

A close-up photograph of a tomato plant. Several tomatoes are visible, some bright red and others still green, with water droplets on their surfaces. The background is a soft-focus green field.

**CONESA
Group**

**Sustainability is
the way to be**

2022

**NON-FINANCIAL
INFORMATION
STATEMENT**



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**Our 2022
Non-Financial
Information
Statement**

> Our 2022 Non-Financial Information Statement

This report has been drafted taking into consideration the requisites established in **law 11/2018 on non-financial information and diversity**, of 28 December 2018, which we hereby fulfil. In addition, the most internationally-recognized methodology - **Global Reporting Initiative (GRI)** - has been followed, and our contribution to the UN's 2030 **Sustainable Development Goals (SDGs)** have been taken under consideration.

This report on the **non-financial information statement (NFIS) of GRUPO CONESA** (hereinafter **GECONESA**) and its dependent companies is comprised of quantitative and qualitative indicators on financial, social, environmental and corporate governance issues. Based on the fundamental principles of relevance and concision, its basic objective is to offer a strategic vision of the organization and its capacity to generate value in the short, medium and long

term, and to identify risks to improve sustainability and increase the confidence of investors, consumers and society in general.

This report is an annex of the consolidated statement of **GECONESA** and its dependent companies, and corresponds to the period **from 1 July 2021 to 30 June 2022**. Notwithstanding, in many cases information from the previous years, 2019/2020 and 2018/2019 is provided.



2

CONESA Group



> 2.1 Organization and environment

GECONESA is a business group devoted to the production of tomato concentrate and other derivative products obtained from the processing of tomatoes.

It was established in 1976 by Manuel Vázquez Gimón as “Conservas Vegetales de Extremadura” with totally private capital. **GECONESA** is now run by the brothers Manuel, Rafael and Rogelio Vázquez Calleja.

Based on its processing volume, which is in excess of one million tons of fresh tomato per crop season, the group is the number 1 producer of tomato concentrate in Europe and the 5th in the world.

The group has production and processing plants in Spain, Portugal, the United States and China.

GECONESA sells its products in more than 66 countries, with exports representing approximately 80% of sales. . Its customers include the world's

leading manufacturers of food products (Heinz, Unilever, Nestlé, Cargill, McCormick, Pepsico, Del Monte, and others).

In addition, the group is the top producer in the world of tomato powder (used in the food industry in dehydrated products, snacks, spices and as a natural colouring agent), of which it has a market share of around 49%.



> 2.2 The CEO's Sustainability Declaration



The year 2021/2022 made for a new challenge for our group. The increase in energy costs - in our gas mostly natural gas - in the costs of raw materials in general, has led the group to decide to implement significant technological changes and modifications in terms of investment in more efficient infrastructures which will enable us to **reduce energy consumption**, and lead to a **reduction in our carbon footprint**.

One of the most important benchmarks of this year was the **calculation of the carbon footprint on a group level**, from agricultural production to the manufacture and distribution of our products, with calculation of scopes 1, 2 and 3 undertaken. This included our entire supply chain.

Furthermore, we have a firm commitment to **waste reduction**, obtaining **0 Waste certification** for the company CONSERVAS VEGETALES DE EXTREMADURA, S.A.U. In 2021. The same certification will be secured in the industries located in Spain and Portugal over 2022.

As a fundamental part of our value chain, we continue to work on **implementing improvements in terms of sustainability in agricultural production**, with measures such as reduction of synthetic fertilizers, improvement of plant cover, fostering biological pest control and improving biodiversity, as well as other **agricultural practices that respect the environment**. These **regenerative agriculture** techniques are designed to improve soil quality and improve biodiversity.

Because of all this, yet another year we would like to thank everyone who forms part of **Grupo Conesa**, of our value change, our staff, farmers, suppliers and customers for their involvement. With their trust, work and dedication they have made these and the other achievements listed in this report possible; the report presents the benchmarks of 2021/2022 in a clear, detailed fashion, as well as the challenges we face over coming years.

> 2.3 Description of the group

GRUPO CONESA is a holding company in which **CONESA** is the parent company and a series of dependent and associated companies depend on it, as shown in the chart below. In the case of the associated companies ASTEX and TOMCOEX, these firms are integrated into the consolidated accounts via the equity method and in this report, information on on the companies included in the consolidated accounts using the global integration method.



> 2.4 Empresas que componen el Grupo CONESA

GECONESA S.L.

Sociedad
dominante

The role of parent company is held by the firm called **GECONESA** S.L, which was established in 2012; it is the head of the group and acts as a holding company. Its function is to hold or administrate the property of the remaining companies that form part of the group of companies.

The company's registered address is in VILLA-FRANCO DEL GUADIANA (BADAJOZ), Ctra. Villafranco del Guadiana Balboa, Km. 1.500.



CONSERVAS VEGETALES DE EXTREMADURA S.A.U.

Established in 1976, domiciled in Villafranco del Guadiana, (Badajoz).the company's activity consists of the handling, conserving, processing, industrial use and commercialization of agricultural products, especially in respect of tomato concentrate and juices, as well as the purchasing, sale, acquisition, transfer, leasing and exploitation of rural and urban properties.



CONESA VEGAS ALTAS, S.L.U.

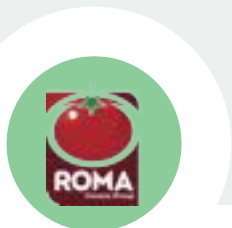
Its origin lies in the purchase of TOMIX in 2014, and it was incorporated in May of 2015. The company's registered address is in Miajadas (Cáceres). Its activity is comprised of:

- The handling, conserving, processing, industrial use and commercialization of agricultural products.
- The purchasing, sale, acquisition, transfer, leasing and exploitation of rural and urban properties.
- The production, purchasing, sale, wholesale distribution and commercialization of plants grains, seeds and fruits.
- The production, processing and commercialization of all types of agricultural products.



SOCIEDAD DE ACTIVOS PRODUCTIVOS INMOBILIARIOS ROMA, S.L.U.

This company was created in 2002 and is domiciled in Villafranco del Gadiana, and its corporate purpose is the production, processing and commercialization of all types of agricultural products, grown both by the company itself and others.



TRANSFORMADOS AGRÍCOLAS BAJO GUADALQUIVIR S.L.U

A company acquired in the year 2017, domiciled in El Trobal, Los Palacios and Villafranca (Sevilla). Its corporate purpose is the manufacturing and sale of tomato concentrate, the preparation and selection of seeds for planting, the commercialization of plant-protection products, the exploitation of owned and/or leased rural properties, and activities related to agriculture, the presentation of all types of agricultural services to third parties, and the commercialization and distribution of petroleum products.

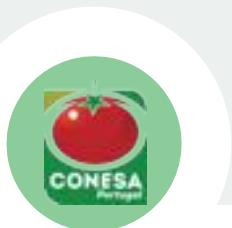
On 30-06-21 this centre will merge with ALGOSUR PINZÓN, S.L.U. , a company acquired in the year 2017 and domiciled in Utrera (Seville), and from this moment on will be called Transformados agrícolas del bajo Guadalquivir.

This company currently has two work centres.



CONESA PORTUGAL S.A.

A company acquired in 2007, based in Montinho de Baixo, Mora (Portugal). Its activity is the industrialization of tomatoes and the subsequent commercialization thereof.



SOCIEDAD GESTORA DE ACTIVOS PRODUCTIVOS ROMA, BIO, S.L.U

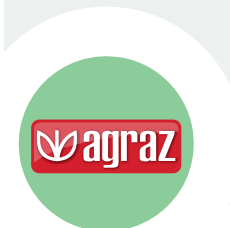
A company created in 2017, domiciled in Villafraanco del Guadiana. Its main corporate purpose, among others, is the production, processing and commercialization of all types of agricultural products, and it is devoted mainly to organic production.

ROMA SOCIEDADE AGRÍCOLA, L.D.A.

A company domiciled in Montinho de Baixo, Mora (Portugal). Its corporate purpose includes the production, processing and commercialization of all types of horticultural products. At present the company has no activity, and has been replaced by EXAGIBE.

AGRAZ S.A.U.

A company acquired by the group in 2016, its registered address is in Badajoz. Its corporate purpose is the production, conserving, industrialization, preferably drying and spraying of agricultural products and the commercialization of the same, for which they install and exploit factories, fruit and vegetable storage silos, distribution networks, etc., both those owned by them or by third parties and in general any industrial or commercial medium, all in collaboration with agricultural technology, with a view to increased productivity and rationalization of the agricultural sector.



AGUSA INC.

A company acquired by the group in 2016. AGUSA is a production company based in Lemoore, California (U.S.A.). Its corporate purpose is the production of tomato powder and sales to other production companies in the U.S.A. and the rest of the world.



FUKANG XIANGFENG TOMATO PRODUCT Co., Ltd.

A company acquired by the group in 2016, based in Fukan City, Xianjiang, China. Its corporate purpose is the production of tomato powder, tomato paste, fresh tomato products and other, dehydrated products.



EXAGIBE – EXPLORAÇÕES AGRÍCOLAS IBÉRICAS, LDA.

A company created in 2016, based in Elvas (Portugal). Its corporate purpose is agriculture and the commercialization of agricultural and fruit and vegetable products.

INMOMAGUILLA, S.L.U

A company created in late 2018, domiciled in Villafranco del Guadiana (Badajoz). Its corporate purpose is the purchase, promotion, construction, rehabilitation, sale, conservation, leasing of property and the execution of any kind of public or private works, and the maintenance, conservation and redevelopment of buildings and installations.

EXPLOTACIONES AGRÍCOLAS PACENSES, S.L.U.

A company created in March of 2021, its corporate purpose is the production, processing and commercialization of agricultural products, and livestock commercialization and production.

SOCIEDAD AGRÍCOLA DE BADAJOZ, S.L.U.

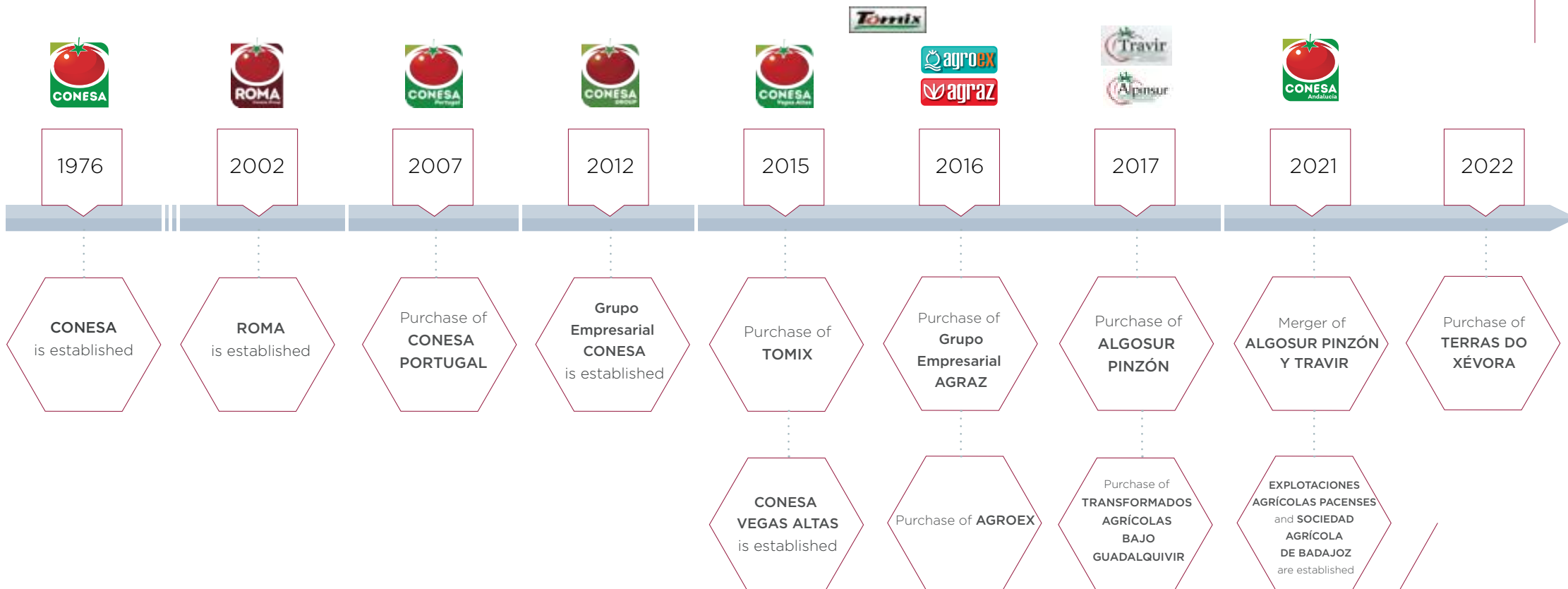
A company created in March of 2021, its corporate purpose is the production, processing and commercialization of agricultural products, and livestock commercialization and production.

SOCIEDADE AGRÍCOLA TERRAS DO XÉVORA, LDA.

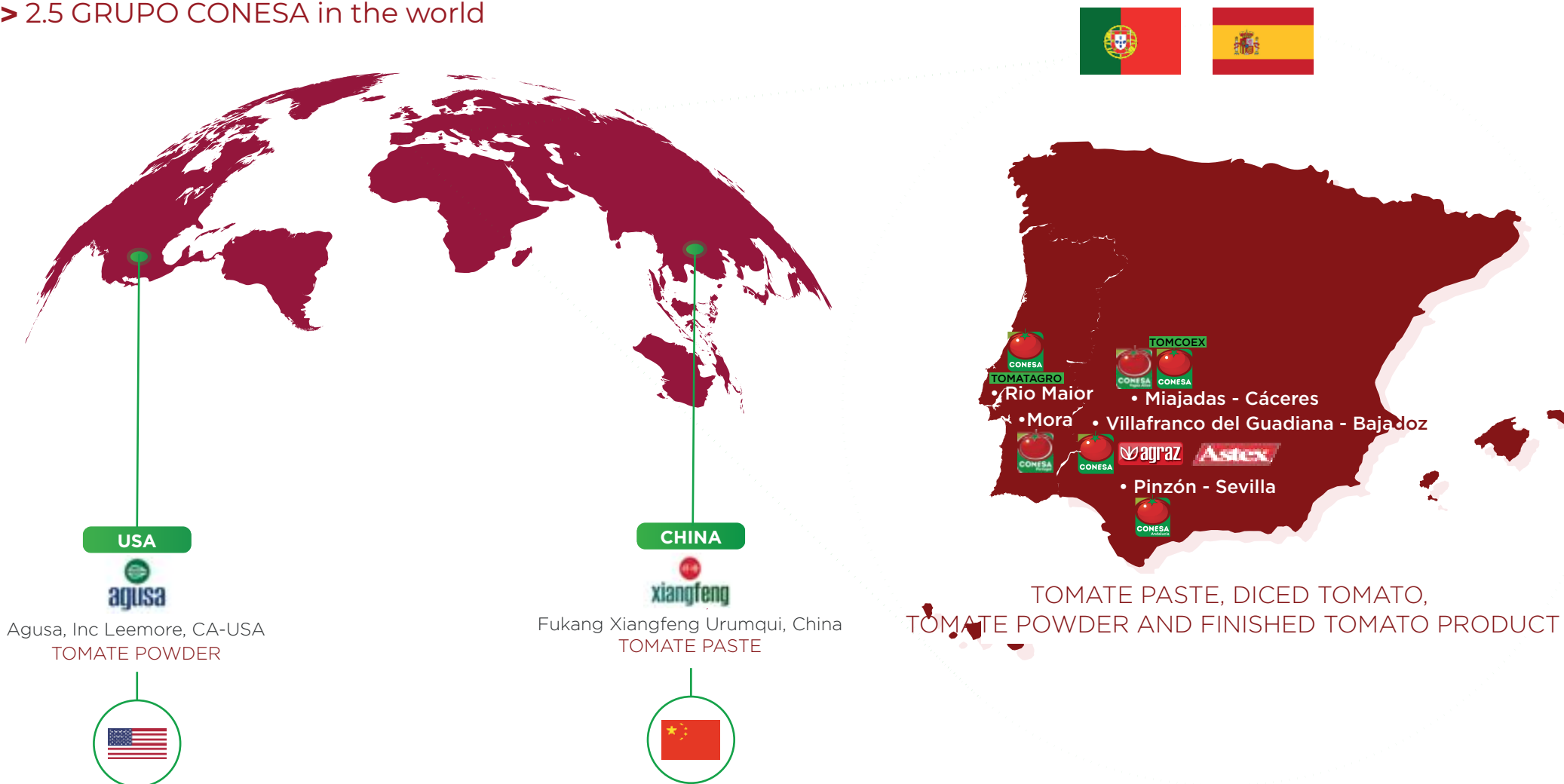
A company acquired in 2022, domiciled in Mora (Portugal). Its corporate purpose is the production and commercialization of all types of horticultural products, cultivated by the company itself and/or third parties.por terceros.



> GECONESA timeline






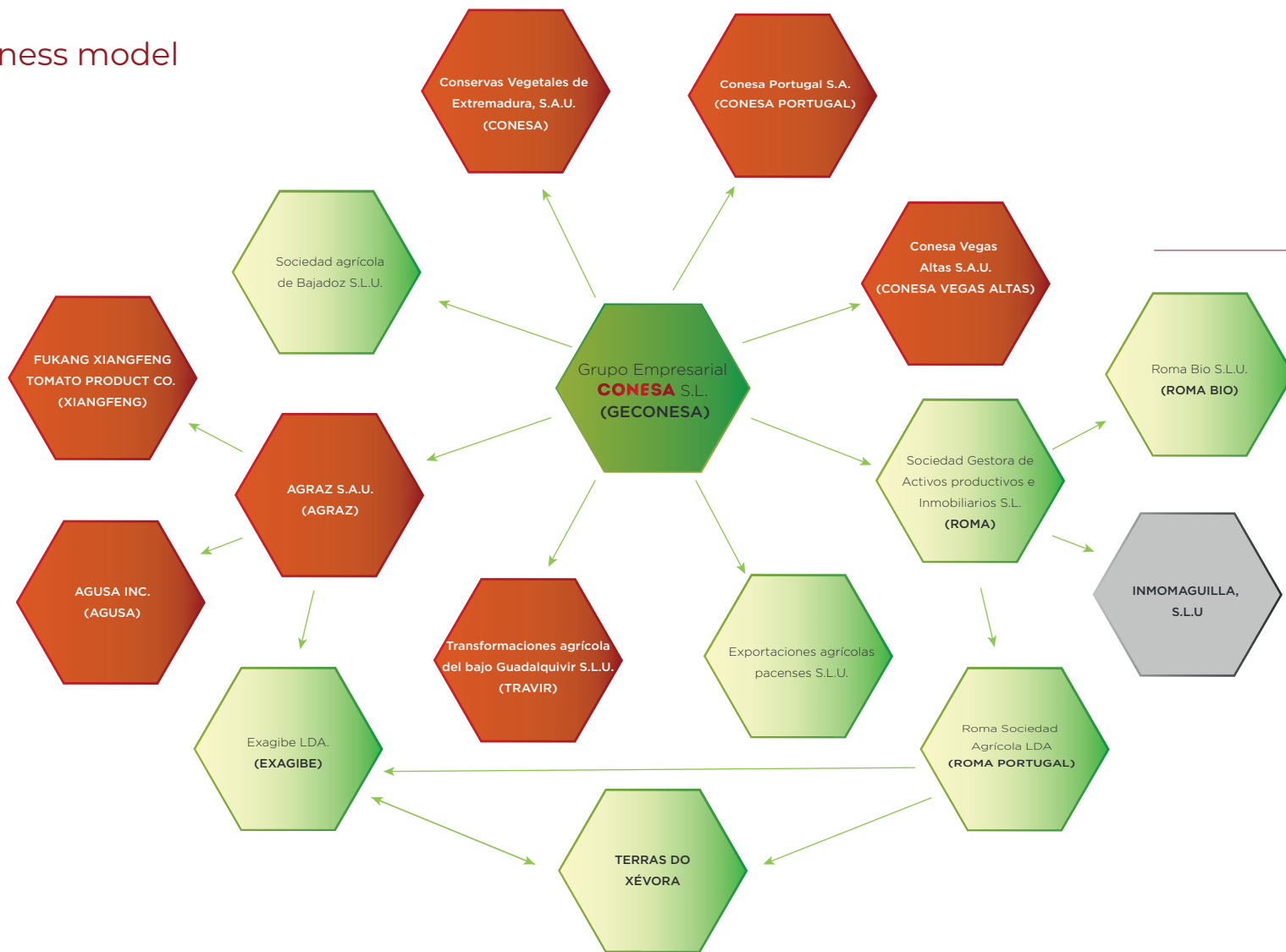
> 2.5 GRUPO CONESA in the world



> 2.6 Description of the business model

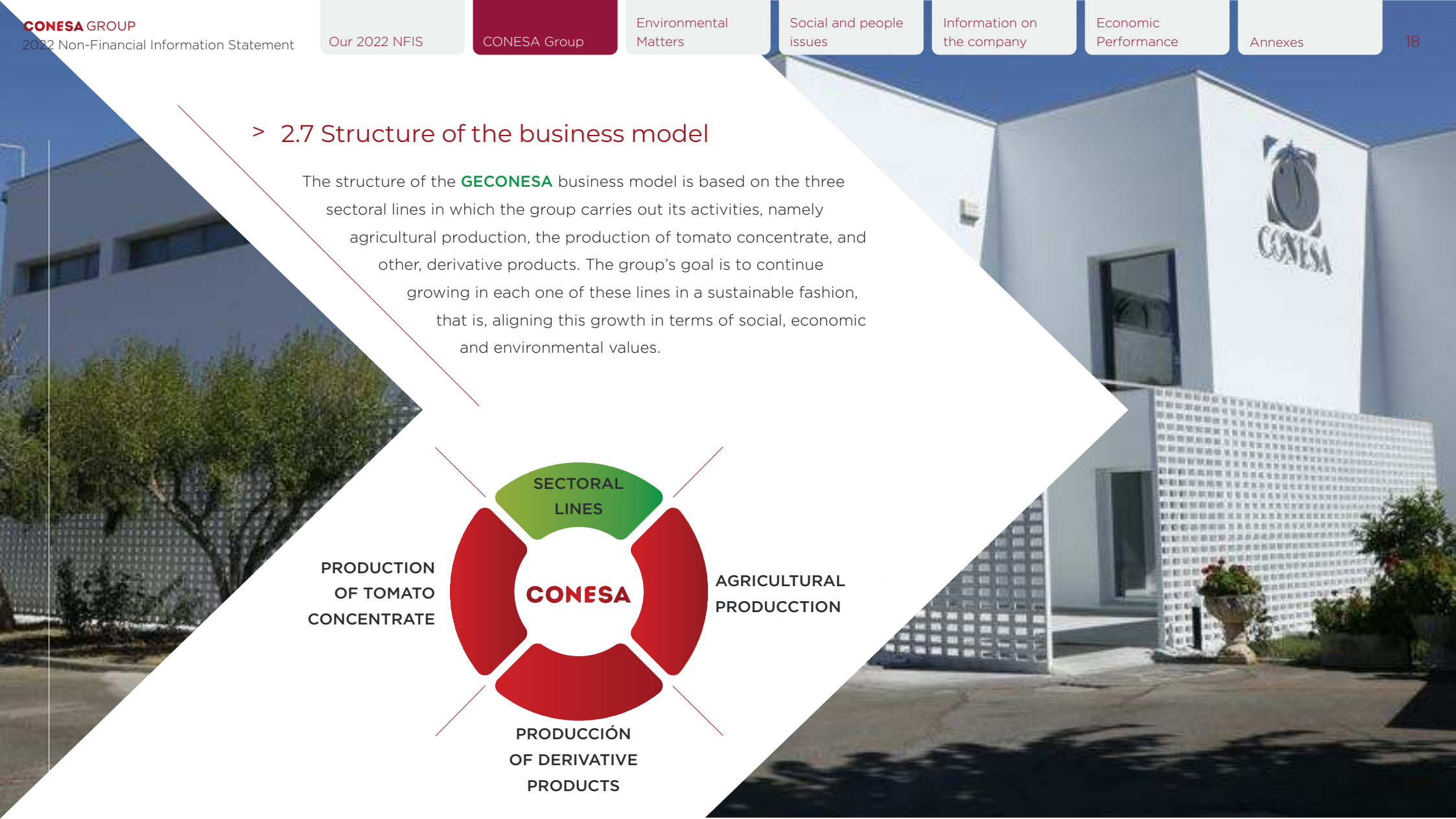
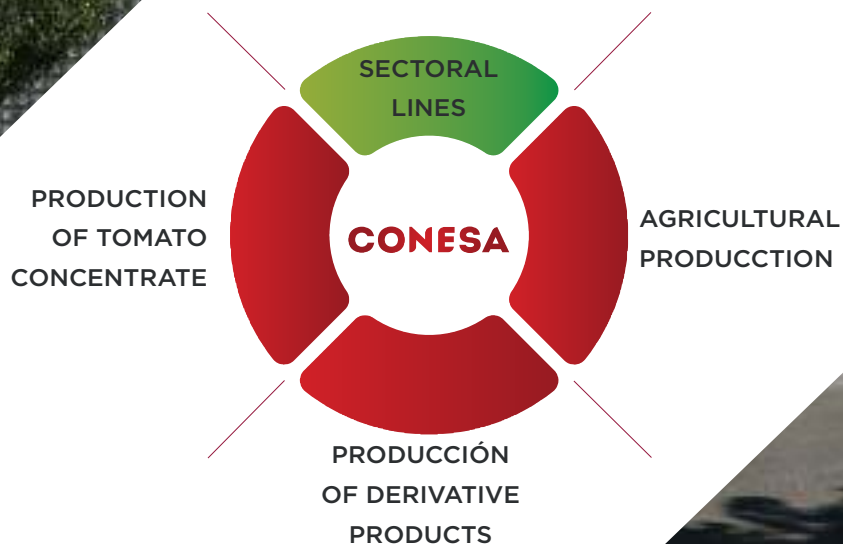
The group's business model is structured broadly in two sectors, corresponding to the production of tomato concentrate and other derivative products, obtained from the processing of tomatoes, and agricultural production. The companies corresponding to each of the sectors are represented in the chart below:

-  Tomato processing industry.
-  Agricultural production.
-  Other activities.

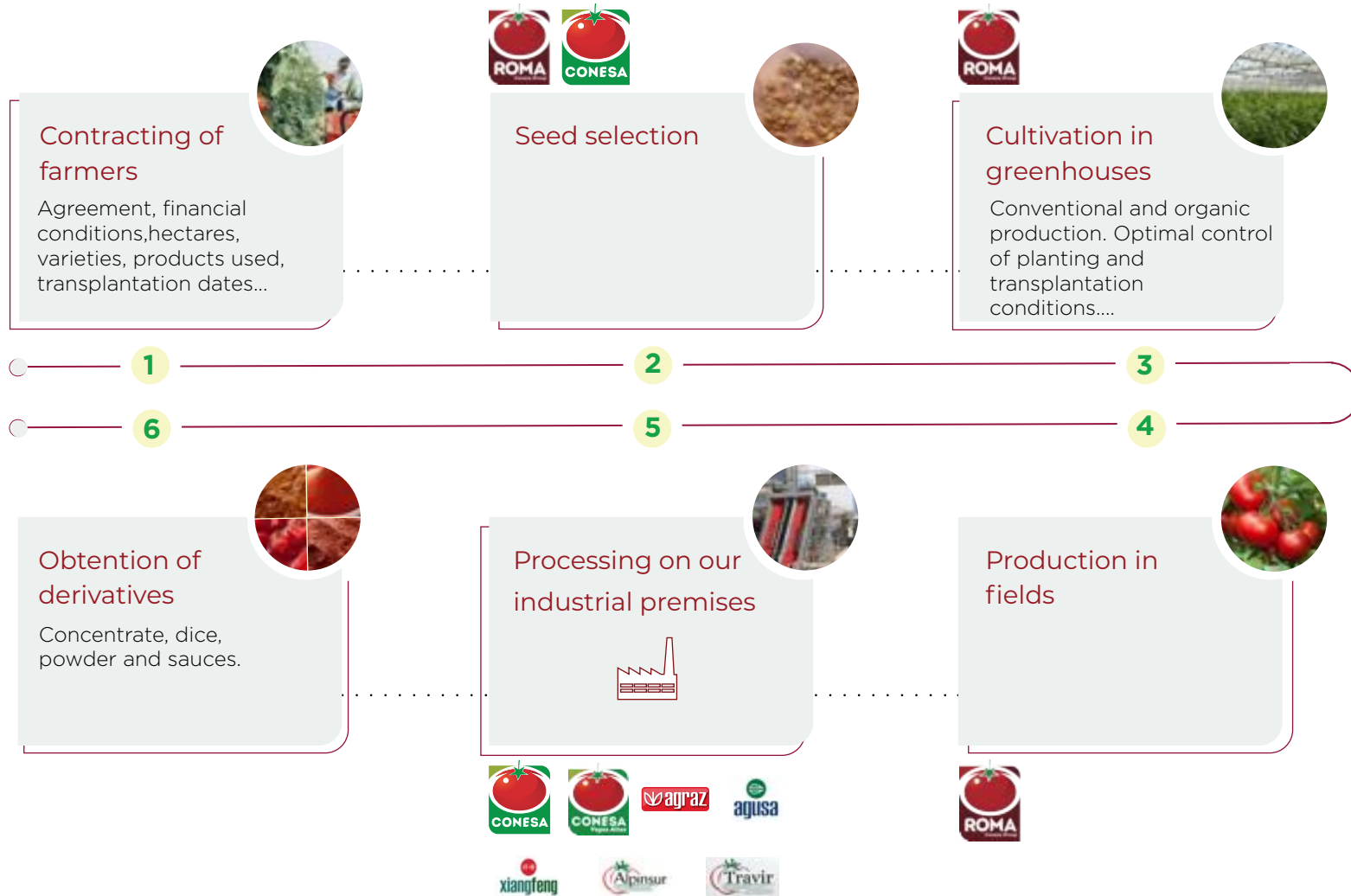


> 2.7 Structure of the business model

The structure of the **GECONESA** business model is based on the three sectoral lines in which the group carries out its activities, namely agricultural production, the production of tomato concentrate, and other, derivative products. The group's goal is to continue growing in each one of these lines in a sustainable fashion, that is, aligning this growth in terms of social, economic and environmental values.



CICLO CONESA



> 2.9 Production capacity

1. CONESA VILAFRANCO	7,000 Tons/day		Badajoz	<ul style="list-style-type: none"> - 6 tomato concentrate lines: 12,000 Kg/hr. - 2 diced tomato lines: 12,000 Kg/hr. - 1 sterile bag-in-box line: 5,000 Kg/hr. 	<ul style="list-style-type: none"> - 1 hot filling bag-in-box line: 7,000 Kg/hr. - 2 tomato powder lines (Filtermat): 16,000 Kg/day and 8,000 Kg/day.
2. AGRAZ	4,700 Tons/day		Badajoz	<ul style="list-style-type: none"> - 2 2 tomato concentrate lines: 18,000 Kg/hr. and 10,000 Kg/hr. - 1 diced tomato line: 12,000 Kg/hr. - 1 (traditional) tomato powder line: 24,000 Kg/day. 	
3. CONESA VEGAS ALTAS	4,000 Tons/day		Miajadas	<ul style="list-style-type: none"> - 3 tomato concentrate lines: 12,000 Kg/hr. - 1 diced tomato line: 12,000 Kg/hr. - 1 tetra recart production line 12,000 cartons/hour. 	
4. ALGOSUR - PINZÓN	2,200 Tons/day		Sevilla	<ul style="list-style-type: none"> - 2 tomato concentrate lines: 12,000 Kg/hr. 	
5. ALGOSUR - TRAVIR	5,800 Tons/day		Sevilla	<ul style="list-style-type: none"> - 2 tomato concentrate lines: 35,000 and 12,000 Kg/hr. 	
6. CONESA PORTUGAL	2,600 Tons/day		Mora	<ul style="list-style-type: none"> - 2 tomato concentrate lines: 10,000 Kg/hr. - 1 diced tomato line - sterile bags: 12,000 Kg/hr. 	<ul style="list-style-type: none"> - 1 diced tomato line - cans: 5,000 Kg/hr. - 2 tomato end product lines. cans: 7,000 Kg/hr. (A9, A10 and A15) and 2,000 Kg/hr. (800 g and 400 g).
7. AGUSA	---		Leemore	<ul style="list-style-type: none"> - 1 x 24,000 Kg/day tomato powder line. 	
8. FUKANG XIANGFENG	1,000 Tons/day		Urumqi	<ul style="list-style-type: none"> - 1 x 10,000 Kg/hr. concentrate line. 	

> 2.10 Product types



CONCENTRATE

HIGH CONCENTRATED

Tomato paste 36/38 Cold Break
Tomato paste 28/30 Cold Break (High bostwick range)
Tomato paste 28/30 Super Cold Break
Tomato paste 28/30 Hot Break
Tomato paste 28/30 Super Hot Break
Tomato paste 22/24 Super Hot Break
Organic/baby food paste Hot/Cold Break

LOW CONCENTRATED

Pizza Sauce/Crush tomato 14/16 with and without salt
Pizza Sauce/crush tomatoes 12/14 with and without salt
Pasata 12/14 with and without salt
Pasata 10/12 with and without salt
Pasata 8/10 with and without salt
Pasata 6/8 with and without salt
Pizza Sauce/Crush tomatoes 6/8 with or without salt



DICES

With or without calcium, shapes 9X9, 12x12, 14x14, 17x17 or 21x21 mm, different brix (from 5,5 to 9° Brix), and cold or hot break juice.
Organic dices.



POWDER

Tomato powder Cold Break
Tomato powder Hot Break
Organic/baby food powder



SAUCES

Tomato Sauces

> 2.11 Classification of packaged products

TOMATO PASTE
DICED TOMATO
AND SAUCES



TOMATO POWDER
DEHYDRATED
PRODUCTS



**INDUSTRIAL
PACKAGING**

CANS



GLASS



PET



CARTONS



**RETAIL
PACKAGING**

BAG IN BOX
STICK-PACK



TETRARECART



PET



CANS



**HOTELS AND
CATERING**

> 2.12 Sales and main markets

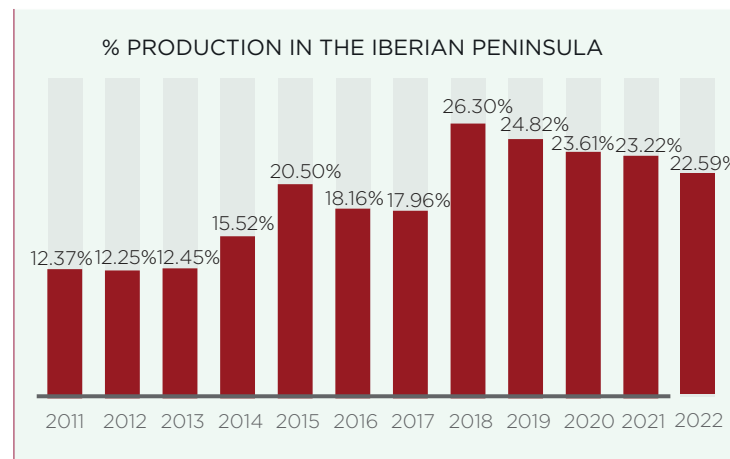
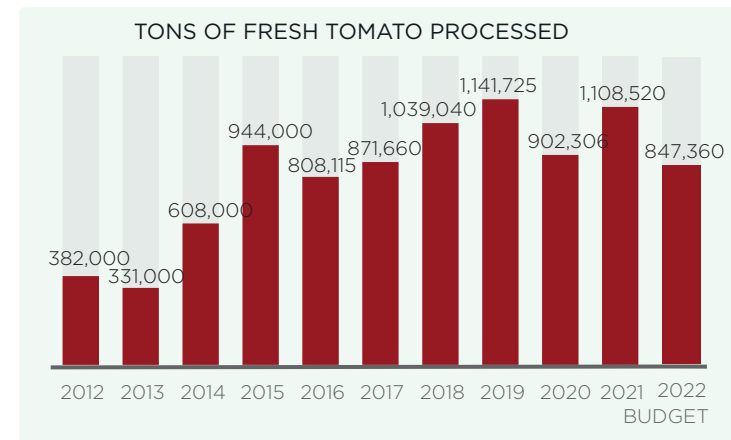
GECONESA is present on the most important markets, namely the United Kingdom, France, Germany, Spain, Benelux, Japan, Middle East, Australia, New Zealand, Philippines, Canada, Norway, Sweden, Russia and East India. The percentage of exports stands at around 80%, to a total of 66 countries.

Invoicing corresponding to the period 20/21 amounted to 257.27 M €, and the 21/22 campaign amounted to 286.73 M €.



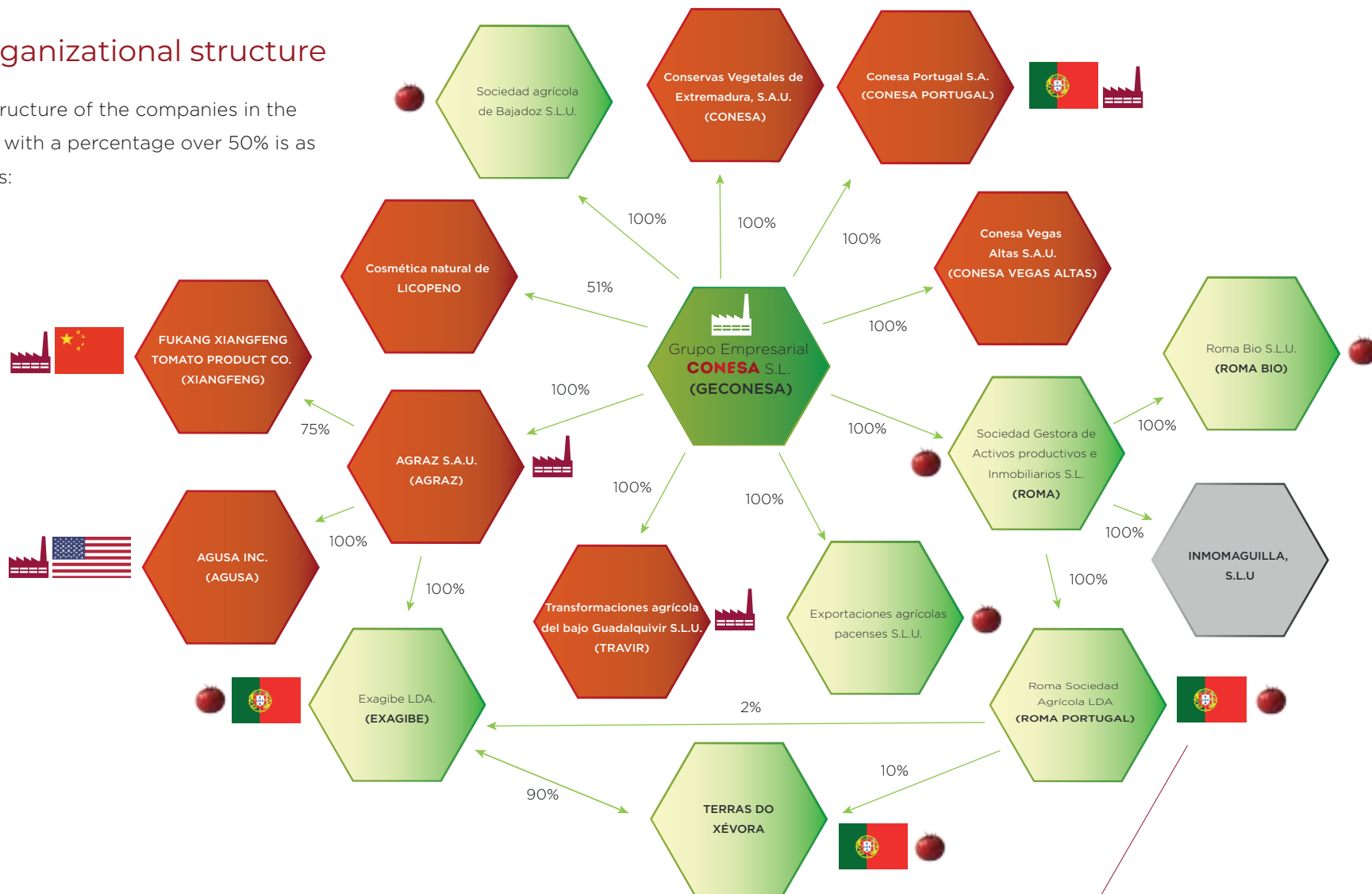
> 2.13 Evolution of production

The group's evolution over the past ten years, both in tons of fresh tomato processed, and in percentage of production on the Iberian Peninsula, is as set

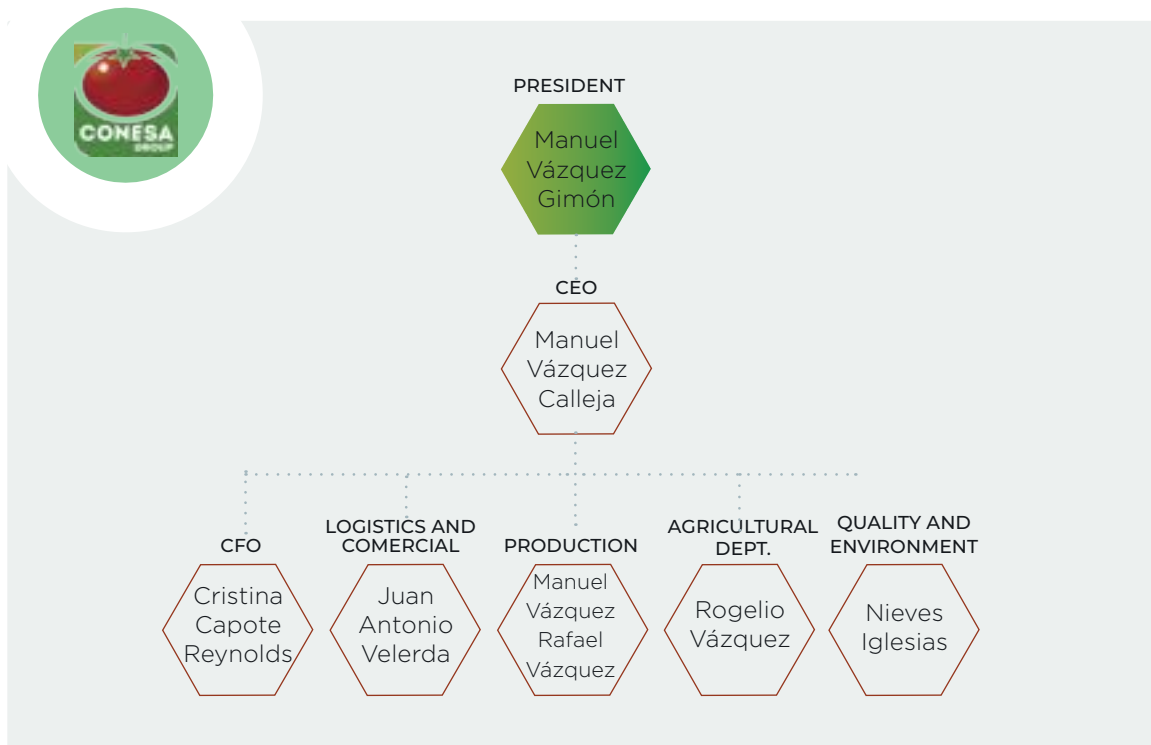


> 2.14 Organizational structure

The structure of the companies in the group with a percentage over 50% is as follows:

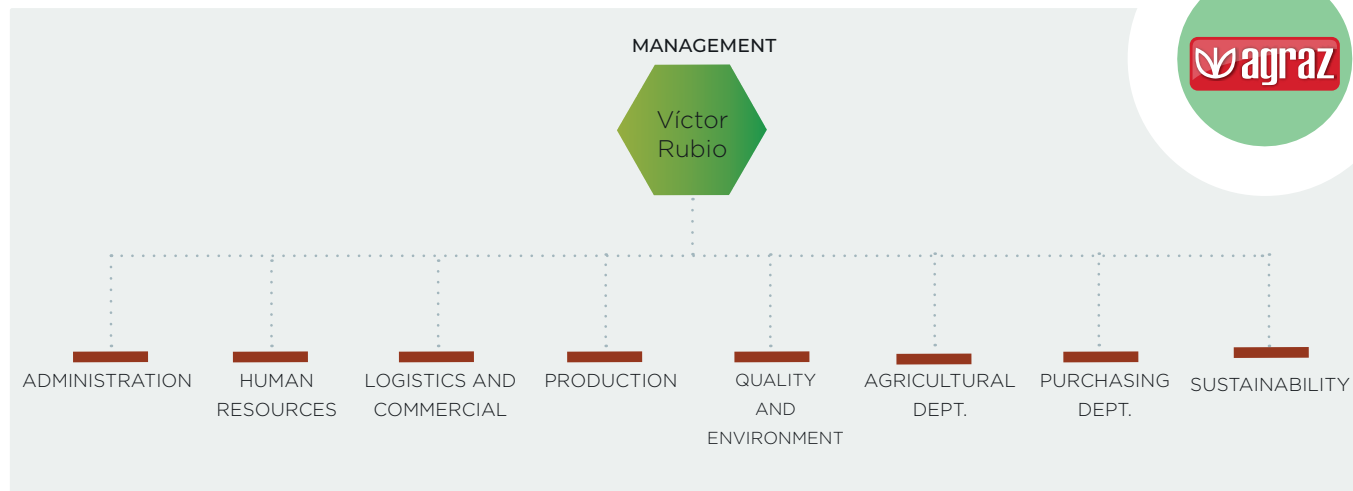
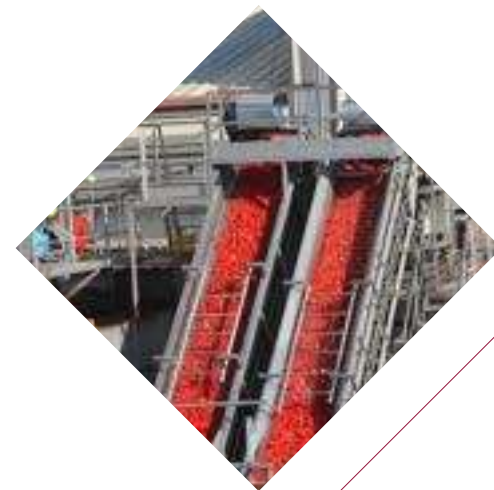
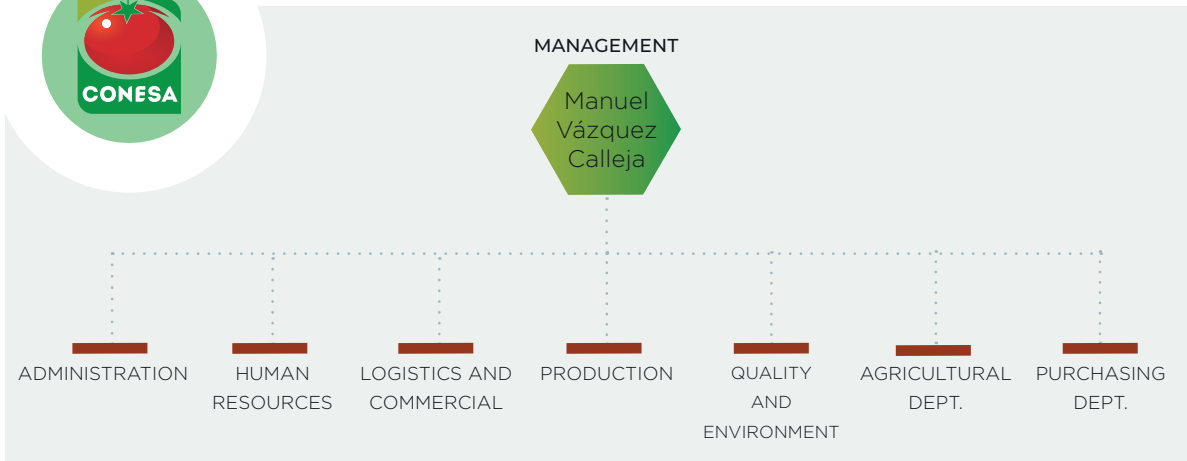


Below, in first place we show the flow chart of management bodies followed by the individual chart for each company.



COMPANIES







MANAGEMENT



- ADMINISTRATION
- HUMAN RESOURCES
- LOGISTICS AND COMMERCIAL
- PRODUCTION
- QUALITY AND ENVIRONMENT
- AGRICULTURAL DEPT.
- PURCHASING DEPT.

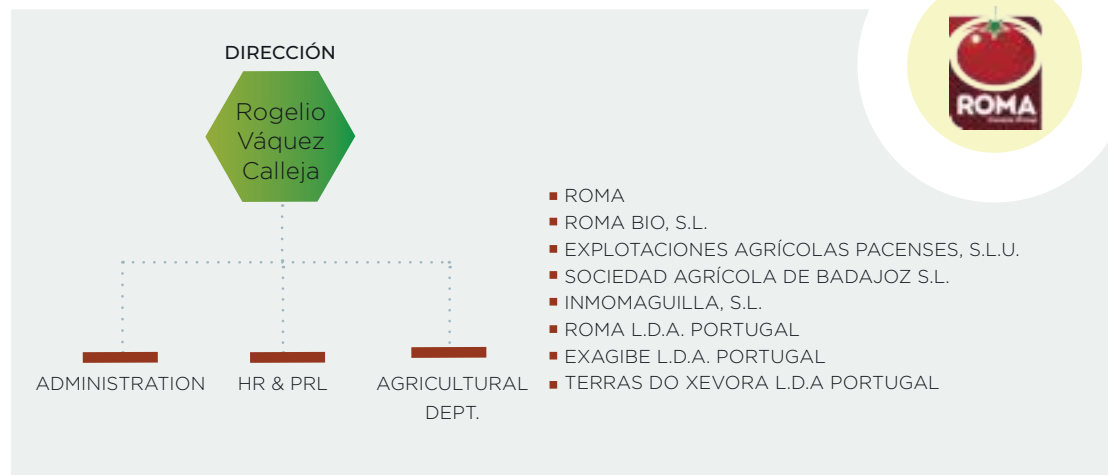
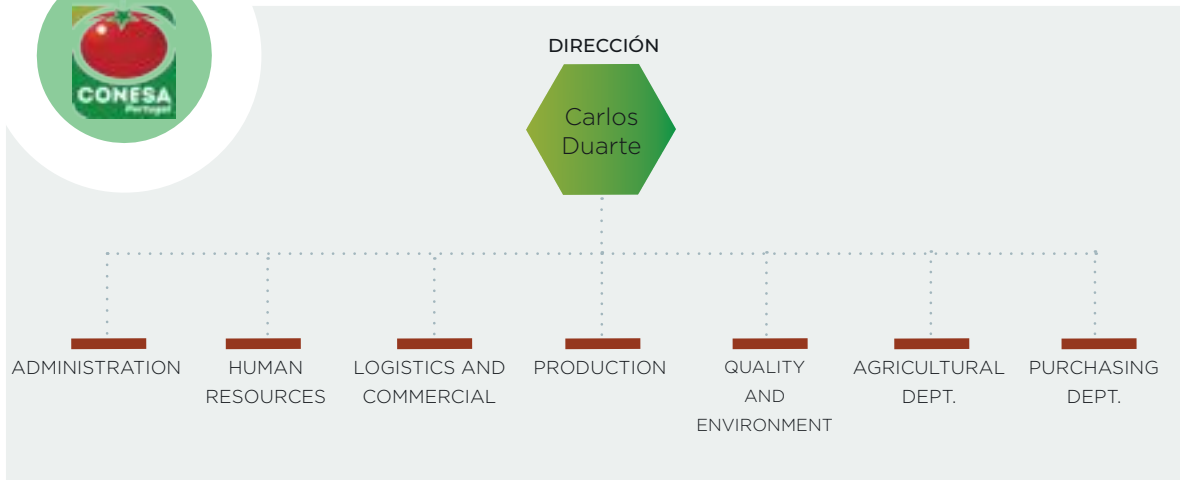


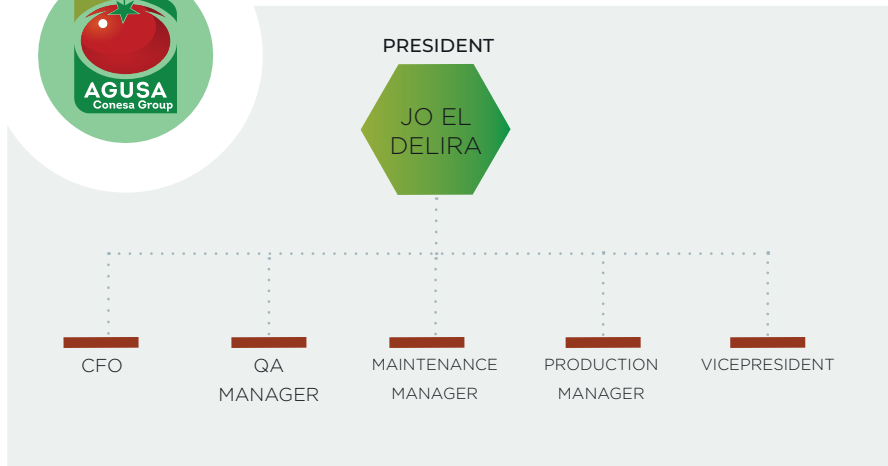
MANAGEMENT



- ADMINISTRATION
- HUMAN RESOURCES
- LOGISTICS AND COMMERCIAL
- PRODUCTION
- QUALITY AND ENVIRONMENT
- AGRICULTURAL DEPT.
- PURCHASING DEPT.







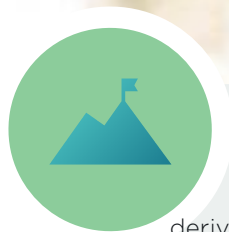
> 2.15 Our Certifications

														
	BRC	ISO 9001	ISO 14001	KOSHER	HALAL	IO NET	ORGANIC PRODUCTION	BUSINESS SUSTAINABILITY	BUSINESS SUSTAINABILITY	INTEGRATED PRODUCTION	R+D+i	IFS	SUSTAINABLE AGRICULTURE	AENOR RC-2021/0037
	●	●	●	●	●	●	●	●			●			
	●	●	●	●	●	●	●		●					●
	●	●	●	●	●	●	●			●				
	●	●	●	●	●	●								●
	●	●	●	●	●	●								
	●						●					●		
	●													
	●	●												

FACTORIES

> 2.16 Mission, vision and values

Since its creation **GECONESA** has demonstrated a firm ethical commitment, manifested in corporate values that are projected throughout the entire organization through the group's vision and mission:



Mission

The manufacture of primary and secondary processing tomato derivative products, geared towards the national and international markets within the "Vegetable Preserves Industry", creating value for shareholders, employees and society in general.

We are known for offering customers a wide range of quality products, differentiated from the competition, and excellent service, in order to meet their needs and expectations.



Vision

To be leaders in the production of primary processing tomato derivatives, because of the quality of our products and the satisfaction of our customers.

To be present on the market for other products (agro-industrial, ready meals, etc.).

Grupo CONESA, Grupo CONESA has established the following values which form part of its code of conduct:

Values

RESULTS ORIENTED, because results are essential for the continuity and growth of the company.

CUSTOMER ORIENTED, with a service vocation, as the satisfaction of our customers is our guarantee of the future.

COMMITMENT, to work well done with reliability, prudence and responsibility with regard to the company, our own work, people, customers and suppliers.

RESPONSIBILITY, understood as our ability to face the consequences of our actions. We are responsible in our relationships with colleagues and customers.

EXEMPLARY BEHAVIOUR, because the conduct of every individual, and in particular that of the leadership, is perceived by others and is an important motivational factor.

HONESTY, because we act in accordance with what is expected of us as fair people who deliver on what is agreed and harbour maximum respect for the principles and values that guide us.

TEAMWORK, because the best way of achieving our goals is through mutual support and the exchange of knowledge as a way of solving the problems we have in common, in a climate of comradeship and solidarity, becoming stronger both as individuals and as a company.

DISCIPLINE, understood as the ability to act in an ordered, persevering manner in order to achieve the goals that have been set.

RESPECT, for all of the people who work at CONESA, valuing and respecting (but not interfering with) the different duties and opinions each one of us has, as this attitude enables us to generate confidence in ourselves and in others.

INFORMATION TRANSPARENCY: we try to ensure everyone feels informed about their work and the company's progress.

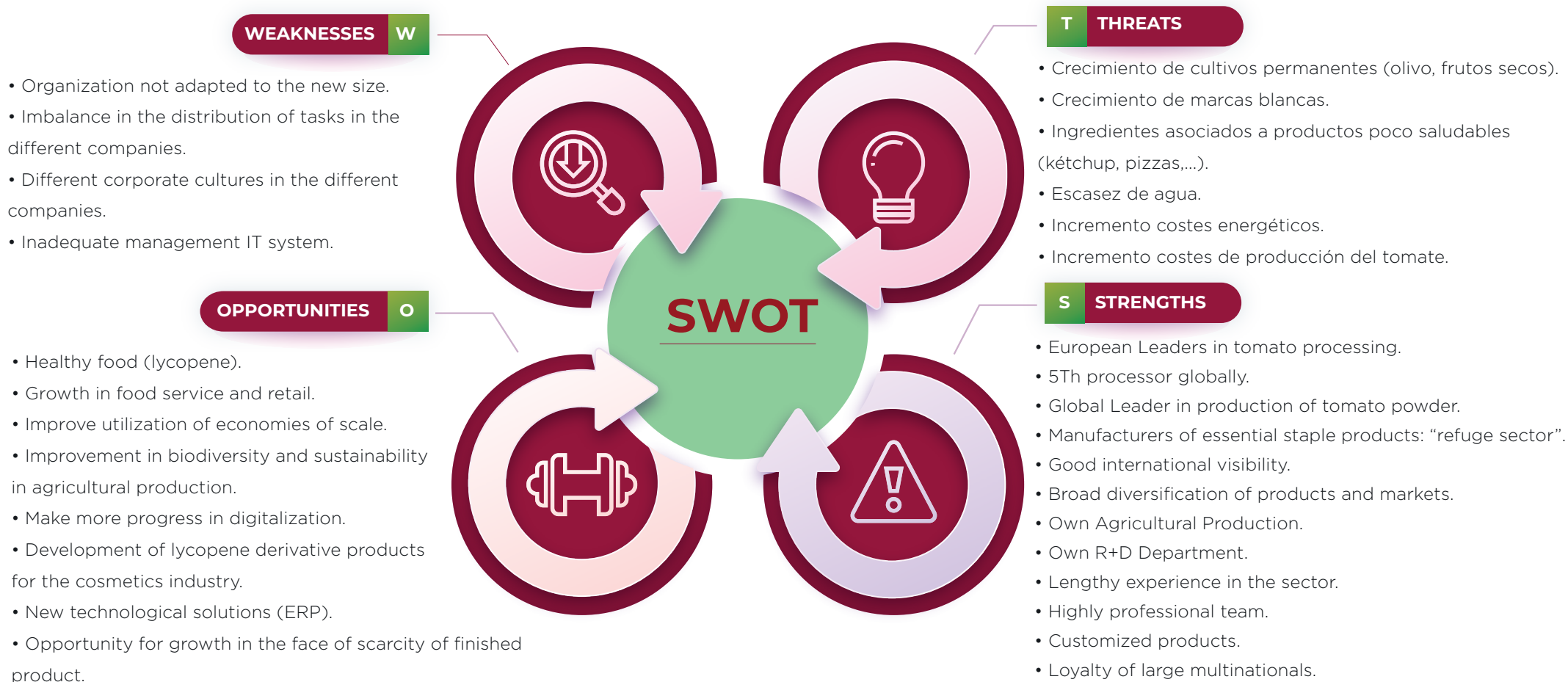
INITIATIVE/INNOVATION/CREATIVITY, because entrepreneurial attitudes, openness to change and the ability to anticipate the customer's needs result in progress for the company and the professional development of individuals.

RESPECT FOR THE ENVIRONMENT, because we understand that environmental aspects are a strategic factor for sustainable development, and therefore contribute to conserving natural resources as essential for future generations.



> 2.17 2.17 Description of the organization's external

The tool used to analyse the internal and external context of the organization was a Threat and Opportunity Analysis as represented in the following SWOT analysis:

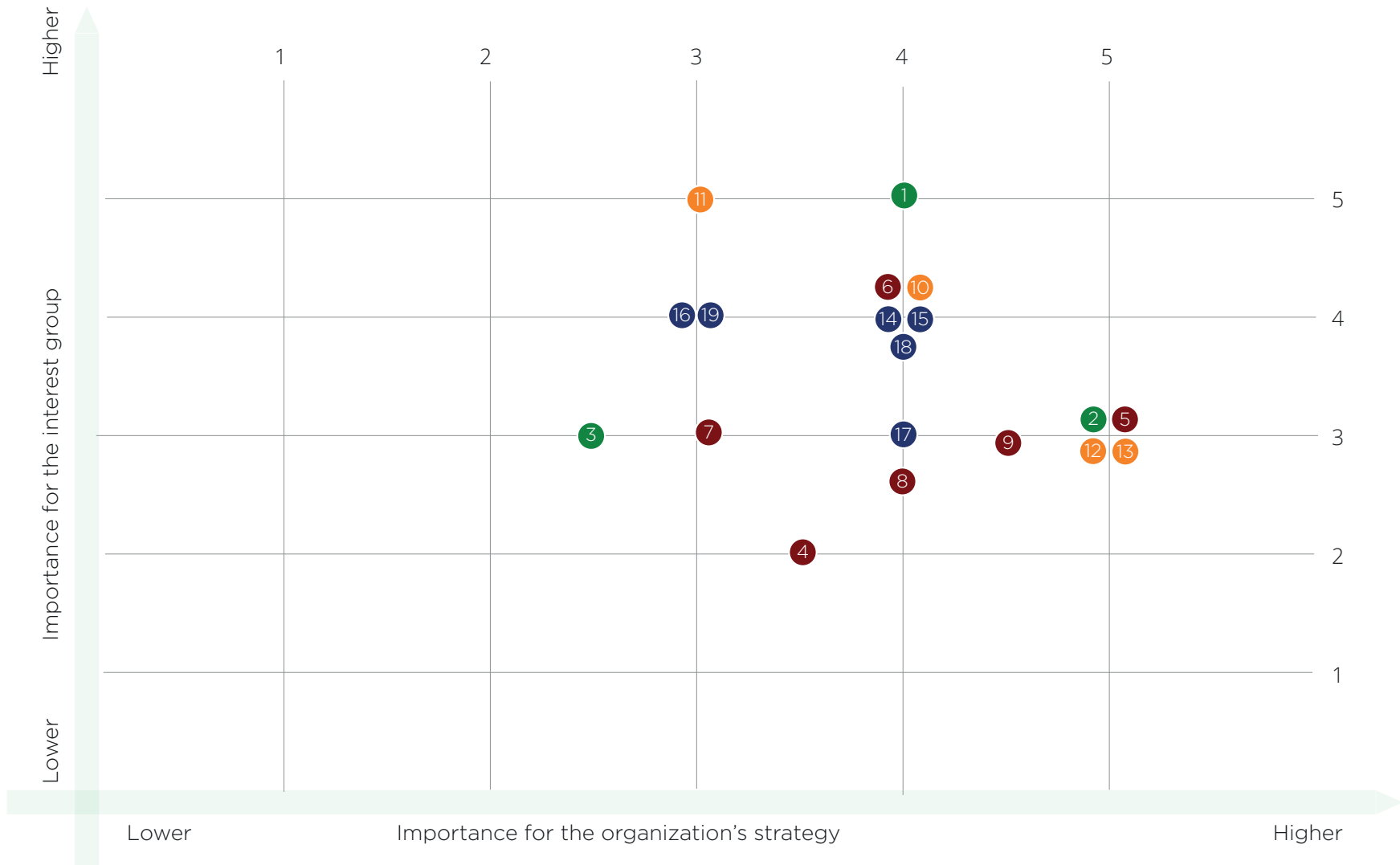


> 2.18 Materiality Analysis

GECONESA classifies the material issues identified in four focus areas: **improving health and wellbeing, reducing environmental impact, decent employment and economic growth, and responsible business practices and relations with the community**, which cover the relevant themes for fulfilment of the commitments as a responsible group of companies. For every issue, the importance attributed to any problem according to its impacts on the business, and the importance for the interest groups is indicated.

As a result, the material issues identified by **GECONESA** are those represented on the chart below and on the materiality analysis graph:

ÁREAS	Nº	RIESGOS	OPORTUNIDADES	IMPACT (according to Materiality Matrix)		
				FOR THE INTEREST GROUP Low: 1- High: 5	FOR THE ORGANIZATION STRATEGY Low: 1- High: 5	SIGNIFICANCE ≥ 15
IMPROVING HEALTH AND WELLBEING	1		Food safety and quality	5	4	20
	2	Health and safety at work		3	5	15
	3		Promoting development of healthy products (lycopene).	3	2,5	7,5
REDUCING ENVIRONMENTAL IMPACT	4		Improving biodiversity	2	3,5	7
	5	Water consumption		3	5	15
	6	Consumption of fertilizers and pesticides		4	4	16
	7	CO2 emissions		3	3,1	9,3
	8	Waste and circular economy		2,6	4	10,4
	9		Sustainable, regenerative agriculture	2,9	4,5	13,05
DECENT EMPLOYMENT AND ECONOMIC GROWTH	10	Management, motivation and development of employees		4	4	16
	11		Creation of employment	5	3	15
	12		Creation of financial and economic value	3	5	15
	13		R+D+i.	3	5	15
RESPONSIBLE BUSINESS PRACTICES AND RELATIONSHIP WITH THE COMMUNITY	14	Responsible supply chain		4	4	16
	15		Transparency. Honesty	4	4	16
	16		Observance of human rights	4	3	12
	17		Establishing agreements with organizations linked to the group's strategy	3	4	12
	18		Training for farmers in new technologies in the field	4	4	16
	19	Equality and social inclusion		4	3	12



> 2.19 Risks and opportunities

DETECTION OF RISKS

The following were the main risks detected by the organization in the last assessment, carried out in June 2022:

- Organization not adapted to the new size.
- Increase in energy costs.
- Increase in production costs of tomatoes.
- Water scarcity
- Ingredients associated to unhealthy products.
- Growth of white label products.
- Increase in costs associated to emissions rights.

ACTIONS THAT MITIGATE THE POSSIBLE EFFECT OF THE RISKS

Las acciones previstas para mitigar el efecto de los riesgos identificados se basan en la creación de un modelo de dirección y gestión basado en la permanente innovación, atento a las nuevas tendencias y a la creación de nuevos productos, sobre la base de la incorporación de la tecnología eficiente y sostenible.

OPPORTUNITIES

The main opportunities identified by the group include the diversification and growth of the different lines of business, growth in the development of R+D products and continuous innovation, and the alignment of the group's activities towards promotion of the green and circular economy, as we are aware of the situation our planet is in, and companies need to take responsibility in order to contribute to Sustainable Development.

- Opportunity for growth in the face of scarcity of finished product.
- Improving performance and cost-saving
- Improvement in biodiversity and sustainability in agricultural production. Regenerative agriculture
- Improving utilization of economies of scale.
- Circular economy
- Continuing to progress in R+D+i projects.
- Digitalization of systems.
- Research in farming techniques and varieties.
- Healthy food (lycopene). Development of lycopene derivative products for the cosmetics industry.
- Introduction of new technologies in the agricultural sector.

> 2.20 Strategic goals

The goals set out by the group for the short and medium term are as follows:

PRODUCTION INDUSTRY OF TOMATO CONCENTRATE AND OTHER DERIVATIVE PRODUCTS

- ✓ To be leaders in the production of tomato-based primary processing products with a diversification and quality that enables us to be a differentiating leader on the processed tomato market.
- ✓ Consolidation as a leading international group.
- ✓ Execution of R+D+i projects focused on the development of new products and improve the quality of present projects, enabling GECONESA to differentiate itself from the rest.
- ✓ To make improvements on our installations which help us improve from an energy efficiency stance.
- ✓ To implement a reduction in CO2 emissions. (Decarbonization Project).
- ✓ To continue working on increasing the percentage of waste that is reused or recovered.

AGRICULTURAL PRODUCTION

- ✓ To secure part of CONESA's production, increasing its own farming surface (1,300 ha. on our estates).
- ✓ Study of new varieties adapted to the industry and market (brix, lycopene, viscosity, low sugar content...).
- ✓ To guarantee the quality of specific products (organic, baby food and dices).
- ✓ To train farmers in new crop-handling techniques.
- ✓ Total traceability from seed to factory.
- ✓ To develop new farming practices and foster regenerative agriculture which improves biodiversity and environmental sustainability.
- ✓ Search for new agricultural production centres with water availability.

> 2.21 How we create value

We maintain our commitment to the 17 Sustainable Development Goals, and therefore, over this year, we will undertake the following SDG actions:



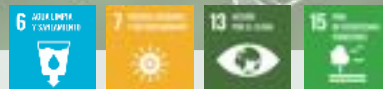
LOCAL COMMUNITY

- Creation of qualified posts and commitment to quality employment
- Economic growth and local development
- Collaboration with social organizations
- 100% of our tomato suppliers are within the area of influence of local industry



INVESTMENT, INFRASTRUCTURE, R+D+I

- We continue to work on developing new varieties and optimising our processes.
- Investment in more efficient machinery and equipment.



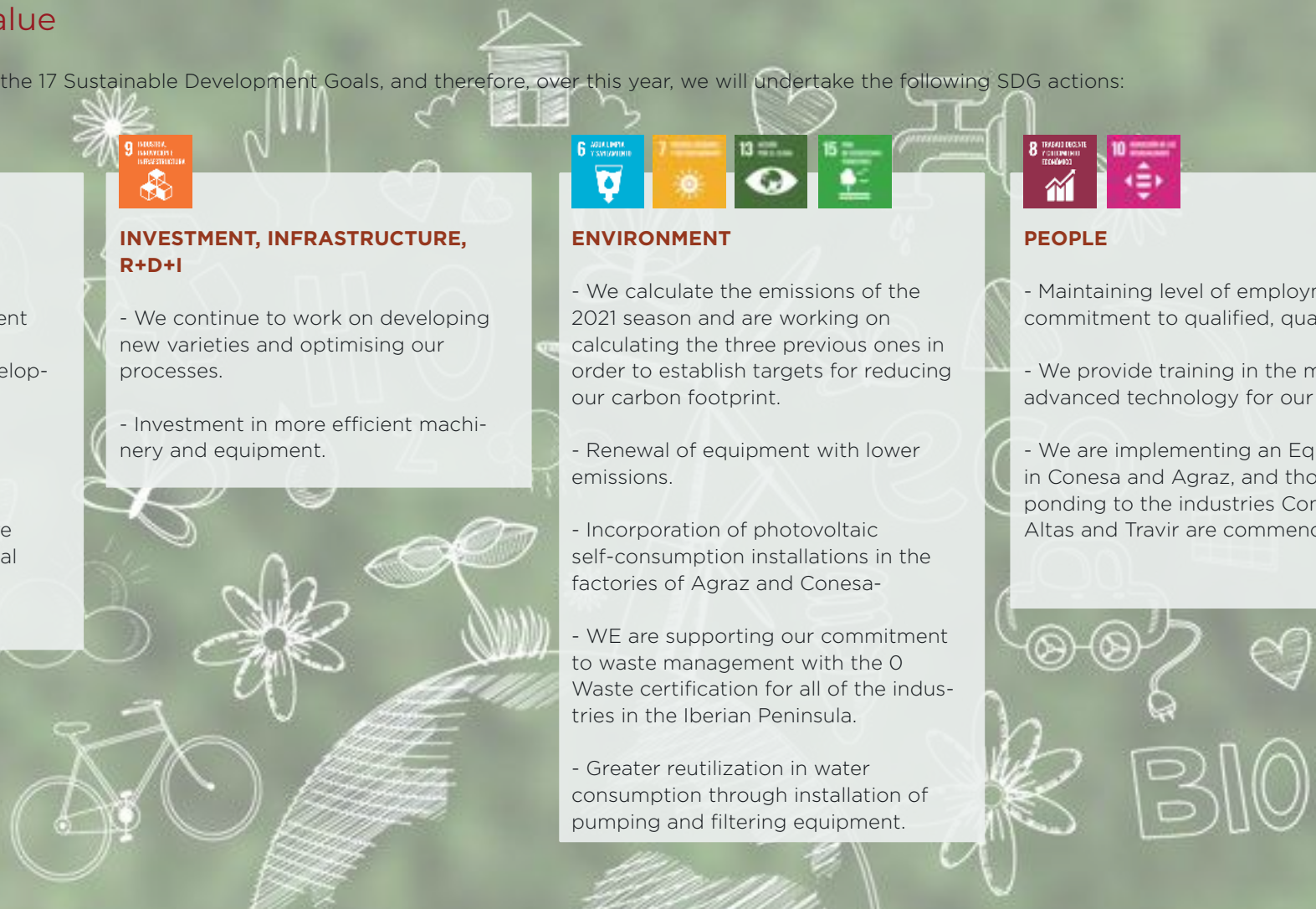
ENVIRONMENT

- We calculate the emissions of the 2021 season and are working on calculating the three previous ones in order to establish targets for reducing our carbon footprint.
- Renewal of equipment with lower emissions.
- Incorporation of photovoltaic self-consumption installations in the factories of Agraz and Conesa-
- WE are supporting our commitment to waste management with the O Waste certification for all of the industries in the Iberian Peninsula.
- Greater reutilization in water consumption through installation of pumping and filtering equipment.



PEOPLE

- Maintaining level of employment and commitment to qualified, quality jobs.
- We provide training in the most advanced technology for our farmers.
- We are implementing an Equality Plan in Conesa and Agraz, and those corresponding to the industries Conesa Vegas Altas and Travir are commencing.



> 2.22 R+D+i

Over recent years GECONESA has made a significant effort in R+D+i, which has led it to increase its range of products and be able to also offer a wide variety of finished-product sauces, as well as other vegetable preserves. The following are some of the new products developed:

- ✓ Organic paste and powder for babies
- ✓ Fibras de tomate.
- ✓ Sterile vegetables (onion, red pepper...)
- ✓ Sauces.
- ✓ Lycopene tomato
- ✓ Small bags of tomato powder
- ✓ Olive paste / Olive powder.
- ✓ Fruit powder (strawberry, lemon,...)
- ✓ Chocolate sauce.
- ✓ Tomato dice



> R+D+i Projects

RESEARCH AND DEVELOPMENT PROJECT:

“INCREASE IN THE FRACTION OF SOLUBLE SOLIDS IN TOMATO FOR INDUSTRY THROUGH METABOLIC INDICATORS”

Beginning: 11-04-18

End: 10-08-21

Project Budget: €824,423.67 €



Fresh tomato fruits have a water content of 95%. This makes their industrial processing very costly and inefficient. Our aim is to increase the dry material of the fruit (higher °Brix index) through projects to improve tomatoes for industrial processing.

Objective of the Project: to increase the content of soluble solids in fruits by activating physiological processes, both in nurseries and in the fields, in order to improve the production and quality of industrial tomatoes. Research into the capacity of plant growth regulators as agents for improving tomato cultivation, and determination of the genetic implications generated on the plant of this crop and potential influences on quality, both of the raw material and of the end product, in all the phases of the production process, including the bioavailability of nutrients for the end consumer.

Strategic Objective of the Project:



Results of the project

“The treatment with salicylic acid (SA) has demonstrated a capacity to improve parameters of interest of tomatoes for industry, such as: °Brix, levels of essential amino acids and proteins, and phenolic compounds; based on a healthy plant before treatments are applied. The shelf life in refrigerated storage of tomatoes for industry has been validated, and certain positive aspects on the end product quality can be generated. If the dietary fibre of tomatoes treated with SA is included, there is improved presence and content of certain compounds of high nutritional interest, such as galacturonic acid and certain short-chain fatty acids”.

> 2.23 Awards and achievements 2021/ 2021

30-11-2021

CONSERVAS VEGETALES DE EXTREMADURA, obtains the AENOR Zero Waste Certification, which recognizes organizations that recover the different waste fractions they generate, thereby avoiding landfill as their ultimate destination.



AENOR

RESIDUO CERO



MAY 2022

NEGOTIATION COMMITTEE FOR DRAFTING OF EQUALITY PLAN IN CONESA ANDALUSIA ESTABLISHED.



JUNE 2022

NEGOTIATION COMMITTEE FOR DRAFTING OF EQUALITY PLAN IN CONESA VEGAS ALTAS ESTABLISHED.

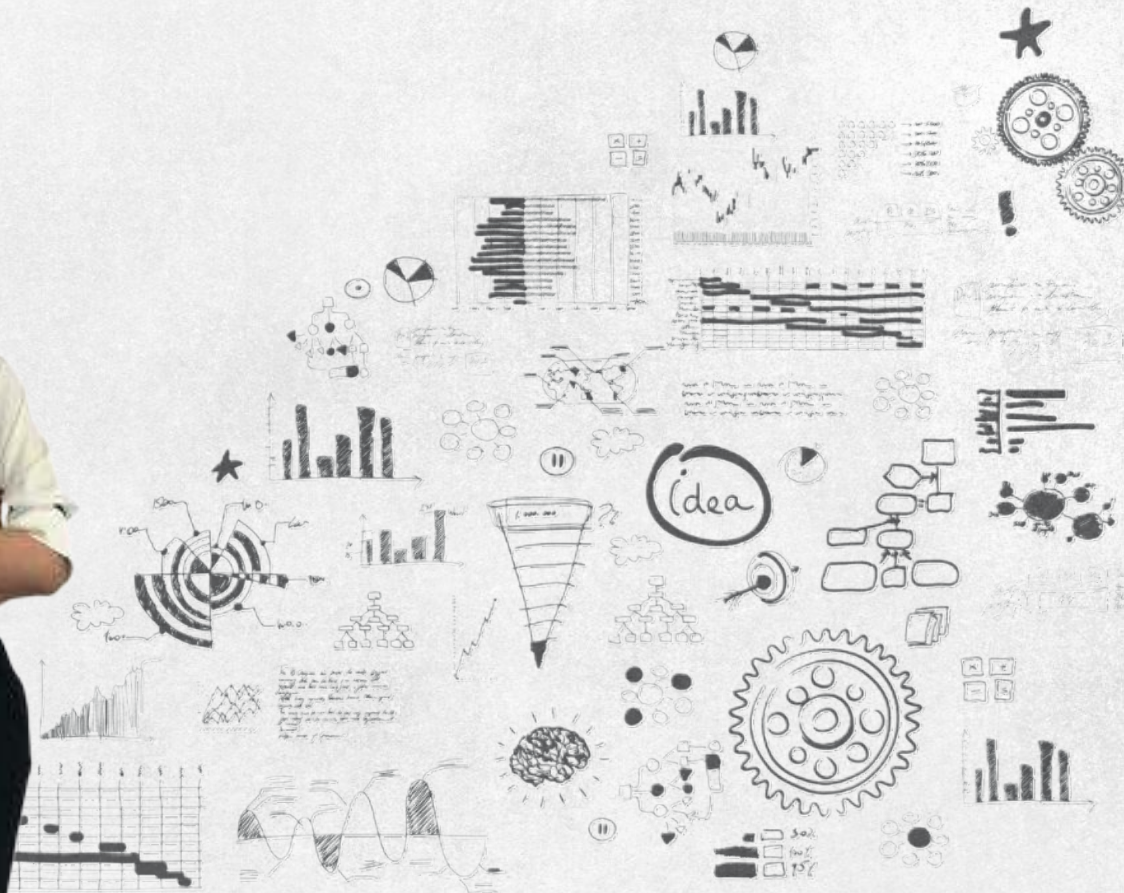


JUNE 2022

NUEVO EBITDA RECORD

*"We breached the 40
million Euro Ebitda
barrier in the 2021
season"*

Cristina Capote Reynolds
(CFO GECONESA)



JUNE 2022

WE PERFORMED THE COMPLETE CARBON FOOTPRINT
CALCULATION FOR SCOPES 1, 2 AND 3.



OCTOBER
2022

CONESA RECEIVED THE UNIMPULSO PLATINUM
INSIGNIA

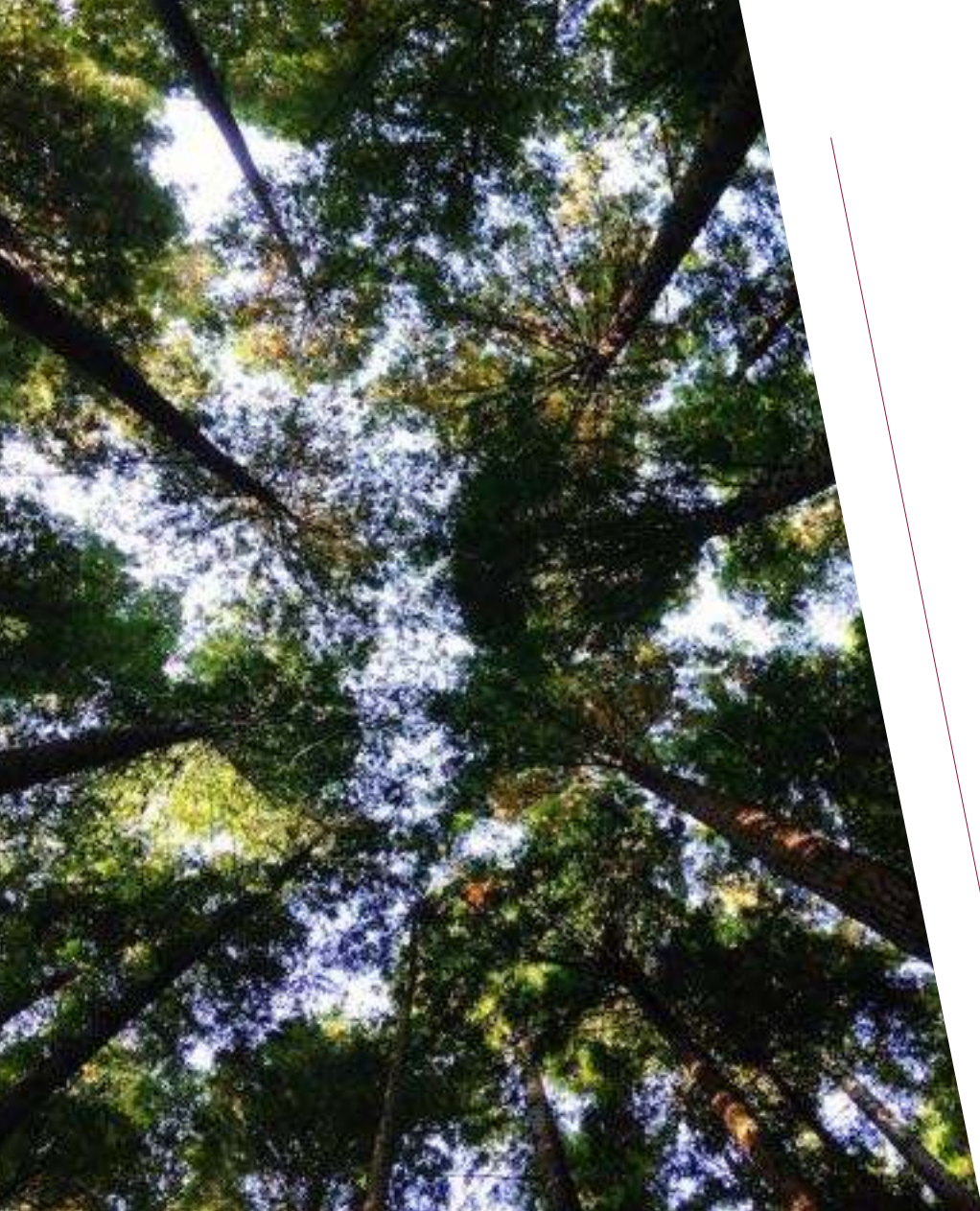
in recognition of the access to employability our
organization offers to students and graduates
of UEX.



JUNE 2022

AGRAZ WON THE ECOVADIS GOLD MEDAL AND CONESA
KEEPS ITS SILVER MEDAL





3

Information on
**environmental
matters**

> 3.1 Environmental sustainability

GECONESA, maintains and consolidates its environmental commitment for yet another year. The global challenges the company currently faces are simultaneously a challenge for our organization. The effects of global warming or the pressure on resources, among others, and their consequences, have a direct impact on the activity of our group. As a result, one of the principle values of **GECONESA**'s strategy is the **sustainability and protection of the environment**, as is explicitly included in its **environmental management policy**.

In relation to environmental management systems, **GECONESA**'s main objective at present is to reduce CO2 emissions and continue working on the appropriate recuperation of our waste products, something that was recognized in 2021 through the "0 Waste" certificate of CONESA central and which will be accomplished in the rest of the factories of the Iberian Peninsula over 2022.



In this report, we focus on what are the most significant environmental aspects of **GECONESA**'s activities for the surroundings, due to both their size and their impact, which have a relevant role in the group's management systems.

Below we show our environmental performance through the performance indicators associated to these environmental aspects, chosen because of their representative reporting nature in this study. They are: energy consumption, consumption of water and other resources, waste generation and greenhouse gas (GHG) emissions.

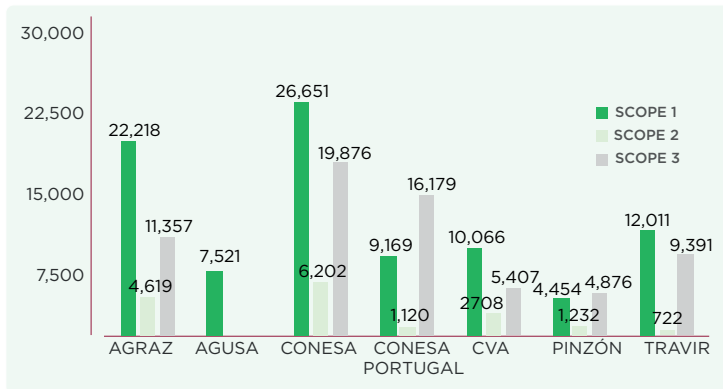
> 3.1.1. Pollution

Emissions

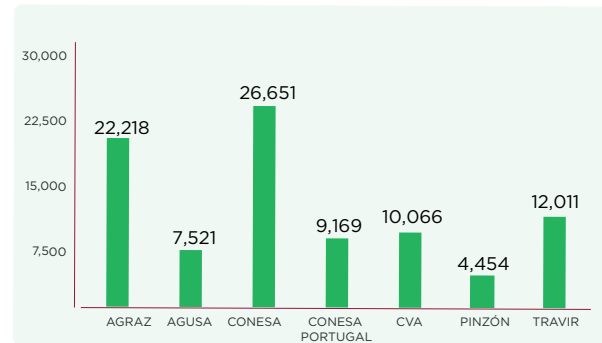
With regard to greenhouse gas (GHG) emissions, this year we have made the calculation for scopes 1, 2 and 3. The breakdown for each of the companies is indicated below:

COMPANY	SCOPE 1	SCOPE 2	SCOPE 3
AGRAZ	22,218	4,619	11,357
AGUSA	7,521	-	-
CONESA	26,651	6,202	19,876
CONESA PORTUGAL	9,169	1,120	16,179
CVA	10,066	2,708	5,407
PINZÓN	4,454	1,232	4,876
TRAVIR	12,011	722	9,391
TOTAL GENERAL	92,090	16,603	67,086

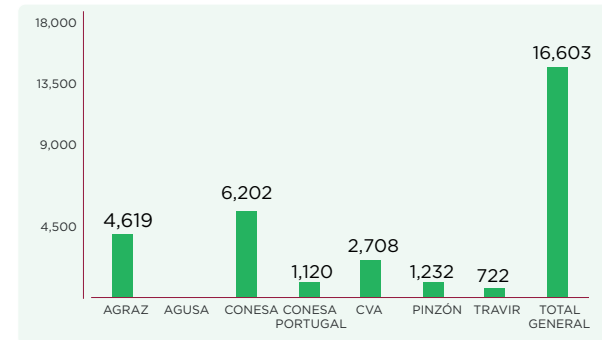
Ton eq CO₂



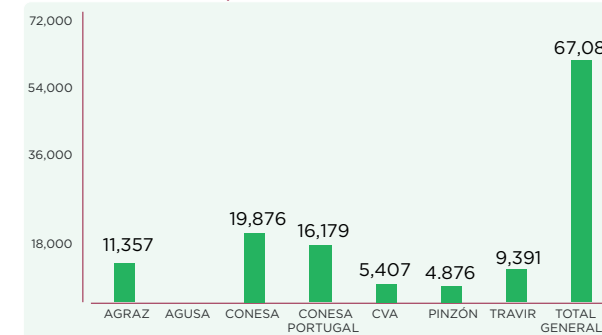
Emissions Ton eq CO₂ | Scope 1



Emissions Ton eq CO₂ | Scope 2



Emissions Ton eq CO₂ | Scope 3



Carbon footprint



Teresa Cortés
(Head of Environment, CONESA)

CONESA GROUP		
CO2e emissions generated	Ton of CO ₂ e	%
Category 1: Direct emissions	88,557	50
Category 2: Indirect emissions imported energy	20,207	11
Category 3: Indirect emissions transport	17,116	10
Category 4: Indirect emissions products used	49,971	28
Total GHG Emissions	175,852	100
Tomato transformed 2021	1.085.449 Toneladas	
Ton CO2e/Ton fresh tomato processed	0.16	

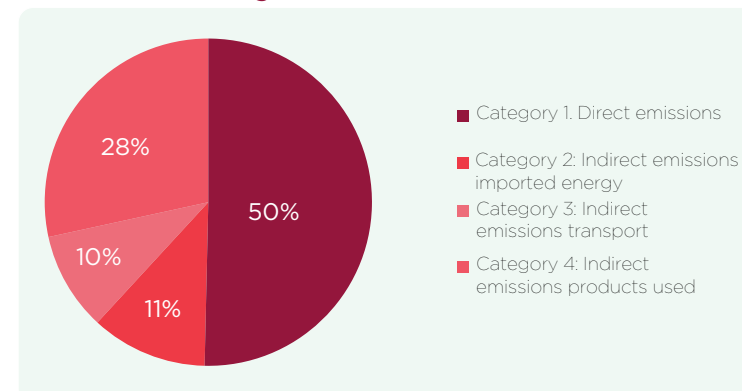
Source: Carbon Footprint Report Grupo Conesa 2021. Date June 2022

“Calculating and reducing our carbon footprint is a challenge for a sustainable organization like GRUPO CONESA ”

Over coming months, through the agreement with the Empresa y Clima foundation, we will calculate the footprint for the period 2016-2022.



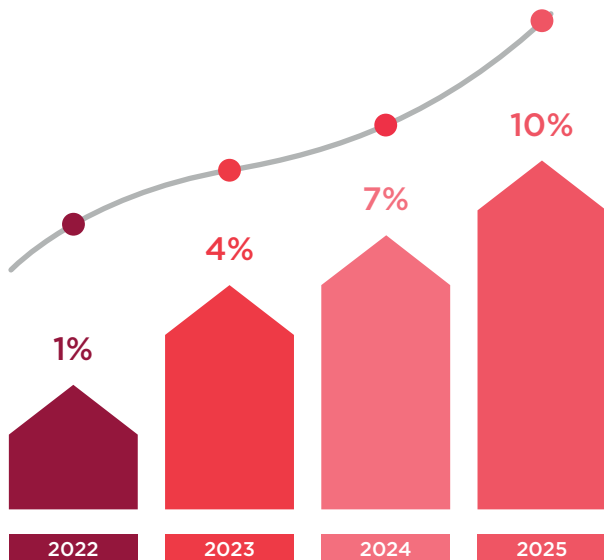
CO2e emissions generated 2022



EMISSIONS REDUCTION GOALS

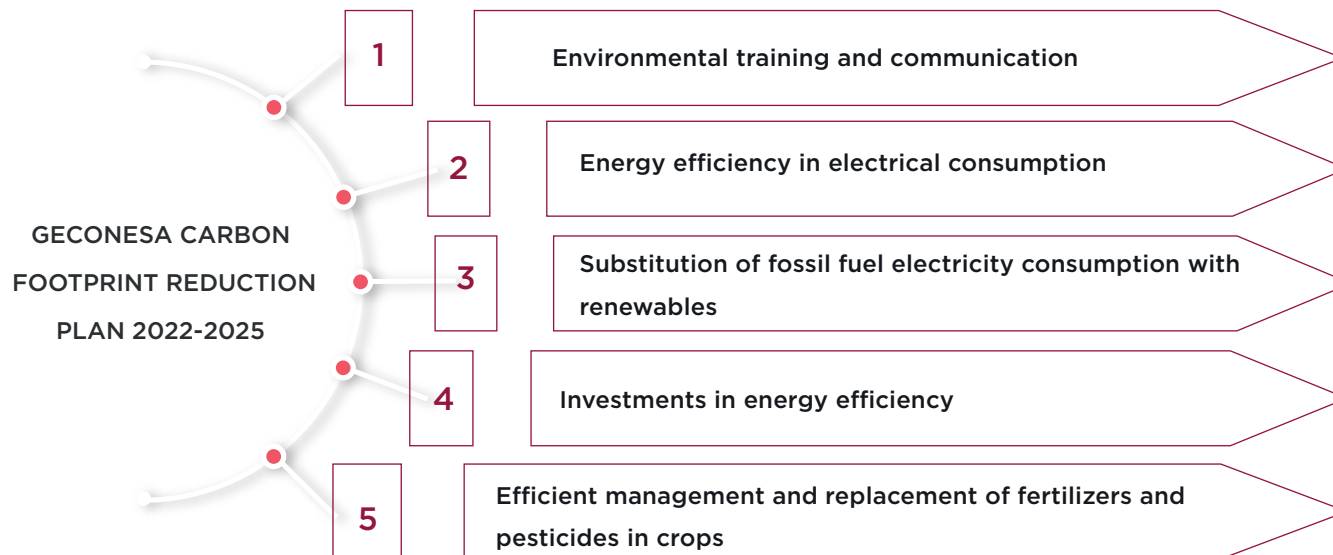
(CATEGORIES 1 AND 2)

2022-2025 GECONESA



Since **GRUPO CONESA** is extremely aware of climate change and the changes it may give rise to, we have proposed a plan of action both in the agricultural field and on a production level, set forth in detail below:

PROJECT	FACTORY	SITUATION / TERM
Installation of a pre-evaporator with mechanical recompression technology	CONESA Vegas Altas	Completed
Installation of biomass boilers for our powdered tomato production factories	Agraz, CONESA	Under consideration
Installation of electronic air and gas mixers in all of our boilers, to reduce CO2 emissions	CONESA Portugal, Agraz, Trávir y CONESA	Completed
Sensorization/automation of boilers	CONESA	Completed
Connection to electrical grid to reduce gas consumption	Trávir	Under consideration
Clean energy purchase agreement	Agraz y CONESA	Planned for 2022-2023
Installation of solar photovoltaic self-consumption equipment in powder plant	GENERAL	Under consideration
Generation of biogas using wastewater treatment plant sludge	GENERAL	Under consideration



Noise pollution

As established in the authorizations applicable to each of the different installations, the provisions of current legislation are observed in each of the plants. Measurements have been carried out for the plants of AGRAZ, CONESA, CONESA VEGAS ALTAS, CONESA PORTUGAL and TRAVIR, for which the following is certified:

- No measured value of the Lkeq, Ti index exceeds the values established in pertinent legislation.
- No daily value exceeds those established in pertinent legislation.

Light pollution

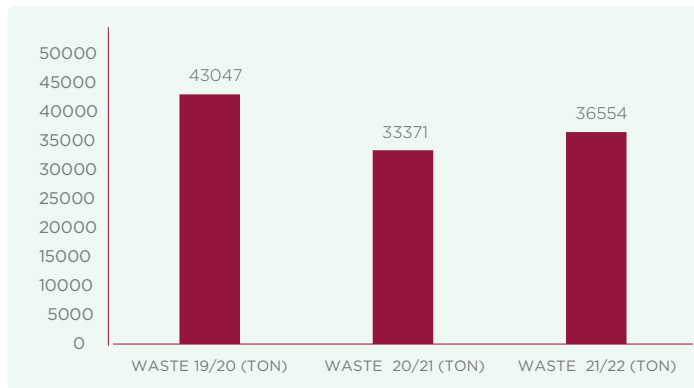
All of the areas where the companies belonging to the group are located are industrial zones, with their respective environmental authorizations. There are no restrictions on any of them in this regard.

> 3.1.2 Circular economy (waste management).

Since most of the companies in the group have environmental management systems that are certified in accordance with ISO standard 14001:2015, the waste generated is managed correctly. The rate of reused waste is experiencing an upward trend, at 70 % (2019/2020), 88% (2020/2021) and 88% (2021/22). In 2021, we obtained O waste certification for CONESA and over 2022, O waste certification will be processed for CONESA VEGAS ALTAS, TRAVIR, CONESA PORTUGAL and AGRAZ.

Below we show the tendency of the past three years in terms of total waste generation, and waste by types.

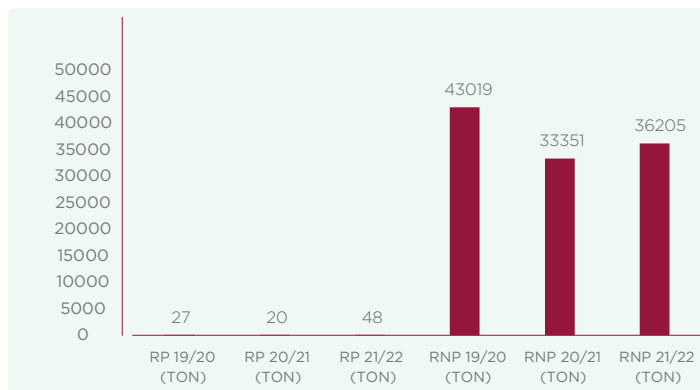
Total waste



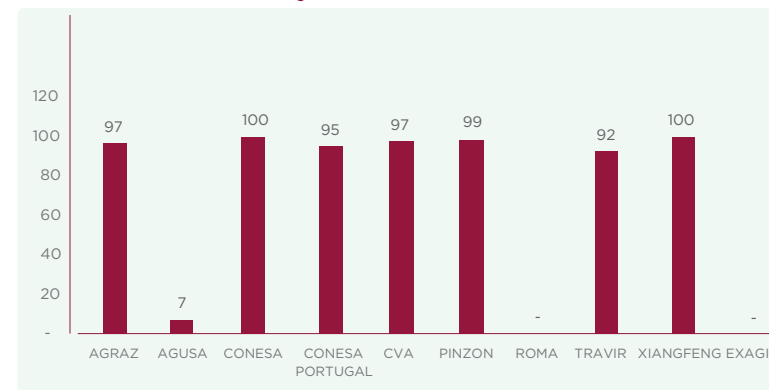
% of waste managed GECONESA 21/22



Hazardous and non-hazardous waste



% waste reused or recycled



OBJETIVO:

To obtain 0 waste certification for the remaining plants in the Iberian Peninsula

At **GECONESA**, the circular economy criteria are directly integrated into the company's activities. Non-hazardous plant waste is used as animal feed. The sludge from wastewater treatment plants is used to produce fertilizer and currently we are studying the possibility of re-using it to produce biogas.

In the fields, the remains of the tomato plants are sent to BIOMASS plants to produce energy.

In the greenhouses, porexpan trays have gradually been replaced by plastic trays which are longer-lasting - around 8 to 10 years - and no waste is generated, because when they deteriorate they are returned to the company that sells them to us to produce new trays.



> 3.1.3 Sustainable use of resources

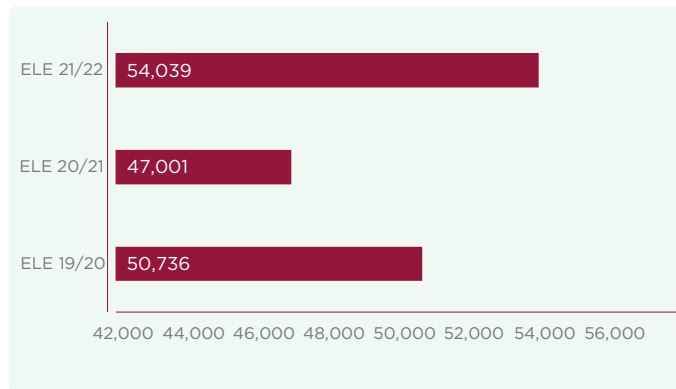
Energy

The increase in energy costs over the past year has forced us to make changes and improvements in our installations, in order to reduce gas consumption, mainly, and improve the efficiency of our processes.

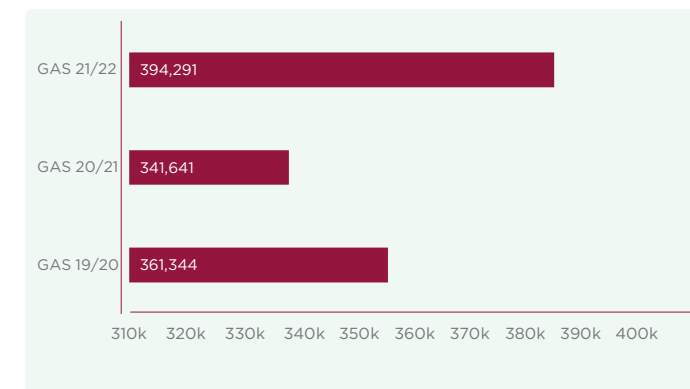
The energy consumption trend has increased over the past year, both in terms of electricity and of gas consumption.

In relation to the consumption of energy from renewable sources, an increase has occurred, as the percentage in 2020/21 stood at 14% but this has increased to 37% over the past year. For the years 2022-2023, we plan to install a photovoltaic self-consumption system for the CONESA and AGRAZ centres.

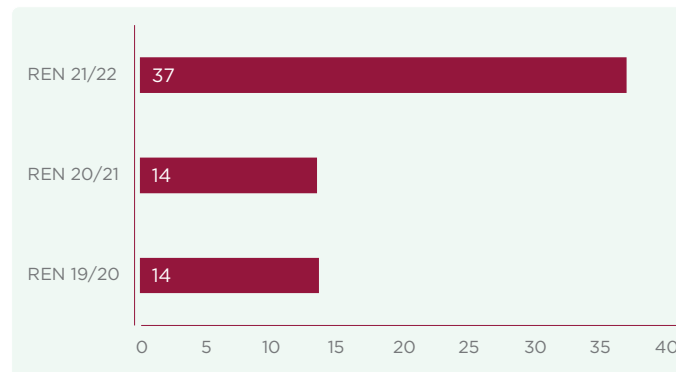
Electricity Consumption (MWH)



Gas consumption (MWH)



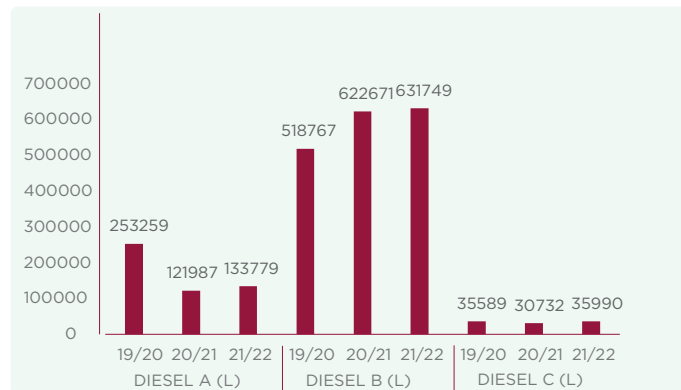
% Renewable energy



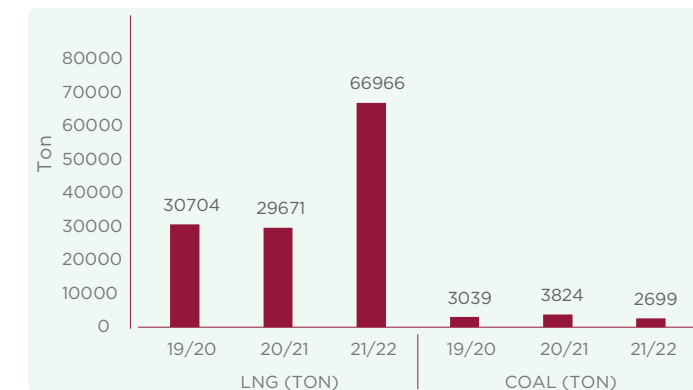
Fuel consumption

Consumption of fuel remains constant over this year, but we should highlight the fact that optimization systems are being used for transportation of tomatoes to the plants, as well as geolocation of vehicles to reduce the amount of fuel consumed.

Fuel consumption (Diesel A, B and C)



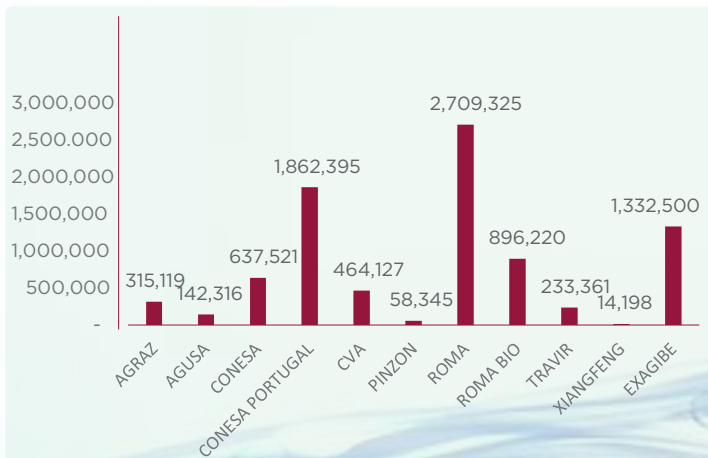
Fuel consumption (LNG and COAL)



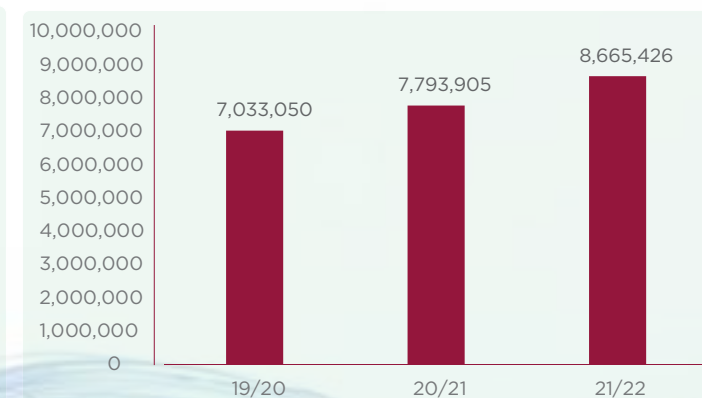
Water consumption

Water is fundamental in our business. The need for water is great both in the fields and in the industries. Spain is the European country with the highest level of water stress and the effects of climate change are aggravating this, meaning we are responsible for becoming more efficient in water use every year, and compensating our consumption by returning it to the environment in the best possible condition. Because of this, we have made numerous investments to improve the irrigation systems, incorporating more efficient systems, and this has made it possible for us to reduce our water consumption since last year.

Water consumed (m³)

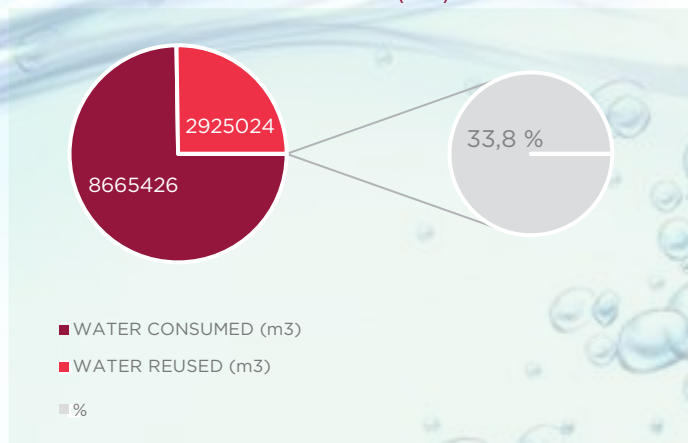


Evolution of water consumption (m³)



COMPANY	WATER CONSUMED (m ³)
AGRAZ	315,119
AGUSA	142,316
CONESA	637,521
CONESA PORTUGAL	1,862,395
CVA	464,127
PINZÓN	58,345
ROMA	2,709,325
ROMA BIO	896,220
TRAVIR	233,361
XIANGFENG	14,198
EXAGIBE	1,332,500
TOTAL	8,665,426

Water consumed and reused (m³)

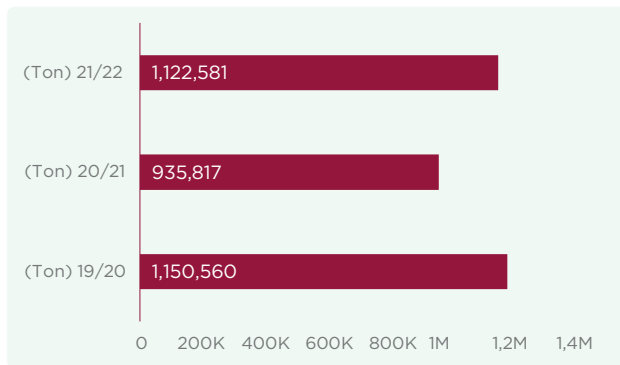


OBJECTIVE 2023:
To reduce water consumption and increase the amount of recycled or reused water

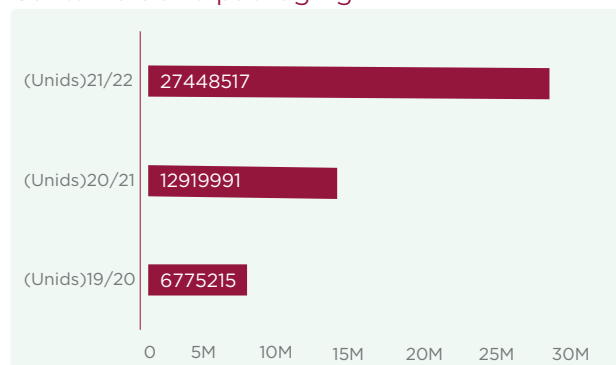
Consumption of raw materials

INDUSTRY

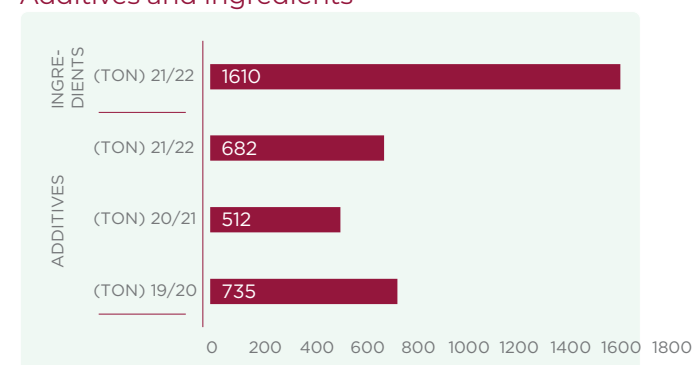
Fresh Tomato Processed



Containers and packaging

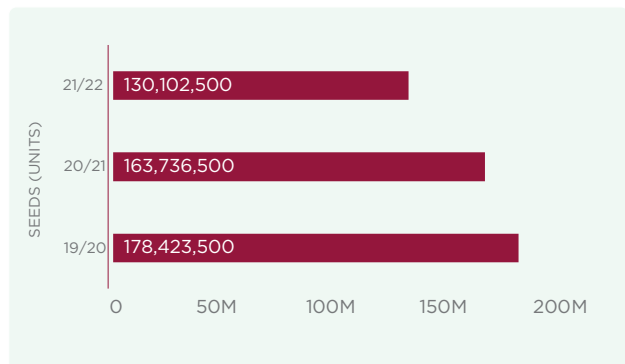


Additives and ingredients

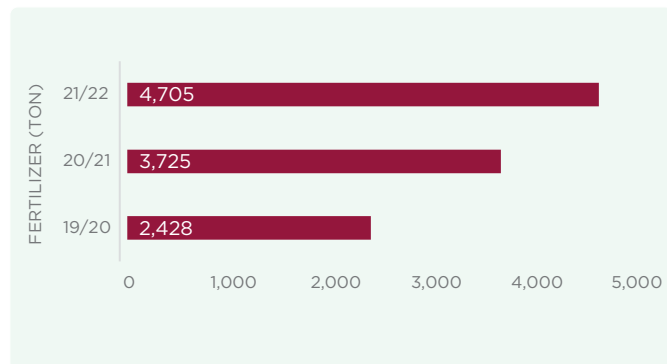


AGRICULTURAL PRODUCTION

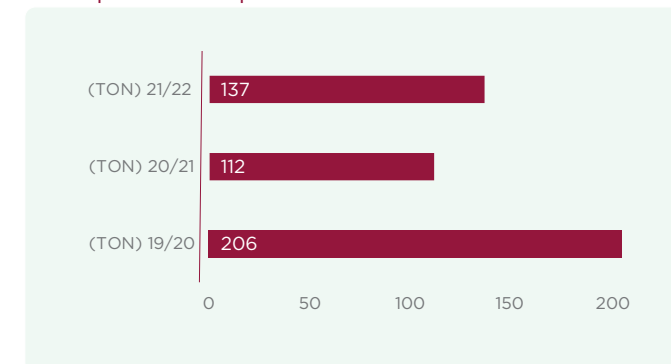
Seeds



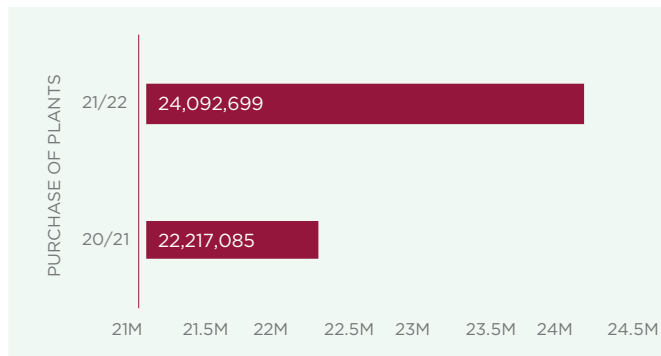
Fertilizers



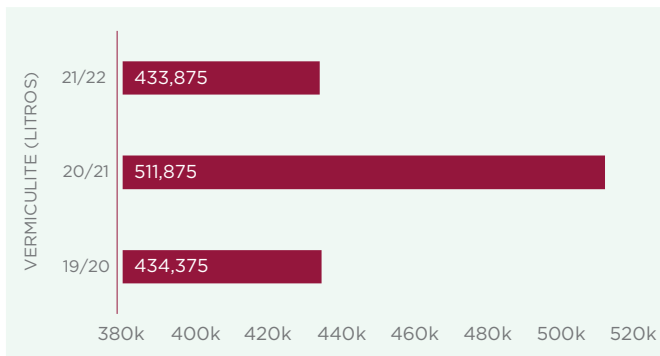
Plant protection products



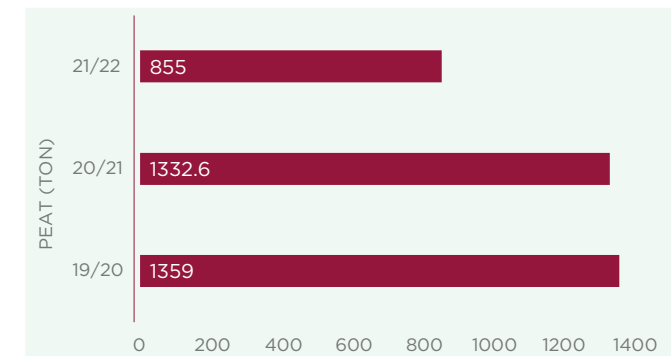
Purchase of plants



Vermiculite



Peat



> 3.1.4 Climate change

Grupo **CONESA** is highly aware of climate change and the transformations it may bring about. As a result of this, different projects are being implemented and studies, both in the area of agriculture and in that of industrial production.

REDUCTION IN USE OF SYNTHETIC FERTILIZERS, (main source of emissions in agricultural production) by conducting soil analyses prior to cultivation, and utilization of organic fertilizers.

COVER CROPS

These are crops that are planted on land with the aim of covering the soil for the period between crops.

Advantages:

- Protection against erosion.
- Prevents loss of water-soluble nutrients through leaching (N).
- Increase in organic matter as they are incorporated into soil.
- CO2 sinks.
- The varieties used have biocidal properties (nematodes and phytopathogenic fungi).

GPS TRACKING SYSTEM FOR LORRIES TRANSPORTING FRESH TOMATOES:

We have implemented this project since the harvest of 2019, with the aim of increasing efficiency of transportation of fresh tomatoes in order to reduce the number of trailer heads and platforms, with the consequent savings in fuel and CO2 emissions into the atmosphere, due to reduced usage of resources for the same amounts of tomatoes.



IMPROVEMENT OF SOIL HEALTH:

The soil is the medium we use for production. With intensive farming, the health of the soil gradually diminishes, leading to its degradation. Good soil health means greater productive potential, as well as the presence of organisms that are antagonistic to the pathogens in the soil. This is achieved by using:

- Organic Matter (liquid and pellets).
- Trichodermas.
- Mycorrhizae.

OPTIMIZATION OF WATER FOR IRRIGATION:

Satellite monitoring systems and irrigation recommendations based on an estimate of the evapotranspiration rate from a reference surface (Eto) and the crop cycle. The data are collected via the Sentinel satellite. 100% of the surface area cultivated by Agraz is monitored. We work with two companies: Greefilel and D4Smartfarming.

PLANTING OF FLORAL STRIPS (OPERATION POLLINATOR):

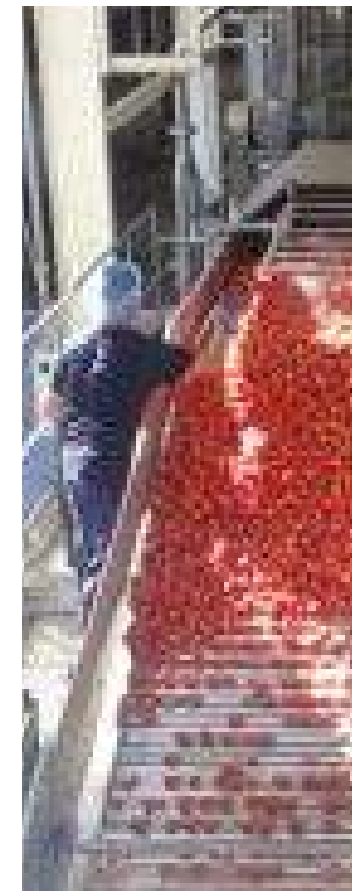
Collaboration with Syngenta. This project consists of planting a mixture of seeds with the aim of attracting pollinating insects (mainly solitary bees) and of providing food through pollen to the auxiliary insects in periods when they have no prey to feed from. With these islands, as well as improving pollination, the aim is to enable the auxiliary fauna to prey on the tomato pests, thus reducing the use of plant protection products.



PEST MONITORING SYSTEM:

Grupo Conesa and FMC have a collaboration agreement by which, through the platform Evalio (this was almost certainly the last year before moving to the platform that will replace), captures of cotton bollworms (*Helicoverpa Armigera*) and tomato leafminers (*Tuta Absoluta*) from strategically selected plots are recorded. The coverage area of these points includes all of the Vegas de Gadiana area (Vegas Altas and Vegas Bajas). Additionally, for any incident not covered by the points belonging to Grupo Conesa, FMC collaborates with other processors and cooperatives and any alerts are shared.

With this monitoring system, we manage to ensure that the applications of plant protection products against these pests (the main tomato pests) take place when certain limits are exceeded, reducing consumption of phytosanitary products, and ensuring greater respect for the environment.



> 3.1.5 Protection of biodiversity

Implicitly in its environmental policy, **GECONESA** promotes the increase of its scientific knowledge in the field of biodiversity and environmental protection, seeks out synergies that aid the conservation of biodiversity and develops tools that help us understand the interaction of biodiversity with the activity the company carries out, with projects that are currently underway to foster biodiversity in the countryside.

Moreover, the objective of **GECONESA**'s environmental management is the sustainable use of natural and energy resources, and the company is committed to protecting the biodiversity and ecosystems of the areas it operates in.

Protecting, conserving and promoting the environment and biodiversity, the ecosystems in the operations related to its activity and reducing negative impacts to a minimum form part of its environmental policies.

Moreover, as is established in legislation, an environmental risk analysis has been carried out with the aim of establishing the costs of primary repair, the costs of prevention and the costs of avoiding environmental damage, leading to the establishment of a financial guarantee which will cover the risks/damage identified.





4

Social issues and those relating to
people



> 4.1 Social Commitment

Over the past year **GECONESA** has collaborated with the following entities:



SPANISH RED CROSS



SPANISH ASSOCIATION
AGAINST CANCER



ELA EXTREMADURA



INSTITUTO SALUD GLOBAL



BANCO DE ALIMENTOS



CIMA



UNIVERSITY OF
EXTREMADURA

E.S. San José (Badajoz).
Escuela Virgen de Guadalupe
Colegio Puerta Palma El Tomillar.

EDUCATIONAL CENTRES



OBRA SOCIAL
LA CAIXA

*“Great things are done
by teams of people”*

Eloísa Márquez (Head of HR at
CONESA)

On the list of collaboration instances, most were of a financial nature, except for the following:

- **University of Extremadura:** there are several lines of collaboration - students on internships (with the Industrial Engineering department, with the Economics Faculty, with the Biology Faculty), and collaboration on projects.
- **Aecc (cancer association) and Cruz Roja (Red Cross):** financial assistance is given to them, but collaboration also takes place in a training and employment project.
- Collaboration through internships takes place with the **technical colleges**.
- **Banco de alimentos (food bank):** collaboration in the form of products, and through the “Kilo” operation.

> 4.2 Alliances with sectorial association

THE TOMATO FOUNDATION

An independent organization (<http://www.tomatofoundation.org>), whose mission is to promote dietary literacy based on evidence and nutritional democracy in order to empower people, not by discarding old habits but by encouraging new ones, via open collaboration with the community, industry and the academic world.



AGRUPACIÓN ESPAÑOLA DE FABRICANTES DE CONSERVAS VEGETALES (AGRUCON)

AGRUCON is a national business association that brings together companies which manufacture vegetable preserves. It represents 9 companies, which constitute approximately 50% of Spain's tomato processing, and some of them also make other products. Its objectives include boosting and supporting research, innovation and activities which contribute to improving consumers' quality of life.

As an association committed to promoting healthy lifestyles and a balanced diet, it supports nutritional education and information initiatives and encourages innovation amongst its members in order to promote the placing on the market of products with lower levels of sugars, salt, saturated fats, fewer calories, more fibre and smaller portion sizes.



ASOCIACIÓN MEDITERRÁNEA DEL TOMATE (AMITOM).

AMITOM is a non-profit association with members who are different tomato processing professional organizations from all over the Mediterranean.

Since its creation in 1979, this international association has collected technical and economic data, as well as all of the information related to the tomato industry sector, based on sales research.

It has the following website (<http://www.tomatonews.com/en/>) where the most relevant news from the sector is published.

Through AMITOM, we participate in the World Tomato Processing Congress (WTPC)

The logo for AMITOM, featuring the word "AMITOM" in a bold, black, sans-serif font. A red tomato is positioned behind the letter "O".The logo for Tomato 2022, featuring the word "Tomato" in a large, white, serif font with a red tomato silhouette behind the "o". Below it, the year "2022" is written in a smaller, red, sans-serif font.The logo for the 14th World Processing Tomato Congress, featuring a stylized tomato with a green stem and leaves. To the right, the text "14th WORLD PROCESSING TOMATO CONGRESS" is written in a black, sans-serif font.

TOMATOEUROPE PROCESSORS ASSOCIATION

TomatoEurope Processors Association, (<https://tomatoeurope.eu/>), represents the tomato processing industry of Italy, Spain, Portugal, Greece and France, covering around 95% of the European industry.

TomatoEurope was founded in 1979 as an umbrella association for national associations, indirectly representing more than 200 tomato processing entities. These entities annually process 9.5 million tons of fresh tomatoes, turning them into tomato derivatives (1st and 2nd transformation) and generate direct and indirect employment for more than 40 000 people.

The logo for TomatoEurope, featuring a stylized tomato with a green stem and leaves. Below it, the text "TomatoEurope" is written in a green, sans-serif font, with "PROCESORES" and "ASSOCIATION" in smaller text below.

EXTREMADURA EN RED

A business association that fights for the recognition and commitment to investments in infrastructure needed for the southwest of the Iberian Peninsula, and the incorporation of the region into infrastructure plans over coming years.



THE EXTREMADURA FAMILY BUSINESS ASSOCIATION (AEEF)

AEEF is a non-profit entity established on 23 October 2003 by a group of entrepreneurs from Extremadura with the goal of contributing to the continuity and strengthening of family-run businesses in the region.



> 4.3 Supply chain

The organization carries out **Ethical trade** audits for members of **SEDEX**, according to the **4 SMETA PILLARS**, in the companies CONSERVAS VEGETALES DE EXTREMADURA S.A., CONESA PORTUGAL, ALTAS, AGRAZ, ALPIN



MONITORING OF GOOD AGRICULTURAL PRACTICE IN THE FIELD

CONESA has its own Good Agricultural Practice system for CONESA producers, called CONESA GAP. The goal is to carry out a periodic evaluation of all the producers, so that we can ensure that the requisites laid down in this manual are observed. To do this, audits are carried out by independent external auditors, who check that producers comply with the relevant requirements. Any deviations detected must be corrected within an established period of time.



> 4.4 Employment

Distribution of the workforce

1.Type of contract			
GECONESA		20/21	21/22
No. of EMPLOYEES	Men	592	593
	Women	193	190
	Total	785	783
No. of employees with indefinite contract (type ct 100,189)	Men	314	319
	Women	71	71
	Total	385	390
No. of employees with temporary contract (type ct 401,402)	Men	235	216
	Women	153	143
	Total	388	359
No. of employees with permanent seasonal contract (tipo de ct 300/389)	Men	44	63
	Women	9	13
	Total	53	76

2. Professional category			
GECONESA		20/21	21/22
No. of EMPLOYEES	Men	592	593
	Women	192	190
	Total	784	783
Managers	Men	15	12
	Women	2	3
	Total	17	15
Technicians	Men	57	66
	Women	12	14
	Total	69	80
Sales staff	Men	3	1
	Women	1	1
	Total	4	2
Administrative staff	Men	10	18
	Women	35	42
	Total	45	60
Rest of qualified personnel	Men	219	221
	Women	18	22
	Total	237	244
Auxiliary staff	Men	347	349
	Women	205	167
	Total	552	516

3. Age		
GECONESA	20/21	21/22
<30	180	171
From 30 to 50	512	449
>50	196	169

3.1 Age / sex		
21/22		
<30	Hombres	121
	Mujeres	49
	total	171
From 30 to 50	Hombres	347
	Mujeres	103
	total	449
>50	Hombres	132
	Mujeres	37
	total	169

4. Country			
GECONESA		20/21	21/22
No. of employees	Men	592	593
	Women	193	190
	Total	785	783
Spain	Men	459	462
	Women	135	136
	Total	594	598
Portugal	Men	85	82
	Women	33	32
	Total	118	114
U.S.A.	Men	30	30
	Women	7	7
	Total	37	37
China	Men	19	19
	Women	15	15
	Total	34	34

Salary levels and gender wage gap

The group's salary levels by category, age and gender are as follows:

1. Average wage in Euros		1. Average wage in Euros	
PROFESSIONAL CATEGORY	COMPANY 20/21	PROFESSIONAL CATEGORY	COMPANY 21/22
HIGH MANAGER	115.323	HIGH MANAGER	114.786
EXECUTIVE STAFF	57.788	EXECUTIVE STAFF	55.078
TECHNICIANS	29.204	TECHNICIANS	33.848
ADMINISTRATIVE	24.085	ADMINISTRATIVE	33.568
COMMERCIAL	29.374	COMMERCIAL	68.266
REST OF QUALIFIED PERSONNEL	22.701	REST OF QUALIFIED PERSONNEL	23.456
ASSISTANT unqualified workers	As per minimum interprofessional wage	ASSISTANT unqualified workers	As per minimum interprofessional wage

2. Average wage in Euros	
AGE	COMPANY 21-22
> 50	25.026
30-50	19.519
<30	18.439

3. Average wage in Euros				
PROFESSIONAL CATEGORY	GECONESA			
	MEN 21-22	WOMEN 21-22	WAGE GAP	WAGE GAP%
EXECUTIVE STAFF	57,111.9	47,562.6	-9,549.2	-16.7
TECHNICIANS	36,697.0	35,266.3	-1,430.6	-3.9
ADMINISTRATIVE	26,247.8	20,763.1	-5,484.6	-20.9
COMMERCIAL	59,059.4	37,471.5	-21,587.9	-36.6
REST OF QUALIFIED PERSONNEL	21,411.5	21,254.1	-157.4	-0.7
ASSISTANT unqualified workers	As per minimum interprofessional wage			

With regard to the average remuneration of board members and managers, over the past year, 2021/21, it stood at €136,175.95, and in 2020/21 it was €130,025. The board of directors is comprised of three members, all of whom are men.

> 4.5 Dismissals

Dismissals			
GECONESA		20/21	21/22
No. of dismissals by gender	Men	2	7
	Women	0	0
	Total	0	0
No. of dismissals by category	Managers	0	0
	Middle management	0	0
	Rest of categories	2	7
No. of dismissals by age	<30	2	2
	30-50	0	5
	>50	0	0

> 4.6 Organization of the work

There is a trade union committee and a union representative in the companies Agraz and Conesa Vegas Altas, and in Conesa Portugal.

> 4.7 Health and safety

The purpose of health and safety at work is to guarantee the application of the measures needed to prevent, or at least minimize, work hazards and promote health among the workers.

GECONESA's work spaces are safe, healthy environments. The group sees health and safety as a fundamental element that must be an integral part of the culture of all the workers.

GECONESA has an external contract with a prevention service covering the specialities of Health and Safety, Industrial Hygiene, Ergonomics and Applied Psychosociology and Medicine at Work. The functions of this service are:



The accident rate data for the past two years are as follows:

GECONESA 21/22

AGE	nº ACCIDENTES	MEN	WOMEN
<30	22	14	8
30 A 50	42	36	6
> 50	29	22	7
TOTAL	93	72	21

GECONESA 20/21

AGE	nº ACCIDENTES	MEN	WOMEN
<30	7	5	2
30 A 50	55	51	4
50	18	14	5
TOTAL	80	70	11

With regard to the rates of frequency and severity, this year they have been calculated taking the following formulas into account:

Frequency rate: no. of accidents with leave*1000000/total no. of hours worked.

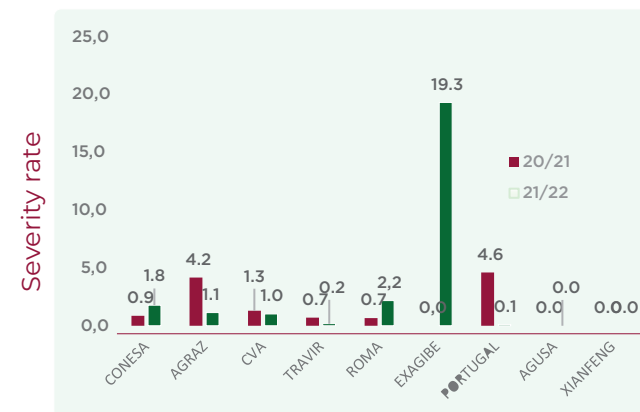
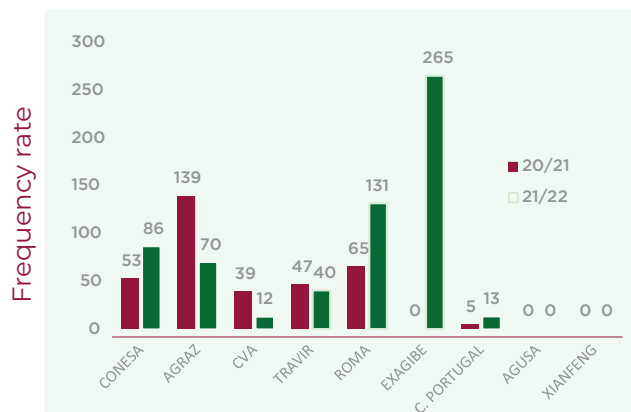
Severity rate: no. of days lost due to workplace accidents with leave*1000/ total no. of hours worked.

COMPANIES

FREQUENCY RATES	CONESA	AGRAZ	CVA	TRAVR	ROMA	EXAGIBE	C. PORTUGAL	AGUSA	XIANFENG
20/21	53	139	39	47	65	0	5	0	0
21/22	86	70	12	40	131	265	13	0	0

COMPANIES

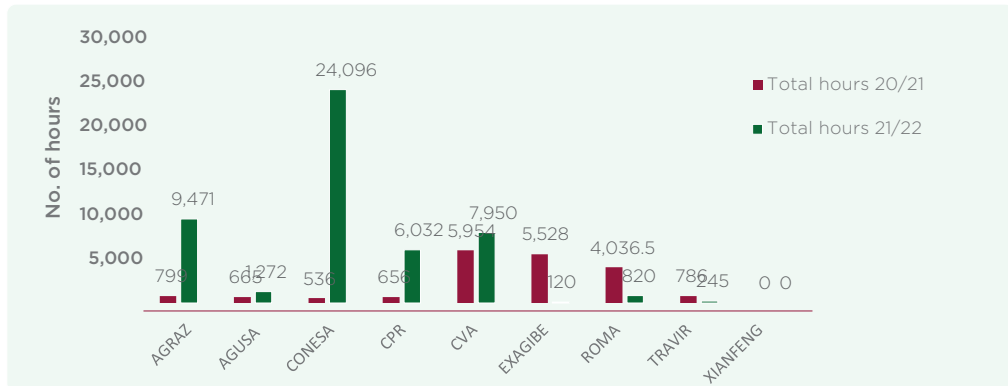
FREQUENCY RATES	CONESA	AGRAZ	CVA	TRAVR	ROMA	EXAGIBE	C. PORTUGAL	AGUSA	XIANFENG
20/21	0.9	4.2	1.3	0.7	0.7	0.0	4.6	0.0	0.0
21/22	1.8	1.1	1.0	0.2	2.2	19.3	0.1	0.0	0.0



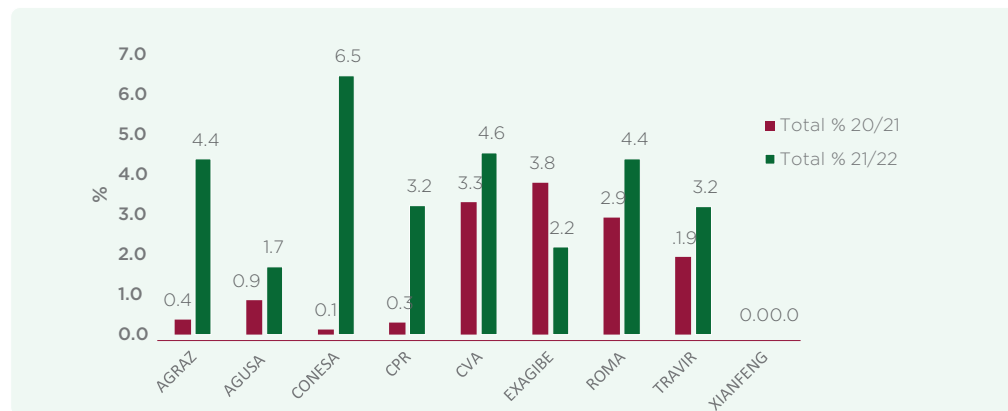
> 4.8 Absenteeism

To calculate this indicator, all justified and unjustified work attendance absences that give rise to losses of working days were taken into account.

Hours of absenteeism



% Absenteeism



> 4.9 Social relations

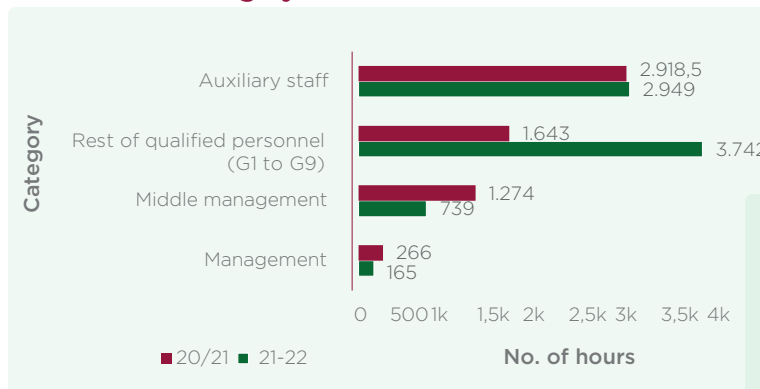
All of the companies in the group adhere to the collectively bargaining agreement for the Spanish companies. In the case of CONESA PORTUGAL, there is a Contrato Colectivo de Trabalho para a Industria do Tomate (collective employment agreement for the tomato industry). In the case of Xianfeng and Agusa, local legislation on hiring is observed, but there is no collective bargaining agreement.



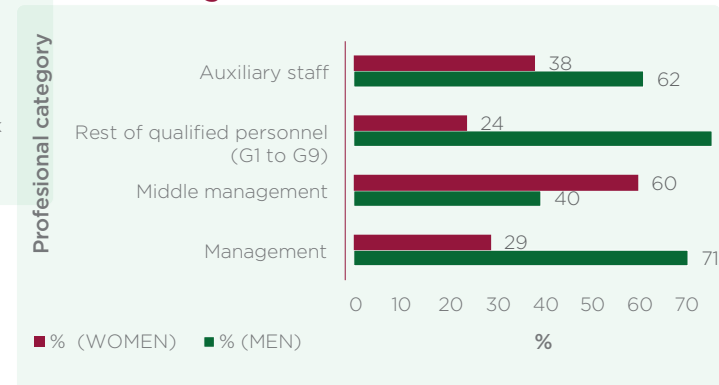
4.10 Training

HOURS OF TRAINING					
GECONESA					
CATEGORY	TOTALS 21-22	21-22 (MEN)	21-22 (WOMEN)	% TRAINING (MEN)	% TRAINING (WOMEN)
Management	165	117	48	71	29
Middle management	739	298	441	40	60
REST OF QUALIFIED PERSONNEL (Technicians, Administrative staff, grade 1 and 2 Skilled worker) (Group 1 to 9)	3,742	2,842.5	899.5	76	24
AUXILIARY STAFF (GrOUP 10)	2,949	1,814	1,135	62	38

Hours of training / year



% Training



> 4.11 Disability

5. Discapacidad		
GECONESA	20/21	21/22
nº empleados con discapacidad	6	7
% discapacidad	33	>33

> 4.12 Accessibility

In terms of accessibility, the centres that have been renovated, as in the case of Conesa Villafranco, are adapted. In the rest of the centres, adaption will be undertaken as alterations are made to them.

> 4.13 Equality



The group does not have any right to disconnect policies at present.

SITUATION OF THE EQUALITY PLANS - GECONESA	
COMPANY	STATUS
CONSERVAS VEGETALES DE EXTREMADURA, S.A.U.	Drafted and presented for registration with Regcon
AGRAZ, S.A.U.	Plan drafted, pending approval by negotiating committee and registration
CONESA VEGAS ALTAS S.L.U.	Negotiating committee established and training completed. Expected date of registration December 2022
TRANSFORMADOS AGRÍCOLAS DEL BAJO GUADALQUIVIR (TRAVIR) S.L.U.	Negotiating committee established and training completed. Expected date of registration December 2022

> 4.14 Information on respect for human rights.

In the area of respect for human rights, all the companies comply with the provisions of the national regulations of the country where each centre is located.

No cases of discrimination have been registered in the group over the past year.

> 4.15 Information relating to the fight against corruption and bri-

The purpose of **GECONESA's** gift policy is to define what gifts professionals in the group may receive or give, with the aim of taking decisions that are legal, ethical and transparent. This document is published on the website under the following link: [Gift policy](#).

GECONESA has a group Code of Conduct, which is published on our website under the following link: [Code of Conduct](#).



5

Information
on the
company

> 5.1 Commitment to sustainable development

The objective of **GECONESA**'s sponsorship policy is to provide guidance on events and sponsorships by the group and its subsidiaries with the aim of taking decisions that are legal, ethical and transparent. This document is published on the website under the following link: [Sponsorship policy](#).

> 5.2 Subcontracting and suppliers

GECONESA's supplier code defines the minimum standards the group's suppliers must respect and observe when engaging in business with the group. This code is defined on our website, under the following link: [Supplier code](#).

> 5.3 Consumers

The group is firmly committed to the safety of our products, as declared in our materiality assessment, and we consider this to be one of the most relevant aspects. As a result, the organization is currently certified according to leading internationally-recognized global standards, to externally verify the commitment to the security and safety of our products with the aim of offering end consumers safe, healthy products.



> 5.4 Fiscal information

GECONESA's Board of Directors has responsibility for the function of approving the corporate policies of the companies in the group, and formulating its fiscal strategy.

In the course of these functions, **GECONESA**'s Board of Directors defines this policy, which includes the group's fiscal strategy and the general commitment to compliance. This document is published on the website under the following link: [Fiscal policy](#).



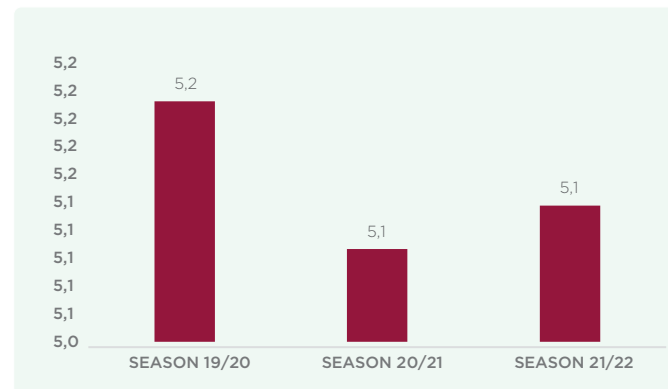
> 5.5 Customer satisfaction

The following items were taken into account for the group-level satisfaction analysis, expressed on an assessment scale of 0 to 6:

- ✓ 1. Response time to request for information
- ✓ 2. Satisfaction at response to request
- ✓ 3. Suitable information on market situation
- ✓ 4. Evaluation of price offered
- ✓ 5. Clarity in offer
- ✓ 6. Communication in the face of incidents
- ✓ 7. Treatment of personnel from sales department
- ✓ 8. Satisfaction with product specifications
- ✓ 9. Quality of product
- ✓ 10. Health and hygiene conditions of product
- ✓ 11. Does the product meet expectations?
- ✓ 12. Value for money assessment
- ✓ 13. Management of product nonconformities/complaints
- ✓ 14. Satisfaction with product delivery time
- ✓ 15. Capacity for response to orders
- ✓ 16. Suitable means of transport
- ✓ 17. State of product on delivery
- ✓ 18. Delivery time of required documentation
- ✓ 19. Clarity of documentation
- ✓ 20. Clarity in invoice
- ✓ 21. Ease of interaction on our website
- ✓ 22. Clarity and commitment in the information appearing on our website

The average results obtained from the analysis of satisfaction from the last three crop seasons were:

Customer satisfaction



> 5.6 Taxonomy

In accordance with article 8 of Regulation (EU) 2020/852, of 18 June 2020 on the establishment of a framework to facilitate sustainable investment for the report corresponding to the year 2021-2022, **it is not necessary** for **GRUPO CONESA** to report said indicators as the activities of the companies belonging to the group are not eligible.

6

Economic performance



> 6.1 Financial indicators

TABLE OF FINANCIAL INDICATORS			
INDICATOR	DEFINITION	Year 2020/21	Year 2021/22
Revenue	Revenue for the year	259,685,526.80	305,842,948.69
Supplier expenses	Expenses for purchases and services	-222,879,963.34	-267,815,449.71
Added Value	Operating margin	36,805,563.46	38,027,498.98
Remuneration of employees	Expenses for remuneration of employees	-19,472,573.55	-22,427,867.80
Gross profit	EBITDA - Earnings before interest, taxes, depreciation and amortization	37,682,285.00	41,528,991.00
Financial expenses	Expenses due to external financing	-7,698,262.21	-7,282,189.41
Payment to owners	Dividends to owners and investors (shareholders)	0.00	0.00
Tax on profits	Tax on profits paid out	-3,133,462.90	-5,263,198.02
Economic contribution to the community	Altruist monetary donations	10,682.32	15,632.32
Economic contribution to the public authorities	Payments to public entities	7,787,387.38	9,122,422.98
R+D+i PROJECTS	Economic contributions devoted to activities in the area of research, development and innovation	0.00	0.00
Total investment	Total net investment made over the year	-27,593,669.87	20,699,482.30
Profitability	ROE - Profit or loss after taxes	0.0521	0.1114
Indebtedness	Level of indebtedness at the end of the year	2.1500	1.7421
Treasury stock	Book value of own shares	0%	0%
Subsidies	Public subsidies received	860,058.82	660,360.08

The background of the slide features a top-down view of a workspace. A black laptop keyboard is visible in the upper right quadrant, with keys like 'Tab', 'CapsLock', 'Shift', 'Ctrl', 'Fn', '1', '2', '3', '4', '5', '6', '7', '8', '9', '0', 'Q', 'W', 'E', 'R', 'T', 'Y', 'U', 'I', 'O', 'P', 'A', 'S', 'D', 'F', 'G', 'H', 'J', 'K', 'L', 'Z', 'X', 'C', 'V', 'B', 'N', 'M', 'Comma', 'Period', 'Slash', and 'Backspace' partially visible. Several white sheets of paper are scattered across the desk, some overlapping the laptop. Two copper-colored paper clips are also present: one near the top center and another near the bottom center. The overall lighting is soft and even.

7

Annexes

> 7.1 Annex I: reference table



CONTENTS OF 2022 NON-FINANCIAL INFORMATION STATEMENT

	Contents of Law 11/2018	Related GRI standards	Report reference
Business model	Description of group's business model	102-2, 102-3, 102-4, 102-6, 102-14 and 102-18, 102-20	2. CONESA Group
	Policies	Policies the company applies 102-16, 102-16.103-2 & 103-3	3.1 Environmental sustainability 5.1. Commitment to sustainable development. 2.2. The CEO's Sustainability Declaration 4.15. Information relating to the fight against corruption and bribery 5.4. Fiscal information
	Main risks	Main risks related to these associated questions 102-15 & 102-30	2.19 Risks and opportunities 2.2. The CEO's Sustainability Declaration
Information on environmental matters	General	Current and foreseeable effects of the company's activities on the environment 102-15, 102-29 & 102-31	2.16. Description of the external environment 2.17 Challenges 2.20 Strategic Goals
		Identification and management of economic, environmental and social impacts. Evaluation of economic, environmental and social issues 102-11, 102-29, 102-30 & 102-31	2.14. Our certifications 2.17 Challenges 2.18. Materiality analysis
	Resources devoted to the prevention of environmental risks Provisions and guarantees for environment risks 102-29	2.18. Materiality analysis 2.19.3 Actions to mitigate the effect of the risks	
	Pollution	Application of the precautionary principle 102-11, 102-16	2.19 Risks and opportunities 2.19.3 Actions to mitigate the effect of the risks
	Circular economy and prevention and management of waste	Measures to prevent, reduce or repair carbon emissions 103-2, 302-4, 3025, 3055 & 3057	3.1. Environmental sustainability
Sustainable use of resources	Water consumption and water supply in accordance with local limitations 3031 & 3033	3.1.3. Sustainable use of resources	
	Consumption of raw materials 103-2, 301-1	3.1.3. Sustainable use of resources	
	Energy 103-2, 3021 & 302-3	3.1.1. Pollution 3.1.3. Sustainable use of resources	
Climate change	Greenhouse gas emissions 3051, 305-2, 305-3 & 305-4	3.1.4. Climate change 3.1.1. Pollution (emissions and carbon footprint)	
	Measures adopted to adapt to the consequences of climate change 102-15, 103-2 & 3055	3.1.4. Climate change	
Protection of biodiversity	Medium and long-term voluntarily-established reduction goals to reduce GHG emissions 103-2	3.1.1. Pollution (emissions and carbon footprint)	
	Measures taken to preserve or restore biodiversity 1032 & 304-3	3.1.5. Protection of biodiversity 3.1.4. Climate change	

CONTENTS OF 2022 NON-FINANCIAL INFORMATION STATEMENT

	Contents of Law 11/2018	Related GRI standards	Report reference	
Information on social issues and those relating to personnel	Policies	Policies the company applies	102-35, 103-2 & 103-3 5.1. Commitment to sustainable development. 2.2. The CEO's Sustainability Declaration	
	Main risks	Main risks related to these issues linked to the company's activities	102-15 & 102-30 2.19 Risks and opportunities	
	Membership of associations	----	102-13 4.2. Alliances with sectoral association	
	Employment	Total number and distribution of employees by gender, age, country and professional classification	102-7, 102-8 & 405-1	4.4. Employment
		Total number and distribution of types of employment contract	102-8	4.4. Employment
		Annual average of indefinite, temporary and part-time contracts by gender, age and professional classification	4051	4.4. Employment
		Number of dismissals by gender, age and professional classification	401-1	4.5. Dismissals
		Average salaries and their evolution broken down by gender, age and professional classification or equal value	4052	4.4.2. Salary levels and gender wage gap
		Hours of training	4041	4.10. Training
		Gender wage gap	4052	4.4.2. Salary levels and gender wage gap
		Average salary of board members and managers, including any payment broken down by gender	4052	4.4.2. Salary levels and gender wage gap
		Implantation of disconnect from work measures	4042	4.13. Equality
		Employees with disability	4051	4.11. Disability
	Organization of the work	Organization of work time	Relaciones trabajador-empresa (402)	4.6. Organization of the work
		Number of hours and percentage of absenteeism	4032	4.8. Absenteeism
Health and safety	Workplace health and safety conditions	103-2	4.7. Health and safety	
	Workplace accidents (frequency and severity) broken down by gender	4032	4.7. Health and safety	
Information on respect for human rights	Information on respect for human rights	412	4.14 Information on respect for human rights	
Information relating to the fight against corruption and bribery	Information relating to the fight against corruption and bribery	205	4.15 Information relating to the fight against corruption and bribery	

CONTENTS OF 2022 NON-FINANCIAL INFORMATION STATEMENT

	Contents of Law 11/2018	Related GRI standards	Report reference	
Information on the company	Main risks	Main risks related to these issues linked to the company's activities	102-15 & 102-30 2.19 Risks and opportunities 2.2. The CEO's Sustainability Declaration	
	The company's commitments to sustainable development	Impact of the company's activity on local development and employment	2032, 2041, 102-16 & 413-1	4.1. Social Commitment 6.1 Financial indicators
		Impact of the company's activities on local populations and territory	2031 & 413-1	4.1. Social Commitment
		Association or sponsorship activities	102-13	4.1. Social Commitment 4.2. Alliances with sectoral association
	Subcontracting and suppliers	Inclusion in the purchasing policy of social, gender equality and environmental issues	103-3	5.2. Subcontracting and suppliers
		Consideration, in relations with suppliers and subcontractors, of their social and environmental responsibility	102-9 & 308	4.3. Supply chain 2.6. Structure of the business model 2.9 Types of products 5.2. Subcontracting and suppliers
		Supervision systems and audits and their results	3081	
	Information on the company	---	---	5.4. Customer satisfaction
	Information on economic matters	Financial indicators	----	201-1, 201-4, 2041 6.1 Financial indicators
		Reference table	---	Reference table
ANNEXES	Minutes of approval of NFIS by the Board of Directors	---	102-20 Minutes of approval of NFIS by the Board of Directors	
	External verification of NFIS	---	102-56 External verification of NFIS	

> 7.2 Annex II: Minutes of approval of NFIS by the board of directors

APPROVAL OF THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT FOR THE YEAR 2022

In accordance with article 49 of the Code of Commerce, modified by Law 11/2018 of 28 December, the Board of Directors of **GRUPO EMPRESARIAL CONESA**, S.L. has approved the Consolidated Non-Financial Information Statement (hereinafter CNFIS) corresponding to the financial year ending on 30 June 2022 of **GRUPO EMPRESARIAL CONESA**, S.L. and its dependent companies, as recorded in the minutes of 28 October 2022.

> 7.3 Annex III: external verification of the Non-Financial Information Statement





AENOR se exime expresamente de cualquier responsabilidad por decisiones, de inversión o de otro tipo, basadas en la presente Declaración.

Durante el proceso de verificación realizado, bajo un nivel de aseguramiento limitado, AENOR realizó entrevistas con el personal encargado de recopilar y preparar el EINF y revisó evidencias relativas a:

- Actividades, productos y servicios prestados por la organización.
- Consistencia y trazabilidad de la información aportada, incluyendo el proceso seguido de recopilación de la misma, muestreando información sobre la reportada.
- Cumplimentación y contenido del estado de información no financiero con el fin de asegurar la integridad, exactitud y veracidad en su contenido.
- Carta de manifestaciones del Órgano de Administración.

Las conclusiones por tanto se fundamentan en los resultados de ese proceso de carácter muestral, y no eximen a la Organización de su responsabilidad sobre el cumplimiento de la legislación que le sea de aplicación.

El personal involucrado en el proceso de verificación, la revisión de conclusiones y la decisión en la emisión de la presente Declaración, dispone de los conocimientos, habilidades, experiencia, formación, infraestructuras de apoyo y la capacidad necesarios para llevar a cabo eficazmente dichas actividades.

CONCLUSIÓN

Basado en lo anterior, en nuestra opinión, no hay evidencia que haga suponer que la información no financiera incluida en el ESTADO DE INFORMACIÓN NO FINANCIERA 2022 y para la información del periodo objeto del informe, ejercicio anual finalizado el 30 de junio de 2022, no proporcione información fiel del desempeño de GRUPO EMPRESARIAL CONESA S.L. y sociedades referenciadas en el estado de información no financiera consolidado, en materia de responsabilidad social en lo relativo al contenido requerido por la Ley 11/2018 respecto a cuestiones ambientales, sociales y relativas al personal, incluida la gestión de la igualdad, la no discriminación y la accesibilidad universal, los derechos humanos, lucha contra la corrupción y el soborno y la diversidad.

> Thanks

We appreciate the work and effort of everyone who made the development of this 2022 Non-Financial Information Statement possible.

Special thanks to:

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- Cristina Capote Reynolds (CFO GECONESA)
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- Teresa Cortés Rey (Environmental Dept.)
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With the collaboration of:

