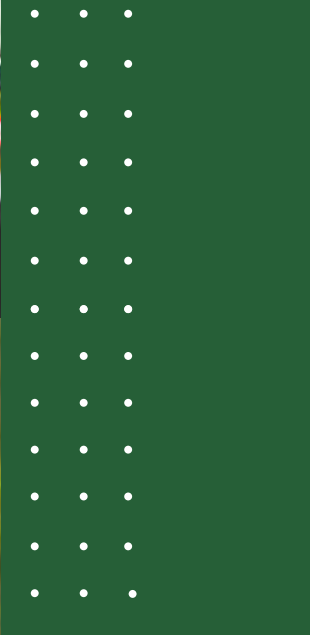


# BORGES

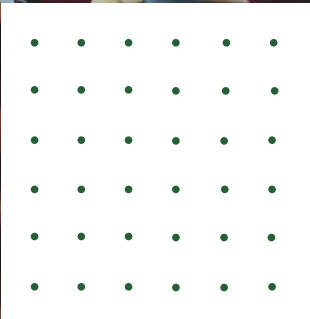
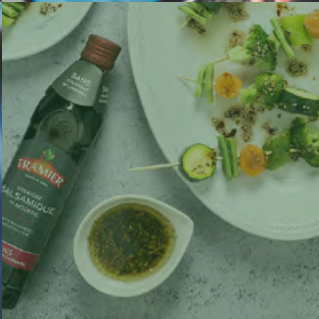


## International GROUP



## SUSTAINABILITY AND CSR REPORT

2024 - 2025



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# Principles of the report



# 0. Principles of the report

GRI 2-3

This report brings together the information and consolidated non-financial indicators of Pont Family Holding, S.L. and subsidiaries for the 2024- 2025 financial year, beginning on 01 June 2024 and ending on 31 May 2025.

Pont Family Holding, S.L. is currently the company that owns all the shares of Borges International Group, S.L.U. (hereinafter BIG), through which it is the direct or indirect owner of the remaining subsidiaries of the business group.

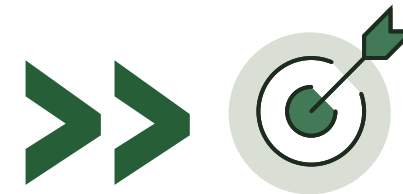
This report informs on non-financial indicators including all quantitative and qualitative data under the name of Borges International Group and subsidiaries.

The Borges International Group Sustainability and Holding Corporate Social Responsibility (HCSR) Report has been prepared based on the published and verified contents of the Non-Financial Information Statement of Pont Family Holding, S.L. and subsidiaries, which is an annex to the entity's Management

Report and has been prepared based on the compliance and in line with the requirements established by Law 11/2018 of 28 December, on non-financial information and diversity, using the GRI Standards as a reference (2021).

Borges International Group has been publishing the Annual Corporate Social Responsibility Report since 2006. For any question related to this report and its respective contents, inquiries may be directed to the email: [rse@borges-big.com](mailto:rse@borges-big.com).

Consult the annex for the companies included in the Borges International Group, S.L.U. Corporate Social Responsibility Report and in this document.



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# Letter from the chairperson





# 1. LETTER FROM THE CHAIRPERSON

GRI 2-22

Being able to build open dialogue and strengthen our relationship with our stakeholders each day is an exercise that fulfils us and drives us forward in equal measure. Having the opportunity to listen to each other, share and learn from one another adds value and gives even more meaning, if possible, to our mission as a company. This annual report is one of the tools – though not the only one – for reinforcing this commitment: an opportunity to constructively build trust and strengthen relations between the company and society.

On these pages, we share the key lessons learned and commitments that have marked our last year. An exercise that prioritised achieving greater innovation, efficiency, transparency and consistency with our values.

Throughout this report, you will find several tangible initiatives that align with these objectives, such as the launch of our new range of nut creams, made with healthier formulas than those currently available on the market. A new range featuring products that incorporate Healthy & Solid Oil, our ingredient

patented as an alternative to tropical and animal fats, combining nutritional excellence with an exceptional organoleptic experience. In this regard, each addition to our catalogue, especially in the range of nut creams and spreads, is designed with a clear focus on health, quality and sustainability.

Continuous process improvement, operational efficiency and customer focus remain key to strengthening our market position, without losing sight of our commitment to the environment. In the environmental field, we continue to make steady progress. The energy efficiency achieved by increasing self-consumption at our processing centres, obtaining the MITECO “**Yo calculo, yo reduzco**” (I calculate, I reduce) seal for our carbon footprint, and the “**Zero Waste**” certification at our main plants are milestones that reflect a cross-cutting strategy based on innovation, efficiency, and environmental commitment.

We have also stepped up our activity at Mas de Colom – Casa Borges, the Group’s institutional headquarters, with an increase in events in collaboration with local organisations and educational and outreach initiatives open to the public. These actions, together with ongoing support for sectors such as

sport, culture and health, strengthen our ties with the community and our commitment to generating value beyond the business sphere.

I would like to express my deepest gratitude to everyone at Borges and to all of you who support us, for your effort, perseverance and daily commitment. Let us continue moving forward together, with our sights set on the future and the values that have brought us this far, to demonstrate that this commitment, which has accompanied us for almost 130 years, remains as strong as ever.

We look forward to continuing our discussion over the coming year to report on the progress of the projects presented here and to share the challenges set out in our agenda. With the aim that transparency and active listening should not be limited to an annual exercise, but rather form part of our organisational culture and our way of working.

**David Prats Palomo**

*Executive Chairman, Pont Family Holding, S.L.*

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# 2024-25: Main numbers



## 2024-25

### Main numbers

**Economic**

**766**  
Turnover (million euro)

**23**  
Sustainable loan (million euro)<sup>1</sup>



**Staff<sup>2</sup>**

**999**  
Number of employees

**96%**  
Employees on indefinite contracts (%)



**Environment**

**Waste**

**96%**  
Reused waste

**145.000**  
By-products (t)

**99,7%**  
Non-hazardous waste

**Zero Waste Certification**  
renewed at the main production centres



**Energy**

**62%**  
% generated by the company itself

**28%**  
Reduced CO2 emissions (%)<sup>3</sup>

**Packaging**

**2.600**  
Recycled plastic placed on the market (t)<sup>4</sup>





**Impact on the company**

**69.510 Kg**  
Annual Donations to Food Banks (kg)

**350.948 €**  
Investment in collaborations, sponsorships and donations linked to promoting health, culture and sport and initiatives of a social nature (€)

**43.000**  
Visitors to Mas de Colom - Casa Borges, institutional headquarters and informative space in its first year of operation (no.)



1 Signed in June 2020.  
 2 Staff as at the end of the financial year (31/05/2025), including own staff and trainees. Not including temporary agency staff.  
 3 Scope 1 and 2, BAIEO and BAIN, evolution vis-à-vis 2017 (t.eq. CO2).  
 4 T accumulated since 2019.

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3

# About the Borges International Group



### 3. ABOUT THE BORGES INTERNATIONAL GROUP

#### 3.1. BUSINESS MODEL

GRI 2-1, GRI 2-2, GRI 2-6, GRI 3-3, GRI 2-28

Borges International Group is a global agri-food group of family and Mediterranean origin with more than 125 years of history and a broad international presence. We are present in more than 100 countries of the world and have 6 production centres in Spain and Italy. We market our products through a network of 14 commercial offices in 8 countries. Also, thanks to our almost 1,000 workers and thousands of outsourced professionals, we managed to reach a turnover of 766 million euro in the last year, which makes Borges International Group a world benchmark in the agri-food sector.

We are leaders in industrial processing, packaging and marketing of olive oil and seeds, as well as nuts, dried fruits, Modena vinegar, pasta and snacks, among others. Our origins and our daily work are deeply rooted in the values of the **Mediterranean culture**, where **food** is a source of **health and pleasure**. By health we understand not only the physical health of our customers, but also that of the planet and society. That is why our objective and commitment is

to be international exporters of the Mediterranean lifestyle through quality products. We therefore pay special attention throughout the production process to quality, innovation and social, economic and environmental sustainability.



**Our goal is to generate a positive impact on all our stakeholders through our products, which are a source of health and pleasure.**



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**CORPORATE CULTURE**

GRI 2-23

Borges International Group's mission, vision and values guide our activity and long-term strategies, which revolve around the commitment to a healthy lifestyle.

- **Mission:** To develop the best of the Mediterranean lifestyle and products and bring it to the whole world.
- **Vision:** To be a world leader in the development of quality, healthy and pleasant products of Mediterranean cuisine and style, generating value for consumers, customers, suppliers, employees, shareholders and all stakeholders linked to the company's activity.
- **Values:** Our values are our way of acting. They focus on ethics and honesty, respect for people and environmental responsibility. Tradition, internationalisation, sustainability, innovation and quality, health and traceability stand out and define us.

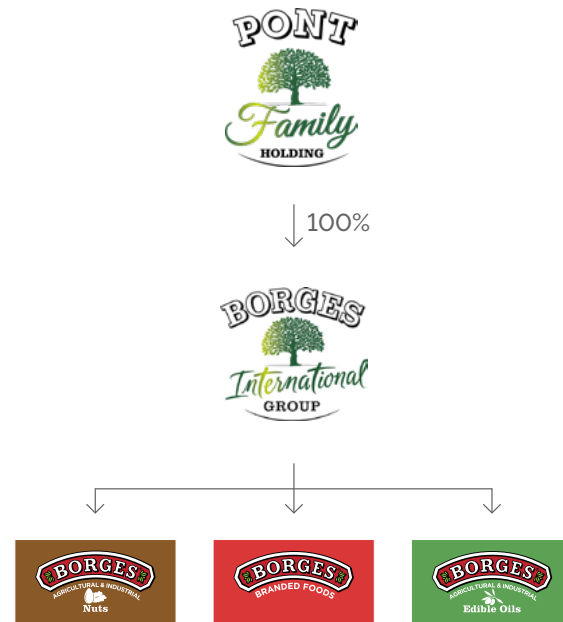
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[www.borgesinternationalgroup.com/nuestras-empresas/](http://www.borgesinternationalgroup.com/nuestras-empresas/)

**STRUCTURE AND COMPANIES**

GRI 2-1

Pont Family Holding, S.L owns 100% of the shareholding of Borges International Group, S.L.U. (hereinafter, BIG), through which it is the direct or indirect owner of the rest of the subsidiaries that make up our business group. The complete corporate structure can be found on [our corporate website](#)<sup>5</sup> and in the table of Annex I. Corporate structure of Pont Family Holding, S.L. (Borges International Group).



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**BORGES INTERNATIONAL GROUP** - Head of the food group made up of three business units

	Business units	Customers and consumers
 <p><b>Borges Agricultural &amp; Industrial Nuts, S.A (BAIN)</b></p>	<p>Borges Agricultural &amp; Industrial Nuts, S.A. (hereinafter <b>BAIN</b>) is the business unit for nuts, dried fruits and snacks. It carries out industrial processing, packaging and B2B marketing activities.</p>	<p>We process and package nuts and dried fruit for customers who market our products under their brands and for industrial companies that use our products as ingredients in their products.</p>
 <p><b>Borges Branded Foods, S.L. (BBF)</b></p>	<p>Borges Branded Foods, S.L.U. (hereinafter <b>BBF</b>) is the consumer markets business unit that integrates all the national and international subsidiaries that sell packaged products with the Group's brands, mainly aimed at the retail and Out of Home (OOH) channels. Borges International Group controls 100% of the shareholding in this business unit. However, in some subsidiaries it has local partners with minority stakes.</p>	<p>We market the final products with our brands aimed at end consumers in the retail channel and to catering professionals through the Out of Home channel.</p> <p>Our consumer community is formed by those who consume our branded products through the channels mentioned above.</p>
 <p><b>Borges Agricultural &amp; Industrial Edible Oils, S.A.U (BAIEO)</b></p>	<p>Borges Agricultural &amp; Industrial Edible Oils, S.A.U (hereinafter <b>BAIEO</b>) is the oil business unit that includes the national and international subsidiaries that carry out industrial activities dedicated to obtaining olive oil, seed oils and Modena vinegar, refining, processing and packaging, and marketing to the B2B channel. Borges International Group controls 100% of the shareholding of BAIEO. However, in some subsidiaries it has local partners with minority stakes.</p>	<p>We produce, process, bottle and market olive oil, seed oil and Modena vinegar in the B2B channel for customer companies that market our oils under their brands and for industrial companies that use our products as ingredients in their products.</p>

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**OUR BRANDS: FROM THE MEDITERRANEAN TO THE WORLD**

GRI 2-6

Through our products, we offer consumers around the world delicious ways to enjoy Mediterranean Life & Quality. Along this line, we develop, innovate and expand our range of products to offer our consumer community solutions and foods that contribute to their health and well-being, anticipating the needs of society and contributing to promoting changes and positive impacts. We have an architecture of commercial brands that present a combination of the global Borges brand, local brands and specialised brands.

As a global brand, Borges is present in most of the countries in which the Group operates, as a leader in the sector thanks to its quality and innovation. Meanwhile, local brands provide proximity and knowledge of specific markets, adapting the value of the Mediterranean diet to the characteristics of each one, both in consumer preferences and in aspects of a cultural, economic and social nature.

**How do our brands and products stand out?**

- International leadership of the sector.
- Commitment to the business project with responsible and sustainable development.
- Growth and continuous research to offer new products and healthy solutions.
- Prestige and recognised quality in products and processes.
- Constant fulfilment of customer and consumer expectations.

With a firm commitment to responsible sourcing throughout our supply chain and a clear commitment to sustainable development in our business plan, we market **olive oils, vegetable oils, textured oils, vinegars, nuts and dried fruits, vegetable drinks, olives, pickles, pasta, sauces and products in all kinds of formats.**

**During the last financial year, we marketed our products in more than 100 countries, maintaining us as international leaders in our sector.**

**Group brands**



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LOCATION OF OPERATIONS

GRI 2-11



**6** Production centres in 2 countries (Spain and Italy)

At Group level, as of 31 May, we have 6 production centres in 2 countries:



**Factories**

**Division and location**

**Oils division**

Borges Agricultural & Industrial Edible Oils (BAIEO)	Oils division (Spain)
Capricho Andaluz	Oils division (Spain)
Ortalli	Oils division (Italy)

**Nuts division<sup>6</sup>**

Borges Agricultural & Industrial Nuts (BAIN) – B-1	Nuts division (Spain)
Borges Agricultural & Industrial Nuts (BAIN) – B-2	Nuts division (Spain)
Borges Agricultural & Industrial Nuts (BAIN) - Altura	Nuts division (Spain)

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6 Throughout this report, BAIN's corporate indicators report includes the production centres of BAIN B-1, BAIN B-2 (Reus) and BAIN Altura (Castellón).



12

Offices in 8 countries<sup>7</sup>

In addition to the production centres, we market our products through a network of 12 offices spread over 8 countries: Spain, France, Italy, Russia, China, India, Singapore and the United States.



Offices	Location
Borges Agricultural & Industrial Edible Oils (BAIEO)	Spain
Borges Agricultural & Industrial Nuts (BAIN) – B-1	
Borges Agricultural & Industrial Nuts (BAIN) – B-2	
Capricho Andaluz	
Borges Tramier	France
Ortalli	Italy
OOO ITLV	Russia
BMG Foods Shanghai	China
Borges India Private	India
Borges Asia Pte.	Singapore
Borges National USA	United States
Borges USA	

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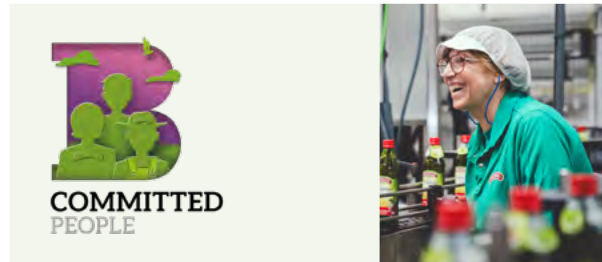
### 3.2. STRATEGIC APPROACH

As a food company, our goal is to work to give all people access to healthy and sustainable food that is good for people in terms of health and well-being for the planet and territories. Among our commitments is our will to lead an agricultural and food sector that promotes a model of sustainable production and consumption, while ensuring production and efficiency over time.

The CSR Strategic Plan is the tool that allows us to advance towards the mission and vision of the company. It has been prepared following the principles of our **Sustainability Policy** and based on the results of the dialogue with our stakeholders through the materiality analysis<sup>8</sup>. It is structured on three pillars: **Responsible Procurement**, **Committed People** and **Healthy and Sustainable Products**. Each of them covers the different phases and processes of our value chain and with objectives that will allow us to evaluate our performance.



If we take a closer look at this plan, we can see the main challenges and strategic lines on which the plan is developed, which in turn respond to the three ESG areas, **Environmental** (responsible sourcing, processes and operations), **Social** (supply chain, health, nutrition, people and society), and **Governance**. Borges International Group's strategy is also aligned with other policies such as the Farm to Fork strategy, presented in May 2020 by the European Union, within the framework of the New Green Deal, which aims to accelerate the transition to a sustainable food system.



8 See results of the dual materiality analysis in chapter 3.3. Materiality analysis.

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### Responsible Procurement

It encompasses the management of the agricultural phase and the collaboration with suppliers of the raw materials, finished product and external services with the aim of guaranteeing that raw materials are purchased and supplied under sustainable criteria.

- Make agriculture compatible with the preservation of biodiversity.
- Reduce impacts on the supply chain.
- Assess the supplier companies based on ESG criteria.
- Define, disseminate and comply with codes of conduct and sustainable procurement policies.



#### Strategic goals

#### Strategic pillars and challenges

#### Strategic lines

### Responsible Sourcing

We want to contribute to our supply chain's sustainable development by preserving biodiversity and reducing environmental impact through responsible agriculture.

- ✓ Responsible agriculture, adaptation and mitigation of climate change
- ✓ Responsible supply chain

- Preservation of biodiversity
- Management of natural resources (soil, water and energy)
- Circular economy and waste management
- Supply chain management and responsible procurement

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### Committed People

This cross-cutting strategic block covers the management of the company's most human and social aspects, encompassing our relationships with our employees and collaborators, our people, shareholders and our communities. We guarantee our professionals' well-being and development and ensure equality, diversity and fair working conditions while contributing to the development of the communities where we work, as we understand that sustainable development is only possible through collaboration with our stakeholders.

- **Defend Human Rights throughout our value chain.**
- **Ensure quality, decent, inclusive and safe employment.**
- **Strengthen internal and external communication through channels and communications.**
- **Generate a positive social impact and contribute to community development.**
- **Integrate ethics and good conduct in decision-making.**



#### Strategic goals

#### Strategic pillars and challenges

#### Strategic lines

### Committed People

We want to generate a positive social impact in our community and guarantee our people's well-being and development.

- ✓ Talent management and human capital
- ✓ Territory, community and impact on society
- ✓ Governance in the organisation.

- Worker health and safety
- Professional development
- Working conditions and reconciliation
- Equality and occupational inclusion
- Social impact and community
- Fostering of Human Rights
- Business ethics and respect for regulations and Compliance.

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### Healthy and Sustainable Products

We are responsible for promoting a healthy lifestyle through our products, which must be sustainable from their recyclability to their nutritional benefits. We manage both the nutritional and healthy policy of the products as well as their preparation and processing in our production centres, our environmental, energy or waste management.

- Continuously apply nutritional improvements to our products and promote good eating habits through them.
- Go from a linear to a circular view of production.
- Reduce the environmental impact and footprint associated with our processes and products.
- Reduce food waste throughout the value chain.



#### Strategic goals

#### Strategic pillars and challenges

#### Strategic lines

### Healthy and Sustainable Products

We want to offer a healthy and sustainable diet through our products, continuously improving processes and promoting their nutritional benefits.

- ✓ Decarbonisation and reduction of CO2 emissions
- ✓ Waste management and zero waste
- ✓ Sustainable packaging
- ✓ Health and nutrition in products

- Nutrition and healthy eating habits
- Improvements in products with sustainable attributes (packaging, etc.)
- Management of resources in industry
- Transition and energy efficiency
- Circular economy, waste management and by-product reuse
- Food waste

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3.2.1. CONTRIBUTION TO AGENDA 2030

In line with our commitment to carry out our activity in a responsible manner, we have identified those Sustainable Development Goals of the Agenda 2030 on which we have a greater impact and can therefore make a larger contribution:



**SDG 8** covers the different actions we carry out to guarantee our professionals' well-being, working from respect for labour rights, and ensuring compliance with Human Rights throughout our value chain, and thus we can move forward towards fair, sustainable and inclusive growth.



**SDG 12** leads us to manage our entire value chain, from the production of raw materials on our farms or the relationship with our supply chain, to the transportation, logistics, manufacturing, and commercialisation of our products as well as the innovation and design of new launches, under criteria of sustainability and considering their impact.



**SDG 17** is more than an objective; it is the method to achieve the remaining SDGs. It is the attitude and the way in which we must develop our activity, creating alliances and with our stakeholders. We are aware that without the collaboration of all economic and social agents, the rest of the SDGs will not be achieved.

Although these are the three main SDGs that define our strategy, indirectly we also play an active role in achieving most goals strongly related to our activity, for example, through SDG 15 (Life on land ecosystems), to which we contribute through plans of preserving biodiversity, and SDG 7 (Affordable and non-polluting energy), with the use of renewable energy in our production centres and activities. This report details the contribution made to each of them.



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**Guia d'autoavaluació  
per a l'assoliment dels  
Objectius de Desenvolupament  
Sostenible (ODS) a les empreses  
agroalimentàries de Catalunya**





### 3.3. MATERIALITY ANALYSIS

GRI 3-1, 3-2

To know the expectations, needs and interests of our stakeholders, we make periodic materiality analyses. This participatory process allows us to identify relevant issues resulting from our activity and to prioritise the identified impacts.

Specifically, during the financial year 2022-23 we updated the materiality analysis considering the guidelines of the European Financial Reporting Advisory Group (EFRAG) and the Global Reporting Initiative (GRI).

A total of 36 material topics were assessed in the preparation, considering stakeholder surveys and internally identified risks. The results were also considered of a participatory session attended by people with a high degree of responsibility in the organisation, in which potentially relevant issues for the company from a financial perspective were assessed.

The global risk analysis also considered the World Economic Forum's 2023 Report, as well as the Risk Horizon tool, which identifies risks according to the sector in which the Group operates and the countries in which it does business.

The materiality analysis consists of two main elements:

- **Financial materiality:** the negative or positive effect that the environment has or may have on the company's economic value.
- **Impact materiality:** the negative or positive effect that the company has or may have on environmental, social and economic aspects, contributing to sustainable development.



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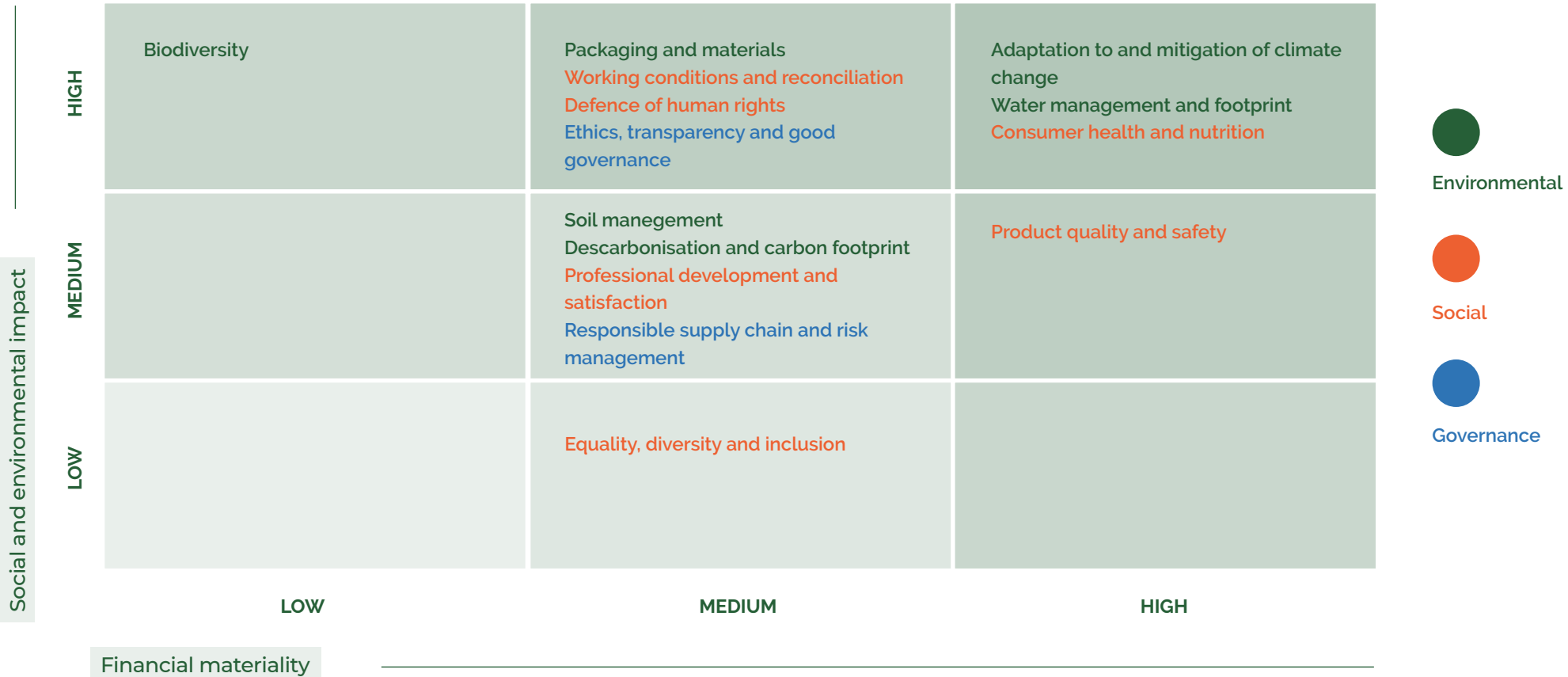
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The result is the following materiality matrix:



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Relation of the different material topics with the strategic pillars described in this report:

### Responsible Sourcing

- » Biodiversity
- » Adaptation to and mitigation of climate change
- » Water management and footprint
- » Soil management
- » Responsible supply chain and risk management



### Committed People

- » Working conditions and reconciliation
- » Professional development and satisfaction
- » Equality, diversity and inclusion
- » Defence of human rights
- » Ethics, transparency and good governance



### Healthy and Sustainable Products

- » Adaptation to and mitigation of climate change
- » Water management and footprint
- » Decarbonisation and carbon footprint
- » Packaging and materials
- » Product quality and safety
- » Consumer health and nutrition



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A woman in a warehouse or store aisle is pointing at a shelf of boxes. Another woman is looking at her. The scene is overlaid with a semi-transparent green filter. The text "Committed people: Human capital and commitment to society" is written in large white letters across the center.

**Committed  
people: Human  
capital and  
commitment to  
society**



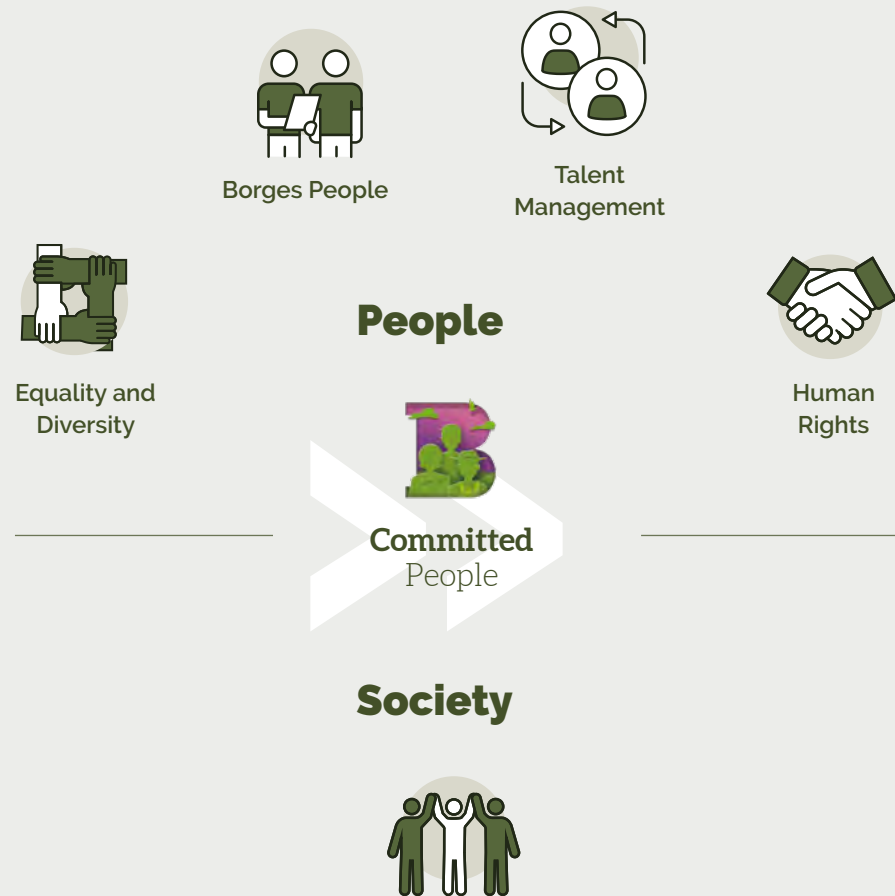


## 4. Committed people: human capital and commitment to society

GRI 3-3

The people who make up Borges International Group's international team, the communities and the society where we operate are one of our strategic pillars. Our work is focused on fostering the socio-economic development of these communities and creating quality jobs, putting the well-being and development of our staff at the centre and always ensuring equality, diversity and fair working conditions.

This block intrinsically affects the other pillars of Borges's strategy, since it conditions the way in which we also relate to our environment and with our stakeholders.



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RELEVANT FACTS OF THE 2024-25 FINANCIAL YEAR ON PEOPLE AND SOCIETY:



Talent management and human capital



- ✔ We continue to promote development through the BEAM Programme by launching new calls for higher-level internal training courses.
- ✔ We have launched new on-line training courses for employees focused on equality, cybersecurity, and digital disconnection.



Equality and diversity



- ✔ The first annual report on the LGTBQ+ Diversity Plan has been produced, marking a decisive step towards assessing progress and strengthening the organisation's commitment to diversity and inclusion.



Well-being



- ✔ Community health initiatives in Borges with healthy breakfasts for staff, and reaffirmation of the commitment to the Banco de Sang i Teixits de Catalunya (Catalan Blood and Tissue Bank) by promoting the 17th "Red Day" for blood donation.
- ✔ We have signed new sports agreements in the locations where our main production centres are located. Likewise, a psychological support service has been introduced as part of our commitment to emotional well-being and comprehensive support.



Territory, community and impact on society



- ✔ We have been awarded the *Impulsa Cultura* Seal by the Fundació Catalunya Cultura for our active commitment to promoting and supporting culture and in recognition of Lleida's Social and Solidarity Action.
- ✔ We received more than 45,000 visits from families, schools and customers since the first year of activity of Mas de Colom - Casa Borges, where we offer activities related to healthy eating and the environment, among others.

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4.1. BORGES PEOPLE

BIG's human and social capital is essential for us, so we work daily to guarantee their well-being and development. With this aim, we ensure equality, diversity, conciliation, human rights and the achievement of fair working conditions. In doing this, we develop policies and initiatives that promote our staff's professional development.



WORKFORCE STRUCTURE

GRI 2-7, 3-3

Our team consists of **999 professionals<sup>9</sup>** spread across 7 countries. These are professionals with an average age of 45 and an average term in the company of 12 years. We have 45% women and 55% men, worldwide.

**We are a diverse and committed team with a solid track record that reflects experience, stability and balance between generations and genders.**

At Borges International Group we foster quality employment and stable contracting. In fact, 96% of our staff have permanent or indefinite contracts. Temporary contracts account for 4% and have remained stable in recent years.



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<sup>9</sup> All the workforce figures presented in this report consider the company's own staff and internees (not temporary agency staff), are global in scope and at the end of the financial year (31/05/2025), except those table duly indicated as annual averages.



GRI 2-7

2024-25

Nuestras cifras

Number of employees, by sex \*

**2024-25**  
999 professionals

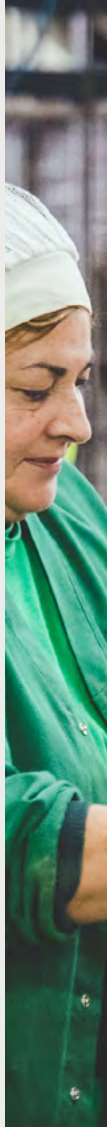
**448 / 45%**  
Women

**551 / 55%**  
Men

**2023-24**  
999 professionals

**440 / 44%**  
Women

**559 / 56%**  
Men



Number of employees, by country \*

**2024-25**  
999 professionals

**860** **55** **33**  
Spain India France

**22** **19** **7**  
Italy United States Russia

**3** **0**  
China Brazil

**2023-24**  
999 professionals

**855** **55** **34**  
Spain India France

**22** **21** **8**  
Italy United States Russia

**2** **2**  
China Brazil



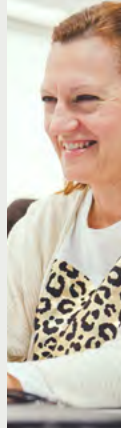
Number of employees, by professional category \*

**2024-25**  
999 professionals

**77** **393** **529**  
Management Sales and administrative Operational staff

**2023-24**  
999 professionals

**73** **392** **534**  
Management Sales and administrative Operational staff



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\* as of 31/05/2025



**RETRIBUTION POLICY**

GRI 3-3, 2-19, 202-1

We work to offer a living wage to all our staff. In this way we generate shared value together with our professionals and ensure conditions of stability and long-term economic sustainability. Our employees are paid on agreement, which also contemplates flexible pay and variable pay according to professional positions and categories to always maintain the Group's different professional positions in line with the market value.



**PAY BENEFITS FOR BORGES PEOPLE:**



- Option to choose how to receive one's annual salary to adapt it to personal and family needs.
- Nursery vouchers to pay for child education centres for workers' children between 0 and 3 years of age.
- Health insurance.
- Restaurant tickets.
- Pension plans.

\* Benefits by country

We participate each year in the state remuneration study carried out by CEINSA, a consultancy firm specialising in human resources, and through which we adjust our internal remuneration policies to make them more equitable and competitive in relation to the market.

**This year, we implemented a new employment agreement for all members of BAIN.**

This year, we highlight the implementation of a new employment agreement for all company staff in BAIN. The new agreement provides a clearer view of professional categories, in line with the company's principle of equality. In turn, it improves the personal leave that workers can take, in line with our principle of promoting employability and work-life balance.

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## 4.2. SAFE AND HEALTHY ENVIRONMENT

GRI 2-1, 3-3, 403-10

The promotion of the health, safety and well-being of our people is an essential condition in the development of our business activity. We have an **Occupational Risk Prevention Policy** that establishes the duty to ensure the health and safety of our team, and which encompasses all the activities of the company and all its hierarchical levels.

### Commitments and principles Prevention of the Occupational Risk Prevention Policy:

- To comply with applicable legislation.
- To provide safe and healthy working conditions.
- To involve all company personnel.
- To encourage participation.
- To promote the continuous improvement of the ORP management system.
- To plan prevention.
- To adapt the job to the person.
- To train workers.
- To bear in mind the evolution of the technique.



The organisation's preventive culture is integrated, at the operational level, through BIG's Occupational Risk Prevention Management System (ORPMS), which is based on continuous improvement and is constantly updated in terms of procedures and instructions. Through the management inherent to the system itself, we ensure the training of our staff members against the risks of their activity, preventing the identified risks and their impact as far as possible.

The Occupational Risk Prevention Management System (ORPMS) of BAIN (Reus) and BAIEO (Tàrrrega) is certified according to the **ISO 45001<sup>19</sup>** standard, which currently covers 59% of the total workforce of the Group. The ORPMS of the rest of the Spanish companies is not certified, although the same management procedures that are applied in certified companies are contemplated, shared and implemented. The specific methodologies, procedures, instructions and audit processes of the ORPMS are included in the Occupational Risk Prevention Management Manual.

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**OUTSTANDING ACTIONS IN HEALTH AND SAFETY IN THE 2024-25 FINANCIAL YEAR:**

- Advancement at the level of machine safety (RD1215/97) and systems of consignment and blocking.
- Training of new H&S Officers (basic training in Prevention 50 hours).
- ISO 45001 recertification (valid until 2028).
- Preparation of the Capricho Andaluz centre for ISO 45001 certification in 2026.
- Increased integration of ORP/Safety at the Operations level.
- Progress in terms of safety with regard to pallet storage racks.
- Improvements to the facilities with the aim of minimising the risk arising from the concurrence of pedestrians and lifting equipment.
- Updating of Emergency and Self-Protection Plans.
- Improvements in the management of work in confined spaces (access to tanks).
- Incorporation of automatic palletising robots at several end-of-line points.
- Improvements in laboratory safety (fume hoods, specialised cabinets for storing chemicals, updating of instructions and refresher training for analysts and technical staff).
- Improvements in terms of exposure to high temperatures.
- Implementation of an action plan derived from the latest psychosocial assessment of the workforce carried out in 2024.
- Preparation of an action plan for the internal Borges Takes Care of You programme (workforce health and well-being).
- Implementation of improvements to lighting in the facilities.
- Implementation of improvements in fire protection (automatic detection systems, automatic sprinkler network, pump unit, sirens, etc.).
- Installation of collective fall protection equipment (lifelines).



Our main production centres hold the ISO 45001 certification, which guarantees proper management of occupational health and safety.



**WE HAVE LAUNCHED PPE VENDING:**

Ensuring easy and constant access to personal protective equipment (PPE) is essential for maintaining a safe working environment. As part of our preventive safety initiatives, this year we installed automatic dispensers for personal protective equipment at our industrial facilities. To ensure that our team has 24/7 access to the PPE they need, when they need it. This measure reinforces our commitment to a strong culture of prevention, which we regularly promote through campaigns to encourage health and safety at work among our teams.



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GRI 403-2, 403-3

BIG's preventive activity is organised through the Occupational Risk Prevention Area, part of the Human Resources Department and reporting directly to the HR Department and the General Management. In addition to the Occupational Risk Prevention area itself, we have an external Occupational Risk Prevention Service contracted for each Group work centre, covering all specialities (safety at work, industrial hygiene, ergonomics and psychosociology, and occupational medicine/health surveillance).

In this way, the Spanish subsidiaries have the capacity to self-manage in preventive matters, in cooperation with the external occupational risk prevention services and following the corporate guidelines established at Group level.

External contracted/subcontracted personnel are managed through a computer platform, developing the corresponding coordination of the business activities according to current regulations (RD 171/2004). This computer support is today installed in the main productive centres.

We also have a procedure for the identification of hazards, risk assessment and determination of controls<sup>11</sup> which, aligned with current regulations and the requirements according to ISO 45001, includes the methodology and criteria that we apply in identifying hazards and assessing possible risks. Once detected and evaluated, we propose the corresponding corrective actions with the competent departments and maintaining their traceability. All this with the aim of carrying out preventive work and implementing the necessary measures to minimise the risk of accidents.



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11 Scope of the BAIEO and BAIN procedure (59% of the workforce).



GRI 403-1, 403-4, 403-5

To guarantee that the workforce takes part in queries and communications related to occupational health and safety, we have a Health and Safety Committee in the main work centre in Spain (BAIN and BAIEO). This Committee is composed of equal numbers of male and female representatives, as established by the regulations, and has a schedule of regular quarterly meetings.

Regarding our other subsidiaries, in the remaining production centres we have representatives elected by the workers to channel suggestions, requests or queries. Similarly, there is direct communication on health and safety questions between the managers of each centre and the staff.



**FUNCTIONS OF THE HEALTH AND SAFETY COMMITTEES:**

- It actively participates in the development of the company's preventive management.
- It promotes initiatives and proposals for improvement on methods and procedures to effectively prevent possible risks in the workplace and their evolution.
- It collaborates in the analysis of the damage caused to the health or physical integrity of the workforce, assessing its causes and proposing appropriate preventive measures.



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**TRAINING IN HEALTH AND SAFETY**

GRI 403-5

With the aim of guaranteeing the training of the entire workforce regarding the general and specific functions to be performed by job position, the training needs identified in each department are recorded each year and the corresponding training actions are proposed. These actions are added to the periodic regulatory refresher sessions and those contemplated in preventive planning, all of which make up the annual Training Plan.



**Among others, the Training Plan includes actions such as:**

- Specific job training (article 19 of Law 31/1995) aimed mainly at new recruits.
- Training in first aid and emergency/self-protection plan.
- Training and designation of prevention agents (specific basic level training in Risk Prevention 50 hours).
- Specific training aimed at maintenance personnel: consignment, work in confined spaces, work at height, etc.
- Specific training in firefighting.
- Specific training in the use of lifting equipment (elevator platforms, forklifts, stackers and pallet trucks).



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Our main production centres hold the ISO 45001 certification, which guarantees proper management of occupational health and safety.



WELL-BEING

GRI 403-6

>> **We have signed new collaboration agreements with sports centres in the towns where our main production centres are located, Reus and Tàrrega.**

Since 2011, we have had an internal healthy company programme called **"Borges te cuida"** (Borges Cares for You), a nutrition and health programme aimed at our staff. The aim of this programme is to encourage and promote health, well-being and healthy habits among our Borges People through actions and activities focused on nutrition, physical activity and sport.

This year, we completed collaboration agreements with various sports centres in our areas. In Reus, an agreement was reached with the municipal centre "Reus Esport i Lleure", and in Tàrrega with the

"Centro Deportivo Sant Jordi". Both offer **benefits and discounts for using the gym**, with the possibility of attending scheduled activities and additional physical health services.

Borges continues reinforcing its commitment to community health and against food waste by promoting healthy breakfasts for its staff, with fruit sourced from national farmers. This initiative has been implemented in the centres in Tàrrega, Reus, Altura, Capricho and Mas de Colom. With this, we have for now rescued 480 kg of fruit.

We also carry out activities such as the Borges's Red Day, a blood donation marathon open to the entire workforce, with the participation of 75 workers, who donated more than 33 litres of blood in the mobile units set up for the occasion, from which up to 200 needed people will be able to benefit.

We also have in-house preventive physiotherapy services, specific ergonomic training, postural education sessions and workshops, and on-site medical care services.



As part of the same programme, and as an occupational health and safety measure, a **psychological support service** has been introduced. This telephone service provides all workers with access to a team of professionals in different areas, including emotional well-being, family, work, and healthy habits.

All these actions reflect the company's ongoing commitment to well-being and solidarity, both internally and within the community.

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### 4.3. TRAINING AND PROFESSIONAL DEVELOPMENT

GRI 3-3, 404-2 a)

We provide the necessary means to accompany our staff in their professional development, in expanding their knowledge and skills, while working at the same time to increase their commitment to the organisation. All of this is contemplated in the company's Training Policy. The objectives of this policy include the definition of the methodology used to detect and meet the training needs of the staff, to define the phases of the process and the participants and to assess the effectiveness of said actions.

In this sense, we also promote Career and Training Plans, with which we give our team the necessary skills and abilities to achieve both our business goals and the personal and professional development of each of our professionals. These goals are conveyed through the Borges International Group Annual Training Plan.<sup>12</sup>



#### THE BEAM PROGRAMME, DESIGNED TO ENCOURAGE INTERNAL DEVELOPMENT AND PROMOTION:



In 2021, BAIEO launched the BEAM (Borges Experience & Abilities Management) Programme, an internal training programme aimed at the staff and given by employees, with the aim of transferring the knowledge accumulated in the company and sharing the experience of the people who have been with Borges for the longest time.

The BEAM programme consists of annual training courses in a variety of subjects, which employees on the shop floor can attend voluntarily. If they pass the programme, they have the possibility to move up to a higher job category when a vacancy becomes available.

This programme makes it possible to standardise knowledge, so everyone can get the same training, regardless of the area of work or the trainers they have when they start working and, on the other hand, it improves worker training to help them do their work in the best possible way and develop within the company.

Since the start of the project, **234 people** have been trained and **1,679 hours of training** have been put into this initiative, which aims to attract and retain talent, increase flexibility and promote the professional development of the Borges People. This year the Programme has been updated by opening new calls for higher level trainings.

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<sup>12</sup> Scope of the Plan among the staff of BAIN, BAIEO, BBF, BIG, PFH and BAIN Mas de Colom (76% of all). The rest of the companies have their own training planning.



**Other outstanding training actions in the 2024-25 financial year:**

- Annual training was provided at factory level in food safety, hygiene and good practices, compliance, ORP and environmental management. It also includes awareness-raising on Equality and on the anti-harassment protocol for operational staff.
- Actions aimed at the quality team, aimed at giving updated information on various topics focused on food safety and quality, as well as current regulations, food safety ISO 22000:2018, IFS V7, HACCP system, Halal development and the labelling of food products. Also courses on applied AI in marketing and others on management and process improvement focused on the continuous improvement of production plants.
- Training for the performance of entry-level functions for production staff (50 hours on-line training).
- We would also highlight this year's awareness-raising against moral and sexual harassment, with training adapted to the new legal regulations and focused on Works Councils and to managers of the different companies in person, extending it on-line to the rest of the staff.
- Language training (English, French, Italian and German) to promote our organisation's international development and presence. Implementation of language courses from beginners to advanced level.

Finally, we can highlight a new range of training courses available through the Moodle platform for all employees, focusing on equality, cybersecurity, digital disconnection, and time management. A key opportunity to reinforce commitment to a safe, respectful and digitally secure working environment.

**ATTRACTION AND RETENTION OF TALENT**

GRI 3-3

Our Contracting and Dismissal Policy establishes the procedures to be followed in the specific field of labour relations, both for new staff and contract terminations. In terms of attracting talent, we promote Dual Training programmes and internships at many levels of training, which allow students to make the transition to the jobs market, and to bring in people who are at the beginning of their working lives.

Our commitment to contracting recent graduates and people over 45 also shows BIG's commitment to equal opportunities and the promotion of employability without age discrimination. One of our objectives is to reduce the gap between academic training and professional training by promoting the incorporation of young students into the working world through internship agreements and collaboration with different universities and promoting Dual Training with schools in the area. In FY 2024-25, a total of 9 students from centres close to our main facilities participated in the programme. We also participate in various job fairs, such as the University Employment Fair in Lleida

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(UdL), the 2nd Meeting for Professional Guidance and Job Opportunities FEE-URV of the Rovira i Virgili University (URV) and the Youth Employment Fair in Reus, among others, with the aim of promoting young talent from the area.



Participation in university conferences.



Attendance at the Espais d'Acció Collectiva event dedicated to the food industry, organized by IMFE Mas Carandell - Reus City Council, with the aim of sharing the needs of companies in the sector in terms of employment, training and talent acquisition.

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**Since 2015, we have been members of the Dual Vocational Training Alliance Pact, and we were one of the first companies in the country to implement it.**

Since 2007, we have also had an Operation Training School programme, a project that boosts the recruitment of young people who have recently graduated from university in the fields of Business Administration and Management, Economics or Engineering, by offering them a career plan with a mentor so that they are capable of leading the Group's future business projects.

As a result of this commitment and with the aim of sharing our project with talented young people, this year we took part in forums and projects such as the Vocational Training Fair "Camins de FP 2025", which aired the professionalised training offer of the Camp de Tarragona; in panels and forums such as the "Tour del Talento", organised by AECOC and the Princess of Girona Foundation in Lleida, where we presented cases of successful internal promotions with students who started in the company under our Dual Training, and the Histories of Life project supported by the Training Department of the Catalan Government, which connected volunteers from companies with students to share their professional, academic and personal experience in the working world.

In addition, and with a view to bringing more people at risk of social exclusion into the jobs market, we promote initiatives aimed at improving the employability of certain groups and guaranteeing equal opportunities through collaboration agreements with the Catalonia Employment Service (SOC), participation in the Employment Forum, the Youth Guarantee Programme and by contracting people over 45 years of age. In this financial year, we collaborated with Mas Carandell, an employment, training and regional development service in Reus, with a job-search guidance session.

In addition, to welcome the new Borges People, we have a Reception Plan that includes initial training on our corporate culture, specific training for each job position, training on occupational risk prevention, as well as internal communication channels and a batch of company products, among others.

At the employability level, internal staff promotion is also encouraged, with the internal announcement of all open selection processes in all areas where the company operates.

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4.4. EQUALITY, DIVERSITY AND INCLUSION

GRI 3-3

We strive to guarantee equal opportunities and promote diversity among the people who make up our workforce. We ensure our competitive edge through teams made up of people from diverse backgrounds, experiences and perspectives, thereby combating all forms of discrimination based on nationality, religion, gender, age or sexual orientation, or any other cause or reason. We have a diverse team, made up of professionals from 32 nationalities, with 45% women.

>> **We maintain the company's 4th Equality and Non-Discrimination Plan through our actions, following the established objectives.**

We have an Equality Commission, which is the body responsible for monitoring, disseminating and evaluating the Plan, for ensuring the commitment to non-discrimination within any action derived from the entire workforce, and for participating in the legal representation of the workforce in case of doubts, inquiries or possible complaints.

Just as last year, BAIN and BAIEO have renewed the Equality in Business Badge (DIE) granted by the Ministry of Equality and the Women's Institute since 2010, which recognises the development of Equality policies between women and men in the workplace and promotes the exchange of good practices among companies.

We also renewed our commitment to the Diversity Charter in Spain, which since 2012 has reaffirmed compliance with current regulations on equality and our commitment to diversity within the values and day-to-day management of the company.

EQUALITY IN THE WORKFORCE

GRI 3-3, 405-2

We work daily to achieve equal treatment and opportunities between different groups (value of plurality and diversity) and thus avoid any type of discrimination (for reasons of gender, belief, inclinations, origin, abilities, etc.) in the business field and to contribute, through our commitment, to progress towards equal opportunities.

Our fourth Equality and Non-Discrimination Plan<sup>13</sup>, drawn up this year, is the cornerstone for the elimination of any type of inequality and discrimination within our organisation and includes objectives in terms of gender perspective, functional diversity and social exclusion. The new requirements of Royal Decree 907/2020 of 13 October, which regulates company equality plans, were considered in its preparation, and the LGTBIQ+ group was included in the Plan's scope.

13 Scope in BAIEO and BAIN (59% of the payroll at year-end).

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During this financial year, in terms of internal and external dissemination and participation channels, we highlight the different awareness-raising actions for all staff throughout the year with commemorative days,

publications in the internal magazine, awareness-raising content in the Welcome Plans and participation in talks, among others.

GRI 406-1



**INTERNAL TOOLS TO HELP PROMOTE EQUALITY AND DIVERSITY:**

- We have a Non-Sexist Language Guide, which is included in the staff Welcome Manual. This guide aims to raise awareness and give our professionals tools for correct written and oral communication, which allows us to use neutral and inclusive language in all our communications.
- We implement an Internal Guide to Interviews Without Biases, which aims to guarantee equal staff selection processes, thus avoiding any type of discrimination and/or unconscious biases; we publish neutral job offers and we participate in the Anonymous Curriculum Programme (CVA), which promotes the implementation of depersonalised selection processes to avoid biases in staff selection or professional promotion processes.
- We have an Internal Promotion Protocol to guarantee equality in job promotions, avoiding discrimination by age, origin, etc.
- Competency selection training. Competency-based selection management allows us to identify the skills of the people required for each job position through a quantifiable and objectively measurable profile.

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**We have developed our first annual report on the LGTBIQ+ Plan: a firm step towards diversity and inclusion.**

Once more this year we updated our **Protocol for the prevention of and action against moral/psychological, sexual and gender-based harassment**, which applies to all Group staff and which has been approved by trade union representatives. This protocol compiles the basic recommendations for the prevention of situations of harassment in any of its forms and establishes the necessary action guidelines in case of suspicion. As mentioned in the chapter on training, during this financial year we have started training to raise awareness and adapt to the new Protocol that follows the new legal regulations, focusing on Works Councils, Steering Committees and managers of the different companies, which will be transferred to the workforce in the next financial year 2024-25.

The 1st Report on the LGTBIQ+ Diversity Management Plan was also developed, a decisive step towards evaluating progress.

**DIVERSITY**

GRI 3-3, 405-1. b)

To promote a plural and diverse workforce, we also have the integration of people with functional diversity within the company<sup>14</sup>. In this sense, we maintain our commitment and collaboration with different entities and foundations in the territory. We are part of the Network of Partner Companies of the *Alba Futur Association*, and we collaborate with *Ilunion*, the ASPROS Foundation and *Taller Baix Camp*, which work for the social inclusion of people of different abilities, either through the direct contracting of people or through service outsourcing. We also make labour enclaves in the facilities with the aim of autonomously integrating people with different abilities in the labour market and enhancing their skills and aptitudes.

14 Currently there are 9 women and 11 men with functional diversity in the entire Group workforce, which amounts to 2% of the workforce in Spain.

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**Awareness campaigns on the International Day of Persons with Disabilities**

On the International Day of Persons with Disabilities, Borges reaffirms its commitment to diversity, equality and inclusion. For this reason, together with the Adecco Foundation, we are running an awareness campaign in our workplaces, with the aim of experiencing first-hand what it is like to live with some kind of disability in the workplace. Through an immersive virtual reality circuit, we had the opportunity for a few minutes to experience what it is like

to work with hearing or visual impairments or with an autism spectrum disorder, for example, and see what that entails. The initiative allowed us to empathise and thereby better understand different realities, highlighting the importance of raising awareness and creating more inclusive environments for everyone in our daily lives.



#### 4.5. CONCILIATION AND ORGANISATION OF WORK

GRI 3-3, 401-3

We approach the management of the Borges People with the utmost respect and consideration for their personal and family life and for this reason we, work to achieve the highest levels of well-being among our staff. The organisation of working hours varies according to the professional category and specific functions of the staff. It is also organised favouring reconciliation through measures of organisational flexibility.

**We continue maintaining and promoting hybrid teleworking as a measure to improve our staff's work-life balance**



### 2024-25: Committed People >>

Regarding work disconnection, the company establishes a digital disconnection criterion for cases in which the submission of a communication is not strictly necessary. In this regard, wherever possible, staff and management send communications during working hours, and the company will take measures to avoid computer fatigue. This commitment is set out in the company's **Digital Disconnection Policy**, which outlines the measures relating to the exercise of the right to disconnect, which expressly involves disconnecting digital devices. This policy was sent and communicated to employees during the financial year, together with the training course. The teams also received on-line training on this policy.



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The proactive management of the reconciliation of work, personal and family life has numerous benefits for our staff. With the aim of increasing their personal and professional well-being, ensuring a beneficial work environment and complying with current legislation in this area, we offer our team the following measures, beyond what is established by law<sup>15</sup>:

We have extensive experience in the field of conciliation. Proof of this is that in 2015 we received the Flexible Company Award in the Large Company category. This award, granted by CVA and the Ministry of Health, recognised work-life balance policies.

In addition to the reconciliation measures mentioned, we offer our team social benefits such as discounts for the purchase of company products through physical sales locations in the workplace or draws for show tickets for specific cultural and sporting activities, as well as offers in language schools.

Furthermore, this financial year saw the launch of the *Club Borges Benefits*. A new application available to all employees and their families, offering them discounts and benefits for being part of the business group. These fall into different categories, such as: health, insurance, technology, training, beauty and sport, family and children, among others.

Within the framework of conciliation and family ties, once more this year we held the Day of the Little Borges People, an activity we have been doing for 15 years for staff children with whom ties are reinforced and conciliation is attended to. We started with a healthy breakfast of fruit, bread with extra virgin olive oil and nuts, and during the day, we organised a treasure hunt with a giant board game that taught the little ones about healthy habits and foods, and led them to discover a treasure hidden in the corners of the farm and of the Mas de Colom – Casa Borges space.



**CONCILIATION MEASURES**

- Flexible hours (starting and leaving work) for staff not attached to rotating shifts, in order to consolidate the work-life balance.
- Intensive day every Friday of the year and on the eves of certain public holidays for structural personnel.
- Flexible hours during the lunch break for administrative and technical staff.
- Hybrid telecommuting for administrative and technical staff.
- Deadline for the start of meetings, to prevent them from lingering in the afternoons.
- Leave to accompany direct relatives on medical visits.
- Extension of maternity leave beyond what is established by law.

15 Measures applicable to personnel in Spain (90% of the payroll).

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Little People Day at Borges is a fun day with the children of employees, celebrated for 15 years.

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4.6. SOCIAL COMMITMENT

GRI 3-3, 2-29, 201-1, 203-1 b), 413-1

SOCIAL ACTION

Intrinsic to our corporate culture, at BIG we work in order to generate a positive impact on the society around us. To this end, we give support to a multitude of initiatives and projects of entities, associations, foundations, sports clubs, schools, institutions and local organisations at a global level, which reinforce those values with which BIG identifies.

Through various forms of collaboration (such as donation of products, financial contributions or as organising or collaborating partners), we work together with these organisations with the aim of strengthening their projects and, as a result, to bring value to the communities in which we operate.

From the area of corporate strategy, many proposals are evaluated each year, and agreements are established with those that promote values that we share as a company. At the heart of these shared values are:

- The promotion of a **healthy lifestyle**: which includes prominently health promotion projects and projects that encourage physical activity and sport.
- The promotion of **local culture and traditions**: such as patron saint festivals, activities of cultural organisations and those neighbourhood associations.
- Support for **social and environmental initiatives**: to help the most disadvantaged people or those with special needs, and to preserve the ecosystems we inhabit.

All of this in line with the Group's global corporate strategy, which, under the slogan '**Committed by nature**', focuses on generating direct benefits for people and the planet.



**We work to generate a positive impact on society by supporting initiatives that promote the Group's values. Mainly related to health promotion, culture, sport and social inclusion.**

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**WHAT DO WE DO TO GENERATE A POSITIVE SOCIAL IMPACT?**



- We contribute to community development by promoting healthy lifestyle and eating habits in the countries where we are present.
- We collaborate with local entities to promote culture, sports and health in the areas where we carry out our activity.
- We support initiatives of educational institutions that promote values such as health or the practice of physical activity and sport.
- We create alliances with strategic sectors of the business, social and cultural world to generate value and activate the economy of the territories where we work in an egalitarian way.
- We contribute to the employment of groups at risk of social exclusion.
- We involve ourselves and our network (suppliers, employees, customers, etc.) in initiatives with a positive impact on the territory close to their area of work.

**OUR IMPACT**



**199 entities**  
with which Borges International Group has collaborated on a global scale



**182.241€**  
earmarked for partnerships and sponsorships



**168.706€**  
of product donated to food banks



**295.854 €**  
Value contributions to foundations and non-profit organisation



**350.948 €**  
Investment in collaborations, sponsorships and donations linked to promotion health, culture, sport and social initiatives



**33.994 €**  
earmarked for social projects

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**SPORT, HEALTH, CULTURE AND SOCIAL INCLUSION:  
SPONSORSHIP AND PARTNERSHIP**

In accordance with our strategy of positive social impact, together with initiatives and entities we promote a healthy lifestyle based on the Mediterranean diet and physical activity and sport. We also strive to add value to our society by involving ourselves in activities that promote the culture of the environments in which we work, and in initiatives that promote social inclusion and respect for the environment.

The main objective of this association is that our business activity might generate a positive impact on the community, not only in terms of economy or employment, but also on a social and cultural level, aware of the responsibility we have as an economic and also a social agent, to give back a small part of what society gives us.

The collaboration and sponsorship department prioritises actions that aim to generate social good for the community and organisations that operate in geographical areas close to the company's work centres.

**Impact on culture**



**54.550 €**

to finance cultural projects

**Impact on health**



**52.011 €**

added to health-related projects

**Impact on sport**



**41.686 €**

earmarked for sport-related initiatives



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Some examples of the actions we supported during the 2024 - 2025 financial year are:

- **Contributions to social entities that work to offer opportunities to people at risk or of social exclusion.** Among these, we highlight food donations to organisations such as the Banc dels Aliments Foundation (the food bank with whom we have worked for over 10 years), the Red Cross and Caritas in Spain, and Feed the Children and the Western Eagle Foundation in the United States.

We also collaborate on projects run by social organisations that help vulnerable people, such as the *Cuina Amiga* collective, which works to benefit the *El Menjador* soup kitchen; the *Taller Baix Camp* and the *Fundació ASPROS*, which work to care for people with intellectual disabilities or mental health issues, and local groups such as *Manos Unidas*, the Spanish Association Against Cancer and the Tàrrrega and Regional Alzheimer Association.

- **Collaborations with local entities and associations that promote culture and traditions.** Supporting culture and popular festivals is part of Borges's DNA, which is why we collaborate with organisations such as the *Institut Municipal Reus Cultura*, *Fira Tàrrrega*, the *Paupaterres* festival and the *Xiquets de Reus casteller* group. We similarly continue to support the most emblematic festivals in the cities where our main offices are located, such as the Festa Major de Reus or the Festa Major de Tàrrrega and the activity of neighbours' associations and popular culture.
- Furthermore, we collaborate with a multitude of **activities that promote healthy lifestyle habits through nutrition and physical exercise and sports.** In this sense, we are committed to local grassroots sport, which contributes to promoting values with which we identify, such as regular physical activity, healthy eating, respect, companionship and equality. For this reason, we have signed sponsorship agreements with various sports clubs, such as *CD Menciàna*, *Club Hoquei Tàrrrega* and *Fundació Futbol Base Reus*, which promote sport among children.

- During this year, Borges also carried out several initiatives in the **field of health**, in line with the Group's global mission, which is to "bring the Mediterranean lifestyle and quality products to everyone". Some of these, for example, are the donation line to the City of Hope centre in California, where cancer research is carried out, the Hole in the Wall Gang Camp for seriously ill children and their families, our collaboration with the Hospital Sant Joan of Reus to promote physical activity as a part of treatment, the *Associació de Diabètics de Catalunya* and the actions organised each year to raise funds with the support of employees for the *Asociación Española Contra el Cáncer (AECC)* and *La Marató de TV3*.

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IMPACT ON THE COMPANY

This year, BIG also continued to collaborate with the social entities to which it has long been committed, such as the *Alba Futur Foundation*, which helps people with disabilities and their families, of which we form part through its *Network of Partner Companies*, and the Red Cross, also as a partner company.

Support also continued to be given to various organisations that provide food to people in situations of social exclusion, such as the *Fundació Banc dels Aliments and Caritas* (in Spain), *Mid-Day Meals-Akshay Patra Foundation* (in India) and the *Western Eagle Foundation* (in the USA).

Furthermore, the Borges India subsidiary allocates 2% of its average net profit to activities that promote social development, maintain and improve a healthy and prosperous environment, contributing to the life of the communities where it operates. This year, various contributions were made to provide food and ensure hot meals for local children, and two projects focused on environmental protection were carried out in collaboration with the *Sankalp Taru Foundation*

(for reforestation and the promotion of biodiversity) and the *Indian Pollution Control Association* (to promote environmental practices at the individual, community and industrial levels).

In addition to these actions, initiatives have been carried out to promote dissemination and knowledge, such as the *Borges Extraordinary Prize for the best academic record in the Faculty of Economics and Business at the Rovira i Virgili University*, which implies an economic reward and an offer of work in the company, or collaboration on the *European Research Night*, organised by the same University, which promotes science among the general public.

On the other hand, it has collaborated with public entities such as the *Councils of Doña Mencía, Tàrrega Town Council, Vilagrassa Town Council, Guissona Town Council, Reus Town Council and the Reus Chamber of Commerce*, supporting various local initiatives, such as recreational activities for children, or popular sports activities, including the *Cursa de les Dones de Reus (Reus Women's Race)* and the *Cross Ciutat race in Tàrrega*.

**This year we've donated more than 69,510 kg of product to food banks and social organisations to contribute to the fight against hunger, including more than 15,000 litres of oil and extraordinary donations to those affected by the flash floods (DANA) in the Valencia community.**



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**WE HAVE RECEIVED THE RECOGNITION FOR SOCIAL AND SUPPORTIVE ACTION:**



Lleida City Council recognised 18 companies and social agents in the region who in 2024 contributed to significantly improving and changing situations of social exclusion. The Recognition of Social and Solidarity Action highlights the contribution made by the award winners in achieving a more empathetic, fairer society with greater opportunities, thanks to their collaboration and work alongside third social sector organisations.

This time it was the Banc dels Aliments de les Comarques de Lleida (Lleida County Food Bank) and the CaixaBank Volunteers Association of the Lleida Delegation who put Borges forward as a candidate, in recognition of its long history of collaboration. In this regard, Borges and Banc dels Aliments have maintained a constant relationship for more than a decade, through product donations and participation in projects against food waste.



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**TOGETHER WITH THE FUNDACIÓ CATALUNYA CULTURA, WE ORGANISED THE CONFERENCE «CULTURE AND BUSINESS: IMPACT AND TRANSFORMATION FOR THE FUTURE OF LLEIDA»**

With the aim of highlighting the strategic relationship between the cultural and business sectors as a driver of change, the Catalunya Cultura Foundation and Borges International Group organised a conference at Mas de Colom – Casa Borges that brought together institutional, business and cultural representatives to reflect on the potential of the culture-business partnership to transform and its capacity to generate economic and social opportunities in the regions.

The event featured two round tables attended by various representatives from the region's business, cultural and institutional sectors, which highlighted the importance of establishing shared collaborative synergies to add value to society.

Participants highly valued the creation of this meeting space, which served to recognise the cultural projects carried out in the regions of Lleida and the key support that companies provide to make them possible.



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MAS DE COLOM – CASA BORGES, A LINK WITH THE TERRITORY AND A SPACE FOR INFORMATION

Since its opening in 2022, we have received more than 45,000 visits from families, schools and customers at our Mas de Colom - Casa Borges centre where we have promoted activities throughout the year related to healthy eating, sport for health and programmes to raise awareness of the environment and biodiversity.

This is a renovated former convent of high cultural and historical value, dating from the early twentieth century, which has become the institutional headquarters of the Group and a space for dissemination, and which also strengthens the link with the country.

During this year, dozens of activities were carried out for all audiences, such as yoga sessions among olive trees, show-cooking workshops, guided tours with historical content, charity events, informative activities on the harvesting, processing and tasting of extra virgin olive oil, among others.



45.000

visits between families, schools and clients



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**BORGES**

**MASdeCOLOM**  
GRANJA BORGES



**ALLIANCES WITH THE SECTOR AND THE ENVIRONMENT**

GRI 2-28

Borges International Group and other Group companies are attached to different external initiatives related to the agrifood sector in order, among other aspects, to contribute to its sustainable and responsible development, to collaborate in its international expansion and to promote international cooperation in research and development projects.

- From the oils division, BAIEO, we belong to different associations and are also members of their executive committees such as ASOLIVA, which represents the export sector before the Spanish administration and the national and international organisations, associations and federations of which it is a member<sup>16</sup>, ANIERAC (National Association of Industrial Packers and Refiners of Edible Oils), ACORA (Almazaras Industriales de Córdoba Business Association), North American Olive Oil Association (NAOOA) to defend olive oil interests in the USA. We also collaborate

directly and indirectly with the intergovernmental International Olive Council (COI), which brings together the main olive oil and olive producer and consumer countries.

- Along the same lines, BAIN is part of Alendrave and of the International Nut and Dried Fruit Council (INC), an international organisation that brings together producers, distributors and consumers in the dried fruit trade sector.

Likewise, as a Group and from its beginnings, it is worth highlighting our constant participation in the Renowned Brands Forum, of which the main international Spanish sector leaders are part, and our adhesion in 2018 as patrons of the Company and Climate Foundation, which works to promote the fight against climate change among companies.



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<sup>16</sup> At the Spanish level, it represents the sector in different bodies and committees such as the Spanish Interprofessional Organisation of Olive Oil, the Sector Table of Olive Oil and Table Olives, and as a member of the Spanish Food and Drink Industry Federation - FIAB (attending meetings and work teams), among many others. At the international level, ASOLIVA is a member of the NAOOA (North American Olive Oil Association), AOOA (Australian Olive Oil Association), the Advisory Committee of the EU and the Advisory Committee of the IOC (International Olive Council), among many others.



**ATTENDANCE AT INDUSTRY EVENTS AND CONFERENCES**

This year, we have been actively participating in key events that reflect our commitment to sustainability, accessibility, training and talent development. We began with our participation in the B-Travel Show, where we shared how we work to make our experiences at Mas de Colom – Casa Borges accessible to all. We also attended the International Climate Action Congress and the meeting organised by the Centre for Climate Resilience and Eurecat, where we presented our strategies for reducing environmental impact and adapting to climate change.

We have also promoted young talent by participating in job fairs and career guidance days in collaboration with universities and schools. In the food sector, Borges Professional organises training courses and competitions such as “La Millor Coca de Sant Joan” (the best midsummer cake) to support professionals in the food industry. We also attended Expoliva2025, where we discussed the future of olive oil in emerging markets; and EuroFinance International 2024, reinforcing our presence in the field of financial management. This has been a year full of learning, collaborations and actions that reinforce our commitment to a responsible and sustainable business model.



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**XOCOLATA**

CERTIFICA QUE:

**GIL FORN DE PA**

Ha estat guardonat/da amb el premi a  
**LA MILLOR COCA DE SANT JOAN 2024**

MORETÓ ken mychef. S. y S. Café

Patronats Organitzadors

Barcelona, 31 maig 2024

Borges Professional supports chefs and pastry chefs in their pursuit of quality and sophistication in the 'La Millor Coca de Sant Joan' competition.



# **Responsible Procurement: engagement with the supply chain**

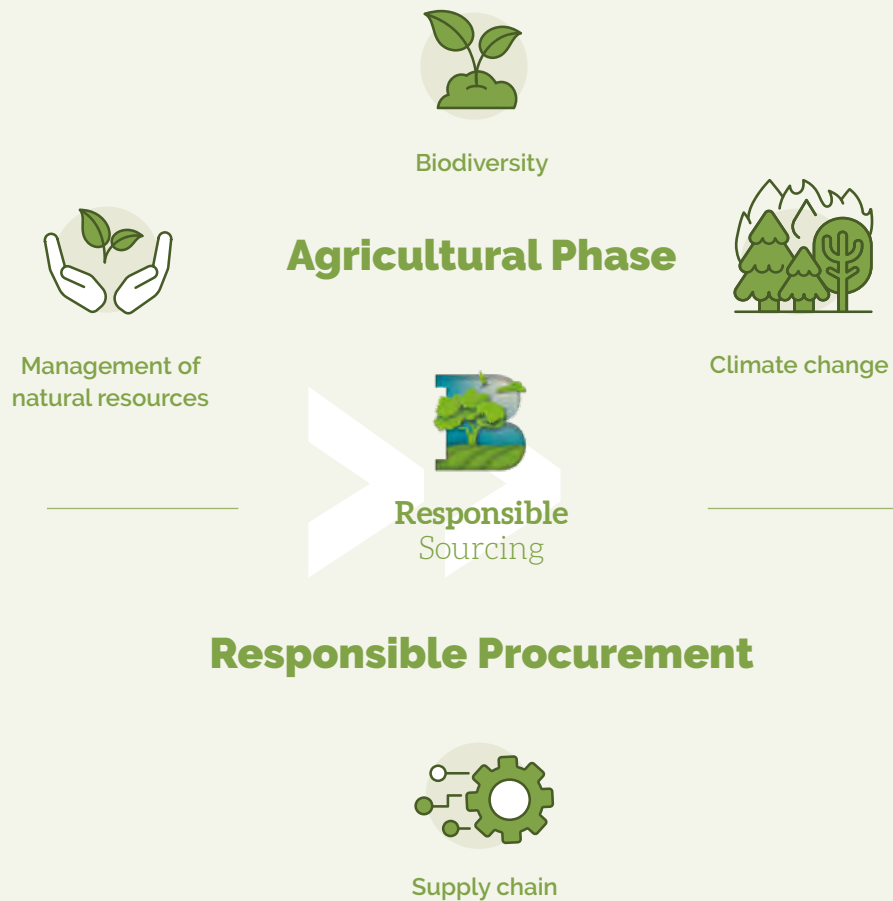


## 5. Responsible Procurement: engagement with the supply chain

GRI 3-3

One of our main objectives is to contribute to sustainable development through responsible management of our operations, while promoting collaboration with suppliers in the agricultural sector and other points of impact in the supply chain.

This commitment means having agrifood systems that take into account respect for biodiversity, the efficient use of natural resources, the promotion of the circular economy and the guarantee of sustainable supply.



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RELEVANT FACTS OF THE 24-25 FINANCIAL YEAR ON AGRICULTURE AND RESPONSIBLE PROCUREMENT:



### Responsible sourcing



- ✔ Update of the map of risks specifically associated with our supply chain linked to climate risks.
- ✔ Conducting of follow-up and initial audits of suppliers of raw materials and packaging, among others, to verify compliance with our standards.
- ✔ Definition of our Responsible Agriculture and Procurement manual.



### Biodiversity



- ✔ We implemented the second phase of the Biodiversity Plan at Mas de Colom based on monitoring the improvements and actions carried out in recent years.
- ✔ Renewal of Biosphere Certification for Mas de Colom – Casa Borges.



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**5.1. SUPPLY CHAIN MANAGEMENT**

GRI 2-23, 3-3, 2-6

BIG's environmental commitment is inherent to the nature of the company's business, which is why we carry out our activity with strict and respectful environmental treatment throughout the entire cycle and our value chain.

**COMMITMENT TO THE CHAIN AND SUPPLIERS**

Our aim is to process food through responsible practices that include soil regeneration and biodiversity while encouraging cooperation and collaboration in the chain. Over recent years, we have worked on defining commitments and evaluating the supply chain and different suppliers by requesting and assessing information and certifications (SMETA and Ecovadis, among others) through our own questionnaires and supplier approval platforms. Our objective is to implement a Procurement Policy that complements the environmental, ethical and compliance requirements we already demand from our suppliers before entering into a business relationship.

*"Suppliers should maintain a precautionary approach to the challenge of environmental protection, adopt methods that benefit greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies."*

*"In relations with contractors, suppliers or external collaborating companies, these principles shall be conveyed, and compliance shall be demanded with the environmental procedures and requirements applicable in each case and the means shall be provided for their correct fulfilment."*

*BIG Code of Ethics*



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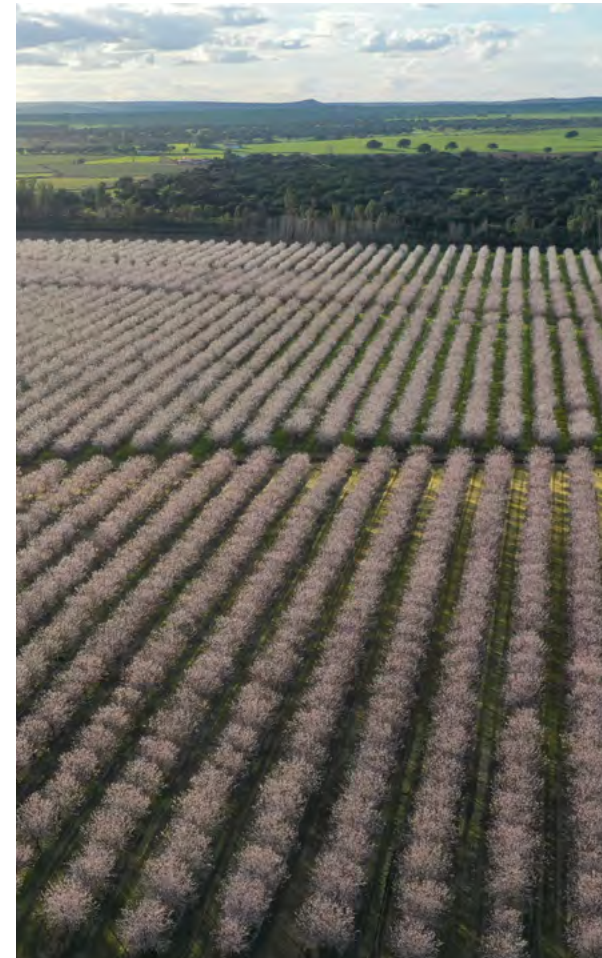
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## Responsible Sourcing

We also defined a Responsible Agriculture and Procurement Manual to be transferred to our supply chain. A manual based on the experience and plans developed on our BAIN Mas de Colom farm, the contents of which focus on presenting actions and measurements to evaluate the following blocks: nutrient management, soil management, phytosanitary management, semi-natural habitat management, water management, energy efficiency management, food waste management and a block that also covers the company's social dimension. All this with the aim of achieving a model that contributes to the following objectives:

- Aligning the farms we bring in with a model of responsible and sustainable agriculture over time.
- Minimising the risks and effects associated with climate change and contributing to its adaptation and mitigation.
- Regenerating soils and biodiversity.
- Reducing dependence on fossil fuels and non-renewable energy.
- Increasing carbon sequestration and absorption, as well as reducing CO2 emissions associated with the agricultural phase.
- Contributing to the sustainability of the agricultural sector for the coming years.



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**SUPPLY CHAIN MANAGEMENT**

GRI 204-1, 308-1, 308-2, 412-1

Our supply chain is made up of a broad network of supplier companies (of finished product, raw material and ingredients, containers and packaging) with whom we seek to forge long-term business relationships based on trust, transparency, and communication. This implies working together to reduce the negative impact in all processes, including management of natural resources, emissions, transport and respect for human rights, and thus to guarantee that the purchase and supply of raw materials are sustainable and comply with upright and ethical conduct.

The entire process of obtaining and/or supplying raw materials is carried out taking into account factors such as quality, traceability and other criteria that guarantee that the raw materials are produced, purchased and supplied sustainably and under the highest quality standards.

- Supply chain of the Nuts Division (BAIN): We have industrial plants for processing nuts and dried fruit.
- Supply chain of the Oil Division (BAIEO): We have three production units around the world, in key locations due to their proximity to production origins (Spain and Italy).

In this same sense, our main centres receive specific audits of customer codes of conduct every year, as well as international standards in matters of ethics (SMETA), environment and quality, which allow us to guarantee a responsible supply chain. We are also evaluated by platforms such as EcoVadis and others specific of customers.



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**SUPPLIER MANAGEMENT AND EVALUATION**

We manage our suppliers through a **Platform for Approval of Supplier Companies**, a document management tool that allows us to optimise and centralise the management of the company's supply chain, and thus be more efficient in purchasing and supply, and which provides us with more information on the traceability of our products. Every year, we register more companies on the platform and we develop new phases of implementation. Likewise, information is obtained on environmental, social and social responsibility issues and requirements.

We also evaluated the social and environmental risks based on the origin and type of product resulting from our supply chain. This provided us with a **risk map**, which contemplates the analysis of the following parameters, among others: Respect for Human Rights, Carbon Footprint, Water Footprint and Biodiversity.



**CLIMATE RISKS IN THE SUPPLY CHAIN**

During this year, an analysis was made of the climate risks that impact our business, describing and identifying risks linked to our raw materials and the procurement phase, such as:

- Risk of heat stress, temperature variability and heat waves
- Extreme weather events
- Water stress and droughts
- Heavy rainfall and flooding

Risks that directly impact production and/or crop losses, supply shortages and effects on the distribution and reception of raw materials, among others.

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**We include clauses relating to the knowledge and application of the Group's Code of Ethics and Criminal Compliance Policy in the Customer and Supplier Declaration.**

In parallel, the current management and control in the supply chain are supported by the following parameters:

- We include clauses related to the knowledge and application of the Code of Ethics of the Group and the **Code of Ethics** of the Group and the **Criminal Compliance Policy** through the **Declaration of Customers and Suppliers**, in which the suppliers declare their adherence and commit to behaving in a manner aligned with our business principles. The main supplier companies and contractors have signed these documents.
- We have specific clauses at the beginning of relations with logistics and transport providers related to specific points of impact and environmental progress.
- We promote collaborative projects to reduce environmental impact with suppliers, such as logistics. With them, less polluting fleet models have been introduced -such as LPG and LNG- and applying efficiency criteria in the routes to optimise the load.

**2024-25: Responsible Procurement**

- We ensured comprehensive quality control and traceability of our supply chain. The Food Safety systems and regulations (BRC, IFS, FSSC 22000, among others) our suppliers use are evaluated, always prioritising working with those certified with GFSI (Global Food Safety Initiative). Audits on suppliers of raw materials, ingredients and packaging material are established based on risk assessment. Furthermore, on-site audits are also carried out for those service providers that do not have GFSI. This year, we conducted follow-up audits and initial audits of new suppliers to ensure compliance with our standards.



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5.2. BIODIVERSITY

GRI 3-3, 304-2, 304-3

A few years ago, we started to take part in the Observatory of Agricultural Biodiversity, a project that sought to better understand the state of biodiversity in the agricultural environment in Spain and to monitor how some agricultural practices help to preserve it with methodologies such as direct observation, counting, nests and traps, etc.

After implementing the measures outlined in the Biodiversity Action Plan at our demonstration farm at Mas de Colom, this year we performed the second phase of the project to assess its progress and quantify the results. The project started in year 0 with an initial performance assessment using the Biodiversity Performance Tool, followed by the development of a specific tool to analyse farm sustainability. This tool enabled a Biodiversity Action Plan to be subsequently developed based on actions in the field leading to the project that it is today.

Following the implementation of the first phase of the project, the second phase of the plan was developed in 2024 to assess the results of the implemented actions and to update methodologies to include internationally required means of verification to validate biodiversity monitoring. These groups of methodologies quantify the percentage of improvement for biodiversity across the whole estate, which distinguishes them from other projects focused on environmental conservation. For implementation and evaluation, we rely on the experience and advice of Fundación Global Nature and Minuartia.

Moreover, for the third consecutive year, we renewed the **Biosphere Certificate** for the same farm, awarded by the Responsible Tourist Institute, which assesses more than 200 requirements and takes into account the organisation's impact on the various SDGs and respect for the environment, climate change, society and culture, among others.



**BIOSPHERE**  
SUSTAINABLE

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**WE IMPLEMENTED THE SECOND PHASE OF THE BIODIVERSITY PLAN AT MAS DE COLOM BASED ON MONITORING THE IMPROVEMENTS AND ACTIONS IMPLEMENTED IN RECENT YEARS.**

The project aimed to improve and monitor different groups of biodiversity at farm level while establishing robust and quantitative methodologies to measure progress. The implementation of the measures, which are relatively simple (low technical difficulty) and feasible (no particularly high economic costs), can be transferred and provide knowledge to other players in the chain, with the interest of strengthening the sector and generating a positive impact.



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# Healthy and Sustainable Products: product processing and management





## 6. Healthy and sustainable products: product processing and management

GRI 3-3

It is our responsibility to offer our customers and consumers the highest quality products, with nutritional benefits that contribute to a healthy and pleasant diet. This responsibility extends to product sustainability. Therefore, from production and processing to the marketing of all our products, we work to constantly innovate, not only in nutritional improvements, but also in packaging or formats that contribute, for example, to facilitating recycling.

In this section we will see information linked to both the nutritional policy on our products and the environmental policy in our operations.



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IMPORTANT FACTS OF FY24-25 ON HEALTH AND NUTRITION, PROCESSES AND OPERATIONS:

Health and nutrition



Healthy product definition matrix



>> Implementation of the healthy product definition matrix, in coordination with the NAOS strategy, extensive to all the companies and brands of the group to evaluate our portfolio and establish improvement measures.



Healthy improvements



>> We are expanding our “No Pesticide Residues” range in the French market with 3 new vinegar products, thereby reinforcing the commitment we started in 2021 to offer consumers more sustainable products.

>> New references of natural nuts in cocktail format (Crunchy and Gourmet), as part of the healthy products in Borges’s Natura roasted range.



Innovation



>> Roll-out of the range of nut creams in ice cream preparations and solutions for pastry and bakery professionals, consolidating the contribution of healthier solutions in our operations.



Sector presence



>> We have participated in dozens of international trade fairs and conferences, such as the World Olive Oil Exhibition, the HIP, the International Nut and Dried Fruit Council, Gulfood, SIAL, PLMA, among many others, with the aim of promoting our values and products.

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IMPORTANT FACTS OF FY24-25 ON HEALTH AND NUTRITION, PROCESSES AND OPERATIONS:

Processes and operations



**Transition and energy efficiency**



- >> Expansion of photovoltaic panels installed at our production centres with the aim of installing more than 2,100 solar panels.
- >> Supply of self-generated electricity at oil facilities, reducing purchased electricity by 57% compared to previous years.



**Decarbonisation and carbon footprint**



- >> We have achieved MITECO's "I calculate, I reduce" seal, recognising 4 consecutive years of reducing the organisation's carbon footprint in scope 1 and 2.



**Zero Waste**



- >> We renewed the Zero Waste certificate for all our main production centres, improving on previous years' scores and maintaining average values above 95% recovery.



**Packaging and materials**



- >> Capricho Andaluz renews the RETRAY label, improving on the high scores of previous years and thus certifying a circular economy model for single-dose capsules, including in the post-consumer phase.



**By-products and reuse**



- >> We are launching a new plant to extract lecithin, a by-product of seed oil with significant health benefits.

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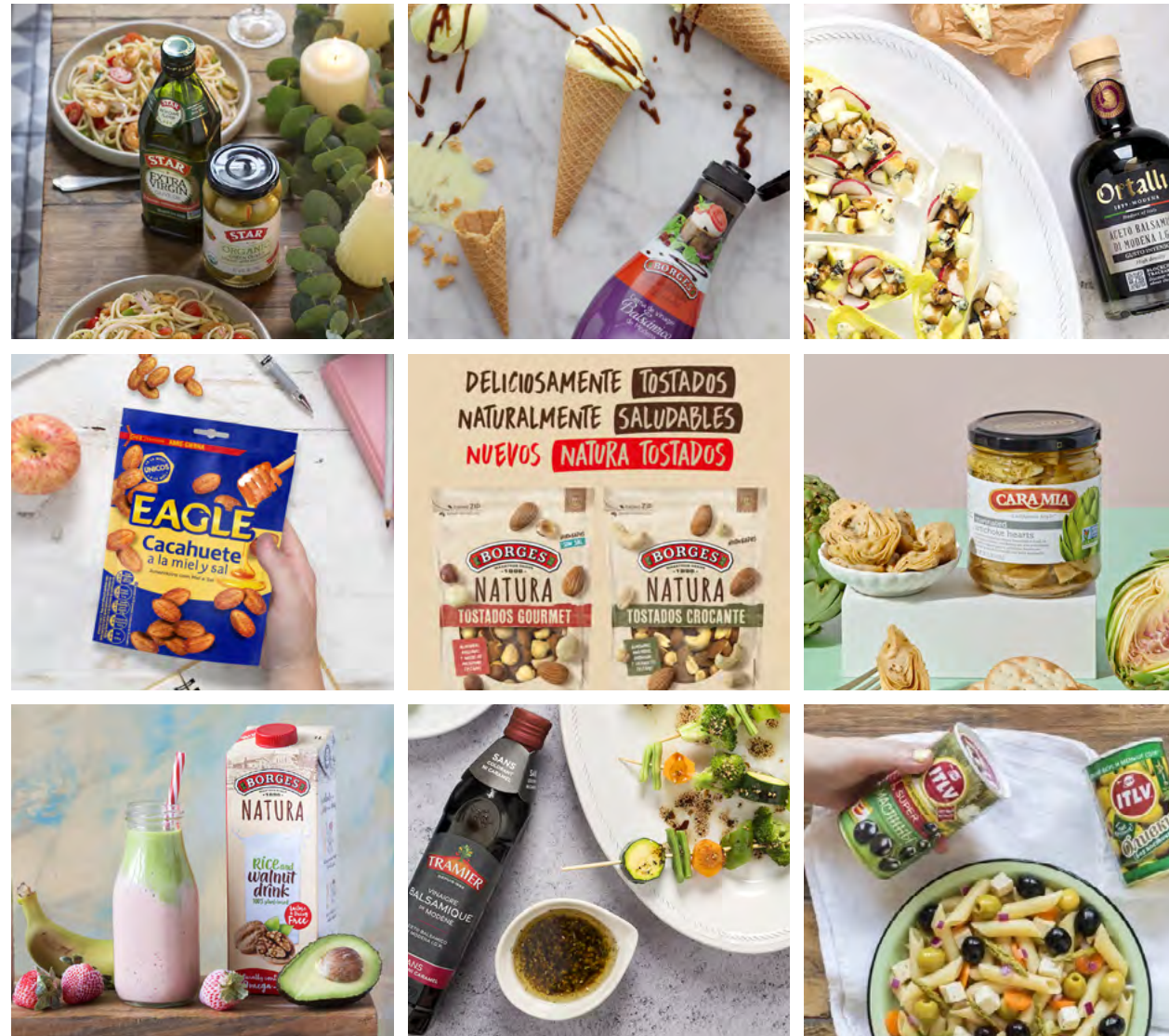
**6.1. INFORMATION ON ISSUES RELATED TO OUR PRODUCTS**

**6.1.1. BETTING ON HEALTH, NUTRITION AND HEALTHY PORTFOLIO**

GRI 3-3

We have always been characterised as producing products with healthy attributes, such as olive oil or nuts. In this sense, the products in our portfolio are key pillars of the Mediterranean diet. As a result, we start from an already healthy product base, so our aim is to offer even healthier versions of our own products.

**We work to develop new products that have a higher content of healthy fats and less salt compared with products in the same category.**



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**AT THE FOREFRONT OF HEALTHIER LIVING**

Always within the framework of a Mediterranean, healthy and pleasant diet, we continue to strengthen our range of healthy products with the aim of helping consumers lead an even healthier life. As a result, various intradepartmental lines and projects are being carried out with the aim of providing **healthier solutions within the categories** in which we operate, either by reformulating existing products or implementing lines launched in previous years.

In this financial year, we highlight the expansion of the "Sin residuos de pesticidas" (No Pesticide Residues) range in the French market with 3 new vinegar products, thus consolidating the commitment we began in 2021 to offer consumers more sustainable products, and the launch of new natural nuts in cocktail format, among others.

Also noteworthy in this area is Healthy & Solid Oil, a vegetable fat developed by Borges and alternative to the use of saturated fats, both for domestic consumption and for the food industry, and which substitutes other types of fats such as palm oil, dairy fats, hydrogenated fats and/or those of animal origin, and therefore a much healthier alternative. This product, established in the company since 2018, plays



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an essential role in the development of new products and formulas such as the range of nut creams launched last year, which offer a healthy alternative for sectors such as baking.

We thus continue to strengthen the B2B business line in line with the company's strategy, which focuses on incorporating innovative solutions and new business opportunities by marketing healthy and sustainable products.

In terms of new products, we would also highlight this year's partnership between Borges and Virginias, a leader in the sugar-free nougat and biscuit business. Both companies share a commitment to offering quality products, and this alliance will enable us to continue growing with new products under a clear focus on health.



### INTERNATIONAL PRESENCE IN THE SECTOR

In addition to our international presence in more than 100 countries, we actively participate in industry conferences and trade fairs every year through our extensive sales network, ensuring our presence and exporting our values worldwide. Some examples include participation in the International Nut and Dried Fruit Council, SIAL, PLMA Private Label Manufacturers Association, Food Ingredients, Gulfood and the HIP by Borges Professional; and in the FOODEx Japan and China International Import Export by Borges Asia, among others. Also participating as speakers at the World Olive Oil Exhibition 2025.



## 2024-25: Healthy and Sustainable Products >>



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6.1.2. COMMITMENT TO INNOVATION

Innovation is one of our strategic pillars to continue improving our products' nutritional benefits. We work in constant collaboration with technology centres, universities, testing laboratories and other companies in the sector under a system of collaborative innovation, which represents a new model of innovation in which the main value is collaboration between the different players.

With the NAOS Strategy guidelines as a reference, we continue to work on our roadmap to offer products with less salt, sugar and fat in order to promote healthy eating. Along these lines, we have the healthy products matrix, an internal tool that allows us to analyse and reinforce our offer to consumers in order to have products 100% aligned with these parameters in the coming years.

**We use the Borges healthy product matrix, which allows us to assess the status of our portfolio and set improvement measures.**



**HEALTHY PASTRIES: THE RANGE OF NUT CREAMS IDEAL FOR USE IN ICE CREAM**

After intensive work by our R&D department and in collaboration with leading figures in pastry and ice cream making such as Albert Roca, this year at Borges Professional we succeeded in incorporating nuts into ice cream recipes, thus providing new applications in the world of ice cream making and strengthening our range of nut creams.



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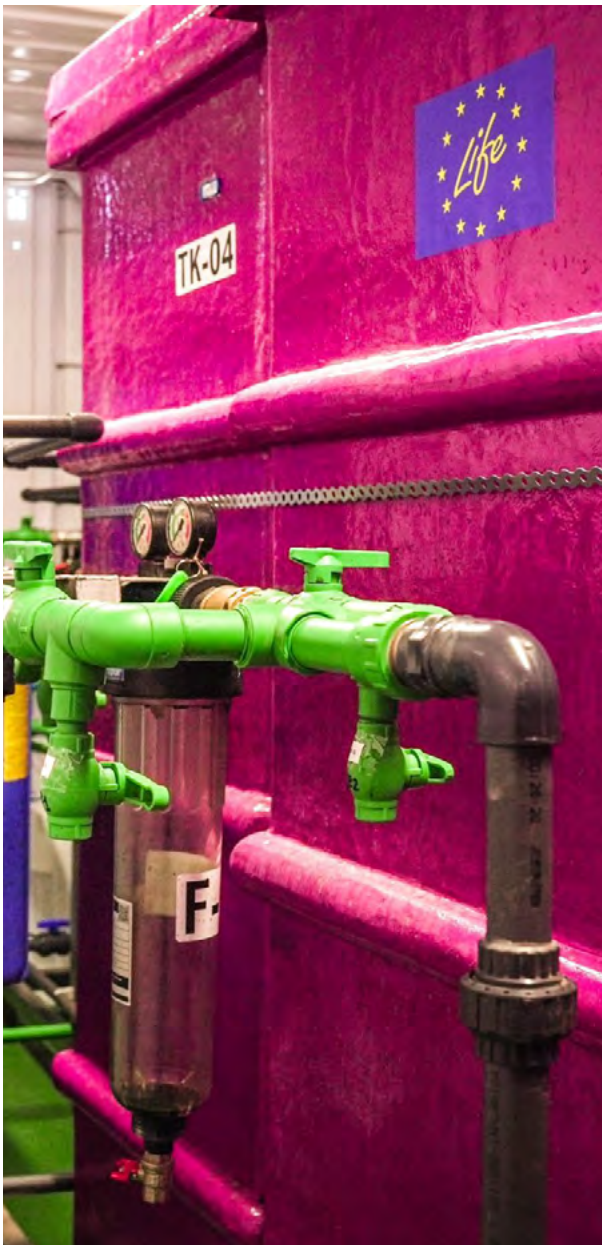
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We also invest in all production activity with innovative technological solutions, with projects such as the development of new, more sustainable industrial packaging, as well as the continuous reevaluation of by-products with the aim of also reducing the waste that may be derived from the production process by reincorporating them and studying new alternatives for the recovery of by-products within the chain.

During this financial year, we also highlight the launch of two new flavours of balsamic vinegar (basil and peach) and the introduction of a spray format as a result of our commitment to innovation in our most traditional products.

We also collaborate with different research centres and generate alliances with industries in the sector and the territory. Examples of this are the participation in the Foodtech & Nutrition Hub as an associate, an agri-food and business development centre working to improve competitiveness and foster the transition towards a more efficient and sustainable food system, or the participation in the European LIFE CYCLOPS project to validate a new process to recover polyphenols from waste from the oil industry, thus promoting the circular economy.

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Aceite de Oliva Virgen Extra  
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6.1.3. FOOD QUALITY AND SAFETY

GRI 3-3

We ensure compliance with the highest national and international standards in terms of our products' quality, food safety and traceability, from the origin of raw materials to marketing and the hands of our consumers.

Our **Food Quality and Safety Policy** defines our commitment to the quality of the products we produce and market, in accordance with the provisions of the consumer protection, health and food safety regulations.

**During this financial year, more than 45 audits were made between BAIEO and BAIN, mainly of customers and certifications (ISO 14001, IFS, BRC, AIB, Kosher, Halal, among others).**

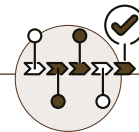
*"It is a right of our millions of consumers, and an obligation on our part that, in addition to our firm commitment to comply with legal and regulatory norms, we must constantly renew our commitment to ensure that all the products we package have been subjected to the most rigorous checks to ensure that they meet the highest standards of the food industry regarding food quality and safety, making harmless, legal and authentic products."*

*"Quality at Borges is a process of continuous improvement in all phases and activities, in which we must involve our suppliers."*

*Borges International Group Food Quality and Safety policy (2024)*



**SYSTEMS FOR COMPLIANCE WITH PRODUCT QUALITY**



- Certification of Quality Management and Food Safety Systems in our main business areas
- Implementation of Continuous Improvement Systems
- Continuous monitoring of our facilities
- Analysis of the critical points of the processes and quality controls of the products
- Regulatory inspections and fulfilment of applicable requirements

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GRI 416-1, 417-1

One hundred percent of the products we market are subject to continuous improvement processes and are assessed through internal and external audits, derived from the implemented certifications and quality and food safety management systems. In addition, we have Management Systems with certifications of international prestige, which ensure the highest standards of quality and food safety of our products and the exhaustive quality control and traceability of our entire supply chain.

To ensure compliance, we make the BIG Code of Ethics available to suppliers and, the supplier approval and evaluation procedures in place. These procedures can be found on the Supplier Approval Platform.

In this sense, we assess the systems and regulations available to our suppliers in terms of Food Safety (BRC, IFS, FSSC 22000, among others), always prioritising work with those certified with GFSI (Global Food Safety Initiative). Audits on suppliers of raw materials, ingredients and packaging material are established based on risk assessment. Furthermore, on-site audits are also carried out for those service providers that do not have GFSI.

We also reinforce internal training through the BEAM Programme, which gives us a continuous training system for all staff with the aim of increasing knowledge among the group's employees in terms of quality and food safety. We have also passed the UNE 15343 audit on recycled plastics.



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**We maintain high levels of certification such as BRC and IFS in our oils and nuts divisions, achieving an A+ and Higher-Level rating respectively for the second consecutive year, and we have expanded the range of products certified by International Sustainability and Carbon Certification (ISCC).**

BAIEO's laboratory is also certified by the International Olive Council (IOC) and the company is AEO certified to have its own Customs Department and C-TPAT, as a strategic customs-industry association to increase the security of goods traffic in the USA.



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#### 6.1.4. COMMUNICATION AND ATTENTION TO CONSUMERS

GRI 416-2, 418-1

#### PRESENCE IN NETWORKS AND BORGES COMMUNITY

We use the social networks as a channel of communication to interact and connect with the customers of our brands, and with society as a whole. The main publications shared by these networks include video recipes, content to highlight the attributes and benefits of different products and initiatives related to sustainability, among others.

Through our networks and local brands, we make an impact on consumers and clientele in various channels and in multiple countries around the world such as the United States, France and India, among others.

#### MONITORING AND BRAND POSITIONING LEADERS

We continuously monitor our presence in the digital environment. This analysis exercise is a very useful tool not only for acquiring a deeper understanding of our brand positioning in the digital environment and market trends, but also to support the review of our communication strategy in key markets. We also carry out regular positioning analyses in other international markets where we are present. The development of an annual Due Diligence has been planned to also analyse brand presence and market trends in the digital sphere in the main countries where we export.

At the end of 2024, we remained in the TOP 40 brands in the *Icarus d'Epsilon panel*, which assesses the market share and social media presence of almost 500 large consumer brands in Spain, improving market share and positions in the TikTok channel.

Furthermore, Borges holds 78th position in the ranking of the 300 most important companies in Spain in terms of digital attention share (DAI) generated by Epsilon together with the Spanish Marketing Association (AMKT). This time the scope of the study covered brands from ALL sectors (food, banking,

### 2024-25: Healthy and Sustainable Products >>

energy, etc.). Specifically, in one of the DAI measurement variables, Share of Conversation, we are among the top 20 of all Spanish brands.

The 2024 financial year also saw the consolidation of the development of due diligence to analyse brand presence and performance, as well as market trends in the digital sphere in other markets such as India (for the Borges brand), France (Tramier) and the USA (STAR).



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## 6.2. INFORMATION ON ENVIRONMENTAL ISSUES IN OUR OPERATIONS

### 6.2.1. ENVIRONMENTAL MANAGEMENT IN INDUSTRIAL PROCESSES

GRI 3-3

Factories at year-end	Location
<b>Oils division</b>	
Borges Agricultural & Industrial Edible Oils (BAIEO)	Spain
Capricho Andaluz	
Ortalli	Italy
<b>Nuts division</b>	
Borges Agricultural & Industrial Nuts (BAIN) - B-1	Spain
Borges Agricultural & Industrial Nuts (BAIN) - B-2	
Borges Agricultural & Industrial Nuts (BAIN) - Altura	

The factories of BAIEO and BAIN (B-1 and B-2) account for more than 98% of the group's total production.

Through our environmental management system, we constantly implement improvements that help us reduce our carbon footprint or optimise our packaging in environmental terms, without ever affecting our products' quality, food safety or nutritional properties.

Within our risk management system, we have identified three areas that directly affect the environmental management of operations and require the implementation of control mechanisms and measures presented below. These are: carbon footprint management, the use of plastics in packaging, and water, landfill and waste management.

In environmental matters, we offer ongoing awareness through various communication channels: newsletters, internal magazine, posters in common areas, and more. Along these same lines, whenever we implement a project, we ensure that we actively raise awareness and inform all our professionals about the environmental impact we expect to achieve.

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We have an **Environmental Policy**<sup>17</sup>, which includes the principles of our environmental commitment to consumers, general society and the natural environment:

- Providing information and training to apply procedures in each post to ensure the protection of the environment and the prevention of pollution.
- Measuring, evaluating and systematically controlling the implementation of environmental measures, to ensure their continuous improvement. In this regard, the company's carbon footprint is calculated, and its zero-waste commitment is certified for its main industrial centres.
- Encouraging supplier companies and subcontractors to adopt the same attitude and environmental principles as the Group, applicable to the goods and services used.
- Openly communicating the nature of the activities and progress made in the protection of the environment.
- Continuously improving the environmental management system as an essential element for improving environmental performance.

This policy forms the basis of our environmental management systems, certified according to **UNE-EN ISO 14001** for the production centres of BAIEO, BAIN and Capricho Andaluz. Under its guidelines, we periodically identify environmental aspects and assess their effects both in regular and emergency situations. We also prepare a SWOT analysis from which action plans are developed that set goals and distribute the necessary resources to enhance the detected improvements and prevent possible risks.

During the 2024-2025 financial year, investments were made in activities of the production process that have a direct or indirect associated environmental impact, continuing with the actions already implemented in previous years. These investments aim to improve energy efficiency, improve wastewater quality and reduce consumption, among other things.



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### We have UNE-EN ISO 14001 certification for the BAIEO, BAIN and Capricho Andaluz production centres.

#### SUSTAINABLE FINANCING AND PRODUCTION<sup>18</sup>

In 2020 Borges took out a green loan for 15.7 million euro, with conditions linked to the evolution of the environmental impact of its industrial production. With this financing, Borges for the first time incorporates a financial structure based on ESG (environmental, social and governance) sustainability criteria. The objectives are related to the management of waste and energy from the group's operations at the Borges Agricultural & Industrial Edible Oils plant.



Learn more about finance and sustainability with our Chief Financial Officer



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<sup>17</sup> The scope of the Environmental Policy is BAIEO and BAIN, the rest of the centres also copy the general principles defined in the policy and set by the Group's Management.



<sup>18</sup> The group has formalised two green loans in the last few years totalling 23 million euro and with KPIs linked to environmental improvements and reducing energy consumption and CO<sub>2</sub> emissions.



**ENVIRONMENTAL OBJECTIVES**

We also monitor the environmental objectives and KPIs defined in the Group's Sustainability Strategy and in the environmental management system (UNE-EN

ISO 14001), which at the same time represent actions against climate risks mentioned above and contribute to the company's decarbonisation objectives.

Environmental sustainability goals and targets	Actions and next steps	Impact
<p><b>&gt;&gt; Increase renewable sources, encourage self-consumption and reduce electricity consumption</b></p> 	<ul style="list-style-type: none"> <li>» The oil division is supplied with electricity generated in-house at the cogeneration plant, enabling the group as a whole to reduce its electricity purchases from the grid by more than 57% over the previous year.</li> <li>» Commencement of the installation of photovoltaic panels, which began last year in all production centres, with the aim of installing more than 2,100 solar panels.</li> <li>» We are in the process of completing LED lighting in factories and offices.</li> </ul>	<ul style="list-style-type: none"> <li>» Increase in self-consumption in the production process.</li> <li>» Reduction in electricity consumption in the coming years and expansion of photovoltaic panels.</li> <li>» 100% LED lighting.</li> </ul>
<p><b>&gt;&gt; Optimisation and reduction of energy consumption and control of fugitive emissions</b></p> 	<ul style="list-style-type: none"> <li>» Definition and implementation of projects to optimise thermal efficiency in steam circuits and modernisation of infrastructure with investments made that contribute to recovering energy in processes and avoiding losses or possible gas leaks, among others.</li> </ul>	<ul style="list-style-type: none"> <li>» Reduction and optimisation of energy consumption.</li> </ul>

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Environmental sustainability goals and targets	Actions and next steps	Impact
<p>&gt;&gt; <b>Water recovery in processes, reduction of water consumption and improvements in water management</b></p>  	<ul style="list-style-type: none"> <li>» The implementation of projects to recover clean water used in internal processes and reduce water consumption in the nuts division is under study. Actions to improve waste water conductivity are also continuously implemented in all centres.</li> </ul>	<ul style="list-style-type: none"> <li>» Reduction in water consumption in absolute terms.</li> </ul>
<p>&gt;&gt; <b>Electrification of machinery and elimination of fossil fuels</b></p>   	<ul style="list-style-type: none"> <li>» We have replaced forklift trucks with combustion engines with lithium batteries, and we are upgrading the internal fleet of vehicles with electrified alternatives.</li> </ul>	<ul style="list-style-type: none"> <li>» Savings of 15% in associated energy consumption and elimination of fossil fuels.</li> </ul>
<p>&gt;&gt; <b>Optimising waste and by-product management</b></p> 	<ul style="list-style-type: none"> <li>» Launch of a project for the extraction of lecithin, a by-product of seed oil with significant health benefits.</li> <li>» Obtaining Zero Waste certification for the main production centres, with the aim of continuing to implement measures to improve the level of certification across all facilities.</li> <li>» Implement improvements in the packaging materials used with the aim of improving the packaging recyclability.</li> </ul>	<ul style="list-style-type: none"> <li>» Reuse of by-products in the food industry.</li> <li>» Achievement of the highest level of certification on waste reuse (&gt;95%).</li> <li>» Improving packaging recyclability.</li> </ul>

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## 6.2.2. ADAPTATION, CLIMATE CHANGE MITIGATION AND DECARBONISATION

GRI 3-3, 201-2, 302-4

### CLIMATE CHANGE RISK MANAGEMENT

Borges's activity is directly related to the environment, nature and agriculture, and is naturally confronted with climate change, which could have negative effects on the of water, soil, biodiversity and ecosystem natural cycles, among others. Indeed, as the IPCC points out, all aspects of food security are potentially affected by climate change, including access, use and price stability. Climate change could therefore affect the activity of Borges, its suppliers and its customers, and could negatively impact on their results and financial situation.

Borges International Group has identified the following climate risks as having the greatest short- and medium-term impact on its activity:

- Lack of water resources in the river basins in areas of supply.
- Volatility and rising energy-related costs.
- Increased raw material costs due to extreme periods of drought in supply areas.
- Extreme weather events in regions of agricultural activity, such as floods or periods of frost.

One of the most obvious impacts of these factors is the increase in the price of raw materials like olive oil, as a result of the long period of droughts experienced, thus conditioning the supply and cost of raw materials. This inevitably has an impact on the company and its stakeholders, affecting the consumption of this product.

## 2024-25: Healthy and Sustainable Products >>

We also highlight regulatory impacts such as the plastic tax that came into force in 2024 and the increase in energy costs, such as natural gas.

We are also aware of the climate-related impacts of our activity, and we highlight the fact that we deal with products associated with a water footprint, as we have already mentioned in the section on agricultural management, the impact of emissions, dependence and the use of plastic in our products.



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## DECARBONISATION AND CARBON FOOTPRINT

One way to monitor and control these risks and impacts is by calculating our carbon footprint. In 2017, we began calculating our organisation's carbon footprint, and since then, we have expanded our partnerships and scope to obtain information on our direct and indirect impact. Furthermore, the calculation was made in accordance with ISO 14064, and scopes 1 and 2 were verified by the GHG Protocol.

In this last financial year, we have published and verified our emissions in the MITECO carbon footprint registry, and are one of the few large food companies to publish such a long-standing record. As a result, the last 4 three-year periods revealed a reduction for our scope 1 and 2.



**We achieved the MITECO "I calculate, I reduce" seal in recognition of 4 consecutive years of reducing our carbon footprint.**



## 2024-25: Healthy and Sustainable Products >>



Records from recent years<sup>19</sup>:

2017	I CALCULATE
2018	I CALCULATE
2019	I CALCULATE
2020	I CALCULATE, I REDUCE 6.63% of the average emission intensity in the three-year period 2018-2020 compared to the three-year period 2017-2019 (scope 1+2).
2021	I CALCULATE, I REDUCE 9.63 % of the average emission intensity in the three-year period 2019-2021 compared to the three-year period 2018-2020 (scope 1+2).
2022	I CALCULATE, I REDUCE 6.29 % of the average emission intensity in the three-year period 2020-2022 compared to the three-year period 2019-2021 (scope 1+2)..
2023	I CALCULATE, I REDUCE 3.11 % of the average emission intensity in the three-year period 2021-2023 compared to the three-year period 2020-2022 (scope 1+2).

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<sup>19</sup> The Group's register includes issues linked to Borges Agricultural & Industrial Edible Oils (BAIEO), Borges Agricultural & Industrial Nuts (BAIN), Borges Branded Foods (BBF) and Borges International Group (BIG).



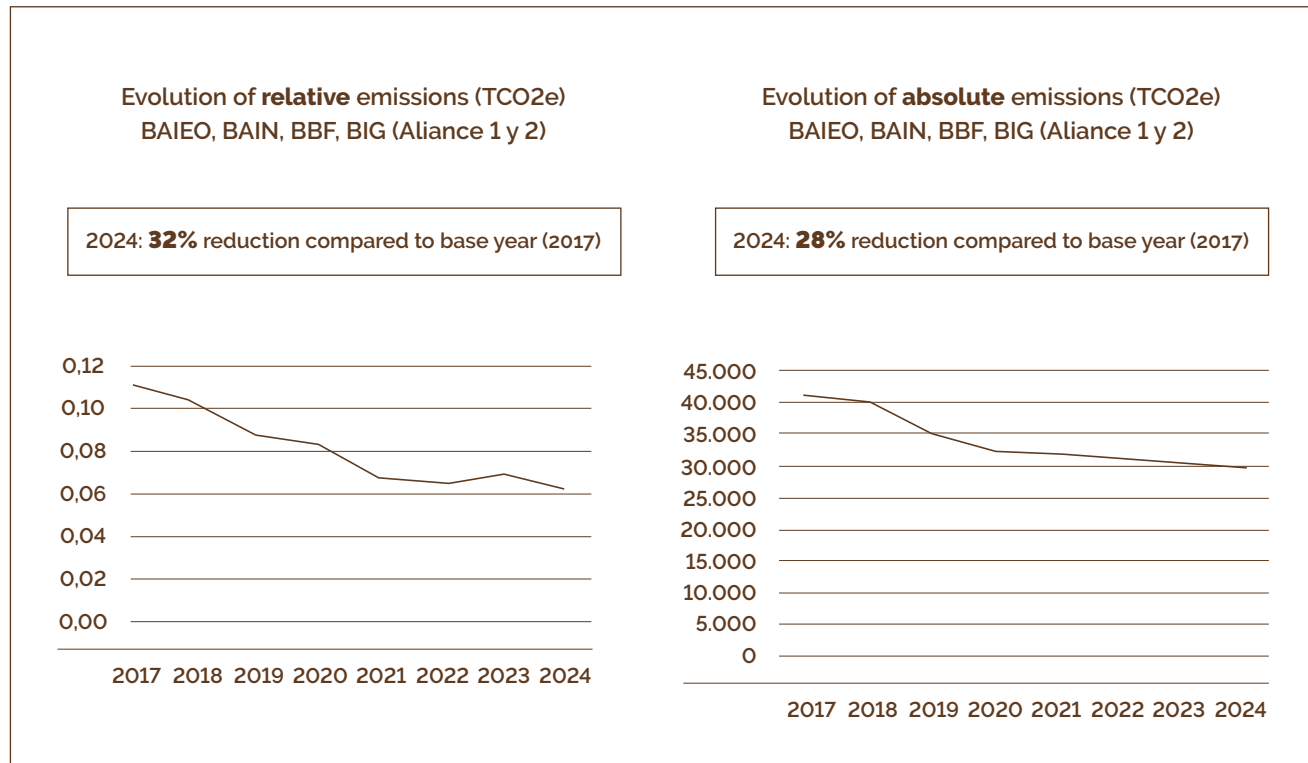
GRI 305-1, 305-2, 305-3, 305-5, 305-7

The GHG emissions for the year 2024<sup>20</sup> (calendar year) in absolute terms are shown below:

GHG emissions (tCO <sub>2</sub> eq)	2024	2023
Direct emissions	29.784	30.848
Indirect emissions <sup>21</sup>	1.566	1.505
<b>Total</b>	<b>31.350</b>	<b>32.353</b>
Corporate carbon footprint by source (tCO <sub>2</sub> eq)	2024	2023
Direct emissions (Scope 1)		
Combustion (biomass, stationary and mobile)	29.465	30.840
Fleeting emissions	319	8
Indirect emissions (Scope 2)		
Electricity	0	20
Indirect emissions (Scope 3)		
Indirect emissions (commercial transport, water and waste)	1.566	1.485



**28%**  
emissions reduction since 2017<sup>22</sup>



<sup>20</sup> The data correspond to the study carried out by the "Fundación Empresa y Clima" (calendar year 2024). GHG emission reporting is performed on a calendar year basis with annual conversion and reporting factors. Each year the calculation method is refined in its metrics, so significant deviations can be seen between years, especially in indirect emissions, derived from the calculation and the impact on transport and external logistics. Calculation made based on the Spanish standard UNE-EN ISO 14064-1:2018. It includes industrial and commercial companies in Spain, which account for practically 100% of the impact of all the group's activity. Scope industrial activity companies (Borges Agricultural & Industrial Edible Oils, Borges Agricultural & Industrial Nuts and Capricho Andaluz) and commercial or structural companies (Borges International Group and Borges Branded Foods).

<sup>21</sup> Indirect emissions include those from imported energy, business travel, water consumption and waste disposal. In previous years, the category of goods transport was reported, but at the time of writing this report, the calculation is being refined and it has been decided to omit it for the sake of comparability.

<sup>22</sup> Reduction on total GHG emissions in scope 1 and 2. Base year 2017 (t eq CO<sub>2</sub>), in BAIEO and BAIN. Base year 2017.

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## POTENTIALLY AVOIDED EMISSIONS

The organisation also identifies and reports those emissions potentially avoided. In total, over **9,000 tCO<sub>2</sub>eq** were recorded during the reporting period. Which represent the sum of.

# 9.000 tCO<sub>2</sub>eq avoided



### 239 tCO<sub>2</sub>eq

Use of biomass as an alternative to fossil fuels in combustion (olive pits or biomass husks) to generate the same amount of energy using another type of fuel such as natural gas.



### 1.266 tCO<sub>2</sub>eq

With current waste management (energy recovery, recycling or composting, among others).<sup>23</sup>



### 3.836 tCO<sub>2</sub>eq

High-efficiency cogeneration process, through the simultaneous and efficient production of electrical energy and useful heat, saving costs.



### 3.640 tCO<sub>2</sub>eq

Purchase of electricity with certificates of origin from renewable sources.



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## EMISSIONS MITIGATION AND REDUCTION PLAN

Measures already implemented in recent years that contribute to reducing emissions:

- » Elimination of the consumption of diesel C used in its heating system at the oil division's main site by 2020.
- » Taking out of a Guarantee of Origin contract for electricity from renewable energy sources.
- » Installation of electric vehicle charging points at the centres.
- » Replacement with LED lighting and lamps to reduce electricity consumption in offices and production plants.
- » Reduction of the risk of cooling gas emissions by improving monitoring and its control.
- » Promotion of virtual meetings to avoid travel.

Furthermore, after examining possible alternatives that could improve its energy and environmental efficiency, the company decides to complement the reduction plan with:

- » Installation of **photovoltaic panels** in the centres of the oil division (BAIEO and Capricho Andaluz) and nuts division (BAIN), increasing self-consumption in each centre. During this financial year, we accelerated the project to install photovoltaic panels at our production centres, with the aim of installing more than 2,100 solar panels. This will enable us to save energy costs and reduce emissions by the equivalent of 445 tonnes of CO<sub>2</sub>.
- » Study of the progressive reduction of emissions from fossil fuel combustion using biomass as an **alternative to other fossil fuels** used.
- » Substitution of leasing vehicles towards vehicles with **ECO label** and in some cases ZERO label.

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- » Improvement of the **thermal efficiency** of the installations in all centres. One example is at the BAIEO centre with the renovation of equipment and machinery, which will save 1,120 tonnes of CO<sub>2</sub> over the next few years and process optimisation to reduce the steam consumption of the extractor.
- » **Electrification of the internal forklift fleet** by eliminating the associated fossil fuel. The company is progressively replacing the forklift trucks to have the entire fleet electrified, which is now almost 100%.

During this financial year, we have begun to develop a **Sustainable Mobility Plan** for the group's employees with the aim of analysing the main impacts and synergies for reducing emissions linked to this category.



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6.2.3. TRANSITION AND ENERGY EFFICIENCY

GRI 3-3, 302-4

The BAIEO site, which has the highest energy consumption globally, has an **Energy Policy** (2022) that puts energy efficiency at the heart of our operations. In the rest of the centres, the basic criteria of the policy are applied, among which the following principles stand out:

- Providing information and training to apply procedures in each post to ensure the improvement of energy performance.
- Improving energy efficiency and reducing dependence on energy imports, reducing emissions and boosting employment and growth.
- Diversifying energy sources, mainly biomass, and taking advantage of the by-products of the facilities themselves to promote the circular economy.

- Promoting the use of renewable energy to reduce energy dependency and CO2 emissions.
- Promoting research in clean energy technologies with low carbon emissions, and prioritising research and innovation to promote the energy transition and competitiveness; and Supporting the acquisition of products and services, and the design of energy-efficient equipment, facilities and systems.

Furthermore, the management system of our production centre in BAIEO has had the **UNE-ISO 50001** certification since 2018, in line with the commitments we have adopted in energy matters.



During this financial year, we began to use cogeneration as an energy source for self-consumption, taking advantage of the simultaneous production of electricity and useful heat at our facilities, which contributes to improving energy efficiency and reducing associated emissions. This has led to a considerable reduction in the consumption of purchased electricity. It also increases energy from renewable sources such as installed photovoltaic panels.

In terms of energy efficiency, the organisation's total energy consumption, without discounting exported energy, fell 13% over the previous year, thereby increasing its efficiency.

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**WE SUPPLY OURSELVES WITH SELF-GENERATED ELECTRICITY AT THE OIL DIVISION'S FACILITIES, REDUCING PURCHASED ELECTRICITY BY 57% COMPARED TO PREVIOUS YEARS**

Since April, we have been consuming the electricity generated in our cogeneration process. This means that, in this financial year, only 15% of the electricity consumed by BAIEO (the main energy consumer) comes from the grid. In other words, the organisation generates 85% of the electricity it requires for its activities at its facilities.

Although self-generated electricity is not directly reflected in emissions accounting, its impact is significant: we have reduced grid consumption, contributed to the decarbonisation of the national electricity mix and avoided emissions associated with conventional electricity consumption. This stake on self-consumption reinforces the commitment to sustainability and energy transition.



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INDICATORS

	2024-25	2023-24
<b>Energy consumption by fuel type</b>		
Renewable (Biomass)	1,716	2,269
Non-renewable (natural gas, diesel, petrol and LPG)	154,052	162,065
<b>Purchased energy</b>		
Non-renewable electricity	235	193
Renewable electricity	10,077	25,691
<b>Non-renewable energy sold</b>		
Electricity from cogeneration	13,728	30,733
<b>Renewable energy sold</b>		
Electricity from photovoltaic panels	24	4
<b>Total internal energy consumption (MWh)<sup>24</sup></b>	<b>152,328</b>	<b>159,481</b>

<b>Self-consumed energy</b>		
Photovoltaic electricity	430	52
Electricity from cogeneration	18,494	5,830
<b>Total self-consumed energy (MWh)</b>	<b>18,924</b>	<b>5,882</b>
<b>Self-generated electricity as a percentage of total electricity consumption (%)</b>	<b>65%</b>	<b>19%</b>

Data from the group centres Borges Agricultural & Industrial Edible Oils, Borges Agricultural & Industrial Nuts (Borges B-1, Borges B-2 and Altura), Capricho Andaluz and Ortalli.

### Fuentes electricidad consumida (%)



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<sup>24</sup> Energy consumption is the consumption of energy per fuel + purchased energy – energy sold.

## MEASURES TO REDUCE ENERGY IMPACT



The actions carried out in the industrial field are shown below:

- Replacement with LED lighting in plants and offices and lamps to reduce electricity consumption. / **ALL**  
[Continuous](#)
- We are transforming our internal fleet of leased vehicles with electrified solutions (e.g. electric vehicles for transporting workers between centres). / **ALL**  
[Continuous](#)
- Investments in new, more efficient equipment and investment in electric chargers in all production centres. / **ALL**  
[Continuous](#)
- Investments and actions to reduce steam consumption (extractor and other production processes). / **BAIEO**  
[Continuous](#)

- Implementation of measures to monitor and reduce emissions associated with refrigeration gases. / **BAIN**  
[Continuous](#)
- Application of thermal efficiency measures in boilers using thermal insulation, saving emissions and reducing fossil fuel consumption. / **BAIN**  
[Continuous](#)
- Replacement of the fleet of forklift trucks with an electric fleet, currently 95% electrified. / **ALL**  
[next steps](#)
- Improving the thermal efficiency of the oil extraction facilities, which will save 244 t of CO2 per year, and installation of new devices to increase energy efficiency. / **BAIEO**  
[next steps](#)

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- Installation of photovoltaic panels in our own facilities with the aim of further increasing self-consumption. / **BAIEO**  
[next steps](#)
- New measures to reduce refrigerant gas emissions and implementation of projects to reduce emissions linked to natural gas consumption. / **BAIN**  
[next steps](#)

Furthermore, we also highlight the cogeneration plant in the BAIEO plant (Tàrrega), which is considered one of the most efficient in Spain. Cogeneration allows us to save energy through the combined, instead of separate, production of heat and electricity, while optimising and reducing energy consumption. Without this combined process, the energy and CO2 emissions that would result from generating the same energy would be 17% higher.



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Olivo  
*Olea europaea*

OBJETIVOS  
DE DESARROLLO  
SOSTENIBLE



ESTE  
CENTRO  
UTILIZA

## ENERGIA ELECTRICA VERDE

El 100% de la energía eléctrica de este centro productivo  
proviene de fuentes renovables certificadas, evitando  
más de 8.000 T. de CO2 al medio ambiente.

## 6.2.4. WATER RESOURCE MANAGEMENT

GRI 3-3, 303-1, 303-2, 303-3, 303-5

Water is a fundamental natural resource, both because it is essential for obtaining our raw material and for its subsequent industrial processing. We therefore **monitor its consumption and implement different optimisation measures**. We continuously implement improvements in our processes to enhance water quality at different stages of production and thus improve its subsequent management.

### INDICATORS

GRI 303-5

Water consumption (industrial)	2024-25	2023-24
Total (dam <sup>3</sup> )	242	254
Relative indicator (m <sup>3</sup> /ton processed)	0,68	0,68

Data from the group centres Borges Agricultural & Industrial Edible Oils, Borges Agricultural & Industrial Nuts (Borges B-1, Borges B-2 and Altura), Capricho Andaluz and Ortallj<sup>25</sup>.

25

Unit of measurement cubic decametres (dam<sup>3</sup>). For agricultural use 114 dam<sup>3</sup>.



### MEASURES TO REDUCE ENERGY IMPACT



The actions carried out in the industrial field are shown below:

- Installation of flow meters at the points of greatest water consumption to help implement improvements for its reduction and preparation of process diagrams to control such consumption. / **BAIN**  
**Continuous**
- Implementation of improvements in the water purification system to improve the discharge quality. / **ALL**  
**Continuous**
- We have reduced water consumption by optimising internal systems and conducting reviews. / **CAPRICO ANDALUZ**  
**Done**

## 2024-25: Healthy and Sustainable Products >>

- Studies for the reuse of washing water and installation of automated systems to increase control and reduce consumption in oil mills.

### / CAPRICO ANDALUZ

**Next steps**

- Promote the reuse of washing water in the peeling process with the aim of significantly reducing consumption and reducing the volume of waste water. / **BAIN**

**Next steps**



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6.2.5. CIRCULAR ECONOMY AND WASTE MANAGEMENT

GRI 3-3, 306-3, 306-4

As described in our Environmental Policy, we strive to reduce and optimise the waste generated in the production process and promote the reuse of the by-products caused, as well as to contribute to reducing waste generated by product containers and packaging, on which we are continuously innovating to reduce their environmental impact.



WASTE MANAGEMENT

Due to the nature of the activity itself, the greatest impact in terms of waste management and material consumption appears in the industrial phase. And even so, at this stage we have practically total waste recovery rates in all our main production centres.



**We renewed the Zero Waste certificate for all our main production centres, improving on previous years' scores and maintaining average values above 96% recovery.**

This year, we renewed the **Zero Waste Management** certification for our main production centres, improving on last year's ratings with Advanced and Excellent management distinctions for the various factories.

This certificate, which is governed by Bureau Veritas standards, confirms that the waste generated is treated in responsible ways such as recycling or recovery, promoting a circular model and avoiding disposal in landfills. These were the BAIEO facilities in Tàrrega (Bureau Veritas), BAIN B-1 (Reus), BAIN B-2 (Reus) and Capricho Andaluz (Applus+) in Cabra, which obtained Excellent and Advanced Commitment scores.

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During this financial year, we would highlight that at the BAIN B-2 almond processing centre, the amount of waste generated was reduced by 67% and the classification of the subsequent recovery of some waste also improved compared to the previous year as a result of internal improvements implemented with the segregation of such waste.

In absolute terms, hazardous waste was also reduced by 29% this year, and the percentage of total waste recovered increased from 94% to 96%.

The company's commitment is to work for the renewal and improvement of results and recovery rates. This has already been verified and achieved with the renewal of the audit in recent years.

As future objectives, apart from maintaining the high levels achieved, we are also implementing plans to continue improving waste segregation and awareness among staff, thereby further improving recycling rates at our plants.



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INDICATORS

306-2

Volume of waste generated by type (industrial) (ton)	2024-25	2023-24
Non-hazardous waste	5.486	5.798
Hazardous waste	18	26
<b>Total</b>	<b>5.504</b>	<b>5.824</b>

Data for all group centres: Borges Agricultural & Industrial Edible Oils, Borges Agricultural & Industrial Nuts (Borges B-1, Borges B-2 and Altura), Capricho Andaluz y Ortalli.

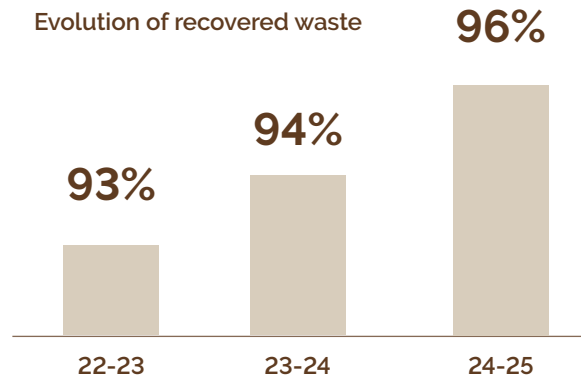
306-5

Method of elimination (%)	2024-25	2023-24
<b>NON-HAZARDOUS WASTE</b>		
<b>Recovery operations</b>		
Recycling	29%	30,7%
Composting	52,3%	57,5%
Final valuation unknown	5,5%	2,5%
Energy recovery	3,4%	3,3%
<b>Elimination operations</b>		
Disposal unit	4%	5,5%
<b>HAZARDOUS WASTE</b>		
<b>Recovery operations</b>		
Recycling	0,1%	0,3%
<b>Elimination operations</b>		
Final elimination unknown	0,1%	0,2%

Data for all group centres: Borges Agricultural & Industrial Edible Oils, Borges Agricultural & Industrial Nuts (Borges B-1, Borges B-2 and Altura), Capricho Andaluz y Ortalli.

External waste management by type (t)	2024-25	2023-24
<b>Reuse</b>	<b>5.265</b>	<b>5.492</b>
%	96%	94%
<b>Elimination</b>	<b>240</b>	<b>332</b>
%	4%	6%

Data for all group centres: Borges Agricultural & Industrial Edible Oils, Borges Agricultural & Industrial Nuts (Borges B-1, Borges B-2 and Altura), Capricho Andaluz and Ortalli.



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**MEASURES TO REDUCE IMPACT ON WASTE, PACKAGING AND MATERIALS**



The actions carried out in the industrial field are shown below:

- Specific in-house training for all factory staff in the application of new waste segregation and environmental awareness-raising. Trainings included in the BEAM Programme and in specific courses. / **ALL**  
**Continuous**
- Updating of the waste control register to improve tracking and analysis of KPIs.  
/ **ALL**  
**Continuous**
- Development of the first single-dose compostable pot of Extra Virgin Olive Oil on the market. / **CAPRICO ANDALUZ**  
**Done**

- Expansion of the scope of the RETRAY certificate on recycled content, achieving the Retray Product certificate including post-consumer recyclability (Retray Process until now) and certifying more than 90% recycled content in pot manufacture.

**/ CAPRICO ANDALUZ**

**Done**

- Improvements to reduce the impact of packaging through strategies such as reducing micronage and thickness and assessing the % and recycling quality of packaging. / **BAIN**

**Done**

- Renewal and improvement of the Zero Waste Management certification score. / **ALL**

**Next steps**

- Continuous performance of industrial tests to reduce the volume of plastic in primary and secondary packaging, as well as to improve its recyclability and introduce compostable materials. / **ALL**

**Next steps**

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**MANAGEMENT OF BY-PRODUCTS AND SECONDARY PRODUCTS**

GRI 3-3, 306-2

The nature of the activity itself means that during the production process different by-products are generated (shell, peel, flour, kernel, etc.) that are mainly destined for companies and third-party sectors such as biomass or cosmetics, as well as for internal use in self-consumption in some production centres for certain boilers.

In this sense, in the case of nuts, we particularly highlight the 1,500 tons/year of almond peel mainly destined for animal consumption, through our authorised waste manager. On the other hand, during the production process a series of by-products are also generated, such as olive kernels generated in Capricho Andaluz (Córdoba), which are used as biomass (after using 30% in self-consumption) and the olive waste that is later used as an alternative fuel for energy use. There are also a series of secondary products from the process of making seed oil, such as seed flour and/or refinery pastes, which are also sold to other companies for use in animal feed or cosmetics, among other things, and which can be as much as 100,000 tons a year.



**More than 145,000 t of by-products and secondary products generated in the production process that are mainly used in biomass and animal feed.**



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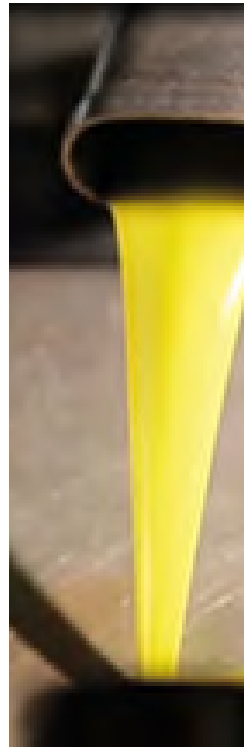
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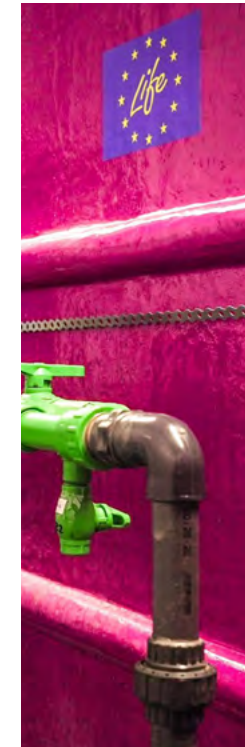


We continually allocate resources and lines of innovation and research aimed at reusing these by-products to give them greater added value, since they can very clearly help to consolidate a circular economy:

» **During this financial year, a new lecithin extraction plant was put into operation at the BAIEO centre with the aim of obtaining a value-added by-product and improving the quality of our products. The aim is to recover this high added-value by-product with multiple applications and benefits, ideal for the food industry, thereby promoting a model based on the circular economy. With this implementation we show our commitment to obtaining products with greater added value by using the by-products present in the process and focusing on products that are beneficial to health and sustainability.**



» **We also continue to participate in the LIFE CYCLOPS Project, funded by the EU's LIFE Programme, which aims to promote technology for reusing by-products from the olive oil industry. During this financial year, we launched a pilot plant at the Capricho Andaluz facilities to begin implementing this technology, which aims to help the oil industry become more sustainable. This initiative promotes the circular economy by recovering high added-value compounds generated during oil extraction (such as polyphenols), as well as minimising water consumption and associated costs, offering both environmental and economic benefits.**



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## CONTAINERS AND PACKAGING

GRI 306-2



We are working on various projects related to packaging across all our units, with the main objectives being to make all our packaging recyclable by 2030, to increase the amount of recycled material in our packaging, to reduce the amount of material needed, and to launch new alternatives to the materials used to date.



### Pack recyclability

All actions implemented in the area of material improvement contribute directly to:

- Reducing the volume of plastic waste associated with packaging.
- Improving the recyclability of packaging, with the aim of having 100% recyclable packaging.
- Introducing and studying new materials to anticipate the needs of the market and our customers.
- Making correct waste management in the production phase, promoting its recovery and reuse.

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GRI 301-3, 306-2

Objectives set in terms of containers and packaging:

- To reduce the environmental impact associated with our packaging.
- To offer 100% recyclable packaging across our product range and improve the recyclability of those that are already recyclable.
- Study alternatives and new materials.
- Adaptation to new regulatory frameworks.

Strategies we are implementing:

- Increase recycled material in plastic packaging.
- Improvements in Ecodesign and changes in the packaging that hinder recyclability.
- Replacement of materials, such as the development of compostable material for the manufacture of single-serving tubs.
- Permanent study and collaboration with technology centres to study new materials and the application of and adaptation to new legislation.



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**FOOD WASTE MANAGEMENT**

GRI 3-3

Food waste is a universal problem that, among other negative impacts, contributes to accelerating climate change. According to some studies, 40% of it is produced in the food manufacturing phase. The European "Farm to Fork" strategy included in the European "New Green Deal", or the Spanish "More Food, Less Waste" strategy direct the way where companies, administrations and society in general should focus to fight against food waste.

This is why we donate products suitable for consumption to food banks and other non-profit organisations which, due to different characteristics, cannot be marketed. Specifically, during the period covered by this Report, Group companies donated a total of 69,510 kg of food to entities such as the Food Bank or Cáritas, among others. In the industrial field, we also highlight the improvements made in previous years at the Ortalli centre (Italy) in the product recovery system in the packaging line, which has contributed to reducing food waste in the industrial phase.

Continuing in this same line of action, BIG is part of an agreement to reduce waste and optimise food surpluses within the framework of its adherence to a project led by the Spanish Association of Manufacturers and Distributors (AECOC) and which has the support of the Public Administration through the Ministry of Agriculture and the Spanish Federation of Food Banks (Fesbal).



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# Ethics, transparency and good governance



## 7. ETHICS, TRANSPARENCY AND GOOD GOVERNANCE

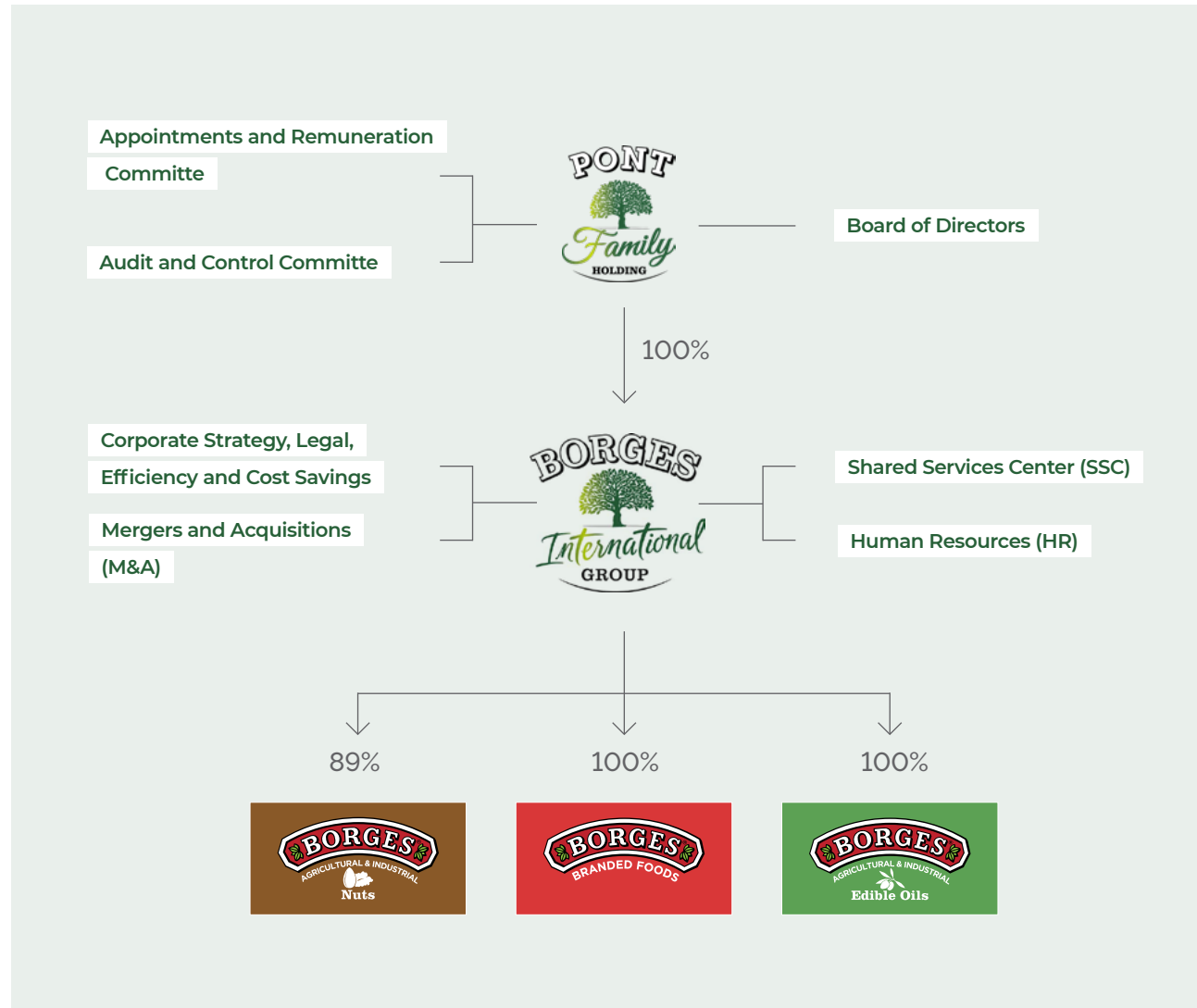
### 7.1. GOVERNANCE STRUCTURE

Borges International Group brings together the corporate services of the entire Group (General Management, Finance, Accounting, Controlling, Internal Audit, Administration, Human Resources, Taxation, Legal, Corporate Development, Information Systems, Operational Efficiency and Relations with Administration). The rest is divided into three business divisions: BAIN, BAIEO and BBF.

#### GOVERNANCE BODIES

GRI 2-9, 2-13

Since its foundation, BIG has belonged to the Pont family which, since 31 May 2025, has exercised the control and direction of the Group through the Board of Directors of the company Pont Family Holding S.L., the equity head of the Borges International Group, with the representation of a member of each of the four family branches that make up 100%, in equal parts, of the Pont Family Holding company. David Prats Palomo has held the position of Executive Chairman and CEO of Pont Family Holding since September 2020. The guidelines to be followed are derived from these governing bodies.



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At the date on which this report is concluded, the company Borges Agricultural & Industrial Nuts, S.A<sup>26</sup>, has two specific bodies in the structure of the organisation, which are the **Appointments and Remuneration Committee** and the **Audit and Control Committee**, the functions of which are also managed in Pont Family Holding, S.L. through the company's Board of Directors.

### Appointments and Remuneration Committee

- » To assess the skills, knowledge and experience required on the Board of Directors.
- » To define the functions and skills needed in the candidates who must fill each vacancy.
- » To propose the remuneration policy for directors and general managers or those who carry out their senior management functions reporting directly to the Board, executive committees or CEOs, as well as individual remuneration and other contractual conditions for executive directors ensuring their observance.

### Audit and Control Committee

- » To supervise the effectiveness of the Company's internal control, internal auditing and risk management systems, including tax, as well as discussing with the Auditor the significant weaknesses of the internal control system detected in the development of the audit.
- » To supervise the policies and rules of the company in matters of environmental, social and corporate governance.

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<sup>26</sup> During the current financial year, Borges Agricultural & Industrial Nuts, S.A. (BAIN) completed its exit from the stock market following the approval by the General Shareholders' Meeting of the delisting of all its shares. The transaction was completed through a takeover bid launched by Borges International Group, S.L.U. (BIG).



**7.2. RISK MANAGEMENT**

GRI 3-3, 2-12, 2-23

At Pont Family Holding we have implemented a risk control and management system based on the COSO reference framework, which allows us to continue achieving our objective in this area, which is to manage and minimise the risks of our activity.

The structure of the system is defined according to the model of the three lines of defence:

- The first line of defence lies in the operational management of the companies. The operational managements are responsible for the risks, for managing them and implementing preventive measures.
- We identify the second line of defence in the areas of Quality, Compliance, Financial Control, Legal, Environment, Health and Safety, which help the processes and controls of the first line work correctly.

- The third and last line of defence is the Internal Audit, which ensures the proper functioning of the Risk Control and Management System, and which informs the governing body and senior management of the degree to which the risk management and control is efficient.

Audits are periodically made to evaluate the effectiveness of the control measures of the first and second lines of defence and to propose the necessary corrective measures.

**RISK IDENTIFICATION**

Pont Family Holding has a Risk Map that is permanently updated with the coordination between Internal Audit and the management team of all operating departments, in order to identify risks and eliminate or mitigate their effects through proper management, establishing the appropriate internal control and information systems, which are in accordance with the basic principles and the general framework of action for the control and management of risks of all kinds that the Group faces. Details of the risk map are included in the company's annual accounts.

In the course of this report we also report on the risks associated with each material topic and the measures implemented, e.g. those related to climate change, scarcity of water resources or rising energy costs.

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**ANALYSIS OF CLIMATE RISKS AND THEIR FINANCIAL IMPACTS**

During the year, the company ended its analysis of the financial risks and opportunities related to climate change based on the recommendations of the Task Force on Climate-related Financial Disclosures (hereinafter, the TCFD). This analysis includes the assessment of physical and transitional risks that may affect the group. In general terms, we highlight the following risks:

- **Physical risks:** These risks include acute weather phenomena (storms, frost, etc.) and chronic phenomena (temperature increases, droughts, etc.) that may have financial repercussions on the organisation. These risks will mostly have a direct impact on the supply chain, affecting the availability of raw materials and consequently influencing purchase costs. Potential internal impacts associated with variability in the cost of supplies and/or water availability due to droughts and/or increased water stress in areas where the organisation operates are also analysed.

- **Transition risks (political, legal, technological and market changes):** Among the risks to be identified are those relating to market positioning and the foreseeable increase in customer requirements, new regulations and standards, and the use of new low-emission technologies, among others.

In the assessment process, risks have been assessed in the short, medium and long term. Scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) were considered, which represent an evolution of the future climate based on the possible consequences of climate change and the degree of implementation and integration of adaptation and mitigation strategies. The 3 scenarios considered are the high carbon scenario, the disruptive transition scenario and the orderly transition scenario. Apart from the risks, the analysis also identifies opportunities and impacts arising from these risks. The most significant risks assessed through this analysis are expected to be reported in the coming years.



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7.3. ETHICS AND COMPLIANCE

GRI 3-3, 2-23, 2-26, 205-1, 205-2

7.3.1. COMPLIANCE AND ANTI-CORRUPTION

BIG has a series of guides, codes and policies to ensure the development of its business activities within an ethical framework, in accordance with the values and principles of the organisation, and also taking into account the risks to which it is exposed from its activity. The company's highest governing body approves the risk strategy and corporate policies for the different types of risk and constantly evaluates economic, environmental and social issues through a structured information reporting system. The responsibility for daily risk management corresponds to the different operational areas of the Group, which abide in their activity by the policies, regulations and controls in their corresponding areas of responsibility.

For BIG, commitment to crime prevention is part of Company's corporate culture. In this sense, we develop codes, policies and procedures that help us take the necessary measures to fight against corruption and bribery within the company. Some<sup>27</sup> are the Code of Ethics, the Criminal Compliance Policy, the Anti-corruption Policy, the Manual of Prevention and Response to Crime, the Supplier Code of Conduct and the Declaration of Suppliers and Customers. In compliance with Law 2/2024, which regulates the protection of persons who report regulatory infringements and the fight against corruption, the Internal Information System Policy and the Internal Information System Management Procedure were also approved during the past financial year.

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27 These and other complementary policies can be consulted on the corporate website ([www.borgesinternationalgroup.com/reglamentos-y-politicas](http://www.borgesinternationalgroup.com/reglamentos-y-politicas)) in several languages.



*Corruption constitutes one of the categories of fraud and is understood by Borges International Group as the use of unethical practices to obtain benefits.*

*Borges International Group employees must never offer or promote an improper personal or financial favour in exchange for business or another advantage from a public or private third party, nor must they accept said advantage in exchange for preferential treatment.*

*Improper benefits, understood as anything of value to the recipient, including employment contracts or consultancy for parties concerned, can never be offered for the benefit of the recipient to influence their decision. Said behaviour may not only lead to the application of disciplinary sanctions but may also result in the filing of criminal charges.*

*In order to establish a common procedure in the Company for the prevention of this type of conduct, Borges International Group has a Policy for the Prevention of Corruption in Business, Bribery and Influence Peddling, which can be consulted by all Group employees*

*Chapter "5.2.7 Corruption and Bribery" of the Borges International Group Code of Ethics*

The Group's Compliance policy also contemplates the crime of corruption in business. The Crime Prevention and Response Manual includes the existing procedures, measures and controls on this subject in the company. The company also makes Complaint Channels available to all parties in the event of non-compliance with any of the principles contained in the Code of Ethics and Compliance Policy, managed by the Criminal Prevention Body.

All these documents include the obligatory knowledge and compliance thereof by the executive team, the workers and other parties related to the organisation. To ensure this knowledge, in the case of Borges International Group's human team, regular internal on-line and personal training is given.

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**COMPLIANCE**

During the year, employees and new recruits are informed of the Criminal Compliance Policy and receive specific compliance training in respect for the company's ethical standards, raising awareness of the existence of the complaints channel and how to act when faced with the main risks, among others.

With the aim of reinforcing the knowledge acquired in said training, signage is used in especially crowded places such as dining rooms or changing rooms, both in offices and in production centres and subsidiaries. These are the so-called Compliance corners, which graphically display reminder pills for Compliance training. This signage is renewed periodically.

Still within the framework of the Commitment to Compliance programme, training courses are also given on topics such as Digital Disconnection, awareness of the Protocol for the prevention of and action against harassment, and another on cyber-scaming and the theft of confidential information to which we may be subject.



**7.3.2. DEFENCE OF HUMAN RIGHTS**

GRI 3-3, 2-30, 406-1, 407-1

In our daily work, we focus on evaluating and improving management in the field of respect for Human Rights. We believe that workers' defence is essential to guarantee their well-being and to contribute to the sustainable development of the communities in which we operate, and of society in general.



*We must respect the human person and their dignity, and we fully subscribe to the United Nations Universal Declaration of Human Rights, the social policy of the International Labour Organisation and the Principles of the UN Global Compact.*

*Chapter "5.1.2 Professional development, equal opportunities and non-discrimination." of the Borges International Group Code of Ethics*

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In this sense, we develop policies and codes based on the main standards that ensure our compliance in the area, such as the **United Nations Universal Declaration of Human Rights** and the **social policy of the International Labour Organisation**.

The Code of Ethics of the group contemplates the exclusion of any form of forced or compulsory labour and child labour. Its content is mandatory for Group workers, customers and suppliers who start a business relationship. The Code of Ethics has an information channel, through which to report cases of violation of Human Rights. During this financial year, we registered no complaints for cases of violation of Human Rights.

**FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING**

Similarly, we ensure freedom of association and the right to collective bargaining in all Group companies through our Code of Ethics. In this same sense, we have **workers' councils** that have the functions established in the Workers' Statute, such as monitoring compliance with current regulations and consulting decisions that affect the organisation of work or staff.

100% of our workforce is covered by collective bargaining agreements for all the countries in which we work. In some cases, these are company-specific agreements, or we actively participate in their negotiation at the representation level. In others, especially in those countries where we have commercial offices, the collective agreement reached in each country and sector is applied.

**EXTERNAL EVALUATION AUDITS**

GRI 412-1

We have the **SMETA audit**, which evaluates, among other aspects, work standards, health and safety, environmental performance and ethics in the main production centres of BAIEO (Spain), BAIN (Spain), Capricho Andaluz (Spain), and Ortalli (Italy), which enables us to work with some of the most important companies in the sector on an international level.

For BAIN (B1 and B2), during this financial year we renewed this audit, strengthening our commitment to good ethical, labour and environmental practices. Notable examples include the company's exemplary commitment to workplace safety, maintaining impeccable facilities that optimise space and reduce risks. Furthermore, each area has visual boards that clearly communicate specific risks, reinforcing the prevention culture and people protection.



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### HUMAN RIGHTS IN THE SUPPLY CHAIN

Due to the responsibility that we assume with suppliers as a fundamental part of our value chain, we demand that they all protect the Human Rights of their workers and treat them with respect and dignity, and eliminate any conduct related to forced labour, child labour and any type of discrimination. All these commitments are acquired through the signing of the Declaration of Customers and suppliers when signing our Code of Ethics.



*This document is a unilateral declaration through which the signatory undertakes to comply with BIG's Confidentiality Policy, is notified of BIG's Personal Data Processing Policy and to respect the Code of Ethics and the Compliance Policy of BIG, as an essential requirement to carry out commercial operations with the companies of the group headed by Borges International Group, S.L.U.*

*Declaration of customers and suppliers (2024)*



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# Stakeholders





## 8. STAKEHOLDERS

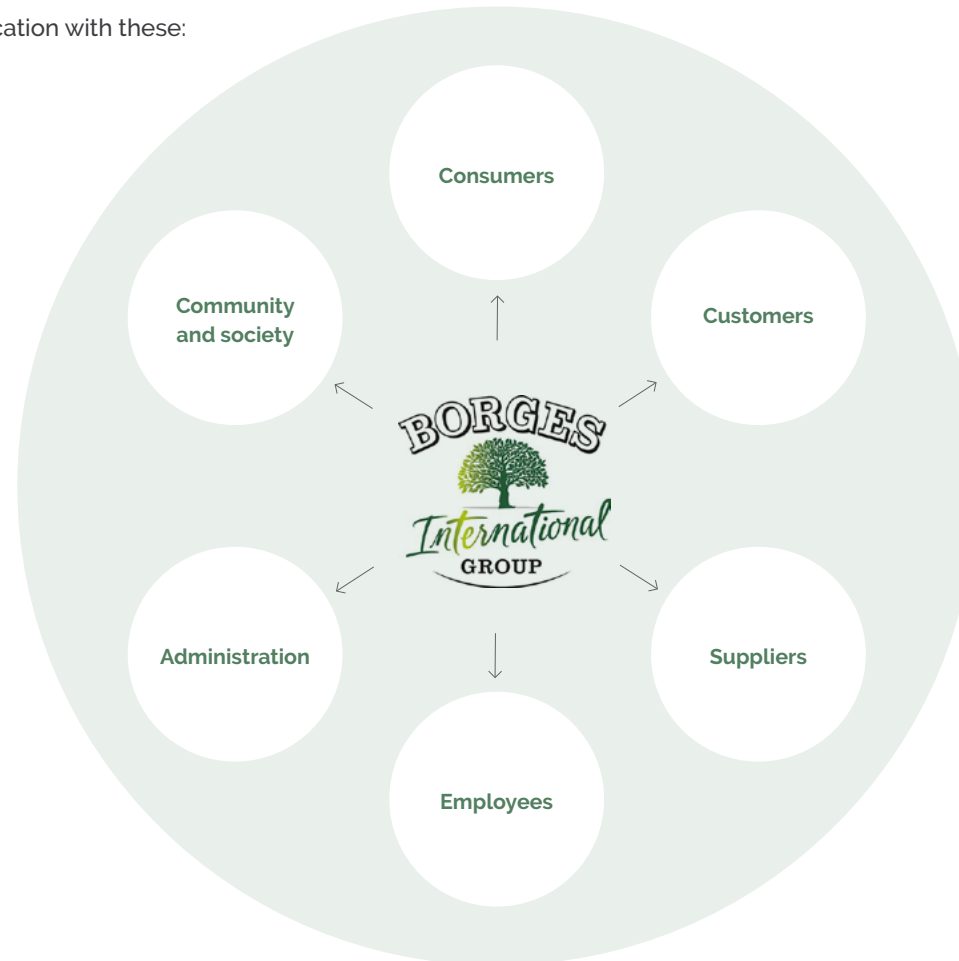
### 8.1. A CLOSE RELATIONSHIP WITH STAKEHOLDERS

GRI 2-16, 3-1, 3-2, 2-29

At Borges International Group we are interested in finding out what the expectations, needs and key issues are for our stakeholders, which is why we periodically perform our materiality analysis through a participatory process that determines the most relevant issues in economic, environmental, social and governance terms, which explain how they influence the development of the activity, as well as the relationship with the stakeholders.

For this reason, we believe that our main stakeholders are a key element for the development and evolution of our company. We have identified a total of six main stakeholders, which correspond to those that have the greatest impact on the organisation and its activity, and those that BIG takes into account to determine the decision-making process.

We ensure that we maintain relationships based on trust and develop the necessary mechanisms that promote two-way communication with these:



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Discussion channel	Consumers	Customers	Suppliers	Employees	Governments, administrations	Community and society	Frequency
Web	X	X	X	X	X	X	Permanent
Social networks (LinkedIn, Facebook, Instagram, Twitter)	X	X	X	X	X	X	Permanent
Complaints channels	X	X	X	X	X	X	Permanent
Press notes	X	X	X	X	X	X	According to needs
Media	X	X	X	X	X	X	According to needs
Email	X	X	X	X	X	X	Permanent
Annual financial report	X	X	X	X	X	X	Yearly
Non-financial annual report (EINF)	X	X	X	X	X	X	Yearly
Materiality analysis	X	X	X	X	X		According to needs
Newsletter	X	X	X	X			According to needs
Gente Borges Magazine		X		X			Four-monthly
Communication campaigns	X	X	X			X	Permanent
Presence in sector institutions		X	X		X	X	Permanent
Fairs, conventions and congresses	X	X	X				Permanent
Complaints system	X	X	X				Permanent
Customer/consumer service (telephone and mail)	X	X	X				Permanent

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Discussion channel	Consumers	Customers	Suppliers	Employees	Governments, administrations	Community and society	Frequency
Satisfaction survey and empathy map		X					Permanent
Internal communiqués				X			According to needs
Works council				X			Permanent
Equality Committee				X			Permanent
Health and Safety Committee				X			Permanent
Suggestions Box				X			Permanent
Year evaluation and climate study				X			According to needs
Intranet				X			Permanent
Feedback 360°				X			According to needs
Open doors policy				X			According to needs
Noticeboard				X			Permanent
Welcome plan				X			Permanent
Work harassment complaints channel				X			Permanent
Training and awareness-raising				X			Permanent
Covenants and collaboration agreements						X	Permanent
Sponsorships						X	Permanent

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## 9. INDEX OF GRI CONTENTS

The following table presents the content index required by the Global Reporting Initiative (GRI).

GRI standard	GRI content	Chapter /Direct response
<b>GRI 2: GENERAL CONTENTS 2021</b>		
<b>1. THE ORGANISATION AND ITS REPORTING PRACTICES</b>		
2-1	Organisational details	3.1. Business model Pont Family Holding S.L. Av. Josep Trepat n° 38, Tàrrrega (Lleida) Borges International Group, S.L.U. C/ Flix, n°29, Reus (Tarragona)
2-2	Entities included in the presentation of sustainability reports	3.1. Business model
2-3	Period of the report, frequency and contact point	Financial year between 01 June 2024 and 31 May 2025. Annual. <a href="mailto:rse@borges-big.com">rse@borges-big.com</a>
2-4	Information updating	If any, it will be duly indicated at the foot of the table or page.
2-5	External verification	The contents related to the information required by Law 11/2018 on Non-Financial Information and Diversity have been verified.
<b>2. ACTIVITIES AND WORKERS. MATERIAL TOPICS</b>		
3-3	Management of material topics	3.1. Business model 5.1. Supply chain management 4. Committed people: Human capital and commitment to society

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GRI standard	GRI content	Chapter /Direct response
2-6	Activities, value chain and other commercial relations	3.1. Business model 3.2. Sector evolution 5.1. Supply chain management
2-7	Employees	4. Committed people: human capital and commitment to society
<b>3. GOVERNANCE</b>		
2-9	Governance structure and composition	7.1. Governance structure
2-12	Function of the Board of Directors in the supervision of impact management	Each year, the highest governance body carries out the evaluation of environmental issues through the management review report of the ISO 14001. In parallel, regular reviews and follow-ups are also carried out on an ongoing basis throughout the rest of the year.
2-19	Remuneration policies	4.1. Borges People At BIG we have an internal expense and per diem policy for professional expenses that applies to all staff, regardless of their position.
<b>4. STRATEGY, POLICY AND PRACTICES. MATERIAL SUBJECT</b>		
2-22	Sustainable Development Strategy statement	1. Letter from the Chair
2-23	Commitments and policies	3.1. Business model 7.2. Risk management 7.3. Ethics and compliance Our principle of precaution is in the company's Environmental Policy.
2-26	Mechanisms for seeking advice and raising concerns	7.3. Ethics and compliance
2-27	Compliance with legislation and regulations	We carry out our activities with a firm commitment to sustainability and occupational safety. Our industrial operations are certified under ISO 14001 and Zero Waste standards, and have achieved reductions in GHG emissions since 2017. Further progress is expected in energy efficiency, the circular economy and climate risk mitigation. In the area of health and safety, 100% of the workforce is covered by preventive management systems, with centres certified under ISO 45001, thus reinforcing a safe and healthy working environment.
2-28	Membership of associations	3.1. Business model 4.6. Social commitment
<b>5. STAKEHOLDER PARTICIPATION</b>		

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GRI standard	GRI content	Chapter /Direct response
2-29	Focus for the participation of the stakeholders	4.6. Social commitment 8. Stakeholders
2-30	Collective bargaining agreements	7.3.2. Defence of Human Rights 100% of our workforce is covered by collective bargaining agreements for all the countries in which we work. In some cases, these are company-specific agreements, or we actively participate in their negotiation at the representation level. In others, especially in those countries where we have commercial offices, the collective agreement reached in each country and sector is applied.
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-1	Process for determining material subjects	3.3. Materiality analysis
3-2	List of material topics	3.3. Materiality analysis
<b>GRI 200: ECONOMIC TOPICS</b>		
<b>GRI 201: FINANCIAL PERFORMANCE 2016.</b>		
201-1	Direct economic value generated and distributed	4.6. Social commitment
201-2	Financial implications and other risks and opportunities derived from climate change	6.2.2. Adaptation, climate change mitigation and decarbonisation
<b>GRI 203: INDIRECT FINANCIAL IMPACTS 2016</b>		
203-1 b)	Investments in infrastructure and supported services	4.6. Social commitment
<b>GRI 205: FIGHT AGAINST CORRUPTION 2016. MATERIAL SUBJECT</b>		
3-3	Management of material topics	7.3. Ethics and compliance
205-1	Operations assessed for risks related to corruption	7.3. Ethics and compliance

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205-2	Communication and training on anti-corruption policies and procedures	7.3. Ethics and compliance
<b>GRI 300: ENVIRONMENTAL TOPICS</b>		
<b>GRI 302: ENERGY 2016. MATERIAL SUBJECT.</b>		
3-3	Management of material topics	6.2.3. Transition and energy efficiency
302-1	Energy consumption within the organisation	6.2.3. Transition and energy efficiency
302-3	Energy intensity	6.2.3. Transition and energy efficiency
302-4	Reduction of energy consumption	6.2.2. Adaptation, climate change mitigation and decarbonisation 6.2.3. Transition and energy efficiency
<b>GRI 303: WATER AND EFFLUENTS 2018. MATERIAL SUBJECT.</b>		
3-3	Management of material topics	6.2.4. Water resource management
303-1	Interaction with water as a shared resource	6.2.4. Water resource management
303-2	Handling of impacts related to water discharges	The waste water generated in the BAIEO and BAIN production centres is treated in our purifiers before being discharged into the municipal sewage system, thus complying with the regulations and regulatory permits. Other centres meet local regulations and standards.
303-3	Water extraction	6.2.4. Water resource management
303-5	Water consumption	6.2.4. Water resource management

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<b>GRI 304: BIODIVERSITY 2016. MATERIAL SUBJECT</b>		
3-3	Management of material topics	5.2 Biodiversity
304-2	Significant impacts of activities, products and services on biodiversity	5.2 Biodiversity
304-3	Protected or restored habitats	5.2 Biodiversity
<b>GRI 305: EMISSIONS 2016. MATERIAL SUBJECT</b>		
3-3	Management of material topics	6.2.2. Adaptation, climate change mitigation and decarbonisation
305-1	Direct GEG emissions (scope 1)	
305-2	Indirect GEG emissions when generating energy (scope 2)	6.2.2. Adaptation, climate change mitigation and decarbonisation
305-3	Other indirect GEG emissions (scope 3)	
305-5	Reduction of GHG emissions	6.2.2. Adaptation, climate change mitigation and decarbonisation
305-7	Nitrogen oxides (NOx), Sulphur oxides (SOX) and other significant emissions into the air	6.2.2. Adaptation, climate change mitigation and decarbonisation
<b>GRI 306: WASTE 2020.</b>		
3-3	Management of material topics	6.2.5. Circular economy and waste management
306-1	Waste generation and significant impacts related to waste	6.2.5. Circular economy and waste management
306-2	Waste by type and elimination method	6.2.5. Circular economy and waste management
306-3	Waste generated	6.2.5. Circular economy and waste management
306-4	Waste not intended for elimination	6.2.5. Circular economy and waste management

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306-5	Waste intended for elimination	6.2.5. Circular economy and waste management
<b>GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016.</b>		
308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria	5.1. Supply chain management
308-2	Negative environmental impacts in the supply chain and measures taken	5.1. Supply chain management
<b>NON GRI. CIRCULAR ECONOMY.</b>		
3-3	Management of material topics	6.2.5. Circular economy and waste management
<b>NON GRI. SOIL MANAGEMENT. MATERIAL SUBJECT</b>		
3-3	Management of material topics	5. Responsible procurement: commitment to the supply chain
<b>NON GRI. PACKAGING AND MATERIALS. MATERIAL SUBJECT</b>		
3-3	Management of material topics	6.2.5. Circular economy and waste management
<b>GRI 400: SOCIAL TOPICS</b>		
<b>GRI 402: WORKER-COMPANY RELATIONS 2016.</b>		
402-1	Minimum notice for operational changes	Duly indicated in the company's Collective Covenant.
<b>GRI 403: HEALTH AND SAFETY IN THE WORKPLACE 2018. MATERIAL SUBJECT</b>		
3-3	Management of material topics	4.2. Safe and healthy environment
403-1	Work health and safety management system	4.2. Safe and healthy environment

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403-2	Identification of hazards, assessment of risks and investigation of incidents	4.2. Safe and healthy environment
403-3	Work health services	4.2. Safe and healthy environment
403-4	Worker participation, consultation and communication on health and safety at work	4.2. Safe and healthy environment
403-5	Training of workers on health and safety at work	4.2. Safe and healthy environment
403-6	Promotion of worker health	4.2. Safe and healthy environment
403-8	Coverage of the work health and safety management system	4.2. Safe and healthy environment

Coverage of the work health and safety management system		
	2024-25	2023-24
<b>Employees covered by the health and safety management system</b>		
Account	999	999
Percentage	100%	100%
<b>Employees covered by the internally audited and externally certified health and safety management system<sup>28</sup></b>		
Number	585	572
Percentage	59%	57,26%

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28 A fin ejercicio 2023-24 incluye BAIEO y BAIN.



GRI standard	GRI content	Chapter /Direct response																																																									
403-9	Work accident injury	4.2. Safe and healthy environment <table border="1"> <thead> <tr> <th>Work accident injury</th> <th>2024-25</th> <th>2023-24</th> </tr> </thead> <tbody> <tr> <td><b>Accidents without sick leave</b></td> <td><b>65</b></td> <td><b>53</b></td> </tr> <tr> <td>Women</td> <td>21</td> <td>14</td> </tr> <tr> <td>Men</td> <td>44</td> <td>39</td> </tr> <tr> <td><b>Accidents with leave</b></td> <td><b>37</b></td> <td><b>26</b></td> </tr> <tr> <td>Women</td> <td>12</td> <td>8</td> </tr> <tr> <td>Men</td> <td>25</td> <td>18</td> </tr> <tr> <td><b>Accidents with leave to and from work</b></td> <td><b>2</b></td> <td><b>5</b></td> </tr> <tr> <td>Women</td> <td>0</td> <td>1</td> </tr> <tr> <td>Men</td> <td>2</td> <td>4</td> </tr> <tr> <td><b>Frequency index</b></td> <td><b>23,2</b></td> <td><b>15,6</b></td> </tr> <tr> <td>Women</td> <td>18,6</td> <td>10,6</td> </tr> <tr> <td>Men</td> <td>26,3</td> <td>19,7</td> </tr> <tr> <td><b>Severity index</b></td> <td><b>0,6</b></td> <td><b>0,5</b></td> </tr> <tr> <td>Women</td> <td>0,4</td> <td>0,3</td> </tr> <tr> <td>Men</td> <td>0,7</td> <td>0,6</td> </tr> <tr> <td><b>Occupational illness</b></td> <td><b>-</b></td> <td><b>-</b></td> </tr> <tr> <td>Women</td> <td>0</td> <td>0</td> </tr> <tr> <td>Men</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Work accident injury	2024-25	2023-24	<b>Accidents without sick leave</b>	<b>65</b>	<b>53</b>	Women	21	14	Men	44	39	<b>Accidents with leave</b>	<b>37</b>	<b>26</b>	Women	12	8	Men	25	18	<b>Accidents with leave to and from work</b>	<b>2</b>	<b>5</b>	Women	0	1	Men	2	4	<b>Frequency index</b>	<b>23,2</b>	<b>15,6</b>	Women	18,6	10,6	Men	26,3	19,7	<b>Severity index</b>	<b>0,6</b>	<b>0,5</b>	Women	0,4	0,3	Men	0,7	0,6	<b>Occupational illness</b>	<b>-</b>	<b>-</b>	Women	0	0	Men	0	0
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GRI standard	GRI content	Chapter /Direct response						
<b>GRI 404: TRAINING AND EDUCATION 2016. MATERIAL SUBJECT.</b>								
3-3	Management of material topics							
404-1	Average hours training per year and employee	4.3. Training and professional development						
404-2	Programmes to improve employee skills and transition assistance programmes	4.3. Training and professional development						
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016. MATERIAL SUBJECT</b>								
3-3	Management of material topics	4.4. Equality, diversity and inclusion						
405-1	Diversity in governing bodies and employees	4.4. Equality, diversity and inclusion						
		<table border="1"> <thead> <tr> <th>Number of employees with disability (whole Group)</th> <th>2024-25</th> <th>2023-24</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>20</td> <td>19</td> </tr> </tbody> </table>	Number of employees with disability (whole Group)	2024-25	2023-24	Total	20	19
Number of employees with disability (whole Group)	2024-25	2023-24						
Total	20	19						
		The facilities do not currently require adaptation as there is no colleague with specific requirements, but if necessary, it will be assessed.						
<b>GRI 406: NON-DISCRIMINATION 2016.</b>								
406-1	Cases of discrimination and corrective actions undertaken	4.4. Equality, diversity and inclusion 7.3.2 Defence of Human Rights There were no complaints for cases of human rights violations.						
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING, 2016.</b>								
407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	7.3.2 Defence of Human Rights At BIG we always comply with the labour regulations in force and in every country where we operate. We also have internal policies, collective bargaining agreements and employment contracts that stipulate the rights and obligations of the company and our staff. It is the Group's policy to comply fully with the United Nations Universal Declaration and the social policy of the International Labour Organisation (ILO) regarding the exclusion of any possibility of child labour, freedom of association and the right to collective bargaining, and the elimination of all forms of forced or compulsory labour. In this respect, we have various committees through which we encourage employee participation: Works Council, Health and Safety Committee, Equality Commission and Innovation Committee. After these meetings, the results are assessed and the necessary measures are proposed to improve BIG. The suggestions and proposals of the employees that are shared through channels such as the Suggestion Box, among others, are taken into account in these assessments.						

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<b>GRI 412: EVALUATION OF HUMAN RIGHTS 2016. MATERIAL SUBJECT</b>		
3-3	Management of material topics	7.3.2 Defence of Human Rights
412-1	Operations subject to reviews or assessments of impact on human rights	7.3.2 Defence of Human Rights
<b>GRI 413: LOCAL COMMUNITIES 2016.</b>		
413-1	Operations with participation of the local community, impact assessments and development programmes	4.6. Social commitment
413-2	Operations with significant negative, actual or potential impacts on local communities	Mismanagement of daily activity can lead to a negative impact on the environment or the community. An inefficient use of water or an incorrect waste practice could lead to a loss of biodiversity or contamination of the areas. Nevertheless, all policies, management systems and daily practices in all our operations are aimed at minimising this negative impact. All are duly described in the relevant section of the report.
<b>GRI 414: SOCIAL ASSESSMENT OF SUPPLIERS 2016. MATERIAL SUBJECT</b>		
3-3	Management of material topics	5.1. Supply chain management
414-1	New suppliers that have passed selection filters according to social criteria	5.1. Supply chain management
414-2	Negative social impacts in the supply chain and measures taken	5.1. Supply chain management
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016. MATERIAL SUBJECT</b>		
3-3	Management of material topics	6. Healthy and sustainable products: product processing and management
416-1	Assessment of the health and safety impacts of product or service categories	6.1.3. Food quality and safety
416-2	Cases of breach regarding the health and safety impacts of product or service categories	No food scares or food alerts occurred recorded during the year.

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<b>GRI 417: MARKETING AND LABELLING 2016.</b>		
417-1	Requirements for information and labelling of products and services	According to current regulations of the country of destination of the product, all mandatory mentions to appear on the label are declared.
<b>GRI 418: CUSTOMER PRIVACY. 2016.</b>		
418-1	Claims based on breaches of customer privacy and loss of customer data.	During this financial year, no claim related to customer privacy was registered.
<b>NON GRI. WORK TIME ORGANISATION. MATERIAL SUBJECT</b>		
		4.5. Conciliation and organisation of work
<b>NON GRI. CONCILIATION MEASURES. MATERIAL SUBJECT</b>		
3-3	Management of material topics	4.5. Conciliation and organisation of work
<b>NON GRI. WORK DISCONNECTION POLICIES.</b>		
		4.5. Conciliation and organisation of work
<b>NON GRI. PRODUCT QUALITY. MATERIAL SUBJECT</b>		
3-3	Management of material topics	6.1.3. Food quality and safety

They are not reported on Regulation 2020/852 of the European Parliament because the Pont Family Holding activities are not part of Annex I of Delegated Regulation 2021/2139.

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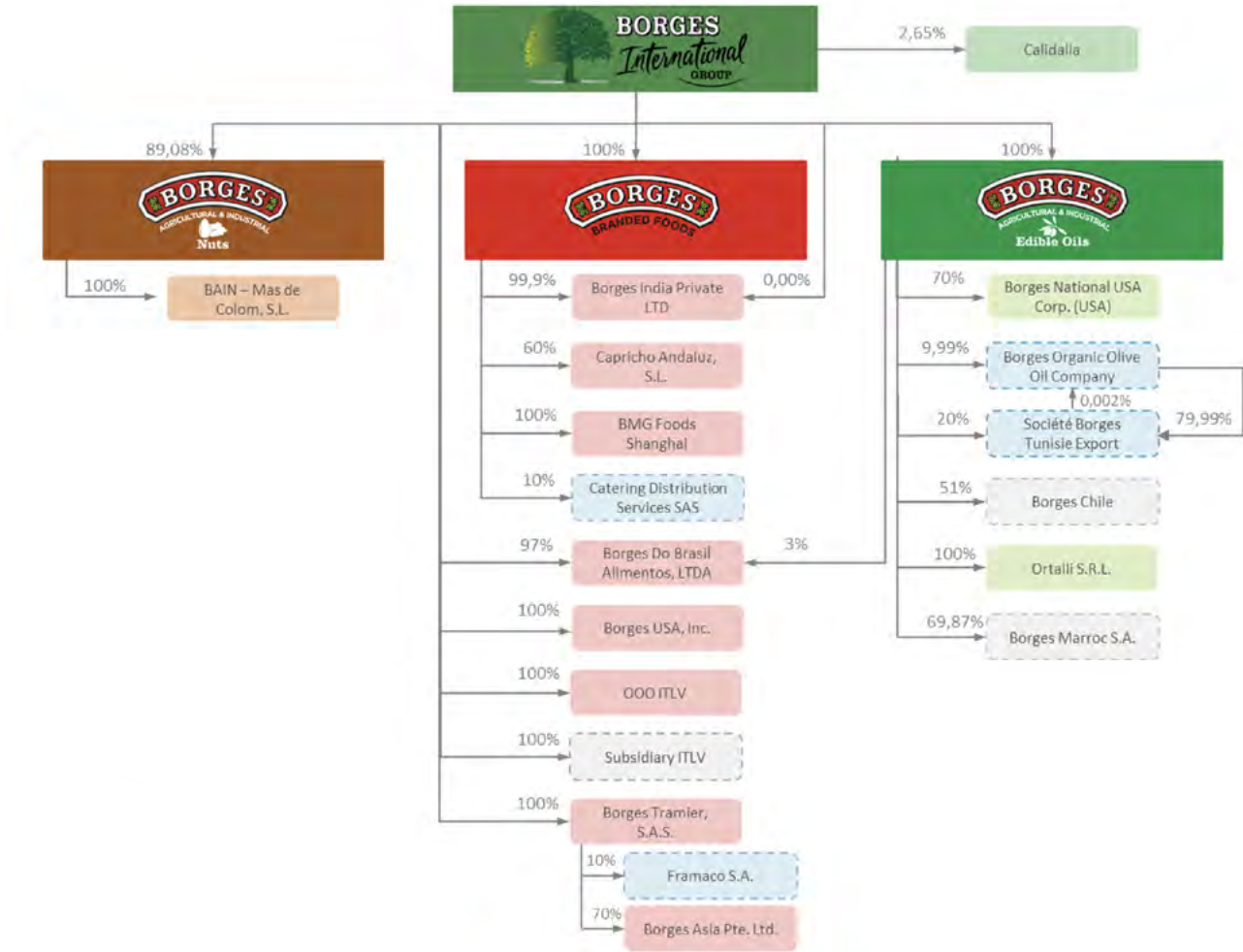


# 10. ANNEXES

## Annex I. Corporate structure of Pont Family Holding S.L. (Borges International Group)

GRI 2-1, 2-2

Corporate structure of Pont Family Holding S.L. (Borges International Group) at the end of the financial year (31/05/2025):



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