



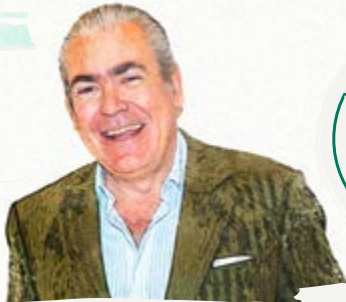
At your **TABLE**, in your **LIFE**

2024 / 2025 Sustainability Report

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At your **TABLE**, in your **LIFE**

2024 / 2025 Sustainability Report



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Ángel Camacho Perea
Chief Executive Officer



130 Years of History and a Future to Build

In a world undergoing constant transformation, shaped by increasingly complex global challenges, at Ángel Camacho we face the future with the conviction that **the values that have brought us this far are our greatest competitive advantage**. As we approach our 130th anniversary, sustainability, innovation, and the creation of shared value are not isolated concepts for us, but rather **the pillars that guide every step we take**. Since our origins, we have worked to offer products of the highest quality, support agriculture, and make a positive contribution to the communities around us.

We know that **progress on this journey is not always easy**. Today's global environment, marked by growing tariff pressures and increasing demands on agrifood companies, requires us to adapt continuously. Nonetheless, **these challenges only strengthen our commitment and determination to move forward** with responsibility, purpose, and a long-term perspective.

In this context, customers and consumers play an essential role. We are currently **implementing our Strategic Plan, the "Satisfied Customer and Consumer Plan"**,

which is not merely a corporate strategy, but also a statement of intent that **places the needs and expectations of both customers and consumers at the heart of everything we do.**

This plan not only guides our actions, but also reaffirms our mission, “Adding Flavour to Your Life,” and strengthens the bonds of trust that have been the foundation of our growth for more than a century.

At the same time, **we believe that growth is only legitimate when it creates a positive impact and helps build a responsible legacy.**

For this reason, at Ángel Camacho we view sustainability as a cross-cutting principle that guides the way we do business, **integrating care for both the environment and people at every stage of our operations.**

This commitment translates into concrete actions. We are driving **the modernization of our crops**

and supporting the olive sector in its transition toward more efficient and sustainable practices. We develop innovative projects, such as the **regeneration of industrial water for reuse in olive cultivation**, and we continue to expand the use of renewable energy to reduce our carbon footprint. Likewise, we work to **develop increasingly sustainable products** by incorporating recycled materials and promoting a more responsible use of resources. In other words: **innovation, circular economy, and decarbonization** in today’s terms.

People are, without a doubt, the driving force behind our company.

We are committed to talent, fostering safe, diverse, and inclusive workplaces where stability and quality employment enable every professional to **grow alongside us.**

Our history, deeply rooted in tradition and a strong sense of belonging, reflects our ambition to be more than just a company. We strive to **create shared value**

within our community and respond with integrity to all our stakeholders.

There are no magic solutions for the times we live in. Success is only possible by being more productive, more flexible, and maintaining an unwavering ability to adapt. Our long and enduring history has shown us that, **with vision and determination, there is no challenge we cannot overcome.**

That vision continues to be grounded in a deep conviction: our purpose is not defined by indicators, but by the satisfaction and trust of our customers and consumers who, anywhere in the world, **choose our products to enjoy and bring flavor to their lives.**

I invite you to learn more about our company and our commitments to a prosperous and sustainable future for all through this Sustainability Report.

“
Growth is only legitimate when it creates a positive impact and helps build a responsible legacy
”





Positive
impact

BUSINESS

 **€286.6 M**
sales

 **€10.9 M**
investment

 **74%**
of sales outside Spain

 Exports to
90 countries

 **+ 1,000**
customers

 **6 main**
brands

 **Olive grove modernisation:**
500 Ha
super-high-density cultivation



Positive impact



PEOPLE

 **868**
total employees

 **336**
women

 **532**
men

90%
from the region

85%
permanent contracts

Strong commitment
to a preventive culture

COMMUNITY

 **€35.7 M**
tax contribution
(wages-taxes-social security)

 **+200,000 kg**
donated food
products to social
organisations



ENVIRONMENT

 **Carbon footprint:**
-6.5% reduction
(2021-2025 period)

 **Water Footprint:**
increase +1.2%
(2024-2025 period)

 **13%**
of energy
consumption
comes from in-
house photovoltaic
production

 **91%**
of total fuel
consumption comes
from biomass

2024 – 2025 Milestones

BUSINESS

- **Creation of A. Camacho Foods**, a new commercial business unit to develop and optimise the company's product portfolio and market it globally.
- **New 2024–2026 Strategic Plan**, known as the SCC (Satisfied Customer and Consumer) Plan, which sets out the path to a business model based on customers and consumers.
- **Acquisition of Maçarico**, a Portuguese company with a history spanning almost a century, whose main activity is the production and marketing of a wide variety of food products. This strengthens Ángel Camacho's international

presence, particularly in key markets such as Portugal and Brazil.

- **Acquisition of Milvus**, a long-established functional herbal tea brand whose flagship product is Tila Alpina. All Milvus products are sold exclusively through pharmacies.
- **Drive to modernise olive groves**, with 500 hectares of super-high-density cultivation achieved across the company's own farms and those of integrated farmers.
- **Joining the Andalusian Association of Family Businesses**, reaffirming our commitment to the family business model and the sustainable development of Andalusia's business community.

PRODUCTS

- **Susarón launches the first range of mate tea bags** to meet the growing demand for this infusion, which is considered a superfood because of its health benefits.



- **For the first time in its history, La Vieja Fábrica leads the Spanish jam market**, ranked as the number-one brand by value market share (14.8%) in December 2024, according to data from the consultancy firm NielsenIQ.
- **Fragata celebrates its centenary** with the launch of its '1925 Edition', a range made with selected olives from its farms in Morón de la Frontera, created to be 'the best olive on the shelf'.
- **New Fragata online shop** to support the launch of Fragata '1925 Edition'.
- **Susarón's Laxsana product consolidates its position as the best-selling laxative herbal tea** in the Spanish market in 2025, according to NielsenIQ data.



PEOPLE

- **Launch of the new Equality Plan**, aimed at ensuring equal treatment and opportunities for women and men across all areas of the company.
- **The “DON’T TAKE THE RISK!” Preventive Culture Transformation Project**, an awareness campaign on the importance of Occupational Health and Safety. The goal is to bring about a change in attitude among everyone in the company, moving from risk control to a commitment to risk prevention.
- Strong **commitment** to attracting **young talent**. A firm commitment to employment and to recruiting trained, well-prepared young people who can develop professionally and ensure generational renewal.
- The **Code of Ethics celebrates its 10th anniversary** and, as a guide for the daily interactions of everyone in the company, it evolves in step with society. To support its dissemination, various training initiatives were carried out, complemented by the creation of two videos aimed at strengthening employees’ awareness and understanding of internal compliance policies and their updates.



SOCIETY

- Donation to the **Seville Food Bank**, in line with the company’s strong commitment to society and families in vulnerable situations.
- Donation of products from its brands to those affected by the **DANA floods in Valencia**.



ENVIRONMENT

- **Reaffirming the commitment to modernising table olive groves**. A **strategic agreement** has been signed with **AgroBank**, CaixaBank’s business line for the agri-food sector, to develop profitable, sustainable and competitive farms, in order to drive the transformation of the table olive sector; **table olives are an essential crop for rural areas in Andalusia**.
- New biomass boiler. This represents an estimated saving of 3,000 MWh per year.
- Development of a **project to study the recovery of industrial wastewater** and its reuse in olive cultivation, which will make it possible to reduce the company’s water footprint and use water more efficiently in the future.



New 100% sustainable wraparound cardboard box for all La Vieja Fábrica fruit preserves, completely eliminating the plastic previously used to shrink-wrap the jam trays.

- **Expansion project of the self-consumption photovoltaic system** installed on the rooftops of its industrial facilities, expected to **reduce CO₂ emissions by 325.6 tonnes annually**.
- **Supporting the fight against deforestation**. Ángel Camacho makes its contribution through the **WeForest project**. In 2024, 116 trees were planted, out of a total of 4,157, in the Mount Mulanje Forest Reserve, Malawi, as part of the restoration of 24,400 hectares by 2030.

Awards and recognition



Ángel Camacho obtains **'Zero Waste'** certification, by recovering more than 90% of its waste.



Susarón herbal teas recognised as **"Best Launch"** at **CLARA** magazine's awards.



Ángel Camacho receives an award at the **5th Cartonplast Ibérica Sustainability Awards**, which recognise packaging companies and glass manufacturers in the food industry that have a positive impact on the environment.



Francisco de Asís Environmental Award for Ángel Camacho's commitment to caring for the environment.



2022–2023 Sustainability Report honoured at the **Mercury Excellence Awards**.





Local
roots
with a
global
vision

Key Indicators

BUSINESS (€ million)

 **286.6**
sales

 **16.9**
EBITDA

 **10.9**
investments

 **8**
profit before tax

 **288.3**
total assets

 **115**
equity

 **211.8**
exports



“
The company exports to 90 countries and is renowned by having become a global supplier of table olives
”

An inspiring story

Ángel Camacho is a **100% family-owned** food company that, generation after generation, has maintained the same unwavering ambition: to bring the finest food products to consumers around the world.

Since 1897, its journey has been one of growth and innovation, driven by diversification and the addition of new companies and products that have broadened its reach and capabilities, **without losing sight of the local roots that define its identity.**

At present, its main business units are Ángel Camacho

Alimentación, the manufacturing company, and A. Camacho Foods, the sales company, **both of which are global market leaders in the supply of table olives.** In addition to olives, the company produces and distributes a wide and varied range of products, including fruit preserves, olive oils, pickles, sauces and functional herbal teas. The company strikes the right balance in **producing products for its main brands:** Fragata, La Vieja Fábrica, Mario, Susarón, Milvus and Maçarico; as well as for the **store brands of the world's leading hypermarket and supermarket chains.**



As a family-owned company, Ángel Camacho **strives to build a responsible legacy** and remains firmly committed to its vision of 'Being a special part of consumers' lives every day'.

“
Since 1897, Ángel Camacho's journey has been one of growth and innovation
”



These principles are linked to its commitment to flavour and sustainability, along with its commitment to **generating shared value for all its stakeholders**.

In order to continue growing, the company developed its new **2024–2026 Strategic Plan**, known as the SCC (Satisfied Customer and Consumer) Plan, a three-year roadmap that sets

out the path towards a **business model centred on customers and consumers**, without forgetting economic, social and environmental sustainability. This plan strongly promotes product excellence, continuous improvement of the value chain, a global and integrated vision of the various business units and the best team of professionals, trained and committed.

At the heart of this plan lies its purpose: ‘Delighting consumers all over the world’. It succeeds in this through the production and marketing of excellent products and innovation in the supply chain. In this way, the company builds **lasting, trust-based relationships** to fulfil its mission of “Adding flavour to every consumer’s life”.

“The Strategic Plan sets out the path towards a business model based on customers and consumers satisfaction”

The road ahead

Throughout its almost 130-year history, and with the fourth generation at the helm, this **'small-town multinational'** has remained firmly rooted while retaining its global vision, innovative spirit, commitment to sustainability and support for the primary sector.



BUSINESS MODEL

Ángel Camacho's head office remains in the company's place of origin, Morón de la Frontera (Seville), a small town with a long olive-growing tradition, where the company was founded at the end of the 19th century. From this location, the company has expanded internationally and currently **exports to 90 countries**.

In January 2024, the **A. Camacho Foods** business unit was created, whose corporate purpose is the **marketing and distribution of food products**, particularly all those produced by Ángel Camacho Alimentación. Therefore, Ángel Camacho Alimentación focuses on the production and packaging of food products, while A. Camacho Foods focuses on their marketing.

PURPOSE, MISSION AND VISION

Local roots have always defined Ángel Camacho's identity: closeness, quality and a long-term vision.



MISSION

To bring flavour to your life.



VISION

To be a special part of consumers' lives every day.



PURPOSE

To delight consumers all over the world.



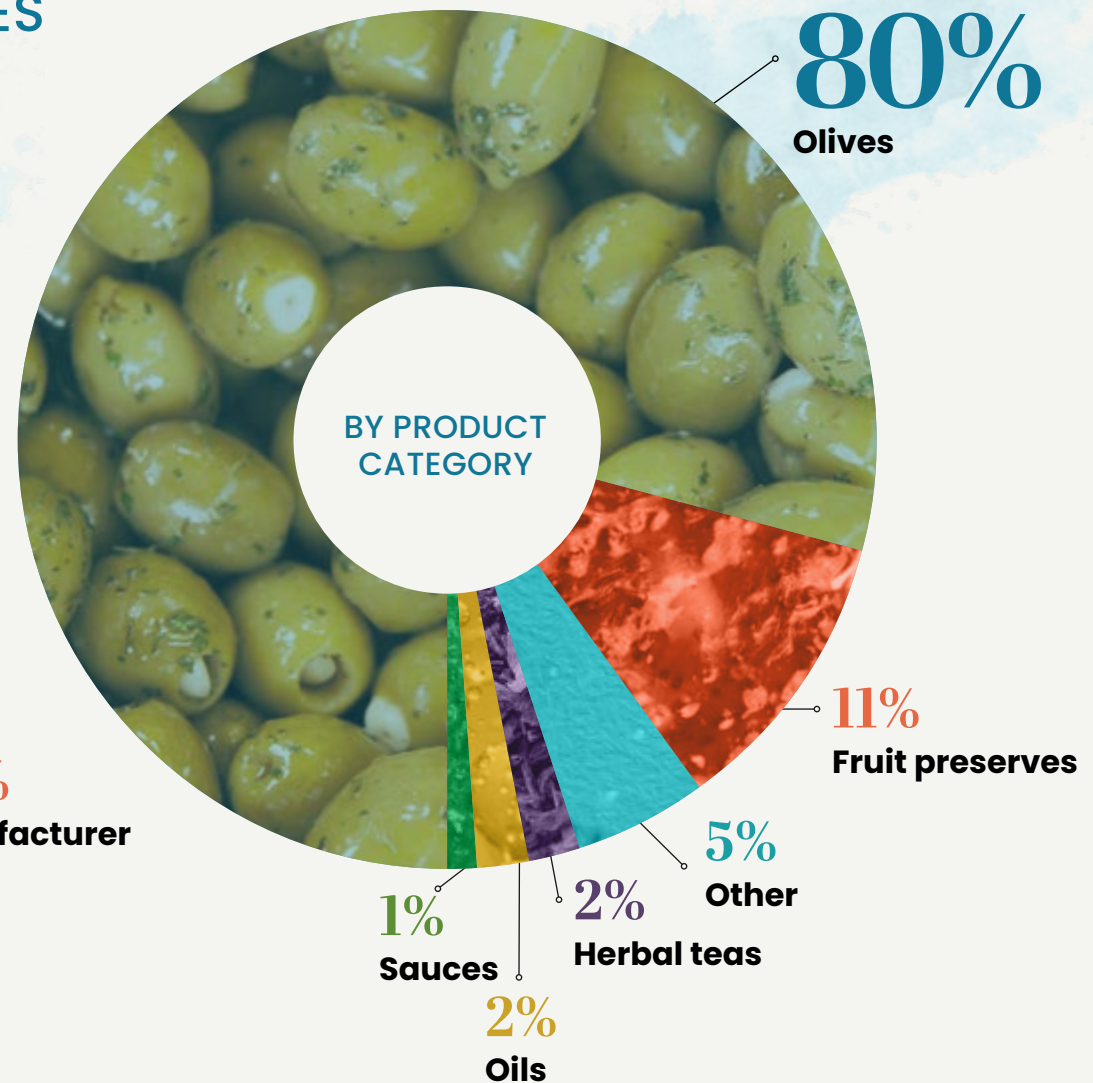
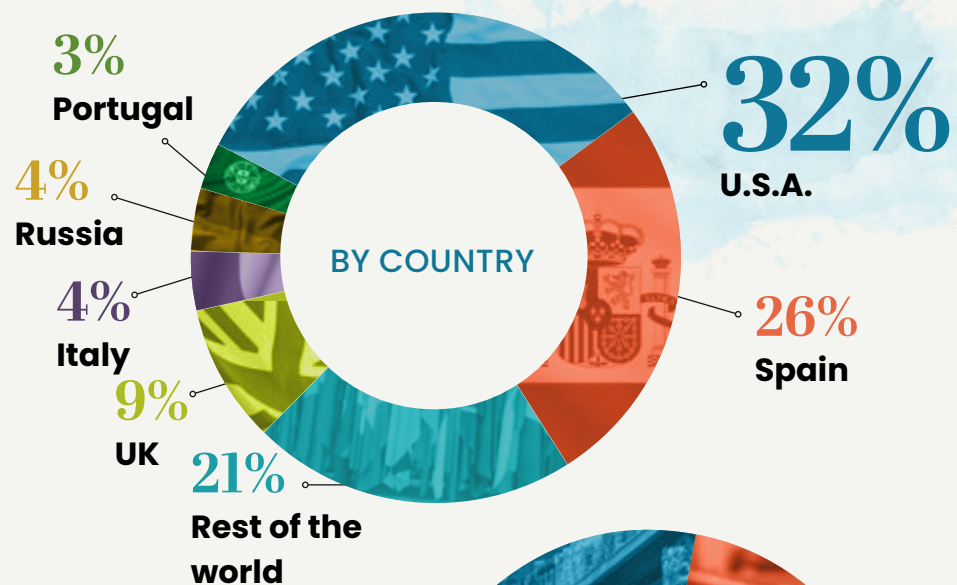
VALUES

Commitment, simplicity, excellence, teamwork, integrity.

A CONSOLIDATED BUSINESS

Its main business is the sale of olives. In 2025, it **sold 77,876 tonnes of olives**. This represents 80% of its turnover for that financial year. The **second-largest category by turnover is that of fruit preserves**, with a volume of 4,592 tonnes.

SALES



STRATEGIC LINES

Ángel Camacho's business model focuses on the wellbeing of its people, of its professionals, by **fostering a working environment that supports their development, commitment and high performance**. The pursuit of excellence serves as a cross-cutting strategic principle, present in all processes and in the generation of results, through the creation and marketing of products that consistently meet the expectations of customers and consumers. In parallel, **respect for and protection of the environment** have become firmly established as fundamental pillars of its progress, **integrating social responsibility and the economic development of the local communities** where it operates, thereby contributing to the strengthening of society

and the sustainable growth of the organisation.

To achieve these objectives, the company has launched the **2024–2026 Strategic Plan**, known as the SCC (Satisfied Customer and Consumer) Plan, based on five strategic lines:

“
The business model focuses on people's wellbeing, the pursuit of excellence and environmental protection
”

5 STRATEGIC LINES



Excellent products that meet consumers' expectations



Continuous improvement of the value chain, from source to table



Satisfied customers in order to reach more consumers



The **right people**, trained and committed



A **global company**, with integrated business units



A GLOBAL COMPANY

Since its creation, the company has enjoyed enormous growth thanks to the diversification of its activities and internationalisation. Currently, Ángel Camacho is a multinational company with international business units that exports its products to 90 countries.



4 in SPAIN

■ Ángel Camacho Alimentación

Morón de la Frontera and Espartinas (Seville)

■ A. Camacho Foods

Morón de la Frontera (Seville)

■ Susarón herbal teas

Otero de las Dueñas (León)

■ Agricultural enterprises

Various locations (Seville)

1 in the UNITED STATES

■ Mario Camacho Foods:

Plant City, Florida

1 in the UNITED KINGDOM

■ A. Camacho UK:

Great Cambourne

1 in PORTUGAL

■ Maçarico:

Praia de Mira and Cantanhede

4 SALES OFFICES

- FRANCE (Paris)
- POLAND (Bydgoszcz)
- RUSSIA (Moscow)
- MALAYSIA (Kuala Lumpur)

2 INVESTEE COMPANIES

- CARTIER SAADA (Morocco)
- SAMA (Italy)

ACQUISITION OF THE PORTUGUESE COMPANY MAÇARICO

At the end of 2024, Ángel Camacho acquired the Portuguese company Maçarico S.A., whose main activity is the production and marketing of a wide variety of food products. This acquisition forms part of the 2024–2026 Strategic Plan,

as **Portugal is a key market for the company, as is Brazil**, where Maçarico also operates.

This acquisition has enabled Ángel Camacho to **expand and diversify its product portfolio and markets**, particularly by

incorporating new categories such as sauces – including its speciality, Piri Piri sauce – , pickles and lupin beans, which complement the products it already markets.

MAÇARICO'S EXPORT FOCUS



This family-owned company, founded in 1930, has two factories located in the towns of Praia de Mira and Cantanhede, around 100 km from Porto. The Portuguese company has a strong export focus, which began in the 1960s and has led it to **market its products in more than 50 countries**. It offers the market a wide variety of food products, notably olives, lupin beans and a broad range of sauces, including Piri-Piri sauce: an excellent hot sauce that is a big hit with consumers.



INTERNATIONAL PRESENCE

To strengthen its international presence, Ángel Camacho's main business units and sales offices **actively participate in trade fairs and industry events in various markets.**

The company participates annually in **GULFOOD**, considered one of the most important food trade fairs in the Middle East, Africa, South-East Asia and Oceania, which is held in the United Arab Emirates. Also, in April 2025, a sales team from Maçarico and A. Camacho Foods travelled to Lisbon to present their key new products at **SAGALEXPO 2025**, a trade fair specialising in the export of Portuguese flavours.

In addition, it also takes part each year with a stand at the international **PLMA** trade fair, "The World of Private Label", in Amsterdam (the Netherlands).

It also alternates each year between attending **ANUGA** in Cologne (Germany) and **SIAL** in Paris (France), two of the most significant events in the global food sector.

Furthermore, in 2025, the Fragata brand travelled to Japan to take part in **Expo 2025 Osaka**, becoming part of the Spain Pavilion shop, which was managed for six months by the Leading Brands of Spain Forum (FMRE). This space, conceived as a privileged showcase for brands, has helped to enhance the visibility and prestige of Spanish offerings in a setting with outstanding international reach. In this forum, Fragata has had the opportunity to be part of this initiative, bringing to the Japanese public the quality, innovation and Spanish tradition that define the brand.

The **La Vieja Fábrica** brand continues to consolidate its international expansion and, in 2025, **entered the Indonesian market**, where its products have been very warmly welcomed by consumers. Indeed, major retail chains already stock the brand on their shelves.

La Vieja Fábrica is currently present in more than 20 countries around the world. In

Europe, it is marketed in countries such as England, Belgium, Poland and Italy; in the Americas, in the United States, Chile, Mexico, Brazil, Colombia, Panama and the Dominican Republic; and it is also present in various countries in Asia and Africa.

This extensive presence is supported by distribution through some of the leading international retail chains.



Leading with purpose

Transparency, ethics, diligence and the separation of duties between management bodies, both in decision-making and in implementation and monitoring, are the principles that govern Ángel Camacho. Consequently, it assumes the challenge of providing stakeholders with accurate information on its business activities and business strategy, the adoption of best practices and compliance with regulations.

THE ORGANISATION'S STRUCTURE

The company is a 100% family-owned business whose shares are held by the third and fourth generations of the Camacho family. At the end of 2024, the governing body was changed from a Sole Director to a **Board of Directors** comprising four members. This change strengthens the company's

governance structure, by promoting transparency and providing greater oversight and control.

It also has a **Management Committee** comprising ten members, responsible for defining the company's strategy and ensuring that its

long-term vision is realised through the achievement of corporate objectives.

In addition, it has a **Corporate Management Committee** chaired by the Chief Executive Officer.



MANAGEMENT COMMITTEE MEMBERS



**Ángel Camacho
Perea**

Chief Executive
Officer



**Beatriz Camacho
Cruz-Auñón**

Director of the Jam
Division, Shareholder
Relations, and Legal
Affairs



**Juan Camacho
Bilbao**

Chief Business
Officer



**Carlos Camacho
Rodríguez**

Agricultural Division
Director



**Ignacio José
Martín Rodríguez**

Finance Director



**Jaime Millán
Verdugo**

Director of
Operations



**Jaime Zubiría
de Castro**

People Director



**Juan Carlos
Sánchez Herrera**

Director of Marketing
and Communication



**Ignacio Martínez
Escribano**

Director of Information
Technology (IT)



**Jorge Amado
Da Costa**

Chief Executive
Officer of Maçarico



NEW ORGANISATIONAL MODEL



In order to **improve coordination between corporate services and business units**, the company has refined its organisational model, thereby avoiding the duplication of duties and significantly improving communication.

The new model supports international expansion through global consistency and local autonomy. Furthermore, it

strengthens the corporate function, which holds the model together, **simplifies structures, clarifies roles and speeds up decision-making**.

This model relies on the **Global Corporate Officers**, who are responsible for the company's strategy and overall oversight, **setting policies for all business units and monitoring regulatory compliance**.



GOOD GOVERNANCE

The organisation is **committed to transparency and ethics in its compliance model**. The organisation promotes a culture of continuous improvement that ensures quality and responsibility in its actions, respect for human rights and the fight against corruption and bribery.

FAMILY PROTOCOL

As a family-owned company, the company has a **specific protocol governing, organising and internally managing relations between the family, the company and its owners**. This protocol is designed to ensure continuity for future generations.



This family protocol regulates aspects such as appointing family members to executive positions, training and motivating descendants, and the dividend policy. The document is reviewed every five years and is signed by all shareholders.

CODE OF ETHICS AND COMPLIANCE



The Code of Ethics seeks to **ensure strict compliance with the national and international regulatory framework**, as well as **ethical and responsible conduct** by everyone who represents Ángel Camacho.

On its 10th anniversary, this guide has been updated to align it with best practices in compliance management and to foster an ethical culture of responsibility in all actions and decision making.

To raise awareness about the updated Code of Ethics, **a number of training sessions have been held, for which two videos have been created** (one on the Code of Ethics and another on Compliance). Using an informal approach and simple examples, they explain the code of conduct that guides the way things are done, **based on the principles of honesty, respect and responsibility**.

Far from being merely a document, it constitutes a **tangible expression of the company's values and track record** and Ángel Camacho's commitment to building its future.

In order to promote the standards set out in the **Code of Ethics**, the following actions have been implemented:



Implementation
of the gift policy



Information Systems Security



Compliance
with the Data Protection Regulatory Framework



Internal Communication
and Communication with the Media, Shareholders and Authorities



Promotion
of a Preventive Culture



Internal Audit

— “
Ángel Camacho's Code of Ethics marks its 10th anniversary and has been updated to evolve alongside society
” —



CORPORATE RESPONSIBILITY



Making a positive impact on society is a priority for Ángel Camacho; therefore, everyone in the company must be **guided by these principles**:

- Avoid any conduct that could harm the company's reputation.
- Act lawfully and honestly, safeguarding the company's interests.
- Comply with the established Code of Ethics.



CRIMINAL RISK AND MONEY LAUNDERING PREVENTION MODEL



Given its corporate purpose, the company is not among the entities subject to the **Money Laundering Prevention Act**; however, in the interests of greater transparency, it has established a **simple protocol for detecting this offence**.

The protocol establishes that the Finance Department is responsible for identifying customers, following the instructions contained in the protocol and always liaising with the Commercial Department. The company

maintains a database, in which information on each customer is recorded, in order to prevent money laundering. If a strong risk of a potential money laundering offence is identified, the Chief Executive Officer is informed.

DATA PROTECTION



The organisation ensures the proper processing of data by complying with protocols, established procedures and current legislation regarding the **regulatory framework for Data Protection and the handling of restricted and confidential information**. In addition, ongoing efforts are made to stay up to date with, and be aware of, all regulatory developments in this area.

THE FIGHT AGAINST CORRUPTION



For many years, the company has had a **Gifts Policy** in place, which stipulates that the direct or indirect payment for the purpose of winning or obtaining business, or improperly influencing the actions of any person, customer, company or representative, is prohibited. Under these rules, monetary donations have been made to foundations and non-profit organisations.

HUMAN RIGHTS



Ángel Camacho, as a Spanish company and with tax residence in Spain – a country that has been a signatory to the United Nations Declaration of Human Rights since 1977 – **applies all of the principles set out therein** and ratified in the

Spanish Official State Gazette published on 10 October 1979. Furthermore, in its Code of Ethics, it undertakes to comply with current legislation and a series of good practices, and provides external and internal communication channels for

reporting abuses or incidents. During the 2024 and 2025 financial years, **no reports were received concerning cases of human rights violations.**



COMMUNICATION CHANNELS



Maintaining and improving both internal and external communication channels is a way of **promoting dialogue with and listening to stakeholders.** The Chief Executive Officer and the Marketing and Communications department have worked to maintain and improve both internal and external communication channels, thereby fostering trust and dialogue with stakeholders in

our environment (consumers, customers, employees and shareholders).

The company also provides its employees with a whistleblowing mailbox through which they can report any failure to comply with the policies set out in the Code of Ethics. **The Code Compliance Committee** receives any complaints made through this channel.

The channels available for reporting possible breaches of the **Code of Ethics** are:

Immediate supervisor: Compliance Committee

✉ comitedecumplimiento@acamacho.com

📍 Avda. del Pilar 6, 41530 Morón de la Frontera (Seville)

☎ 676 25 95 86

“
Internal and external communication channels foster trust, dialogue and transparency
”

A responsible company

Conducting its business responsibly is a priority for the organisation. In line with this objective, Ángel Camacho has a sustainable economic, social and environmental strategy that enables it to confidently address any challenges that may arise in the future.

Through its activities, **it supports and contributes to the United Nations 2030 Agenda and the 17 Sustainable Development Goals** (SDGs), which represent a crucial roadmap for generating a positive impact globally.

This commitment is reaffirmed through the **Progress Report**, which reflects how the company has integrated these principles into its operations.

The sustainable and responsible strategy ensures we can successfully meet the challenges of the future



ÁNGEL CAMACHO'S CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

SDGS	ACTIONS
1 NO POVERTY 	Collaboration with food banks and NGOs; implementation of measures to reduce food waste, increase the proportion of local procurement and promote local employment.
3 GOOD HEALTH AND WELL-BEING 	Development of healthy products in all areas to promote people's health and well-being.
	Implementation of the 'Zero Residue' protocol in agricultural companies to produce safe food.
	Quality Management and Food Safety System. Health and safety protocols for all workers across the various job roles.
4 QUALITY EDUCATION 	Promoting employee training and professional development.
	Working with educational organisations.
5 GENDER EQUALITY 	Commitment to workforce equality and to increasing the proportion of women at all levels of the organisation.

SDGS	ACTIONS
6 CLEAN WATER AND SANITATION 	Development of programmes to protect water resources.
	Water resource management processed at the main factory ('Zero Discharge'). Reduction in water use through super-high-density rainfed cultivation.
7 AFFORDABLE AND CLEAN ENERGY 	Production of biomass from olive stones, which is used in the facilities as an energy source.
	Installation of 2,542 solar panels, equivalent to 1,507.61 kWp. These are expected to generate 2,000,000 kWh. With this installation, average annual self-consumption at the olive factory reaches 13%, while at the head office it stands at 50%, rising to 65% in the peak summer months. Surplus electricity has been fed into the grid since 2024.
8 DECENT WORK AND ECONOMIC GROWTH 	Promoting the protection, training and safety of people; an ethical code as the basis for relations with employees.

SDGS

ACTIONS

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	More efficiency and less emissions through the industrial reorganisation and modernisation of the main olive factory.
	Implementation of the Improvement Ideas Management System to harness the collaborative knowledge of everyone in the company.
10 REDUCED INEQUALITIES 	Non-discrimination policy.
	Development of a project to support the labour-market integration of people with disabilities, in order to improve their employment opportunities and raise awareness among all employees and involve them in this initiative.
11 SUSTAINABLE CITIES AND COMMUNITIES 	Environmental Management System.
	Responsible waste management.
	Zero discharge into the sewage system.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Implementation of initiatives such as the preparation of the Supplier Guide, make-to-order production and the integration of suppliers into the Camacho Integra project.
	The measurement of the company's carbon footprint and water footprint, with a commitment to reducing its impact and curbing climate change.
13 CLIMATE ACTION 	The removal of plastic shrink wrap from Susarón herbal tea cartons and La Vieja Fábrica fruit preserves, replacing it with a wraparound case made from recycled cardboard.
	The reuse of plastic dividers or separators used in the transport of jars.

SDGS

ACTIONS

15 LIFE ON LAND 	The planting of 500 Ha under super-high-density cultivation (500,000 olive trees).
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	The promotion of ethical and responsible conduct through the Code of Ethics and Compliance and the Guide to Good Environmental Practices.
17 PARTNERSHIPS FOR THE GOALS 	Adherence to Seville's 10 Principles for Responsible Companies, in order to create wealth and employment and thereby contribute to local social and economic development.
	Participation in the programmes 'La alimentación no tiene desperdicio' (Food Has No Waste) by the manufacturers and distributors association AECOC, and 'Andaluces Compartiendo' (Andalusians sharing), by the Landaluz business association.
	Strategic agreement with AgroBank, CaixaBank's business line for the agri-food sector, to develop profitable, sustainable and competitive farms.

DIALOGUE WITH STAKEHOLDERS

Promoting ongoing dialogue with stakeholders is essential because it enables us to understand **their expectations and needs**, thereby strengthening long-term relationships.



Strong partnerships

In line with its commitment to sustainability, Ángel Camacho works to create shared value and mutual benefit. Therefore, it **participates in and is a member of numerous bodies, organisations and associations that promote responsible development.**



Association of Table Olive Exporters and Manufacturers. Juan Camacho Bilbao, Chief Business Officer, is vice-president of its governing body.



Spanish Food and Drink Industry Federation.



Andalusian Association of Family Businesses.



Young Farmers' Agricultural Association.



Spanish Association of the Olive Oil and Olive Pomace Oil Exporting Industry and Trade.



Association of Manufacturers and Distributors.



Spanish Tea and Herbal Infusions Association.



Andalusian Agri-food Cluster. Ángel Camacho Perea, Chief Executive Officer, is a member of its Board of Directors.



Confederation of Employers of Andalusia.



Seville Olive and Fats Business Association.



Morón Business Owners' Association.



National Federation of Associations of Processed Fruit and Vegetable Products and Processed Foods.

ANDALUSIAN FAMILY BUSINESS ASSOCIATION

In 2025, Ángel Camacho joined the **Andalusian Family Business Association (AAEF)**, a milestone that reinforces its commitment to the **family business model and the sustainable development of the Andalusian business community**. The AAEF is an independent, non-profit institution established in 2001 to represent the interests of family businesses in Andalusia, Ceuta and Melilla and to act as a **point of contact for relevant public and private sector stakeholders**.



ITS MEMBERSHIP OF THIS ASSOCIATION ENABLES THE COMPANY TO BE PART OF A BUSINESS NETWORK THAT PROMOTES:



Institutional dialogue and representation in legal, tax and economic matters.



Training, advice and best practices in order to successfully plan the future of family businesses.



The exchange of industry-specific experiences with other companies that share similar challenges and values.

ANGEL CAMACHO

Excellent
products



Key Indicators

PRODUCTS



6

owned brands



+300

private label



+20

audits per year



+500

sample submissions for
finished product analysis

The manufacture of products under its owned brands and its customers' brands is one of the cornerstones of Ángel Camacho's business model, thereby providing balance, diversification and stability.



*The company offers
a wide range of
products for various
consumption
occasions*

Product diversity



Ángel Camacho's product portfolio is distinguished by its diverse offering, innovative approach and connection with customers and consumers. With a strong portfolio of brands comprising **Fragata, La Vieja Fábrica, Mario, Susarón, Maçarico and Milvus**, the company offers a wide range of products designed for various consumption occasions. The key product categories are as follows:

OLIVES

Olive consumption continues to grow globally. The company markets the main Spanish varieties (Manzanilla, Hojiblanca, Gordal, Verdial, etc.) in multiple formats and with various seasonings. In addition, it includes olives from other sources in its catalogue (Halkidiki and Kalamata from Greece; Beldi from Morocco, etc.).

This extensive range, combined with its quality and service, positions the company as **the world's leading olive packer** and a leading global supplier in the olive category.



FRUIT PRESERVES

Fruit preserves have established themselves as the second-largest business line by revenue. The company offers a wide range of exceptionally high-quality fruit preserves, traditionally made using a recipe with a heritage spanning more than 180 years. This approach, together with the **selection of top-quality ingredients**, guarantees a product with an authentic flavour and distinctive chunks of fruit. La Vieja Fábrica fruit preserves are the market leader in Spain, and the brand has become iconic.



HERBAL TEAS

The company offers a wide selection of functional herbal teas, **developed from traditional recipes** based on medicinal plants and natural herbs. Each variety is carefully crafted using selected combinations of ingredients and is designed to provide enjoyment, balance and natural well-being.



EDIBLE OILS

The company distributes top-quality Spanish olive oils, with **extra virgin olive oil** as its flagship product. In addition, it offers other varieties tailored to different culinary uses, thereby meeting the needs of both customers and consumers.

In addition, through its various brands, it also offers **other products** such as pickles, condiments, sauces, lupin beans and other Mediterranean specialities.

NEW PRODUCT LAUNCHES

One of the key pillars of the new Strategic Plan is to offer excellent tasting, high-quality products that meet the expectations of customers and consumers. Therefore, the company seeks out new market needs and **flavours that will surprise** its consumers through new product launches.

“
We work to offer customers and consumers innovative products that meet their expectations
”





Since 1925, Fragata has established itself as a symbol of quality and innovation, and as an international benchmark in the food sector. Its catalogue encompasses an extensive range of products and varieties, carefully tailored to the tastes and preferences of each market where it operates. The brand maintains a strong commitment to excellence, based on the rigorous selection of raw materials and the application of highly controlled production processes, guaranteeing authentic flavour, consistent quality and a **distinctive consumer experience**.

NEW PRODUCTS

In 2025, **Fragata** celebrated the centenary of the brand with the launch of its **1925 Edition**, made with selected olives from its farms in Morón de la Frontera. This project for the domestic market has streamlined the range to 10 exclusive products aimed at consumers seeking superior quality. It stands out from other products on a retail shelf that offers little innovation, by featuring unique seasonings and new products such as **Queen 'Picantita' olives**

and the **Cocktail Pickles**. This new range is accompanied by a **revamped, more modern and functional website**, which includes an online shop and enhances communication with consumers.

The launch of two unique and delicious new flavours for the international market for its **stuffed green Manzanilla olives in cans: truffle and Manchego cheese**.



[See more](#)



[See more](#)

LA VIEJA FÁBRICA

Desde 1834

Exploring new consumer trends and developing flavours capable of surprising both today's consumers and new generations is one of La Vieja Fábrica's hallmarks. The brand has built its reputation on two fundamental pillars: **tradition and authenticity**, values reflected in all its recipes.

With an extensive and carefully crafted range of fruit preserves, **La Vieja Fábrica** offers something for every taste, combining its long-standing expertise with a constant drive for innovation. This has enabled it to **lead the jam category in Spain** and embark on a process of internationalisation that continues to expand year after year.

NEW PRODUCTS

As part of its commitment to innovation and authenticity, the brand has launched a **Limited Edition** featuring two chutneys from the Goes with Everything range – cherry chutney with

balsamic vinegar and tomato chutney with chipotle – as well as two original traditional fruit preserves: strawberry with mint, and Seville orange with lemon and lime.





SUSARÓN has earned consumers' trust through its strong commitment to health and wellbeing. Through a wide range of functional herbal teas, the brand supports people in their daily self-care, offering natural solutions that support their well-being, help them feel better and address discomfort and minor ailments and everyday concerns.

This approach is complemented by **special attention to flavour** and the drinking experience, ensuring that each herbal tea provides not only functional benefits, but also a moment of pure pleasure.

NEW PRODUCTS

In response to the growing demand for mate, Susarón has launched a new **MATE infusion range**. To satisfy customers' tastes, three different flavours have been developed within the range: mate with spearmint flavour, mate with ginger and turmeric, and mate with ginger and lemon.

Tensión functional herbal tea, specifically designed to help regulate blood pressure and support cardiovascular health.



[See more](#)



[See more](#)

MARIO The **Mario** brand stands out in the North American market due to its reputation and high level of recognition, the result of a long history built on innovative, high-quality products. Its product range includes a comprehensive selection of olives, edible oils and Mediterranean specialties, including cocktail onions, peppers and artichokes, tailored to **the preferences of US consumers**.

NEW PRODUCTS

Mario products come with a range of **new additions designed to bring greater variety, character and a gourmet touch** to any appetiser: the **Mediterranean Olive Selection**, a selection of premium olives with rich flavour, firm texture and authentic Mediterranean character; **Mario Caperberries**, with a mild, slightly tangy flavour; and **Stuffed Green Olives**

with Truffle Cheese, featuring a creamy cheese filling delicately infused with truffle for an exquisite experience.

In addition, the brand launched a new Snack Olives assortment featuring three surprising recipes: **olives with sriracha**; **olives with lemon and herbs**; and **olives with mandarin and cayenne**.



MAÇARICO

A leading brand in Portugal and Portuguese-speaking countries, this company is famous for its **quality and commitment to authentic flavour**. It offers a highly varied product range – olives, oils, lupin beans, pickles, sauces and condiments – making it a versatile brand capable of catering to the preferences of a wide range of markets.

REFRESH

In April 2025, the **Maçarico brand refresh and modernisation** project began, focusing on restyling the brand's visual design. It ended at the end of June with a new logo conveying naturalness, simplicity, familiarity and product provenance.

It still features a graphic representation of the 'Maçarico', known in English as the 'Eurasian curlew', a bird that breeds in the muddy areas of Praia de Mira (Portugal).

The new logo also represents progress from the slogan 'Quality and Tradition' ('Qualidade e Tradição') to the strapline 'Bom de Origem' ('Good from the Source').



Logo before and after

Following the logo redesign, all the packaging will undergo a comprehensive revamp, combining modernity and tradition with a **strong, easily recognisable visual identity** that stands out from the competition, without losing the warmth, approachability and authenticity of a historic brand in Portugal, as Maçarico undoubtedly is.



In 2026, Maçarico **will relaunch a select, redefined range of products**, supported by a powerful, contemporary new image, with the strong intention of repositioning the brand as the leader in the Portuguese market.



[See more](#)



[See more](#)

MILVUS

— DESDE 1944 —

The company is launching a new brand of functional herbal teas following the acquisition of **Milvus**, a long-established medicinal plant company founded in 1944. Its flagship product is **Tila Alpina**, a product sold exclusively in pharmacies. This acquisition enables Ángel Camacho to enter the pharmacy channel for the first time and broaden its customer base.

REFRESH

In 2025, Milvus embarked on a new chapter while remaining true to its heritage, respecting provenance, preserving botanical knowledge and adapting it to meet the needs of today's consumers in order to continue offering effective, reliable herbal teas.

To this end, **it has revamped its brand**, starting with a redesigned logo, which is now more closely aligned with products typically sold through pharmacies. The aim is to strengthen Milvus's positioning as a specialist in medicinal plants, highlight the functional benefits of its products and add differentiation to the category.

Milvus aims to become **the leading herbal tea brand in pharmacies**. In 2026 it will expand its product catalogue with the launch of three digestive products: Gases Alpina, Lax Alpina and Línea Alpina.



Guaranteed excellence and quality



Quality and flavour are fundamental pillars of the company's identity. To guarantee this commitment, the company applies a **comprehensive approach at every stage of the production process**: from the rigorous selection of raw materials to highly controlled manufacturing methods. This working model results in **reliable, safe products of consistent quality**, inspiring trust among both customers and consumers.

To achieve this, the company has a **Quality and Food Safety Management System** for the

continuous improvement of products, applying implicit and explicit requirements relating to food safety and compliance with legal requirements. The general objectives of the Quality and Food Safety Management System are:

The quality of our products translates into trust and confidence for customers and consumers



Continuous improvement of processes



Dynamic quality and food safety management **objectives**



Involving the entire **workforce** in the continuous improvement process



Meeting product requirements in terms of **quality, legality and safety**, plus the requirements of customers' third-party audits



Ensuring the **availability of resources** to achieve objectives

In line with these objectives, **several upgrades were made to the facilities and production equipment** at the La Vieja Fábrica jam factory in 2025. Therefore, everything is in place to continue innovating in flavours and formats, while always maintaining the quality that customers and consumers expect.

The company complements the control of its internal processes with a **comprehensive traceability system** that makes it possible to track each product throughout the entire supply chain. This system records the complete journey of each batch – from the origin of the raw materials to its final distribution – thereby ensuring more efficient management, enhancing food safety and improving the quality of customer service.

SAFETY AND MONITORING

Ángel Camacho guarantees the quality of its operations and the safe execution of processes through **internal audits and monthly self-inspections at each plant**. In addition, the company conducts a survey among its workforce on **food safety culture** in order to:

- Identify strengths
- Identify areas for improvement
- Ensure food safety
- Protect consumers

Furthermore, the company regularly undergoes **rigorous external audits** that ensure strict compliance with current regulations, as well as with the **certifications and accreditations** applicable to its processes and products.

These reviews also include a check of the specific requirements established by certain customers in terms of quality and food safety, thereby ensuring a consistent level of rigour and continuous improvement throughout the organisation.



SAFETY AND QUALITY IN 2025

+ 20 

annual audits conducted by third parties and customers

+ 500 

sample submissions for finished product and raw material analysis

- ✓ Annual inspections by the authorities
- ✓ Technical visits by customers
- ✓ Monthly self-inspections

This strategic approach has enabled the company to obtain the most **prestigious international certifications**:



GLOBAL SECURITY VERIFICATION PROGRAMME

Ángel Camacho voluntarily participates in the GSV (Global Security Verification) Programme, an audit that comprehensively analyses the supply chain and **certifies compliance with the security measures required by US Customs**, as well as with other international security standards. This audit focuses, among other aspects, on existing processes, procedures and infrastructure related to supply chain security areas, such as logistics, physical security, shipping information controls, security personnel, storage and distribution, information access controls, record-keeping and documentation.



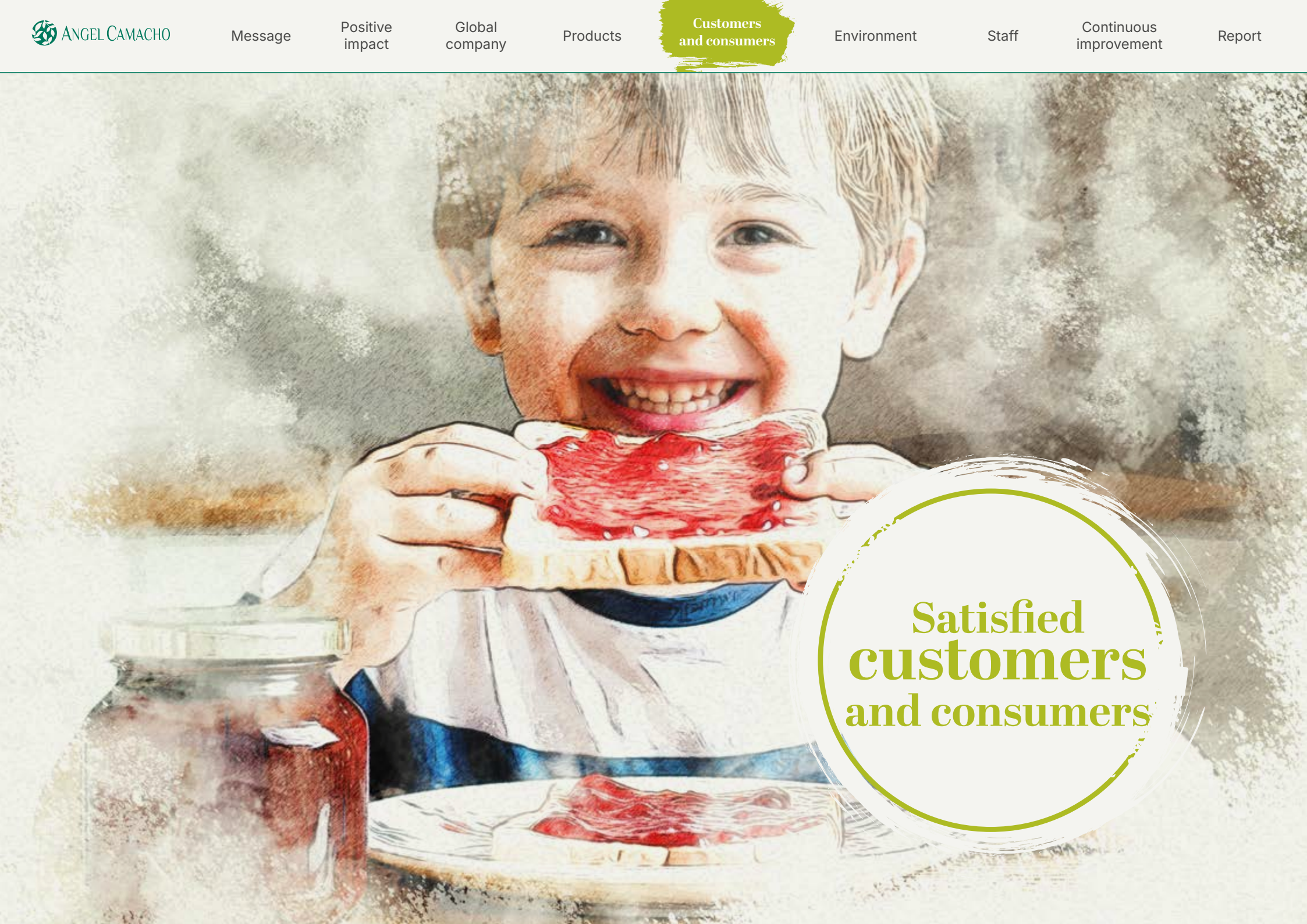
OPPORTUNITIES FOR IMPROVEMENT

This commitment to quality is reflected in a strong, long-standing relationship with customers and consumers, focused on continuous improvement and the ongoing pursuit of excellence. In 2025, 880 complaints, referred to internally as **'opportunities for improvement'**, were handled, representing a decrease compared with 2024, when 914 were recorded.



880

**opportunities for
improvement, down 5%
compared to 2024**



**Satisfied
customers
and consumers**

Key Indicators

CUSTOMERS



+1,000
customers



+20 years
relationships
with many of our customers



Present in
+75%
of the major companies
in the global retail Top 25*



No. of opportunities for improvement
34
(for every 10 million units
manufactured)



“
Ángel Camacho continues to innovate to meet the needs and expectations of customers and consumers
”

* Top 25 in the ranking published annually by Deloitte (Global Powers of Retailing 2024).

Part of your everyday life

Ángel Camacho's raison d'être is clearly and simply defined in its purpose: **'Delighting consumers all over the world'**. The company views food as pleasure, and its products know no borders: they must be able to reach consumers' homes anywhere in the world.

To achieve this goal, the organisation promotes the **development of products with excellent flavour and quality**, capable of **providing memorable experiences at any time** and satisfying both customers and consumers.

IMPROVEMENTS DESIGNED WITH CONSUMER CONVENIENCE IN MIND

Ángel Camacho continues to innovate to meet the needs and expectations of customers and consumers.

In 2025, its **La Vieja Fábrica brand revamped its packaging by introducing an easy-open lid** across all its fruit preserves and sauce ranges. With this improvement, **the effort required to open the jar is reduced by up to 70%**, providing consumers with a much more convenient experience.

Furthermore, on this occasion, to make customers' work easier, **the new wraparound case** has also

been redesigned to offer **easier opening, improved protection and better stacking**; in addition, it is made entirely from recycled cardboard, making La Vieja Fábrica a **plastic-free product** (a common requirement among major customers).

This comes in addition to the **restyling of its digital catalogue**, with an updated visual presentation featuring carefully selected images and more comprehensive technical information. To strengthen its **internationalization strategy**, the **catalogue is also available in English**.

[see digital catalogue](#)



RELATIONSHIPS OF TRUST

Ángel Camacho is committed to **creating and strengthening global partnerships with strategic customers**, building long-term relationships of trust that drive the recognition and development of its brands in various markets. It currently **has more than 1,000 customers in 90 countries**, ranging from major retail chains to small local supermarkets.

In order to guarantee consistent quality that strengthens its

relationship with customers and consumers, the company focuses on **offering increasingly healthy and sustainable products**, in line with the demands of consumers who are ever more concerned with maintaining a healthy diet that benefits their health and has a lower environmental impact.

In this regard, **efforts are made to generate the utmost trust in the market and among customers**, strengthening its

positioning and ensuring that its brands are always at the forefront of consumers' minds and become their first choice when purchasing.

Thanks to its strong commitment to flavour, sustainability and transparency, it has succeeded in building strong, **long-lasting relationships with its customers**, maintaining business partnerships that in many cases have lasted for more than 20 years.

“

Ángel Camacho prioritises long-lasting relationships and global partnerships with its customers

”



Close to you



Ángel Camacho has various distribution channels to ensure that its products, marketed under its own brands or distributors' brands, are accessible to both the food industry and end consumers. The aim is always to **offer exceptional quality at a competitive price, accompanied by elegant, innovative packaging.**

Currently, Ángel Camacho operates through the following **distribution channels:**



Retail channel:

products are distributed directly to the end consumer.



Foodservice channel:

products are purchased for further processing or for use as ingredients.



Food industry:

the product is reprocessed or packaged in different formats or in bulk for third-party companies.



Online channel: the La Vieja Fábrica and Susarón brands have been operating an online shop since 2020. Furthermore, in September 2025, the Fragata brand added its own online shop to its website as part of its e-commerce development strategy, strengthening its digital presence and expanding direct purchasing options.

Whatever the channel, the company aims to **guarantee responsible service and a continuous supply** to all its customers and consumers.

FRAGATA REVAMPS ITS WEBSITE AND LAUNCHES AN ONLINE SHOP

To mark its centenary in 2025, and capitalising on the launch of the 1925 Edition range, Fragata unveiled a revamped website offering **a more modern, intuitive and engaging experience**, aligned with the brand's visual identity. In addition to **accessing information about Fragata and its product catalogue**, users can enjoy sections such as the **Blog or Cookery Channel**, where the latest news, product launches and content of interest relating to the brand and the world of healthy eating are shared.

The **website also features its own online shop**, enabling consumers and professional customers to **purchase Fragata products at the best prices**, with the convenience of having them delivered **directly to their home** or premises.

[visit the online shop](#)

ACTIVE COMMUNICATION

One of Ángel Camacho's core principles is direct and transparent **communication with its customers and consumers**. Through attentive listening and close engagement, excellence is ensured and new products can be designed to meet their expectations.

To do this, it involves them in the development process through **qualitative and quantitative research**, encouraging their participation in **sensory analyses and product tastings**.

IN-HOUSE TASTING PANEL

In addition, the company has an **in-house Tasting Panel** (made up of employees), established as a fundamental tool for the development of new products, the reformulation and optimisation of existing ones, the detection of anomalies or defects, and the improvement of production processes. Its members are trained to **evaluate and refine organoleptic attributes**, assessing aspects such as flavour, aroma, texture, aftertaste and bitterness. The current approach includes **weekly in-house tastings**, complemented by **monthly external sensory analyses**.



“
*Ángel Camacho
has an in-house
Tasting Panel
comprising
more than 30
people*
”



CUSTOMER SERVICE

The company also has a Customer Service (CS) department, which enables it to receive suggestions, respond to enquiries and, above all, **handle complaints effectively**, with the support of a specific protocol that ensures a **prompt and responsible response**. In 2024 and 2025, a rate of 34 complaints per 10 million units sold was recorded. A result which, although open to improvement, is considered positive as it places the company below the established target (≤ 35).



CONSUMER CARE SERVICE

The **Consumer Care Service** maintains direct, close communication with consumers of the brands through various channels, notably **social media, email, Google reviews and telephone support**.

The enquiries received mainly concern products, ingredients, ways of consuming them and their availability at points of sale. In addition, numerous **positive**

comments are received relating to the consumer experience and the trust placed in the brands over the years.

Of particular note is the **emotional connection** that many consumers have with **La Vieja Fábrica**, a brand associated with family occasions and tradition, as well as the **loyalty of Susarón consumers** towards certain functional herbal teas, whose benefits

and quality they consistently appreciate.

In 2025, a total of **3,091 consumer contacts** were handled, with a high proportion of positive feedback compared with incidents or complaints, reflecting the high level of satisfaction and trust in the brands.

“

In 2025, 3,091 customer contacts were handled, with a high proportion of positive feedback



”



ÁNGEL CAMACHO ON SOCIAL MEDIA



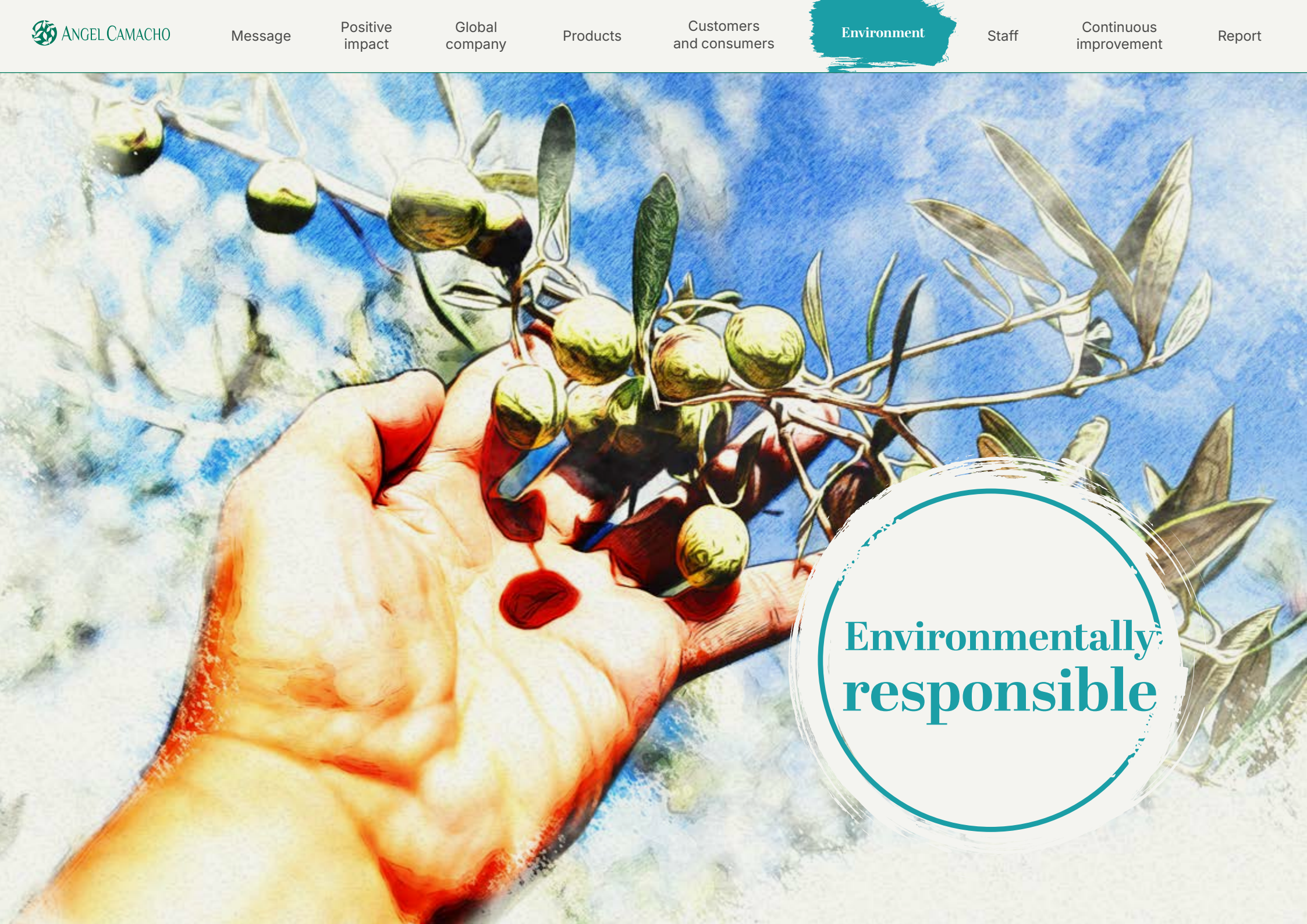
Views
+ **2,500**



Followers
+ **83,000**



Posts
+ **1,000**



**Environmentally
responsible**

Key Indicators

THE ENVIRONMENT



71%

of electricity comes
from green sources



-18%

CO₂ emissions per kg
of packaged products



+1.2%

water consumed



91%

of total fuel consumption
comes from biomass



-11.3%

consumption of containers
and packaging



+90%

of recovered waste

*“The company integrates
environmental protection
into its business strategy”*

Environmental protection



Ángel Camacho's vision for the future is underpinned by a **strong, company-wide commitment to the environment**. As part of its corporate responsibility, the company integrates environmental protection into its business strategy, aligning it with its **Environmental and Energy Policy**.

As part of this approach, the company has implemented **various Environmental and Energy Management Systems** as key tools to drive a more efficient, innovative and sustainable business model. These tools enable the company

to systematically manage the impacts arising from its activities and **make progress towards continuous improvement** in its environmental performance.

The main areas of action of these systems are structured around a **threefold objective**:



Promoting continuous improvement in the responsible management of natural resources.



Progressively reducing water and energy consumption.



Minimising emissions, waste generation and food waste.

All of this is subject to ongoing oversight by the **Energy Efficiency Committee** and in compliance with the most stringent environmental standards and regulations. As a result, this organised, rigorous approach has led to the following certifications, which attest to the company's robust environmental management:



ALL FOR THE ENVIRONMENT

The Environmental and Energy Policy takes an **integrated approach that actively involves employees, partners and suppliers** in sharing responsibility. As part of this roadmap, the company promotes training and awareness-raising initiatives and encourages the efficient use of resources (water, electricity, raw materials and fuels) through a **Good Practice Guide**. It also emphasises regulatory compliance and environmental and energy commitments in procurement processes and in the design and development of new facilities.

Through the implementation of environmentally responsible purchasing standards and the integration of environmental criteria into supplier approval processes, Ángel Camacho promotes active collaboration with its suppliers in order to achieve shared efficiency and decarbonisation objectives.

Procedures and environmentally aware management



Identifying environmental aspects makes it possible to assess the organisation's actual or potential impact on the environment, including potential emergency situations. To do this, Ángel Camacho uses monitoring tools such as **internal and external assessments and diagnostic reviews, audits and complaint analysis**, always in accordance with applicable legislation. In addition, it reviews emergency scenarios and has preventive measures set out in its manuals.

ENVIRONMENTALLY RESPONSIBLE DEVELOPMENTS

- The implementation of measures including the upgrade to LED lighting, enhanced thermal insulation, boiler replacement, heat recovery from autoclaves, and the transportation of olives in tanker trucks, among others, has enabled **energy savings of more than 6.5 GWh annually**.
- The implementation of a **protocol for eliminating pesticides** on farms.
- **Eco-friendly packaging.** In 2025, La Vieja Fábrica's outer packaging was redesigned with the launch of a recycled cardboard box, thereby eliminating shrink wrap from multipacks and resulting in an estimated short-term saving of 25,000 kilograms of plastic. The product lid is also made from recycled metal.



MAKING PROGRESS IN SELF-CONSUMPTION

A new **project to expand the photovoltaic system** installed on the rooftops of its industrial facilities will help **reduce CO₂ emissions by 325.6 tonnes annually**, further advancing the company's sustainability objectives.

ESTIMATED ENERGY PRODUCTION

Annual production:		Self-consumed energy:
2,275,757		1,628,130
kWh/year		kWh/year

Coverage of total consumption: ≈ 20 %

ENVIRONMENTAL EQUIVALENTS (approximate):

Energy equivalent to the annual consumption of 450–500		Reduction in CO₂ equivalent to planting +15,000	
Spanish households		trees	

RESPONSIBLE PACKAGING MANAGEMENT



Ángel Camacho is affiliated with Ecoembes, thereby complying with the regulatory framework governing packaging and packaging waste and demonstrating the company's commitment to the responsible management of the materials it puts on the market.

Furthermore, the company actively participates in the **Collective Business Prevention and Eco-design Plan** by submitting annual measures in order to reduce the environmental impact of its packaging.



EVOLUTION OF PACKAGING TYPES

Household packaging: 4,969 t in 2024 • 5,529 t in 2025

BY MATERIAL



Steel:
1,576 t in 2024
1,625 t in 2025



Glass (weight and number of containers):
3,220 t and 17.6 M containers in 2024
3,756 t and 20.1 M respectively in 2025



Paper/cardboard:
157 t in 2024
137 t in 2025



Plastics (HDPE, LDPE, PET and PP types):
15.4 t in total in 2024
12.4 t in 2025, with changes in the breakdown by type

ENVIRONMENTAL SAVINGS BASED ON PEF



7,038 kpt/tn treated



Carbon Footprint
1.58 K
T of CO₂e emissions avoided



Energy savings
3.8 K
MWh of energy consumption avoided



Water savings
8.49 K
m³ of water saved

EQUIVALENT TO



4.6 M
km travelled by car



1.16 K
Households supplied



164
Households supplied

Theoretical score in accordance with the European Commission's PEF 3.1 methodology. This is the result of weighting and aggregating 16 environmental indicators, including the carbon footprint, embodied energy and water footprint.

VERIFIED AND TRANSPARENT ENVIRONMENTAL MANAGEMENT

COMPANY ECO-AUDITED UNDER EMAS

Ángel Camacho has improved its sustainability strategy as an **EMAS-certified company** under the European Eco-Management and Audit Scheme, which certifies monitored environmental performance subject to continuous improvement.

EMAS (the Eco-Management and Audit Scheme) is a voluntary European Union registration scheme that requires legal compliance, regular audits, measurable objectives and the publication of an Environmental Statement verified by an independent third party.

Holding this certification means going beyond an environmental policy: it involves measuring impacts, reducing consumption and emissions, optimising resources and being accountable through verified information, thereby **increasing the trust of customers, suppliers and the community**.

Being an eco-audited company reinforces Ángel Camacho's commitment to the environment, integrating sustainability into its day-to-day management and consolidating a culture of continuous improvement in order to protect the environment and generate a positive, lasting impact.



CERTIFIED AS "ZERO WASTE"

Ángel Camacho has obtained the prestigious Zero Waste certification, awarded by Adok Certification, which certifies that its management system **meets the requirements for recovering the various waste fractions** it generates, thereby preventing them from being sent to landfill.



The company has **demonstrated a recovery rate of over 90%**, supported by inventories and minimisation plans, ongoing training, internal controls and legal compliance verification. The model promotes energy savings and emission reductions, **reinforcing its environmentally responsible leadership in the sector**.

Targets for 2030

Ángel Camacho is working to reduce the environmental impact of its operations.

To achieve this, the following **targets** have been set **for 2030**:

 **0** net CO₂ emissions into the atmosphere (scope 1 and 2)

 **30%** reduction in water use

 **100%** of cardboard and paper with zero net deforestation certification

 **100%** recyclable plastic, reusable or compostable

 **50%** reduction in food waste

“Reducing the environmental footprint, efficiently managing water resources and tackling food waste all help to protect the environment”

CARBON FOOTPRINT 2025: REAL PROGRESS AND WELL-FOCUSED PRIORITIES



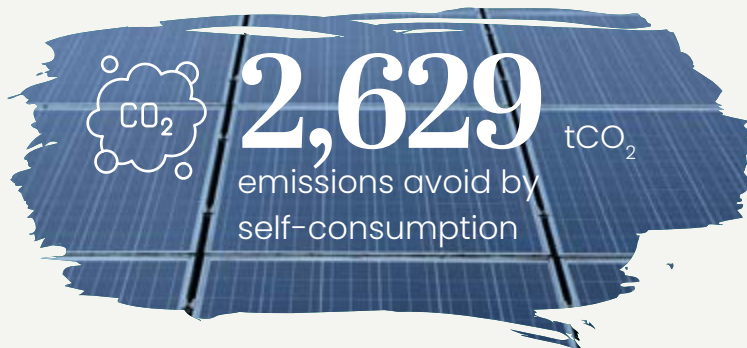
Ángel Camacho presents its **2025 Carbon Footprint** with a highly practical approach: **measure accurately in order to act more effectively**. The calculation, carried out in accordance with the GHG Protocol and UNE-EN ISO 14064-1:2019, covers Scopes 1, 2 and 3 and provides a robust, traceable picture of the organisation's climate impact.

Scope 1 stands at 1,968.62 tCO₂e (3.1%) and Scope 2 at 2,628.58 tCO₂e (4.2%), indicating that the greatest potential lies within the value chain. Indeed, Scope 3 accounts for 92.7%, with raw materials (76% of the total) and

distribution (6%) standing out as priority reduction levers.

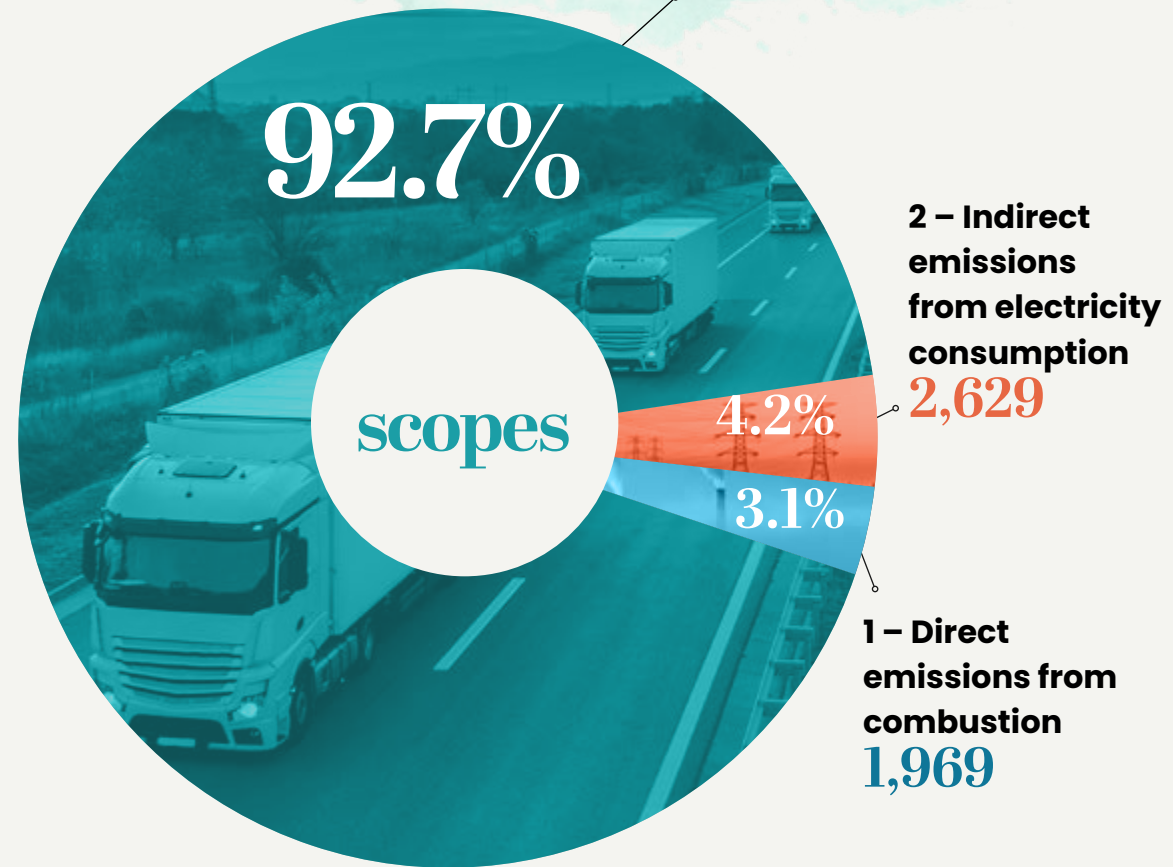
Energy progress is also evident: **photovoltaic self-consumption contributes 1,343,054 kWh, equivalent to 13% of total electricity consumption**, and an estimated 2,628.4 tCO₂e of emissions have been avoided by replacing grid electricity.

Ultimately, Ángel Camacho **not only reports**, but also **clearly identifies where action is needed** (procurement and logistics) **and consolidates measures that are already delivering results** (renewable energy and the control of direct sources).



3 – Other indirect emissions (transport, waste, raw materials)

58,459



Unit of measurement: tCO₂e:

tonnes of carbon dioxide equivalent. A unit used to measure the impact of different greenhouse gases on climate change, expressing them all as if they were CO₂.

EMISSIONS



-18%

CO₂ emissions per kg of packaged products

*In 2025 compared with 2024

Tonnes of CO₂ emissions during the 2025 financial year totalled **63,056.66 tCO₂e**. Scope 3 activity is the main source of CO₂ emissions, while emissions under direct control account for a small proportion.



MEASURES



TO REDUCE GREENHOUSE GAS EMISSIONS

Both the 2025 Carbon Footprint report and the Decarbonisation Plan identify downstream transport, raw material procurement and non-hazardous waste management as the most critical emission areas. Some of the **measures adopted to reduce emissions in these areas** are:

- ✓ **Logistics optimisation** (route planning, load consolidation, reduction of empty running).
- ✓ The prioritisation of **lower-carbon transport modes** (maritime and intermodal solutions).
- ✓ The incorporation of **environmental criteria into the selection of carriers and suppliers**.
- ✓ The integration of **carbon footprint criteria into procurement**.
- ✓ **Improved waste management** through prevention, recovery and the circular economy.

“

In 2025, emissions (scope 1, 2 and 3) decreased by 6.5% compared with 2021

”

WASTE AND DISCHARGES



Non-hazardous 
-11.7%

*In 2025 compared with 2024

Discharges 
-14%

Waste management is a priority in Ángel Camacho's commitment to sustainability and the circular economy. The company promotes **minimisation at source, correct segregation and recovery** as levers to reduce its environmental impact.

Waste classified as non-hazardous: **non-recyclable waste is disposed of through authorised waste managers, while recyclable waste is sent for recycling or recovery** (cardboard, plastic, glass, tinplate, scrap metal, WEEE, etc.); and hazardous: **the company managed 1.43 tonnes, maintaining its status as a small producer.**



“
Obtaining the 'Zero Waste' certification by recovering more than 90% of waste
”

MEASURES



TO REDUCE WASTE

- ✓ **Training staff and providing them** with information on plans to minimise waste and reduce the company's pollution potential.
- ✓ **Carrying out environmental risk assessments.**
- ✓ **Maintaining up-to-date information on environmentally friendly substances** and technologies that minimise waste.
- ✓ **Segregating waste correctly**, avoiding mixing different types in ways that prevent their proper classification and storage.
- ✓ **Storing waste correctly** before it is handed over to an authorised waste management company.
- ✓ **Segregating organic waste** for the production of compost as fertiliser.



RAW MATERIALS, CONTAINERS AND PACKAGING



RAW MATERIALS FOR:

Production



- 49.8%

Packing and packaging



- 11.3%

*In 2025 compared with 2024

Ángel Camacho **prioritises purchasing supplies**, including raw materials, containers and packaging, from **local suppliers**. In this way, the local economy is supported, costs are reduced and the environmental impact caused by transport emissions is reduced.

Relative raw material consumption in 2025 decreased by 49.87% compared with 2024 due to increased inventory levels and by 40.9% compared with 2021. As regards the **consumption of containers and packaging, this also decreased by 11.3%** in 2025 compared with 2024 and by 7.9% compared with 2021.



MEASURES



TO PROMOTE LOCAL PROCUREMENT

- ✓ **Procurement applying environmental criteria**, by selecting environmentally certified materials, equipment, products and suppliers.
- ✓ **Seek out and purchase from local suppliers** to avoid unnecessary transport costs.
- ✓ **Seek to purchase products in bulk** and with the minimum possible amount of containers and packaging.

“
New 100% sustainable wraparound cardboard box for all La Vieja Fábrica fruit preserves
”

WATER

Water consumption

+1.2%

*In 2025 compared with 2024

The increase is mainly due to higher water consumption resulting from quality requirements, which have entailed changes to processes.

Ángel Camacho's total **Water Footprint** in 2025 is estimated at **95.62 million m³**, equivalent to a water intensity of 2,829.57 m³ per tonne of product manufactured.

The main contribution comes from **table olive production**, which **accounts for 87.29% of the company's total water footprint**, followed by raw materials and components (12.26%), while direct industrial operations have a very limited impact (0.45%).



Water management across the agricultural supply chain has been identified as the key area for action

to reduce the organisation's water dependency, particularly through collaboration with suppliers and the promotion of more efficient agronomic practices. In addition, optimising materials, packaging, and supplies represents a significant opportunity to reduce the grey water footprint associated with the company's operations.

WATER FOOTPRINT DISTRIBUTION BY TYPE:



Green 80%

Derived from the consumption of rainwater stored in the soil and used by crops during cultivation.

Blue 12%

Primarily attributable to irrigation water use.

Grey 8%

Reflecting the potential pollution load arising from agricultural and industrial activities.

MEASURES



WATER-SAVING

- ✓ **Inspections of facilities** to detect possible leaks or spills.
- ✓ **The installation of self-closing taps and shut-off systems** to prevent them from being left running.
- ✓ Work closely with strategic suppliers to foster **efficient irrigation practices** and enhanced agronomic performance.
- ✓ Promote the **adoption of precision agriculture technologies**, including sensors and advanced irrigation monitoring and control systems.
- ✓ The implementation of **dry methods such as vibration or compressed air** for deboning or transporting the bone.
- ✓ For the industrial process and cleaning of facilities, the use of potable water at the **appropriate pressure and temperature**, discharged separately through a suitable drain.
- ✓ **Reducing consumption, recovering and reusing water** to the extent permitted by hygiene and food safety protocols.
- ✓ **Mechanisation of cleaning systems.**

ELECTRICITY AND FUEL



Electricity consumption

71% from green sources

In 2025, energy consumption remained **stable** compared with the 2024 financial year. Biomass is the main fuel used by Ángel Camacho, representing over 90% of the company's total fuel consumption.

Thanks to **on-site energy generation** using rooftop photovoltaic panels and biomass, **71% of electricity consumption comes from green sources.**

— “

*Biomass represents
over 90% of total fuel
consumption*

” —

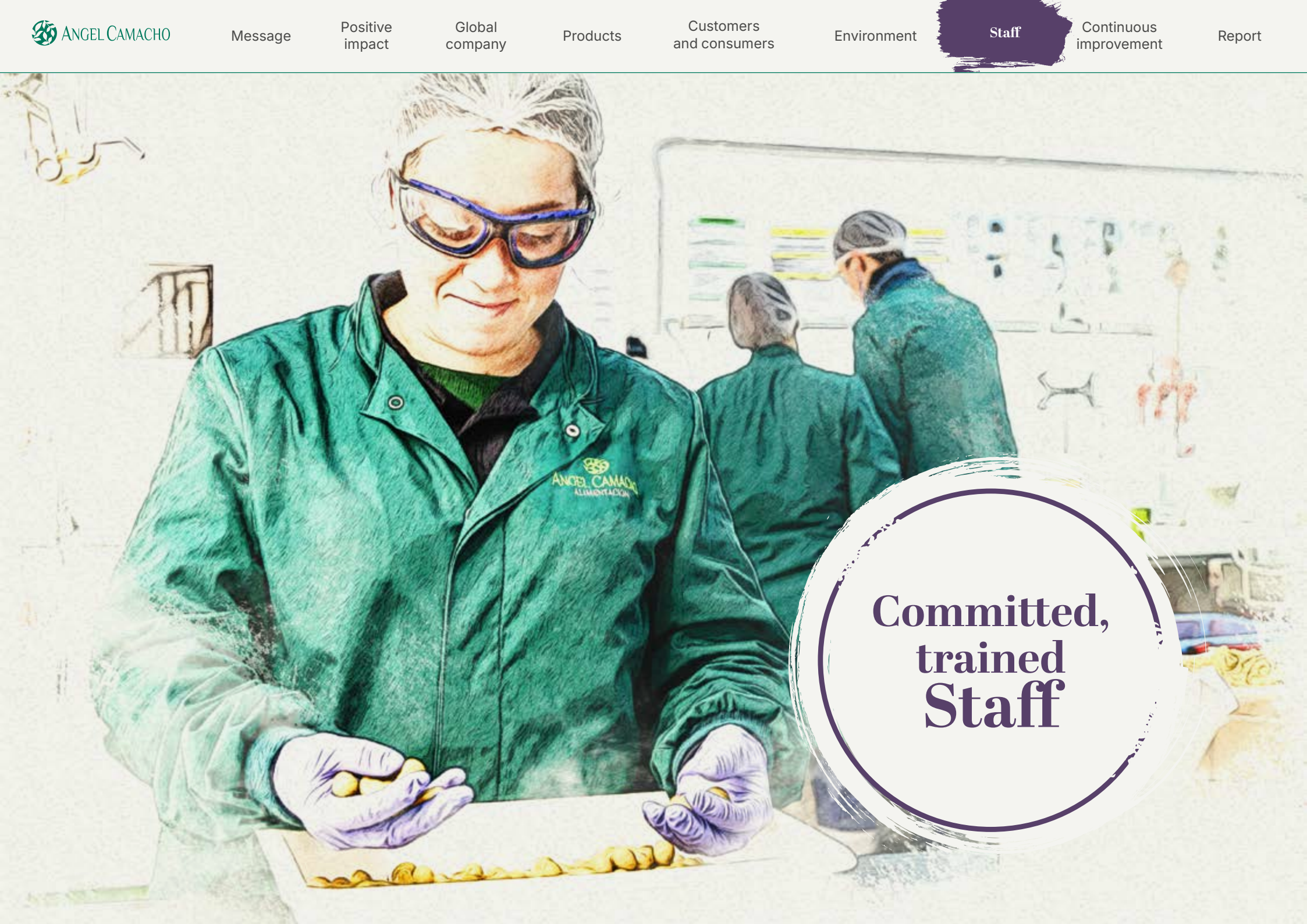


MEASURES



TO REDUCE ELECTRICITY AND FUEL CONSUMPTION

- ✓ The installation of a total of **2,542 solar panels** on the roofs of the warehouse, the olive factory, the head office and the jam plant in Morón de la Frontera.
- ✓ The installation of **additional solar panels** at Ángel Camacho's industrial sites.
- ✓ The use of **heat pumps** at facilities where domestic hot water is used.
- ✓ The use of **highly energy-efficient equipment and fuels.**
- ✓ The replacement of **Liquefied Petroleum Gas (LPG) forklift trucks** with **electric ones.**
- ✓ **Improvements in the efficiency of steam use** in production processes.
- ✓ **Preventive maintenance plan** for facilities and equipment.



**Committed,
trained
Staff**

Key Indicators

PEOPLE

 **868**
employees

 **38%**
women

 **62%**
men

 **€26.1 M**
salaries

 **85%**
permanent contracts

 **€166,883**
investment in training



— “ —
*Caring for people is a
central pillar of Ángel
Camacho's policies*
— ” —

Teamwork

Caring for people is a central pillar of Ángel Camacho's policies. To achieve this, it has launched various initiatives to **promote safe, inclusive working environments that foster continuous growth.**

These actions take the form of training and development programmes, measures focused on wellbeing and work-life balance, and the continuous improvement of occupational health and safety.

In addition, the company fosters a corporate culture founded on respect, equal opportunities and active listening, because these are **essential elements for improving the commitment and performance of the workforce.**

In this regard, **in 2025, the SMETA 4-Pillar audit was successfully completed once again,** a comprehensive check that goes beyond working conditions and safety to include business ethics and environmental sustainability standards.

“
In 2025, the SMETA 4-Pillar audit was successfully completed, incorporating ethics and sustainability standards
”

WORKFORCE COMPOSITION BY BUSINESS UNIT

2024				2025		
						
Women	Men	Total		Women	Men	Total
Ángel Camacho Alimentación	160	406	566	149	393	542
A. Camacho Foods	7	15	22	9	17	26
Grupo Ángel Camacho	24	36	60	26	36	63
A. Camacho UK	5	2	7	5	3	8
Susarón herbal teas	6	8	13	7	10	17
Mario Camacho Foods	15	10	25	15	9	24
Agricultural enterprises	2	12	14	1	11	12
Maçarico	111	44	155	124	53	177
Total	330	532	862	336	532	868

PERFORMANCE EVALUATION

Fostering people's professional development begins with identifying and recognising their main strengths, as well as their areas for improvement. This approach makes it possible to support each professional in their development, **aligning their capabilities with the organisation's current and future needs.**

In order to analyse its people development policies in an organised manner, Ángel Camacho implemented a **Performance Appraisal**

System a few years ago. This process has made it possible to establish new internal procedures to **objectively measure skills, behaviours and levels of contribution.**

As a result, **specific training plans** are defined each year to address the identified areas for improvement. These plans, aligned with strategic needs, help to **strengthen the team's key capabilities** and consolidate a **professional development model based on continuous improvement.**



LEARNING AND DEVELOPMENT

One of the pillars of the 2024–26 Strategic Plan is to **foster engagement and learning and development throughout the workforce**. This approach helps **attract talent and increases employees' commitment** to the company.

Having a strong, capable team aligned with corporate objectives is essential to **meeting current and future challenges and successfully steering the company's course**.

Driven by its commitment to the learning and development of its professionals, **Ángel Camacho has invested €338,251 in employee training** over the past two years. The **main actions undertaken** were as follows:



Languages. Given our internationalisation and global outlook, a multilingual team is essential. Language training is promoted through individual and group online programmes.



Technical area. Efforts have been made to improve the technical knowledge relevant to each area: electricity, IT and office software, data analysis, marketing, customer service and training in the use of machinery, among others.



Well-being. Stress awareness sessions.



Training in occupational risk prevention. Training initiatives, including both refresher and new training courses, are carried out continuously, with particular emphasis on a culture of risk prevention.



Food safety. Online training on food safety and food handling.



Cybersecurity. Online training sessions on IT security.

Type of training	2024	2025
Languages	6%	10%
Technical	56%	32%
Prevention	18%	36%
Skills	12%	8%
Quality	8%	14%

FOSTERING YOUNG TALENT



Ángel Camacho's commitment to young talent grows stronger every day. This is demonstrated by the **large number of interns recruited** in 2025, **totalling 38**, as well as by its participation in the **San Telmo Foundation's LYDES programme**, a project that helps university students with their future professional development. The company has a strong commitment to quality employment and to attracting and recruiting trained young people, **thereby ensuring generational renewal**.

DIVERSITY AND INCLUSION

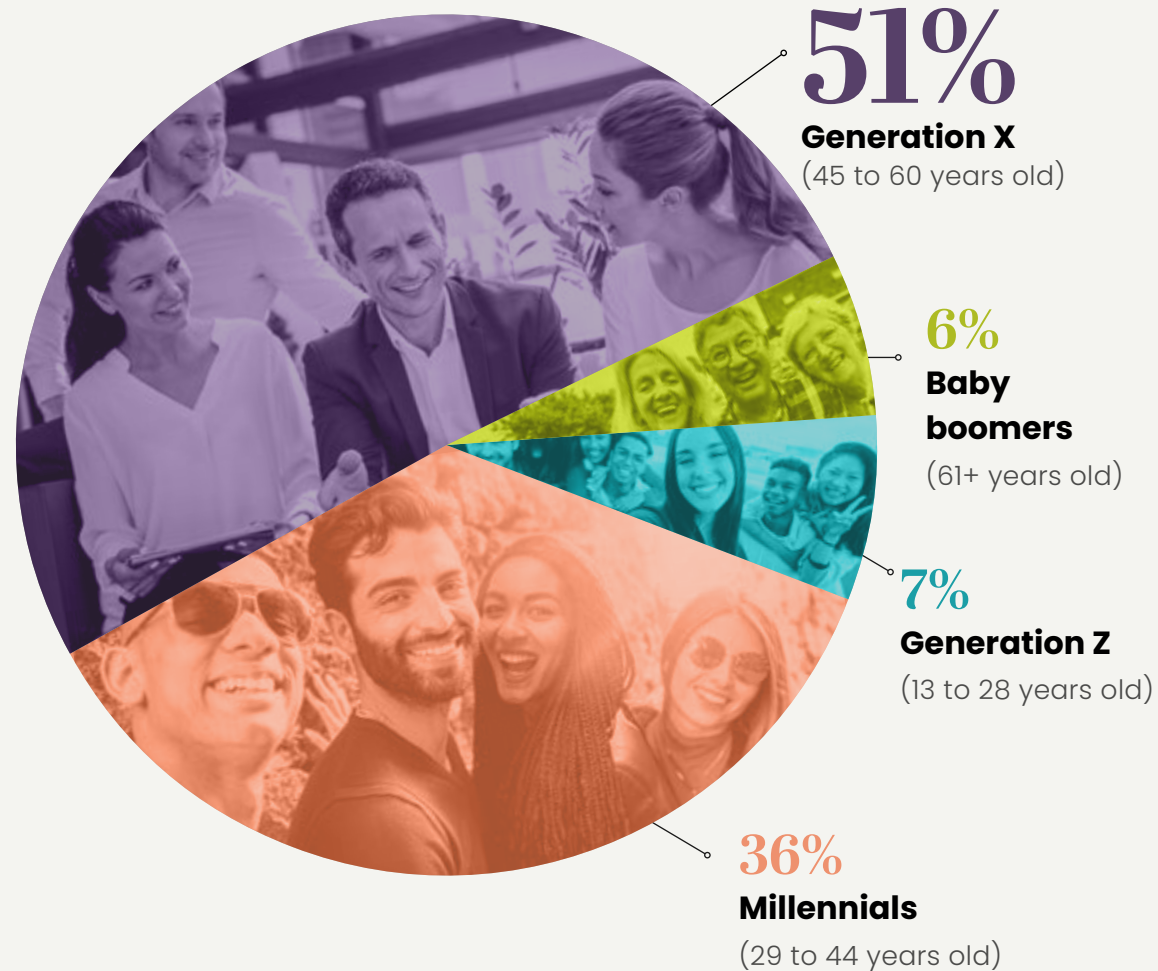
The company bases its employment policy on a **strong commitment to diversity and equal opportunities**. Therefore, it promotes an inclusive working environment free from any form of discrimination on the grounds of race, nationality, religion, gender, sexual orientation, marital status, age, disability or family responsibilities. This consideration extends to employees, suppliers, customers and any other person with whom the organisation does business.

— “
More than 12 nationalities are represented at Ángel Camacho
” —

This commitment is reinforced and communicated through the **company's Code of Ethics**, which identifies unacceptable behaviours:

- Sexual harassment.
- Offensive language or jokes.
- Offensive comments about race, colour, nationality, ethnic origin, religion, gender, sexual orientation, marital status, age or disability.
- Degrading comments.
- Intimidating or threatening behaviour.
- Demonstrating hostility towards others because of their individual characteristics.

EMPLOYEE GENERATIONS



GENDER EQUALITY

As part of its commitment to gender equality, the Equality Plan was renewed **in 2024 in order to ensure equal treatment** and opportunities for women and men across all areas of the company. This new plan, with a minimum duration of 4 years, incorporates a **set of measures that strengthen the company's equality policy** and help create a fairer, more inclusive working environment.

EMPLOYEES

532 
men

336 
women



MONITORING COMMITTEE



As part of the newly formalised Equality Plan, it was agreed to establish a **committee to monitor and evaluate the Equality Plan** for all Ángel Camacho companies. This committee generally meets annually and, among other matters, reviews whether the measures to achieve the Plan's objectives are being complied with.

RECRUITMENT AND SELECTION

Ángel Camacho also **promotes equity in its selection processes**. Therefore, various measures have been implemented to **ensure equal opportunities** in access to employment **and promote diversity in departments** where there is not a balanced representation of people of different genders.

The measures implemented are:

- Gender equality training for staff responsible for recruitment processes.
- Avoiding sexist language in job advertisements.
- Assessing candidates objectively and transparently

based on job requirements, thereby ensuring equal opportunities.

- Ensuring that external recruitment consultancies guarantee equality between candidates and are informed of the content of the Equality Plan and the measures adopted.

“
In a traditionally male-dominated sector, the People department promotes the recruitment of women across all functional areas
”



REMUNERATION AND BENEFITS

The company has established **the following actions to ensure that employee remuneration** is based on objective and proportional criteria:



Guaranteeing

equitable remuneration without gender discrimination in fixed and variable pay, benefits in kind or social benefits.



Maintaining a

remuneration system based on job roles and results achieved.



Identifying and clearly defining factors that could influence wage differences, in order to avoid gender-based disadvantages.

FLEXIBILITY AND WORK-LIFE BALANCE

Work-life balance is one of the key elements of the Equality Plan, and the company has therefore developed the following policies:

■ **Flexible working hours** for administrative staff and a continuous working day for factory staff when no shifts are in operation.

■ Informing all employees about **statutory work-life balance measures**.

■ During reduced working hours for breastfeeding (if not taken as accumulated leave), employees will have the **flexibility** to choose their hours within their normal working day.

■ Guaranteeing that the exercise of work-life balance rights does not adversely affect employees.

■ Ensuring that employees working reduced hours can access **training courses**.

■ Assessing each **change of role or shift** on a case-by-case basis where duly justified for work-life balance purposes.

■ **Hybrid working model**, whereby most office-based employees alternate between on-site work (two days) and remote work (three days) during the week, with the model being adaptable to the specific requirements of each role. This makes it possible to minimise commuting to the office, reduce the carbon footprint and balance work and personal life without compromising productivity.



NEW OFFICES

During the summers of 2024 and 2025, the **corporate offices underwent a comprehensive refurbishment**. A more modern, functional and flexible working environment has been designed, adapted to suit the hybrid model and aligned with current and future ways of working. The new offices symbolise a different way of engaging and collaborating, conveying to the outside world the image of a modern, dynamic company prepared for the future.

Work-life balance*	2024	2025
Paternity leave	18	10
Maternity leave	7	9
Reduction in working hours	10	15
Leave of absence to care for family members	1	0

*No. of employees

COMMITMENT TO INCLUSION

Guided by the conviction that diversity fosters stronger, more human organisations, **the company actively promotes the inclusion of people with disabilities** and works to consolidate an accessible, collaborative and fully inclusive environment, underpinned by the involvement of all teams.

Ángel Camacho's aim is to **create a workplace where everyone can realise their full potential** and where differences are valued as

something that enriches the company as a whole.

During the 2024 and 2025 financial years, the workforce included 10 people with disabilities, reaffirming a diverse corporate culture that enriches the working environment.

In addition, the company has engaged a **Special Employment Centre** to provide industrial cleaning and auxiliary services.



“
Building a socially responsible company involves fostering a fairer environment that promotes diversity and pluralism
”



ANGEL CAMACHO



PROMOTING OCCUPATIONAL HEALTH AND SAFETY

Ensuring a safe and healthy working environment is a priority and a permanent, essential and strategic objective. This commitment is embodied in the promotion of a **preventive culture across all Ángel Camacho companies**, through an Occupational Risk Prevention Management System integrated into all activities and decision-making processes, with the **involvement of all hierarchical levels** and the shared responsibility of everyone.

In line with this approach, **Occupational Health and Safety has been incorporated as one of the pillars of the 2024–2026 Strategic Plan**. Consequently, numerous continuous improvement actions linked to the organisation's health and safety policies have been implemented.

“

People's health and safety are a priority, reflected in the ongoing strengthening of the company's preventive culture

”



OCCUPATIONAL RISK PREVENTION

The Occupational Risk Prevention Management System is structured around the Safety Policy, which defines the objectives and guides the lines of action.



OBJECTIVES



To foster a prevention culture based on safe behaviours.



To promote the continuous improvement of **working conditions**.



To integrate prevention as a **sustainable pillar** of the organisation.

GUIDELINES



Consultation and participation of employees in Health and Safety matters through internal communication mechanisms such as the intranet, the "Suggestions on Observed Risks" channel and quarterly meetings with the Health and Safety Committees.



Development of educational and engaging preventive training plans.



Compliance with legal and other applicable requirements, such as commitments made to customers, with particular attention to hazardous and higher-risk activities.



Implementation of investment plans to ensure safe and healthy working conditions, preventing injuries and ill health by eliminating hazards and reducing risks.



Definition of Health and Safety objectives focused on evaluating performance, planned in accordance with the results of risk assessments and suggestions and observations received. These objectives and targets are reviewed and updated annually.

OCCUPATIONAL SAFETY CERTIFICATION



Ángel Camacho Alimentación holds **ISO 45001 certification**, an international standard that

certifies the implementation of an effective preventive occupational health and safety management system.

To maintain this certification, **the company undergoes independent external audits every year** to verify compliance with the established requirements and the continuous improvement of the system. The annual renewal of the certification confirms the ongoing commitment to prevention and the wellbeing of the company's workforce.

SAFETY TRAINING

Safety training is a key element in preventing accidents and ensuring an appropriate response to incidents. Therefore, the company has **appointed, established and trained its various emergency response teams at their workplaces**. Only members of these teams are authorised to respond in the event of any emergency that might arise at the facilities.

In addition, **automated external defibrillators (AEDs) have been installed** at the Seville plants and offices, and employees have received specific training in their correct use.

Road safety awareness sessions have also been **launched in partnership** with Mutua MAZ, for all the company's employees and, in particular, for those who need to be aware of road safety in their day-to-day work. Using a driving simulator and a rollover simulator, it is possible to **practise driving in different scenarios and in hazardous situations of varying degrees of difficulty**.

“
In 2025, 508 employees received occupational health and safety training
”

NO TE LA JUEGUES

In line with its commitment to safety, Ángel Camacho **launched a campaign focused on the importance of Occupational Health and Safety in the workplace** with the slogan: Don't Take the Risk!

Launched in 2023 and still in place, this initiative forms part of the Preventive Culture Transformation Project and includes **large-format signage located at various points throughout the company's manufacturing plants**, featuring clear and direct messages about its commitment to safety. These **messages have also been displayed on television screens in factory dining areas and offices, as well as in various communal areas**.

RECOGNITION OF THE SAFEST SITES

In 2025, **seven workplaces ended the year without recording any workplace accidents**, achieving the target of **zero accidents**.



Siempre
seguros





CONSTANT DIALOGUE

Communication and dialogue with the workforce strengthen their connection with the company and help to **create a safer, more transparent and participatory working environment**.

To achieve this, Ángel Camacho implements various measures in order to improve communication with the team.

WORKING ENVIRONMENT

In order to assess employee satisfaction levels, the company regularly conducts a **working environment survey at all its sites**. This is an anonymous questionnaire designed to drive continuous improvements in areas such as **internal communication, motivation, collaboration between teams and trust in**

the working environment.

The results obtained make it possible to **identify strengths, detect opportunities for progress and develop specific actions** that help to create a more positive, participatory working environment focused on the wellbeing of the entire workforce.

SURVEY RESULTS

In 2025, the working environment survey was conducted with the cooperation of the company's teams and employees.



Participation

65.25%



Rating obtained

6.76



out of 10



Key highlights



Company



Work



Areas for improvement



Motivation



Communication

14TH 'BRINGING FLAVOUR TO YOUR LIFE' CONFERENCE

Ángel Camacho once again held its **annual 'Bringing Flavour to Your Life' Conference**, its most important internal communication event of the year. This event took place on 28 November 2025 at San Telmo Business School in Seville, bringing together more than 150 people from the company. As in previous years, it was an intensive working day during which the main indicators were updated and progress on the 2024-26 Strategic Plan and the Satisfied Customer and Consumer Plan was reviewed, together with other topics of interest.



8TH BUSINESS UNIT CONVENTION



In June 2025, the organisation held the eighth edition of its Business Unit Convention. Over two intensive days of work, **40 executives of 10 different nationalities**, representing all the business units that make up Ángel Camacho (including the United Kingdom, the United States, Portugal and Italy, among others), gathered at the Eurostars Torre Sevilla hotel. Attendees had the opportunity to analyse the year-end data for 2024 and the results of the first four months of 2025 for each business unit, as well as the consolidated group's data. There was also time to provide updates on the main projects and challenges the company is currently working on.

Ties with the Community

Building **strong relationships and strengthening the social fabric** are an essential part of Ángel Camacho's identity. Therefore, it maintains a strong commitment to the areas where it operates, promoting:

- The **creation of local employment** by fostering stable, high-quality career opportunities in our community.
- **Support for the local economy**, by strengthening the local business network and fostering sustainable development.

- The **prioritisation of local suppliers**, fostering relationships based on trust and long-term collaboration.
- An **active contribution to improving the local area** by working towards a responsible business model that fosters a more caring, inclusive and equitable world.

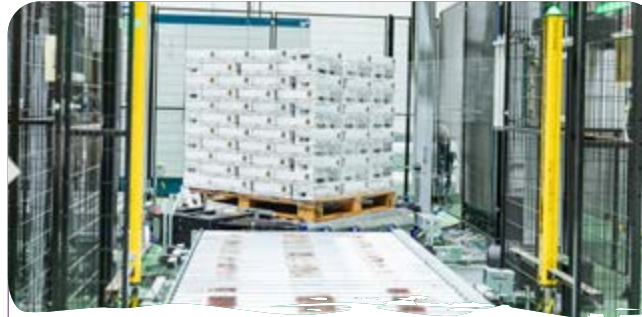
“
90% of Ángel Camacho Alimentación's workforce (the industrial company with the largest number of employees) are from the region
”



FOOD DONATION



In 2025, Ángel Camacho made another significant donation of products to the **Seville Food Bank**, in keeping with its strong commitment to society and to families in vulnerable circumstances. This contribution, comprising a wide selection of the company's products – including olives, pickles and fruit preserves – is to support a balanced, accessible and high-quality diet for the more than 270 organisations supplied by the Seville Food Bank (Caritas, NGOs, etc.). These foods complement the basic grocery basket, allowing for greater variety and making it easier to prepare simple recipes, thanks to their ease of preservation and consumption.



True to its commitment to people, the company donated products from its brands to those affected by the floods in Valencia, caused by torrential rains that resulted in human casualties and significant damage to property. From the outset, it remained in contact with the **Valencia Food Bank**, coordinating the dispatch of a full lorry of food at a time when the volume of aid had declined significantly.

The company takes part in the 'Food Must Not Go to Waste' campaign, led by AECOC, the association of fast-moving consumer goods companies.



EQUAL OPPORTUNITIES

The company supports the social and educational project of La Inmaculada School in Morón de la Frontera, **'Attention to Diversity'**, enabling the school to meet the needs of the growing number of pupils requiring specific educational support.



For 12 years the company has been taking part in the "Andaluces Compartiendo" campaign, an initiative launched by the **Cajasol Foundation, La Caixa Foundation and Landaluz** that brings together more than 50 Andalusian brands to donate food to the most disadvantaged families in Andalusia.



SUPPORT FOR SPORT



Collaboration with the **2024 and 2025 Peñón Xtreme Trail**, an exciting trail running competition held annually at Peñón de Algámitas, organised by the Sierra Sur de Morón Mountain Club and divided into two races with different levels of difficulty (Peñón Xtreme and Peñoncito Xtreme).



Support for the **3rd Hiking Event**, organised by 'Amigos de los Senderos', giving participants the chance to explore our region's nature trails.



La Vieja Fábrica sponsored the kit for Morón de la Frontera's youth team at the **Gothia Cup** in Gothenburg, Sweden, the world's largest youth football tournament, with this edition marking its 50th anniversary.



Susarón took part in the 20th edition of the **Women's Race**, an iconic event that celebrates women's strength, determination and solidarity.



There was also participation in the **3rd Charity Event to promote athletics**, a major initiative held at Canillas Park in Morón de la Frontera on 7 April.

SUPPORT FOR SPORT



The company also sponsored the **3rd Seville International Dragon Boat Festival**, a charitable event that raises awareness about the role of sport in preventing and overcoming breast cancer and supports the survivor community.



The Fragata brand has historically supported the local team, **Club de Baloncesto Morón**.



The company also collaborated in a new edition of "**Frontera Sur**", the **13th Endurance Trek across the Sierra Sur of Seville**, organised by Club de Montaña Sierra Sur de Morón together with the FAM (Andalusian Federation of Mountain Sports, Climbing and Hiking).

Ángel Camacho contributed in various ways at each of these events, either through financial support or by providing products from its three brands: **Fragata**, **La Vieja Fábrica** and **Susarón**.

COMMITMENT TO LEARNING



Ángel Camacho takes part in the **San Telmo Foundation's LYDES programme**. This project is an initiative for recent university graduates, with the main aim of helping them develop promising and successful careers. During the event held in 2025, several professionals presented the company Ángel Camacho as a good option for building a successful career.

The company participated in an event at **Colegio San Juan Bosco** (Salesians of Morón de la Frontera) to support them in developing and implementing new training options for the 2026/27 academic year, focused on the food industry.

Specifically, this would involve creating the Basic vocational and training (VET) Qualification in the Food Industry (currently unavailable anywhere in the province of Seville), the Intermediate VET Qualification in Food Product Manufacturing, and the Advanced VET Qualification in Processes and Quality in the Food Industry.



Committed to training and professional development, the company has established strong ties with **ESIC Business & Marketing School** and several vocational education and training centres offering Intermediate and Advanced VET Qualifications in Morón de la Frontera and the surrounding areas.

In addition, the Chief Executive Officer, Ángel Camacho Perea, is a trustee of the Seville-based International San Telmo Institute Foundation, a leading business school with which the company carries out a range of activities, including executive courses, working sessions and annual in-house training.

COMMITMENT TO LEARNING



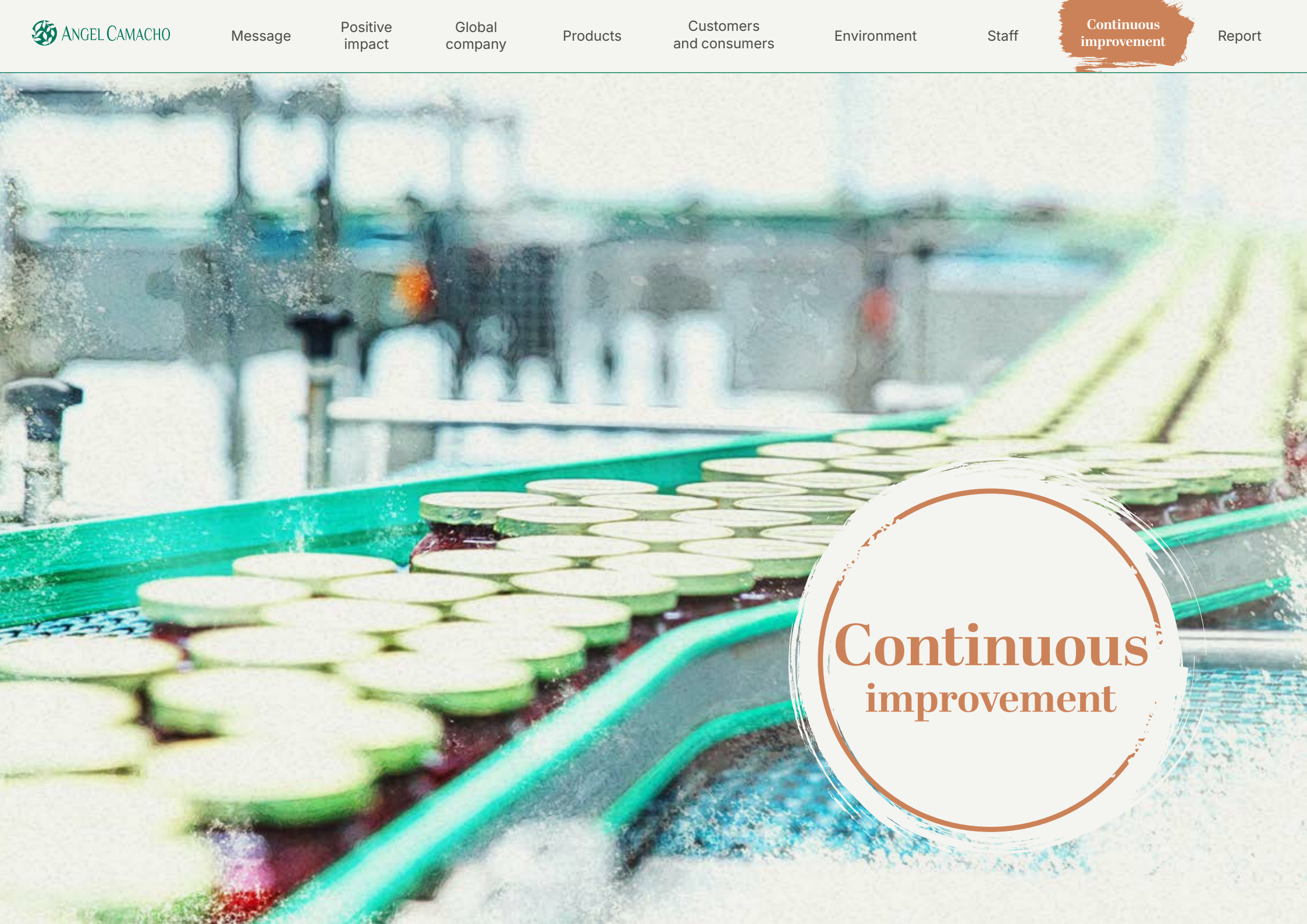
Zenaida Morón, Antonio Cabrera and Miguel Ángel Vila, employees of the company, were interviewed on the radio programme “**Los Grupos Hablan**”. This initiative by Los Grupos School in Morón uses radio as an educational tool to spark children’s interest in what is happening around them and involve them in current affairs in an original, active and participatory way.

During the programme, they presented the company, its processes and products, and how Ángel Camacho works to minimise the environmental impact of its activities.

Ángel Camacho Perea took part in an **Agrobank Conference** held in Córdoba, entitled “Prospects and Opportunities in the Spanish Agricultural Sector”. During the event, the Chief Executive Officer took part in a round-table discussion alongside executives from other leading companies such as Eurosemillas, Dcoop and Unica Group. At the event, topical issues were discussed, including growing geopolitical uncertainty, digitalisation, climate change, changes in consumer habits and the tariffs imposed by the Trump administration.



The “**My First Export**” project, promoted by Logipymes, a company within the Lamaignere Group, featured Luis Camacho Perea, Export Director at A. Camacho Foods, as a special guest. During a 25-minute interview, Luis shared his personal account and experience, providing valuable advice and tools for prospective exporters. This initiative highlights the value of sharing real experiences and successful practices to foster business growth and internationalisation, while also underscoring Ángel Camacho’s commitment to continuing to support projects that promote economic and business development.



**Continuous
improvement**

Key Indicators

SUPPLY CHAIN



116
suppliers



87%
local procurement



4,900
olive grove area included in
Camacho Integra (Ha)



70
suppliers that form part
of Camacho Integra



500
hectares of super-high-density
cultivation (company-owned
farms + growers)*

*2026 target: reach 1,000 Ha of super-high-density cultivation for table olives (between company-owned farms and integrated growers).



“
*Ángel Camacho
supports community
development through
its work with local
suppliers*
”

Improving the supply chain

Ángel Camacho promotes a sustainable vision for its business that guides the product from its origin to the consumer's table. With this aim, it promotes access to the highest-quality raw materials and **supports community development through its work with local suppliers.**

By doing this, the company recognises the value of rural areas and makes a commitment to developing a modern, innovative and sustainable agricultural sector, where efficient and environmentally friendly agricultural production is encouraged.

In an increasingly demanding context, Ángel Camacho understands that sustainability must go hand in hand with productivity. Accordingly, it drives the **evolution of its agricultural model towards optimising resources, improving yields and ensuring the long-term viability** of farms and the entire food supply chain.

The company is therefore committed to integrating innovative solutions throughout the entire cycle, from cultivation to the end consumer. The **incorporation of new technologies**, together with **more precise management**, makes it possible to enhance efficiency without compromising

environmental stewardship, thereby fostering more **competitive and responsible farming.**

In addition, Ángel Camacho recognises that the future of the sector also depends on the social and economic strength of the areas where the product originates. Faced with the challenge of rural depopulation, its commitment to local suppliers fosters **opportunities in rural areas** and supports a robust, sustainable agricultural sector with long-term prospects.



“
The company is committed to developing a modern, innovative and sustainable agricultural sector
”

AGRICULTURAL CHALLENGES: MORE EFFICIENT AND SUSTAINABLE PRODUCTION

The **food industry in Spain is an economic pillar**: in the 2024–2025 period, it accounted for 2.3% of GDP and is the leading manufacturing branch of the industrial sector. However, it is currently facing **significant challenges**:



Uncertain geopolitical context

The combination of disproportionate tariffs, technical restrictions and growing distrust between countries is increasing logistical and bureaucratic barriers, making it more difficult to export products and for them to reach customers and consumers. In this context, the Spanish sector has been forced to adapt, accelerating the search for and implementation of more efficient, resilient and sustainable production methods.



Climate change

Table olive harvesting is one of the areas most affected by climate change. Both extreme heat and heavy rainfall affect production and may limit crop development. One example of the consequences of high temperatures in 2025 was the delay in the natural ripening of the fruit, which, despite being in good phytosanitary condition, was much smaller in size than in 2024.

For all these reasons, Ángel Camacho places environmental protection at the heart of its strategy, improving the management of natural resources and drawing on innovation as a means of reducing the impact of its activities on the environment.

This vision is reflected in its commitment to the sector through its participation in events such as the **AgroBank Conference**, held in Córdoba in April 2025, entitled “Outlook and Opportunities for Spain’s Agricultural Sector”. This event brought together more than 300 professionals and examined the challenges and opportunities facing Spain’s agricultural sector in the international market.

Topics discussed included geopolitical uncertainty, digitalisation, climate change, evolving consumer habits, the Trump Administration’s tariffs and the 2030 Agenda.



“
Ángel Camacho places environmental protection at the heart of its strategy
”

ÁNGEL CAMACHO'S CONTRIBUTION

As part of its commitment to the sector, the company has launched various initiatives aimed at promoting more sustainable and efficient practices. These include the well-established **Camacho Integra** project.



This project aims to integrate farmers into the value chain, providing them with training and advice so that they can **make informed decisions on their farms**.

Support is provided throughout the entire crop cycle and is not solely focused on obtaining healthy, high-quality olives for the following season; it also helps prepare olive trees for the future.

Specifically, Camacho Integra offers the following services:



Comprehensive technical advice focused on controlling pests and diseases and reducing abiotic stress in olive trees.



Dynamic nutritional consultancy, based on knowledge of the soil's composition and its microbiota, as well as physiological needs according to the tree's phenological stage and local climatic conditions.

Technical meetings are held periodically, **informative bulletins** are published, and there is a **WhatsApp community**. These

channels provide information on crop development, weekly weather conditions, the phenological stage of olives, the emergence of potential pests and other cultivation issues. The aim is to provide useful, clear and practical information.

Since 2025, special attention has been paid to **the super-high-density cultivation of various table olive varieties**. Ángel Camacho has spent more than 10 years studying and working with this system and shares its experience and expertise with its integrated growers. It is convinced that this is an increasingly important model and supports farmers embarking on this path of transformation.



4,900
integrated olive grove area (Ha)



70
integrated suppliers

“
Collaborating with farmers fosters a shared vision and greater security
”

DESTACA PROJECT



Once producers have been integrated, we work closely with them through the **DestACA project to develop products with optimal physicochemical properties**. This enables the subsequent stages of the industrial process to be more efficient and sustainable, always in order to meet consumer needs.

The project also **includes ongoing support for farmers** to ensure the sustainability of production. Aspects addressed in the project include reducing the use of organic and chemical fertilisers, harnessing rainwater, using electricity and fuels efficiently, and conserving native flora to prevent soil erosion.

Ultimately, this project seeks to optimise the entire process to **obtain olives that are ideal in every respect**, thereby minimising losses.

MOVING TOWARDS NEW CROPS



In recent years, Ángel Camacho has devoted a significant part of its efforts to a business division focused on the agricultural sector. Its aim is to **drive the modernisation of traditional olive groves**, characterised by their reliance on irrigation and manual harvesting, **towards a super-high-density model based on mechanisation**.

A total of 700 Ha of super-high-density cultivation has now been reached across the company's own farms and those of participating farmers. The **challenge for 2026 is to reach 1,000 Ha** of super-high-density cultivation for table olives.

CARBON CREDITS



The Carbon Credit Generation Project continues to make strong progress. This initiative focuses on quantifying and **certifying the tonnes of CO₂ captured** through the agricultural and environmental practices applied to the company's crops. **The project has successfully passed its first audit and established its reference baseline**.

From this point onwards, one credit will be assigned for each tonne of CO₂ captured. Looking ahead to 2026, plans are in place to begin assigning value to these credits.



“
The challenge for 2026 is to reach 1,000 Ha of super-high-density cultivation, roughly 1 million olive trees
”

INNOVATION AND IMPROVEMENT

In the medium and long term, Ángel Camacho is committed to an **agricultural production model that uses resources more efficiently and is more environmentally friendly**, without compromising its strong commitment to quality, customers and consumers.

To achieve this, it makes its **expertise and technologies available to the agricultural sector**, in order to adapt to present and future needs.

In this regard, **digitalisation is becoming a key element**, as it provides greater access to information for decision-making, increases the sector's efficiency and strengthens trust among the various stakeholder groups.

In this regard, **technological tools and specialist knowledge are already being incorporated** to support producers in meeting standards relating to quality, sustainability and consumer trends.



LIOCEP, UNIQUE STRAINS

In line with its commitment to innovation, in 2024 the company completed the **LIOCEP project**, which developed its **own inoculum strain to control the fermentation process** of packaged olives more efficiently.

A series of trials was conducted using the selected strains to verify their fermentation capacity. Additionally, they were compared with fermentations using different types of commercial bacteria. **It is already at the industrial stage and is currently being used.**



COMMITMENT TO THE MODERNISATION OF OLIVE GROVES

In September 2025, Ángel Camacho Perea signed a **strategic agreement with AgroBank**, CaixaBank's specialised line of business for the agri-food sector, in order to **drive the transformation of the table olive sector**, table olives

being an essential crop for rural Andalusia. With this agreement, Ángel Camacho **strengthens its long-standing commitment to farmers** by providing technical support, training and advice for the modernisation of traditional table olive groves. The agreement also stipulates that AgroBank will provide farmers with

financial products tailored to their needs, through specialised branches and a team of experts in the agricultural field. With this alliance, the company reaffirms its role as a driving force in the olive sector and as a benchmark in its **commitment to a modern, sustainable agri-food model dedicated to rural development.**

MOVING FORWARD TOGETHER WITH SUPPLIERS

Ángel Camacho's commitment to the development of its local area is intrinsic to the company, which is why it **fosters relationships with local suppliers**. This approach guarantees access to high-quality raw materials and collaboration with companies that also share a sustainable vision.

The supplier network is extensive and diverse, ranging from large multinational companies to small

local businesses and agricultural cooperatives. This model is underpinned by a growing number of suppliers that meet the most stringent quality and food safety standards, including **ISO, BRC and IFS** certifications, encompassing both raw material suppliers and other partners.

“
Sharing an ethical and responsible vision with suppliers has enabled collaborations to be maintained for more than 25 years
”



RESPONSIBLE COLLABORATION

Aware of the importance of supply chain security, the company has reinforced its commitment to responsible suppliers through the **implementation of the Supplier Guide**. This document sets out **food safety requirements**, ensuring that all suppliers are audited regularly and hold the relevant certifications.

The assessment is conducted as an **open and collaborative process**, involving both business units and the suppliers themselves. At the beginning, they receive the Supplier Guide and the Code of Ethics, the acceptance and signing of which are required in order to formalise the collaboration.

This approach has fostered the development of **strong, long-lasting relationships**, enabling the organisation to maintain ties with long-standing suppliers for more than 25 years.

Also, in order to offer high-quality products, **the company monitors all the factors involved in the production process**. End-to-end supply chain traceability makes it possible to monitor every stage, from the condition of raw materials at source through to final distribution, which is **key to ensuring product excellence**.

Continuous improvement is promoted through numerous initiatives, thereby contributing to a more environmentally responsible model:

CONTINUOUS IMPROVEMENT

Waste reduction

Energy efficiency

Use of sustainable materials

Promotion of the circular economy

Cost optimisation

GOOD PRACTICE AWARD



Ángel Camacho was recognised at the **5th Cartonplast Ibérica Sustainability Awards** in the food packer category for its outstanding management as a participant in the Cartonplast system.

This model allows plastic dividers or separators used in the transport of jars to be reused. Thanks to this system, the company has **prevented the emission of almost 11 tonnes of CO₂**.



Vision for the future

Acting sustainably reinforces a legacy of responsibility. In this regard, Ángel Camacho has tackled its challenges with determination, building a **track record spanning almost 130 years based on commitment, excellence and continuous improvement**. In 2024, the company took a key step with the launch of its **new 2024–2026 Strategic Plan**, a strategic roadmap that guides its future growth and improves its ability to further consolidate its commitment to stakeholders.

ÁNGEL CAMACHO'S 10 SUSTAINABILITY PRINCIPLES

1

CARING FOR THE ENVIRONMENT



The company has launched numerous projects for the **continuous improvement of natural resource management**, focusing on reducing emissions, waste, and water and energy consumption. These projects have also **driven innovation in the packaging** of products to develop packaging that causes less pollution.

2

WATER



Water efficiency is promoted through the **implementation of drip irrigation systems**, and super-intensive rainfed cultivation is encouraged to strengthen resilience to drought risks. In addition, the company's main olive processing plant operates under a "zero liquid discharge" model, recycling 100% of the water used in its industrial processes.

3

ZERO EMISSIONS



The company maintains a preventive approach, and has undertaken a series of **initiatives to promote greater environmental responsibility**, fostering the development and dissemination of environmentally friendly technologies.

4 MODERNISATION OF AGRICULTURE



Through its own projects and alliances with other organisations, the company reaffirms its role as a driving force in the olive-growing sector and as a leader in the **commitment to a modern, sustainable agri-food model committed to rural development.**

5 TEAM WELLBEING



People are a fundamental asset to the company. Therefore, the company is **committed to a diverse, equal-opportunity, well-trained and committed workforce**, whose members can carry out their work in a safe working environment.

6 RESPONSIBLE VALUE CHAIN



Promoting **continuous improvement from source to table** is a priority reflected in projects such as Camacho Integra and in partnership with responsible suppliers.

7 SUSTAINABLE PACKAGING



The company promotes innovation in packaging, using **recycled materials** to reduce its environmental impact.

8 EFFICIENT SELF-CONSUMPTION



The company has committed to self-consumption through the **installation of solar panels** at its plants in Morón de la Frontera (Seville) and Otero de las Dueñas (León).

9 CLOSE TO CUSTOMERS AND CONSUMERS

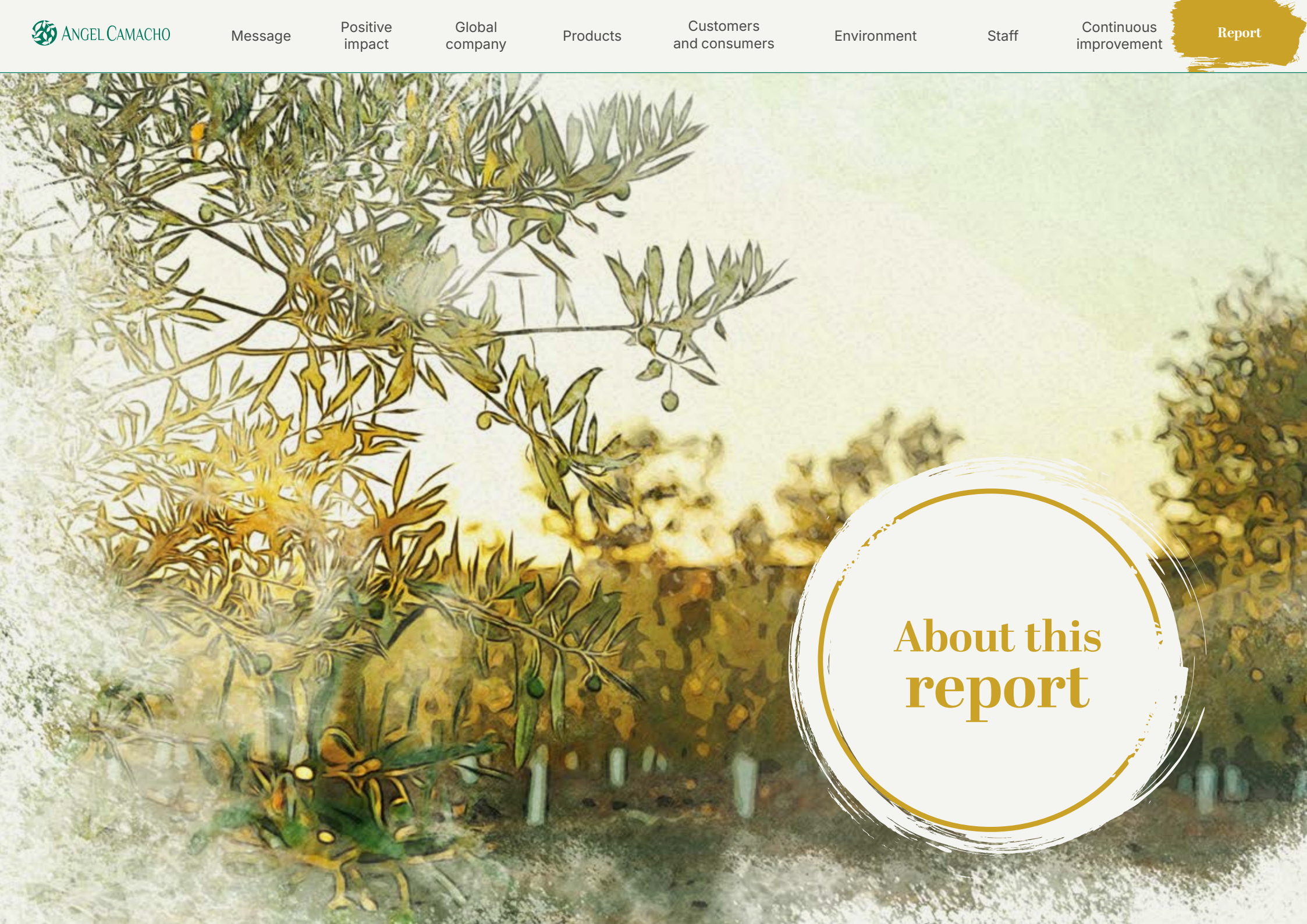


To satisfy customers and consumers, the company is committed to offering **high-quality products with excellent flavour** that meet their needs and expectations.

10 POSITIVE IMPACT



Through the development and implementation of sustainable measures, the company reaffirms its commitment to generating a positive impact in the areas where it operates. This approach involves adopting responsible practices that seek not only to minimise its environmental footprint, but also to **contribute to social well-being and the economic development of local communities.**



About this report

Scope and coverage

As a demonstration of its commitment to ethics and transparency, Ángel Camacho publishes its Sustainability Report in order to share with all its **stakeholders** (customers, employees, suppliers, collaborators, society and partners) the **main milestones and results of its business**, paying particular attention to the economic, environmental and social aspects.

This report is the **seventh to be published by the company** and covers the activities of Ángel

Camacho Alimentación, the Group's principal business unit during **2024 and 2025**, including consolidated data from the parent company where applicable.

The information contained in this document is presented in a way that facilitates comparison with that published in previous editions of the report, making it possible to follow the **company's progress over recent years** simply and logically. Furthermore, in preparing this report, the **Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI)** Standards were respected, using the 'with reference to the GRI Standards' option.

It also aligns with the Sustainable Development Goals (SDGs) and the ten principles of the UN Global Compact.

Materiality analysis

Ángel Camacho is committed to sustainable development as a key approach to creating long-term shared value with its internal and external stakeholders and securing the future of the business itself. The process for analysing topics relevant to stakeholders and the business has focused on three phases:



The identification of material topics

and relevant matters based on the review of various internal and external sources of information.



The prioritisation of the identified issues

according to two variables: relevance for the Company's business and relevance to its stakeholders.



The preparation of the Materiality Matrix

to rank the topics according to their relevance to the organisation and its stakeholders.

ANNEX I: RELEVANT TOPICS MATRIX

RELEVANT TOPICS MATRIX					
RELEVANCE FOR STAKEHOLDERS	HIGH	- Boosting the economy and local development - Promotion of responsible behaviour	- Innovation and product diversification - Sustainable water management and water footprint reduction - Responsible supply chain - Energy consumption and carbon footprint offsetting	- Product quality and safety - Encouraging the development of suppliers and farmers - Corporate ethics and transparency	
	MEDIUM	- Eco-efficiency in packaging - Diversity and equal opportunities - Raising awareness of sustainability across the sector	- Respect for the environment in the production chain - Training and professional development - Work-life balance - Creating value for the community - Long-lasting relationship of trust with our customers	- Long-term vision - Risk prevention and safety culture	
	MODERATE		- Employee motivation and commitment - Efficiency and profitability	Understanding and meeting our customers' needs	
		MODERATE	MEDIUM	HIGH	
RELEVANCE TO THE BUSINESS					
- ENVIRONMENT - SUPPLIERS - CUSTOMERS - COMMUNITY - EMPLOYEES - CORPORATE					

ANNEX II: CORRELATION OF THE SDGS WITH THE GLOBAL REPORTING INITIATIVE AND THE PRINCIPLES OF THE GLOBAL COMPACT

SDG	GRI STANDARDS	PRINCIPLES OF THE GLOBAL COMPACT
	305-1 Direct GHG emissions (Scope 1)	1 Support and respect the protection of human rights 2 Do not be complicit in the violation of human rights 3 Support freedom of affiliation and collective bargaining 4 Support the elimination of all forms of forced or coerced labor 5 Support the eradication of child labor 6 Support the abolition of discrimination practices 10 Work against corruption in all its forms
	404-1 Average training hours per year per employee	1 Support and respect the protection of human rights 1 Do not be complicit in the violation of human rights
	2-9 Governance structure and composition 2-10 Designation and selection of the highest governing body 401-1 New employee hires and employee turnover 404-1 Average hours of training per year per employee 404-3 Percentage of employees receiving regular performance and career development reviews 405-1 Diversity of governance bodies and employees	1 Support and respect the protection of human rights 1 Do not be complicit in the violation of human rights 3 Support freedom of affiliation and collective bargaining 4 Support the elimination of all forms of forced or coerced labor 5 Support the eradication of child labor 6 Support the abolition of discrimination practices
	303-3 Recycled and reused water	1 Support and respect the protection of human rights 1 Do not be complicit in the violation of human rights 7 Maintain an environmentally friendly preventive approach 8 Promote initiatives that promote greater environmental responsibility 9 Promote the development and dissemination of environmentally friendly technologies

ANNEX II: CORRELATION OF THE SDGS WITH THE GLOBAL REPORTING INITIATIVE AND THE PRINCIPLES OF THE GLOBAL COMPACT

SDG	GRI STANDARDS	PRINCIPLES OF THE GLOBAL COMPACT
 7 AFFORDABLE AND CLEAN ENERGY	302-1 Energy consumption within the organization 302-4 Reduction of energy consumption	1 Support and respect the protection of human rights 2 Do not be complicit in the violation of human rights 7 Maintain an environmentally friendly preventive approach 8 Promote initiatives that promote greater environmental responsibility 9 Promote the development and dissemination of environmentally friendly technologies
 8 DECENT WORK AND ECONOMIC GROWTH	2-30 Collective bargaining agreements 302-1 Energy consumption within the organization 302-4 Reduction of energy consumption 401-1 New employee hires and employee turnover 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews 405-1 Diversity of governance bodies and employees	1 Support and respect the protection of human rights 2 Do not be complicit in the violation of human rights 3 Support freedom of affiliation and collective bargaining 4 Support the elimination of all forms of forced or coerced labor 5 Support the eradication of child labor 6 Support the abolition of discrimination practices
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	201-1 Economic value	3 Support freedom of affiliation and collective bargaining 4 Support the elimination of all forms of forced or coerced labor 5 Support the eradication of child labor 6 Support the abolition of discrimination practices 7 Maintain an environmentally friendly preventive approach 8 Promote initiatives that promote greater environmental responsibility 9 Promote the development and dissemination of environmentally friendly technologies

ANNEX II: CORRELATION OF THE SDGS WITH THE GLOBAL REPORTING INITIATIVE AND THE PRINCIPLES OF THE GLOBAL COMPACT

SDG	GRI STANDARDS	PRINCIPLES OF THE GLOBAL COMPACT
	302-1 Energy consumption within the organization 302-4 Reduction of energy consumption 305-1 Direct GHG emissions (Scope 1) 204-1 Proportion of expenditure on local suppliers	7 Maintain an environmentally friendly preventive approach 8 Promote initiatives that promote greater environmental responsibility 9 Promote the development and dissemination of environmentally friendly technologies
	302-1 Energy consumption within the organization 302-4 Reduction of energy consumption 305-1 Direct GHG emissions (Scope 1)	7 Maintain an environmentally friendly preventive approach 8 Promote initiatives that promote greater environmental responsibility 9 Promote the development and dissemination of environmentally friendly technologies
	305-1 Direct GHG emissions (Scope 1)	7 Maintain an environmentally friendly preventive approach 8 Promote initiatives that promote greater environmental responsibility 9 Promote the development and dissemination of environmentally friendly technologies
		1 Support and respect the protection of human rights 2 Do not be complicit in the violation of human rights 3 Support freedom of affiliation and collective bargaining 4 Support the elimination of all forms of forced or coerced labor 5 Support the eradication of child labor 6 Support the abolition of discrimination practices 10 Work against corruption in all its forms
■ HUMAN RIGHTS ■ LABOUR STANDARDS ■ ENVIRONMENT ■ FIGHT AGAINST CORRUPTION		

ANNEX II: GRI STANDARD CONTENT INDEX

GRI 1: BASICS. DECLARATION OF USE

Grupo Ángel Camacho has presented the information cited in this GRI content index for the period between 1 January 2024 and 31 December 2025 using GRI standards as a reference. [GRI 2-3]

GRI 1 used GRI 1: Foundation 2021

GRI	CONTENT	PAGES	DIRECT RESPONSE
GRI 2: General contents 2021			
The organization and its reporting practices			
GRI 2	2-1 Organizational details	12, 13, 17	Avda. del Pilar, 6 41530 Morón de la Frontera (Seville), Spain
GRI 2	2-2 Entities included in the organization's sustainability reporting	17	
GRI 2	2-3 Reporting period, frequency and point of contact		Financial year 2024-2025: 1 January 2024 to 31 December 2025. This report is published every two years. Contact for inquiries: juancarlos.sanchez@acamacho.com
GRI 2	2-4 Restatements of information		No information is restated with respect to the previous report.
GRI 2	2-5 External assurance		There has been no external assurance.
Activities and workers			
GRI 2	2-6 Activities, value chain and other business relationships	14-17	
GRI 2	2-7 Employees	65-66	

GRI	CONTENT	PAGES	DIRECT RESPONSE
Governance			
GRI 2	2-9 Governance structure and composition	20-22	
GRI 2	2-10 Nomination and selection of the highest governing body	20-21	
GRI 2	2-11 Chair of the highest governing body	21	
GRI 2	2-13 Delegation of responsibility for managing impacts	20-23	
Strategy, policies and practices			
GRI 2	2-15 Conflicts of interest	23	
GRI 2	2-22 Statement on Sustainable Development Strategy	3-4, 12-13	
GRI 2	2-23 Values, principles, norms and standards of conduct	14, 16, 22-25	
GRI 2	2-25 Processes to remediate negative impacts	41-43, 49-50	
GRI 2	2-26 Mechanisms for seeking advice and raising concerns	20-25, 88-92	
GRI 2	2-28 Membership of associations	29	
Stakeholder involvement			
GRI 2	2-29 Stakeholder engagement approach	28, 96-97	
GRI 2	2-30 Collective bargaining agreements		In force from 2024 for five years
GRI	CONTENT	PAGES	DIRECT RESPONSE
Material topics 2021			
MATERIAL TOPIC: CORPORATE ETHICS AND TRANSPARENCY			
GRI 3: Material topics 2021	3-3 Management of material topics	96-97	
GAC's own indicators	Percentage of employees trained in Code of Ethics	23, 68	
ANTI-CORRUPTION			
GRI 205: Anti-corruption 2016	5-2 Communication and training about anti-corruption policies and procedures	23-25	

GRI	CONTENT	PAGES	DIRECT RESPONSE
MATERIAL TOPIC: LONG-TERM VISION			
GRI 3: Material topics 2021	3-3 Management of material topics	16, 18, 54, 90, 93-94	
MATERIAL TOPIC: EFFICIENCY AND PROFITABILITY			
GRI 3: Material topics 2021	3-3 Management of material topics	14, 16, 54, 59-63, 87-90	
ECONOMIC PERFORMANCE			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	11	
MATERIAL TOPIC: SECTORAL AWARENESS ON SUSTAINABILITY			
GRI 3: Material topics 2021	3-3 Management of material topics	52-58	
MATERIAL TOPIC: RESPECT FOR THE ENVIRONMENT IN THE PRODUCTION CHAIN			
GRI 3: Material topics 2021	3-3 Management of material topics	53-63	
GAC's own indicators	Reduction of hazardous waste production per ton of packaged product from 2021 to 2025	60	
	Reduction of discharge production per ton of packaged product	60	
	Relative reduction in the consumption of packaging	52, 55, 61	
	Reduction of occupied land area	85, 89	
MATERIAL TOPIC: SUSTAINABLE WATER MANAGEMENT AND WATER FOOTPRINT REDUCTION			
GRI 3: Material topics 2021	3-3 Management of material topics	53, 54, 62	
WATER			
GRI 303: Water 2018	303-3 Recycled and reused water	62	
MATERIAL TOPIC: ENERGY CONSUMPTION AND CARBON FOOTPRINT OFFSETTING			
GRI 3: Material topics 2021	3-3 Management of material topics	52-54, 58-59	
ENERGY			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	52, 54, 58, 63	
	302-4 Reduction of energy consumption	52, 54, 58, 63	
EMISSIONS			
GRI 305: 2016 emissions	Direct GHG emissions (Scope 1)	58, 59	

GRI	CONTENT	PAGES	DIRECT RESPONSE
MATERIAL TOPIC: ECO-EFFICIENCY IN PACKAGING			
GRI 3: Material topics 2021	3-3 Management of material topics	52, 54, 55, 61	
ERIAL TOPIC: RESPONSIBLE SUPPLY CHAIN			
GRI 3: Material topics 2021	3-3 Management of material topics	85-92	
PROCUREMENT PRACTICES			
RI 204: Procurement practices 2016	204-1 Proportion of expenditure on local suppliers	85	
ENVIRONMENTAL ASSESSMENT OF SUPPLIERS			
GRI 308: Environmental Assessment of suppliers 2016	308-1 New suppliers who have passed assessment and selection filters according to the environmental criteria	88, 91, 92	
MATERIAL TOPIC: ENCOURAGING THE DEVELOPMENT OF SUPPLIERS AND FARMERS			
GRI 3: Material topics 2021	3-3 Management of material topics	86-92	
GAC's own indicators	Farmers integrated by the Camacho Integra project	88, 89	
MATERIAL TOPIC: INNOVATION AND PRODUCT DIVERSIFICATION			
GRI 3: Material topics 2021	3-3 Management of material topics	33-34	
MATERIAL TOPIC: PRODUCT QUALITY AND SAFETY			
GRI 3: Material topics 2021	3-3 Management of material topics	41-43	
MATERIAL TOPIC: KNOW AND SATISFY OUR CUSTOMERS' NEEDS			
GRI 3: Material topics 2021	3-3 Management of material topics	46-50	
MATERIAL TOPIC: LASTING AND TRUSTING RELATIONSHIP WITH CUSTOMERS			
GRI 3: Material topics 2021	3-3 Management of material topics	47	
MATERIAL TOPIC: EMPLOYEE MOTIVATION AND COMMITMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	66-76	
EMPLOYMENT			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	65-66, 68	

GRI	CONTENT	PAGES	DIRECT RESPONSE
MATERIAL TOPIC: PREVENTION AND SAFETY CULTURE			
GRI 3: Material topics 2021	3-3 Management of material topics	68, 73-75	
MATERIAL TOPIC: WORK-LIFE BALANCE			
GRI 3: Material topics 2021	3-3 Management of material topics	71	
GAC's own indicators	Main work-life balance indicators in 2024 and 2025	71	
MATERIAL TOPIC: TRAINING AND PROFESSIONAL DEVELOPMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	67-68, 75	
TRAINING AND TEACHING			
GRI 404: Training and teaching 2016	404-1 Average training hours per year per employee	68	
	404-2 Programs to improve employee skills and programs to assist transition	67-68, 75	
	404-3 Percentage of employees who receive periodic evaluations of performance and professional development	67	
MATERIAL TOPIC: DIVERSITY AND EQUAL OPPORTUNITIES			
GRI 3: Material topics 2021	3-3 Management of material topics	69-72	
DIVERSITY AND EQUAL OPPORTUNITIES			
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	65, 69-72	
MATERIAL TOPIC: PROMOTING RESPONSIBLE BEHAVIOR			
GRI 3: Material topics 2021	3-3 Management of material topics	73-75	
MATERIAL TOPIC: BOOSTING THE ECONOMY AND LOCAL DEVELOPMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	78, 85-92	
LOCAL COMMUNITIES			
GRI 413: Local communities 2016	413-1 Operations with local community involvement, impact assessments and development programs	78-83, 88-90	
MATERIAL TOPIC: CREATING VALUE FOR THE COMMUNITY			
GRI 3: Material topics 2021	3-3 Management of material topics	78-83	



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