham, by **Pernils Llémena S.A.** and **Jamcal Alimentación S.A.**, respectively. Lastly, the organisation has a plant in Toano (Virginia, USA), focused on slicing and packaging cured sausages and serrano ham; and another site, **Artisanal Tapas P.L.**, in Szczecin (Poland, Europe), focused on processing and packaging sliced, cured sausages in tapas format under the Costa Brava Mediterranean Foods brand.

### **FRIGORÍFICOS CÁRNICOS LAS FORCAS S.L.U. (FRICAFOR)**

This is the group's site specialising in beef production, with a slaughterhouse, butchery, cutting and packaging room, located in Vilafant (Girona), with capacity to slaughter 1,500 head of beef / week.

### **PIG LIVESTOCK UNION S.A.**

Aside from all these specialist sites, the group also has central facilities in Almenar (Lleida) to coordinate its own farms and integration projects, and **Explotaciones Porcinas Monegrillo, S.L.**, in the town of Monegrillo (Zaragoza).

### **COMMERCIAL HEADQUARTERS**

In addition to facilities in Girona: **Costa Brava Mediterranean Foods S.L.**, acting as the head office of the group, marketing company and the brand for all products from all its production plants. Facilities in the United States, **Costa Brava Mediterranean Foods USA LLC.**, selling meat products for the US market; and the marketing company **CBMF Latam S.L.** through which it undertakes marketing and new business development on the Latin American market.



# 3 HISTORICAL DEVELOPMENTS

Grup Cañigüeral **began its meat operations in 1965** in Cassà de la Selva (Girona) and following the founding of the company **Frigoríficos Costa Brava in 1969**, located in Riudellots de la Selva (Girona), it has expanded its corporate structure over the course of 60 years of constant evolution, through such companies as **Embutidos Monter (1989)**, **Coopecarn Girona (2008)**, **Frescos y Elaborados Delisano (2016)** and **Embutidos Caseros**

**Collell (2019)**, ultimately becoming a leading group in the meat sector, producing all types of meat and plant protein products.

A journey during which it has developed an extensive product portfolio, further evolving by taking on a commitment to traceability and guaranteed supply through its livestock and integration division, **Pig Livestock Union (2021)** and a specialist

beef operation: **Frigoríficos Cárnicos Las Forcas (FRICAFOR) (2023)**.

It has meanwhile shown its commitment to international markets through the founding of **Costa Brava Mediterranean Foods USA (2022)**, the establishment of a base for the Latin America region, with **CBMF Latam (2023)**, and the acquisition of a stake in **Artisanal Tapas (2024)** in Poland.

## 1989

Integration of Embutidos Monter with Sant Jaume de Llierca and expansion of the site in Serinyà (1997) and Les Planes d'Hostoles (2000).

## 1965

Start of group operations.

## 1969

Start of Frigoríficos Costa Brava (Riudellots).

## 2008

Integration of Coopecarn Girona.

## 2016

Acquisition of Frescos y Elaborados Delisano. Acquisition of Far Jamón Serrano.

## 2019

Acquisition of Embutidos Collell and integration of shareholding at Pernils Llémèna.



## 2021

Founding of Pig Livestock Union (PLU).

## 2022

Founding of the company Costa Brava Mediterranean Foods USA, LLC.

## 2023

Integration of Fricafor within the group. Integration of shareholding at Jamcal Alimentación.

## 2024

Integration of shareholding at Artisanal Tapas (Szczecin, Polonia).





## 4 GROUP SITUATION

Grup Cañigueral has four business divisions, one for livestock farming, and three industrial operations (Fresh – fresh and frozen meat; Tradition - cured products (sausages and Jamón Serrano); and Delicious – elaborated products), and has attained a turnover in excess of €1.509 billion.

The group has seen a sustained increase in volumes at its industrial elaborated and cured product divisions, and maintains its level of production in the fresh meat division as well as its international momentum, with the export market accounting for 41% of turnover.

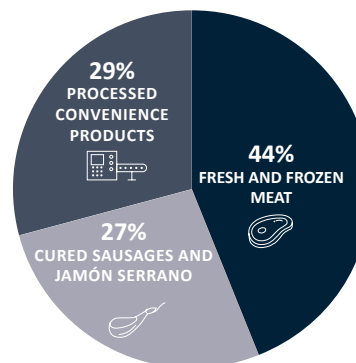
Within this context, it has expanded its structure through an operational site in Szczecin, Poland, with a 25% holding, for the preparation and packaging of cured, sliced products in tapas format. It has in turn maintained its commitment to achieve a greater volume of its own pigs and livestock integration, merging all the companies it currently had within this division under the enterprise Pig Livestock Union, in which the group holds a 60% stake.



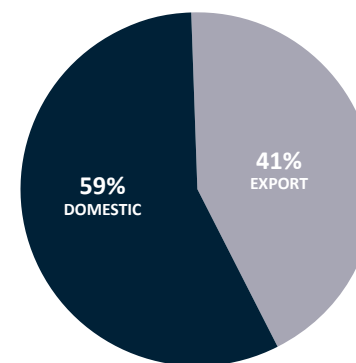
EVOLUTION OF THE BUSINESS



PROPORTION OF CONSOLIDATED TURNOVER BY INDUSTRIAL DIVISION



PROPORTION OF CONSOLIDATED TURNOVER BY GEOGRAPHICAL REGION



The positive trend seen in revenues meant that the group improved its level of EBITDA and EBT, registering higher figures than in previous financial years.

FIGURES (thousands of €)	31/12/2023	31/12/2024
Turnover	1,469,611	1,508,622
EBITDA	72,948	107,080
Operating result	43,260	74,113
Pre-tax result	35,424	65,763
Consolidated result for the year	26,499	49,652
Profit attributed to the parent company	21,490	43,786
<b>FIGURES (€)</b>	<b>31/12/2023</b>	<b>31/12/2024</b>
Current assets	575,229	581,890
Current liabilities	427,761	402,968
Working capital	147,469	178,922
<b>FIGURES (€)</b>	<b>31/12/2023</b>	<b>31/12/2024</b>
Net equity	226,920	266,208
Non-current liabilities	235,256	226,275
Current liabilities	427,761	402,968

These results are derived from the development of its operational model, giving it a vertical presence throughout the production phases of the meat process. Meanwhile, it benefits from the operational strength delivered by its 17 specialist production plants, and more than 300 farms managed by the livestock division. This provides the group with a high level of production capacity, significant control over raw materials requirements and greater negotiating power, with specialist production and the ability to determine the type of product that is best suited to each customer.

Within the current context, the pork sector is being affected by uncertainties at the global level, such as US tariff decisions, the investigation

which remains ongoing in China, the Mercosur agreement, and any regulatory changes which could shape the European agenda. Against this background, the group expects its prospects to continue along the same line as the previous financial year on an overall basis, and will aim to pursue growth and stabilisation in strategic international markets, allowing it to continue strengthening its extensive product offering, with a commitment to innovation into new business formulas allowing it to continue delivering value throughout the chain with its product divisions (fresh, elaborated and cured), as well as ongoing investment in the livestock segment, to consolidate current and future volumes.





## 5 MARKETS, IMAGE AND BRAND

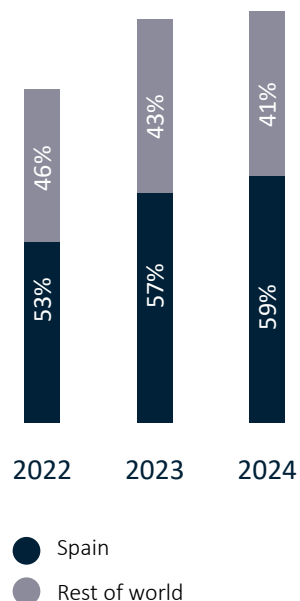
### 5.1. MARKETS

Aside from its substantial presence within Spain, Grup Cañigüeral also has major international ambitions, with its products available to date in more than 60 countries worldwide. These include **most of the EU countries** (Spain, Belgium, Netherlands, Romania, Sweden, Germany, Denmark, Austria, Finland, France, Greece, Czech Republic, Cyprus, Malta, Italy, Poland and Portugal); as well as such others as the United Kingdom and Macedonia, **Asian** countries including China and Japan; the USA, Canada, Uruguay, Mexico, Colombia and Chile in the **Americas**; South Africa on the **African** continent, and Australia in **Oceania**.

It has a substantial position on strategic international markets such as the USA, China and Japan. In the USA, it has been approved for white-skinned pork exports since 2013, along with approval for this same market in Japan since 2011, and in China since 2008.

Over the past financial year, the group has significantly boosted its presence on the European, Latin American and US markets through cured products, while maintaining its momentum on the last of these markets through its fresh and frozen meat division.

TURNOVER  
BY MARKET (%)







## 5.2. IMAGE AND BRAND

The group operates with its main brand, Costa Brava Mediterranean Foods, for most of the products marketed under its own brand, as well as private label packaging wherever possible. Meanwhile, the group has such other brands as Turón, Híbero and FAR, with which it adopts a more selective commercial approach.

During the past financial year, **the brand has pursued the aim of continuing to support the marketing of the group's products to maintain and consolidate its leading position** in such regions as Spain, Europe, Asia and North America. It likewise aims to **consolidate new international markets**, as in the case of Latin America with the cured and elaborated products division, while also **working on the domestic retail beef business** and creating a business area focused on **Food Service**, among other ventures.

Overall, the new developments brought to market during the past financial year by the group in the fresh meat category included a **flat-skin format ribeye steak**, and various convenience and trending products intended for today's consumers, such as **pulled pork**, **minced chicken** and a **new American hamburger**, all under private label brands. New developments in cured products also include **Besitos** and **Taquito's** under the group's own branding.

The organisation maintains the goal of achieving healthier products through its **Annual Nutrition and Health Programmes**. Within this context, it reformulated cured products during 2024 to make them healthier, and continued to make products marked as being free of gluten, soy, sulphites, lactose, colourings and milk proteins, an additive-free Jamón Serrano line, cured only with salt, along with reduced sodium and fat, and increased meat protein. It likewise maintained its commitment to plant protein products to achieve universal nutrition.

In 2022, all these efforts and the group's contribution to the promotion of the Mediterranean Diet in 60 countries earned it the Mediterranean Diet Foundation Award, granted by the association set up in 1996 to highlight the values represented by this diet, lifestyle and products, for Spanish nutrition and the industry.

In 2022, the group also signed up to the **Med Diet Declaration**, in support of this concept of nutrition and cuisine, recognised by UNESCO as Intangible World Heritage, and considered one of the healthiest and most sustainable diets according to the World Health Organization (WHO) and the United Nations Food and Agriculture Organization (FAO), values which it continues to promote.



To strengthen the image and support its marketing efforts, the group was **present at eight trade fairs around the world:**



In parallel, it launched the **'Boost your aisles!' B2B campaign** to increase familiarity with the brand and its flat-skin format ribeye steak on the professional mass consumption market nationwide.



Another **B2C campaign, 'Time for tapas!'** to promote the 'Tapas' sliced, cured product that the brand presents in tub format, to be enjoyed any time and anywhere.



It likewise staged **ham tasting initiatives** at points of sale in the United States to increase familiarity with the product on this market, and worked with the CJS (Jamón Serrano Consortium) on involvement in other initiatives associated with raising the profile of this Spanish product worldwide.

## 6 THE GROUP IN FIGURES



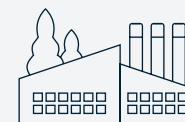
**TURNOVER**  
**€1,509 M**



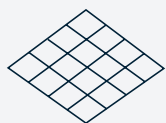
**PIG PRODUCTION**  
**3M pigs / year**



**BEEF PRODUCTION**  
**58,000 head of beef / year**



**PRODUCTION SITES**  
**17 plants**



**INDUSTRIAL LAND**  
**+235,000 m2**



**OWNED AND INTEGRATED  
FARMS**  
**OVER 300 FARMS**



**HUMAN TALENT**  
**3,830 people**



**INVESTMENT**  
**€97 Million**  
**in the last 3 years (2022-24)**



## 7 ENVIRONMENTAL ACTION



### 7.1. INTEGRATION OF THE SUSTAINABLE DEVELOPMENT GOALS (SDGs) IN THE CORPORATE SUSTAINABILITY STRATEGY



Within the context of its firm commitment to sustainable development, and in accordance with the principles of corporate social responsibility (CSR), the group continues to align its corporate and operational strategy with the Sustainable Development Goals (SDGs) established by the United Nations in its 2030 Agenda.

These goals represent a worldwide call to eradicate poverty, protect the planet and ensure that everyone enjoys peace and prosperity, adopting an integrated approach to the most pressing economic, social and environmental challenges of our age.

In the food sector, and in particular the meat product industry, this alignment represents both a responsibility and an opportunity for transformation, ensuring sustainability throughout the value chain.

The group has in this regard identified as its strategic priorities the SDGs indicated in the table presented on this page.

Through these strategic lines it not only reasserts its commitment to environmental, social and economic sustainability, but also consolidates its position as a responsible enterprise within the meat sector, making an active contribution to the achievement of a fairer, more secure and sustainable future for present and future generations.

	Promotion of strict food safety and occupational well-being protocols, guaranteeing optimal standards of health and hygiene in all production processes, and fostering healthy habits and practices among our employees, as well as responsible purchasing on the part of our consumers.		Investment in green technologies and in the modernisation of our production infrastructure.
	Support for the continuous, technical training and skills development of our workforce, promoting a culture of constant improvement.		Promote inclusion and fairness, both within the company and in those communities where we operate.
	Strengthening of effective equality policies, working towards equal representation in senior positions.		Materialisation through a firm commitment to the circular economy, complete traceability and reduced food waste.
	Implementation of advanced consumption reduction systems, which have in some cases allowed us to reuse treated water for non-food-related industrial purposes, such as external cleaning or refrigeration.		Address strategies for decarbonisation, energy efficiency and climate risk management.
	Increased use of renewable energy, progressively reducing the carbon footprint.		Integration through mechanisms for ethical governance, transparency and regulatory compliance.
	Guarantees of decent, stable and qualified employment, with a focus on social inclusion.		Establish alliances with public authorities, universities and technology centres to encourage a responsible, resilient and inclusive production model.

## 7.2. SUSTAINABLE DEVELOPMENT COMMITMENTS AND POLICIES

In line with its aim of delivering healthy food products of the utmost quality, sustainably produced and in keeping with the tastes and needs of today's consumer, **each year the group measures and evaluates the fulfilment of its sustainability initiatives.**

Over the past financial year, it met the targets set. Its system has been audited by Ecovadis, demonstrating an improvement in the targets compared with the previous year, and specifically achieving a score which is higher than 82% of all companies evaluated in all sectors audited by the organisation. Meanwhile, the group is currently **defining its new Strategic Sustainability Plan, which will take shape from 2025 onwards.**



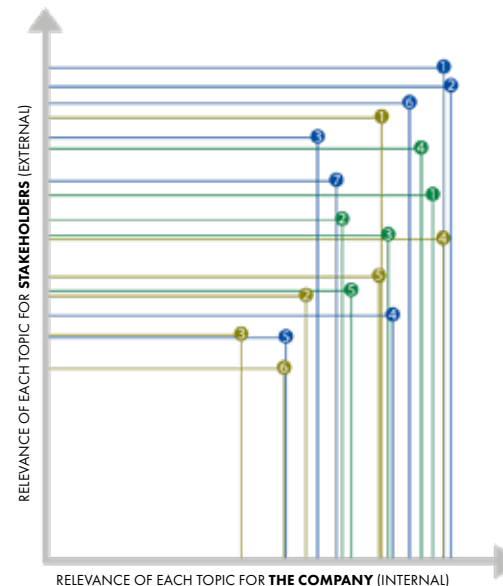
## 7.3. DETERMINATION AND MANAGEMENT OF THE SUSTAINABILITY STRATEGY

Grup Cañigueral has **material sustainability indicators** in place, defined and prioritised by means of a matrix which covers the organisation's own goals (internal relevance) and its stakeholders' goals (external relevance). Stakeholders are understood as customers, consumers, suppliers, financial institutions, those working at the group and society at large, all of whom are given the same importance.

The topics assessed in order to decide which to adopt as indicators were first drawn from the financial ratings study, regulatory requirements, analysis of competences and sector.

The achievement of these indicators is addressed throughout the group, with **5 operational cornerstones**: commitment to people and quality, animal welfare, climate commitment, natural resource consumption reduction and plastic reduction.

The group furthermore has a **Sustainability Committee** made up of directors from across the whole organisation and management from all the plants, pursuing an inter-site relationship for each of the three concepts (ESG). All members work on shared measures and goals, ensuring that information is exchanged to achieve best practice.



The topics (indicators):  
Have been selected from among financial ratings, legislative environment, sectoral analysis and customer demands.

External relevance:  
Established by these Stakeholders: Customers, consumers, workforce, suppliers and social groups in general.

Internal relevance:  
Established by Grup Cañigueral

### **E ENVIRONMENT**

- ① Energy efficiency
- ② Sustainable production
- ③ Reduction in raw materials
- ④ Reduction in GHG emissions
- ⑤ Reduction in natural resources

### **S SOCIAL**

- ① Product quality
- ② Supply chain
- ③ Impact on society
- ④ Occupational safety
- ⑤ Worker satisfaction
- ⑥ Stakeholder communication

### **G GOVERNANCE**

- ① Consumer satisfaction
- ② Food safety
- ③ Healthy products
- ④ Competitiveness and innovation
- ⑤ Food waste
- ⑥ Business ethics
- ⑦ Animal welfare







## 7.4. KEY SUSTAINABILITY GOALS

The group **works with environmental management systems (ISO 14001) certified in accordance with standard UNE EN ISO 14001:2015 at its production sites**, to identify risks in its business operations and verify proper management so as to take appropriate action with regard to environmental protection.

During the 2024 financial year it worked on an **action plan** derived from the organisation's **Study into Climate Change-Related Risks and Opportunities**, in fulfilment of the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and the requirements established by standard IFRS S2, with the aim of mitigating and planning adaptations for the potential effects of climate change.

As climate change raises significant challenges for the food sector, it is essential to conduct a rigorous evaluation of how these risks could impact on our strategy, operations and financial performance.

This analysis likewise focuses on identifying opportunities derived from the **transition towards a low-carbon economy**, which also allows Costa Brava Mediterranean Foods to capitalise on new market trends and consumer expectations.

To this end, the analysis of climate-related risks and opportunities is structured on the basis of the TCFD guidelines, addressing such key aspects as governance, strategy, risk management,

metrics and goals. The structure of the study is aligned with the guidelines proposed by the Spanish State in its Royal Decree to regulate the content of reports estimating the financial impact of climate change-related risks for financial institutions, listed companies and other large corporations. It is furthermore aligned with the DNSH (Do No Significant Harm) Criteria in terms of climate adaptation, as established in Appendix A of Delegated Regulation (EU) 2021/2139 of 4 June 2021, in connection with the European Taxonomy. The group thus aims to ensure **clear and complete disclosure** in accordance with regulatory demands and the expectations of our investors and other stakeholders.

The main conclusions of this evaluation have served to **classify climate-related phenomena according to their risk level**, with heat waves and heavy precipitation the most immediate concerns, followed by storms.

These acute physical risks could interrupt production, affect employee safety and increase operating costs. Meanwhile, other chronic physical risks, such as thermal stress and water shortages, could directly affect livestock production and have long-term implications that would threaten resource sustainability, as well as short- and long-term financial impacts.



In line with these conclusions, the group will work to integrate climate considerations within an action plan aligned with the organisation's strategy.

In addition, work has continued towards objectives in the environmental sphere:

- Optimise water consumption and encourage reuse.
- Promote plastic recycling and reuse.
- Optimise and reduce energy consumption in operations.
- Commit to obtaining energy resources from renewable sources.
- Minimise production of waste, discharges and emissions.
- Promote environmental education and good practice throughout the organisation, among employees and suppliers.
- Monitor all consumption and waste for continuous improvement.

With a view to the future, the group is focused throughout 2025 on establishing its **Decarbonisation targets and plans based on climate science, in accordance with the SBTi** (Science-Based Targets initiative) framework and tools, in line with the goals of the Paris Agreement, along with other measures. It will to this end work on **air quality plans** at its main production sites in Catalonia and Valencia. In addition to the monitoring of its plan to reduce **emissions and greenhouse gases** connected with its logistical activities (transport and finished product warehouses), with the AECOC **Lean & Green Programme**, through which it already achieved the award and initial certificate for its track record in 2024.



# 7.5. ENERGY EFFICIENCY



## EVOLUTION OF ENERGY FROM GREEN SOURCES WITH GoO

2025 target – 100%

**Cumulative: 100% since 2022**

Grup Cañigueral is committed to renewable sources of energy to reduce consumption of electricity and gas.

Since 2022, all **energy** consumed in its industrial area (fresh, elaborated and cured divisions) is of **100% renewable origin**, or in other words, from green sources accredited by Guarantees of Origin (GoO).

## EVOLUTION OF ELECTRICITY CONSUMPTION

2025 target -9%

**Cumulative: -13.52%**

2022	2023	2024
-8.5 %	-5.3 %	0.37 %
(Annual reductions)		

Over the course of the last four years (2020 – 2024), **the group has achieved a cumulative reduction of 13.52% in the case of electricity.**

## EVOLUTION OF GAS CONSUMPTION

2025 target -22%

**Cumulative: -42.44%**

2022	2023	2024
-20.3 %	-16.1 %	-13.87 %
(Annual reductions)		

The group has since 2020 achieved a cumulative **gas reduction of 42.44%**, meeting the challenge it had set for 2025.

The group acts through various initiatives to achieve energy efficiency, such as the following:

- Photovoltaic panels installed at the group's largest plants, generating around 4% of the total energy consumed by the group, and 7% of energy self-generated at each plant fitted with photovoltaic or solar panels.
- Adaptation of production sequences to optimise the operating times of production lines, cold stores, machinery and boilers.
- Optimisation of hygiene protocols at the plants, using sanitary hot water in appropriate steps and times.
- Optimisation of industrial refrigeration systems to improve efficiency in refrigeration production and distribution, reducing losses and leaks of coolant gases, and minimising emissions.
- Optimisation of refrigeration equipment to improve the efficiency of evaporators, air compressors and vacuum systems, ensuring optimal performance of these devices, and reducing energy consumption.
- Acquisition of efficient machinery with the aim of incorporating product cutting equipment that consumes less energy and generates less waste, thereby reducing energy consumption and waste materials.
- Optimisation of scalding processes to improve energy efficiency on the slaughterhouse lines, reducing gas consumption and improving energy use.
- Heat recovery from refrigeration compressors to make use of the heat generated by them to produce sanitary hot water.

In terms of energy, the group launched a photovoltaic plant in 2023 at its site in Riudellots de la Selva, the group's largest production plant, along with those already in operation since 2022 at the sites in Cheste (Valencia) and in Girona at Les Planes d'Hostoles, St Jaume and Vilamalla, and in Sant Esteve de Llémena.

The group has a **specific energy savings investment plan** in place, reflected in the organisation's income statement, with an upward trend.

With regard to gas, the group has implemented a heat recovery project in the refrigeration installation, to heat water and reduce the input of steam, and has replaced diffuser valves with a refrigeration compressor heat recovery circuit mixer. These measures have served to generate twice as much hot water under the same circumstances.

The evolution in terms of resources allocated to specific energy-saving investments, and the expenses reflected in the income statement in connection with environmental improvement and protection activities, are as follows:

	2022	2023	2024
Specific energy-saving investments (thousands of €)	2,676	3,100	2,605
Expenses incurred for environmental improvement and protection (thousands of €)	2,572	3,818	3,777

7.6. REDUCTION IN CONSUMPTION OF NATURAL RESOURCES



EVOLUTION OF WATER CONSUMPTION

Water is **essential** not only for human life, but also **for the efficient operation of industrial activities**, including meat-processing plants. As it believes that it is a necessary and limited resource, Grup Cañigueral understands that **responsible water management is vital so as to ensure the long-term sustainability** both of its operations and of the environment.

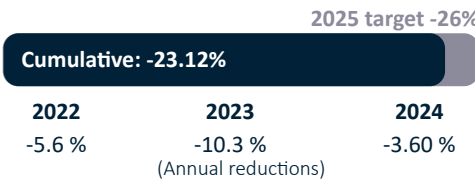
In this regard, it works to **implement processes and technologies that reduce water consumption**, such as waste water treatment systems, **and also focuses on awareness-raising and training of individuals in sound environmental practices, with a particular focus on those at operational sites**, emphasising responsible water use and consumption, fostering preventive and corrective maintenance of water leaks, and optimising water usage in production processes, and in the cleaning and disinfection of facilities, among other measures. It likewise works on other initiatives such as the progressive installation of aerator taps with low-consumption nozzles, and the fight against leaks to minimise losses, as well as maintenance of the water network itself, likewise intended to achieve the same goal.

At the close of 2024, a **3.60% reduction had been achieved in comparison with 2023, and a cumulative reduction of 23.12%** (2020-2024) in the use of this natural resource, with under 3 percentage points left to achieve the target set for 2025 (-26%).

The various measures include the presence of **in-house water treatment plants** at five of the six companies in the group's industrial division, and the maintenance of a **reverse osmosis plant** at its largest-capacity site in Riudellots de la Selva (Girona), which now involves reusing previously used water to clean livestock sheds and trucks, including at the site itself.

The group also acts through measures involving the maintenance and adaptation of water distribution networks and storage tanks, automation and optimisation of the hygienic cleaning process of tools such as knives, overalls and boxes, the sequencing of production processes, to optimise intermediate and final cleaning of production lines, and the optimisation of hygienic facility cleaning protocols.

EVOLUTION OF WATER CONSUMPTION



7.7. REDUCTION AND RESPONSIBLE MANAGEMENT OF WASTE



Grup Cañigueral is firmly committed to the **implementation of effective measures for the proper management** of the waste generated in its production processes and offices. Commitment to reduce waste from source, actively promoting the recycling and reuse of materials so as to minimise environmental impact, by raising awareness as to reduction and proper management of waste, to prevent it from being disposed of or ending up in landfill.

Since 2023 it has held **Zero Waste certification**, guaranteeing that the group's plants and offices send **94% of their waste to sustainable destinations**, and during the most recent certification processes the classification has improved, obtaining the four ticks awarded by SGS, confirming that the group is adopting measures to reduce its environmental footprint and minimise the amount of waste sent to landfill. A figure which the group expects to rise to 95% in the following year, 2025.

To achieve this goal, it has **comprehensive waste control** in place, informing the public authorities through measurements and team training, and a clear action plan covering such aspects as the replacement of individual bins with collective ones in the offices; selective segregation of waste (lightweight containers, paper and cardboard, organic, and other categorised waste streams); encouragement of paper use in the office only where necessary; review of the frequency with which gloves are changed at the plants, and the implementation of certain washable and reusable working garments, rather than disposable items, such as aprons, among other initiatives. This also involves the **management of all meat by-products** to ensure they are sent to a sustainable destination, such as pet food and/or fertilisers, thereby eliminating food waste.

In addition, **it trains all employees and subcontractor companies** in the proper, selective segregation of the waste they generate or could generate at the facilities as a result of their activities.

REDUCTION IN WASTE PER PRODUCT UNIT	
2022	-8.3%
2023	-5.6%
2024	-6.9%
CUMULATIVE 2020-2024	-25.5%







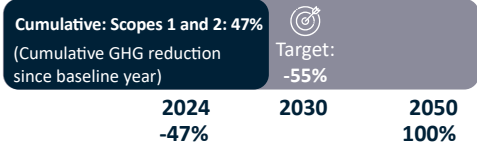
# 7.8. REDUCTION IN GHG EMISSIONS



In line with the commitments established in the **Paris Agreement**, the group has set a goal of achieving **Net Zero Emissions by 2050**. To achieve this goal, it measures and manages its Greenhouse Gas (GHG) emissions according to the three scopes defined by the **GHG Protocol**, measured with SGS and verified with Bureau Veritas Iberia, a company specialised in assisting businesses in meeting their social and environmental challenges.

## REDUCTION IN CARBON FOOTPRINT PER PRODUCT UNIT, SCOPES 1 AND 2

Baseline Year 2021



With regard to Scopes 1 and 2, or **direct emissions from sources owned or under the control of the group**, in 2024 the total amounted to **30,891 tCO<sub>2</sub>e**. Meanwhile Scope 3, or indirect emissions generated throughout the group's value chain, taking into account transportation of raw materials, inputs and finished products, employee commutes, business travel, water consumption, raw materials and services, waste management, energy production and forms of use and storage of our end products, account for total emissions of 2,018,727 tCO<sub>2</sub>e.

Taking into account all three scopes, **the group's total GHG emissions are 2,049,618 tCO<sub>2</sub>e for the financial year 2024**, with the total cumulative reduction in Scopes 1 and 2 since the first year of calculation, or baseline year (2021) amounting to -47%, thus maintaining the **group's positive progress on the path towards net zero emissions**.

During the last financial year, 2024, the group took the important step forward of committing to a specific reduction programme in its logistical activities (transportation and storage of finished products), with the support of AECOC Lean & Green. It has so far passed the initial audit and obtained the **Lean & Green Award**, guaranteeing that it has greenhouse gas and emissions reduction measures in place in this area, and vouching for its **commitment to reduce emissions by at least 20% over a maximum of 5 years**. Over the course of next year, the organisation will work towards achieving this goal and receiving further recognition under the programme. It will to this end maintain progress in the control of product storage and efficiency in refrigeration processes, among other measures to achieve its aim.

In this regard, the logistics department **organises trips for the entire fleet to avoid waiting times and unnecessary travel, while also optimising routes**. Meanwhile, to reduce refrigeration times, and in an attempt to achieve high truck occupancy, it provides efficient and sustainable driving courses for its drivers, among other measures.

All trucks used by the group are equipped with engines that fulfil the engine standard Euro VI, Euro VI C and Euro VI D, the most efficient on the market, determining the maximum amount of nitrogen oxides and particles emitted by the engines, and the fuel savings. And for the most recurrent and largest-volume route, the organisation has a truck with two trailers (mega trailer) which runs every working day, thereby increasing transport efficiency in helping to reduce CO<sub>2</sub> emissions.

Through this comprehensive approach, the group reasserts its commitment to combating climate change, driving specific actions to decarbonise its operations and contribute towards a more sustainable future.



CBMF sustainability team and AECOC heads of Lean & Green at the awards ceremony.

7.9. REDUCTION IN PLASTIC CONSUMPTION



The group is committed to a circular economy, by promoting **reduced use of virgin plastic per kilo of product, opting to use recycled and recyclable plastic**, to ensure that it can be given a new lease of life. It has set the goal of achieving a reduction in plastic per kilo of product sold of 25%, with 70% use of recycled plastic by 2025 within the sustainability plan "Plan de ruta 2021-2025" (2021-2025 Roadmap), also including its industrial divisions (fresh, elaborated and cured meat products).

By the close of the 2024 financial year, **the organisation had achieved a 19% reduction in virgin plastic per kilo of product sold, along with a 54% proportion of recycled plastic.**

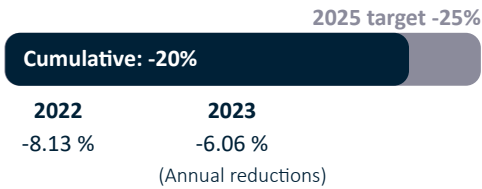
On the pathway towards its objectives in this sphere, the group is working on **reducing the thickness of its packaging trays and films**, and is committed to the use of **single-material packaging**, to make materials easier to recycle. It is furthermore working towards all plants recycling end-of-life plastic waste from spent heat-forming reels trays and labelling rolls, and properly segregating plastics (clean or with waste) for reuse.

It is also working on the implementation of a recycled plastic seal of guarantee for its sliced, cured sausage trays, in the interests of **customer awareness and transparent communication**, guaranteeing that the trays contain at least 70% recycled plastic in their composition, and in some cases as high as 90%.

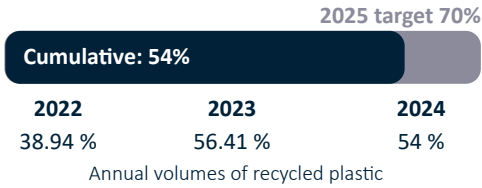
The group furthermore extends its commitment beyond its own facilities, and has since last year fostered the circular economy by making use of reusable water bottles rather than plastic at the larger trade fairs attended by the organisation, on the part of the entire team. This measure succeeded in reducing consumption by 800 small plastic water bottles at the key trade fairs.



EVOLUTION IN CONSUMPTION OF PLASTIC/KG PRODUCT



EVOLUTION OF % RECYCLED PLASTIC IN PACKAGING COMPOSITION





## 8 SOCIAL ACTION AND HUMAN TALENT



The group takes on board a **commitment to people** with a direct impact on society, and does so in particular through its business operations: producing high-quality, balanced and healthy foodstuffs.

This essential objective, to achieve quality nutrition, provides the basis for many other movements performed. For example, the alignment between the supply chain and these same values of sustainability. The group calls on its suppliers to follow suit in their ESG strategy, while in turn helping them to implement this policy, working with them to define action plans.

There are, though, many other effects focused on society at large, such as **support for local economies** in direct areas of influence; **Corporate Social Responsibility (CSR)** initiatives addressing individuals' essential contexts; **communication with stakeholders** (customers, consumers, suppliers, financial institutions...) to direct their concerns to the group.

This social commitment by the organisation likewise has a very direct impact on all those belonging to the group, with whom there is a **working plan in place to achieve their personal and professional satisfaction**, beyond occupational safety.



## 8.1. QUALITY AND CONSUMER SATISFACTION



The group has in place a **Product and Marketing Policy**, establishing the commitment to produce safe and high-quality foods, beginning with the organisation's and the suppliers' Code of Ethics.

To achieve this task, all plants apply **internal product controls** and undertake **information exchange and good practice** with all other sites. They likewise strive to maintain the highest quality standards and seals allowing the organisation to release its products worldwide: IFS, Calitax, BRCs, SAE, Consorcio Jamón Serrano, Certified for export to the USA, among others.

The entire group follows a system based on **Hazard Analysis and Critical Control Points (HACCP)**, and has Quality Departments in place with the knowledge and required staffing levels for this task, along with investigation and improvement procedures in the event of incidents, complaints and non-conformities.

The organisation focuses on **prevention measures** and has standardised procedures and crisis simulation and product recall drills.

It also undertakes **periodic drills** to keep the manufacturing chain working smoothly, along with all its departments: production, quality, logistics-distribution and communication.

The group furthermore has **supplier approval processes which take into account criteria of quality, food safety, performance and commitment to ESG sustainability, applied in operations in the main countries importing Spanish meat**, including such strategic markets as China, Japan and the USA, where it has played a pioneering role.

Its **Marketing Policy** ensures responsible advertising and marketing; defines basic consumer rights to ensure safe, legal, quality products, and undertakes to associate the brand with sustainability values; sets out the right to the protection of consumer health, economic and social interests, compensation for damages suffered, the right to consumer information and representation and consideration in consultations.

All these rights are formally structured by means of the **Consumer Care Procedure**, offering complete, truthful and comprehensible information for all, via all the different channels used by the organisation: website, LinkedIn, Instagram and YouTube, email, advertising, packaging and labelling.

It likewise adopts the same approach through the group's **Crisis Management and Communication Manual**, implementing a culture of total quality and risk prevention throughout the organisation, and guaranteeing rapid and transparent product recall procedures where necessary.

The group furthermore **measures consumer satisfaction** by means of internal and external product tastings, conducted with such consumer associations as the AVACU (Spanish Confederation of Consumers and Users-Valencian Association of Consumers and Users), as well as expert partners for the different product types. This dynamic allows it to draw conclusions for its new formulations and product improvements.





## 8.2. ALIGNMENT WITH SUPPLIERS



**Most suppliers of Grup Cañigueral are from Spain (96%),** and it maintains stable relationships with them over time, thereby facilitating a constant commitment in terms of quality and safety in the services received.

It has measures in place in this regard to ensure that its operational responsibility is aligned with the entire supply chain, thus guaranteeing good sustainability practice and commitment to quality with all co-workers.

To this end, it informs all its suppliers of its **Supplier Code of Ethics**, intended to ensure conduct based on honesty, integrity and transparency, and formalising the environmental, social, legal and governance requirements that all suppliers must accept. It furthermore has in place a **Green Purchasing Guide**, which rewards the best performance in terms of sustainability.

There is also a **Supplier Approval Procedure** for all new additions, detailing the ESG requirements they must take on board, and which they are

called on to sign before beginning the contractual relationship. Meanwhile, a **supplier sustainability questionnaire** calls for ESG documentation and information, and the **in-person facility auditing** system measures environmental as well as social and governance aspects, to ascertain the progress and maturity of each supplier, and confirm the accuracy of the information provided, respectively.

These measures allow the sustainability department of the group, assisted by consultants and experts, to propose specific action plans for its suppliers, to help them improve their results in accordance with the score obtained, repeating the evaluation to review the improvements within one and four years.

Beyond this, the organisation also has other documents which likewise govern its relationship with its suppliers:

**Purchasing Policy:** establishing commitments for the acquisition of goods and services, at all times guaranteeing objectivity, transparency and efficient and optimal management of all purchases made.

**Anti-Corruption Policy:** defining the relationship with public officials, suppliers and subcontractors, customers and competitors, and prohibiting any type of facilitating payment. It also establishes the need to complete a Conflict of Interest

Declaration on the part of executives and middle managers with capacity to influence purchasing and procurement throughout the organisation.

Meanwhile, for external jobs performed in-company, particular emphasis is placed on health and safety measures.

The group companies comply with the provisions of Act 5/2020, and pay their meat and fresh products suppliers within the legal deadline of 30 days, while for all other products and services, payment is made by the 60-day legal deadline.





### 8.3. SOCIAL IMPACT



**Grup Cañigueral has a significant impact on economic development within the mainly local geographical scope** where it performs its operations and its production sites are located.

Its contribution mainly affects small towns in Catalonia and Valencia (Llambilles, Serinyà,

Riudellots de la Selva, Vilamalla, Vilafant, Sant Jaume de Llierca, Les Planes d’Hostoles, Cheste) and in Aragon. Communities where it generates a great many direct and indirect jobs, and has the following economic impact generated (revenues obtained) and distributed (expenses borne):

(€ thousand)	31/12/2022	31/12/2023	31/12/2024
Net group turnover (€)	1,211,566	1,469,611	1,508,622
Other income (€)	1,589	4,060	3,629
Financial income (€)	454	1,632	3,512
<b>ECONOMIC VALUE GENERATED (€)</b>	<b>1,213,609</b>	<b>1,475,303</b>	<b>1,515,763</b>
Inputs (€)	(897,472)	(1,134,836)	(1,128,988)
Other outside expenses (€)	(140,080)	(116,941)	(122,679)
Fixed asset amortisation expenses (€)	(25,699)	(30,684)	(33,750)
Staff expenses (€)	(129,013)	(144,755)	(148,427)
Financial expenses (€)	(3,525)	(9,507)	(12,017)
Taxes and levies (€)	(6,188)	(12,080)	(19,527)
Other expenses (€)	(977)	0	(724)
<b>ECONOMIC VALUE DISTRIBUTED (€)</b>	<b>(1,202,953)</b>	<b>1,448,804</b>	<b>(1,466,111)</b>
<b>ECONOMIC VALUE RETAINED (€)</b>	<b>10,656</b>	<b>26,499</b>	<b>49,652</b>

Beyond this, the group has an extended working line covering **positive social impact** both internally and externally, as it believes it is its duty to care for people both in-house and in neighbouring communities.

For example, some of its companies double the 2% rate required by law under the **Social Integration of People with Disability Act (the 'LISMI')**; it is working to achieve international **Great Place To Work** certification and group companies; it

has its own personalised Internal Occupational Risk Prevention Plan (**Te cuidamos ('We Care For You') Plan**); and it currently collaborates with more than 30 social initiatives within its **Corporate Social Responsibility (CSR) Plan**.

In this field of CSR, it centres its strategy on achieving an impact on people's fundamental needs, with three key cornerstones: **inclusion and social development; training and culture; and health**.



## HEALTH

In line with such action, it currently collaborates in health terms with organisations such as the **IdibGi (Girona Biomedical Research Institute)** for research into ischaemic ictus; the **AECC (Spanish Cancer Association)** for research into this disease; the **Pasqual Maragall Foundation** for research and support for people with Alzheimer's and their relatives; the **Gicor Foundation** for heart disease prevention and support; and **Sant Joan de Déu Hospital** for research support, among other initiatives.

## SOCIAL INCLUSION

In the interests of social inclusion, it collaborates with the **Girona East Foundation** for the positive development of new generations in the eastern district of the city of Girona, and support for vulnerable communities; the **Girona Basketball Club** to support inclusive sport, by sponsoring the wheelchair basketball team; the **Astrid21 Foundation** for improved quality-of-life and occupational inclusion on the part of those with learning disabilities and functional diversity; the **MIFAS Group** for the social integration of people with physical disability; and the **Sèlvans Association** for the preservation of centuries-old holm oak woods in the area of the Can Tià Volcano in La

Garrotxa, thereby helping to maintain a positive CO2 balance, among other initiatives.

The group has also for some years played an active role with such charities as the **Charity House, Food Bank** and **Red Cross** in the form of food donations. In the case of the Red Cross, it received the 2024 Impartiality Accolade as a sign of its commitment, at the gala ceremony held by the organisation to recognise contributing companies.

And during 2024, it donated as much as 12,000 kg of elaborated and cured products for towns in the Valencia region affected by the natural disaster resulting from the 'DANA' storm and flash flooding.

## CULTURE AND TRAINING

Lastly, in the sphere of culture and training, the group collaborates with such organisations as the **'Creativation' Foundation**, working in the academic field for education in support of creativity and teaching innovation; the **Invisible City Foundation** for the development of cultural projects and educational programmes in support of universal culture and educational capacity in the arts; and **local sports clubs** in various pursuits, helping to promote healthy lifestyles and habits from early childhood onwards.



### GIRONA BASKETBALL CLUB

Official sponsor of the Wheelchair Basketball team, in support of inclusive sport.



### GIRONA EST FOUNDATION

Support for the social development of vulnerable communities in Girona



### SÈLVANS

Support in preserving natural environments of particular value (Can Tià Volcano, La Garrotxa).





# 8.4. HUMAN TALENT

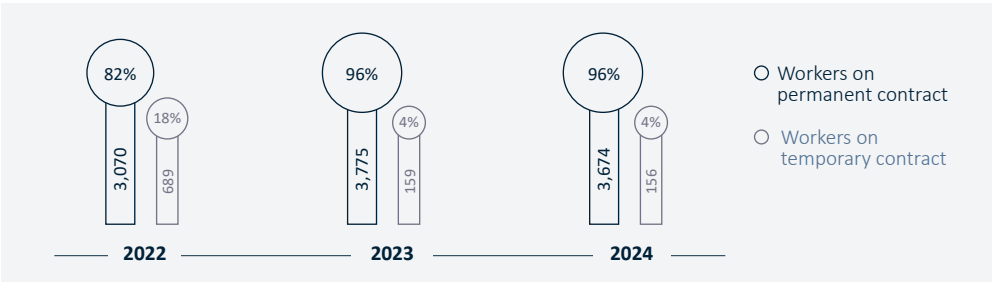
Grup Cañigueral is committed to respecting the fundamental rights of all those working at the organisation, establishing a clear framework of principles and commitments to guarantee respect, protection and promotion of their rights in all working relations (**Human Rights Policy**). It also encourages and promotes gender equality and employment opportunities for all through its **Equality, Diversity and Non-Discrimination Policy**.

In 2024 the group comprised an average of **3,830 people**, the vast majority with permanent contracts (96% of them). To support this operational approach and ensure a **healthy working environ-**



**ment** for all, it has in place policies for **Freedom of Association, Code of Ethics, Anti-Corruption Policy**, as well as **Equality Plans and Sexual Harassment and Gender-based Discrimination Prevention Protocols** at its workplaces.

All of the organisation's employees have access to communication systems such as the suggestions box, corporate email and the whistleblowing channel, allowing them to communicate openly with the organisation, and convey their queries, concerns, points for improvement, etc.



There are measures in place such as **flexible working hours** at those departments where this is possible, an **ongoing training plan** for roles that so require, and a **transparent communication policy** structured by means of various internal communication tools, such as the newsletter and downstream communication, to facilitate a stimulating working environment and sense of belonging at the organisation.

The group likewise guarantees that employees are familiar with all these measures through a separate **Onboarding Manual** for each company and plant, which not only facilitates access on the part of those joining the organisation, but also explains their occupational and social rights. Following this initial onboarding, there is professional and personal development monitoring of each new hire, by means of a performance interview from the first year onwards. This evaluates their professional skills, devising training and development plans for each individual and the different roles. There is also a performance plan.



# 8.5. OCCUPATIONAL SAFETY

Those working at the organisation are familiar with safety regulations, and are trained and skilled in performing their tasks. The group makes efforts to minimise accident rates, for the benefit of those belonging to the company and to reduce absenteeism, with the rate standing at 10.8% in the 2024 financial year.

There are different initiatives in place for this purpose at the production sites, most notably the scheme known as the **"Te cuidamos" (We Care For You Plan)**, which identifies risks that could hamper the functionality of the organisation or compromise personal health and safety.

The risk prevention services have also updated the assessment of the risks identified, allowing the companies to adopt preventive measures to correct and control these aspects.

**The group dedicates substantial resources to training each year.**

EVOLUTION OF TRAINING EXPENDITURE		
2022	2023	2024
€186,709	€248,997	€234,678

15,859 hours were spent on training, delivered mainly for the technical departments and production staff. All those joining the group receive in-person training in recycling and hygiene, good practice, food handling, the culture of food



quality and safety, and specific training in the functions associated with their job, as well as ESG training.

All sites likewise deliver risk prevention and first aid training.

All the **internal protection plans** at the group have been drawn up by technicians skilled in the preparation of emergency plans, irrespective of its size or the legal obligation of the constituent companies, while all sites have conducted the relevant emergency drills and assessments.

These measures served to reduce the number of accidents leading to time off work at the organisation by 1.1% in 2024, from a total of 363 in 2023, to 359 last year.

All companies of Grup Cañigueral respect **trade union rights** and comply with fundamental **industrial relations** regulations. They also have **health and safety committees** in place to reduce occupational risks.

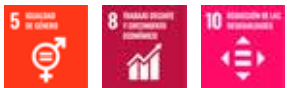
EVOLUTION OF THE NUMBER OF ACCIDENTS		
2022	2023	2024
339	363	359



# 8.6. COMMITMENT TO EQUALITY AT WORK

The group supports **equal work – equal pay practices**, in other words application of the same salary in the case of the same occupational performance, without any discrimination based on gender, race or religion. While aligned with recognition by official bodies, it does have a percentage salary gap (to be understood as the existing difference between the salaries received by workers of each gender), which is the result of such social and family factors as a lower participation rate by women in the labour market, fewer hours worked in the interests of work-life balance, along with other aspects, these being long-standing issues which remain widespread in today's society.

This figure currently stands at 9.4%, below the 9.7% seen the previous year, with continuous adjustments being made by the group in order to progressively offset these factors.



PAY BY CATEGORY (average personnel)	2022		2023		2024	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Directors, executives, managers, technicians and qualified workers	€41,100	€42,823	€42,231	€54,958	€41,795	€60,392
Administrative and sales personnel	€27,582	€30,978	€30,332	€35,214	€34,475	€46,293
Production personnel, drivers and others	€21,623	€24,169	€23,903	€26,112	€24,811	€26,676

\* The figures from previous years vary compared with those presented in reports on previous financial years. A reclassification of professional category groups has been undertaken, based on the studies and knowledge of the different jobs at the organisation.

It likewise **supports the hiring of those at risk of social exclusion**, and has to date hired 76 people with disability. Meanwhile, the workplace in Cheste (Valencia) has been awarded the 'Company Equality' seal (2023) by the Spanish Government, and some of the larger companies at the group where this is possible in terms of the type of work performed have even hired twice the percentage of staff with disability required by Spain's Social Integration of People with Disability Act.

The group has an **equal work, equal pay policy**, the aim of which is that everyone should receive fair pay for performing tasks of equal value. The remuneration process is established in accordance with the **applicable collective bargaining agreement**, ensuring objective, transparent and fair criteria for all occupational categories.

NUMBER OF WORKERS WITH DISABILITY HIRED		
2022	2023	2024
77 people	80 people	76 people

EVOLUTION OF PAY GAP (weighted average of women compared with men)		
2022	2023	2024
11.6 %	9.7 %	9.4 %



## 8.7. COMMITMENT TO CONTINUOUS IMPROVEMENT



The group faces the future challenge of developing **social benefit measures** that could have a positive impact on all individuals, and delivering training to extend familiarity with ethics policies on the part of the leadership group, and their skills in this regard.

77% of people from the group are covered by the National **Meat Industry Collective Bargaining Agreement**, while the remaining 23% are covered by the company-level Agreement at Frescos y Elaborados Delisano S.A.U. in the case of the site in Cheste (Valencia), the aim being that 100% of people should be covered by the meat industry agreement in the next financial year.

At the close of 2024, the organisation had a voluntary rotation rate of 10.2%, compared with 13.7% in 2023, a figure significantly lower than the Spanish average recorded in the most recent available edition of the Randstad Report for 2022, which places this figure at around 17%.

As for gender, the group has the following number of women and men, respectively, distributed across the following categories:

CLASSIFICATION BY GENDER(total average)			
	2022	2023	2024
WOMEN	1,249	1,270	1,303
MEN	2,510	2,664	2,527
<b>TOTAL</b>	<b>3,759</b>	<b>3,934</b>	<b>3,830</b>

CLASSIFICATION BY CATEGORY (average personnel)	2022		2023		2024	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Directors and senior executives	4	9	5	9	4	15
Other managers	7	24	7	30	8	27
Technicians and scientific and intellectual professionals and support professionals	84	196	91	205	89	141
Accounting, administrative and other office employees	112	65	126	70	105	46
Commercial, salespeople and similar	13	10	13	13	13	15
Production employees and others	1,028	2,205	1,027	2,336	1,084	2,283
<b>TOTAL AT END OF YEAR (AVERAGE)</b>	<b>1,248</b>	<b>2,509</b>	<b>1,269</b>	<b>2,663</b>	<b>1,303</b>	<b>2,527</b>

\* The figures from previous years vary compared with those presented in reports on previous financial years. A reclassification of professional category groups has been undertaken, based on the studies and knowledge of the different jobs at the organisation.

## 8.8. COMMITMENT TO PEOPLE AT ALL TIMES



The group has taken on a commitment to accompany its members throughout all circumstances in their lives, and so during 2024, as a support measure in response to the humanitarian crisis derived from the DANA flash flooding which occurred in Valencia in October, it offered a support package for the people affected at its site in Cheste (Valencia).

The package comprised **grants to rent housing** for those who lost their homes, **monetary assistance** in the form of credit granted by the organisation, assistance for vehicle rental, **psychological support or counselling services**, and **handling of insurance and consortium arrangements** regarding the damage caused by the disaster. All these measures were admin-

istered and processed by the group itself, with implementation continuing in 2025, along with the product donations that the company made from its Cheste plant and the plants in Girona, amounting to 12,000 kg of products.

The group likewise collaborated in an **emergency kitchen** initiative organised by the Michelin-starred chef Ricard Camarena, providing use of the Cheste facilities during the weekend after the disaster to prepare 20,000 helpings of food (lentils, meatballs, pasta, chicken, croquettes...) which were then distributed in nearby towns that had been affected, such as Aldaia, Algemesí, Picanya, Paiporta and Torrent.







9.1. GOVERNING BODY

The Governing Body of Grup Cañigueral comprises a **Board of Directors** with a total of **8 members**, chaired by Elizabeth Cañigueral Borrás, who was appointed in June 2019, and had her position renewed in 2023.

BOARD OF DIRECTORS

- Elisabeth Cañigueral Borrás, President
  - Joan Cañigueral Puig, Vice-President
  - Xavier Cañigueral Vall-Ilosera, Vice-President
  - Jordi Cañigueral Borrás, Board Member
- Montse Cañigueral Puig, Board Member
  - Narcís Cañigueral Puig, Board Member
  - Neus Cañigueral Vall-Ilosera, Board Member
  - Lluís Cañigueral Vall-Ilosera, Board Member

In turn, this Board of Directors acts as the Management Committee leading the administration of strategy and the different companies belonging to the organisation, with Carles Sureda Serrat serving as Managing Director of the whole group, and Non-Directorial Secretary of the Board of Directors.

COMPOSITION OF BOARD OF DIRECTORS (YEAR)

	WOMEN	MEN	COMPANIES	TOTAL
2022	3	5	0	8
2023	3	5	0	8
2024	3	5	0	8

9.2. COMMITMENT TO SUSTAINABILITY

In its role as the Management Committee for the whole group, the Board of Directors takes on board the **strategic "Plan de ruta 2021-2025" (2021-2025 Roadmap)** as the strategy to be followed in environmental, social and governance matters, the operational cornerstones being aligned with the **Sustainable Development Goals (SDGs) and 2030 Agenda**, for all companies of the organisation.

To achieve successful implementation, there is a **cross-functional coordinator** ensuring continuity throughout the group, involving all the directors of each company within the plan, with the support of each of their management committees, and with medium- and long-term indicators in place for annual measurement through external audits.

The Management Committee thereby defines the group's policies and goals in the medium and long term; reviews action plans and indicators; undertakes to publish progress under the plan, and to analyse the impact on stakeholders; has the final word in managing environmental, health and safety, social or ethical crisis matters; and authorises and **validates sustainability reports**.



### 9.3. ETHICAL AND RESPONSIBLE MANAGEMENT



Grup Cañigueral guarantees compliance with the **highest standards of corporate conduct**, ensuring that it **strictly abides by the legislation in force**, along with all applicable **standards and regulations in the countries where it operates**.

The company has implemented a robust compliance system, based on ethics, transparency and corporate responsibility, with the aim of preventing, detecting and handling any possible legal or reputational risk. Through its internal policies, rigorous controls and its **own secure Whistleblowing Channel**, accessible via its website to handle possible irregularities, it reasserts its commitment to integrity and good practice, promoting a corporate culture based on legality and trust.

In 2024, the Board of Directors handled two claims received via the Whistleblowing Channel, which were resolved in due time and form in accordance with the Internal Complaints Investigation and Response Protocol, approved by the Board of Directors.

To this end, the group has a **Compliance Body** in place, comprising representatives of the group itself and each of its constituent companies, acting objectively and independently in response to any situations so requiring, ensuring integrity, impartiality and responsibility in all operations. It is furthermore responsible for evaluation of the performance of the system as a whole throughout the organisation.

Along with **corporate standards and policies to guarantee ethical and transparent management** enabling **responsible corporate governance**, all of which are published on the website: Internal Code of Ethics for Suppliers, Purchasing Policy, Sustainable Purchasing Guide, Anti-Corruption Policy, Marketing Policy, Human Rights Policy, Equality and Diversity Policy, Animal Welfare Policy, Policy of No Experimentation with Live Animals, etc.

Through the proper handling of **conflicts of interest**, it ensures that all decisions and actions are aligned with the legal regulations in force, guaranteeing that all management teams and those with decision-making or intermediation responsibilities in matters of purchasing, sales or financial activities, undertake **annual training courses in the company policies** governing their activity, and complete the **conflict of interest questionnaires**, as established by the group's **Anti-Corruption Policy**.

With regard to Anti-Corruption, all members of the Board of Directors of Grup Cañigueral comply with the duty to **avoid situations of conflict of interest**, as established in Article 229 of Royal Legislative Decree 1/2010, of 2 July 2010, governing the consolidated text of the Companies Act. They furthermore do not directly or indirectly hold any other positions and/or functions at other companies involved in a field of business that is equivalent or complementary to that undertaken by the group companies.





## 9.4 ANIMAL WELFARE



The company has implemented **policies and procedures for Animal Welfare practice**, and evidence of compliance with its commitment to work responsibly with animals, minimise the use of antibiotics, not use growth hormones, guarantee ethical standards, and not participate in animal experimentation.

It also implements a **skills and awareness-raising programme for employees**, by means of continuous training. These ethical standards apply throughout the process, both at farms and in transportation, livestock sheds and abattoirs.

In accordance with a general policy to combat deforestation, **more than 80% of the feed used for the livestock on the farms owned by and integrated within the group are produced with "zero deforestation" soy** from suppliers certified by USSEC (US Soybean Export Council) and RTRS (Round Table on Responsible Soy Association).

All the group's **farms**, both owned and integrated, are **certified for Animal Welfare**, and work responsibly in the breeding, transportation and slaughter of animals. Likewise, the organisation also extends this responsibility throughout its supply chain, to comply with **Spanish and European Union legislation in the field of Animal Welfare**, the most demanding in this sphere.

For example, it adheres to the criteria of the World Organisation for Animal Health in auditing that the breeding and fattening process is performed with respect for the integrity of the livestock and social responsibility: without using any substances that are harmful to people, nor any growth hormones. Its experts also audit that the animal is healthy, well fed and not suffering thirst, enjoying comfort in its rest area, free of disease and pain, and conveying a positive emotional state, by means of **periodic farm audits**.



## 10 SCOPE AND COVERAGE OF THIS REPORT

This annual report covers the period from 1 January to 31 December 2024, and forms part of the Grup Cañigüeral Consolidated Management Report on the 2024 financial year.

It has been drawn up in accordance with the standards of the Global Reporting Initiative (GRI 1), includes the Non-Financial Information Statement NFIS) of the group, in fulfilment of the terms of Act 11/2018, of 28 December 2018, and has been verified by an independent external professional team (Auditoria i Control Auditors S.L.P.).

Its scope corresponds to group activity, containing transparent information as to the organisation's ESG and economic progress, and is intended for all the organisation's stakeholders, including employees, customers, suppliers, local communities, regulatory bodies and others.

The aim is to provide a clear and transparent view of the group's environmental, social and governance (ESG) performance during the corresponding year, to which end it details the actions implemented so as to ensure ethical and sustainable management, and the impact generated in the communities where it operates, and the surrounding area. It likewise includes key performance indicators (KPIs) serving to evaluate fulfilment of the objectives set and the impact of its activities.

To this end, it includes all information deemed relevant by group management for an optimal understanding of the ESG Sustainability aspects included within a general operational framework defined as the 'Strategic Sustainability Plan', 21-25 Roadmaps: environmental, social, organisational and ethical governance, both with regard to human rights and anti-corruption, and also related concepts, serving to underpin and develop group governance.

For any matters connected with the contents of this report, you may contact the organisation via the following email address: [info@costabravafoods.com](mailto:info@costabravafoods.com)



# 11 GRI CONTENT REFERENCING

SECTIONS		PAGE(S)	GRI	
GRI 1 FUNDAMENTALS	Definition of the basic requirements to draw up this document, including general principles, scope and processes.	General fundamentals in preparing the report.	36	GRI 1
		Reporting period and scope.	36	GRI 2-3
		Restatements of information.	36	GRI 2-4
		External verification report.	36	GRI 2-5
	Economic value generated, economic value distributed.	Impact of activities on society.	26	GRI 201-1, GRI 203-2
GRI 2 GENERAL CONTENT	Description of the organisation, trading name of the companies covered, legal-corporate type, location of headquarters, production sites (plants) and characteristics of all of them, and countries where the group operates.	Organisational details.	3- 8; 14	GRI 2- 1
		Corporate structure - entities included.	4	GRI 2- 2
	Markets, image and brand.	Business sector, value chain and products.	11- 13	GRI 2- 6
	Employees.	Employees: total number of employees: by gender and contract type.	28- 32	GRI 2- 7
	Strategies, policies and practices: composition of the Governing Body; number of members; duration and composition by gender; skills; stakeholder representation; appointment of head of the Governing Body; responsibilities handled by the Governing Body.	Structure, governance, appointment and members of the Governing Body.	33- 35	GRI 2- 9
		Function of the most senior Governing Body in the presentation of sustainability reports and delegation of responsibilities in impact management.		GRI 2- 10
				GRI 2- 11
				GRI 2- 12
				GRI 2- 13
	Conflicts of interest.	Participation at other companies and other related parties.	34	GRI 2- 15
	Communication of concerns.	Factors with potential repercussions for the business.	28	GRI 2- 16
	Remuneration policies.	Fixed / variable remuneration system.	30	GRI 2- 19
Process for determining remuneration.	Criteria for determining remuneration.	30	GRI 2- 20	
Sustainable development strategy statement.	Vision and strategy regarding organisational impacts.	33- 34	GRI 2- 22	



SECTIONS		PAGE(S)	GRI	
	Commitments and policies.	Corporate conduct regarding respect for human rights, due diligence and commercial relations.	23- 32	GRI 2- 23
	Inclusion of commitments and policies.		28y 34	GRI 2- 24
	Processes to remedy negative impacts.	Whistleblowing channel.	34	GRI 2- 25
	Mechanisms for consultancy and raising of concerns.		34	GRI 2- 26
	Compliance with legislation and regulations.		34	GRI 2- 27
	Affiliation to associations.	Detail of organisations where it has participation or representation.	26- 27	GRI 2- 28
	Focus for the involvement of stakeholders.	List of stakeholders to consider, stakeholder communication channels.	23 and 24	GRI 2- 29
	Collective bargaining agreements.	Employees covered by a collective agreement.	28- 31	GRI 2- 30
GRI 3 MATERIAL TOPICS	Identification of material indicators, identified stakeholders, prioritisation of priority indicators for the group.	Process of determining the material topics.	15- 16	GRI 3- 1
		List of material topics to consider.	15- 16	GRI 3- 2
	Environmental topics: Consumption of electricity, gas, water, plastic, origin of energy consumed, energy-saving investments, expenses on energy savings and environmental protection, levels and development of GHG emissions.	Energy efficiency.	19	GRI 302
		Reduction in the consumption of natural resources.	20	GRI 301
		Reduction and separation of waste.	20	GRI 306
		Reduction in GHG emissions.	21	GRI 305
		Reduction in the consumption of raw materials.	22	GRI 301
	Social topics: quality objectives for the product, accreditations and approvals in production processes, awards and accolades, supply chain control, composition of group suppliers by origin. Average workforce by type of contract, by company, by gender, number of workers with disability hired. Health management and accident prevention system, hours of training delivered, level of occupational absence and number of accidents. Employment agreements and flexible working measures.	Product quality.	24	GRI 204- 308
		Supply chain.	25	
		Impact on society.	26- 32	GRI 2- 7
		Occupational safety.	26- 32	GRI 403
		Worker satisfaction.	26- 32	GRI 2- 7; GRI 402

SECTIONS		PAGE(S)	GRI
Governance topics: commitments regarding product quality, innovation projects, food waste prevention plans, safety and animal welfare certifications.	Consumer satisfaction.	24	GRI 2 - 22
	Food safety.	12 and 24	GRI 416
	Healthy products.	12 and 24	GRI 416, GRI 417
	Competitiveness and innovation.	12 and 24	GRI 201, GRI 203
	Food waste.	20 and 24	GRI 306
	Business ethics.	34	GRI 205, GRI 206
	Animal welfare.	35	GRI 3-2, GRI 3-3
Economic value generated, economic value distributed.	Impact of activities on society.	26	GRI 201



# 2024 CORPORATE REPORT