



SUSTAINABILITY AND CSR REPORT

Borges International Group

2022—2023

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PRINCIPLES OF THE REPORT



0. PRINCIPLES OF THE RECORD

This report brings together the information and consolidated non-financial indicators of Pont Family Holding, S.L. and subsidiaries for the 2022- 2023 financial year, beginning on 1 June 2022 and ending on 31 May 2023.

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 Social Responsibility 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, and using the GRI Standards (2021) as a reference.

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.

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 CHAIRMAN**



1. LETTER FROM THE CHAIRMAN

GRI 2-22

Dear collaborators,

Once again, we find ourselves in this annual exercise of transparency and communication that we want to share with all of you. An excellent opportunity to analyse, reflect and plan.

Let's analyse. If we look at the last few years' trajectory, we see how some events that were previously presented for a future time are unfortunately already becoming reality. We refer in particular to factors such as extreme weather events and the lack of water that has been so much on the agenda this year. The low rainfall and scarce availability of water resources for agricultural activity have been much present in recent months. But we have adapted. The practices that we have been testing and applying in terms of irrigation efficiency in recent years and their results reaffirm that this is the way forward. The year has also been difficult due to volatility and inflation-related cost increases, mostly caused by the rising costs of energy and supplies. The energy component and geopolitical

tensions over the Russia-Ukraine conflict marked the beginning of the year we are now ending.

Let's reflect. This year has been a very special one for us, and reflection has been strongly present in the celebration of our 125th anniversary. We are part of a great project thanks to the effort, dedication and commitment of many people who continue the work of those who helped build Borges at some point in its history and managed to add their grain of sand. Through our decisions, we will set the agenda for future generations.

Let's plan. We must remain faithful to our founding values, but also adapt to changing times, seizing the opportunities offered by the circular economy and relying on cleaner energy to decarbonise the sector. In the coming years, we want to consolidate our strategy of becoming a more resilient agricultural and innovative and energy-efficient industrial model, so that the small projects that we already implement each day, and which we describe in this report, will end up having an even greater impact overall.

Despite all the challenges, there is one thing we fortunately always have and that accompanies us every year, and that is the great honour of being ambassadors of such a great product as nuts and dried fruits, so beneficial for all of us and that favour a healthy and balanced diet. Knowing our impact on health and nutrition for customers and consumers around the world through our products is an incentive we want to preserve for many years to come.

Thank you for joining us on this journey,

David Prats Palomo
CEI of Pont Family Holding, S.L.

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A woman wearing a white hairnet and a green lab coat is working in a laboratory. She is looking to her right with a slight smile. In the background, there are glass bottles on a shelf and a yellow triangle warning sign. The image has a green tint and a dark green vertical bar on the right side.

2

**2022-23:
HIGHLIGHTS OF
THE YEAR**



2. 2022-23: HIGHLIGHTS OF THE YEAR

In a year still marked by new world conflicts and movements, we have continued to make progress on the points already presented in the previous year and defining new projects of impact for our stakeholders. We have continued to invest and increase the use of renewable energies in our process, certifying new farms in good agricultural practices and supporting projects that have a direct impact on society and our environment. All this while maintaining a sustainable growth trend for the company and our staff.

We have achieved Zero Waste certification

at the main production sites of the oils division with high scores



Launch of the first compostable olive oil jar on the market



95% own hectares certified with Global GAP, the international standard of good agricultural practices

More than 15.000 visitors

o Mas de Colom - Casa Borges, institutional headquarters and informative space in its first year of operation



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Environment

/ Agricultural practices

- 95%** GAP Global Certification (% hectares certified)
- 104** Environmental conservation and biodiversity (ha)
- 11%** Increased plantations in Pistachio Project (%)

/ Waste

- 93%** Reused waste
- 99.5%** Non-hazardous waste
- 141,823** By-products (t)

/ Energy

- 95%** Renewable electricity consumption
- 24%** Reduced CO2 emissions (%) ¹
- 637 m2** Installed photovoltaic panels (m²)

/ Packaging

- 1,620** Recycled plastic placed on the market (t) ²

Personnel

- 1,093** Total payroll ³
- 97%** Employees on indefinite contracts (%)

Economic

- 771** Turnover (in millions of euro)
- 2,720** Production on managed farms (t)
- 15.7** Sustainable loan (million euro) ⁴

Impact on the company

- 32,207Kg** Annual Donations to Food Banks (kg) (Spain)
- 546,087€** Investment in collaborations and sponsorship linked to promoting health, culture and sport (€)

¹ Scope 1 and 2, BAIEO and BAIN, evolution vis-à-vis 2017 (t.eq. CO2).
² Tn accumulated since 2019.
³ Staff as at the end of the financial year (31/05/2023), including own staff and trainees. Not including temporary agency staff.
⁴ Signed in June 2020.



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2022-23: highlights of the year

CELEBRATION OF THE GENERATIONAL CHANGE AT THE NEW HEADQUARTERS COINCIDING WITH THE 125TH ANNIVERSARY

Last April, Borges celebrated its **125th anniversary** at the **'Roots of the Future'** event, which gathered more than 300 guests from key entities and companies in the agri-food sector and the country's business and financial fabric. After postponing the anniversary celebration for almost two years due to the pandemic, the company, which was founded in 1896, commemorated its 125 years of history at Mas de Colom - Casa Borges (Tàrrrega), an enclave that was officially inaugurated as the group's new institutional headquarters.

As part of this celebration, Mas de Colom - Casa Borges was also officially inaugurated as the group's institutional headquarters and informative space, a unique enclave that offers an educational and immersing experience and plays a key role in the sustainability actions promoted by the company.



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An aerial photograph of a vast olive grove. The trees are arranged in neat, parallel rows that stretch across the landscape. In the background, a large, light-colored building with a tiled roof and a series of arches is visible, surrounded by a low wall. The surrounding area consists of more agricultural fields and some distant structures under a clear sky.

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**BORGES
INTERNATIONAL
GROUP**



3. ABOUT THE BORGES INTERNATIONAL GROUP

3.1. BUSINESS MODEL

GRI 2-1

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 around the world and we market our products through a network of 14 commercial offices in 8 countries. Also, thanks to our almost 1,100 workers and thousands of external professionals, we managed to reach a turnover of 771 thousand euro in the last year, which makes Borges International Group a world benchmark in the agri-food sector.

We are leaders in farm management, 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.

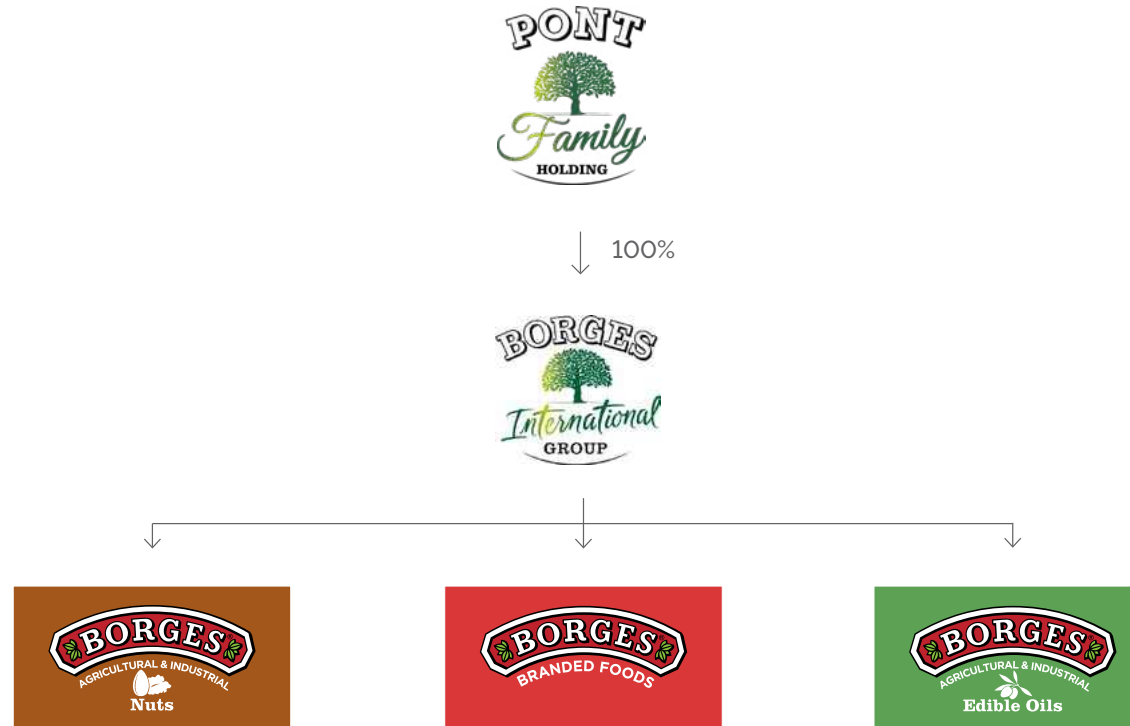
- Mission: To bring the Mediterranean Lifestyle and Quality Products to the whole world.
- Vision: To be a company recognised as a world leader in the marketing quality, healthy and pleasant products of Mediterranean cuisine and style, generating value for consumers, customers, employees, shareholders 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.

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 dependent companies that make up our business group.

The complete corporate structure can be found on our corporate [website](#) and in the table of Annexes 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

OUR CUSTOMERS AND CONSUMERS



Borges Agricultural & Industrial Nuts, S,A (BAIN)

Borges Agricultural & Industrial Nuts, S.A. (hereinafter **BAIN**) is the business unit for nuts, dried fruits and snacks. It is formed by national and international subsidiaries that carry out agricultural activities, industrial processing and packaging, and B2B marketing. Since 2017, it has been listed on the continuous market of the Madrid Stock Exchange.

We produce, process and package nuts and dried fruit for customers who market our products under their brands and for industrial customers who use our products as ingredients in the preparation of their products.



Borges Branded Foods, S,L, (BBF)

Borges Branded Foods, S.L.U. (hereinafter **BBF**) 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.

We market the final products with our brands aimed at the end consumer in the retail channel and to catering professionals through the Out of Home channel.
Our consumers are those who consume our branded products through the channels mentioned above.



Borges Agricultural & Industrial Edible Oils, S,A,U, (BAIEO)

Borges Agricultural & Industrial Edible Oils, S.A.U Borges Agricultural & Industrial Edible Oils, S.A.U (hereinafter **BAIEO**) 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.

We produce, process, bottle and market olive oil, seed oil and Modena vinegar in the B2B channel for customers who market our oils under their brands and for industrial customers who use our products as ingredients in the preparation of their products.

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Borges International Group

OUR BRANDS: FROM THE MEDITERRANEAN TO THE WORLD

GRI 2-6, GRI 2-11

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 consumers 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 vertical integration of the agricultural business.
- 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.



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With a firm commitment to the vertical integration of the agricultural business and the clear commitment of our business project to responsible and sustainable development, we market **olive oils, vegetable oils, vinegar, nuts and dried fruit, vegetable drinks, olives, pickles, pasta, sauces, OOH format products, dried fruit ingredients and oil ingredients.**

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

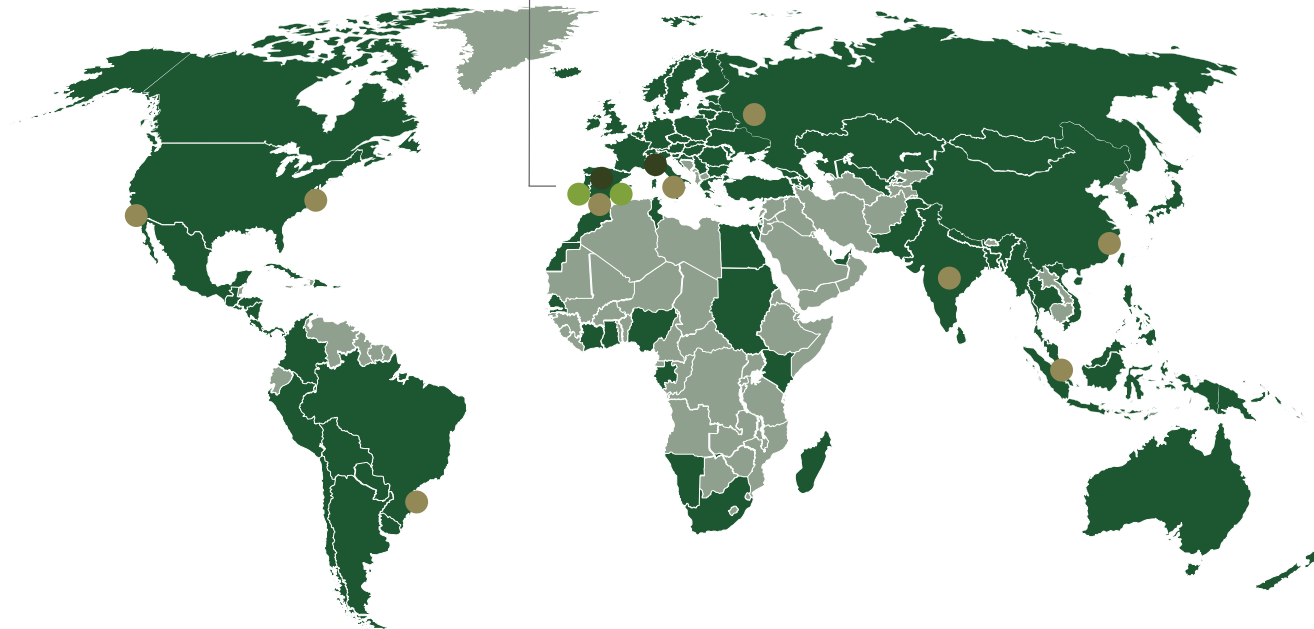
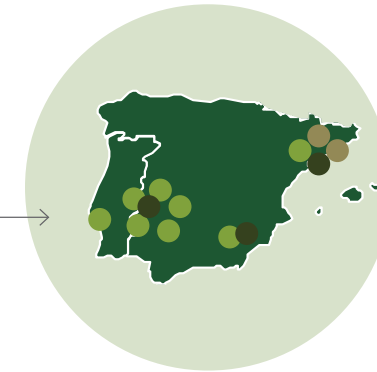
In developing our operations, we have:

8

Production centres in 2 countries (Spain and Italy)

13

Offices in 9 countries⁵



BIG PRESENCE



WITHOUT BIG PRESENCE



AGRICULTURAL



INDUSTRIAL



COMMERCIAL

⁵ Spain, France, Italy, Russia, Brazil, China, India, Singapore and the United States.

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3.2. STRATEGIC APPROACH

As an agri-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 analysis⁶. It is structured on three pillars: **Responsible Agriculture**, **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.

6 3.3.3. Materiality analysis



1. Responsible Agriculture

It encompasses the management of our own farms, as well as collaboration with suppliers in the agricultural sector, and external services that affect other points in the Group's supply chain, such as transport and logistics, to guarantee that raw materials are purchased and supplied under sustainable criteria. Objectives:

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

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2. Committed People

This encompasses the relationship with our workers, collaborators, shareholders and communities. We guarantee the well-being and development of our professionals, ensuring equality, diversity and fair working conditions. We contribute to the development of the communities where we work, since we understand that sustainable development is only possible with collaboration with our stakeholders. Objectives:

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



3. Healthy and sustainable products

We are responsible for promoting a healthy lifestyle through our products, which must be characterised as sustainable in every way from their recyclability to their nutritional benefits. In this sense, within this pillar we manage both the nutritional and healthy policy with our products, and the way in which they are made and processed in our production centres, our environmental, energy and waste management. Objectives:

- 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.

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If we take a closer look at the company's Sustainability Strategy, 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** (issues of agriculture and responsible sourcing, processes and operations), **Social** (issues of the supply chain, health, nutrition, people and society) and **Governance**.



1. Responsible Agriculture

STRATEGIC GOALS

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

STRATEGIC PILLARS AND CHALLENGES

- ✓ Responsible agriculture and fight against climate change
- ✓ Responsible supply chain

STRATEGIC LINES

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

2. Committed People

STRATEGIC GOALS

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

STRATEGIC PILLARS AND CHALLENGES

- ✓ Talent management and human capital
- ✓ Territory, community and impact on society
- ✓ Governance

STRATEGIC LINES

- Salud y seguridad de los trabajadores/as
- 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

3. Healthy and sustainable products

STRATEGIC GOALS

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

STRATEGIC PILLARS AND CHALLENGES

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

STRATEGIC LINES

- 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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INDIRECT SDG



INDIRECT SDG



INDIRECT SDG





Prohibido calentar
cubos de agua
caliente a partir
de las 20h



3.2.1. STRATEGIC PRIORITIES

In defining our strategy and taking into account the environment in which we work, six specific issues have been identified on which the company has the greatest impact. Through these, we set out our view of what we understand the future to look like and what implications and responsibilities we have for these issues. Throughout this report, each is explored in more detail with follow-up indicators and concrete actions taken to understand what we are doing to achieve these aspirations.

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.

Agriculture and responsible procurement

01 / Responsible agriculture, adaptation and mitigation of climate change

Agriculture must go one step further. We must be able to regenerate healthy and sustainable structures and ecosystems that fix the soil, make responsible use of natural resources and contribute to sequestering CO2 through responsible practices. All our current and future farms and those of our suppliers must be aligned on the basis of these principles.

02 / Responsible supply chain

We want to guarantee that our raw materials are purchased and supplied in a sustainable manner, controlling the environmental and social risks that may arise from the relationship with our suppliers.



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Processes and operations

03 / Decarbonisation and reduction of greenhouse gas (GHG) emissions

We work to advance towards the decarbonisation of the industry and line up with the emission reduction targets set by the United Nations and the European Union. We also want to know the environmental impact of our products and work to reduce it.

04 / Waste management and zero waste

We envision an industry capable of optimally and efficiently managing waste and by-products to turn them into resources. We promote this circularity both in the manufacturing process and in the final use of the products, with the aim of ensuring that there is no food waste in the value chain.

05 / Sustainable Packaging

We have a materials and packaging strategy focused on minimising the environmental impact generated by the packaging of our products. Our responsibility does not end with the supply of the product, but we make sure that in its final cycle phase it does not become just another waste product for the environment, so we must guarantee that this packaging will be able to be optimally recycled and promote its reuse or substitution by other more sustainable materials. In this sense, we work to rethink the product from the beginning, including eco-design in the new product approach phase.

Health and nutrition

06 / Health and nutrition in products

Fostering a healthy diet with optimal nutritional values is part of our culture. For this reason, by innovating our products, we improve our customers and consumers' health and nutrition, with the aim of guaranteeing a product portfolio that is 100% aligned with our nutritional values and promoting healthy fats.

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3.2.2. 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 taking into account and reducing 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 have to 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.

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3.2.3. DOUBLE MATERIALITY ANALYSIS

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

A total of 967 actions aligned with the specific goals of the 17 Sustainable Development Goals have been implemented.



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At BIG we want to know the expectations, needs and interests of our stakeholders, which is why we make periodic materiality analyses. This participatory process allows us to identify relevant issues resulting from our activity.

In 2018 we conducted our first materiality analysis and during the financial year 2022-23 we updated said analysis with a dual materiality perspective 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 double materiality process, taking into account 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 took into account 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 dual 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.

Responsible Agriculture:



- 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

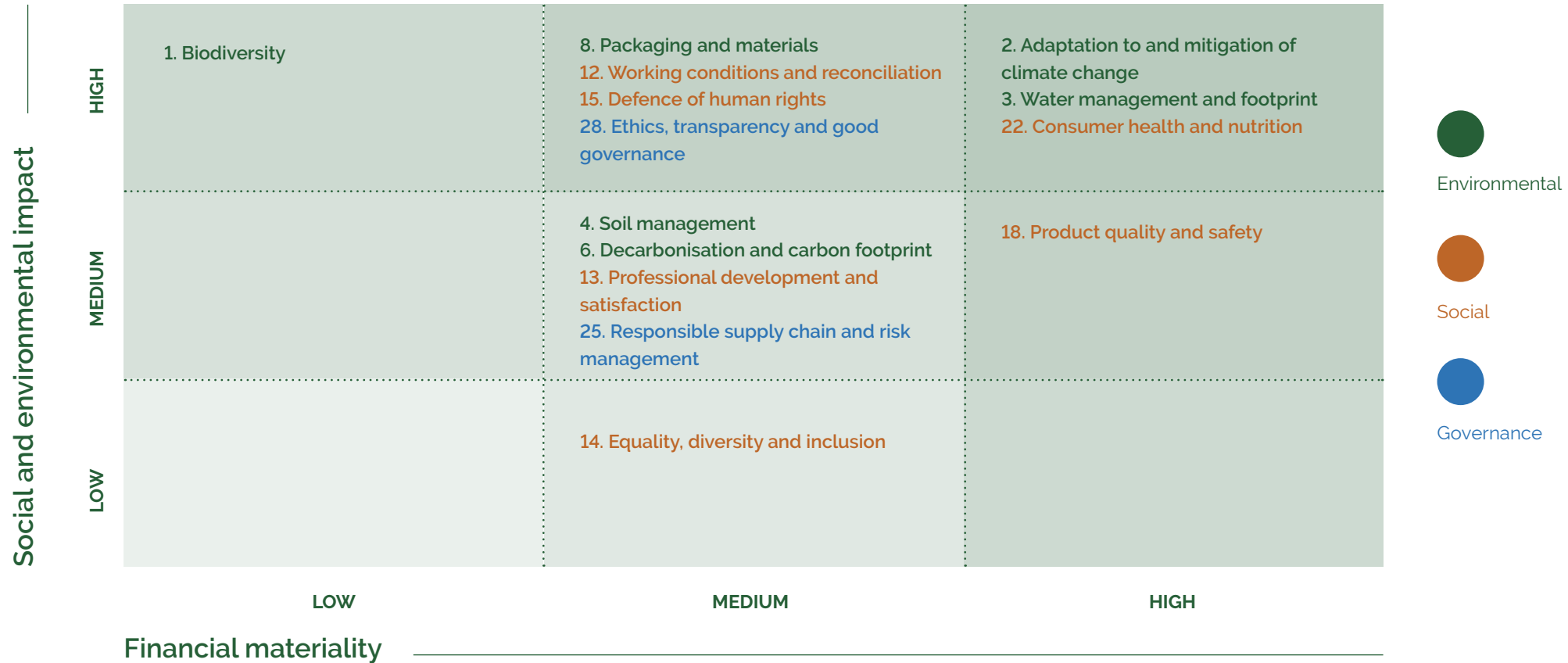
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The result is the following double materiality matrix:



- Environmental
- Social
- Governance

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The results of this analysis will be analysed and integrated in the next financial year. This report already includes indicators and management information on these material issues as can be seen in the relevant sections.



4

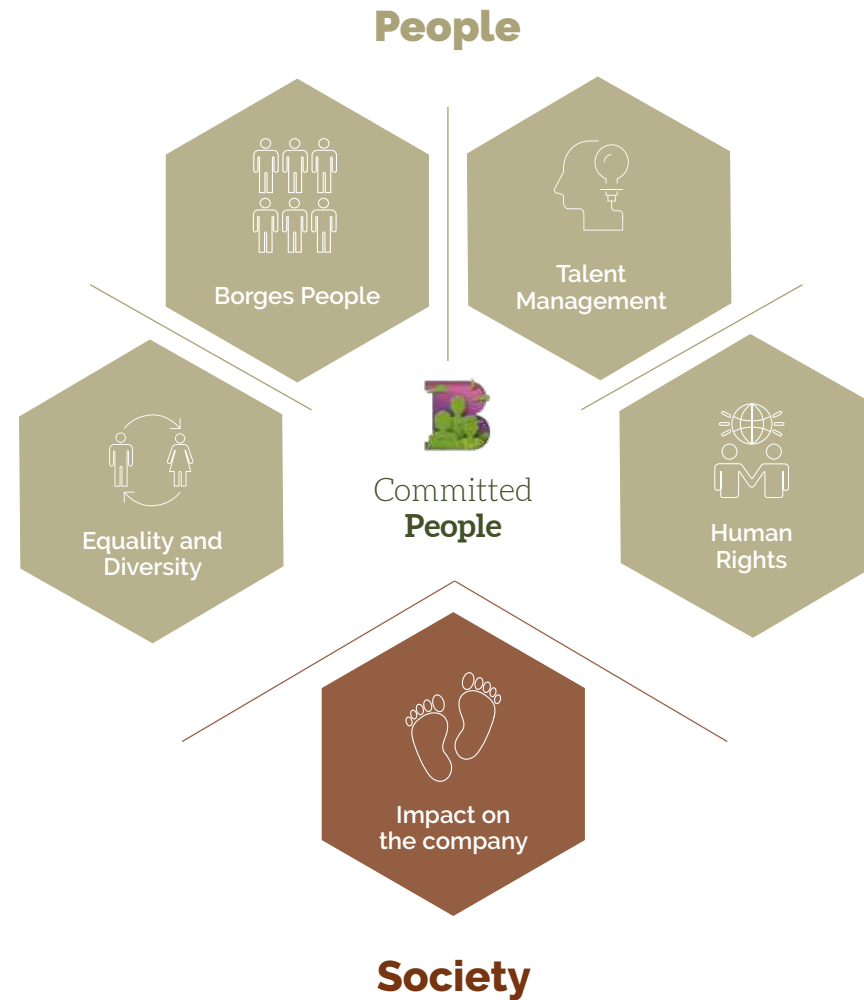
**COMMITTED PEOPLE:
HUMAN CAPITAL AND
COMMITMENT TO
SOCIETY**



4. COMMITTED PEOPLE: HUMAN CAPITAL AND COMMITMENT TO SOCIETY

The people who make up Borges International Group's international team, the communities in which and the society on which 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 22-23 financial year on People and Society:



Talent management and human capital

- ✔ Up to 80 workers⁷ have taken up hybrid telework since its implementation.
- ✔ We continue to promote internal development through the BEAM internal training programme. Since the start of the project, up to 192 people have already been trained, putting in a total of 1,600 hours.



Diversity and equality

- ✔ During this year we drew up our 4th Equality Plan for the companies Borges Agricultural & Industrial Oils (BAIEO) and Borges Agricultural & Industrial Nuts (BAIN) and we are starting with the rest of the companies.



Territory, community and impact on society

- ✔ We received more than 15,000 visits from families, schools and customers in the first year of activity of Mas de Colom - Casa Borges, where we offered activities related to healthy eating and the environment, among others.
- ✔ We celebrated ten years of collaboration between Borges and the Food Banks in Spain, and took part once again with the donation of 15,000 L of oil.

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⁷ Scope Tàrrega and Reus centres (68%).



4.1. BORGES PEOPLE

GRI 2-6, 2-7, 3-3, 2-19

BIG's human and social capital is essential for us, so we work daily to guarantee their well-being and development. We ensure equality, diversity, conciliation, human rights and fair working conditions. We develop policies and initiatives that promote workers' professional development.

Workforce structure

Our team is made up of 1.093 workers⁸ over 9 countries. These are professionals with an average age of 44 and an average term in the company of 11 years. We have 41% women and 59% men, worldwide.

97% of our workforce are on permanent contracts, three percentage points up on the previous year.



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⁸ All the workforce figures presented in this report include the company's own personnel and interns (no temporary work agencies) and are global in scope and at the end of the financial year (31/05/2022), except those duly indicated as annual averages.



Borges People
Workforce structure

Number of employees, **by sex**
as 31-05-23

2022-23
/1093 employees

453 Women / 41%
640 Men / 59%

2021-22
/1199 employees

475 Women / 40%
724 Men / 60%

Number of employees, **by country**
as 31-05-23

2022-23
/1093 employees

918 Spain
51 India
40 France
24 Italy
24 Portugal
22 United States
9 Russia
3 Brazil
2 China
0 Tunisia
0 Egypt

2021-22
/1199 employees

971 Spain
54 India
41 France
28 Tunisia
27 Italy
26 United States
13 Portugal
9 Russia
8 Egypt
4 China
3 Brazil

Number of employees, **by professional category**
as 31-05-23

2022-23

77 Management
388 Sales and administrative
628 Operational staff

2021-22

88 Management
400 Sales and administrative
711 Operational staff

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At Borges International Group we foster quality employment and stable contracting. In fact, **97%** of our workforce are on **permanent contracts**, three percentage points more than in the previous year. Temporary contracts account for 3%, a proportion that has fallen by three percentage points over 2021-22.

Retribution policy

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 professionals are paid on agreement, which also contemplates flexible pay and variable pay according to professional positions and categories to maintain the Group's different professional positions in line with the market value at all times.

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

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.



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Committed People

4.2. WORKER HEALTH AND SAFETY

GRI 2-1, 3-3, 403-1, 403-2, 403-3, 403-4, 403-6, 403-8

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 collaborators, and which encompasses all the activities of the company and all its hierarchical levels.

The organisation's preventive culture is integrated, at the operational level, through BIG's Occupational Risk Prevention Management System (SGPRL), 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.

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 Occupational Risk Prevention Management System (SGPRL) of BAIN (Reus), BAIEO (Tàrraga) are certified according to the **ISO 45001**⁹ standard, which currently covers 53% of the total workforce of the Group. The SGPRL 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 SGPRL are included in the Occupational Risk Prevention Management Manual.

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



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Committed People

OUTSTANDING ACTIONS IN HEALTH AND SAFETY IN THE 2022-23 FINANCIAL YEAR:

- Advancement in machine safety and systems of consignment and blocking.
- Training of new H&S Officers (basic training in Prevention 50 hours).
- ISO 45001 recertification (valid until 2025).
- Increased integration of ORP/Safety at the Operations level.
- Preparation and implementation of Group procedure: "Management of chemical products".
- Implementation of key procedures in various Group subsidiaries
- Improvements in the management of work in confined spaces (access to tanks).
- Adaptation of storage shelves at the security level.
- Improvements to the facilities with the aim of minimising the risk arising from the concurrence of pedestrians and lifting equipment.
- Updating psychosocial assessments.
- Updating of Emergency and Self-Protection Plans.
- Increase in ORP personnel. Incorporation of a Senior ORP Technician.

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. The management of the concurrent personnel in the agricultural operations in Portugal is centralised through BAIN Extremadura.

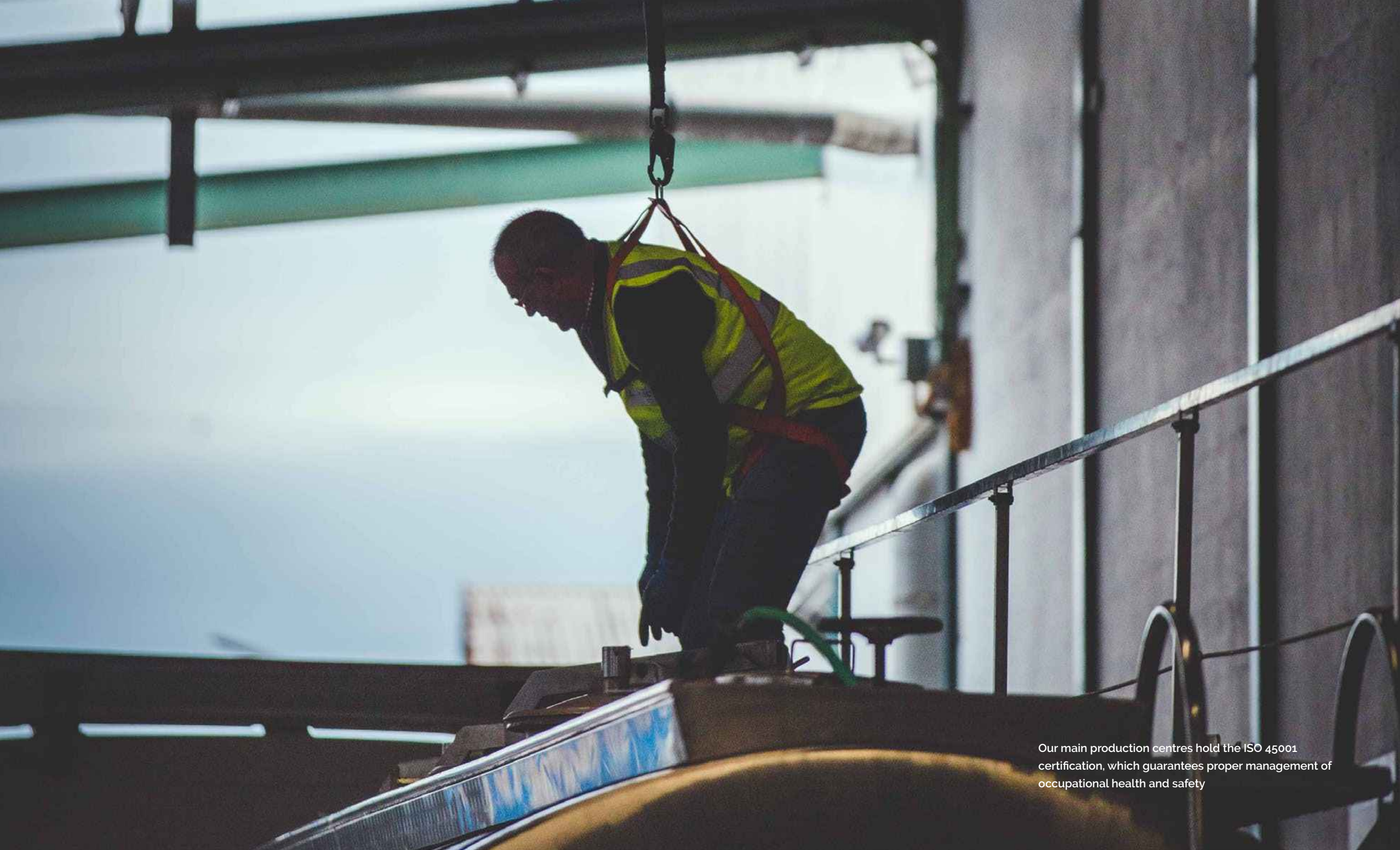
External contracted/subcontracted personnel are managed through the e-Coordina computer platform, developing the corresponding coordination of the business activities according to current regulations (RD 171/2004). This computer support is today installed in the main productive centres.

We also have a procedure for the identification of hazards, risk assessment and determination of

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



Committed People

controls¹⁰ which, aligned with current regulations and the requirements according to ISO 45001, includes the methodology and criteria that we apply in the identification of hazards and assessment of 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 in the event of an accident.

For our staff to participate in queries and communications related to occupational health and safety, we have a Health and Safety Committee for each of the main work centres in Spain (BAIN and BAIEO), formed in an egalitarian manner, as established in the regulations and with an established schedule of regular quarterly meetings.

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

The development of a psychosocial study is planned for the next financial year.



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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¹⁰ Scope of the procedure: BAIEO and BAIN (53% of the staff).



Well-being

Since 2011, we have had the Borges Te Cuida [Borges cares for you] healthy company programme, a programme of nutrition and health aimed at our staff to encourage and promote the health, well-being and healthy habits of our Borges People, through actions and activities focused on nutrition, physical activity and sport.

Furthermore, we have had in-house physiotherapist services, with specific training in ergonomics, sessions and workshops on improving body and back posture. Added to this are activities such as the Borges People's Red Day, a blood donation marathon open to the entire workforce. More than fifty employees took part in this action this year, which is part of the annual campaign of the Banc de Sang i Teixits de Catalunya and which benefited a total of 153 people.

This year we held the 15th edition of the annual blood donation marathon among the staff.



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4.3. TRAINING AND PROFESSIONAL DEVELOPMENT

GRI 3-3, 404-1, 404-2 a)

For Borges International Group, the development of a learning culture is essential. For this reason, 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 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 Plan¹¹.

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, **192 people** have been trained and **1,600 hours of training** have been put in to this initiative, which aims to attract and retain talent, increase flexibility and promote the professional development of the Borges People.

More than 10,200
total hours of training

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¹¹ Scope of the Plan among the staff of BAIN, BAIEO, BFF, BIG, PFH and BAIN Mas de Colom (69% of all). The rest of the companies have their own training planning.



Committed People

Other training actions of note during the 2022-23 financial year were:

- Training in food safety, hygiene and good practices, ORP and environmental management provided at plant level. These trainings are already taking place annually.
- 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.
- Training for the performance of entry-level functions for production staff (50 hours on-line training).
- Language training (English, French and Italian) to promote our organisation's international presence. Implementation of language courses from beginners to advanced level.
- Long-term training, such as Master's degrees and training in specialised schools, to potentially developing staff, thus strengthening our commitment to internal talent and the development of our workforce.

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.

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.

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 2021-22, a total of 3 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 (UdL), 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.

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.

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Olive oil sensory tasting courses for employees



Committed People

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 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 channel 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.

4.4. EQUALITY, DIVERSITY AND INCLUSION

GRI 3-3

At Borges International Group we strive to guarantee equal opportunities and promote diversity among the people who make up our workforce. We secure our competitive advantage through teams made up of people from diverse backgrounds, experiences and perspectives. We therefore fight against all types of discrimination based on nationality, religion, gender, age or sexual orientation, or any other cause or reason.

33

different nationalities

41%

women in the payroll

We were one of the first companies to implement Equality Plans and reconciliation policies among the workforce in Spain.

Gender equality

GRI 3-3, 405-1 b), 406-1

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.

In 2022, we drew up the company's 4th Equality Plan and we are working on the planned objectives and actions.



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Our fourth Equality Plan, 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 taken into account in its preparation. Furthermore, in this context, the equality officers also received training on following up on the Equality Plan (60 hours in total), in order to go further into its preparation and monitoring.

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

For yet another 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 continue to be part of 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.

In terms of internal and external dissemination and participation channels, we highlight the different awareness-raising actions for all staff throughout the year through different channels and commemorative days such as 25N (International Day for the Elimination of Violence against Women) and 8M (Women's Day), publications in the internal magazine, awareness-raising content in the Welcome Plans and participation in talks, among others. This year we also participated in the Speed Networking Conference Internisa, Women and Companies of Urgell to Improve Women's Accessibility to the Labour Market, in the Technical Conference of the DIE Network "Prevention of occupational risks with a gender perspective" as well as in the III National Congress on Equality.



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INTERNAL TOOLS TO HELP PROMOTE EQUALITY AND DIVERSITY

- We have a **Non-sexist Language Guide**, which is included in the staff Reception 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 also 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.

Diversity

To promote a plural and diverse workforce, we also have the integration of people with functional diversity within the company. 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.

Currently the group has 10 women and 13 men with functional diversity in its workforce, representing 2.4% of the workforce in Spain and 4.2% of the Italian workforce.

Likewise, at BIG we have a **Protocol for the prevention of moral and sexual harassment**, which applies to the entire Group staff and which is approved by the 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. In the past financial year 2022-23 a total of two activations of the internal protocol established for the "prevention of moral and sexual harassment"

were recorded. After the corresponding steps were taken according to protocol, the company concluded in both cases that there were interpersonal conflicts between the parties, ruling out any situation of harassment.



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, including:

TIMETABLE ORGANISATION:

- Office staff and structure: flexible hours for starting and finishing and the option of doing an intensive shift every Friday of the year and some days before bank holidays.
- Personnel contracted for production: shift system corresponding to the section in which they give their services (morning, afternoon, night or split).

Last year we started using hybrid telecommuting for all office staff, which in turn improves the personal and professional life balance. Today up to 80 workers have taken advantage of this improvement.

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 law¹²:

CONCILIATION MEASURES:

- Flexible hours (starting and leaving work) for staff not attached to rotating shifts, in order to maintain 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.

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12 Measures applicable to personnel in Spain (84% of the payroll).



Committed People

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 AVC and the Ministry of Health, recognises work-life balance policies.

Also in line with the work disconnection policy, and as set out in the company's Internal Policies, the company has established a digital disconnection criterion for cases in which the submission of a communication is not strictly necessary. In this sense, it is established that the workers and management, whenever they can, will send communications in working hours.

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 sports activities, as well as a language school.

Staff on maternity/parental leave ⁴³	2022-23	2021-22
Women	23	20
Men	20	28
Total	43	48

Among the measures to strengthen the bonds between the payroll and arrange conciliation, we carry out specific activities for Borges Little People, the children of our team of people, in which we work on values such as companionship, fun, teamwork or good nutrition.

This year we once again held the Day of the Little Borges People, an activity for staff children to reinforce ties and in which conciliation is attended to. During the day, we organised specific workshops to learn about the environment and biodiversity by creating shelters for bees and clay balls to scatter seeds, in a unique space among the plantations that the company has on the Mas de Colom estate.



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4.6. SOCIAL ENGAGEMENT AND COMMUNITY IMPACT

GRI 3-3, 201-1, 413-1

Social Action

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

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

The collaboration and sponsorship area evaluates a multitude of proposals and establishes agreements with those that promote the company's values, such as the promotion of a healthy lifestyle, the practice of physical activity and sport, culture, local traditions or

support for the most disadvantaged people or those with special needs. All of this is 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 environment.

WHAT DO WE DO TO GENERATE A POSITIVE SOCIAL IMPACT?
- We contribute to community development by promoting healthy lifestyle and eating habits in all the countries where we are present.
- We collaborate with local and regional entities to promote culture, sports and health in the areas where we carry out our activity.
- We collaborate in initiatives of educational institutions that promote values such as health or the practice of physical activity.
- We create alliances with strategic business and social sectors to generate work and reactivate 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.

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

€546,087 for partnerships and sponsorships (+0.7% up on last year)

32,207 kg of product donated to Food Banks in Spain

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Sport, health, culture and social inclusion:
sponsorship and partnership

Following our strategy of positive social impact, hand in hand with local entities and associations, we promote a healthy lifestyle based on sport and the Mediterranean diet, and we participate in activities that promote the culture of the environments in which our production centres or headquarters are located and in initiatives that promote social inclusion.

The collaboration and sponsorship department gives priority to all those actions that ensure the social good and those entities that are located in the geographical area close to the towns where the Group's headquarters are located.

Thus, the initiatives in which we collaborate are mainly focused on 4 main areas: health, sport, culture and social inclusion.

Being aware of the responsibility we have as an economic and also social agent, the main objective of this association is that our business activity should generate a positive impact on the community, to give back a small part of what society gives us, as a company and as people who participate in it.

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.

€394,720

allocated to non-profit entities



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Some examples of the actions we supported in the 2022 - 2023 financial year are:

- Contributions to social entities that work to offer opportunities to people at risk or social exclusion, such as food donations to the Banc dels Aliments Foundation (to whom we have been making annual donations for almost 10 years) or to the Central California Food Bank, as well as to social associations such as the Little Sisters of the Poor and Yo Ayudo de Reus, the Red Cross, Mans Unides or Feed the Children. Aware of the value of agri-food products for society as a whole, last year we donated 15,000 litres of oil, an essential product, to contribute to the fight against hunger. Exceptionally, the group also made a donation of food to the CyO Foundation, collaborating in the mission to Poland promoted by this organisation to support refugees from the war in Ukraine.

Ten years of collaboration between Borges International Group and the Food Bank.

- Collaborations with local entities and associations that promote culture and traditions. Supporting culture and popular festivals is part

of Borges' DNA, which is why we collaborate with organisations such as the Institut Municipal Reus Cultura, Fira Tàrrrega, the Teatre Fortuny Foundation, the Xiquets de Reus casteller group and neighbourhood and popular culture associations. 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.

- On the other hand, following our global mission focused on "bringing the Mediterranean lifestyle and quality products to the whole world", the Borges Group supports a multitude of activities that promote healthy lifestyle habits and the practice of physical exercise. Some examples are the Travessa Transpirenaica Social i Solidària, Relleus contra el Càncer or the Caminada contra el Alzheimer.
- Also, in line with our global mission, we support sport by sponsoring local sports clubs or events in various disciplines. We are committed to local sport, which generates a positive social impact on the community in its area of influence, with the sponsorship of several sports clubs such as the Club de Balonmano Virgen de Gracia de Altura, the Club Hoquei Tàrrrega or the Fundació Futbol Base Reus.
- Furthermore, in health, Borges has also carried out various actions to promote research into

diseases that today still have no cure. Some are, for example, the donation line to the City of Hope centre in California, where cancer research is carried out, or the collaboration with La Marató de TV3.

- Product has also been donated to some events organised to raise funds for the Asociación de Familiares y Amigos de Niños Oncológicos de Cataluña (AFANOC) and the Asociación Española Contra el Cáncer (AECC). In addition, as it has done every year for the past 14 years, Borges organises a blood donation marathon among the Group's staff. This initiative arose at the suggestion of the workers themselves, in which for a whole day the company provides the means to donate blood at its Tàrrrega and Reus headquarters. This year more than fifty people took part in the marathon.

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Committed People

CARDIOVASCULAR AND HEART DISEASE RESEARCH COLLABORATION

This year we made a special collaboration with the solidarity initiative of La Marató de TV3, which this time focused on cardiovascular and heart diseases. In a promotional campaign, Borges donated 50% of the sales of its products (1L extra virgin olive oil and walnut kernels) to the initiative. Products that are naturally conducive to good cardiovascular health.



Impact on culture



€45,633

to finance cultural projects

Impact on sport



€76,981

Earmarked for sport-related initiatives

Impact on health



€28,753

Added to health-related projects

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Committed People

Impact on the company

Borges International Group continued to support social entities that have been relying on its commitment for some time, such as the Alba Futur Foundation, an entity that helps those individuals and families who in some way suffer from a disability and which we are part of the Network of Partner Companies. In the same way, support continued to be given to various food banks in the USA, such as the Central California Food Bank, the Atlanta Community Food Bank and the North Texas Food Bank.

In this financial year, we made product donations to food banks worth more than 118,376 euro.¹⁴

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 different donations have been made to provide food and guarantee a hot meal to local children and to foundations that have earmarked it to develop an Independent Housing Programme for adults with intellectual disabilities.



It has also once again supported the Fundació de la Residencia de la Gent Gran de Sant Antoni de Tàrrrega and the Teatre Fortuny foundation as a Protector Member, with the aim of supporting culture in the geographical area where it is located.

In addition to these actions, initiatives have been carried out to promote knowledge, such as the Borges prize for the best academic record in the Faculty of Economics and Business at the Rovira i Virgili University - agreeing to giving the winning student the option of working in the Group -, as well as supporting 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 Zalabí Valley Town Council, the Valdebótoa Town Council, the Tàrrrega Town Council, the 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 World Padel Tour Open 500 tournament in Reus and the Cursa de les Dones de Reus (Reus Women's Race).

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14 Scope of donations made in Spain.



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

In the first year of operation, we received more than 15,000 visits from families, schools and customers at our Mas de Colom 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.

During this year the adaptation of the Mas de Colom - Casa Borges complex in the municipality of Tàrrega (Lleida) was completed. 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.



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Alliances for the development of local producers and agricultural revenue

GRI 203-2

We form alliances through projects and collaboration agreements that allow us to contribute to the economic and social development of the areas where we operate, reactivating the economy of the territory and showing our support for local farmers. One example is the Pistachio Project, a vertical cooperation programme that contributes to the improvement and economic development of the Segarra-Garrigues Canal area and its exteriors through pistachio cultivation. This project has allowed the introduction and development of this crop to contribute to the improvement of agricultural income, taking advantage of the historic opportunity offered by water reaching lands that until now were mostly dry. Through this initiative, we also managed to strengthen the relationship between Borges and the farmers of these pistachio plantations and contribute to establishing the population in rural areas.

We currently have a total of 481 hectares in Lleida, Huesca and Tarragona that are part of the Pistachio project, 11% more than the previous year.



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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 the 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, 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 , 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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A lush green field with a path leading through trees in the background. The foreground is filled with tall grasses and small white flowers. The background shows a dense line of trees under a bright sky.

5

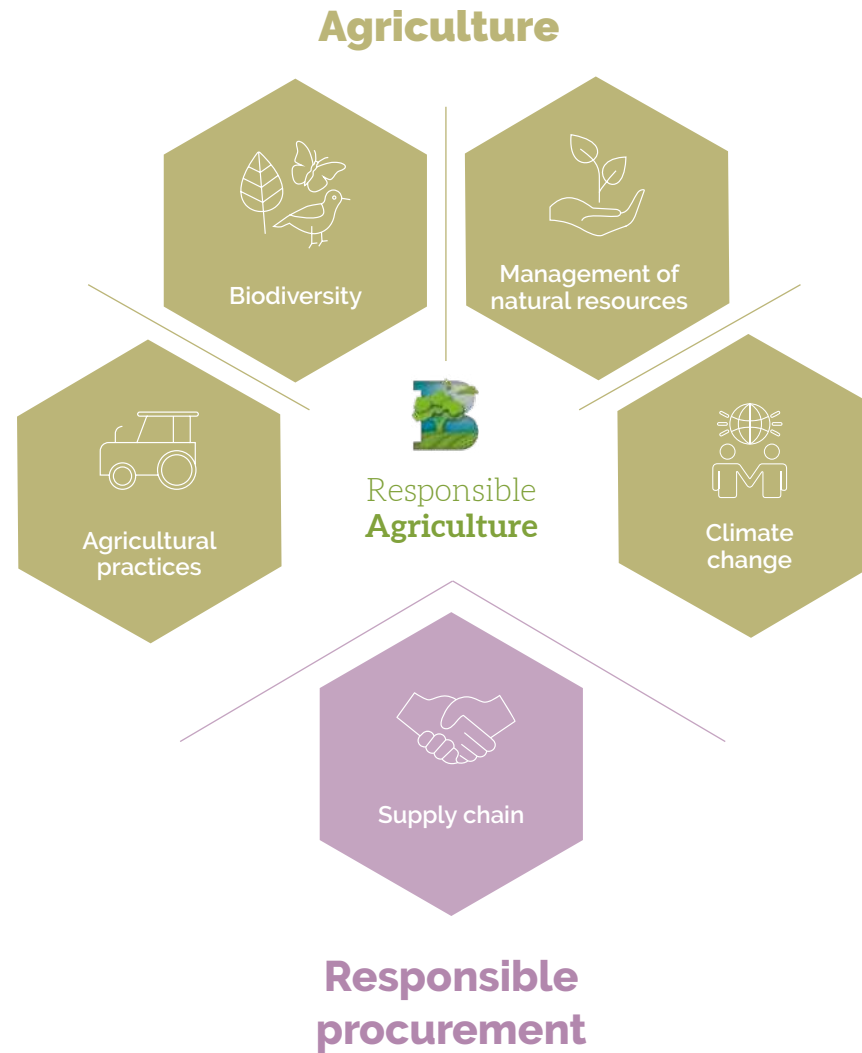
**RESPONSIBLE
AGRICULTURE:
AGRICULTURAL
PHASE AND
SUPPLY CHAIN**



5. RESPONSIBLE AGRICULTURE: AGRICULTURAL PHASE AND SUPPLY CHAIN

One of our main objectives is to contribute to sustainable development through responsible management of our farms and production centres while promoting collaboration with suppliers in the agricultural sector and other points of impact in the supply chain such as transport and logistics to guarantee that raw materials are purchased and supplied under sustainable criteria.

This commitment means having production 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 22-23 financial year on agriculture and responsible procurement:



Certification of agricultural practices

- Expansion and renewal of the hectares certified with Global GAP, the international standard of good agricultural practices, reaching 95% of our own certified hectares.



Nutrient handling

- Implementation of soil analyses prior to fertilisation plans to make more efficient use of fertilisers and stimulation of soil micro-organisms to optimise currently blocked nutrients.



Reduction of chemical synthesis products

- Implementation of plans to optimise inputs of plantations and pilot plans to bring in products of natural origin to the detriment of those of chemical synthesis.
- We also use pheromones to control pests as a more sustainable alternative to conventional insecticides and environmentally friendly due to their natural components.



Decarbonisation and renewable energies

- Installation of 3 photovoltaic solar parks in Portugal to cover irrigation needs and reduce the associated carbon footprint.



Water source optimisation

- Completing the calculation of the water footprint.
- Controlled deficit irrigation tests implemented to adjust the doses in the plantations.



Responsible sourcing

- Implementation of our Responsible Agriculture and Sourcing manual.
- Creation of a map of social and environmental risks specifically associated with our supply chain.

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Resilience to climate change

The agricultural sector plays an important role in affecting climate risks. In addition to being a directly affected party, it also has the potential to contribute to mitigating such effects. To this end, we put in place measures to reduce vulnerability and exposure to climate variability. In our plan to mitigate negative impacts and adapt to the risks that arise, we highlight two of the most relevant elements in our agricultural activity:

- **Water management and the scarcity of this resource**, accentuated by extreme periods of drought and restrictions on irrigation, have a direct impact on us. Indeed, the drought has had a significant impact on the agricultural sector this year. Irrigation restrictions in the river basins have had an impact on the areas where we have plantations. To mitigate these effects, and those that may arise in the future, we have control and adaptation mechanisms. Our farms have efficient irrigation systems (95-100% water use efficiency).
- We have plans in place to **reduce the impact of the fertilisers** we apply in the field and to focus on inputs that contribute to reducing the carbon footprint of our direct reach (Scope 1). These objectives are in line with the new EU guidelines under the Farm to Fork strategy.

These actions, together with responsible daily management (use of ground covers or reforestation practices), will also indirectly contribute to reducing other associated risks such as the loss of fertile soil (also accentuated during periods of extreme rainfall), to storing carbon and to promoting biodiversity, quality and fertility of our soil by increasing the organic matter in it.



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Responsible Agriculture

5.1. RESPONSIBLE AGRICULTURAL PRACTICES

GRI 3-3

WHAT NEEDS MUST FOOD AND AGRICULTURE MEET TO BE SUSTAINABLE? ACCORDING TO THE FAO:

- Ensuring world food safety.
- Promoting healthy ecosystems.
- Supporting sustainable management of land, water and natural resources.
- Meeting the needs of present and future generations, ensuring profitability, environmental health and social and economic equity.
- Improving environmental protection, system resilience and efficiency in the use of resources.

Source: <https://www.fao.org/sustainability/es/>

In line with the premises described by the FAO in its definition of responsible food and agriculture, our 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. In this sense, we have several strategic objectives to reduce our environmental impact from the agricultural area:

Certification of agricultural practices: During the financial year 2022-23 we renewed our Global GAP certification, the international standard for good agricultural practices on those farms that already had it, and more farms have been certified; 95% of our own farms are now certified. Global GAP guarantees safe and sustainable production in order to benefit producers, retailers and consumers.

1,529

own hectares certified with Global GAP

95%

own farms certified

Responsible sourcing, soil regeneration and nutrient handling: We have defined our Responsible Agriculture and Procurement model, based on a specific programme that promotes and monitors the management of nutrients, water, plant health products and soil management, among others.

We analyse soil on all our farms, prior to drawing up fertilisation plans to make more efficient use of fertilisers and reduce nitrogen applications.

Reduction of chemical synthesis products: With the aim of using organic plant health products as opposed to chemical synthesis products, we continue to carry out pilot trials on our farms to make progress in reducing these supplies. This also allows us to obtain part of our production free of pesticides, with figures below the quantification limits established by current regulations.

Further details of agricultural management are described below: **A comprehensive view of soil, water, and agricultural practices**¹⁵.

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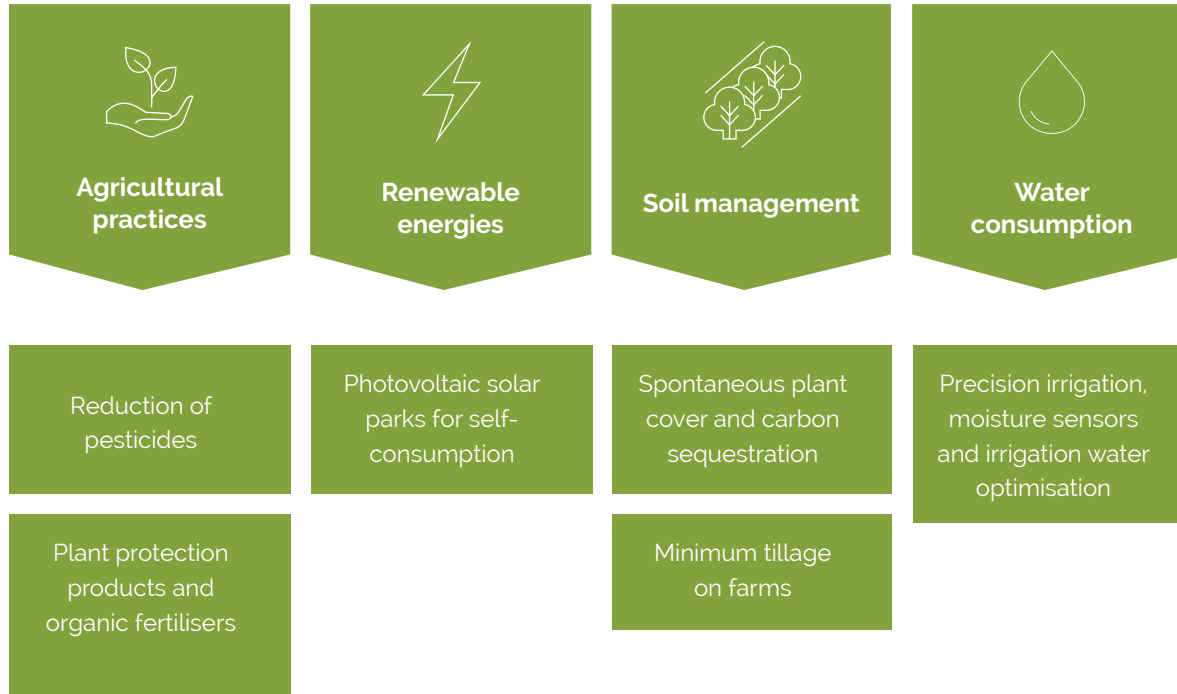
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Responsible Agriculture

How do we reduce impacts in the agricultural phase?



All these actions contribute directly to:

- Aligning our farms 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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5.2. PRESERVATION OF BIODIVERSITY

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

We are aware of the value of the ecosystem services which the environment provides us. Today we have more than a hundred hectares dedicated to environmental purposes such as reforestation, fallow, conservation of ZEPA areas, grazing and pastures on different farms in Granada, Lérida and Portugal. We also have 77.6 hectares devoted to reforestation in Granada (El Carquí estate) and areas of fallow in Lérida (around 25 hectares) that help in the conservation of agricultural birds, the group of birds most threatened in Europe.

Likewise, we have 19.7 ha of pasture in Machados and 7.65 ha of holm oaks in Palheta, which constitutes a unique ecosystem typical of the Iberian Peninsula and includes holm oaks, cork oaks and grass. Pasture regulates water cycles and soil fertility, enhances biodiversity, and also plays a fundamental role in mitigating climate change thanks to its carbon dioxide fixation, as just one hectare of grazing fixes between 30 and 40 tons of CO2 equivalents.

POSITIVE IMPACTS OF WORK ON BIODIVERSITY:

- It contributes to carbon sequestering.
- It reduces soil erosion.
- It increases the biodiversity of the area's species.
- It reduces water consumption.
- It reduces the loss of nutrients.
- It improves agronomic performance (better soils, greater biological control, etc.).

All our farms have management practices based on soil protection, species preservation, minimum tillage, nutrient management, and preservation of natural resources.



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The Mas de Colom estate (Lleida) has also had a Biodiversity Action Plan (BAP) since 2020, carried out together with the Global Nature Foundation, with the aim of preserving and increasing biodiversity through practices that contribute to carbon sequestration, reducing erosion and mitigating climate change. It is also part of the **Agricultural Biodiversity Observatory** (OBA).

MAS DE COLOM – CASA BORGES EARNS THE BIOSPHERE CERTIFICATE

Mas de Colom – Casa Borges this year earned the Biosphere Certificate. This stamp, awarded by the Responsible Tourist Institute, assesses more than 200 requirements and takes into account the organisation's impact on the environment, climate change, society and culture, among others, and thus recognises those entities that have implemented and demonstrated its good practices.

Certificación Biosphere | Biosphere (biospheretourism.com)



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Responsible Agriculture

5.3. MANAGEMENT OF NATURAL RESOURCES IN AGRICULTURE¹⁶

Proper management of natural resources in agriculture involves making responsible use of them. To do this, we monitor different parameters that allow us to manage the soil or water most efficiently, gradually reducing its consumption through **precision agriculture techniques**.



WATER MANAGEMENT

GRI 3-3, 303-1

Betting on responsible agriculture implies managing water resources efficiently. For this reason, we apply different strategies for their optimal use. For example, we use localised irrigation systems and low-flow drips in all new plantations with the aim of adjusting the land's infiltration capacity.

- Deficit irrigation tests are implemented to adjust risk doses in plantations.
- We use Spray Systems with the aim of reducing the amount of water used in each treatment of the trees.
- At the end of this report, we finalise the calculation of the water footprint of the agricultural activity of our own farms and the industrial activity of our nuts division, such as the production facilities that include the shelling, processing and packaging of raw materials. The calculation is based on the methodology proposed by the Water Footprint Network (WFN).

Our plantations have innovative technologies in localised irrigation and we use very low-flow drips to adjust it to the land's infiltration capacity. All our farms have a more efficient localised irrigation system. The drip irrigation system stands out for its efficiency with 95%-100% water use efficiency.

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¹⁶ The consumption of water, energy and waste from agricultural activity is consolidated in the tables reported in section 6.2. Information on environmental issues in our operations, where the consumption of the rest of the companies and industrial activity is consolidated.



 **SOIL MANAGEMENT**
GRI 3-3

The development of our agricultural activity is closely linked to land management, and is one of our fundamental resources. In this sense, it is critical to combat its erosion and degradation, as well as to act in favour of environmental protection by retaining CO2 in the soil and fighting against the loss of fertile soil.

Some of the actions we carry out to achieve this are the use of minimum tillage in the plantations, the implementation of vegetable covers to increase the content of organic matter in the surface layer, favouring biodiversity and minimising compacting problems, addition of organic amendments, of calcium carbonate and calcium sulphate to improve the physical characteristics of the soils and to maintain levelling, water outlets, drains and drainage cleaning to minimise erosion problems.

 **ENERGY MANAGEMENT**
GRI 3-3

Efficiently managing energy in all activities carried out by the company is another way in which our commitment to the responsible use of natural resources is demonstrated. Our actions seek to continuously improve energy efficiency, enhance the use of renewable energy in our activities and, consequently, reduce greenhouse gas (GHG) emissions.

To achieve these objectives, we have been implementing actions in the agricultural field for years and relying on the use of renewable energy, such as: the substitution of pumping and re-pumping of irrigation water with photovoltaic pumping, the use of resources generated through the use of biomass (almond shell, walnut, etc.), using it for drying our walnut and pistachio production.

Furthermore, in 2022, 3 photovoltaic panel installations were implemented in Portugal (mainly to cover irrigation needs). This corresponds overall to more than 636 m2 of photovoltaic installations and will enable annual production of approximately 180,000

KWh of self-produced clean energy. These new installations will allow us to reduce the electricity consumption on these farms by 13%, thus minimising the impact and footprint in the irrigation phase.

We have performed 3 installations of photovoltaic panels on farms in Portugal of approximately 180,000 KWh, with the capacity to reduce their electricity consumption by 13%.

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Almond plantations on our farms



5.4. SUPPLY CHAIN

GRI 3-3, 2-6, 204-1, 308-1

We have the commitment to contribute to sustainable development through our supply chain, in order to guarantee a responsible supply of our products, ingredients and raw materials. We therefore consider our contractors, suppliers and general collaborating entities, which are decisive for the achievement of our goals in growth and development.

Our supply chain is made up of our agricultural farms and a broad network of supplier companies (of finished product, raw material and ingredients, and 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.

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, where we have a Silver medal and others specific of customers.

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 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.

We also require ethical and social compliance audits of our suppliers, prioritising those most at risk, and we assess social and environmental risks based on the origin and type of product supplied 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.

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

- We include clauses relating to the knowledge and application of the Group's **Code of Ethics** and **Criminal Compliance Policy** through the **Customer and Supplier Declaration**, where suppliers express their adherence and commitment to behaving in line with our business principles, including the adherence to the United Nations Universal Declaration of Human Rights and the social policy of the International Labour Organisation.
- We have specific clauses at the beginning of relations with logistics and transport providers related to points of impact and environmental progress.
- 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.

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**HEALTHY AND
SUSTAINABLE
PRODUCTS:
PRODUCT
PROCESSING AND
MANAGEMENT**

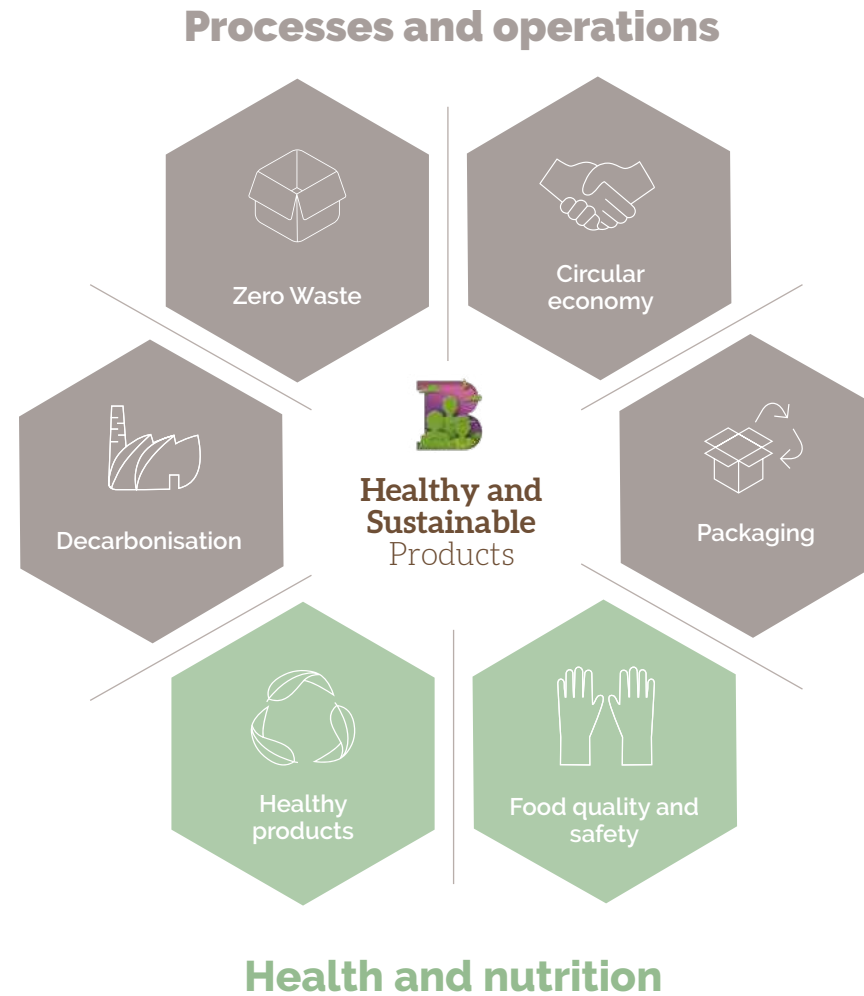




6. HEALTHY AND SUSTAINABLE PRODUCTS: PRODUCT PROCESSING AND MANAGEMENT

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. In addition, this responsibility extends from the 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 FY22-23 on Health and Nutrition, Processes and Operations:



Our vision of a healthy lifestyle assumes that not only the product we consume is nutritionally beneficial, but that it has been produced in a sustainable way.



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.



Communication with consumers



Borges has collaborated with Danacol in a campaign to promote the consumption of cardiovascular foods against high cholesterol.



Healthy improvements



New launches in the "Zero Pesticide Residue" product range in the French market with the aim of extending the range and the countries where we market it.



Decarbonisation and reduction of GHG emissions



Calculation of the carbon footprint for agricultural and industrial activity and 24% reduction in emissions.¹⁷

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¹⁷ Scope 1 and 2, BAIEO and BAIN, evolution vis-à-vis 2017 (t.eq. CO2).



Hechos relevantes del ejercicio 22-23 sobre Salud y Nutrición, Procesos y Operaciones:



Transition and energy efficiency



Thermal efficiency improvements in all divisions.



Implementation of measures to reduce emissions associated with refrigeration gases in the nuts division.



Zero Waste



We have achieved Zero Waste certification at the main production sites of the oils division with high scores.



Packaging and materials



We have introduced around 500 tonnes of recycled plastic through our oil bottles and single-dose capsules.



Development of the first single-dose compostable jar of Extra Virgin Olive Oil on the market.



Food waste and reuse



Collaboration with research centres and universities on projects to reuse oil industry by-products.

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Healthy and Sustainable Products



6.1. INFORMATION ON ISSUES RELATED TO OUR PRODUCTS

6.1.1. BETTING ON HEALTH, NUTRITION AND HEALTHY PORTFOLIO

GRI 3-3

At Borges International Group 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 the main 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.

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.

An example of this is the in-house division of Healthy and Sustainable Products and the launch in 2018 of the Healthy & Green Solid Oil 4.0 (H&GSO), an 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 year we expanded the portfolio with alternatives to refined sugars, thus promoting the substitution of traditional sugar with healthier solutions.

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Healthy and Sustainable Products

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 collaborative system that implies 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 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.

Last year we started marketing the "Zero Pesticide Residue" product range. These are products analysed and verified by independent accredited laboratories that quantify the pesticide content, to guarantee a rate of less than 0.01mg/kg. The aim is to further expand this category and promote it to more markets.

BORGES' VEGETABLE RICE AND WALNUT DRINK HAS BEEN RECOGNISED WITH THE SUPERIOR TASTE AWARD

This certification is awarded by the International Taste Institute to those foods and beverages that receive a positive taste rating from a panel of over 200 world-renowned chefs and sommeliers. The product received this recognition this year.



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6.1.3. FOOD QUALITY AND SAFETY

GRI 3-3, 416-1

At BIG 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.

Quality is an inalienable principle in our activity and in the extension with guarantees to new markets and sectors.

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.

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

"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."

Borges International Group Food Quality and Safety policy (2018)

Healthy and Sustainable Products

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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We have improved BRC and IFS scores in our oils division achieving a BRC A+ as well as being categorised as Higher Level for IFS.

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.

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 have supplier approval and evaluation procedures in place. 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,



All certifications are renewed following their cycle of validity.

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.

During this financial year, more than 48 audits were made between BAIEO and BAIN, mainly of customers and certifications (ISO 14001, IFS, BRC, AIB, Kosher, Halal, among others).



Healthy and Sustainable Products

6.1.4. COMMUNICATION AND ATTENTION TO CONSUMERS

Every day we strive to provide maximum value to our customers and consumers. We focus on seeking a relationship based on trust, transparency and the integrity of our actions, which is why we work to achieve your maximum satisfaction, continuously responding to your expectations and needs.

Presence in networks and Borges community

We use the social networks as a channel of communication to interact and connect with our brands' customers, and with society as a whole. Among the main publications shared by this social network, the video recipes, initiatives related to sustainability, stand out.

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.



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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 markets such as the United States and India and are expanding into other countries where we are present.

At the end of 2022, we were in 23rd position in the Icarus d'Epsilon panel, which assesses the market share and social media presence of more than 400 FMCG brands in Spain, improving by 6 points over the previous year.

KEY CAMPAIGNS CONDUCTED IN 2022-23:

During the year, two gamification campaigns were carried out under the “Caring for what matters” framework with the aim of communicating the brand’s values to consumers by promoting health and protecting the planet. The two campaigns achieved a participation of more than 6,800 users and in one of them, Borges donated €1 per participation to a project to promote habitats for pollinators.

Healthy and Sustainable Products

One of the main forms of interaction with consumers is through the Borges Community platform, a virtual meeting point for our consumers and one of the brand's main axes of participation and digital communication in Spain. Through this platform, dynamic and interesting content is included, as well as the possibility of sharing exclusive experiences and participating in recipe contests and product raffles, among others.

We also continuously reinforce our digital positioning on on-line shopping platforms to be close to consumers at all times.

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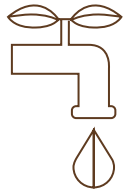
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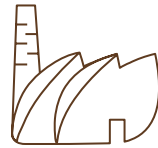
6.2. INFORMATION ON ENVIRONMENTAL ISSUES IN OUR OPERATIONS

GRI 3-3

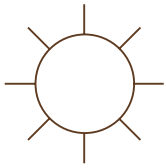
Environmental management in industrial processes



- ✓ **3 photovoltaic solar parks** have been installed to cover our farms' irrigation needs.



- ✓ **Zero Waste certification** in process at our main production centres.



- ✓ Installation of **photovoltaic panels** in production centers in progress.

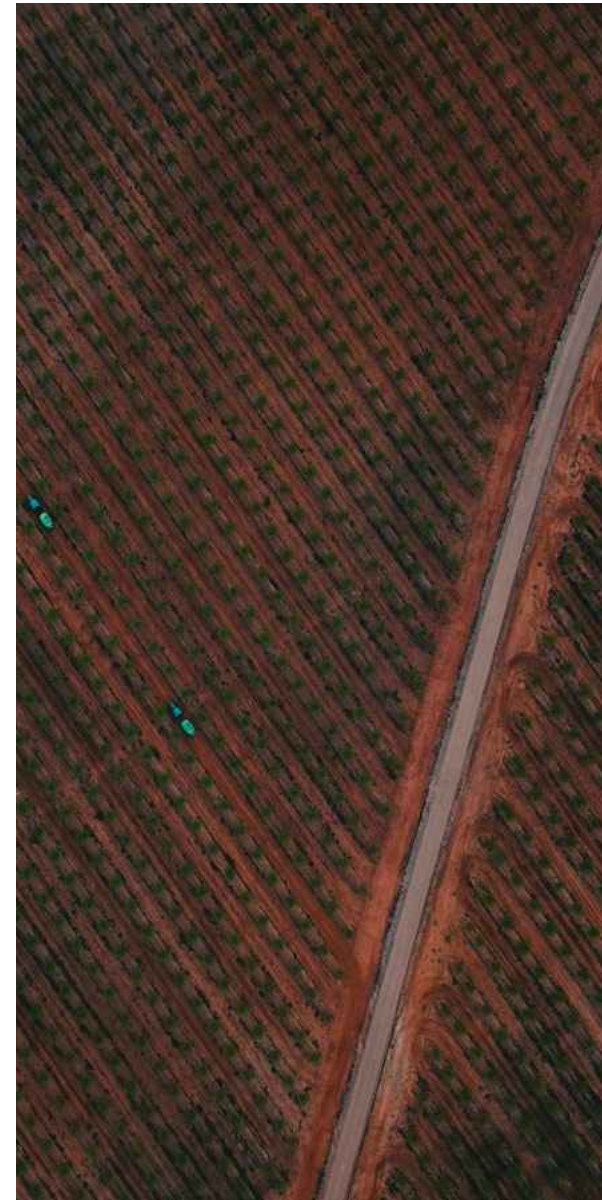


- ✓ Expansion of measures to **reduce emissions** associated with refrigeration gases.



- ✓ Thermal **efficiency improvements** in steam circuits in the nut division.

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Healthy and Sustainable Products

Factories ¹⁸	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	
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)
BAIN Extremadura	Nuts division (Spain)
BAIN Andalucía	Nuts division (Spain)

The factories of BAIEO and BAIN (B-1 and B-2) account for more than 93% of the group's total production.

6.2.1. ENVIRONMENTAL MANAGEMENT IN INDUSTRIAL PROCESSES

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. The three areas are: carbon footprint management, the use of plastics in packaging, and water, landfill and waste management.

We have an **Environmental Policy**¹⁹, 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.
- Encouraging suppliers and subcontractors to adopt the same BORGES attitude and

environmental principles, 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 is the basis of our environmental management systems, certified according to **UNE-EN ISO 14001** for BAIEO (July 2024), BAIN (July 2024), and Capricho Andaluz (January 2026) production centres. Under its guidelines, we periodically identify environmental aspects and assess their effects both in regular and emergency situations. We have also prepared 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.

¹⁸ The water, energy and waste consumption tables for 2022-23 values do not include the Tunisian and Egyptian sites that have been transferred with a majority shareholding and accounted for less than 1% of total consumption in the financial year 2021-22.

¹⁹ 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.

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

During the 2022-23 financial year, investments were made in activities of the production process that have a direct or indirect associated environmental impact. These investments, valued at 4,808,940 euro , are aimed at improving energy efficiency and reducing relative consumption, among others.

In environmental matters, we offer continuous awareness-raising through different communication channels: newsletters, internal magazine, posters in common areas, etc. Along the same lines, every time we implement a project, we ensure that we actively raise awareness and inform all our professionals of the environmental impact we hope to achieve with it.



Sustainable financing and production

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.

Within the framework of the financing received by Borges, in its evaluation and monitoring, performance objectives were established throughout the financing period linked to 3 environmental KPIs, which are monitored on a yearly basis. The objectives are related to the management of waste and energy from the group's operations at the Borges Agricultural & Industrial Edible Oils plant:

- **Reduced hexane consumption:** The improvements in sustainable production agreed for the financing contemplate the reduction of the use of hexane in extracting the oil from the seeds. In this sense, Borges has managed to reduce the use of hexane by 70% with the acquisition and commissioning of a new extractor in 2019, which requires less hexane consumption than the old one.

Healthy and Sustainable Products

- **Reduction of energy consumption:** Borges's production process is energy intensive, therefore it is important to implement measures to minimise energy consumption related to electrical losses. Through the introduction of more efficient machinery during these years and the replacement of classic lighting with LED, electricity consumption has been reduced by 20%.
- **Elimination of the relative consumption of oil in heating:** In 2021 Borges eliminated the diesel boilers used for heating to use the steam produced by cogeneration to heat the buildings, thus avoiding the consumption of diesel in the boilers.

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Our single-dose capsules contain up to 95% recycled material



6.2.2. ADAPTATION, CLIMATE CHANGE MITIGATION AND DECARBONISATION

GRI 3-3, 308-2

Climate change risk management

BIG's activity has a direct impact and is highly dependent on the effects of climate change, as presented in the risks identified by the company. Our 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 the company, its suppliers and its customers, and could negatively impact on their results and financial situation.

The following most relevant climate risks have been identified as having the greatest short- and medium-term impact on its activity:

- Lack of water resources in the river basins where we have agricultural activity.
- 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 during the last campaign in countries such as Spain, among others, 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.

We also highlight regulatory impacts such as the plastic tax that came into force in 2023 and the increase in energy costs, such as natural gas.

Healthy and Sustainable Products

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 started calculating our organisation's carbon footprint and since then our partnerships and scopes have been expanded until we now have information on both industrial and agricultural activity and the impact we have.

We calculate direct and indirect CO₂ emissions in the agricultural and industrial phase according to ISO 14064.

24%

reduction of GHG emissions since 2017²⁰

GRI 305-5, 305-7

The GHG emissions for the year 2022²¹ (calendar year) are shown below:

(305-1, 305-2, 305-3)

GHG emissions (tCO ₂ eq)	2022	2021	% Variation
Direct emissions	33,090	34,440	-4%
Indirect emissions	15,591	17,602	-11%
Total	48,681	52,041	-6%

2021 values are recalculated with updated emission factors and new data provided by the company (40,715 tCO₂e reported value vs. 52,041 tCO₂e updated value).



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²⁰ Reduction on total GHG emissions in scope 1 and 2. Base year 2017 (T. CO₂eq) in BAIN B-1, BAIN B-2 and Altura. Base year 2017.

²¹ The data correspond to the study carried out by the Business and Climate Foundation (calendar year 2022). Calculation made based on the standard UNE-EN ISO 14064-1:2018. Includes industrial and commercial companies in Spain (BAIEO, BAIN, CAPRICO ANDALUZ, BBF, BIG, BAIN Extremadura, BAIN Andalucía, BAIN Mas de Colom and agricultural companies in Portugal), which account for more than 95% of the impact of all the group's activity.



Potentially avoided emissions

The organisation also identifies and reports those emissions that have been potentially avoided this year:

336 tCO₂e

avoided through the use of biomass versus other fossil fuels²²

7,943 tCO₂e

avoided by the purchase of electricity with a certificate of renewable origin

1,884 tCO₂e

potentially avoided by current waste management²³

4,312 tCO₂e

avoided through the high-efficiency cogeneration process



Energy efficiency

The cogeneration plant in the BAIEO plant (Tàrrega) 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.



Example of energy use

We use cogeneration boiler output gases to dry seeds. We thus achieve a **reduction in the consumption of natural gas of 15,000 MWh** per year, and its corresponding emissions.

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²² Corresponding to the biomass used in the BAIN Altura centre where the almonds are shelled, and in the BAIN Andalucía and BAIN Extremadura processing centres. Calculated to generate the same amount of energy using another type of fuel such as natural gas.

²³ In accordance with the recommendations of the European Commission 2011 and the ISO 14040 and ISO 14069 standards, we add information on emissions avoided from energy and material recovery in waste management. Among the processes that generate potential emission savings in waste is the use of energy, thus avoiding the use of fossil fuels, recycling or composting, among others.



Emission reduction plan

The organisation has already undertaken the following actions:

- ✓ **Eliminating 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. Since 2019 we have expanded the number of sites using electricity from renewable sources (Guarantees of Origin). This has contributed to avoiding more than 8,000 tonnes of CO2 per year and enabled a reduction of up to 24% in total Scope 1 and 2 emissions compared to 2017.**
- ✓ **Progressive installation of electric vehicle charging points at the centres.**
- ✓ **Replacement with LED lighting and lamps to reduce electricity consumption.**
- ✓ **Reduction of the risk of cooling gas emissions by improving monitoring to allow greater control.**
- ✓ **Efficiency in the use of fertilisers in the agricultural phase with consequent reduction of applications and use of precision farming techniques to optimise water use.**
- ✓ **Installation of photovoltaic panels to cover irrigation needs.**
- ✓ **Promotion of virtual meetings to avoid travel.**

Healthy and Sustainable Products

In addition to the reduction and potential emissions saved, we also highlight those that allow for **carbon sequestration**. In this case, these are found in the agricultural phase through the use of green cover, the reduction of tillage, the use of pruning waste as soil material or environmental reforestation practices.



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Emission reduction plan

After examining possible alternatives that could improve its energy and environmental efficiency, the company decides to carry out an improvement plan that includes:

- ✓ **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.**
- ✓ **Expansion of renewable energy and the centres that have renewable electricity certified with Guarantees of Renewable Origin, enabling the reduction of Scope 2 emissions and reaching all of the company's own operations.**
- ✓ **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 CO2 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%.**
- ✓ **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.**
- ✓ **Actions to reduce the associated impact on agricultural processes.**
- ✓ **Reduction of fossil fuel consumption associated with the use of agricultural machinery and tasks.**

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6.2.3. WATER MANAGEMENT

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

Water is a fundamental natural resource for BIG, 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.**

Indicators

GRI 303-5

Water consumption (agricultural and industrial) (dam ³) ²⁴	2022-23	2021-22
Total	9,188	8,403

Measures to reduce energy impact

The actions carried out in the industrial field are shown below ²⁵:



Reduction of water impact

- ✓ Continuous actions to reduce water impact:
 - 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**
 - Implementation of improvements in the water purification system to improve the discharge quality.
- ✓ Actions carried out during the 2022-23 financial year to reduce water impact:
 - Validation of a tank cleaning system that will lead to a reduction in water consumption and the use of chemical products. / **CAPRICO ANDALUZ**
 - Insulation and new installations to reduce water consumption in the oil mill process. / **CAPRICO ANDALUZ**
- ✓ In process actions for reduce water impact:
 - Improve the water chlorination system at the plant to reduce water consumption and derived chemical materials. / **ORTALLI**
 - Promote the reuse of washing water in the peeling process with the aim of reducing consumption by 15% and reducing the volume of waste water by 25%. This year, consumption has been reduced by 5% in the peeling process. / **BAIN**
- ✓ Actions planned to be implemented to reduce water impact:
 - Studies for the reuse of wash water and installation of a flow meter to automate control and reduce water consumption in the oil mill. / **CAPRICO ANDALUZ**

²⁴ The area of agriculture suffers from a progressive increase in consumption derived from the demand for water from all the new almond plantations in the growth phase and from the walnut plots replanted in recent years. If there are restrictions on the use of water in the territories of our plantations or production centres, we adapt to them through deficit irrigation techniques.

²⁵ The actions carried out in the agricultural activity are described in section "5.3. Management of natural resources in agriculture" of point "5. Responsible Agriculture: agricultural phase and supply chain.

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6.2.4. TRANSITION AND ENERGY EFFICIENCY

GRI 3-3, 3-3

The BAIEO site, which has the highest energy consumption in the group, 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 (Tárrega) has had the **UNE-ISO 50001** certification since 2018 (August 2024), in line with the commitments we have adopted in energy matters.



Healthy and Sustainable Products

Indicators

GRI 302-1

Energy consumption per source (agricultural and industrial) (MWh)	2022-23	2021-22
Renewable source	29,862	31,787
Non-renewable source	161,902	178,081
Total	191,764	209,868

In terms of electricity consumption, **95% of the total consumption of agricultural and industrial activity comes from renewable sources**. In the case of industrial activity, this percentage rises to 99%. The company also uses biomass sources for self-consumption and in parallel is planning to install photovoltaic panels for self-generation of energy in both agricultural and industrial activities, thus contributing to the reduction of electricity consumption in the coming years.

GRI 302-3

Energy intensity ratio* (agricultural and industrial) (MWh)	2022-23	2021-22
Industrial activity	1.18	1.14
Agricultural activity	1.11	1.22

Energy consumption (MWh) / activity indicator (production volume). The 2021-22 value is recalculated on the industrial activity ratio (1.16 reported value v. 1.14 corrected value) and agricultural activity (1.23 reported value v. 1.22 corrected value).

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Measures to reduce energy impact

The actions carried out in the industrial field are shown below²⁶:

Reduction of energy impact

- ✓ Continuous actions to reduce energy impact:
 - Replacement with LED lighting and lamps to reduce electricity consumption.
 - Reduction of steam consumption. / **BAIEO**
- ✓ Actions carried out during the 2022-23 financial year to reduce energy impact:
 - Improvements in machinery and renewal of equipment allowing a 28% reduction in energy consumption associated with the process. / **CAPRICO ANDALUZ**
 - Reduction of electrical energy consumption through the replacement of compressed air tanks and improvements to the product recovery system in the packaging line. / **ORTALLI**
- Improvements in insulation in offices and facilities. / **BAIEO**
- Implementation of measures to monitor and reduce emissions associated with refrigeration gases and application of thermal efficiency measures in boilers using thermal insulation, saving 35 tonnes of CO₂ per year and reducing fossil fuel consumption. / **BAIN**
- Electricity contracted with GDOs of 100% renewable energy, contributing to saving 8,000t of CO₂ a year.
- ✓ In process actions for reduce energy impact:
 - A project is being designed to renew equipment that will allow more efficient use of electricity. / **ORTALLI**
 - Replacement of the fleet of forklift trucks with an electric fleet, currently 95% electrified.
- ✓ Actions planned to be implemented to reduce energy impact:
 - Installation of photovoltaic panels, reduction of electricity consumption and installation of electric vehicle charging points at BAIN and Capricho Andaluz, in addition to those already installed in BAIEO this year.
 - Reduce steam consumption at the extractor by optimising processes and 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**
 - New measures to reduce cooling gas emissions. / **BAIN**
 - Contracting electricity from renewable sources.

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The actions carried out in the agricultural activity are described in section "5.3.3. Energy management" of point "5. Responsible Agriculture: agricultural phase and supply chain"

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Healthy and Sustainable Products



6.2.5. CIRCULAR ECONOMY AND WASTE MANAGEMENT GRI 3-3, GRI 306-3

As described in our Energy 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 very high waste recovery rates.

We have achieved Zero Waste certification in our oils division, with the highest scores.

In addition, this year we have certified two of our main production centres in the oils division with the highest level of Zero Waste certification. These were the BAIEO facilities in Tàrrega (Bureau Veritas) and Capricho Andaluz (Applus+) in Cabra, obtaining scores of 95% and 98% of waste revaluation, respectively. The certificate guarantees transparency in the traceability of waste and confirms that the waste generated at the plant is treated by responsible means such as recovery, recycling or subsequent reuse. In the financial year 2023-24 we will also certify the sites of the nuts division BAIN B-1 and BAIN B-2.



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Indicators

306-2

Volume of waste generated by type (industrial) (t)	2022-23 ²⁷	2021-22
Non-hazardous waste	6,028	6,603
Hazardous waste	33	23
Total	6,061	6,626

The 2021-22 values were recalculated for the Ortalli (Italy) and Capricho Andaluz (Spain) sites by modifying the total waste value 6,565 kg reported v. 6,626 kg updated value.

306-5

Method of elimination (%) ²⁸	2022-23	2021-22
Non-hazardous waste		
Recovery operations		
Recycling	30.4%	25.9%
Composting	58.8%	60.8%
Final valuation unknown	0.9%	6.0%
Energy recovery ²⁹	2.8%	n.a.
Elimination operations		
Disposal unit	6.5%	3.2%
Hazardous waste		
Recovery operations		
Recycling	0.3%	0.0%
Elimination operations		
Final elimination unknown	0.2%	0.1%

The values for 2021-22 were recalculated for the Ortalli (Italy) and Capricho Andaluz (Spain) sites with a minor modification of the percentages (+- 1% in the largest case).

External waste management by types (t)	2022-23	2021-22
Reuse	5,655	6,145
%	93%	93%
Elimination	407	466
%	7%	7%

The 2021-22 values were recalculated for the Ortalli (Italy) and Capricho Andaluz (Spain) sites by modifying the total waste value 6,549 tn reported v. 6,611 tn updated value.

93% of the waste generated in the production process is reused.

²⁷ Scope: production centres in Spain (BAIEO, BAIN-B1, BAIN-B2, Altura, Capricho Andaluz), Italy (Ortalli) and agricultural processing centres (BAIN Extremadura and BAIN Andalucía). It does not include waste from the agricultural activity of the companies Amêndoas - Herdade da Palheta, Amêndoas - Herdade da Palheta II, Ltd., BSJ - Frutos Secos de Moura, S.A., BSJ2 - Amêndoas de Moura, S.A. and BAIN Mas de Colom with values of less than 1% of the total.

²⁸ The detailed distinction of disposal methods does not include BAIN Andalucía, BAIN Extremadura, BAIN Mas de Colom and agricultural companies in Portugal (Amêndoas - Herdade da Palheta, Amêndoas - Herdade da Palheta II, Ltd., BSJ - Frutos Secos de Moura, S.A., BSJ2 - Amêndoas de Moura) whose volume is less than 1% of the group's total.

²⁹ The "energy recovery" sub-classification is added in financial year 2022-23. Previously, part of this waste was classified as "Final recovery unknown".

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Measures to reduce impact on waste, packaging and materials

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

 **Management of waste, packaging and materials**

- ✓ Continuous actions to reduce waste, packaging and materials impact:
 - Specific in-house training for all factory staff in the application of new waste segregation. Trainings included in the BEAM Programme and in specific courses.
 - Updating of the waste control register to improve tracking and analysis of KPIs.
- ✓ Actions carried out during the 2022-23 financial year to reduce waste, packaging and materials impact:
 - Obtaining Zero Waste Certification in the main production centres of the oils division. BAIEO certified by Bureau Veritas with a score of 95% waste reuse and Capricho Andaluz certified by Applus+ with 99% of waste reused.
 - Development of the first single-dose compostable jar of Extra Virgin Olive Oil on the market and improved RETRAY certificate score. Increased recycled content for total jar production from 76% to 83%. / **CAPRICHO ANDALUZ**
 - Improvements in the packaging line contributing to reducing food waste in the industrial phase. / **ORTALLI**
 - Improvements to reduce the impact of packaging allowing a reduction of 12 tonnes of plastic. / **BAIN**
- ✓ In process actions for reduce waste, packaging and materials impact:
 - Zero Waste Certification for our BAIN-B1 and BAIN-B2 centres. / **BAIN**
 - Improvements in the management and segregation of waste, allowing greater use to be made of plastic waste by the manager and improving its treatment after recovery. / **CAPRICHO ANDALUZ**
- ✓ Actions planned to be implemented to reduce waste, packaging and materials impact:
 - Study of the recyclability of post-consumption jars with the aim of improving treatment for recycling in the industrial process. / **CAPRICHO ANDALUZ**
 - 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.

Management of by-products and secondary products

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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 more than 7,000 tons/year of almond husk generated in our own shelling plants and which are mainly used for biomass, and the 1,500 tons/year of almond peel mainly destined for animal consumption, through our authorised waste manager.

On the other hand, during the olive oil 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 after extracting the pomace from the olive oil. 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.



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More than 141,000 t of by-products and secondary products generated in the production process that are mainly used in biomass and animal feed.

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 model.

WE PARTICIPATE IN THE EUROPEAN LIFE CYCLOPS PROJECT FOR THE REUSE OF WASTE FROM THE OIL INDUSTRY.

The LIFE CYCLOPS project, co-funded by the European Commission's LIFE Programme, will confirm a new process to recover polyphenols from waste, thus promoting the circular economy. The project aims to develop sustainable technology to recover and reuse polyphenols from olive oil industry waste. Furthermore, the project focuses not only on polyphenols, but also on the comprehensive management of waste from the oil industry.



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Containers and packaging

GRI 306-2



We are currently working on various projects related to our products' containers and packaging, both in the oil division (BAIEO), the nuts division (BAIN) and commercial (BBF), whose main objectives are to have all our containers 100% recyclable, increase the recycled material in our packaging and reduce the amount of material needed, among others and launch new alternatives such as compostable.

We have introduced more than 1,600 tons of recycled plastic on the market since 2019. This year we introduced around 500 tonnes of recycled plastic through our oil bottles and single-dose capsules.

GRI 301-3, 306-2

Strategies we are implementing:

- ✓ Increase recycled material in plastic packaging. Since 2019 we have included rPET recycled plastic in our oil bottles and single-dose capsules, with the aim of maintaining this commitment and looking at further increases in the coming years. We have introduced a total of more than 1,600 tonnes of recycled plastic in all these years and we also highlight the certified circularity in the manufacture of single-dose capsules.

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- ✓ Grammage reduction. Since 2020, the weight of different containers, such as oil bottles, has been reduced. In this last year, we applied improvements in the nuts division that will allow the reduction of 12 t of plastic.
- ✓ Improvements in ecodesign and changes in the packaging that hinder recyclability. In the previous year, for example, we improved the recyclability of the packaging of our balsamic creams.
- ✓ Substitution with other materials. This year we highlight the development of compostable material for the manufacture of single-dose jars, the first compostable jar of Extra Virgin Olive Oil on the market, which will begin to be marketed in the coming months.
- ✓ Permanent study and collaboration with technology centres to study new materials and the application of and adaptation to new legislation.



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The recycled content has been increased for the total jar production from 76% to 83%, certified by RETRAY.

CAPRICO ANDALUZ IS THE FIRST PACKAGING COMPANY TO OBTAIN THE RETRAY* LABEL, WHICH EXTENDS THE ECOSENSE CERTIFICATE ALREADY OBTAINED IN 2018 FOR ITS CIRCULAR ECONOMY MODEL.

Capricho Andaluz becomes the first oil bottling company to obtain both certifications and to meet the requirements in relation to the use of recycled plastic material from multilayer polymers in its production processes. The aim of this circuit is to improve the management of PET tray and sheet waste in order to transform and reuse it in new sheets and trays. This recognises and disseminates the circular model and the work of those companies that introduce transparent recycled PET from recycling processes as a secondary raw material in their production processes for the manufacture or use of sheet and/or thermoformed products, in the tray-to-tray circuit approved by the Foundation.

*Certification that includes the ECOSENSE requirements and broadens its scope derived from UNE-EN 15343 on traceability and conformity assessment of the recycling of plastics and recycled content.



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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, the Spanish companies in the Group donated a total of 32.307 kg of food to entities such as the Food Bank or Cáritas, among others. In the industrial field, this year we also highlight the improvements made 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.

195,842 kg

of products donated to Food Banks in Spain since 2019



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— **7**

**ETHICS,
TRANSPARENCY
AND GOOD
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7. ETHICS, TRANSPARENCY AND GOOD GOVERNANCE

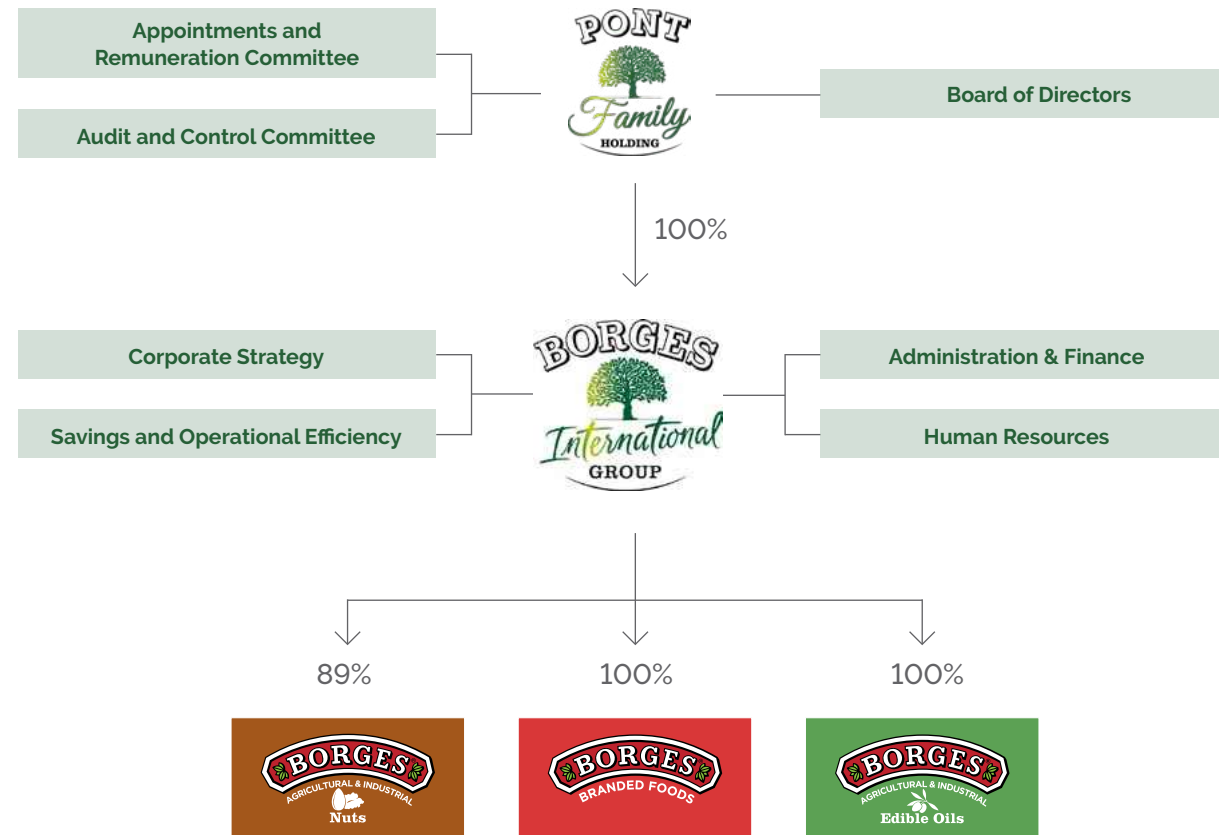
7.1. GOVERNANCE STRUCTURE

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.

ADMINISTRATIVE BODIES

GRI 2-9, 2-13

Since its foundation, BIG has belonged to the Pont family which, since 31 May 2022, 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 holding companies 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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Following the recommendations of the Code of Good Governance of listed companies, the company Borges Agricultural & Industrial Nuts S.A., for its part, has two specific bodies in the structure of its organisation such as 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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7.2. RISK MANAGEMENT

GRI 3-3, 2-12

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.

Ethics, transparency and good governance

Risk identification

We have a Risk and Control 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 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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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 have helped us take the necessary measures to fight against corruption and bribery within the company. Some³⁰ are the **Code of Ethics**, the **Criminal Compliance Policy**, the Anti-corruption Policy, the **Manual of Prevention and Response to Crime**, el **Supplier Code of Condu**t and the **Declaration of Suppliers and Customers**.

In compliance with Law 2/2023, 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.



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

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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

This year, the 2022 edition of training on Compliance was launched with the aim of updating knowledge of the risks in this area and knowing how to avoid them. During the year, employees and new recruits are informed of the policy and receive 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.

7.3.2. FOSTERING OF HUMAN RIGHTS

GRI 3-3, 406-1, 407-1, 412-1, 412-3,

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

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. As stated in our Code of Ethics, we exclude all forms of forced or compulsory labour and child labour. Its content is mandatory for Group workers, customers and

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suppliers who start a business relationship. This code of 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.

All these commitments are acquired by our suppliers 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 (2023)

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Ethics, transparency and good governance



External evaluation audits

We are assessed by Sedex with 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.



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. 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.

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**STAKEHOLDERS
AND CHANNELS
OF DIALOGUE**



8. STAKEHOLDERS AND CHANNELS OF DIALOGUE

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

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.

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	Suppliers	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
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
GRI 2: GENERAL CONTENTS 2021		
1. THE ORGANISATION AND ITS REPORTING PRACTICES		
2-1	Organisational details	3.1. Business model Pont Family Holding S.L.: Av. Josep Trepat nº 38, Tàrrrega (Lleida) Borges International Group, S.L.U.: C/ Flix, nº29, 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 2022 and 31 May 2023. Annual. rse@borges-big.com
2-4	Information updating	If any, it will be duly indicated at the foot of the table or page.
2-5	External verification	This document has been prepared on the basis of the information in the Statement of Non-Financial Information of Pont Family Holding and its subsidiaries, the contents of which, in relation to the information required by Law 11/2018 on Non-Financial Information and Diversity, have been verified by an accredited entity.
2. Activities and workers. MATERIAL TOPICS		
3-3	Management of material topics	3.1. Business model 5.4. Supply chain 4. Committed people: Human capital and commitment to society
2-6	Activities, value chain and other commercial relations	3.1. Business model 3.2. Sector evolution 5.4. Supply chain The Tunisian and Egyptian companies reported in the previous year are not included as they hold minority shareholding positions in these companies.
2-7	Employees	4. Committed people: human capital and commitment to society

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GRI standard	GRI content	Chapter /Direct response
3. Governance		
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 certified management systems. 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.
4. Strategy, policy and practices. MATERIAL SUBJECT		
2-22	Sustainable Development Strategy statement	1. Letter from the Chair
2-23	Commitments and policies	7.2. Risk management 3.1. Business model 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	During this financial year was been no breach of environmental regulations.
2-28	Membership of associations	3.1. Business model 4.6. Social commitment
5. Stakeholder participation		
2-29	Focus for the participation of the stakeholders	4.6. Social commitment 8. Stakeholders and channels of dialogue
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.
GRI 3: MATERIAL TOPICS 2021		
3-1	Process for determining material subjects	3.3.3. Materiality analysis
3-2	List of material topics	3.3.3. Materiality analysis
GRI 200: ECONOMIC TOPICS		

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GRI standard	GRI content	Chapter /Direct response
GRI 201: Financial performance 2016.		
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
GRI 203: Indirect financial impacts 2016		
203-1 b)	Investments in infrastructure and supported services	4.6. Social commitment
GRI 205: Fight against corruption 2016. MATERIAL SUBJECT		
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
205-2	Communication and training on anti-corruption policies and procedures	7.3. Ethics and compliance
GRI 300: ENVIRONMENTAL TOPICS		
GRI 302: Energy 2016. MATERIAL SUBJECT.		
3-3	Management of material topics	5.3.3. Energy management 6.2.4. Transition and energy efficiency
302-1	Energy consumption within the organisation	6.2.4. Transition and energy efficiency
302-3	Energy intensity	6.2.4. Transition and energy efficiency
302-4	Reduction of energy consumption	6.2.2. Adaptation, climate change mitigation and decarbonisation 6.2.4. Transition and energy efficiency
GRI 303: Water and effluents 2018. MATERIAL SUBJECTS.		
3-3	Management of material topics	5.3. Management of natural resources in agriculture 6.2.3. Water resource management
303-1	Interaction with water as a shared resource	5.3. Management of natural resources in agriculture 6.2.3. 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.
303-5	Water consumption	6.2.3. Water resource management

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GRI standard	GRI content	Chapter /Direct response
GRI 304: Biodiversity 2016. MATERIAL SUBJECT		
3-3	Management of material topics	5.2 Preservation of biodiversity
304-2	Significant impacts of activities, products and services on biodiversity	5.2 Preservation of biodiversity
304-3	Protected or restored habitats	5.2 Preservation of biodiversity
GRI 305: Emisiones 2016. MATERIAL SUBJECT		
3-3	Management of material topics	6.2.2. Adaptation, climate change mitigation and decarbonisation
305-1	Direct GEG emissions (scope 1)	6.2.2. Adaptation, climate change mitigation and decarbonisation
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)	6.2.2. Adaptation, climate change mitigation and decarbonisation
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
GRI 306: Waste 2020.		
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
306-5	Waste intended for elimination	6.2.5. Circular economy and waste management
GRI 308: Environmental assessment of suppliers 2016.		
308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria	5.4. Supply chain
308-2	Negative environmental impacts in the supply chain and measures taken	5.4. Supply chain
No GRI. Circular economy.		
3-3	Management of material topics	6.2.5. Circular economy and waste management

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GRI standard	GRI content	Chapter /Direct response																					
Non GRI. Soil management. MATERIAL SUBJECT																							
3-3	Management of material topics	5.3. Management of natural resources in agriculture																					
No GRI. Packaging and materials. MATERIAL SUBJECT																							
3-3	Management of material topics	6.2.5. Circular economy and waste management																					
GRI 400: SOCIAL TOPICS																							
GRI 402: Worker-company relations 2016.																							
402-1	Minimum notice for operational changes	Duly indicated in the company's Collective Covenant.																					
GRI 403: Health and safety in the workplace 2018. MATERIAL SUBJECT																							
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																					
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																					
403-6	Promotion of worker health	4.2. Safe and healthy environment																					
		4.2. Safe and healthy environment																					
403-8	Coverage of the work health and safety management system	<table border="1"> <thead> <tr> <th>Coverage of the work health and safety management system</th> <th>2022-23</th> <th>2021-22</th> </tr> </thead> <tbody> <tr> <td colspan="3">Employees covered by the health and safety management system</td> </tr> <tr> <td>Account</td> <td>1,093</td> <td>1,199</td> </tr> <tr> <td>Percentage</td> <td>100%</td> <td>100%</td> </tr> <tr> <td colspan="3">Employees covered by the audited internally health and safety management system ³¹</td> </tr> <tr> <td>Account</td> <td>582</td> <td>655</td> </tr> <tr> <td>Percentage</td> <td>53.25%</td> <td>54.63%</td> </tr> </tbody> </table>	Coverage of the work health and safety management system	2022-23	2021-22	Employees covered by the health and safety management system			Account	1,093	1,199	Percentage	100%	100%	Employees covered by the audited internally health and safety management system ³¹			Account	582	655	Percentage	53.25%	54.63%
		Coverage of the work health and safety management system	2022-23	2021-22																			
		Employees covered by the health and safety management system																					
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31 At year end 2022-23 it includes BAIEO and BAIN. At year end 2021-22 it includes BAIEO, BAIN and BOOOC and Egypt.



GRI standard	GRI content	Chapter /Direct response		
403-9	Work accident injury	4.2.2. Accident rate		
		Work accident injury	2022-23	2021-22
		Accidents without sick leave	63	73
		Women	15	25
		Men	48	48
		Accidents with leave	36	43
		Women	13	14
		Men	23	27
		Accidents with leave in itinere	8	5
		Women	5	3
		Men	3	2
		Frequency index	19.5	20.6
		Women	18	17.6
		Men	20	21.0
		Severity index	0.76	0.8
		Women	1	1.0
		Men	1	0.7
Occupational illness	-	1		
Women	0	1		
Men	0	-		
403-10	Occupational illnesses and diseases	4.2.2. Accident rate		
		Occupational illnesses and diseases	2022-23	2021-22
		Number of deaths resulting from an occupational illness or disease	0	0
GRI 404: Formación y enseñanza 2016. MATERIAL SUBJECT.				
3-3 Management of material topics				
404-1	Average hours training per year and employee	4.3. Training and professional development		
404-2	Programs to improve employee skills and transition assistance programmes	4.3. Training and professional development		

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GRI standard	GRI content	Chapter /Direct response						
GRI 405: Diversity and equal opportunities 2016. MATERIAL SUBJECT								
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>2022-23</th> <th>2021-22</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>23</td> <td>26</td> </tr> </tbody> </table>	Number of employees with disability (whole Group)	2022-23	2021-22	Total	23	26
Number of employees with disability (whole Group)	2022-23	2021-22						
Total	23	26						
GRI 406: Non-discrimination 2016.								
406-1	Cases of discrimination and corrective actions undertaken	4.4. Equality, diversity and inclusion 7.3.2 Defence of Human Rights No non-compliance on corruption and human rights issues detected.						
GRI 407: Freedom of association and collective bargaining, 2016.								
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						
GRI 412: Evaluation of human rights 2016. MATERIAL SUBJECT								
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						
GRI 413: Local communities 2016.								
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 agricultural and industrial 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.						
GRI 414: Social assessment of suppliers 2016. MATERIAL SUBJECT								
3-3	Management of material topics	5.4. Supply chain						
414-1	New suppliers that have passed selection filters according to social criteria	5.4. Supply chain						
414-2	Negative social impacts in the supply chain and measures taken	5.4. Supply chain						

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GRI standard	GRI content	Chapter /Direct response
GRI 416: Customer health and safety 2016. MATERIAL SUBJECT		
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
GRI 417: Marketing and labelling 2016.		
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.
GRI 418: Customer privacy. 2016.		
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.
4.5. Conciliation and organisation of work		
3-3	Management of material topics	6.1.3. Food quality and safety

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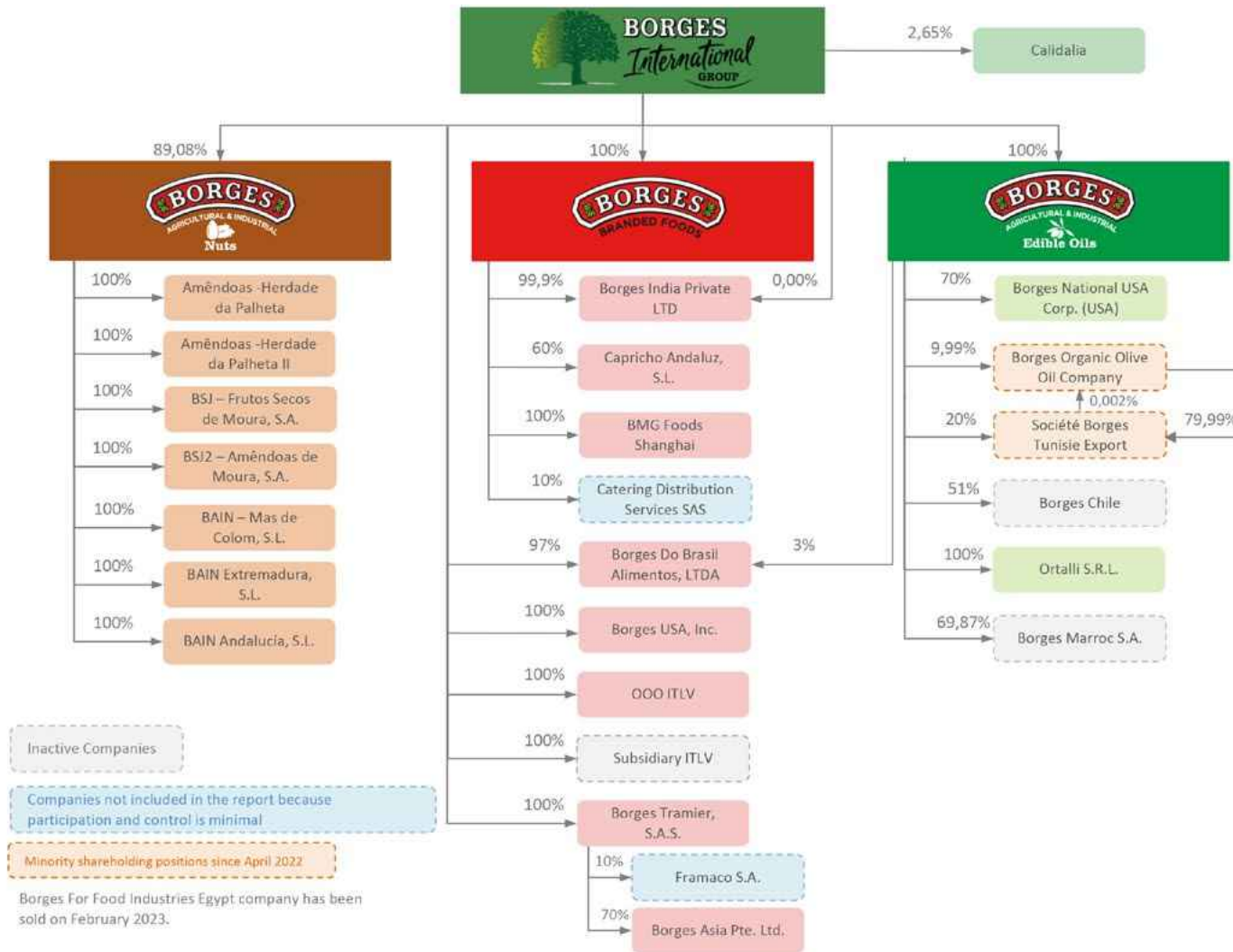
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Annex I. Corporate structure of BORGES International Group S.L. (Borges International Group)

GRI 2-1, 2-2



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**SUSTAINABILITY
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Borges International Group

2022—2023

